



UBP VOTING RECORD

Significant votes and further voting-related documents

UBP provides voting rationales for votes deemed significant. This includes:

- votes against management
- votes on shareholder proposals
- votes against ISS Sustainability Policy
- votes withheld
- votes abstained

UBP's 2022 Voting Report is available <u>here</u>.

UBP's Voting Policy is available in the <u>Responsible Investment section of our website</u>.

	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management Recommendation	Vote	Significant votes - Rationales
indsay Corporation	USA	04-janv-22	Management	Number 1.1	Elect Director Pablo Di Si	Recommendation For	Decision For	
anday corporation	""	0.1,0 22	Management	1.2	Elect Director Mary A. Lindsey	For	For	
		1	Management	1.3	Elect Director Consuelo E. Madere	For	For	
		1	Management	2	Ratify KPMG LLP as Auditors	For	For	
		1	Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
IARI Technology Co., Ltd.	China	05-janv-22	Management	1	Approve Draft and Summary of Performance Shares Incentive Plan	For	Against	A vote AGAINST is warranted because a director eligible to receive performance shares under the scheme is involved in the
		1	· ·				l -	administration of the scheme.
		1	Management	1.1	Approve Purpose of the Plan	For	Against	A vote AGAINST is warranted because a director eligible to receive performance shares under the scheme is involved in the
		1	1					administration of the scheme.
		1	Management	1.2	Approve Management Agency	For	Against	A vote AGAINST is warranted because a director eligible to receive performance shares under the scheme is involved in the
		1	1					administration of the scheme.
		1	Management	1.3	Approve Criteria to Select Plan Participants	For	Against	A vote AGAINST is warranted because a director eligible to receive performance shares under the scheme is involved in the
		1	I., .			_	.	administration of the scheme.
		1	Management	1.4	Approve Source and Number of Underlying Stocks	For	Against	A vote AGAINST is warranted because a director eligible to receive performance shares under the scheme is involved in the administration of the scheme.
		1	Management	1.5	Approve Allocation of Performance Shares	For	A 4	A vote AGAINST is warranted because a director eligible to receive performance shares under the scheme is involved in the
		1	iviariagement	1.5	Approve Allocation of Performance Shares	FUI	Against	administration of the scheme.
		1	Management	1.6	Approve Time Arrangement	For	Against	A vote AGAINST is warranted because a director eligible to receive performance shares under the scheme is involved in the
		1	iviariagement	1.0	Approve Time Arrangement	FUI	Against	administration of the scheme.
		1	Management	1.7	Approve Grant Price and Price-setting Basis	For	Against	A vote AGAINST is warranted because a director eligible to receive performance shares under the scheme is involved in the
		1	Wanagement	1,	Approve Grant Frice and Frice-setting Basis	1 01	Against	administration of the scheme.
		1	Management	1.8	Approve Conditions for Granting and Unlocking	For	Against	A vote AGAINST is warranted because a director eligible to receive performance shares under the scheme is involved in the
	1	I						administration of the scheme.
	1	I	Management	1.9	Approve Methods and Procedures to Adjust the Incentive Plan	For	Against	A vote AGAINST is warranted because a director eligible to receive performance shares under the scheme is involved in the
	1	I	l ,		l ''		I Š	administration of the scheme.
		1	Management	1.10	Approve Accounting Treatment	For	Against	A vote AGAINST is warranted because a director eliqible to receive performance shares under the scheme is involved in the
		1	ľ					administration of the scheme.
		1	Management	1.11	Approve Procedures to Grant and Unlock the Performance Shares	For	Against	A vote AGAINST is warranted because a director eligible to receive performance shares under the scheme is involved in the
		1	· ·				l -	administration of the scheme.
		1	Management	1.12	Approve Rights and Obligations of the Company and the Plan Participants	For	Against	A vote AGAINST is warranted because a director eligible to receive performance shares under the scheme is involved in the
		1	1					administration of the scheme.
		1	Management	1.13	Approve Treatment When There Are Changes for the Company and the Plan Participants	For	Against	A vote AGAINST is warranted because a director eligible to receive performance shares under the scheme is involved in the
		1	1					administration of the scheme.
		1	Management	1.14	Approve Conditions to Change or Terminate the Incentive Plan	For	Against	A vote AGAINST is warranted because a director eligible to receive performance shares under the scheme is involved in the
		1				_	l	administration of the scheme.
		1	Management	1.15	Approve Principle of Repurchase of Performance Shares	For	Against	A vote AGAINST is warranted because a director eligible to receive performance shares under the scheme is involved in the
		1	l	_		_	l	administration of the scheme.
		1	Management	2	Approve Measures for the Administration of Performance Share Incentive Plan	For	Against	A vote AGAINST is warranted because a director eligible to receive performance shares under the scheme is involved in the administration of the scheme.
		1	I., .	3		_	.	
		1	Management	3	Approve Methods to Assess the Performance of Plan Participants	For	Against	A vote AGAINST is warranted because a director eligible to receive performance shares under the scheme is involved in the administration of the scheme.
		1	Management	4	Approve Authorization of the Board to Handle All Related Matters	For	Against	A vote AGAINST is warranted because a director eligible to receive performance shares under the scheme is involved in the
		1	ivialiagement	4	Approve Authorization of the Board to Handle All Nelated Watters	101	Ayairist	administration of the scheme.
S. Industry Berhad	Malaysia	07-janv-22	Management	1	Approve Final Dividend	For	For	administration of the soneme.
o. Industry Demad		01-janv-22	Management	2	Approve Pirial Bividend	For	For	
	1							
				3	Flect Beh Kim Ling as Director	For	For	
			Management	3 4	Elect Beh Kim Ling as Director Elect Ng Yong Kang as Director	For For	For For	
				3 4 5	Elect Ng Yong Kang as Director	For For For	For	
			Management Management Management	3 4 5 6	Elect Ng Yong Kang as Director Elect Diong Tai Pew as Director	For For	For For	
			Management Management Management Management	3 4 5 6 7	Elect Ng Yong Kang as Director Elect Diong Tai Pew as Director Approve KPMG PLT as Auditors and Authorize Board to Fix Their Remuneration	For For For	For	
			Management Management Management	3 4 5 6 7 8	Elect Ng Yong Kang as Director Elect Diong Tai Pew as Director	For For	For For For	
			Management Management Management Management Management Management	3 4 5 6 7 8 9	Elect Ng Yong Kang as Director Elect Diong Tai Pew as Director Approve KPMG PLT as Auditors and Authorize Board to Fix Their Remuneration Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For For For	For For For	
			Management Management Management Management Management Management Management	5 6 7 8	Elect Ng Yong Kang as Director Elect Diong Tai Pew as Director Approve KPMG PLT as Auditors and Authorize Board to Fix Their Remuneration Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights Authorize Share Repurchase Program Approve Renewal of Shareholders' Mandate for Recurrent Related Party Transactions with V.S. International Group Limited, its Subsidiaries and Associates	For For For For	For For For For	
			Management Management Management Management Management Management Management	5 6 7 8	Elect Ng Yong Kang as Director Elect Diong Tai Pew as Director Approve KPMG PLT as Auditors and Authorize Board to Fix Their Remuneration Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights Authorize Share Repurchase Program Approve Renewal of Shareholders' Mandate for Recurrent Related Party Transactions with	For For For For	For For For For	
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			Management Management Management Management Management Management Management Management Management	5 6 7 8 9 10	Elect Ng Yong Kang as Director Elect Diong Tai Pew as Director Approve KPMG PLT as Auditors and Authorize Board to Fix Their Remuneration Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights Authorize Share Repurchase Program Approve Renewal of Shareholders' Mandate for Recurrent Related Party Transactions with V.S. International Group Limited, its Subsidiaries and Associates Approve Renewal of Shareholders' Mandate for Recurrent Related Party Transactions with Lip Sheng International Ltd and/or Lip Sheng Precision (Zhuhai) Co., Ltd Approve Renewal of Shareholders' Mandate for Recurrent Related Party Transactions with Beeantlan Pte. Ltd.	For For For For For For	For For For For For For	
			Management Management Management Management Management Management Management	5 6 7 8 9	Elect Ng Yong Kang as Director Elect Diong Tai Pew as Director Approve KPMG PLT as Auditors and Authorize Board to Fix Their Remuneration Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights Authorize Share Repurchase Program Approve Renewal of Shareholders' Mandate for Recurrent Related Party Transactions with V.S. International Group Limited, Its Subsidiaries and Associates Approve Renewal of Shareholders' Mandate for Recurrent Related Party Transactions with Lip Sheng International Ltd and/or Lip Sheng Precision (Zhuhai) Co., Ltd Approve Renewal of Shareholders' Mandate for Recurrent Related Party Transactions with Beeantah Pte. Ltd. Approve Renewal of Shareholders' Mandate for Recurrent Related Party Transactions with	For For For For For	For For For For For	
			Management	5 6 7 8 9 10	Elect Ng Yong Kang as Director Elect Diong Tai Pew as Director Approve KPMG PLT as Auditors and Authorize Board to Fix Their Remuneration Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights Authorize Share Repurchase Program Approve Renewal of Shareholders' Mandate for Recurrent Related Party Transactions with V.S. International Group Limited, lis Subsidiaries and Associates Approve Renewal of Shareholders' Mandate for Recurrent Related Party Transactions with Lip Sheng International Ltd and/or Lip Sheng Precision (Zhuhai) Co., Ltd Approve Renewal of Shareholders' Mandate for Recurrent Related Party Transactions with Beeantah Pte. Ltd. Approve Renewal of Shareholders' Mandate for Recurrent Related Party Transactions with Liphup Mould Sdn. Bhd.	For For For For For For For	For For For For For For	
			Management	5 6 7 8 9 10	Elect Ng Yong Kang as Director Elect Diong Tai Pew as Director Approve KPMG PLT as Auditors and Authorize Board to Fix Their Remuneration Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights Authorize Share Repurchase Program Approve Renewal of Shareholders' Mandate for Recurrent Related Party Transactions with V.S. International Group Limited, its Subsidiaries and Associates Approve Renewal of Shareholders' Mandate for Recurrent Related Party Transactions with Lip Sheng International Ltd and/or Lip Sheng Precision (Zhuhai) Co., Ltd Approve Renewal of Shareholders' Mandate for Recurrent Related Party Transactions with Eseantian Pte. Ltd. Approve Renewal of Shareholders' Mandate for Recurrent Related Party Transactions with Liphup Mould Sdn. Bhd. Adopt New Constitution	For For For For For For For For For	For For For For For For For	
DNGi Green Energy Technology Co., Ltd.	China	10-janv-22	Management	5 6 7 8 9 10 11 12 1	Elect Nay Yong Kang as Director Elect Diong Tai Pew as Director Approve KPMG PLT as Auditors and Authorize Board to Fix Their Remuneration Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights Authorize Share Repurchase Program Approve Renewal of Shareholders' Mandate for Recurrent Related Party Transactions with V.S. International Group Limited, Its Subsidiaries and Associates Approve Renewal of Shareholders' Mandate for Recurrent Related Party Transactions with Lip Sheng International Ltd and/or Lip Sheng Precision (Zhuhai) Co., Ltd Approve Renewal of Shareholders' Mandate for Recurrent Related Party Transactions with Beeantah Pte. Ltd. Approve Renewal of Shareholders' Mandate for Recurrent Related Party Transactions with Liphup Mould Sdn. Bhd. Adopt New Constitution	For	For	
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oNGi Green Energy Technology Co., Ltd.	China	10-janv-22	Management	5 6 7 8 9 10 11 12 1	Elect Nay Yong Kang as Director Elect Diong Tai Pew as Director Approve KPMG PLT as Auditors and Authorize Board to Fix Their Remuneration Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights Authorize Share Repurchase Program Approve Renewal of Shareholders' Mandate for Recurrent Related Party Transactions with V.S. International Group Limited, Its Subsidiaries and Associates Approve Renewal of Shareholders' Mandate for Recurrent Related Party Transactions with Lip Sheng International Ltd and/or Lip Sheng Precision (Zhuhai) Co., Ltd Approve Renewal of Shareholders' Mandate for Recurrent Related Party Transactions with Beeantah Pte. Ltd. Approve Renewal of Shareholders' Mandate for Recurrent Related Party Transactions with Liphup Mould Sdn. Bhd. Adopt New Constitution	For	For	disproportionate to the level of ownership in the said subsidiaries and the company has failed to provide any justifications in the
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ONGi Green Energy Technology Co., Ltd.	China	10-janv-22	Management	5 6 7 8 9 10 11 12 1	Elect Nay Yong Kang as Director Elect Diong Tai Pew as Director Approve KPMG PLT as Auditors and Authorize Board to Fix Their Remuneration Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights Authorize Share Repurchase Program Approve Renewal of Shareholders' Mandate for Recurrent Related Party Transactions with V.S. International Group Limited, Its Subsidiaries and Associates Approve Renewal of Shareholders' Mandate for Recurrent Related Party Transactions with Lip Sheng International Ltd and/or Lip Sheng Precision (Zhuhai) Co., Ltd Approve Renewal of Shareholders' Mandate for Recurrent Related Party Transactions with Beeantah Pte. Ltd. Approve Renewal of Shareholders' Mandate for Recurrent Related Party Transactions with Liphup Mould Sdn. Bhd. Adopt New Constitution	For	For	disproportionate to the level of ownership in the said subsidiaries and the company has failed to provide any justifications in the meeting circular. We raised this issue and the company replied to us with a detailed explanation. The company stated that the will provide the guarantee in line with its shareholding ratio; they can fully control these companies' operations and decisions; and the risk for such kind of guarantees is under control. Moreover, the total guarantee for controlled subsidiaries (CNY0.5bn) is acceptable (0.5% of total assets as of 3Q21) relative to the company's size and operations. Hence, we would like to vote FOR because the company gave a detailed explanation and the total guaranteed amount for controlled subsidiaries is
DNGi Green Energy Technology Co., Ltd.	China	10-janv-22	Management	5 6 7 8 9 10 11 12 1	Elect Ng Yong Kang as Director Elect Diong Tai Pew as Director Approve KPMG PLT as Auditors and Authorize Board to Fix Their Remuneration Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights Authorize Share Repurchase Program Approve Renewal of Shareholders' Mandate for Recurrent Related Party Transactions with V.S. International Group Limited, Its Subsidiaries and Associates Approve Renewal of Shareholders' Mandate for Recurrent Related Party Transactions with Lip Sheng International Ltd and/or Lip Sheng Precision (Zhuhai) Co., Ltd Approve Renewal of Shareholders' Mandate for Recurrent Related Party Transactions with Beantah Pte. Ltd. Approve Renewal of Shareholders' Mandate for Recurrent Related Party Transactions with Lipup Mould Sdn. Bhd. Adopt New Constitution Approve Daily Related Party Transactions Approve Provision of Guarantee	For	For	disproportionate to the level of ownership in the said subsidiaries and the company has failed to provide any justifications in the meeting circular. We raised this issue and the company replied to us with a detailed explanation. The company stated that the will provide the guarantee in line with its shareholding ratio; they can fully control these companies' operations and decisions; and the risk for such kind of guarantees is under control. Moreover, the total guarantee for controlled subsidiaries (CNY0.5bn) is acceptable (0.5% of total assests as of 3021 y leative to the company's size and operations. Hence, would like to vote
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DNGi Green Energy Technology Co., Ltd.	China	10-janv-22 11-janv-22	Management	5 6 7 8 9 10 11 12 1	Elect Ng Yong Kang as Director Elect Diong Tai Pew as Director Approve KPMG PLT as Auditors and Authorize Board to Fix Their Remuneration Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights Authorize Share Repurchase Program Approve Renewal of Shareholders' Mandate for Recurrent Related Party Transactions with V.S. International Group Limited, Its Subsidiaries and Associates Approve Renewal of Shareholders' Mandate for Recurrent Related Party Transactions with Lip Sheng International Ltd and/or Lip Sheng Precision (Zhuhai) Co., Ltd Approve Renewal of Shareholders' Mandate for Recurrent Related Party Transactions with Beantah Pte. Ltd. Approve Renewal of Shareholders' Mandate for Recurrent Related Party Transactions with Lipup Mould Sdn. Bhd. Adopt New Constitution Approve Daily Related Party Transactions Approve Provision of Guarantee	For	For	disproportionate to the level of ownership in the said subsidiaries and the company has failed to provide any justifications in the meeting circular. We raised this issue and the company replied to us with a detailed explanation. The company stated that the will provide the guarantee in line with its shareholding ratio; they can fully control these companies' operations and decisions; and the risk for such kind of guarantees is under control. Moreover, the total guarantee for controlled subsidiaries (CNY0.5bn) is acceptable (0.5% of total assets as of 3Q21) relative to the company's size and operations. Hence, we would like to vote FOR because the company gave a detailed explanation and the total guaranteed amount for controlled subsidiaries is acceptable compared to total asset size. FOR the proposal of the share buyback. As the shares are trading at a significant discount to NAV, a share buyback is accretive
roundtown SA	Luxembourg	11-janv-22	Management	5 6 7 8 9 10 11 12 1	Elect Ng Yong Kang as Director Elect Diong Tai Pew as Director Approve KPMG PLT as Auditors and Authorize Board to Fix Their Remuneration Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights Authorize Share Repurchase Program Approve Renewal of Shareholders' Mandate for Recurrent Related Party Transactions with V.S. International Group Limited, lis Subsidiaries and Associates Approve Renewal of Shareholders' Mandate for Recurrent Related Party Transactions with Lip Sheng International Ltd and/or Lip Sheng Precision (Zhuhai) Co., Ltd Approve Renewal of Shareholders' Mandate for Recurrent Related Party Transactions with Becantah Pte. Ltd. Approve Renewal of Shareholders' Mandate for Recurrent Related Party Transactions with Lipup Mould Sdn. Bhd. Adopt New Constitution Approve Daily Related Party Transactions Approve Provision of Guarantee Amend Articles of Association Approve Share Repurchase	For	For	disproportionate to the level of ownership in the said subsidiaries and the company has failed to provide any justifications in the meeting circular. We raised this issue and the company replied to us with a detailed explanation. The company stated that the will provide the guarantee in line with its shareholding ratio; they can fully control these companies operations and decisions; and the risk for such kind of guarantees is under control. Moreover, the total guarantee for controlled subsidiaries (CNY0.5bn) is acceptable (0.5% of total assets as of 3Q21) relative to the company's size and operations. Hence, we would like to vote FOR because the company gave a detailed explanation and the total guaranteed amount for controlled subsidiaries is acceptable compared to total asset size. FOR the proposal of the share buyback. As the shares are trading at a significant discount to NAV, a share buyback is accretive for NAV and FFO per share.
			Management	5 6 7 8 9 10 11 12 1	Elect Nay Yong Kang as Director Elect Diong Tai Pew as Director Approve KPMG PLT as Auditors and Authorize Board to Fix Their Remuneration Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights Authorize Share Repurchase Program Approve Renewal of Shareholders' Mandate for Recurrent Related Party Transactions with Vs. International Group Limited, its Subsidiaries and Associates Approve Renewal of Shareholders' Mandate for Recurrent Related Party Transactions with Lip Sheng International Ltd and/or Lip Sheng Precision (Zhuhai) Co., Ltd Approve Renewal of Shareholders' Mandate for Recurrent Related Party Transactions with Beeantah Pte. Ltd. Approve Renewal of Shareholders' Mandate for Recurrent Related Party Transactions with Beeantah Pte. Ltd. Approve Renewal of Shareholders' Mandate for Recurrent Related Party Transactions with Liphup Mould Sdn. Bhd. Adopt New Constitution Approve Daily Related Party Transactions Approve Provision of Guarantee Amend Articles of Association Approve Share Repurchase Approve Increase in Limits of Loans, Guarantees, Securities and/or Investments to Any	For	For	disproportionate to the level of ownership in the said subsidiaries and the company has failed to provide any justifications in the meeting circular. We raised this issue and the company replied to us with a detailed explanation. The company stated that the will provide the guarantee in line with its shareholding ratio; they can fully control these companies operations and decisions; and the risk for such kind of guarantees is under control. Moreover, the total guarantee for controlled subsidiaries (CNY0.5bn) is acceptable (0.5% of total assets as of 3Q21) relative to the company's size and operations. Hence, we would like to vote FOR because the company gave a detailed explanation and the total guaranteed amount for controlled subsidiaries is acceptable compared to total asset size. FOR the proposal of the share buyback. As the shares are trading at a significant discount to NAV, a share buyback is accretive.
oundtown SA rompton Greaves Consumer Electricals Limited	Luxembourg India	11-janv-22 12-janv-22	Management	5 6 7 8 9 10 11 12 1	Elect Ng Yong Kang as Director Elect Diong Tai Pew as Director Approve KPMG PLT as Auditors and Authorize Board to Fix Their Remuneration Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights Authorize Share Repurchase Program Approve Renewal of Shareholders' Mandate for Recurrent Related Party Transactions with V.S. International Group Limited, Its Subsidiaries and Associates Approve Renewal of Shareholders' Mandate for Recurrent Related Party Transactions with Lip Sheng International Ltd and/or Lip Sheng Precision (Zhuhai) Co., Ltd Approve Renewal of Shareholders' Mandate for Recurrent Related Party Transactions with Elesantah Pte. Ltd. Approve Renewal of Shareholders' Mandate for Recurrent Related Party Transactions with Elevantah Pte. Ltd. Approve Renewal of Shareholders' Mandate for Recurrent Related Party Transactions with Lipup Mould Sdn. Bhd. Adopt New Constitution Approve Daily Related Party Transactions Approve Provision of Guarantee Amend Articles of Association Approve Share Repurchase Approve Increase in Limits of Loans, Guarantees, Securities and/or Investments to Any Person or Other Body Corporate	For	For For For For Against	disproportionate to the level of ownership in the said subsidiaries and the company has failed to provide any justifications in the meeting circular. We raised this issue and the company replied to us with a detailed explanation. The company stated that the will provide the guarantee in line with its shareholding ratio; they can fully control these companies' operations and decisions; and the risk for such kind of guarantees is under control. Moreover, the total guarantee for controlled subsidiaries (CNY0.5bn) is acceptable (0.5% of total assets as of 3Q21) relative to the company's size and operations. Hence, we would like to vote FOR because the company gave a detailed explanation and the total guaranteed amount for controlled subsidiaries is acceptable compared to total asset size. FOR the proposal of the share buyback. As the shares are trading at a significant discount to NAV, a share buyback is accretive for NAV and FFO per share.
oundtown SA	Luxembourg	11-janv-22	Management	5 6 7 8 9 10 11 12 1	Elect Nay Yong Kang as Director Elect Diong Tai Pew as Director Approve KPMG PLT as Auditors and Authorize Board to Fix Their Remuneration Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights Authorize Share Repurchase Program Approve Renewal of Shareholders' Mandate for Recurrent Related Party Transactions with Vs. International Group Limited, its Subsidiaries and Associates Approve Renewal of Shareholders' Mandate for Recurrent Related Party Transactions with Lip Sheng International Ltd and/or Lip Sheng Precision (Zhuhai) Co., Ltd Approve Renewal of Shareholders' Mandate for Recurrent Related Party Transactions with Beeantah Pte. Ltd. Approve Renewal of Shareholders' Mandate for Recurrent Related Party Transactions with Beeantah Pte. Ltd. Approve Renewal of Shareholders' Mandate for Recurrent Related Party Transactions with Liphup Mould Sdn. Bhd. Adopt New Constitution Approve Daily Related Party Transactions Approve Provision of Guarantee Amend Articles of Association Approve Share Repurchase Approve Increase in Limits of Loans, Guarantees, Securities and/or Investments to Any	For	For	disproportionate to the level of ownership in the said subsidiaries and the company has failed to provide any justifications in the meeting circular. We raised this issue and the company replied to us with a detailed explanation. The company stated that the will provide the guarantee in line with its shareholding ratio; they can fully control these companies' operations and decisions; and the risk for such kind of guarantees is under control. Moreover, the total guarantee for controlled subsidiaries (CNY0.5bn) is acceptable (0.5% of total assets as of 3Q21) relative to the company's size and operations. Hence, we would like to vote FOR because the company gave a detailed explanation and the total guaranteed amount for controlled subsidiaries is acceptable compared to total asset size. FOR the proposal of the share buyback. As the shares are trading at a significant discount to NAV, a share buyback is accretive for NAV and FFO per share.

	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	Number 3	Ratify Director Appointments	Recommendation For	Against Against	A vote AGAINST this item is warranted as the board does not comply with the board independence level requirement.
			Management	4	Elect Directors	For	Against	A vote AGAINST this item is warranted in light of the company's failure to disclose all the names of the director candidates in a
			Management	5	Approve Director Remuneration	For	Against	timely manner. A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from
			ivianagement	3	Approve Director Remaineration	101	Against	making an informed voting decision.
			Management	7	Grant Permission for Board Members to Engage in Commercial Transactions with Company	For	For	
VH Smith Plc	Heitad Kiandan	40 : 20	Management	4	and Be Involved with Companies with Similar Corporate Purpose			
VH Smith Pic	United Kingdom	19-janv-22	Management Management	1 2	Accept Financial Statements and Statutory Reports Approve Remuneration Report	For For	For Against	A vote AGAINST the remuneration report is considered warranted: There is a material disconnect between bonus outcomes as
			ivianagement	2	Approve Remuneration Report	101	Against	Company performance for the year under review. This follows concerns regarding the selection of Headline EBITDA as the
						1	ĺ	primary metric to determine FY2021 bonus outcomes, which is not considered to utilse an appropriately stretching target range
						1	ĺ	or adequately acknowledge the Company's financial position which has been materially affected by COVID-19. Concerns also persist in relation to the selection and disclosure of personal objectives. It is noted that the Remuneration Committee has
						1	ĺ	exercised discretion to reduce the formulaic outcomes by 22%, however, the revised outcomes remain significant (100% of
						1	ĺ	salary for the CEO and c. 81% of salary for the CFO) and do not effectively delineate Company performance during FY2021
						1	ĺ	adequately acknowledge the impact of COVID-19, which has caused the Company to seek government support and suspend the dividend.
			Management	3	Approve Remuneration Policy	For	For	ule dividend.
			Management	4	Elect Kal Atwal as Director	For	For	
			Management	5	Re-elect Carl Cowling as Director	For	For	
			Management	6	Re-elect Nicky Dulieu as Director	For	For	
			Management Management	/ 8	Re-elect Simon Emeny as Director Re-elect Robert Moorhead as Director	For For	For For	
			Management	9	Re-elect Henry Staunton as Director	For		Votes AGAINST incumbent Nominating Committee chair Henry Staunton are warranted for lack of gender diversity on the
			, ,		,	1	ľ	board.An ABSTAIN vote regarding the re-election of Maurice Thompson is warranted:* He served on the boards of several
						1	ĺ	Greensill Capital group companies, including as Chair of the parent company until early 2021, Chair of the UK subsidiary until 2018 and continues to serve as Chair of the supervisory board of Greensill Bank AG (based on available information). Greens
						1	ĺ	Capital collapsed during 2021 in a high-profile failure. While the various ongoing investigations into Greensill Capital's collapse
						1	ĺ	have not provided any failings explicitly linked to Maurice Thompson to date, his senior involvement on the boards of various
						1	ĺ	Greensill companies raises questions about his accountability for potential failures of governance and oversight at Greensill
						1	ĺ	Capital which are as yet unanswered, and could, if answered negatively in future, be relevant to his suitability as a NED and a member of the Audit Committee at WH Smith plc. Votes FOR the remaining director nominees are warranted.
						1	ĺ	member of the Audit Committee at WH Smith pic. Votes FOR the remaining director nominees are warranted.
			Management	10	Re-elect Maurice Thompson as Director	For	Abstain	Votes AGAINST incumbent Nominating Committee chair Henry Staunton are warranted for lack of gender diversity on the
			Ů		'	1	ĺ	board.An ABSTAIN vote regarding the re-election of Maurice Thompson is warranted:* He served on the boards of several
						1	ĺ	Greensill Capital group companies, including as Chair of the parent company until early 2021, Chair of the UK subsidiary until 2018 and continues to serve as Chair of the supervisory board of Greensill Bank AG (based on available information). Greens
						1	ĺ	Capital collapsed during 2021 in a high-profile failure. While the various ongoing investigations into Greensill Capital's collapse
						1	ĺ	have not provided any failings explicitly linked to Maurice Thompson to date, his senior involvement on the boards of various
						1	ĺ	Greensill companies raises questions about his accountability for potential failures of governance and oversight at Greensill
						1	ĺ	Capital which are as yet unanswered, and could, if answered negatively in future, be relevant to his suitability as a NED and a member of the Audit Committee at WH Smith plc. Votes FOR the remaining director nominees are warranted.
						1	ĺ	Interniber of the Addit Committee at WH Smith pic. Votes FOR the remaining director nominees are warranted.
			Management	11	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For	
			Management	12	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	
	1		Management	13 14	Authorise UK Political Donations and Expenditure	For	For	
			Management Management	14 15	Authorise Issue of Equity Authorise Issue of Equity without Pre-emptive Rights	For	For	
		l .				For .	• ⊢or	
			Management	16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or	For For	For For	
			Management	16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	
			Management Management	16 17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment Authorise Market Purchase of Ordinary Shares	For For	For For	
vstco Wholesale Corporation	USA	20-janv-22	Management	16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	
iostco Wholesale Corporation	USA	20-janv-22	Management Management Management Management Management Management	16 17 18 1a 1b	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment Authorise Market Purchase of Ordinary Shares Authorise the Company to Call General Meeting with Two Weeks' Notice Elect Director Susan L. Decker Elect Director Kenneth D. Denman	For For For For	For For For For	
ostco Wholesale Corporation	USA	20-janv-22	Management Management Management Management Management Management Management	16 17 18 1a 1b 1c	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment Authorise Market Purchase of Ordinary Shares Authorise the Company to Call General Meeting with Two Weeks' Notice Elect Director Susan L. Decker Elect Director Kenneth D. Denman Elect Director Richard A. Galanti	For For For For For For	For For For For For For	
ostco Wholesale Corporation	USA	20-janv-22	Management Management Management Management Management Management Management Management	16 17 18 1a 1b 1c 1d	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment Authorise Market Purchase of Ordinary Shares Authorise the Company to Call General Meeting with Two Weeks' Notice Elect Director Susan L. Decker Elect Director Susan L. Decker Elect Director Renneth D. Denman Elect Director Richard A. Galanti Elect Director Hamilton E. James	For For For For For For For	For For For For For For	
ostco Wholesale Corporation	USA	20-janv-22	Management Management Management Management Management Management Management	16 17 18 1a 1b 1c 1d	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment Authorise Market Purchase of Ordinary Shares Authorise the Company to Call General Meeting with Two Weeks' Notice Elect Director Susan L. Decker Elect Director Kenneth D. Denman Elect Director Richard A. Galanti Elect Director Hamilton E. James Elect Director W. Craig Jelinek	For For For For For For For For	For For For For For For	
ostco Wholesale Corporation	USA	20-janv-22	Management Management Management Management Management Management Management Management	16 17 18 1a 1b 1c 1d 1d	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment Authorise Market Purchase of Ordinary Shares Authorise the Company to Call General Meeting with Two Weeks' Notice Elect Director Susan L. Decker Elect Director Susan L. Decker Elect Director Renneth D. Denman Elect Director Richard A. Galanti Elect Director Hamilton E. James	For For For For For For For	For For For For For For For	
ostco Wholesale Corporation	USA	20-janv-22	Management	16 17 18 1a 1b 1c 1d 1e 1f 1g	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment Authorise Market Purchase of Ordinary Shares Authorise the Company to Call General Meeting with Two Weeks' Notice Elect Director Susan L. Decker Elect Director Kenneth D. Denman Elect Director Richard A. Galanti Elect Director Hamilton E. James Elect Director W. Craig Jelinek Elect Director Sally Jewell Elect Director Charles T. Munger Elect Director Jeffrey S. Raikes	For	For For For For For For For For For	
ostco Wholesale Corporation	USA	20-janv-22	Management	16 17 18 1a 1b 1c 1d 1e 1f 1g 1h	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment Authorise Market Purchase of Ordinary Shares Authorise the Company to Call General Meeting with Two Weeks' Notice Elect Director Susan L. Decker Elect Director Susan L. Decker Elect Director Kenneth D. Denman Elect Director Hamilton E. James Elect Director Hamilton E. James Elect Director W. Craig Jelinek Elect Director Sally Jewell Elect Director Charles T. Munger Elect Director John W. Stanton	For	For	
estco Wholesale Corporation	USA	20-janv-22	Management	16 17 18 1a 1b 1c 1d 1e 1f 1g	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment Authorise Market Purchase of Ordinary Shares Authorise the Company to Call General Meeting with Two Weeks' Notice Elect Director Susan L. Decker Elect Director Kenneth D. Denman Elect Director Richard A. Galanti Elect Director Hamilton E. James Elect Director Hamilton E. James Elect Director Sally Jewell Elect Director Charles T. Munger Elect Director Jeffrey S. Raikes Elect Director Mary Agnes (Maggie) Wilderotter	For	For	
ostco Wholesale Corporation	USA	20-janv-22	Management	16 17 18 1a 1b 1c 1d 1e 1f 1g 1h	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment Authorise Market Purchase of Ordinary Shares Authorise the Company to Call General Meeting with Two Weeks' Notice Elect Director Susan L. Decker Elect Director Susan L. Decker Elect Director Kenneth D. Denman Elect Director Hamilton E. James Elect Director Hamilton E. James Elect Director W. Craig Jelinek Elect Director Sally Jewell Elect Director Charles T. Munger Elect Director John W. Stanton	For	For	
ostco Wholesale Corporation	USA	20-janv-22	Management	16 17 18 1a 1b 1c 1d 1e 1f 1g 1h 1i 1j 2	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment Authorise Market Purchase of Ordinary Shares Authorise the Company to Call General Meeting with Two Weeks' Notice Elect Director Susan L. Decker Elect Director Susan L. Decker Elect Director Kenneth D. Denman Elect Director Kenneth D. Denman Elect Director Hamilton E. James Elect Director W. Craig Jelinek Elect Director Sally Jewell Elect Director Sally Jawell Elect Director Charles T. Munger Elect Director Jeffrey S. Raikes Elect Director John W. Stanton Elect Director Mary Agnes (Maggie) Wilderotter Ratify KPMG LLP as Auditors	For	For For For For For For For For For For	A vote AGAINST this proposal is warranted because the company provides sufficient information regarding its charitable
ostco Wholesale Corporation	USA	20-janv-22	Management	16 17 18 1a 1b 1c 1d 1e 1f 1g 1h 1i 1j 2	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment Authorise Market Purchase of Ordinary Shares Authorise Market Purchase of Ordinary Shares Authorise the Company to Call General Meeting with Two Weeks' Notice Elect Director Susan L. Decker Elect Director Susan L. Decker Elect Director Renneth D. Denman Elect Director Richard A. Galanti Elect Director Hamilton E. James Elect Director Hamilton E. James Elect Director Hamilton E. James Elect Director V. Craig Jelinek Elect Director Charles T. Munger Elect Director John W. Stanton Elect Director John W. Stanton Elect Director Mary Agnes (Maggie) Wilderotter Ratify KPMG LLP as Auditors Advisory Vote to Ratify Named Executive Officers' Compensation	For	For For For For For For For For For For	contributions, and absent self-dealing or gross negligence, management should be afforded discretion in determining the
iostco Wholesale Corporation	USA	20-janv-22	Management Shareholder	16 17 18 1a 1b 1c 1d 1e 1f 1g 1h 1i 1j 2 3 4	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment Authorise Market Purchase of Ordinary Shares Authorise the Company to Call General Meeting with Two Weeks' Notice Elect Director Susan L. Decker Elect Director Kenneth D. Denman Elect Director Richard A. Galanti Elect Director Hamilton E. James Elect Director Hamilton E. James Elect Director Hamilton E. James Elect Director Charles T. Munger Elect Director Charles T. Munger Elect Director Jeffrey S. Raikes Elect Director Jeffrey S. Raikes Elect Director May Agnes (Maggie) Wilderotter Ratify KPMG LLP as Auditors Advisory Vote to Ratify Named Executive Officers' Compensation Report on Charitable Contributions	For	For	contributions, and absent self-dealing or gross negligence, management should be afforded discretion in determining the company's charitable giving strategy.
ostco Wholesale Corporation	USA	20-janv-22	Management	16 17 18 1a 1b 1c 1d 1e 1f 1g 1h 1i 1j 2	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment Authorise Market Purchase of Ordinary Shares Authorise Market Purchase of Ordinary Shares Authorise the Company to Call General Meeting with Two Weeks' Notice Elect Director Susan L. Decker Elect Director Susan L. Decker Elect Director Renneth D. Denman Elect Director Richard A. Galanti Elect Director Hamilton E. James Elect Director Hamilton E. James Elect Director Hamilton E. James Elect Director V. Craig Jelinek Elect Director Charles T. Munger Elect Director John W. Stanton Elect Director John W. Stanton Elect Director Mary Agnes (Maggie) Wilderotter Ratify KPMG LLP as Auditors Advisory Vote to Ratify Named Executive Officers' Compensation	For	For For For For For For For For For For	contributions, and absent self-dealing or gross negligence, management should be afforded discretion in determining the company's charitable giving strategy. A vote FOR this proposal is warranted, as additional information on the company's GHG emissions reduction efforts would all
ostco Wholesale Corporation	USA	20-janv-22	Management Shareholder	16 17 18 1a 1b 1c 1d 1e 1f 1g 1h 1i 2 3 4	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment Authorise Market Purchase of Ordinary Shares Authorise the Company to Call General Meeting with Two Weeks' Notice Elect Director Susan L. Decker Elect Director Susan L. Decker Elect Director Kenneth D. Denman Elect Director Richard A. Galanti Elect Director Richard A. Galanti Elect Director W. Craig Jelinek Elect Director Sally Jewell Elect Director Sally Jewell Elect Director Sally Jewell Elect Director John W. Stanton Elect Director John W. Stanton Elect Director Mary Agnes (Maggie) Wilderotter Ratify KPMG LLP as Auditors Advisory Vote to Ratiffy Named Executive Officers' Compensation Report on Charitable Contributions	For	For	contributions, and absent self-dealing or gross negligence, management should be afforded discretion in determining the company's charitable giving strategy. A vote FOR this proposal is warranted, as additional information on the company's GHG emissions reduction efforts would all investors to better understand how the company is managing its transition to a low carbon economy and climate change relatinsks
ostco Wholesale Corporation	USA	20-janv-22	Management Shareholder	16 17 18 1a 1b 1c 1d 1e 1f 1g 1h 1i 1j 2 3 4	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment Authorise Market Purchase of Ordinary Shares Authorise the Company to Call General Meeting with Two Weeks' Notice Elect Director Susan L. Decker Elect Director Kenneth D. Denman Elect Director Richard A. Galanti Elect Director Hamilton E. James Elect Director Hamilton E. James Elect Director Hamilton E. James Elect Director Charles T. Munger Elect Director Charles T. Munger Elect Director Jeffrey S. Raikes Elect Director Jeffrey S. Raikes Elect Director May Agnes (Maggie) Wilderotter Ratify KPMG LLP as Auditors Advisory Vote to Ratify Named Executive Officers' Compensation Report on Charitable Contributions	For	For	contributions, and absent self-dealing or gross negligence, management should be afforded discretion in determining the company's charitable giving strategy. A vote FOR this proposal is warranted, as additional information on the company's GHG emissions reduction efforts would all investors to better understand how the company is managing its transition to a low carbon economy and climate change relate risks A vote FOR this resolution is warranted, as shareholders would benefit from additional information allowing them to better
ostco Wholesale Corporation	USA	20-janv-22	Management Shareholder	16 17 18 1a 1b 1c 1d 1e 1f 1g 1h 1i 2 3 4	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment Authorise Market Purchase of Ordinary Shares Authorise the Company to Call General Meeting with Two Weeks' Notice Elect Director Susan L. Decker Elect Director Susan L. Decker Elect Director Kenneth D. Denman Elect Director Richard A. Galanti Elect Director Richard A. Galanti Elect Director W. Craig Jelinek Elect Director Sally Jewell Elect Director Sally Jewell Elect Director Sally Jewell Elect Director John W. Stanton Elect Director John W. Stanton Elect Director Mary Agnes (Maggie) Wilderotter Ratify KPMG LLP as Auditors Advisory Vote to Ratiffy Named Executive Officers' Compensation Report on Charitable Contributions	For	For	contributions, and absent self-dealing or gross negligence, management should be afforded discretion in determining the company's charitable giving strategy. A vote FOR this proposal is warranted, as additional information on the company's GHG emissions reduction efforts would all investors to better understand how the company is managing its transition to a low carbon economy and climate change relat risks
ostco Wholesale Corporation Countryside Properties Plc	USA USA United Kingdom	20-janv-22 20-janv-22	Management Shareholder	16 17 18 1a 1b 1c 1d 1e 1f 1g 1h 1i 2 3 4	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment Authorise Market Purchase of Ordinary Shares Authorise the Company to Call General Meeting with Two Weeks' Notice Elect Director Susan L. Decker Elect Director Susan L. Decker Elect Director Susan L. Decker Elect Director Renneth D. Denman Elect Director Renneth D. Denman Elect Director Hamilton E. James Elect Director W. Craig Jelinek Elect Director Sally Jewell Elect Director Sally Jewell Elect Director Sally Jawell Elect Director John W. Stanton Elect Director John W. Stanton Elect Director John W. Stanton Elect Director Mary Agnes (Maggie) Wilderotter Ratify KPMG LLP as Auditors Advisory Vote to Ratify Named Executive Officers' Compensation Report on Charitable Contributions Report on GHG Emissions Reduction Targets Report on Racial Justice and Food Equity Accept Financial Statements and Statutory Reports	For	For	contributions, and absent self-dealing or gross negligence, management should be afforded discretion in determining the company's charitable giving strategy. A vote FOR this proposal is warranted, as additional information on the company's GHG emissions reduction efforts would all investors to better understand how the company is managing its transition to a low carbon economy and climate change relate risks. A vote FOR this resolution is warranted, as shareholders would benefit from additional information allowing them to better measure the progress of the company's existing food security initiatives. Additionally, such report would complement and enhance the company's existing publicly available information.
		,	Management Shareholder Shareholder	16 17 18 1a 1b 1c 1d 1e 1f 1g 1h 1i 2 3 4	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment Authorise Market Purchase of Ordinary Shares Authorise the Company to Call General Meeting with Two Weeks' Notice Elect Director Susan L. Decker Elect Director Susan L. Decker Elect Director Susan L. Decker Elect Director Kenneth D. Denman Elect Director Hamilton E. James Elect Director Hamilton E. James Elect Director Sally Jewell Elect Director Sally Jewell Elect Director Sally Jawell Elect Director Charles T. Munger Elect Director John W. Staitos Elect Director John W. Staitos Elect Director Mary Agnes (Maggie) Wilderotter Ratify KPMG LLP as Auditors Advisory Vote to Ratify Named Executive Officers' Compensation Report on Charitable Contributions Report on GHG Emissions Reduction Targets	For	For	contributions, and absent self-dealing or gross negligence, management should be afforded discretion in determining the company's charitable giving strategy. A vote FOR this proposal is warranted, as additional information on the company's GHG emissions reduction efforts would all investors to better understand how the company is managing its transition to a low carbon economy and climate change relate risks A vote FOR this resolution is warranted, as shareholders would benefit from additional information allowing them to better measure the progress of the company's existing food security initiatives. Additionally, such report would complement and

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management	Vote	Significant votes - Rationales
- Company Manie	- Journal y	anooung Date	oponent	Number		Recommendation	Decision	- Mationalio
			Management	5	Re-elect Douglas Hurt as Director	For	For	
		1	Management	6	Re-elect Amanda Burton as Director	For	For	
	1	I	Management	7 8	Re-elect Baroness Sally Morgan as Director Re-elect Simon Townsend as Director	For For	For For	
	I	I	Management Management	9	Appoint Deloitte LLP as Auditors	For For	For	
		1	Management	10	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	
		1	Management	11	Authorise Issue of Equity	For	For	
		1	Management	12	Authorise Issue of Equity without Pre-emptive Rights	For	For	
		1	Management	13	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or	For	For	
		1	1		Other Capital Investment			
		1	Management	14 15	Authorise Market Purchase of Ordinary Shares	For For	For	
		1	Management Management	15	Authorise UK Political Donations and Expenditure Approve Change of Company Name to Countryside Partnership Plc	For For	For For	
			Management	17	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	
Intuit Inc.	USA	20-janv-22	Management	1a	Elect Director Eve Burton	For	For	
		1 '	Management	1b	Elect Director Scott D. Cook	For	For	
		1	Management	1c	Elect Director Richard L. Dalzell	For	For	
		1	Management	1d	Elect Director Sasan K. Goodarzi	For	For	
		1	Management	1e 1f	Elect Director Deborah Liu	For	For	
		1	Management Management	1f 1g	Elect Director Tekedra Mawakana Elect Director Suzanne Nora Johnson	For For	For For	
	1	I	Management	1g 1h	Elect Director Suzanne Nora Johnson Elect Director Dennis D. Powell	For	For	
	1	I	Management	1i	Elect Director Brad D. Smith	For	For	
		1	Management	1j	Elect Director Thomas Szkutak	For	For	
	1	I	Management	1k	Elect Director Raul Vazquez	For	For	
		1	Management	11	Elect Director Jeff Weiner	For	For	
		1	Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
		1	Management	3	Ratify Ernst & Young LLP as Auditors Amend Omnibus Stock Plan	For For	For For	
China YuHua Education Corporation Limited	Cavman Islands	24-janv-22	Management Management	4	Accept Financial Statements and Statutory Reports	For	For	
China Turiua Education Corporation Limited	Cayman islanus	24-jailv-22	Management	2a1	Elect Qiu Hongjun as Director	For	For	
		1	Management	2a2	Elect Chen Lei as Director	For	For	
			Management	2b	Authorize Board to Fix Remuneration of Directors	For		We prefer to vote AGAINST since the remuneration policy lacks concrete sustainability focused non-financial KPIs
	1	I	Management	3	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their	For	For	
	1	I	l		Remuneration		l	[
		1	Management	4A	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	Against	A vote AGAINST these resolutions is warranted for the following:* The aggregate share issuance limit is greater than 10 percent
		1	Managament	4B	Authorize Repurchase of Issued Share Capital	For	For	of the relevant class of shares.* The company has not specified the discount limit.
		1	Management Management	4D 4C	Authorize Reissuance of Repurchased Shares	For	Against	A vote AGAINST these resolutions is warranted for the following:* The aggregate share issuance limit is greater than 10 percent
		1	Managomoni		Authorize Recognition of Reputational Strategy		/ tguillot	of the relevant class of shares.* The company has not specified the discount limit.
Exchange Traded Concepts Trust	USA	24-janv-22	Management	1.1	Elect Director Linda Petrone	For	For	
		L	Management	1.2	Elect Director Stuart Strauss	For	For	
Sika AG	Switzerland	25-janv-22	Management	1 2	Approve Creation of CHF 187,893 Pool of Conditional Capital without Preemptive Rights Transact Other Business (Voting)	For For	For	A vote AGAINST is warranted because:* This item concerns additional instructions from the shareholder to the proxy in case
		1	Management	2	Transact Other Business (Voung)	FUI	Against	new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and* The content
		1						of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against
		I						
Visa Inc.								this item on a precautionary basis.
	USA	25-janv-22	Management	1a	Elect Director Lloyd A. Carney	For	For	this item on a precautionary basis.
	USA	25-janv-22	Management	1b	Elect Director Mary B. Cranston	For	For	this item on a precautionary basis.
	USA	25-janv-22	Management Management	1b 1c	Elect Director Mary B. Cranston Elect Director Francisco Javier Fernandez-Carbajal	For For	For For	this item on a precautionary basis.
	USA	25-janv-22	Management Management Management	1b 1c 1d	Elect Director Mary B. Cranston Elect Director Francisco Javier Fernandez-Carbajal Elect Director Alfred F. Kelly, Jr.	For For For	For For For	this item on a precautionary basis.
	USA	25-janv-22	Management Management Management Management	1b 1c	Elect Director Mary B. Cranston Elect Director Francisco Javier Fernandez-Carbajal	For For	For For	this item on a precautionary basis.
	USA	25-janv-22	Management Management Management Management Management Management Management	1b 1c 1d 1e 1f 1g	Elect Director Mary B. Cranston Elect Director Francisco Javier Fernandez-Carbajal Elect Director Affred F. Kelly, Jr. Elect Director Ramon Laguarta Elect Director John F. Lundgren Elect Director Robert W. Matschullat	For For For For For	For For For For For	this item on a precautionary basis.
	USA	25-janv-22	Management Management Management Management Management Management Management Management	1b 1c 1d 1e 1f 1g 1h	Elect Director Mary B. Cranston Elect Director Francisco Javier Fernandez-Carbajal Elect Director Alfred F. Kelly, Jr. Elect Director Ramon Laguarta Elect Director John F. Lundgren Elect Director Robert W. Matschullat Elect Director Denise M. Morrison	For For For For For For	For For For For For For	this item on a precautionary basis:
	USA	25-janv-22	Management Management Management Management Management Management Management Management Management	1b 1c 1d 1e 1f 1g 1h	Elect Director Mary B. Cranston Elect Director Francisco Javier Fernandez-Carbajal Elect Director Affred F. Kelly, Jr. Elect Director Ramon Laguarta Elect Director John F. Lundgren Elect Director Robert W. Matschullat Elect Director Denise M. Morrison Elect Director Linda J. Rendle	For For For For For For For	For For For For For For For	this item on a precautionary basis.
	USA	25-janv-22	Management	1b 1c 1d 1e 1f 1g 1h 1i	Elect Director Mary B. Cranston Elect Director Francisco Javier Fernandez-Carbajal Elect Director Alfred F. Kelly, Jr. Elect Director Ramon Laguarta Elect Director John F. Lundgren Elect Director Robert W. Matschullat Elect Director Denise M. Morrison Elect Director Linda J. Rendle Elect Director Maynard G. Webb, Jr.	For For For For For For For	For For For For For For For	this item on a precautionary basis:
	USA	25-janv-22	Management	1b 1c 1d 1e 1f 1g 1h	Elect Director Mary B. Cranston Elect Director Francisco Javier Fernandez-Carbajal Elect Director Affred F. Kelly, Jr. Elect Director Affred F. Kelly, Jr. Elect Director John F. Lundgren Elect Director John F. Lundgren Elect Director Poshes M. Matschullat Elect Director Denise M. Morrison Elect Director Denise M. Morrison Elect Director Maynard G. Webb, Jr. Advisory Volte to Ratify Named Executive Officers' Compensation	For For For For For For For For	For For For For For For For For	this item on a precautionary basis.
Accepture ptc		·	Management	1b 1c 1d 1e 1f 1g 1h 1i 2	Elect Director Mary B. Cranston Elect Director Francisco Javier Fernandez-Carbajal Elect Director Affred F. Kelly, Jr. Elect Director Affred F. Kelly, Jr. Elect Director John F. Lundgren Elect Director John F. Lundgren Elect Director Pohert W. Matschullat Elect Director Denise M. Morrison Elect Director Linda J. Rendle Elect Director Maynard G. Webb, Jr. Advisory Vote to Ratify Named Executive Officers' Compensation Ratify KPMG LLP as Auditors	For For For For For For For For For	For For For For For For For For For	this item on a precautionary basis:
Accenture plc	USA	25-janv-22 26-janv-22	Management	1b 1c 1d 1e 1f 1g 1h 1i 2 3	Elect Director Mary B. Cranston Elect Director Francisco Javier Fernandez-Carbajal Elect Director Affred F. Kelly, Jr. Elect Director Affred F. Kelly, Jr. Elect Director John F. Lundgren Elect Director John F. Lundgren Elect Director Poshes M. Matschullat Elect Director Denise M. Morrison Elect Director Denise M. Morrison Elect Director Maynard G. Webb, Jr. Advisory Volte to Ratify Named Executive Officers' Compensation	For	For For For For For For For For For	this item on a precautionary basis:
Accenture pic		·	Management	1b 1c 1d 1e 1f 1g 1h 1i 2	Elect Director Mary B. Cranston Elect Director Francisco Javier Fernandez-Carbajal Elect Director Affred F. Kelly, Jr. Elect Director Affred F. Kelly, Jr. Elect Director Ramon Laguarta Elect Director Robert W. Matschullat Elect Director Denise M. Morrison Elect Director Denise M. Morrison Elect Director Linda J. Rendle Elect Director Maynard G. Webb, Jr. Advisory Vote to Ratify Named Executive Officers' Compensation Ratify KPMG LLP as Auditors Elect Director Jaime Ardita	For For For For For For For For For	For For For For For For For For For	this item on a precautionary basis.
Accenture plc		·	Management	1b 1c 1d 1e 1f 1g 1h 1i 2 3 1a 1b 1c	Elect Director Mary B. Cranston Elect Director Francisco Javier Fernandez-Carbajal Elect Director Affred F. Kelly, Jr. Elect Director Affred F. Kelly, Jr. Elect Director John F. Lundgren Elect Director John F. Lundgren Elect Director Posher M. Matschullat Elect Director Denise M. Morrison Elect Director Denise M. Morrison Elect Director Maynard G. Webb, Jr. Advisory Vote to Ratify Named Executive Officers' Compensation Ratify KPMG LLP as Auditors Elect Director Jaime Ardia Elect Director Jaime Ardia Elect Director Rater M. Mocney Elect Director Gilles C. Pelisson	For	For For For For For For For For For For	this item on a precautionary basis:
Accenture pic		·	Management	1b 1c 1d 1e 1f 1g 1h 1i 2 3 1a 1b 1c 1d 1c	Elect Director Mary B. Cranston Elect Director Francisco Javier Fernandez-Carbajal Elect Director Affred F. Kelly, Jr. Elect Director Affred F. Kelly, Jr. Elect Director Affred F. Kelly, Jr. Elect Director John F. Lundgren Elect Director John F. Lundgren Elect Director Denise M. Morrison Elect Director Linda J. Rendle Elect Director Maynard G. Webb, Jr. Advisory Vote to Ratify Named Executive Officers' Compensation Ratify KPMG LLP as Auditors Elect Director Jaime Ardila Elect Director Nancy McKinstry Elect Director Rancy McKinstry Elect Director Ralle S. Pelisson Elect Director Paula A. Price	For	For	this item on a precautionary basis:
Accenture pic		·	Management	1b 1c 1d 1e 1f 1g 1h 1i 2 3 1a 1b 1c 1d 1d 1f	Elect Director Mary B. Cranston Elect Director Francisco Javier Fernandez-Carbajal Elect Director Francisco Javier Fernandez-Carbajal Elect Director Ramon Laguarta Elect Director John F. Lundgren Elect Director John F. Lundgren Elect Director Denise M. Morrison Elect Director Denise M. Morrison Elect Director Linda J. Rendle Elect Director Linda J. Rendle Elect Director Maynard G. Webb, Jr. Advisory Vote to Ratify Named Executive Officers' Compensation Ratify KPMG LLP as Auditors Elect Director Jaime Ardila Elect Director Jaime Ardila Elect Director Nancy McKinstry Elect Director Gilles C. Pelisson Elect Director Venkata (Murthy) Renduchintala	For	For	this item on a precautionary basis.
Accenture plc		·	Management	1b 1c 1d 1e 1f 1g 1h 1i 1j 2 3 1a 1b 1c 1d 1e	Elect Director Mary B. Cranston Elect Director Francisco Javier Fernandez-Carbajal Elect Director Affred F. Kelly, Jr. Elect Director Affred F. Kelly, Jr. Elect Director John F. Lundgren Elect Director John F. Lundgren Elect Director Poher W. Matschullat Elect Director Poherse M. Morrison Elect Director Linda J. Rendle Elect Director Maynard G. Webb, Jr. Advisory Vole to Ratify Named Executive Officers' Compensation Ratify KPMG LLP as Auditors Elect Director Jaime Ardila Elect Director Nancy McKinstry Elect Director Rancy McKinstry Elect Director Gilles C. Pelisson Elect Director Gilles C. Pelisson Elect Director Venkala (Murthy) Renduchintala Elect Director Venkala (Murthy) Renduchintala	For	For	this item on a precautionary basis.
Accenture pic		·	Management	1b 1c 1d 1e 1f 1g 1h 1i 2 3 1a 1b 1c 1d 1f 1g 1h	Elect Director Mary B. Cranston Elect Director Francisco Javier Fernandez-Carbajal Elect Director Affred F. Kelly, Jr. Elect Director Affred F. Kelly, Jr. Elect Director Ohner E. Lundgren Elect Director John F. Lundgren Elect Director John F. Lundgren Elect Director Denise M. Morrison Elect Director Linda J. Rendle Elect Director Maynard G. Webb, Jr. Advisory Vote to Ratify Named Executive Officers' Compensation Ratify KPMG LLP as Auditors Elect Director Jaime Ardila Elect Director Jaime Ardila Elect Director Beth E. Mooney Elect Director Beth E. Mooney Elect Director Paula A. Price Elect Director Paula A. Price Elect Director Venkata (Murthy) Renduchintala Elect Director Julie Sweet	For	For	this item on a precautionary basis:
Accenture plc		·	Management	1b 1c 1d 1e 1f 1g 1h 1i 1j 2 3 1a 1b 1c 1d 1e	Elect Director Mary B. Cranston Elect Director Francisco Javier Fernandez-Carbajal Elect Director Affred F. Kelly, Jr. Elect Director Affred F. Kelly, Jr. Elect Director John F. Lundgren Elect Director John F. Lundgren Elect Director Posher M. Matschullat Elect Director Denise M. Morrison Elect Director Denise M. Morrison Elect Director Maynard G. Webb, Jr. Advisory Vote to Ratifty Named Executive Officers' Compensation Ratify KPMG LLP as Auditors Elect Director Jaime Ardia Elect Director Jaime Ardia Elect Director Beth E. Mooney Elect Director Gilles C. Pelisson Elect Director Paula A. Price Elect Director Venkata (Murthy) Renduchintala Elect Director Arun Sarin Elect Director Julie Sweet Elect Director Frank K. Tang	For	For	this item on a precautionary basis.
Accenture plc		·	Management	1b 1c 1d 1e 1f 1g 1h 1i 2 3 1a 1b 1c 1d 1f 1g 1h	Elect Director Mary B. Cranston Elect Director Francisco Javier Fernandez-Carbajal Elect Director Affred F. Kelly, Jr. Elect Director Affred F. Kelly, Jr. Elect Director John F. Lundgren Elect Director John F. Lundgren Elect Director John F. Lundgren Elect Director Denise M. Morrison Elect Director Linda J. Rendle Elect Director Maynard G. Webb, Jr. Advisory Vote to Ratify Named Executive Officers' Compensation Ratify KPMG LLP as Auditors Elect Director Jaime Ardila Elect Director Nancy McKinstry Elect Director Nancy McKinstry Elect Director Raula A. Price Elect Director Paula A. Price Elect Director Venkata (Murthy) Renduchintala Elect Director Venkata (Murthy) Elect Director Julie Sweet Elect Director Tracey T. Travis	For	For	this item on a precautionary basis.
Accenture pic		·	Management	1b 1c 1d 1e 1f 1g 1h 1i 2 3 1a 1c 1c 1d 1c 1f 1j 1j	Elect Director Mary B. Cranston Elect Director Francisco Javier Fernandez-Carbajal Elect Director Affred F. Kelly, Jr. Elect Director Affred F. Kelly, Jr. Elect Director Dahn F. Lundgren Elect Director John F. Lundgren Elect Director Dohn F. Lundgren Elect Director Poenise M. Morrison Elect Director Chida J. Rendle Elect Director Maynard G. Webb, Jr. Advisory Vote to Ratify Named Executive Officers' Compensation Ratify KPMG LLP as Auditors Elect Director Nancy McKinstry Elect Director Nancy McKinstry Elect Director Rancy McKinstry Elect Director Gilles C. Pelisson Elect Director Venkala (Murthy) Renduchintala Elect Director Arun Sarin Elect Director Arun Sarin Elect Director Tracey T. Travis Advisory Vote to Ratify Named Executive Officers' Compensation Amend Omnibus Stock Plan	For	For	this item on a precautionary basis:
Accenture plc		·	Management	1b 1c 1d 1e 1f 1g 1h 1i 1j 2 3 1a 1c 1c 1d 1c 1d 2 3 4	Elect Director Mary B. Cranston Elect Director Francisco Javier Fernandez-Carbajal Elect Director Affred F. Kelly, Jr. Elect Director Affred F. Kelly, Jr. Elect Director Affred F. Kelly, Jr. Elect Director John F. Lundgren Elect Director John F. Lundgren Elect Director Denise M. Morrison Elect Director Linda J. Rendle Elect Director Haynard G. Webb, Jr. Advisory Vote to Ratify Named Executive Officers' Compensation Ratify KPMG LLP as Auditors Elect Director Jaime Ardila Elect Director Nancy McKinstry Elect Director Nancy McKinstry Elect Director Ratie S. Pelisson Elect Director Paula A. Price Elect Director Paula A. Price Elect Director Venkata (Murthy) Renduchintala Elect Director Julie Sweet Elect Director Trace Y. Travis Advisory Vote to Ratify Named Executive Officers' Compensation Amend Omnibus Stock Plan Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For	this item on a precautionary basis.
Accenture plc		·	Management	1b 1c 1d 1e 1f 1g 1h 1i 2 3 1a 1b 1c 1d 1e 1f 1g 3 4 5	Elect Director Mary B. Cranston Elect Director Francisco Javier Fernandez-Carbajal Elect Director Affred F. Kelly, Jr. Elect Director Affred F. Kelly, Jr. Elect Director John F. Lundgren Elect Director John F. Lundgren Elect Director John F. Lundgren Elect Director Denise M. Morrison Elect Director Chief M. Morrison Elect Director Linda J. Rendle Elect Director Maynard G. Webb, Jr. Advisory Vote to Ratify Named Executive Officers' Compensation Ratify KPMG LLP as Auditors Elect Director Jaime Ardila Elect Director Jaime Ardila Elect Director Nacy McKinstry Elect Director Gilles C. Pelisson Elect Director Gilles C. Pelisson Elect Director Paula A. Price Elect Director Venkata (Murthy) Renduchintala Elect Director Julie Sweet Elect Director Frank K. Tang Elect Director Tracey T. Travis Advisory Vote to Ratify Named Executive Officers' Compensation Amend Omnibus Stock Plan Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration Renew the Board's Authority to Issue Shares Under Irish Law	For	For	this item on a precautionary basis.
Accenture pic		·	Management	1b 1c 1d 1e 1f 1g 1h 1i 1j 2 3 1a 1c 1c 1d 1c 1d 2 3 4	Elect Director Mary B. Cranston Elect Director Francisco Javier Fernandez-Carbajal Elect Director Affred F. Kelly, Jr. Elect Director Affred F. Kelly, Jr. Elect Director Affred F. Kelly, Jr. Elect Director John F. Lundgren Elect Director John F. Lundgren Elect Director Denise M. Morrison Elect Director Linda J. Rendle Elect Director Haynard G. Webb, Jr. Advisory Vote to Ratify Named Executive Officers' Compensation Ratify KPMG LLP as Auditors Elect Director Jaime Ardila Elect Director Nancy McKinstry Elect Director Nancy McKinstry Elect Director Ratie S. Pelisson Elect Director Paula A. Price Elect Director Paula A. Price Elect Director Venkata (Murthy) Renduchintala Elect Director Julie Sweet Elect Director Trace Y. Travis Advisory Vote to Ratify Named Executive Officers' Compensation Amend Omnibus Stock Plan Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For	this item on a precautionary basis:

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management Recommendation	Vote	Significant votes - Rationales
Yutong Bus Co., Ltd.	China	26-janv-22	Management	Number 1	Approve Termination of Performance Shares Incentive Plan, and Repurchase and	For	For	
Musti Group Oyi	Finland	27-janv-22	Management	,	Cancellation of Relevant Performance Shares Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	For	For	
Musti Group Oyj	Finiand	21-janv-22	Management	3	Acknowledge Proper Convening of Meeting	For	For	
	1		Management	5	Prepare and Approve List of Shareholders	For	For	
	1		Management	7	Accept Financial Statements and Statutory Reports	For	For	
	1		Management	8.a	Approve Allocation of Income and Approve Repayment of Capital of EUR 0.44 Per Share	For	For	
	1		Management	8.b	Demand Minority Dividend	Abstain	Abstain	A vote ABSTAIN for this proposal is warranted due to a lack of controversy surrounding the proposed repayment of capital
	1		_		·	1		proposed under item 8.a.
	1		Management	9	Approve Discharge of Board and President	For	For	
	1		Management	10	Approve Remuneration Report	For	For	
	1		Management	11	Approve Remuneration of Directors in the Amount of EUR 65,000 for Chairman and EUR	For	For	
	1			12	35,000 for Other Directors; Approve Remuneration for Committee Work Fix Number of Directors at 5	For	For	
	1		Management Management	13	Reelect Jeffrey David, Ingrid Jonasson Blank and Ilkka Laurila as Directors; Elect Inka Mero	For	For	
	1		Wanagement	10	and Johan Dettel as New Director	101	1 '0"	
	1		Management	14	Approve Remuneration of Auditors	For	For	
	1		Management	15	Renew Appointment of Ernst & Young Ltd as Auditors	For	For	
	1		Management	16	Authorize Share Repurchase Program	For	For	
			Management	17	Approve Issuance of up to 3.2 Million Shares without Preemptive Rights	For	For	
Amundi Index Solutions - Amundi Govt Bond Lowest	Luxembourg	28-janv-22	Management	2	Approve Financial Statements	For	For	
Rated EuroMTS Investment Grade	I		l	l	I	l _	I .	
	I		Management	3	Approve Allocation of Income	For	For	<u> </u>
	I		Management	4 -	Approve Discharge of Directors	For	For	<u> </u>
	1		Management	5	Re-elect Jeanne Duvoux as Director	For	For	
	1		Management Management	6 7	Re-elect Christophe Lemarie as Director Re-elect Nicolas Vauleon as Director	For For	For For	
	1		Management	,	Approve Resignation of Valerie Baudson as Director	For	For	
	1		Management	l ů	Elect Fannie Wurtz as Director	For	For	
	1		Management	10	Renew Appointment of PricewaterhouseCoopers as Auditor	For	For	
Amundi Index Solutions - Amundi Index MSCI Europe	Luxembourg	28-janv-22	Management	2	Approve Financial Statements	For	For	
SRI	ľ	, ,	ľ		l''	1		
	1		Management	3	Approve Allocation of Income	For	For	
	1		Management	4	Approve Discharge of Directors	For	For	
	1		Management	5	Re-elect Jeanne Duvoux as Director	For	For	
	1		Management	6	Re-elect Christophe Lemarie as Director	For	For	
	1		Management	7	Re-elect Nicolas Vauleon as Director	For	For	
	1		Management	8	Approve Resignation of Valerie Baudson as Director	For	For	
	1		Management Management	10	Elect Fannie Wurtz as Director Renew Appointment of PricewaterhouseCoopers as Auditor	For For	For For	
Energy Absolute Public Co. Ltd.	Thailand	28-janv-22	Management	10	Approve Minutes of Previous Meeting	For	For	
Energy Absolute Fublic Co. Eta.	IIIalialiu	20-janv-22	Management	2	Approve Issuance and Offering of Convertible Debentures	For	For	
	1		Management	3	Approve Increase in Registered Capital	For	For	
	1		Management	4	Amend Memorandum of Association to Reflect Increase in Registered Capital	For	For	
	1		Management	5	Approve Allocation of Ordinary Shares for Capital Increase in Accommodation of the	For	For	
					Exercise of the Convertible Debentures			
ItoKuro, Inc.	Japan	28-janv-22	Management	1.1	Elect Director Yamaki, Manabu	For	Against	A vote AGAINST this nominee is warranted because the nominee is an incumbent representative director and there is a lack of
			l., .	4.0	5 . B B B B B B B	_	l	gender diversity on the board.
	1		Management	1.2	Elect Director Ryoshita, Takashi	For	Against	A vote AGAINST this nominee is warranted because the nominee is an incumbent representative director and there is a lack of gender diversity on the board.
	1		Management	2.1	Elect Director and Audit Committee Member Nakayasu, Yuki	For	For	gender diversity on the board.
	I		Management	2.1	Elect Director and Audit Committee Member Nakayasu, Yuki Elect Director and Audit Committee Member Suzuki, Tomonari	For	For	
	1		Management	2.3	Elect Director and Audit Committee Member Oshidari. Daisuke	For	For	
SFS Group AG	Switzerland	31-janv-22	Management	1	Approve CHF 160,000 Share Capital Increase without Preemptive Rights	For	For	
· '	1	· ·	Management	2	Transact Other Business (Voting)	For	Against	A vote AGAINST is warranted because:* This item concerns additional instructions from the shareholder to the proxy in case
	I		l	l	i =	1	1	new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and* The content
	1		1			1		of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against
	<u> </u>		L				<u> </u>	this item on a precautionary basis.
Carbios SA	France	02-févr-22	Management	1 1	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	1
	I		Management	2	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to	For	For	
1	l		Management	3	Aggregate Nominal Amount of EUR 3,906,000 Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation	For	For	<u> </u>
1	l		iviariagement	I °	Submitted to Shareholder Vote Above	1.01	1-01	<u> </u>
	I		Management	4	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to	For	For	
	I		anagomon	I .	Aggregate Nominal Amount of EUR 780,000	l 'š	I	<u> </u>
	I		Management	5	Approve Issuance of Equity or Equity-Linked Securities for up to 20 Percent of Issued Capital	For	Against	* Votes FOR the authorizations under Items 2 to 4 are warranted as their proposed volumes respect the recommended
	1		1		Per Year for Private Placements	1		guidelines for issuances with and without preemptive rights (and with or without a priority right).* Votes AGAINST the
	I		I	l		1		authorizations under Items 5 to 7 are warranted as they would bring the total volume for issuances without preemptive rights
	l		I	I		1	1	above the recommended limit of 10-percent of the outstanding capital.* A vote FOR the total limit proposed under Item 12 is
1	l		l	I .		l _	1	warranted as it limits shareholder dilution under all authorizations together.
	I		Management	6	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 780,000	For	Against	* Votes FOR the authorizations under Items 2 to 4 are warranted as their proposed volumes respect the recommended quidelines for issuances with and without preemptive rights (and with or without a priority right).* Votes AGAINST the
	I		I	l	up to Aggregate Normal Amount of EUR 700,000	1		authorizations under Items 5 to 7 are warranted as they would bring the total volume for issuances without preemptive rights
l	I		I	1		l		above the recommended limit of 10-percent of the outstanding capital.* A vote FOR the total limit proposed under Item 12 is
l	I		I	1		l		warranted as it limits shareholder dilution under all authorizations together.
4	•	•	•	•	•	•		•

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management	Vote	Significant votes - Rationales
				Number		Recommendation	Decision	
			Management	7	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	For	Against	* Votes FOR the authorizations under Items 2 to 4 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights (and with or without a priority right).* Votes AGAINST the authorizations under Items 5 to 7 are warranted as they would bring the total volume for issuances without preemptive rights above the recommended limit of 10-percent of the outstanding capital.* A vote FOR the total limit proposed under Item 12 is warranted as it limits shareholder dilution under all authorizations together.
			Management	8	Authorize Issuance of up to 296,928 Warrants (BSA) Reserved for European Investment Bank	For	For	·
			Management	9	Approve Issuance of 220,000 Warrants (BSA) Reserved for Specific Beneficiaries	For	Against	A vote AGAINST this resolution is warranted because." Grants of equity-based instruments to non-executives goes against recommended guidelines." Vesting and performance periods are not disclosed." The disclosure on the performance criteria is vaque.
			Management	10	Approve Issuance of 220,000 Warrants (BSPCE) Reserved for Specific Beneficiaries	For	Against	A vote AGAINST this resolution is warranted because: Grants of equity-based instruments to non-executives goes against recommended guidelines: Vesting and performance periods are not disclosed. The disclosure on the performance criteria is vague for the executives and inexistent for other categories.
			Management	11	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Against	For	A vote FOR the employee stock purchase plans is warranted as its proposed volume respects the 10-percent recommended guidelines.
			Management	12	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 2-7 and 9- 10 at EUR 3,906,000	For	For	
			Management	13	Authorize Filing of Required Documents/Other Formalities	For For	For	A to ACAINICT this item is a consented by a consented by a consented by a constant of the consented by a co
	1		Management	14	Appoint Copernicus Wealth Management as Censor	For	Against	A vote AGAINST this item is warranted because the company has failed to provide an adequate rationale on the proposed nomination.
CGI Inc.	Canada	02-févr-22	Management	1.1	Elect Director Alain Bouchard	For	For	
			Management	1.2	Elect Director George A. Cope	For	For	
			Management	1.3	Elect Director Paule Dore	For	For	
			Management	1.4	Elect Director Julie Godin	For	For	
			Management Management	1.5 1.6	Elect Director Serge Godin	For For	For For	
			Management	1.6	Elect Director Gilles Labbe	For	For	
			Management	1.8	Elect Director Michael B. Pedersen	For	For	
			Management	1.9	Elect Director Stephen S. Poloz	For	For	
			Management	1.10	Elect Director Mary Powell	For	For	
			Management	1.11	Elect Director Alison C. Reed	For	For	
			Management	1.12	Elect Director Michael E. Roach	For	For	
			Management	1.13	Elect Director George D. Schindler	For	For	
			Management Management	1.14 1.15	Elect Director Kathy N. Waller Elect Director Joakim Westh	For	For	
			Management	1.15	Elect Director Joakim Westn Elect Director Frank Witter	For For	For For	
			Management	2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize the Audit and Risk	For	For	
				-	Management Committee to Fix Their Remuneration		'	
			Shareholder Shareholder	3	SP 1: Increase Formal Employee Representation in Highly Strategic Decision-Making SP 2: Adopt French as the Official Language	Against Against	Against Against	A vote AGAINST this shareholder proposal is warranted at this time. The company has taken various steps to increase employee participation in its decision-making process through member input in its strategic plans and a yearly online consultation which covers all of the company's strategic goals. Over 70% of the company's members participated in the consultation in F2021 and the company recorded an overall member satisfaction score of 8.39 out of 10 in F2020. In addition, as per regulatory requirements, employee directors are not considered independent and should not be members of the Audit, Nominating or Compensation Committees, thus restricting the role that a director appointed from the workforce can play in bringing about changes at the decision-making level. A vote AGAINST this shareholder proposal is warranted at this time. The company noted that its annual general meetings are conducted in both French and English. In addition, the company's clients, shareholders and members can communicate with the
Shaftesbury Pic	United Kingdom	04-févr-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	company, receive services or communications, and work, in French all over Québec.Considering the above and the fact that the company is already governed by the Québec Business Corporations Act and the Québec Securities Act and is subject to Québec French language legislation, the request of the proponent pertaining to amend company's by-laws to include French as the official language of the company appears to be overly prescriptive.
1 '			Management	2	Approve Remuneration Policy	For	For	
	1	1	Management	3	Approve Remuneration Report	For	For	
	1	1	Management	4	Amend 2016 Long-Term Incentive Plan Approve Final Dividend	For For	For	
	1		Management Management	5	Approve Final Dividend Elect Helena Coles as Director	For For	For For	
	1	1	Management	7	Re-elect Jonathan Nicholls as Director	For	For	
	1	1	Management	8	Re-elect Brian Bickell as Director	For	For	
	1		Management	9	Re-elect Simon Quayle as Director	For	For	
	1		Management	10	Re-elect Christopher Ward as Director	For	For	
	1		Management	11	Re-elect Thomas Welton as Director	For	For	
	1		Management	12	Re-elect Richard Akers as Director	For	For	
	1	1	Management Management	13 14	Re-elect Ruth Anderson as Director Re-elect Jennelle Tilling as Director	For For	For For	I I
	1		Management	15	Reappoint Ernst & Young LLP as Auditors	For	For	
	1	1	Management	16	Authorise Board to Fix Remuneration of Auditors	For	For	
	1	1	Management	17	Authorise Issue of Equity	For	For	
	1	1	Management	18	Authorise Issue of Equity without Pre-emptive Rights	For	For	
			Management Management	19 20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment Authorise Market Purchase of Shares	For For	For For	
	1		Management	20 21	Authorise Market Purchase of Shares Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	
Mueller Water Products, Inc.	USA	07-févr-22	Management	1.1	Elect Director Shirley C. Franklin	For	For	
	1	1	Management	1.2	Elect Director J. Scott Hall	For	For	
	1		Management	1.3	Elect Director Thomas J. Hansen	For	For	
I	I	1	Management	1.4	Elect Director Mark J. O'Brien	For	For	ı

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management	Vote	Significant votes - Rationales
Company Name	oouni.y	mooting Date	Порологи	Number	Tropodal Toxi	Recommendation	Decision	Significant votos (tationales
		1	Management	1.5	Elect Director Christine Ortiz	For	For	
			Management	1.6	Elect Director Bernard G. Rethore	For	For	
			Management	1.7	Elect Director Jeffery S. Sharritts	For	For	
		1	Management Management	1.8 1.9	Elect Director Lydia W. Thomas Elect Director Michael T. Tokarz	For For	For For	
			Management	1.10	Elect Director Stephen C. Van Arsdell	For	For	
		1	Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
		ļ	Management	3	Ratify Ernst & Young LLP as Auditors	For	For	
TUI AG	Germany	08-févr-22	Management	2.1	Approve Discharge of Management Board Member Friedrich Joussen for Fiscal Year 2020/21	For	For	
		1	Management	2.2	Approve Discharge of Management Board Member David Burling for Fiscal Year 2020/21	For	For	
		1	Ĭ					
		1	Management	2.3	Approve Discharge of Management Board Member Birgit Conix for Fiscal Year 2020/21	For	For	
		1	Management	2.4	Approve Discharge of Management Board Member Sebastian Ebel for Fiscal Year 2020/21	For	For	
		1	Management	2.5	Approve Discharge of Management Board Member Elke Eller for Fiscal Year 2020/21	For	For	
		1	Management	2.6	Approve Discharge of Management Board Member Peter Krueger for Fiscal Year 2020/21	For	For	
		1	l., .	0.7	B: 1 (4) 0 1 0 1 B : (E: 1 4 0 0 0 0 0 0 0 0 0	_	۱ ـ	
		1	Management	2.7	Approve Discharge of Management Board Member Sybille Reiss for Fiscal Year 2020/21	For	For	
		1	Management	2.8	Approve Discharge of Management Board Member Frank Rosenberger for Fiscal Year	For	For	
		1	_		2020/21			
1			Management	3.1	Approve Discharge of Supervisory Board Member Dieter Zetsche for Fiscal Year 2020/21	For	For	
1			Management	3.2	Approve Discharge of Supervisory Board Member Frank Jakobi for Fiscal Year 2020/21	For	For	
		1	Management	3.3	Approve Discharge of Supervisory Board Member Peter Long for Fiscal Year 2020/21	For	For	
		1	Management	3.4	Approve Discharge of Supervisory Board Member Ingrid-Helen Arnold for Fiscal Year	For	For	
		1	Managament	2.5	2020/21	For	For	
		1	Management	3.5	Approve Discharge of Supervisory Board Member Andreas Barczewski for Fiscal Year 2020/21	For	For	
		1	Management	3.6	Approve Discharge of Supervisory Board Member Peter Bremme for Fiscal Year 2020/21	For	For	
		1	l	l	l	l <u>-</u>	l _	
		1	Management	3.7	Approve Discharge of Supervisory Board Member Jutta Doenges for Fiscal Year 2020/21	For	For	
		1	Management	3.8	Approve Discharge of Supervisory Board Member Edgar Ernst for Fiscal Year 2020/21	For	For	
		1	Management	3.9	Approve Discharge of Supervisory Board Member Wolfgang Flintermann for Fiscal Year	For	For	
		1	l., .		2020/21	_	۱ ـ	
		1	Management Management	3.10 3.11	Approve Discharge of Supervisory Board Member Maria Corces for Fiscal Year 2020/21 Approve Discharge of Supervisory Board Member Angelika Gifford for Fiscal Year 2020/21	For For	For For	
		1	wanagement	0.11	Propriete discharge of outpervisory board member Angelika Oliford for Fiscal Fear 2020/21	'0'	1 '0'	
		1	Management	3.12	Approve Discharge of Supervisory Board Member Stefan Heinemann for Fiscal Year	For	For	
		1	Management	3.13	2020/21 Approve Discharge of Supervisory Board Member Dierk Hirschel for Fiscal Year 2020/21	For	For	
		1	Management	3.13	Approve Discharge of Supervisory Board Member Dierk Hirschei for Fiscal Year 2020/21	For	For	
		1	Management	3.14	Approve Discharge of Supervisory Board Member Janina Kugel for Fiscal Year 2020/21	For	For	
		1	Management	3.15	Approve Discharge of Supervisory Board Member Vladimir Lukin for Fiscal Year 2020/21	For	For	
		1	Management	3.16	Approve Discharge of Supervisory Board Member Coline McConville for Fiscal Year 2020/21	For	For	
		1	Management	3.17	Approve Discharge of Supervisory Board Member Alexey Mordashov for Fiscal Year	For	For	
		1			2020/21			
		1	Management	3.18	Approve Discharge of Supervisory Board Member Mark Muratovic for Fiscal Year 2020/21	For	For	
		1	Management	3.19	Approve Discharge of Supervisory Board Member Michael Poenipp for Fiscal Year 2020/21	For	For	
		1	managomoni	0.10	Approve Steerings of Supervisory Section Member 1 assumption 1 section 1 and 2525/21			
1		1	Management	3.20	Approve Discharge of Supervisory Board Member Carola Schwirn for Fiscal Year 2020/21	For	For	
1		1	Management	3.21	Approve Discharge of Supervisory Board Member Anette Strempel for Fiscal Year 2020/21	For	For	
1		1	a.agoment	"'	- FELLI ELLIANGO OL GAPOLINOS, EGALA MONDOL PRIORIO GROTIPO FOI FIGUR 1641 2020/21		I	
1		1	Management	3.22	Approve Discharge of Supervisory Board Member Joan Riu for Fiscal Year 2020/21	For	For	
1		1	Management	3.23 3.24	Approve Discharge of Supervisory Board Member Tanja Viehl for Fiscal Year 2020/21 Approve Discharge of Supervisory Board Member Stefan Weinhofer for Fiscal Year 2020/21	For	For	
1		1	Management	3.24	Approve Disoratge of Supervisory board interfiber Steran Weinholer for Fiscal Year 2020/21	For	For	
1		1	Management	4	Ratify Deloitte GmbH as Auditors for Fiscal Year 2021/22	For	For	
1		1	Management	5	Approve Creation of EUR 162.3 Million Pool of Authorized Capital with or without Exclusion	For	For	
1			Management	6	of Preemptive Rights Approve Creation of EUR 626.9 Million Pool of Authorized Capital with or without Exclusion	For	For	
1		1	wanayement	"	of Preemptive Rights	1.01	1-01	
1		1	Management	7	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds with Partial	For	For	
1		1		l	Exclusion of Preemptive Rights up to Aggregate Nominal Amount of EUR 2 Billion; Approve		I	
1					Creation of EUR 162.3 Million Pool of Capital to Guarantee Conversion Rights	l		
1		1	Management	8	Approve Creation of EUR 81.1 Million Pool of Conditional Capital to Guarantee Conversion	For	Against	Items 5-7Votes FOR the proposed issuance authorizations are warranted. Item 8A vote AGAINST the proposed authorization is
1		1	l ˙	l .	Rights	l <u>.</u>	-	warranted because it represents an excessive issuance volume.
1		1	Management	9	Approve Creation of EUR 671 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	For	For	
1			Management	10	Approve Remuneration Report	For	For	
1	I		Management		Approve Affiliation Agreement with DEFAG Beteiligungsverwaltungs GmbH I.	For	For	
								·

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management	Vote	Significant votes - Rationales
	,			Number		Recommendation	Decision	
0: 40		40.77 00	Management	11.2	Approve Affiliation Agreement with DEFAG Beteiligungsverwaltungs GmbH III	For	For	
Siemens AG	Germany	10-févr-22	Management Management	2 3.1	Approve Allocation of Income and Dividends of EUR 4.00 per Share Approve Discharge of Management Board Member Roland Busch for Fiscal Year 2020/21	For For	For For	
			Management	3.2	Approve Discharge of Management Board Member Klaus Helmrich (until March 31, 2021)	For	For	
			Management	3.3	for Fiscal Year 2020/21 Approve Discharge of Management Board Member Joe Kaeser (until Feb. 3, 2021) for	For	For	
			Management	3.4	Fiscal Year 2020/21 Approve Discharge of Management Board Member Cedrik Neike for Fiscal Year 2020/21	For	For	
			Management	3.5	Approve Discharge of Management Board Member Matthias Rebellius for Fiscal Year	For	For	
			Management	3.6 3.7	2020/21 Approve Discharge of Management Board Member Ralf Thomas for Fiscal Year 2020/21 Approve Discharge of Management Board Member Judith Wiese for Fiscal Year 2020/21	For For	For For	
			Management Management	4.1	Approve Discharge of Management Board Member Juni Niese for Fiscal Year 2020/21 Approve Discharge of Supervisory Board Member Jim Snabe for Fiscal Year 2020/21	For	For	
			Management	4.2	Approve Discharge of Supervisory Board Member Birgit Steinborn for Fiscal Year 2020/21	For	For	
			Management	4.3	Approve Discharge of Supervisory Board Member Werner Brandt for Fiscal Year 2020/21	For	For	
			Management	4.4	Approve Discharge of Supervisory Board Member Tobias Baeumler (from Oct. 16, 2020) for Fiscal Year 2020/21	For	For	
			Management Management	4.5	Approve Discharge of Supervisory Board Member Michael Diekmann for Fiscal Year 2020/21	For	For	
			Management	4.6 4.7	Approve Discharge of Supervisory Board Member Andrea Fehrmann for Fiscal Year 2020/21 Approve Discharge of Supervisory Board Member Bettina Haller for Fiscal Year 2020/21	For	For	
			Management	4.8	Approve Discharge of Supervisory Board Member Harald Kern for Fiscal Year 2020/21	For	For	
			Management	4.9	Approve Discharge of Supervisory Board Member Juergen Kerner for Fiscal Year 2020/21	For	For	
			Management	4.10	Approve Discharge of Supervisory Board Member Nicola Leibinger-Kammueller (until Feb. 3, 2021) for Fiscal Year 2020/21	For	For	
			Management Management	4.11 4.12	Approve Discharge of Supervisory Board Member Benoit Potier for Fiscal Year 2020/21 Approve Discharge of Supervisory Board Member Hagen Reimer for Fiscal Year 2020/21	For For	For For	
			Management	4.13	Approve Discharge of Supervisory Board Member Norbert Reithofer for Fiscal Year 2020/21	For	For	
			Management	4.14	Approve Discharge of Supervisory Board Member Kasper Roersted for Fiscal Year 2020/21	For	For	
			Management Management	4.15 4.16	Approve Discharge of Supervisory Board Member Nemat Shafik for Fiscal Year 2020/21 Approve Discharge of Supervisory Board Member Nathalie von Siemens for Fiscal Year	For For	For For	
			Management	4.17	2020/21 Approve Discharge of Supervisory Board Member Michael Sigmund for Fiscal Year 2020/21	For	For	
			Management	4.18	Approve Discharge of Supervisory Board Member Dorothea Simon for Fiscal Year 2020/21	For	For	
			Management	4.19	Approve Discharge of Supervisory Board Member Grazia Vittadini (from Feb. 3, 2021) for Fiscal Year 2020/21	For	For	
			Management	4.20	Approve Discharge of Supervisory Board Member Werner Wenning (until Feb. 3, 2021) for Fiscal Year 2020/21	For	For	
			Management	4.21	Approve Discharge of Supervisory Board Member Matthias Zachert for Fiscal Year 2020/21	For	For	
			Management	4.22 5	Approve Discharge of Supervisory Board Member Gunnar Zukunft for Fiscal Year 2020/21	For	For	
			Management Management	6	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2021/22 Approve Remuneration Report	For For	For For	
Wuxi Lead Intelligent Equipment Co., Ltd.	China	11-févr-22	Management	1	Approve Daily Related Party Transactions	For	For	
	1	I	Management	2	Approve Application of Bank Credit Lines	For	For	
1	1	I	Management	3	Approve Provision of Guarantee	For	For	
1	1	I	Management Management	4 5	Approve Forward Foreign Exchange Transactions Approve Repurchase and Cancellation of Performance Shares	For For	For For	
1			Management	6	Approve Change in Registered Capital	For	For	
			Management	7	Amend Articles of Association	For	For	
Sea Ltd. (Singapore)	Cayman Islands	14-févr-22	Management	1	Amend Articles of Association	For	Against	A vote AGAINST this proposal is warranted because the proposed amendment would further perpetuate a dual-class capital structure with disparate voting rights that is not generally in the best interests of minority shareholders.
Zhejiang Chint Electrics Co., Ltd.	China	14-févr-22	Management Management	1 2	Approve Provision of External Guarantee Approve Provision of Guarantee to Household Photovoltaic Customers	For For	For For	
Siemens Healthineers AG	Germany	15-févr-22	Management	2	Approve Allocation of Income and Dividends of EUR 0.85 per Share	For	For	
	1		Management	3.1	Approve Discharge of Management Board Member Bernhard Montag for Fiscal Year 2021	For	For	
			Management Management	3.2 3.3	Approve Discharge of Management Board Member Jochen Schmitz for Fiscal Year 2021 Approve Discharge of Management Board Member Christoph Zindel for Fiscal Year 2021	For For	For For	
			Management	3.4	Approve Discharge of Management Board Member Darleen Caron (from Feb. 1, 2021) for	For	For	
			Management	4.1	Fiscal Year 2021 Approve Discharge of Supervisory Board Member Ralf Thomas for Fiscal Year 2021	For	For	
1	ı	I	Management	4.2	Approve Discharge of Supervisory Board Member Norbert Gaus for Fiscal Year 2021	For	For	I I

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management	Vote	Significant votes - Rationales
Company Nume	Country	meeting Date	Торонен	Number	Troposur Text	Recommendation	Decision	Olymnount votes - Nationales
			Management	4.3	Approve Discharge of Supervisory Board Member Roland Busch for Fiscal Year 2021	For	For	
			Management Management	4.4 4.5	Approve Discharge of Supervisory Board Member Marion Helmes for Fiscal Year 2021 Approve Discharge of Supervisory Board Member Andreas Hoffmann for Fiscal Year 2021	For For	For For	
			ivianagement	4.5	Approve Discharge of Supervisory Board Weitiber Andreas Frontinanii for Fiscar Fear 2021	101	101	
			Management	4.6	Approve Discharge of Supervisory Board Member Philipp Roesler for Fiscal Year 2021	For	For	
			Management	4.7	Approve Discharge of Supervisory Board Member Peer Schatz (from March 23, 2021) for Fiscal Year 2021	For	For	
			Management	4.8	Approve Discharge of Supervisory Board Member Nathalie Von Siemens for Fiscal Year	For	For	
					2021			
			Management	4.9	Approve Discharge of Supervisory Board Member Gregory Sorensen for Fiscal Year 2021	For	For	
			Management	4.10	Approve Discharge of Supervisory Board Member Karl-Heinz Streibich for Fiscal Year 2021	For	For	
			_					
			Management Management	5 6	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2022 Approve Creation of EUR 564 Million Pool of Authorized Capital with or without Exclusion of	For For	For Against	Item 6 (Authorized Capital)A vote AGAINST the proposed authorization is warranted because the issuance request would allow
			wanagement	ľ	Preemptive Rights	101	Against	for a capital increase without preemptive rights for up to 50 percent of the issued share capital.ltem 7 (Conditional Capital)A
								vote FOR the proposed authorization is warranted.
			Management	7	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	For	For	
					EUR 112.8 Million Pool of Capital to Guarantee Conversion Rights			
			Management	8	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased	For	For	
			Management		Shares Approve Remuneration Report	For	For	
Evoqua Water Technologies Corp.	USA	16-févr-22	Management	1.1	Elect Director Harbhajan (Nick) Bhambri	For	Withhold	WITHHOLD votes are warranted for incumbent director nominees Harbhajan (Nick) Bhambri and Lynn Swann given the board's
1 ' ' '					, , ,			failure to remove, or subject to a sunset requirement, the classified board and the supermajority vote requirement to enact
								certain changes to the governing documents, each of which adversely impacts shareholder rights. A vote FOR new director Sherrese Clarke Soares is warranted.
			Management	1.2	Elect Director Sherrese Clarke Soares	For	For	Oronese Stance Stance Standards.
			Management	1.3	Elect Director Lynn C. Swann	For	Withhold	WITHHOLD votes are warranted for incumbent director nominees Harbhajan (Nick) Bhambri and Lynn Swann given the board's
								failure to remove, or subject to a sunset requirement, the classified board and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. A vote FOR new director
								Sherrese Clarke Soares is warranted.
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
Auroritin A.C.	0	47.6600	Management	3	Ratify Ernst & Young LLP as Auditors	For	For	
Aurubis AG	Germany	17-févr-22	Management Management	2 3.1	Approve Allocation of Income and Dividends of EUR 1.60 per Share Approve Discharge of Management Board Member Roland Harings for Fiscal Year 2020/21	For For	For For	
			_					
			Management	3.2	Approve Discharge of Management Board Member Heiko Arnold for Fiscal Year 2020/21	For	For	
			Management	3.3	Approve Discharge of Management Board Member Rainer Verhoeven for Fiscal Year 2020/21	For	For	
	1		Management	3.4	Approve Discharge of Management Board Member Thomas Buenger for Fiscal Year	For	For	
	1		Management	4.1	2020/21 Approve Discharge of Supervisory Board Member Fritz Vahrenholt for Fiscal Year 2020/21	For	For	
			Managomoni	l ""	Approve Discharge of Europe Hoory Board Hombor The Valled Hotel of Floods Total Education	1 51		
	1		Management	4.2	Approve Discharge of Supervisory Board Member Stefan Schmidt for Fiscal Year 2020/21	For	For	
			Management	4.3	Approve Discharge of Supervisory Board Member Deniz Acar for Fiscal Year 2020/21	For	For	
			Management	4.4	Approve Discharge of Supervisory Board Member Andrea Bauer for Fiscal Year 2020/21	For	For	
			Management	4.5	Approve Discharge of Supervisory Board Member Christian Ehrentraut for Fiscal Year 2020/21	For	For	
			Management	4.6	Approve Discharge of Supervisory Board Member Heinz Fuhrmann for Fiscal Year 2020/21	For	For	
			_					
	1		Management Management	4.7 4.8	Approve Discharge of Supervisory Board Member Karl Jakob for Fiscal Year 2020/21 Approve Discharge of Supervisory Board Member Jan Koltze for Fiscal Year 2020/21	For For	For For	
	1		Management		Approve Discharge of Supervisory Board Member Stephan Kruemmer for Fiscal Year	For	For	
	1		_		2020/21			
	1		Management Management	4.10 4.11	Approve Discharge of Supervisory Board Member Elke Lossin for Fiscal Year 2020/21 Approve Discharge of Supervisory Board Member Sandra Reich for Fiscal Year 2020/21	For For	For For	
	1		Management	4.11	Approve Discharge of Supervisory Board Member Sandra Reich for Fiscal Year 2020/21 Approve Discharge of Supervisory Board Member Melf Singer for Fiscal Year 2020/21	For	For	
	1		Management	5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2021/22 and for the Review of the Interim	For	For	
			Management	6	Financial Reports for Fiscal Year 2022/23 Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds with Partial	For	For	
			wanagement	ľ	Exclusion of Preemptive Rights up to Aggregate Nominal Amount of EUR 500 Million;	101	1 01	
	1			l	Approve Creation of EUR 11.5 Million Pool of Capital to Guarantee Conversion Rights			
	1		Management	7	Approve Creation of EUR 23 Million Pool of Capital with Partial Exclusion of Preemptive	For	For	
	1		ľ	l '	Rights	1 01		
Infineen Technologies A.C.	Cor	17 f± 00	Management	8 2	Elect Gunnar Groebler to the Supervisory Board	For	For	
Infineon Technologies AG	Germany	17-févr-22	Management Management	2 3.1	Approve Allocation of Income and Dividends of EUR 0.27 per Share Approve Discharge of Management Board Member Reinhard Ploss for Fiscal Year 2021	For For	For For	
1	1		Management	3.2	Approve Discharge of Management Board Member Helmut Gassel for Fiscal Year 2021	For	For	
	1		Management	3.3	Approve Discharge of Management Board Member Jochen Hanebeck for Fiscal Year 2021	For	For	
	1		Management	3.4	Approve Discharge of Management Board Member Constanze Hufenbecher (from April 15,	For	For	
	1		_		2021) for Fiscal Year 2021			
	1		Management Management	3.5 4.1	Approve Discharge of Management Board Member Sven Schneider for Fiscal Year 2021 Approve Discharge of Supervisory Board Member Wolfgang Eder for Fiscal Year 2021	For For	For For	
1	1	1	wanayement	4.1	Approve Discharge or Supervisory board interriber worligang Eder for FISCal Year 2021	FUI	FUI	ı

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management	Vote	Significant votes - Rationales
Company Name	Country	Meeting Date	Froponent	Number	FTOPOSAI TEXT	Recommendation	Decision	Significant votes - Rationales
			Management	4.2	Approve Discharge of Supervisory Board Member Xiaoqun Clever for Fiscal Year 2021	For	For	
			Management	4.3	Approve Discharge of Supervisory Board Member Johann Dechant for Fiscal Year 2021	For	For	
			Management	4.4	Approve Discharge of Supervisory Board Member Friedrich Eichiner for Fiscal Year 2021	For	For	
				4.5	Approve Discharge of Supervisory Board Member Annette Engelfried for Fiscal Year 2021	F	F	
			Management	4.5	Approve Discharge of Supervisory Board Member Annette Engelined for Fiscal Year 2021	For	For	
			Management	4.6	Approve Discharge of Supervisory Board Member Peter Gruber for Fiscal Year 2021	For	For	
			Management	4.7	Approve Discharge of Supervisory Board Member Hans-Ulrich Holdenried for Fiscal Year	For	For	
				1 40	2021	F	F	
			Management	4.8	Approve Discharge of Supervisory Board Member Susanne Lachenmann for Fiscal Year 2021	For	For	
			Management	4.9	Approve Discharge of Supervisory Board Member Geraldine Picaud for Fiscal Year 2021	For	For	
			Management	4.10	Approve Discharge of Supervisory Board Member Manfred Puffer for Fiscal Year 2021	For	For	
			Management	4.10	Approve Discharge of Supervisory Board Member Mahired Puller for Fiscal Year 2021 Approve Discharge of Supervisory Board Member Melanie Riedl for Fiscal Year 2021	For	For	
			Management	4.12	Approve Discharge of Supervisory Board Member Juergen Scholz for Fiscal Year 2021	For	For	
			Management	4.13	Approve Discharge of Supervisory Board Member Kerstin Schulzendorf for Fiscal Year 2021	For	For	
			l	l	l	_		
			Management	4.14	Approve Discharge of Supervisory Board Member Ulrich Spiesshofer for Fiscal Year 2021	For	For	
			Management	4.15	Approve Discharge of Supervisory Board Member Margret Suckale for Fiscal Year 2021	For	For	
1		I	Management	4.16	Approve Discharge of Supervisory Board Member Diana Vitale for Fiscal Year 2021	For	For	
		1	Management	5	Ratify KPMG AG as Auditors for Fiscal Year 2022	For	For	
01: 51 5 0 1115 1: 7.1		00.11 00	Management	6	Elect Geraldine Picaud to the Supervisory Board	For	For	
China Education Group Holdings Limited	Cayman Islands	22-févr-22	Management Management	1 2	Accept Financial Statements and Statutory Reports Approve Final Dividend	For For	For For	
			Management	2 3a	Elect Yu Guo as Director	For	For	
		1	Management	3b	Elect Xie Shaohua as Director	For	For	
			Management	3c	Elect Wu Kin Bing as Director	For	For	
			Management	4	Approve Deloitte Touche Tohmatsu as Auditor and Authorize Board to Fix Their	For	For	
			l	_	Remuneration	_		
			Management	5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	Against	A vote AGAINST these resolutions is warranted for the following:* The aggregate share issuance limit is greater than 10 percent of the relevant class of shares.* The company has not specified the discount limit.
			Management	6	Authorize Repurchase of Issued Share Capital	For	For	
			Management	7	Authorize Reissuance of Repurchased Shares	For	Against	A vote AGAINST these resolutions is warranted for the following:* The aggregate share issuance limit is greater than 10 percent
D 0 C	USA	23-févr-22	Management	1a	Elect Director Leanne G. Caret	For	For	of the relevant class of shares.* The company has not specified the discount limit.
Deere & Company	USA	23-levi-22	Management	1a 1b	Elect Director Leanne G. Caret Elect Director Tamra A. Erwin	For	For	
			Management	1c	Elect Director Alan C. Heuberger	For	For	
			Management	1d	Elect Director Charles O. Holliday, Jr.	For	For	
			Management	1e	Elect Director Michael O. Johanns	For	For	
			Management	1f	Elect Director Clayton M. Jones	For	For	
		1	Management	1g	Elect Director John C. May	For	For	
			Management	1h 1i	Elect Director Gregory R. Page	For	For	
		1	Management Management	1i	Elect Director Sherry M. Smith Elect Director Dmitri L. Stockton	For For	For For	
		1	Management	1k	Elect Director Sheila G. Talton	For	For	
		1	Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Management	3	Ratify Deloitte & Touche LLP as Auditors	For	For	
			Management	4	Approve Non-Employee Director Restricted Stock Plan	For	For	
			Shareholder	5	Amend Governing Documents Regarding Requirements to Call for a Special Meeting	Against		A vote AGAINST this proposal is warranted. There appears to be no compelling reason to support this shareholder proposal as
			1					the one-year holding period is not especially problematic, is consistent with SEC requirements for filing shareholder proposals, and provides a reasonable safeguard against abuse of the right.
Stillfront Group AB	Sweden	23-févr-22	Management	2	Elect Chairman of Meeting	For	For	,
1		I	Management	3	Designate Inspector(s) of Minutes of Meeting	For	For	
1		I	Management	4	Prepare and Approve List of Shareholders	For	For	
1		I	Management	5	Approve Agenda of Meeting	For	For	
		I	Management Management	6 7	Acknowledge Proper Convening of Meeting Approve Issuance of Shares in Connection with Acquisition of Six Waves Inc.	For For	For For	
S-Pool, Inc.	Japan	24-févr-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 6	For	For	
- :,	Japan	2	Management	2	Approve Annual Bonus	For	For	
Xinjiang Goldwind Science & Technology Co., Ltd.	China	25-févr-22	Management	1.1	Approve Connected Transactions for Sales of Products Conducted in the Ordinary Course of	For	For	
	1		l	1	Business (A Share) between the Company and China Three Gorges New Energy (Group) Co. Ltd.			
1		I	Management	1.2	Approve Connected Transactions for Sales of Products Conducted in the Ordinary Course of	For	For	
			wanagement	1.2	Business (A Share) between the Company and Xinjiang New Energy (Group) Co., Ltd.	101	1 01	
			1					
			Management	2	Approve Purchase of Liability Insurance for Directors, Supervisors and Senior Management Members	For	For	
			Management	3	Elect Wang Yan as Supervisor	For	For	
Fair Isaac Corporation	USA	01-mars-22	Management	1a	Elect Director Braden R. Kelly	For	For	
1		I	Management	1b	Elect Director Fabiola R. Arredondo	For	For	
1		I	Management	1c	Elect Director James D. Kirsner	For	For	
1		I	Management	1d	Elect Director William J. Lansing	For	For	
1		I	Management Management	1e 1f	Elect Director Eva Manolis Elect Director Marc F. McMorris	For For	For For	
		I	Management	1g	Elect Director Marc F. McMorris Elect Director Joanna Rees	For	For	
•	•	•	a.agomont	• '9				

9 | 174

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management	Vote	Significant votes - Rationales
				Number		Recommendation	Decision	
			Management	1h	Elect Director David A. Rey	For	For	
			Management Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation Ratify Deloitte & Touche LLP as Auditors	For For	For For	
Kone Oyj	Finland	01-mars-22	Management	3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	For	For	
			Management	4	Acknowledge Proper Convening of Meeting	For	For	
			Management	5	Prepare and Approve List of Shareholders	For	For	
			Management	7	Accept Financial Statements and Statutory Reports Approve Allocation of Income and Dividends of EUR 1.7475 per Class A Share and EUR	For For	For For	
			Management	8	1.75 per Class B Share; Approve Extra Dividends of EUR 0.3475 per Class A Share and EUR	For	For	
					EUR 0.35 per Class B Share			
			Management	9	Approve Discharge of Board and President	For	For	
			Management	10	Approve Remuneration Report (Advisory Vote)	For	Against	A vote AGAINST this item is warranted because the remuneration report reveals several practices that are considered below
								market standard, such as:* The remuneration paid from the annual bonus (STIP) in 2021 lacks information on performance criteria.* The awards granted in 2021 from the 2020 LTIP lacks sufficient disclosure with regards to ex-post targets* The newly
								constructed LTIP is subject to annual changes in applicable criteria, impeding long-term thinking and consistency.
	1							
			Management	11	Approve Remuneration of Directors in the Amount of EUR 220,000 for Chairman, EUR	For	Against	A vote AGAINST this item is warranted, as the proposed director fees can be considered excessive in relation to comparable
					125,000 for Vice Chairman, and EUR 110,000 for Other Directors	_	۱ ـ	domestic peers.
			Management	12 13	Fix Number of Directors at Nine Reelect Matti Alahuhta, Susan Duinhoven, Antti Herlin, Iiris Herlin, Jussi Herlin, Ravi Kant	For For	For Against	A vote AGAINST this proposal is warranted, due to:* The presence of an executive(s) on both audit-, remuneration- and
			Management	13	and Jennifer Xin-Zhe Li as Directors; Elect Krishna Mikkilineni and Andreas Opfermann as	Foi	Against	nomination committees.* Lack of independence on both audit-, remuneration committees.
					New Directors			
	1	I	Management	14	Approve Remuneration of Auditors	For	For	
	1	I	Management	15	Elect One Auditor for the Term Ending on the Conclusion of AGM 2022	For	For	
			Management Management	16 17	Ratify Ernst & Young as Auditors Authorize Share Repurchase Program	For For	For For	
			Management	17	Approve Issuance of Shares and Options without Preemptive Rights	For	For	
PT Bank Rakyat Indonesia (Persero) Tbk	Indonesia	01-mars-22	Management	1	Approve Financial Statements, Statutory Reports, Annual Report, Report of the Partnership	For	For	
, , , ,			ı "		and Community Development Program (PCDP), and Discharge of Directors and			
					Commissioners			
			Management	2	Approve Allocation of Income	For	For	
			Management	3	Approve Affirmation on the Implementation of the Regulations of the Minister of State- Owned Enterprises of the Republic of Indonesia	For	For	
			Management	4	Approve Remuneration and Tantiem of Directors and Commissioners	For	Against	We prefer to vote AGAINST since the remuneration policy lacks concrete sustainability focused non-financial KPIs
			Management	5	Appoint Auditors of the Company and the Partnership and Community Development	For	For	
			-		Program (PCDP)			
			Management	6	Accept Report on the Use of Proceeds	For	For	L
			Management	/	Approve Share Repurchase Program	For	Against	A vote AGAINST this resolution is warranted due to lack of information on the proposed share repurchase program and employee share ownership program to assess the potential impact on shareholder value.
			Management	8	Approve Changes in the Boards of the Company	For	Against	A vote AGAINST this resolution is warranted given the lack of information to make an informed voting decision.
Tetra Tech, Inc.	USA	01-mars-22	Management	1a	Elect Director Dan L. Batrack	For	For	· · · · · · · · · · · · · · · · · · ·
			Management	1b	Elect Director Gary R. Birkenbeuel	For	For	
			Management Management	1c 1d	Elect Director J. Christopher Lewis Elect Director Joanne M. Maquire	For For	For Against	A vote AGAINST incumbent nominating committee chair Joanne Maguire is warranted for lack of diversity on the board.A vote
			Management	Iu	Elect Director Joanne M. Maguile	Foi	Against	FOR the remaining director nominees is warranted.
			Management	1e	Elect Director Kimberly E. Ritrievi	For	For	, or the remaining director from the control of the
			Management	1f	Elect Director J. Kenneth Thompson	For	For	
			Management	1g	Elect Director Kirsten M. Volpi	For	For	
			Management Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation Ratify PricewaterhouseCoopers LLP as Auditors	For For	For For	
Enghouse Systems Limited	Canada	03-mars-22	Management	1a	Elect Director Stephen Sadler	For	For	
		30	Management	1b	Elect Director Eric Demirian	For	For	
	1	I	Management	1c	Elect Director Reid Drury	For	For	
	1	I	Management	1d	Elect Director Melissa Sonberg	For	For	
	1	I	Management	1e	Elect Director Pierre Lassonde	For	For	
	1		Management Management	1f 1g	Elect Director Jane Mowat Elect Director Paul Stovan	For For	For Withhold	Vote WITHHOLD for incumbent Nominating Committee chair Paul Stoyan for lack of gender diversity on the board. Vote FOR
	1	I	anagement	19	Liber Shotter i da Stofan	""	7710111010	the other proposed nominees.
	1	I	Management	2	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For	I ' '
	1	I	Management	3	Advisory Vote on Executive Compensation Approach	For	Against	A vote AGAINST this non-binding advisory vote is warranted due to continuing pay-for-performance misalignment, problematic
								pay practices and disclosure concerns. Furthermore, the company failed to adequately respond to last year's say-on-pay
								proposal which received support of less than 80 percent of the votes cast. The quantitative pay-for-performance screen has identified a high concern, driven by two screens of the model. This concern level has been retained after further quantitative and
i		I				I	I	qualitative analysis. Additionally, Sustainability Advisory Services has identified the following problematic pay practices and
					1		I	disclosure concerns:* Lack of transparency and disclosure regarding determinations made under the short-term incentive
								program;* Modified single trigger change-in-control agreement;* Lack of performance based long term incentives;* Internal pay
								disparity, and* Lack of disclosure regarding engagement efforts with shareholders in response to low support on last year's say
Annie inc	IISA	04-mars, 22	Management	19	Flact Director James Ball	For	For	
Apple Inc.	USA	04-mars-22	Management Management	1a 1b	Elect Director James Bell Elect Director Tim Cook	For For	For For	disparity, and* Lack of disclosure regarding engagement efforts with shareholders in response to low support on last year's say
Apple Inc.	USA	04-mars-22		1a 1b 1c		For For For	For For For	disparity, and* Lack of disclosure regarding engagement efforts with shareholders in response to low support on last year's say
Apple Inc.	USA	04-mars-22	Management Management Management	1b 1c 1d	Elect Director Tim Cook Elect Director Al Gore Elect Director Alex Gorsky	For For For	For For For	disparity, and* Lack of disclosure regarding engagement efforts with shareholders in response to low support on last year's say
Apple Inc.	USA	04-mars-22	Management Management Management Management	1b 1c 1d 1e	Elect Director Tim Cook Elect Director Al Gore Elect Director Alex Gorsky Elect Director Andrea Jung	For For For For	For For For	disparity, and* Lack of disclosure regarding engagement efforts with shareholders in response to low support on last year's say
Apple Inc.	USA	04-mars-22	Management Management Management Management Management	1b 1c 1d 1e 1f	Elect Director Tim Cook Elect Director Al Gore Elect Director Alex Gorsky Elect Director Andrea Jung Elect Director Andrea Jung Elect Director Art Levinson	For For For For For	For For For For	disparity, and* Lack of disclosure regarding engagement efforts with shareholders in response to low support on last year's say
Apple Inc.	USA	04-mars-22	Management Management Management Management	1b 1c 1d 1e	Elect Director Tim Cook Elect Director Al Gore Elect Director Alex Gorsky Elect Director Andrea Jung	For For For For	For For For	disparity, and* Lack of disclosure regarding engagement efforts with shareholders in response to low support on last year's say

Company Name	Country	Mooting Date	Propense	Proposal	Dronocal Toyt	Management	Vote	Significant votos Dationales
Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote	Significant votes - Rationales
			Management	2	Ratify Ernst & Young LLP as Auditors	For	For	
			Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	A vote AGAINST this proposal is warranted, due to concerns around equity award design and pay magnitude. While the CEO's
			Ĭ		, , ,		ľ	FY21 equity award marks his first LTI award since his mega award 10 years ago, half of the \$75 million award is purely time-
								based, and the award would continue to vest in full in the event of his retirement. Further, the company does not disclose that
								the award is intended to cover multiple years of future awards, despite its large size, and CEO Cook received another sizable
								grant of equity after the end of the fiscal year. In addition, notwithstanding that Apple is the largest company in its peer group,
								other NEOs consistently receive equity awards with values that approach the median total CEO pay of peers, and CEO Cook's
			l			_	١.	relatively high base salary contributes to significant STI payout opportunities.
			Management	4	Approve Omnibus Stock Plan	For	For	L
			Shareholder	5	Amend Articles of Incorporation to become a Social Purpose Corporation	Against	Against	A vote AGAINST this proposal is warranted, as the request for the board to amend the company's incorporating documents to
								become a Social Purpose Corporation does not appear to be necessary for the company to act in a responsible and sustainable
			Shareholder	6	Approve Revision of Transparency Reports	Against	For	A vote FOR this proposal is warranted, as additional information regarding the company's policies and processes regarding
			Ondi onoidoi	ľ	Approve transparatory trapator	/ tguillot		freedom of expression and access to information would help shareholders gauge the company's management of related
								reputational risk.
			Shareholder	7	Report on Forced Labor	Against	For	A vote FOR this proposal is warranted, as increased transparency on Apple's supply chain policies and processes could help
								alleviate growing risks related to manufacturing in certain regions.
			Shareholder	8	Report on Median Gender/Racial Pay Gap	Against	For	A vote FOR this proposal is warranted, as shareholders could benefit from the median pay gap statistics that would allow them
							l _	to compare and measure the progress of the company's diversity and inclusion initiatives.
			Shareholder	9	Report on Civil Rights Audit	Against	For	A vote FOR this resolution is warranted, as an independent civil rights audit would help shareholders better assess the
			Ohh-ld	40	Bt	A t	F	effectiveness of Apple's efforts to address the issue of any inequality in its workforce and its management of related risks.
			Shareholder	10	Report on Concealment Clauses	Against	For	A vote FOR this proposal is warranted because more information on the impact that the company's standard arbitration provision has on Apple's employees may bring information to light that could result in improved recruitment, development and
								retention and could help the company prepare for pending federal legislation on the matter.
Novartis AG	Switzerland	04-mars-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
	J.III.LOIIGING	3	Management	2	Approve Discharge of Board and Senior Management	For	For	
			Management	3	Approve Allocation of Income and Dividends of CHF 3.10 per Share	For	For	
			Management	4	Approve CHF 15.3 Million Reduction in Share Capital via Cancellation of Repurchased	For	For	
					Shares			
			Management	5	Authorize Repurchase of up to CHF 10 Billion in Issued Share Capital	For	For	
			Management	6.1	Approve Remuneration of Directors in the Amount of CHF 8.6 Million	For	For	
			Management	6.2	Approve Maximum Remuneration of Executive Committee in the Amount of CHF 91 Million	For	For	
				6.3	Approve Remuneration Report	For	For	
			Management Management	7.1	Reelect Joerg Reinhardt as Director and Board Chairman	For	For	
			Management	7.1	Reelect Nancy Andrews as Director	For	For	
			Management	7.3	Reelect Ton Buechner as Director	For	For	
			Management	7.4	Reelect Patrice Bula as Director	For	For	
			Management	7.5	Reelect Elizabeth Doherty as Director	For	For	
			Management		Reelect Bridgette Heller as Director	For	For	
			Management	7.7	Reelect Frans van Houten as Director	For	For	
			Management	7.8	Reelect Simon Moroney as Director	For	For	
			Management	7.9	Reelect Andreas von Planta as Director	For	For	
			Management	7.10	Reelect Charles Sawyers as Director	For	For	
			Management	7.11 7.12	Reelect William Winters as Director Elect Ana de Pro Gonzalo as Director	For For	For For	
			Management Management	7.12	Elect Daniel Hochstrasser as Director	For	For	
			Management	8.1	Reappoint Patrice Bula as Member of the Compensation Committee	For	For	
			Management	8.2	Reappoint Bridgette Heller as Member of the Compensation Committee	For	For	
	l		Management	8.3	Reappoint Simon Moroney as Member of the Compensation Committee	For	For	
	I		Management	8.4	Reappoint William Winters as Member of the Compensation Committee	For	For	
	I	1	Management	9	Ratify KPMG AG as Auditors	For	For	
	l		Management	10	Designate Peter Zahn as Independent Proxy	For	For	
	I	1	Management	11	Transact Other Business (Voting)	For	Against	A vote AGAINST is warranted because:* This item concerns additional instructions from the shareholder to the proxy in case
	l		l	l		I	I	new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and* The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against
	I	1	l	l			I	this item on a precautionary basis.
Bottomline Technologies, Inc.	USA	08-mars-22	Management	1	Approve Merger Agreement	For	For	,
	I	1	Management	2	Adjourn Meeting	For	For	
	I		Management	3	Advisory Vote on Golden Parachutes	For	Against	A vote AGAINST this proposal is warranted. The CEO is eligible to receive excessive cash severance, which appears to be on a
	L				•		_	single-trigger basis. Further, all outstanding equity awards will accelerate upon the closing of the merger.
Elastic N.V.	Netherlands	09-mars-22	Management	1	Elect Director Ashutosh Kulkarni	For	For	
QUALCOMM Incorporated	USA	09-mars-22	Management	1a	Elect Director Sylvia Acevedo	For	For	
			Management	1b	Elect Director Cristiano R. Amon	For	For	
	I		Management	1c	Elect Director Mark Fields	For	For	
1	l	1	Management	1d 1e	Elect Director Jeffrey W. Henderson	For For	For For	
	l		Management Management	1e 1f	Elect Director Gregory N. Johnson Elect Director Ann M. Livermore	For For	For	
	I	1	Management Management	1f 1g	Elect Director Ann M. Livermore Elect Director Mark D. McLaughlin	For	For	
	l		Management	1g 1h	Elect Director Mark D. McLaugniin Elect Director Jamie S. Miller	For	For	
1	I	1	Management	1i	Elect Director Irene B. Rosenfeld	For	For	
1	l	1	Management	l "i	Elect Director Kornelis (Neil) Smit	For	For	
1	l		Management	1k	Elect Director Jean-Pascal Tricoire	For	For	
	I		Management	11	Elect Director Anthony J. Vinciquerra	For	For	
	I	1	Management	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	
			Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
The Walt Disney Company	USA	09-mars-22	Management	1a	Elect Director Susan E. Arnold	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management	Vote	Significant votes - Rationales
Company Name	Country	meeting Date	- roponent	Number	Troposur rest	Recommendation	Decision	organicant votes - regionales
			Management	1b	Elect Director Mary T. Barra	For	For	
			Management	1c	Elect Director Safra A. Catz	For	For	
			Management	1d	Elect Director Amy L. Chang	For	For	
			Management	1e	Elect Director Robert A. Chapek	For	For	
			Management	1f	Elect Director Francis A. deSouza	For	For	
			Management	1g	Elect Director Michael B.G. Froman	For	For	
			Management	1h	Elect Director Maria Elena Lagomasino	For	For	
			Management	1i	Elect Director Calvin R. McDonald	For	For	
			Management	1j	Elect Director Mark G. Parker	For	For	
			Management	1k	Elect Director Derica W. Rice	For	For	
			Management	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	
			Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Shareholder	4	Report on Lobbying Payments and Policy	Against	For	A vote FOR this proposal is warranted, as additional disclosure of the company's indirect lobbying-related oversight
				l		1		mechanisms, along with its trade association payments, would help shareholders better assess the risks and benefits associated
				l		l	_	with the company's participation in the public policy process.
			Shareholder	5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For	A vote FOR this proposal is warranted, as lowering the threshold to call special meetings would enhance the rights of
				l .		l	l _	shareholders.
			Shareholder	6	Report on Human Rights Due Diligence	Against	For	A vote FOR this proposal is warranted, as increased transparency on Disney's supply chain policies and processes could help
1			Oh	l -	Beauties Control Beauties	A	۱ -	alleviate growing risks related to manufacturing and operations in certain regions.
			Shareholder	7	Report on Gender/Racial Pay Gap	Against	For	A vote FOR this proposal is warranted, as shareholders could benefit from the median pay gap statistics that would allow them
1			Oh	l ,	Boost on Mandadoon Non Biominination And"	A		to compare and measure the progress of the company's diversity and inclusion initiatives.
1			Shareholder	8	Report on Workplace Non-Discrimination Audit	Against	Against	A vote AGAINST this resolution is warranted, as the company provides sufficient information for shareholders to assess any
America urae Person Corne	1104	10 m 00	Monograma	4-	Float Director Ornalla Barra	F	F	reverse discrimination effect the company's training materials or procedures may be having.
AmerisourceBergen Corporation	USA	10-mars-22	Management	1a	Elect Director Ornella Barra	For	For	<u> </u>
1			Management	1b	Elect Director Steven H. Collis Elect Director D. Mark Durcan	For	For For]
1			Management Management	1c 1d	Elect Director D. Mark Durcan Elect Director Richard W. Gochnauer	For For	For For	<u> </u>
					Elect Director Richard W. Godnhauer Elect Director Lon R. Greenberg	For	For	
			Management Management	1f	Elect Director Lon R. Greenberg Elect Director Jane E. Henney	For	For	
			Management	10	Elect Director Kathleen W. Hyle	For	For	
			Management	19 1h	Elect Director Michael J. Long	For	For	
			Management	1i	Elect Director Michael 3. Long Elect Director Henry W. McGee	For	For	
			Management	l 'ii	Elect Director Dennis M. Nally	For	For	
			Management	2	Ratify Ernst & Young LLP as Auditors	For	For	
			Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Management	l š	Approve Omnibus Stock Plan	For	For	
			Shareholder	5	Adopt a Policy That No Financial Metric Be Adjusted to Exclude Legal or Compliance Costs	Against	For	A vote FOR this proposal is warranted, in light of the significant shareholder concerns recently raised regarding the company's
			Ondictioned	ľ	in Determining Executive Compensation	Against	1 01	exclusion of certain litigation-related costs from the executive compensation program, along with the magnitude of the 2020
				l	an action many exceeded compensation	1		opioid-related litigation accrual and the continued exclusion of a similar accrual from the 2021 incentive program. Given that the
				l		1		proposal would provide the board with flexibility to adjust the application of the policy in individual circumstances, with an
				l		1		explanation to shareholders, the request is not viewed as overly prescriptive.
			Shareholder	6	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For	A vote FOR this proposal is warranted, as the proposed 10 percent ownership threshold would make the special meeting right
						"		more easily exercisable by institutional investors, while still providing protection against abuse.
Applied Materials, Inc.	USA	10-mars-22	Management	1a	Elect Director Rani Borkar	For	For	
1			Management	1b	Elect Director Judy Bruner	For	For	
			Management	1c	Elect Director Xun (Eric) Chen	For	For	
			Management	1d	Elect Director Aart J. de Geus	For	For	
			Management	1e	Elect Director Gary E. Dickerson	For	For	
1			Management	1f	Elect Director Thomas J. lannotti	For	For	<u> </u>
1			Management	1g	Elect Director Alexander A. Karsner	For	For	I
1			Management	1h	Elect Director Adrianna C. Ma	For	For	<u> </u>
1			Management	1i	Elect Director Yvonne McGill	For	For	<u> </u>
1			Management	1j	Elect Director Scott A. McGregor	For	For	<u> </u>
1			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	<u> </u>
1			Management	3	Ratify KPMG LLP as Auditors	For	For	l
1			Shareholder	l 4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For	A vote FOR this proposal is warranted as it would further enhance shareholders' existing right to call special meetings.
1			Shareholder	5	Improve Executive Compensation Program and Policy	Against	Against	A vote AGAINST this proposal is warranted, as the board and compensation committee are generally best suited to make
1	I			I		Ī	1	decisions regarding the principal objectives of executive compensation. The company provides disclosure surrounding its
				ļ			<u> </u>	executive compensation setting process and no pay-for-performance concerns have been identified.
Transaction Capital Ltd.	South Africa	10-mars-22	Management	1 1	Re-elect Kuben Pillay as Director	For	For	I
1	I		Management	2	Re-elect Sharon Wapnick as Director	For	For	I I
1			Management	3	Re-elect Suresh Kana as Director	For	For	l l
1			Management	4	Elect Albertinah Kekana as Director	For	For	l l
1			Management	5	Re-elect Diane Radley as Member of the Audit Committee	For	For	<u> </u>
1	I		Management	l 5	Re-elect Buhle Hanise as Member of the Audit Committee	For	For	I I
1			Management	l ′.	Re-elect Ian Kirk as Member of the Audit Committee	For For	For For	l l
1			Management Management	ا ×	Re-elect Suresh Kana as Member of the Audit Committee Reappoint Deloitte & Touche as Auditors with Stephen Munro as the Designated Auditor	For For	For For	<u> </u>
1				9				<u> </u>
1			Management Management	10 11	Approve Remuneration Policy Approve Remuneration Implementation Report	For For	For For]
1			Management Management	11 12	Approve Remuneration Implementation Report Place Authorised but Unissued Shares under Control of Directors	For For	For	I
1			Management	13	Authorise Ratification of Approved Resolutions	For	For	I
1			Management Management	13	Authorise Ratification of Approved Resolutions Approve Remuneration of Non-Executive Directors	For For	For	<u> </u>
1			Management	2	Approve Financial Assistance in Terms of Section 44 of the Companies Act	For	Against	A vote AGAINST these items is warranted:* These proposals include a general authority relating to the provision of financial
			wanagement	l '	Approve a mandral resolution of 10 miles of 100 miles and	I '''	Against	assistance to Directors. Such proposals should be considered by shareholders on a specific rather than a general basis.
				I		1	1	guillo addit proposale stream se serioladres sy stratorioladre on a specific rather train a genteral basis.
•	•		•	•	•	•		· '

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	Number 3	Approve Financial Assistance in Terms of Section 45 of the Companies Act	For	Against	A vote AGAINST these items is warranted:* These proposals include a general authority relating to the provision of financial
							_	assistance to Directors. Such proposals should be considered by shareholders on a specific rather than a general basis.
		1	Management	4	Authorise Repurchase of Issued Share Capital	For	For	
			Management	5	Authorise Board to Issue Shares for Cash	For	For	
NAVER Corp.	South Korea	14-mars-22	Management	1	Approve Financial Statements and Appropriation of Income	For	For	
			Management Management	2.1 2.2	Elect Choi Su-yeon as Inside Director Elect Chae Seon-ju as Inside Director	For For	For For	
			Management	3.1	Elect Jeong Doh-jin as Iriside Director	For	For	
			Management	3.2	Elect Noh Hyeok-jun as Outside Director	For	For	
			Management	4.1	Elect Jeong Doh-jin as Audit Committee Member	For	For	
			Management Management	4.2	Elect Noh Hyeok-jun as Audit Committee Member Approve Total Remuneration of Inside Directors and Outside Directors	For For	For For	
SalMar ASA	Norway	14-mars-22	Management	1	Elect Chairman of Meeting; Designate Inspector(s) of Minutes of Meeting	For	For	
			Management	2	Approve Notice of Meeting and Agenda	For	For	
Note and Forest Court CA	Constitu	45 00	Management	3	Approve Issuance of Shares in Connection with Acquisition of NTS ASA	For	For For	
Naturgy Energy Group SA	Spain	15-mars-22	Management Management	1 2	Approve Standalone Financial Statements Approve Consolidated Financial Statements	For For	For	
			Management	3	Approve Consolidated Non-Financial Information Statement	For	For	
			Management	4	Approve Allocation of Income and Dividends	For	For	
			Management Management	5 6	Approve Discharge of Board Approve Remuneration Policy	For For	For	A vote AGAINST this item is warranted because:* The policy maintains the possibility of granting one-off bonuses with no
			ivianagement	٥ ا	Approve Remuneration Policy	FOI	Against	specific cap other than the general remuneration limit applicable to all pay components.* The chair/CEO's severance terms
			1					exceed the 24 months' pay cap recommended by local best practice.* The remuneration policy is amended in order to
			1					accommodate changes to the outstanding LTIP, which are not supported (see Item 7).* The terms of the company's SRDII-
			1					inspired derogation clause are too vague.* The proposed remuneration policy suggests that board does not seem to address minority shareholder dissent on remuneration proposals.
			Management	7	Amend Share Appreciation Rights Plan	For	Against	A vote AGAINST this item is warranted because the proposed extension of the LTIP's vesting period from July 2023 to
			Management	l '	A thoras of tare y pproduction rights in tari		riganior	December 2025 is not accompanied with amendments, such as more challenging price targets, that improve the terms and
			1					conditions of the plan, which was initially approved with only 65.1 percent support at the 2019 AGM.
			Management	8	Advisory Vote on Remuneration Report	For	Against	A vote AGAINST this item is warranted because:* Non-financial objectives account for 25 percent of the CEO's annual bonus and the company does not provide sufficient information on the scope and content of these non-financial metrics.* STI targets
			1					are not disclosed on an ex-post basis.* Executive pay appears misaligned with shareholder return when compared with sector
			1					peers.
			Management	9.1	Ratify Appointment of and Elect Enrique Alcantara Garcia-Irazoqui as Director	For	Against	A vote AGAINST the (re)election of NI-NEDs Ramon Adell Ramon, Enrique Alcantara-Garcia Irazoqui, and Jaime Siles
			1					Fernandez-Palacios under Items 9.1-9.3 is warranted because the board does not meet the 50 percent independence guideline applicable to Spain-incorporated, non-controlled companies. In addition, support for the reelection of Enrique Alcantara-Garcia
			1					Irazogui under Item 9.1 is not warranted because he is a member of the remuneration and nomination committee and:* The
			1					remuneration and nomination committee does not meet the 50 percent independence guideline.* There is a lack of diversity on
			l	l		_	l	the board.
			Management	9.2	Ratify Appointment of and Elect Jaime Siles Fernandez-Palacios as Director	For	Against	A vote AGAINST the (re)election of NI-NEDs Ramon Adell Ramon, Enrique Alcantara-Garcia Irazoqui, and Jaime Siles Fernandez-Palacios under Items 9.1-9.3 is warranted because the board does not meet the 50 percent independence guideline
			1					applicable to Spain-incorporated, non-controlled companies. In addition, support for the reelection of Enrique Alcantara-Garcia
			1					Irazoqui under Item 9.1 is not warranted because he is a member of the remuneration and nomination committee and:* The
			1					remuneration and nomination committee does not meet the 50 percent independence guideline.* There is a lack of diversity on the board.
			Management	9.3	Ratify Appointment of and Elect Ramon Adell Ramon as Director	For	Against	
			Management	0.0	Training Appointment of and Elect Namen Addition as Briston		riganiot	Fernandez-Palacios under Items 9.1-9.3 is warranted because the board does not meet the 50 percent independence guideline
			1					applicable to Spain-incorporated, non-controlled companies.In addition, support for the reelection of Enrique Alcantara-Garcia
			1					Irazoqui under Item 9.1 is not warranted because he is a member of the remuneration and nomination committee and:* The remuneration and nomination committee does not meet the 50 percent independence guideline.* There is a lack of diversity on
			1					the board.
	1	I	Management	10	Authorize Company to Call EGM with 15 Days' Notice	For	For	
		1	Management	12	Amend Article 6 Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	For	For	
1	1	I	Management	13.1	Amend Article 7 of General Meeting Regulations Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	For	For	
1	1	1	Management	13.2	Amend Article 9 of General Meeting Regulations Re: Allow Shareholder Meetings to be Held	For	For	
1		1	ľ		in Virtual-Only Format		l _	
1	1	I	Management	13.3	Amend Article 10 of General Meeting Regulations Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	For	For	
1	1	1	Management	13.4	Amend Article 11 of General Meeting Regulations Re: Allow Shareholder Meetings to be	For	For	
1		1	ľ		Held in Virtual-Only Format		I	
1	1	I	Management	13.5	Amend Article 13 of General Meeting Regulations Re: Allow Shareholder Meetings to be	For	For	
1	1	1	Management	14	Held in Virtual-Only Format Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked	For	Against	A vote AGAINST this item is warranted because the authorization exceeds the 10 percent guideline for non-rights issue.
		1	iviariagement	14	Securities, Excluding Preemptive Rights of up to 20 Percent Securities, Excluding Preemptive Rights of up to 20 Percent	FOF	Against	A vote Adalisto i una item la warranteu decause une autriorization exceeds the 10 percent guideline for non-rights issue.
		<u></u>	Management	15	Authorize Board to Ratify and Execute Approved Resolutions	For	For	
The Toro Company	USA	15-mars-22	Management	1.1	Elect Director Eric P. Hansotia	For	For	
l	1	I	Management Management	1.2 1.3	Elect Director Jeffrey L. Harmening Elect Director Jovce A. Mullen	For For	For For	
l	1	I	Management	1.3	Elect Director Joyce A. Mullen Elect Director Richard M. Olson	For	For	
1	1	1	Management	1.5	Elect Director James C. O'Rourke	For	For	
l		1	Management	1.6	Elect Director Jill M. Pemberton	For	For	
	1	1	Management Management	2 3	Ratify KPMG LLP as Auditors Advisory Vote to Ratify Named Executive Officers' Compensation	For For	For For	
	1	1	Management	4	Approve Omnibus Stock Plan	For	For	
	•		anagomont					I

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
Tofas Turk Otomobil Fabrikasi AS	Turkey	15-mars-22	Management	Number 1	Open Meeting and Elect Presiding Council of Meeting	For	For	
Total Talk Clomodi Tabilladi Ale	1	10 111010 22	Management	2	Accept Board Report	For	For	
	1		Management	3	Accept Audit Report	For	For	
	1		Management	4	Accept Financial Statements	For	For	
			Management	5	Ratify Director Appointments	For	Against	A vote AGAINST this item is warranted as the board does not comply with the board independence level requirement.
	1		Management	6	Approve Discharge of Board	For	For	
	1		Management	/	Approve Allocation of Income	For	For	L
	1		Management Management	8 9	Elect Directors Approve Remuneration Policy and Director Remuneration for 2021	For For	Against For	A vote AGAINST this item is warranted as the board does not comply with the board independence level requirement.
			Management	10	Approve Director Remuneration Approve Director Remuneration	For	Against	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from
	1		Wanagement	1 "	Approve Bilector Nemanoration	101	Against	making an informed voting decision.
	1		Management	11	Ratify External Auditors	For	For	
	1		Management	12	Approve Upper Limit of Donations for 2022 and Receive Information on Donations Made in	For	Against	This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
					2021			
	1		Management	14	Grant Permission for Board Members to Engage in Commercial Transactions with Company	For	For	
		45 00			and Be Involved with Companies with Similar Corporate Purpose		<u> </u>	
Uponor Oyj	Finland	15-mars-22	Management Management	l '.	Accept Financial Statements and Statutory Reports Approve Allocation of Income and Dividends of EUR 0.67 Per Share	For For	For For	
	1		Management	9	Approve Discharge of Board and President	For	For	
	1		Management	10	Approve Remuneration Report (Advisory Vote)	For	For	
			Management	11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	For	Against	We prefer to vote AGAINST since the remuneration policy lacks concrete sustainability focused non-financial KPIs
			Ĭ		''		ľ	
			Management	12	Approve Remuneration of Directors in the Amount of EUR 100,000 for Chairman, EUR	For	For	
	1			1	58,000 for Vice Chairman and Chairman of Audit Committee, and EUR 48,000 for Other	1		
	1			1	Directors; Approve Meeting Fees	1		
	1		Management	13	Fix Number of Directors at Six	For	For	
	1		Management	14	Reelect Pia Aaltonen-Forsell, Johan Falk, Markus Lengauer, Michael G. Marchi and Annika	For	For	
	1		Management	15	Paasikivi (Chair) as Directors; Elect Susanne Skippari as New Director Approve Remuneration of Auditors	For	For	
			Management	16	Ratify KPMG as Auditors	For	For	
			Management		Authorize Share Repurchase Program	For	For	
			Management	18	Approve Issuance of up to 7.2 Million Shares without Preemptive Rights	For	For	
ALK-Abello A/S	Denmark	16-mars-22	Management	2	Accept Financial Statements and Statutory Reports; Approve Discharge of Management and	For	For	
			_		Board			
	1		Management	3	Approve Allocation of Income and Omission of Dividends	For	For	
	1		Management	4	Approve Remuneration Report (Advisory Vote)	For	For	
			Management	5	Approve Remuneration of Directors in the Amount of DKK 1.05 Million for Chairman, DKK	For	For	
					700,000 for Vice Chairman, and DKK 350,000 for Other Directors; Approve Remuneration for Committee Work			
			Management	6	Reelect Anders Hedegaard (Chair) as Director	For	For	
			Management	7	Reelect Lene Skole (Vice Chair) as Director	For	For	
			Management	8.a	Reelect Gitte Aabo as Director	For	For	
			Management	8.b	Reelect Lars Holmqvist as Director	For	For	
			Management	8.c	Reelect Bertil Lindmark as Director	For	For	
	1		Management	8.d	Reelect Jakob Riis as Director	For	For	
	1		Management		Elect Alan Main as New Director	For	For	
			Management	9	Ratify PricewaterhouseCoopers as Auditors	For	For	
			Management	10.a	Approve Creation of DKK 11.1 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 11.1 Million Pool of Capital without Preemptive Rights; Maximum Increase	For	For	
					in Share Capital under Both Authorizations up to DKK 11.1 Million			
			Management	10.b	Amend Articles Re: Equity-Related	For	For	
			Management	10.c	Amend Articles Re: Postal Vote	For	For	
	1		Management	10.d	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with	For	For	
					Danish Authorities			
Daetwyler Holding AG	Switzerland	16-mars-22	Management	1.1	Accept Financial Statements and Statutory Reports	For	For	
1	1	1	Management	1.2	Approve Remuneration Report (Non-Binding)	For	For	
	1		Management	2	Approve Allocation of Income and Dividends of CHF 0.84 per Registered Share and CHF	For	For	
1	1	1	Management	3	4.20 per Bearer Share Approve Discharge of Board and Senior Management	For	For	
	1		Management	4.1.1	Renominate Jens Breu as Candidate at the Special Meeting of Holders of Bearer Shares	For	For	
	1		iviariagement	4.1.1	The formulate delis bled as Calididate at the Special Meeting of Holders of Bearer Shales	101	1 01	
	1		Management	4.1.2	Renominate Martin Hirzel as Candidate at the Special Meeting of Holders of Bearer Shares	For	For	
	1		Managomoni		Total matter matter matter and definition at the opposition of the state of the sta	l		
	1		Management	4.1.3	Nominate Judith van Walsum as Candidate at the Special Meeting of Holders of Bearer	For	For	
	1	1	_	1	Shares	1		
	1		Management	4.2	Reelect Paul Haelg as Director and Board Chairman	For	For	l l
1	1	1	Management	4.3	Reelect Hanspeter Faessler as Director	For	For	We are comfortable with the current composition of the Board.
	1		Management	4.4	Reelect Claude Cornaz as Director	For	For	
	1	1	Management Management	4.5 4.6	Reelect Juerg Fedier as Director Reelect Gabi Huber as Director	For For	For For	We are comfortable with the current composition of the Board.
	1	1	Management Management	4.6 4.7.1	Reelect Gabi Huber as Director Reelect Jens Breu as Director Representing Bearer Shareholders at the Special Meeting of	For For	For For	We are comfortable with the current composition of the Board.
1	1	1	iviariagement	4.7.1	Holders of Bearer Shares	1.01	1-01	
1	1	1	Management	4.7.2	Reelect Martin Hirzel as Director Representing Bearer Shareholders at the Special Meeting	For	For	
1	1	1		I	of Holders of Bearer Shares	l	I	
1	1	1	Management	4.7.3	Elect Judith van Walsum as Director Representing Bearer Shareholders at the Special	For	For	
1	1	1	l -	I	Meeting of Holders of Bearer Shares	l	I	l l

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management	Vote	Significant votes - Rationales
			Managara	Number	Pennaint Hannatar Federler on Member of the New York and Community	Recommendation	Decision	We are comfortable with the current composition of the Reard
	1		Management	5.1	Reappoint Hanspeter Faessler as Member of the Nomination and Compensation Committee	For	For	We are comfortable with the current composition of the Board.
	1		Management	5.2	Reappoint Claude Cornaz as Member of the Nomination and Compensation Committee	For	For	We are comfortable with the current composition of the Board.
	1		Management	5.3	Reappoint Jens Breu as Member of the Nomination and Compensation Committee	For	For	
	1		Management Management	6 7	Ratify KPMG as Auditors Designate Remo Baumann as Independent Proxy	For For	For For	
	1		Management Management	8.1	Approve Remuneration of Directors in the Amount of CHF 2.1 Million	For For	For	
	1		Management	8.2	Approve Remuneration of Executive Committee in the Amount of CHF 7 Million	For	For	
			Management	9	Transact Other Business (Voting)	For	Against	A vote AGAINST is warranted because:* This item concerns additional instructions from the shareholder to the proxy in case
								new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and* The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against
	1							this item on a precautionary basis.
Samsung Electronics Co., Ltd.	South Korea	16-mars-22	Management	1	Approve Financial Statements and Allocation of Income	For	For	
	1		Management	2.1.1	Elect Kim Han-jo as Outside Director	For	Against	A vote AGAINST incumbent director Han-jo Kim (Item 2.1.1) is warranted, as he has failed to remove convicted and indicted
								directors from the board. The inaction is indicative of a material failure of governance and oversight at the company. A vote FOR the remaining nominees is warranted.
	1		Management	2.1.2	Elect Han Hwa-iin as Outside Director	For	For	the remaining nominees is warranted.
			Management	2.1.3	Elect Kim Jun-seong as Outside Director	For	For	
	1		Management	2.2.1	Elect Gyeong Gye-hyeon as Inside Director	For	For	
	1		Management	2.2.2	Elect Noh Tae-moon as Inside Director	For	For	
			Management Management	2.2.3 2.2.4	Elect Park Hak-gyu as Inside Director Elect Lee Jeong-bae as Inside Director	For For	For For	
1	1		Management	2.3.1	Elect Kim Han-jo as a Member of Audit Committee	For	Against	We recommend to vote AGAINST nominees Hanjo Kim (Item2.3.1) and Jong-hun Kim (Item2.3.2), as they appear to have not
	1		· -					acted in the best interest of shareholders while serving on the board.
	1		Management	2.3.2	Elect Kim Jong-hun as a Member of Audit Committee	For	Against	We recommend to vote AGAINST nominees Hanjo Kim (Item2.3.1) and Jong-hun Kim (Item2.3.2), as they appear to have not
	1		Management	3	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	acted in the best interest of shareholders while serving on the board.
Starbucks Corporation	USA	16-mars-22	Management	1a	Elect Director Richard E. Allison, Jr.	For	For	
1	1]	Management	1b	Elect Director Andrew Campion	For	For	
			Management	1c	Elect Director Mary N. Dillon	For	For	
	1		Management Management	1d 1e	Elect Director Isabel Ge Mahe Elect Director Mellody Hobson	For For	For For	
			Management	1f	Elect Director Kevin R. Johnson	For	For	
			Management	1g	Elect Director Jorgen Vig Knudstorp	For	For	
			Management	1h	Elect Director Satya Nadella	For	For	
			Management Management	1i 1i	Elect Director Joshua Cooper Ramo Elect Director Clara Shih	For For	For For	
			Management	1 1k	Elect Director Clara Snin Elect Director Javier G. Teruel	For	For	
			Management	2	Amend Omnibus Stock Plan	For	For	
			Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
	1		Management Shareholder	4 5	Ratify Deloitte & Touche LLP as Auditors	For	For	A t. 500 His
	1		Snarenoider) °	Report on Prevention of Harassment and Discrimination in the Workplace	Against	For	A vote FOR this proposal is warranted as additional information on the company's sexual harassment and discrimination policies and the implementation of these policies would help shareholders better assess how the company is addressing associated
								risks.
The Cooper Companies, Inc.	USA	16-mars-22	Management	1.1	Elect Director Colleen E. Jay	For	For	
			Management Management	1.2 1.3	Elect Director William A. Kozy Elect Director Jody S. Lindell	For For	For For	
			Management	1.3	Elect Director Teresa S. Madden	For	For	
	1		Management	1.5	Elect Director Gary S. Petersmeyer	For	For	
	1		Management	1.6	Elect Director Maria Rivas	For	For	
	1		Management Management	1.7 1.8	Elect Director Robert S. Weiss Elect Director Albert G. White III	For For	For For	
	1		Management	1.8	Ratify KPMG LLP as Auditors	For	For	
	<u> </u>		Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
BB Biotech AG	Switzerland	17-mars-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
1	1		Management Management	2	Approve Allocation of Income and Dividends of CHF 3.85 per Registered Share Approve Discharge of Board of Directors	For For	For For	
1	1		Management Management	4.1	Reelect Erich Hunziker as Director and Board Chairman	For For	For	
1	1		Management	4.2	Reelect Clive Meanwell as Director	For	For	
1	1		Management	4.3	Reelect Mads Thomsen as Director	For	For	
	1		Management Management	4.4 4.5	Reelect Thomas von Planta as Director Elect Pearl Huang as Director	For For	For For	
	1		Management Management	4.5 4.6	Elect Pearl Huang as Director Elect Laura Hamill as Director	For For	For	
1	1		Management	5.1	Reappoint Clive Meanwell as Member of the Compensation Committee	For	For	
1	1		Management	5.2	Reappoint Mads Thomsen as Member of the Compensation Committee	For	For	
1	1		Management	6	Approve Fixed Remuneration of Directors in the Amount of CHF 1.7 Million	For	For	
1	1		Management Management	7 8	Designate Walder Wyss AG as Independent Proxy Ratify Deloitte AG as Auditors	For For	For For	
1	1		Management	9	Transact Other Business (Voting)	For	Against	A vote AGAINST is warranted because:* This item concerns additional instructions from the shareholder to the proxy in case
	1]	l -	, ,,	l		new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and* The content
	1			l				of these any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote
Eregli Demir ve Celik Fabrikalari TAS	Turkev	17-mars-22	Management	1	Open Meeting and Elect Presiding Council of Meeting	For	For	against this item on a precautionary basis.
2.5g. 35 Ve Gelik i abrikalari 17.0	Tuncy	11-111013-22	Management	2	Authorize Presiding Council to Sign Minutes of Meeting	For	For	
	1		Management	3	Accept Board Report	For	For	
	1		Management	4	Accept Audit Report	For	For	
I	I	1	Management	5	Accept Financial Statements	For	For	ı

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management	Vote	Significant votes - Rationales
				Number		Recommendation	Decision	
			Management	6	Approve Discharge of Board	For	For	
			Management	7	Approve Allocation of Income	For	For	
		1	Management	8	Elect Independent Directors	For	For	L
			Management	9	Approve Director Remuneration	For	Against	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision.
			Management	10	Grant Permission for Board Members to Engage in Commercial Transactions with Company	For	For	making an informed voting decision.
		1	ivianagement	10	and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles	FOI	FUI	
		1	1		395 and 396 of Turkish Commercial Law			
		1	Management	11	Ratify External Auditors	For	Against	A vote AGAINST is warranted because the name of the proposed auditor is not disclosed.
			Management	12	Amend Article 7 Re: Capital Related	For	Against	A vote AGAINST this proposal is warranted because it empowers the board to issue shares up to 100 percent of the issued
		1	1					share capital without pre-emptive rights.
		1	Management	14	Approve Upper Limit of Donations for 2022 and Receive Information on Donations Made in	For	Against	This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
		L			2021			
Keysight Technologies, Inc.	USA	17-mars-22	Management Management	1.1 1.2	Elect Director James G. Cullen Elect Director Michelle J. Holthaus	For For	For For	
		1	Management	1.3	Elect Director Jean M. Nye	For	For	
			Management	1.4	Elect Director Joanne B. Olsen	For	For	
		1	Management	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	
		1	Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Management	4	Declassify the Board of Directors	For	For	
Samsung SDI Co., Ltd.	South Korea	17-mars-22	Management	1	Approve Financial Statements and Allocation of Income	For	For	
			Management	2	Elect Choi Yoon-ho as Inside Director	For	For	L
4100 H H F A O	0 7 1 1	40 00	Management	3	Approve Total Remuneration of Inside Directors and Outside Directors	For	Against	We prefer to vote AGAINST since the remuneration policy lacks concrete sustainability focused non-financial KPIs
ALSO Holding AG	Switzerland	18-mars-22	Management Management	1 2	Accept Financial Statements and Statutory Reports Approve Remuneration Report (Non-Binding)	For For	For For	We consider the information disclosed as sufficient
		1	Management	3	Approve Allocation of Income and Dividends of CHF 4.30 per Share from Foreign Capital	For	For	we consider the information disclosed as sunicient
	1	I	wanagement	l	Contribution Reserves	1	'0'	
		1	Management	4	Approve Discharge of Board and Senior Management	For	For	
			Management	5	Amend Articles Re: Establish an ESG Committee	For	For	
		1	Management	6.1	Approve Remuneration of Directors in the Amount of CHF 900,000	For	For	
		1	Management	6.2	Approve Fixed Remuneration of Executive Committee in the Amount of EUR 2.1 Million	For	For	
		1	Management	6.3	Approve Variable Remuneration of Executive Committee in the Amount of EUR 6.3 Million	For	For	We consider the information disclosed as sufficient
				744	Deelest Deter Atheres Director	F	A	December 5 in the State of Manage 74.4. 74.6 Webs ACANOT in work and New York a decir Date Atheres are
		1	Management	7.1.1	Reelect Peter Athanas as Director	For	Against	Board of Directors Elections (Items 7.1.1 – 7.1.6) Votes AGAINST incumbent Nominating Committee chair Peter Athanas are warranted for lack of gender diversity on the board. Votes AGAINST the non-independent nominees (excluding the CEO):
		1	1					Walter P.J. Droege, Ernest-W. Droege, Thomas Fuerer, and Frank Tanksi are warranted because of the failure to establish a
		1	1					sufficiently independent board. However, a vote FOR the CEO Gustav Moeller-Hergt is warranted. Board Chairman Election
		1	1					(Item 7.2)A vote AGAINST the appointment of Gustavo Moeller-Hergt as chair is warranted because he is also the CEO of the
		1	1					company, and the combination of these roles goes against market best practice.Compensation committee Elections (Items
		1	1					7.3.1 - 7.3.3)Votes AGAINST Peter Athanas, Walter Droege, and Frank Tanksi are warranted because their elections to the
		1	1					board do not warrant support.
		1	Management	7.1.2	Reelect Walter Droege as Director	For	Against	Board of Directors Elections (Items 7.1.1 – 7.1.6)Votes AGAINST incumbent Nominating Committee chair Peter Athanas are
		1	1					warranted for lack of gender diversity on the board. Votes AGAINST the non-independent nominees (excluding the CEO):
			1					Walter P.J. Droege, Ernest-W. Droege, Thomas Fuerer, and Frank Tanksi are warranted because of the failure to establish a sufficiently independent board. However, a vote FOR the CEO Gustav Moeller-Hergt is warranted. Board Chairman Election
		1	1					(Item 7.2)A vote AGAINST the appointment of Gustavo Moeller-Hergt as chair is warranted because he is also the CEO of the
		1	1					company, and the combination of these roles goes against market best practice. Compensation committee Elections (Items
		1	1					7.3.1 - 7.3.3) Votes AGAINST Peter Athanas, Walter Droege, and Frank Tanksi are warranted because their elections to the
	1	I	I	l		I	1	board do not warrant support.
	1	I	Management	7.1.3	Reelect Frank Tanski as Director	For	Against	Board of Directors Elections (Items 7.1.1 – 7.1.6) Votes AGAINST incumbent Nominating Committee chair Peter Athanas are
		1	1					warranted for lack of gender diversity on the board. Votes AGAINST the non-independent nominees (excluding the CEO):
		1	1					Walter P.J. Droege, Ernest-W. Droege, Thomas Fuerer, and Frank Tanksi are warranted because of the failure to establish a
		1	1					sufficiently independent board. However, a vote FOR the CEO Gustav Moeller-Hergt is warranted. Board Chairman Election
		1	1					(Item 7.2)A vote AGAINST the appointment of Gustavo Moeller-Hergt as chair is warranted because he is also the CEO of the
		1	1					company, and the combination of these roles goes against market best practice. Compensation committee Elections (Items 7.3.1 - 7.3.3) Votes AGAINST Peter Athanas, Walter Droege, and Frank Tanksi are warranted because their elections to the
	1	I	I	1				board do not warrant support.
	1	I	Management	7.1.4	Reelect Ernest-W. Droege as Director	For	Againet	Board of Directors Elections (Items 7.1.1 – 7.1.6)Votes AGAINST incumbent Nominating Committee chair Peter Athanas are
1	1	I	ivianayement	/.1.4	Trocico: Emicsi-vv. Didege as Director	101	Ayanst	warranted for lack of gender diversity on the board.Votes AGAINST the non-independent nominees (excluding the CEO):
		1	1					Walter P.J. Droege, Ernest-W. Droege, Thomas Fuerer, and Frank Tanksi are warranted because of the failure to establish a
I	1	I	I	I		I	1	sufficiently independent board. However, a vote FOR the CEO Gustav Moeller-Hergt is warranted. Board Chairman Election
1	1	I	I	1				(Item 7.2)A vote AGAINST the appointment of Gustavo Moeller-Hergt as chair is warranted because he is also the CEO of the
	1	I	I	1				company, and the combination of these roles goes against market best practice. Compensation committee Elections (Items
	1	I	I	1				7.3.1 - 7.3.3)Votes AGAINST Peter Athanas, Walter Droege, and Frank Tanksi are warranted because their elections to the
i	1	I	l	l	L	l _	l .	board do not warrant support.
	ı	1	Management Management	7.1.5 7.1.6	Reelect Gustavo Moeller-Hergt as Director Elect Thomas Fuerer as Director	For For	For	Board of Directors Elections (Items 7.1.1 – 7.1.6) Votes AGAINST incumbent Nominating Committee chair Peter Athanas are
	I		Management	7.1.6	Elect Thomas Fuerer as Director	For	Against	warranted for lack of gender diversity on the board. Votes AGAINST the non-independent nominees (excluding the CEO):
			l J			1	1	warranted for lack of gender diversity on the board. Votes AGAINST the non-independent nonlinees (excluding the CEO).
			ľ				1	Walter P. I. Droege Freest-W. Droege Thomas Fuerer and Frank Tanksi are warranted because of the failure to establish a
								Walter P.J. Droege, Ernest-W. Droege, Thomas Fuerer, and Frank Tanksi are warranted because of the failure to establish a sufficiently independent board. However, a vote FOR the CEO Gustav Moeller-Herot is warranted. Board Chairman Election
								Walter P.J. Droege, Ernest-W. Droege, Thomas Fuerer, and Frank Tanksi are warranted because of the failure to establish a sufficiently independent board.However, a vote FOR the CEO Gustav Moeller-Hergt is warranted.Board Chairman Election (Item 7.2)A vote AGAINST the appointment of Gustavo Moeller-Hergt as chair is warranted because he is also the CEO of the
			J					sufficiently independent board. However, a vote FOR the CEO Gustav Moeller-Hergt is warranted Board Chairman Election (Item 7.2)A vote AGAINST the appointment of Gustavo Moeller-Hergt as chair is warranted because he is also the CEO of the company, and the combination of these roles goes against market best practice. Compensation committee Elections (Items
			J					sufficiently independent board.However, a vote FOR the CEO Gustav Moeller-Hergt is warranted.Board Chairman Election (Item 7.2)A vote AGAINST the appointment of Gustavo Moeller-Hergt as chair is warranted because he is also the CEO of the company, and the combination of these roles goes against market best practice.Compensation committee Elections (Items 7.3.1 - 7.3.3) votes AGAINST Peter Athanas, Walter Droege, and Frank Tanksi are warranted because their elections to the
			Management	7.2	Reelect Gustavo Moeller-Hergt as Board Chairman	For		sufficiently independent board. However, a vote FOR the CEO Gustav Moeller-Hergt is warranted Board Chairman Election (Item 7.2)A vote AGAINST the appointment of Gustavo Moeller-Hergt as chair is warranted because he is also the CEO of the company, and the combination of these roles goes against market best practice. Compensation committee Elections (Items

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	7.3.1	Reappoint Peter Athanas as Member of the Compensation and Nomination Committee	For		Board of Directors Elections (Items 7.1.1 – 7.1.6)Votes AGAINST incumbent Nominating Committee chair Peter Athanas are warranted for lack of gender diversity on the board.Votes AGAINST the non-independent nominees (excluding the CEO): Walter P.J. Droege, Ernest-W. Droege, Thomas Fuerer, and Frank Tanksi are warranted because of the failure to establish a sufficiently independent board. However, a vote FOR the CEO Gustav Moeller-Hergt is warranted.Board Chairman Election (Item 7.2)A vote AGAINST the appointment of Gustavo Moeller-Hergt as chair is warranted because he is also the CEO of the company, and the combination of these roles goes against market best practice.Compensation committee Elections (Items 7.3.1 - 7.3.3)Votes AGAINST Peter Athanas, Walter Droege, and Frank Tanksi are warranted because their elections to the board do not warrant support.
			Management	7.3.2	Reappoint Walter Droege as Member of the Compensation and Nomination Committee	For	Against	Board of Directors Elections (Items 7.1.1 – 7.1.6)Votes AGAINST incumbent Nominating Committee chair Peter Athanas are warrantied for lack of gender diversity on the board. Votes AGAINST the non-independent nominese (excluding the CEO): Walter P.J. Droege, Ernest-V. Droege, Ernest-
			Management	7.3.3	Reappoint Frank Tanski as Member of the Compensation and Nomination Committee	For	Against	Board of Directors Elections (Items 7.1.1 – 7.1.6)Votes AGAINST incumbent Nominating Committee chair Peter Athanas are warranted for lack of gender diversity on the board. Votes AGAINST the non-independent nominese (excluding the CEO): Walter P.J. Droege, Ernest-W. Broege, Ernest-W
1			Management Management	7.4 7.5	Ratify Ernst & Young AG as Auditors Designate Adrian von Segesser as Independent Proxy	For For	For For	
			Management	8	Designate Authan von Segesser as independent Proxy Transact Other Business (Voting)	For		A vote AGAINST is warranted because:* This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and* The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.
Ford Otomotiv Sanayi AS	Turkey	21-mars-22	Management	1	Open Meeting and Elect Presiding Council of Meeting	For	For	uns item on a precautionary basis.
1	1		Management	2	Accept Board Report Accept Audit Report	For For	For For	
	1		Management Management	4	Accept Financial Statements	For	For	
	1		Management	5	Approve Discharge of Board	For	For	
	1		Management Management	6	Approve Allocation of Income Elect Directors	For For	For Against	A vote AGAINST this item is warranted, as the board does not meet the one third independence guideline.
	1		Management	8	Approve Remuneration Policy and Director Remuneration for 2021	For	For	A vote AGAINST this item is warranted, as the board does not meet the one third independence guideline.
			Management	9	Approve Director Remuneration	For	Against	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from
	1		l., .	40		_	l	making an informed voting decision.
	1		Management Management	10 11	Ratify External Auditors Approve Upper Limit of Donations for 2022 and Receive Information on Donations Made in	For For	Against Against	A vote AGAINST is warranted as total non-audit fees exceed 100 percent of standard audit-related fees. This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
	1		ivianagement		2021	101	Against	This item warrants a vote AGAINST due to a rack of disclosure on the resolution.
			Management	13	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	For	For	
Kordsa Teknik Tekstil A.S.	Turkey	22-mars-22	Management Management	1	Open Meeting and Elect Presiding Council of Meeting Accept Board Report	For For	For For	
	1		Management	3	Accept Audit Report	For	For	
			Management	4	Accept Financial Statements	For	For	
			Management	5	Ratify Director Appointments	For	For	
			Management Management	7	Approve Discharge of Board Approve Allocation of Income	For For	For For	
	1		Management	8	Approve Director Remuneration	For	For	
1	1		Management	9	Ratify External Auditors	For	For	L
			Management Management	11 12	Approve Upper Limit of Donations for 2022 Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	For For	Against For	There is no vote required for Item 10.Item 11 warrants a vote AGAINST due to a lack of disclosure on the resolution.
Valmet Corp.	Finland	22-mars-22	Management	7	Accept Financial Statements and Statutory Reports	For	For	
1	1		Management Management	8 9	Approve Allocation of Income and Dividends of EUR 1.20 Per Share Approve Discharge of Board and President	For For	For For	
1	1		Management	10	Approve Discharge of Board and President Approve Remuneration Report (Advisory Vote)	For		A vote AGAINST this item is warranted because a majority of long-term awards have a performance period of less than three
			Management	11	Approve Remuneration of Directors in the Amount of EUR 145,000 for Chairman, EUR 80,000 for Vice Chairman and EUR 64,000 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	For	For	years.
1	1		Management	12	Fix Number of Directors	For	For	
	1		Management	13	Reelect Aaro Cantell (Vice Chair), Pekka Kemppainen, Monika Maurer, Mikael Makinen (Chair), Eriikka Soderstrom and Per Lindberg as Directors; Approve Conditional Election of	For	For	
					Jaakko Eskola and Anu Hamalainen		I .	
			Management	14	Approve Remuneration of Auditors	For	For	
			Management Management Management	15	Approve Remuneration of Auditors Ratify PricewaterhouseCoopers as Auditors	For	For	
			Management		Approve Remuneration of Auditors			

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management	Vote	Significant votes - Rationales
			Management	Number 2	Accept Board Report	Recommendation For	Decision For	
		1	Management	3	Accept Audit Report	For	For	
		1	Management	4	Accept Financial Statements	For	For	
		1	Management	5	Approve Discharge of Board	For	For	
		1	Management Management	7	Approve Allocation of Income Approve Share Repurchase Program	For For	For For	
		1	Management	8	Elect Directors	For	For	
		1	Management	9	Approve Remuneration Policy and Director Remuneration for 2021	For	For	
		1	Management	10	Approve Director Remuneration	For	Against	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from
		1	Ι., .	l	D 17 5 1 1 1 1	_	For	making an informed voting decision.
		1	Management Management	11 12	Ratify External Auditors Approve Upper Limit of Donations for 2022 and Receive Information on Donations Made in	For For	Against	This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
		1	wanagement	l '-	2021	101	Against	This term wall all S a vote Advanto 1 due to a lack of disclosure on the resolution.
		1	Management	14	Grant Permission for Board Members to Engage in Commercial Transactions with Company	For	For	
		1			and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles			
Autoneum Holding AG	Switzerland	23-mars-22	Management	1	395 and 396 of Turkish Commercial Law Accept Financial Statements and Statutory Reports	For	For	
Autorieum Floraing AG	Switzeriand	25-111015-22	Management	2	Approve Allocation of Income and Dividends of CHF 1.50 per Share	For	For	
		1	Management	3	Approve Discharge of Board and Senior Management	For	For	
		1	Management	4.1	Reelect Hans-Peter Schwald as Director	For	For	We are comfortable with the current composition of the Board.
		1	Management	4.2	Reelect Rainer Schmueckle as Director	For	For	
	I		Management Management	4.3 4.4	Reelect Liane Hirner as Director Reelect Norbert Indiekofer as Director	For For	For For	
	I		Management	4.4	Reelect Michael Pieper as Director	For	For	
	l		Management	4.6	Reelect Oliver Streuli as Director	For	For	We are comfortable with the current composition of the Board.
		1	Management	4.7	Reelect Ferdinand Stutz as Director	For	For	We are comfortable with the current composition of the Board.
	I		Management Management	5 6.1	Reelect Hans-Peter Schwald as Board Chairman Reappoint Hans-Peter Schwald as Member of the Compensation Committee	For For	For For	We are comfortable with the current composition of the Board. We are comfortable with the current composition of the Board.
		1	Management Management	6.2	Reappoint Hans-Peter Schwald as Member of the Compensation Committee Reappoint Oliver Streuli as Member of the Compensation Committee	For For	For	We are comfortable with the current composition of the Board. We are comfortable with the current composition of the Board.
		1	Management	6.3	Reappoint Ferdinand Stutz as Member of the Compensation Committee	For	For	We are comfortable with the current composition of the Board.
		1	Management	6.4	Appoint Norbert Indlekofer as Member of the Compensation Committee	For	For	
		1	Management	7	Ratify KPMG AG as Auditors	For	For	
		1	Management Management	8 9	Designate Ulrich Mayer as Independent Proxy Approve Remuneration Report (Non-Binding)	For For	For For	We are comfortable with the current composition of the Board.
			Management	10	Approve Remuneration Report (Non-Binding) Approve Remuneration of Directors in the Amount of CHF 1.8 Million	For	For	we are comfortable with the current composition of the Board.
		1	Management	11	Approve Remuneration of Executive Committee in the Amount of CHF 8.5 Million	For	For	
		1	Management	12	Transact Other Business (Voting)	For	Against	A vote AGAINST is warranted because:* This item concerns additional instructions from the shareholder to the proxy in case
		1						new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and* The content
		1						of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.
Bankinter SA	Spain	23-mars-22	Management	1	Approve Consolidated and Standalone Financial Statements	For	For	ulis item on a precautionary basis.
Barminor 671	Оран	Lo maio LL	Management	2	Approve Non-Financial Information Statement	For	For	
		1	Management	3	Approve Discharge of Board	For	For	
		1	Management	4	Approve Allocation of Income and Dividends	For	For	
		1	Management Management	5.1 5.2	Amend Article 24 Re: Board Composition Amend Article 36 Re: Appointments, Sustainability and Corporate Governance Committee	For For	For For	
		1	iviariagement	3.2	Article 30 Ne. Appointments, Sustainability and Corporate Governance Committee	101	1 01	
		1	Management	6	Amend Article 16 of General Meeting Regulations	For	For	
		1	Management	7	Renew Appointment of PricewaterhouseCoopers as Auditor	For	For	
		1	Management	8.1	Elect Alfonso Botin-Sanz de Sautuola y Naveda as Director	For	For	
	l		Management Management	8.2 8.3	Reelect Teresa Martin-Retortillo Rubio as Director Fix Number of Directors at 11	For For	For For	
	I		Management	9	Approve Restricted Capitalization Reserve	For	For	
	I		Management	10.1	Approve Delivery of Shares under FY 2021 Variable Pay Scheme	For	For	
	l		Management	10.2	Fix Maximum Variable Compensation Ratio	For	For	
	I		Management	11 12	Authorize Board to Ratify and Execute Approved Resolutions Advisory Vote on Remuneration Report	For For	For For	
Elan Corp.	Japan	23-mars-22	Management Management	1 1	Approve Allocation of Income, with a Final Dividend of JPY 9	For For	For	
	Jupan		Management	2	Amend Articles to Amend Business Lines - Clarify Director Authority on Shareholder	For	For	
	I		l	l	Meetings - Disclose Shareholder Meeting Materials on Internet - Amend Provisions on			
	l		l	l .	Director Titles - Clarify Director Authority on Board Meetings		l .	
	I		Management	3.1 3.2	Elect Director Sakurai, Hideharu Elect Director Minezaki, Tomohiro	For For	For For	
	I		Management Management	3.2	Elect Director Minezaki, Tomoniro Elect Director Akiyama, Daiki	For For	For	
	I		Management	3.4	Elect Director Akıyama, Dakı Elect Director Sakurai, Takao	For	For	
	I		Management	3.5	Elect Director Ishizuka, Akira	For	For	
	l		Management	3.6	Elect Director Emori, Naomi	For	For	
	I		Management	4.1 4.2	Elect Director and Audit Committee Member Eyama, Hiroshi	For	For For	
	I		Management Management	4.2 4.3	Elect Director and Audit Committee Member Fujita, Koji Elect Director and Audit Committee Member Takagi, Nobuyuki	For For	For Against	A vote AGAINST this director nominee is warranted because:* This outside director candidate who will be an audit committee
	I		a.agoment	l "	and radio committee member ranagi, nobuyun		, .gaii ist	member lacks independence.
			Management	4.4	Elect Director and Audit Committee Member Aikawa, Naohide	For	For	·
LG Chem Ltd.	South Korea	23-mars-22	Management	1	Approve Financial Statements and Allocation of Income	For	For	
	l		Management Management	2.1 2.2	Elect Shin Hak-Cheol as Inside Director Elect Kwon Bong-seok as Non-Independent Non-Executive Director	For For	For For	
	I		Management Management	2.2	Elect Kwon Bong-seok as Non-Independent Non-Executive Director Elect Lee Hyeon-ju as Outside Director	For For	For For	
	I		Management	2.3	Elect Cho Hwa-soon as Outside Director	For	For	
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Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management Recommendation		Significant votes - Rationales
			Management	Number 3.1	Elect Lee Hyeon-ju as a Member of Audit Committee	Recommendation For	Decision For	
			Management	3.2	Elect Cho Hwa-soon as a Member of Audit Committee	For	For	
			Management	4	Approve Total Remuneration of Inside Directors and Outside Directors	For	Against	We prefer to vote AGAINST since the remuneration policy lacks concrete sustainability focused non-financial KPIs
Mec Co., Ltd.	Japan	23-mars-22	Management	1	Amend Articles to Disclose Shareholder Meeting Materials on Internet - Amend Provisions on Number of Directors	For	For	
			Management	2.1	Elect Director Maeda, Kazuo	For	For	
			Management	2.2	Elect Director Nakagawa, Toshiko	For	For	
			Management	2.3	Elect Director Sumitomo, Sadamitsu	For	For	
			Management Management	2.4 3.1	Elect Director Hojo, Toshihiko Elect Director and Audit Committee Member Takao, Mitsutoshi	For For	For For	
			Management	3.2	Elect Director and Audit Committee Member Hashimoto, Kaoru	For	For	
			Management	3.3	Elect Director and Audit Committee Member Hayashi, Mitsuo	For	For	
			Management	4	Elect Alternate Director and Audit Committee Member Okuda, Takao	For	For	
			Management Management	5 6	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members Approve Two Types of Trust-Type Equity Compensation Plans	For For	For For	
Yapi ve Kredi Bankasi AS	Turkey	23-mars-22	Management	1	Open Meeting and Elect Presiding Council of Meeting	For	For	
	,		Management	2	Accept Financial Statements and Statutory Reports	For	For	
			Management	3	Approve Discharge of Board	For	For	
			Management	4	Elect Directors	For	Against	A vote AGAINST this item is warranted as:* The board does not comply with the board independence level requirement;* None
			Management	5	Approve Remuneration Policy and Director Remuneration for 2021	For	For	of the audit committee member is independent, which does not meet the domestic legal requirements.
			Management	6	Approve Director Remuneration	For	Against	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from
			Ĭ		 ''		ľ	making an informed voting decision.
			Management	7	Approve Allocation of Income	For	For	
			Management	8 9	Ratify External Auditors Approve Upper Limit of Donations for 2022 and Receive Information on Donations Made in	For	For	
			Management	9	Approve Upper Limit of Donations for 2022 and Receive Information on Donations Made in 2021	For	For	
			Management	10	Grant Permission for Board Members to Engage in Commercial Transactions with Company	For	For	
			ľ		and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles			
			L		395 and 396 of Turkish Commercial Law		<u> </u>	
ABB Ltd.	Switzerland	24-mars-22	Management Management	1 2	Accept Financial Statements and Statutory Reports Approve Remuneration Report (Non-Binding)	For For	For For	
			Management	3	Approve Remuneration Report (Non-Binding) Approve Discharge of Board and Senior Management	For	For	
			Management	4	Approve Allocation of Income and Dividends of CHF 0.82 per Share	For	For	
			Management	5	Approve CHF 10.6 Million Reduction in Share Capital as Part of the Share Buyback Program	For	For	
				6.1	via Cancellation of Repurchased Shares	For	For	
			Management Management	6.1	Approve Remuneration of Directors in the Amount of CHF 4.4 Million Approve Remuneration of Executive Committee in the Amount of CHF 45.9 Million	For For	For	
			Management	7.1	Reelect Gunnar Brock as Director	For	For	
			Management	7.2	Reelect David Constable as Director	For	For	
			Management	7.3	Reelect Frederico Curado as Director	For	For	
			Management Management	7.4 7.5	Reelect Lars Foerberg as Director Reelect Jennifer Xin-Zhe Li as Director	For For	For For	
			Management	7.5	Reelect Jerniller Ain-Zne Li as Director Reelect Geraldine Matchett as Director	For	For	
			Management	7.7	Reelect David Meline as Director	For	For	
			Management	7.8	Reelect Satish Pai as Director	For	For	
			Management	7.9	Reelect Jacob Wallenberg as Director	For	For	
			Management	7.10	Reelect Peter Voser as Director and Board Chairman	For	For	We are comfortable with the board gender diversity, with two women sitting on the BoD. Furthermore, we appreciate ABB's international BoD.
			Management	8.1	Reappoint David Constable as Member of the Compensation Committee	For	For	illeriational Bob.
			Management	8.2	Reappoint Frederico Curado as Member of the Compensation Committee	For	For	
			Management	8.3	Reappoint Jennifer Xin-Zhe Li as Member of the Compensation Committee	For	For	
			Management Management	9 10	Designate Zehnder Bolliger & Partner as Independent Proxy Ratify KPMG AG as Auditors	For For	For For	
			Management	11	Transact Other Business (Voting)	For		A vote AGAINST is warranted because:* This item concerns additional instructions from the shareholder to the proxy in case
					[new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and* The content
								of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against
Adways, Inc.	Japan	24-mars-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 5.17	For	For	this item on a precautionary basis.
nuways, IIIo.	Јаран	24-IIIais-22	Management	2	Amend Articles to Amend Business Lines - Disclose Shareholder Meeting Materials on	For	For	
1				-	Internet - Clarify Term of Directors Appointed to Fill Vacancies			
			Management	3.1	Elect Director Yamada, Sho	For	For	
			Management	3.2	Elect Director Noda, Nobuyoshi	For	For	
1			Management Management	3.3 3.4	Elect Director Ito, Hirotaka Elect Director Hirata, Kazuko	For For	For For	
1			Management	3.5	Elect Director Umemoto, Shota	For	For	
			Management	4	Elect Alternate Director Ishikawa, Naoki	For	For	
1			Management	5.1	Appoint Statutory Auditor Nagakubo, Tomohiro	For	For	
1			Management	5.2	Appoint Statutory Auditor Ukawa, Masaki	For	For	
1			Management Management	5.3 6	Appoint Statutory Auditor Kakuta, Tomomi Appoint Alternate Statutory Auditor Yamamoto, Hitoshi	For For	For For	
			Management	7	Approve Stock Option Plan	For	For	
Givaudan SA	Switzerland	24-mars-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
1			Management	2	Approve Remuneration Report	For	For	
1			Management Management	3	Approve Allocation of Income and Dividends of CHF 66 per Share Approve Discharge of Board of Directors	For For	For For	
			Management	5.1.1	Reelect Victor Balli as Director	For	For	
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Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management	Vote	Significant votes - Rationales
Company Name	Country	Meeting Date	Proponent	Number	Proposal Text	Recommendation	Decision	Significant votes - Rationales
			Management	5.1.2	Reelect Werner Bauer as Director	For	For	
			Management	5.1.3	Reelect Lilian Biner as Director	For	For	
			Management Management	5.1.4 5.1.5	Reelect Michael Carlos as Director Reelect Ingrid Deltenre as Director	For For	For For	
			Management	5.1.6	Reelect Olivier Filliol as Director	For	For	
			Management	5.1.7	Reelect Sophie Gasperment as Director	For	For	
			Management	5.1.8	Reelect Calvin Grieder as Director and Board Chairman	For	For	
			Management	5.2	Elect Tom Knutzen as Director	For	For	
			Management Management	5.3.1 5.3.2	Reappoint Werner Bauer as Member of the Compensation Committee Reappoint Ingrid Deltenre as Member of the Compensation Committee	For For	For For	
			Management	5.3.3	Reappoint Victor Balli as Member of the Compensation Committee	For	For	
			Management	5.4	Designate Manuel Isler as Independent Proxy	For	For	
			Management	5.5	Ratify Deloitte SA as Auditors	For	For	
			Management	6.1	Approve Remuneration of Directors in the Amount of CHF 3.5 Million	For	For	
			Management	6.2.1	Approve Short Term Variable Remuneration of Executive Committee in the Amount of CHF 5.5 Million	For	For	
			Management	6.2.2	Approve Fixed and Long Term Variable Remuneration of Executive Committee in the	For	For	
			Management	7	Amount of CHF 15.4 Million Transact Other Business (Voting)	For	Against	A vote AGAINST is warranted because:* This item concerns additional instructions from the shareholder to the proxy in case
								new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and* The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.
Hyundai Motor Co., Ltd.	South Korea	24-mars-22	Management	1	Approve Financial Statements and Allocation of Income	For	For	. ,
			Management	2.1.1	Elect Yoon Chi-won as Outside Director	For	For	
			Management	2.1.2	Elect Lee Sang-seung as Outside Director	For	Against	A vote AGAINST outside director nominee Sang-seung Lee (Item 2.1.2) is warranted, as his record of inaction to remove an
								indicted director is indicative of a material failure of governance and oversight at the company. Votes FOR the remaining director nominees are warranted.
			Management	2.1.3	Elect Eugene M. Ohr as Outside Director	For	For	instance die nananee.
			Management	2.2.1	Elect Jeong Ui-seon as Inside Director	For	For	
			Management	2.2.2	Elect Park Jeong-guk as Inside Director	For	For	
			Management Management	2.2.3 3.1	Elect Lee Dong-seok as Inside Director Elect Yoon Chi-won as a Member of Audit Committee	For For	For For	
			Management	3.1	Elect Lee Sang-seung as a Member of Audit Committee	For		A vote AGAINST Sang-seung Lee (Item 3.2) is warranted as he appears to have not acted in the best interest of shareholders
			Management	0.2	Lest Les Sung-soung as a Welliser of Addit Committee	101	Against	while he was serving on the board of Samsung C&TA vote FOR Chi-won Yoon (Item 3.1) is warranted given the absence of any know issues concerning the nominee and the company's audit committee.
			Management	4	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	any mon boddo oshoshing no horimoo ara no oshipany o adak oshimkoo.
Linea Directa Aseguradora SA	Spain	24-mars-22	Management	1	Approve Consolidated and Standalone Financial Statements	For	For	
			Management	2	Approve Non-Financial Information Statement Approve Allocation of Income and Dividends	For For	For	
			Management Management	3	Approve Allocation of Income and Dividends Approve Discharge of Board	For For	For For	
			Management	5	Renew Appointment of PricewaterhouseCoopers as Auditor	For	For	
			Management	6	Ratify Appointment of and Elect Patricia Ayuela de Rueda as Director	For	For	
			Management	7	Approve Remuneration Policy	For	For	
			Management	8	Authorize Company to Call EGM with 15 Days' Notice	For	For	
			Management Management	10	Authorize Board to Ratify and Execute Approved Resolutions Advisory Vote on Remuneration Report	For For	For For	
Novo Nordisk A/S	Denmark	24-mars-22	Management	2	Accept Financial Statements and Statutory Reports	For	For	
			Management	3	Approve Allocation of Income and Dividends of DKK 6.90 Per Share	For	For	
			Management	4	Approve Remuneration Report (Advisory Vote)	For	For	
			Management	5.1	Approve Remuneration of Directors for 2021 in the Aggregate Amount of DKK 17.1 Million	For	For	
			Management	5.2	Approve Remuneration of Directors for 2022 in the Amount of DKK 2.26 Million for the	For	For	
					Chairman, DKK 1.51 Million for the Vice Chairman, and DKK 755,000 for Other Directors; Approve Remuneration for Committee Work			
			Management	6.1	Reelect Helge Lund as Director and Board Chair	For	For	
			Management	6.2	Reelect Henrik Poulsen as Director and Vice Chair	For	For	
	1		Management	6.3a	Reelect Jeppe Christiansen as Director	For	For	
	1		Management	6.3b	Reelect Laurence Debroux as Director	For	For	
			Management	6.3c 6.3d	Reelect Andreas Fibig as Director Reelect Sylvie Gregoire as Director	For For	For For	
	1		Management Management	6.3d 6.3e	Reelect Sylvie Gregoire as Director Reelect Kasim Kutav as Director	For For	For	
			Management	6.3f	Reelect Martin Mackay as Director	For	Abstain	Votes FOR Helge Lund, Henrik Poulsen, Jeppe Christiansen, Laurence Debroux, Andreas Fibig, Sylvie Gregoire, Kasim Kutay
					·	l		(Items 6.1 – 6.3e) and Choi Lai Christina Law (Item 6.3.g) are warranted due to a lack of concern regarding these individuals in particular. A vote ABSTAIN for candidate Martin Mackay (Item 6.3f) is warranted because he is overboarded.
			Management	6.3g	Elect Choi La Christina Law as New Director	For	For	paraccia. A vote ADOTAIN for candidate martin mackay (item 0.31) is warranted because he is overboarded.
	1		Management	7	Ratify Deloitte as Auditors	For	For	
			Management	8.1	Approve DKK 6 Million Reduction in Share Capital via B Share Cancellation	For	For	
	1		Management	8.2	Authorize Share Repurchase Program Approve Creation of DKK 45.6 Million Pool of Capital with Preemptive Rights; Approve	For	For	
	1		Management	8.3	Creation of DKK 45.6 Million Pool of Capital with Preemptive Rights; Approve	For	For	
					in Share Capital under Both Authorizations up to DKK 45.6 Million	1	I	
	1		Management	8.4	Amendment to Remuneration Policy for Board of Directors and Executive Management	For	For	
Delferror AC	A	04 07	Management	8.5	Amend Articles Re: Board-Related	For	For	
Palfinger AG	Austria	24-mars-22	Management Management	2	Approve Allocation of Income and Dividends of EUR 0.77 per Share Approve Discharge of Management Board for Fiscal Year 2021	For For	For For	
	1		Management	4	Approve Discharge of Management Board for Fiscal Year 2021	For	For	
1		i I	Management	5	Ratify PwC Wirtschaftspruefung GmbH as Auditors for Fiscal Year 2022	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management	Vote	Significant votes - Rationales
				Number		Recommendation	Decision	
			Management	6	Reelect Hannes Bogner as Supervisory Board Member	For	Against	A vote AGAINST the non-independent nominee, Hannes Bogner, is warranted because of the failure to establish a sufficiently independent board as well as a sufficiently independent audit committee. A vote AGAINST Hannes Bogner is further warranted
			1	l				because his term exceeds four years, and because he is non-independent and currently the chair of the audit committee.
			l	_		_	l	L
			Management	7	Approve Remuneration Report	For	Against	A vote AGAINST the remuneration report is warranted because.* The remuneration system allows for high discretionary bonus payments and special awards were granted during the period under review without a compelling rationale.* The level of
			1	l				disclosure provided in the remuneration report for part of the STI does not allow for an independent assessment between pay
			1	l				and performance.* The compensation committee of the supervisory board is completely non-independent.
			Management Management	8.1 8.2	New/Amended Proposals from Shareholders New/Amended Proposals from Management and Supervisory Board	None	Against Against	
Siemens Gamesa Renewable Energy SA	Spain	24-mars-22	Management	1	Approve Consolidated and Standalone Financial Statements	None For	For	
Communication (Communication)	opu	2111101022	Management	2	Approve Consolidated and Standalone Management Reports	For	For	
			Management	3	Approve Non-Financial Information Statement	For	For	
			Management	4 5	Approve Discharge of Board Approve Allocation of Income	For For	For	
			Management Management	6	Ratify Appointment of and Elect Jochen Eickholt as Director	For	For For	
			Management	7	Ratify Appointment of and Elect Francisco Belil Creixell as Director	For	For	
			Management	8	Ratify Appointment of and Elect Andre Clark as Director	For	For	
			Management Management	10.1	Renew Appointment of Ernst & Young as Auditor Amend Articles Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	For For	For For	
			Management	10.1	Amend Article 45 Re: Director Remuneration	For	For	
			Management	10.3	Amend Articles Re: Involvement of Shareholders in Listed Companies	For	For	
			Management	10.4	Amend Articles Re: Technical Improvements	For	For	
1			Management	11.1	Amend Articles of General Meeting Regulations Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	For	For	
			Management	11.2	Amend Article 6 of General Meeting Regulations Re: Board Competences	For	For	
			Management	11.3	Amend Articles of General Meeting Regulations Re: Technical Improvements	For	For	
			Management	12 13	Authorize Board to Ratify and Execute Approved Resolutions	For	For	
Tekfen Holding AS	Turkey	24-mars-22	Management Management	13	Advisory Vote on Remuneration Report Open Meeting and Elect Presiding Council of Meeting	For For	Against For	We prefer to vote AGAINST since the remuneration policy lacks concrete sustainability focused non-financial KPIs
Texter Holding AG	Turkey	24-111013-22	Management	2	Accept Board Report	For	For	
			Management	3	Accept Financial Statements and Audit Report	For	For	
			Management	4	Approve Discharge of Board	For	For	
			Management Management	5 6	Approve Allocation of Income Approve Remuneration of Directors	For For	For For	
			Management	7	Elect Directors	For	For	
			Management	8	Ratify External Auditors	For	For	
			Management	10	Approve Upper Limit of Donations for 2022 and Receive Information on Donations Made in 2021	For	For	
			Management	11	Grant Permission for Board Members to Engage in Commercial Transactions with Company	For	For	
			Managomoni	l ''	and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles			
					395 and 396 of Turkish Commercial Law			
Enka Insaat ve Sanayi AS	Turkey	25-mars-22	Management	1	Elect Presiding Council of Meeting and Authorize Presiding Council to Sign Meeting Minutes	For	For	
			Management	2	Accept Board Report	For	For	
			Management	3	Accept Audit Report	For	For	
			Management	5	Accept Financial Statements	For	For	
			Management Management	6	Approve Discharge of Board Elect Directors	For For	For Against	A vote AGAINST this item is warranted, as the company has not disclosed all the names of the director nominees in a timely
1			Management	l '		101	ľ	manner.
1			Management	8	Approve Director Remuneration	For	For	
1			Management	9 10	Ratify External Auditors Approve Allocation of Income	For	For	
l		1	Management Management	10 12	Approve Allocation of Income Authorize Board to Distribute Advance Dividends	For For	For For	
l			Management	13	Approve Terms of Advance Dividends	For	For	
1		1	Management	14	Grant Permission for Board Members to Engage in Commercial Transactions with Company	For	For	
			l		and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law		l	
Hugel, Inc.	South Korea	25-mars-22	Management	1	Approve Financial Statements and Allocation of Income	For	For	
l	1	I	Management	2	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	
i	<u> </u>	05	Management	3	Approve Terms of Retirement Pay	For	For	
· ·		25-mars-22	Management	1 2	Approve Allocation of Income, with a Final Dividend of JPY 72 Amend Articles to Disclose Shareholder Meeting Materials on Internet	For For	For For	
Kao Corp.	Japan	1	Management				For	l
Kao Corp.	Japan		Management Management	3.1	Elect Director Sawada, Michitaka	For		
Kao Corp.	Japan		Management Management	3.1 3.2	Elect Director Hasebe, Yoshihiro	For	For	
Као Согр.	Japan		Management Management Management	3.1 3.2 3.3	Elect Director Hasebe, Yoshihiro Elect Director Takeuchi, Toshiaki	For For	For For	
Као Согр.	Japan		Management Management Management Management	3.1 3.2 3.3 3.4	Elect Director Hasebe, Yoshihiro Elect Director Takeuchi, Toshiaki Elect Director Matsuda, Tomoharu	For For For	For For For	
Као Согр.	Japan		Management Management Management	3.1 3.2 3.3	Elect Director Hasebe, Yoshihiro Elect Director Takeuchi, Toshiaki	For For	For For	
Kao Corp.	Japan		Management Management Management Management Management Management Management Management	3.1 3.2 3.3 3.4 3.5 3.6 3.7	Elect Director Hasebe, Yoshihiro Elect Director Takseuchi, Toshiaki Elect Director Matsuda, Tomoharu Elect Director David J. Muenz Elect Director Shinobe, Osamu Elect Director Mukai, Chiaki	For For For For For	For For For For For	
Kao Corp.	Japan		Management Management Management Management Management Management Management Management	3.1 3.2 3.3 3.4 3.5 3.6 3.7 3.8	Elect Director Hasebe, Yoshihiro Elect Director Takeuchi, Toshiaki Elect Director Matsuda, Tomoharu Elect Director David J. Muenz Elect Director Shinobe, Osamu Elect Director Mukai, Chiaki Elect Director Hayashi, Nobuhide	For For For For For For	For For For For For For	
Kao Corp.	Japan		Management	3.1 3.2 3.3 3.4 3.5 3.6 3.7	Elect Director Hasebe, Yoshihiro Elect Director Takeuchi, Toshiaki Elect Director Matsuda, Tomoharu Elect Director David J. Muenz Elect Director Shinobe, Osamu Elect Director Mukai, Chiaki Elect Director Hayashi, Nobuhide Elect Director Sakurai, Eriko	For For For For For	For For For For For For For	
Kao Corp. Kardemir Karabuk Demir Celik Sanayî ve Ticaret AS	Japan	25-mars-22	Management Management Management Management Management Management Management Management	3.1 3.2 3.3 3.4 3.5 3.6 3.7 3.8 3.9	Elect Director Hasebe, Yoshihiro Elect Director Takeuchi, Toshiaki Elect Director David J. Muenz Elect Director Shinobe, Osamu Elect Director Shinobe, Osamu Elect Director Mukai, Chiaki Elect Director Mukai, Chiaki Elect Director Hayashi, Nobuhide Elect Director Sakurai, Eriko Appoint Statutory Auditor Oka, Nobuhiro Open Meeting and Elect Presiding Council of Meeting	For For For For For For For	For For For For For For	
			Management	3.1 3.2 3.3 3.4 3.5 3.6 3.7 3.8 3.9	Elect Director Hasebe, Yoshihiro Elect Director Takeuchi, Toshiaki Elect Director Matsuda, Tomoharu Elect Director David J. Muenz Elect Director David J. Muenz Elect Director Shinobe, Osamu Elect Director Mukai, Chiaki Elect Director Hayashi, Nobuhide Elect Director Sakurai, Eriko Appoint Statutory Auditor Oka, Nobuhiro	For For For For For For For For	For For For For For For For For	

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management Recommendation	Vote	Significant votes - Rationales
				Number		recommendation	Decision	
			Management Management	4 5	Accept Financial Statements Elect Directors	For For	For Against	A vote AGAINST this item is warranted, as the company has not disclosed all the names of the director nominees in a timely
			Management	6	Approve Discharge of Board	For	Against	manner. This item warrants a vote AGAINST due to ongoing legal proceedings that suggest that some boards members have not fulfilled
			Management	7	Approve Upper Limit of Donations for 2022 and Receive Information on Donations Made in 2021	For	Against	their fiduciary duties. This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
			Management	8	Approve Director Remuneration	For	Against	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision.
	1	1	Management	9	Approve Allocation of Income	For	For	maxing an informed voting decision.
	1	1	Management	11	Grant Permission for Board Members to Engage in Commercial Transactions with Company	For	Against	A vote AGAINST this item is warranted amid the court decisions made in 2021 to cancel the similar items approved in the
	1	1			and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law			general meetings in previous years.
	1	1	Management	14	Ratify External Auditors	For	For	
KB Financial Group, Inc.	South Korea	25-mars-22	Management	1	Approve Financial Statements and Allocation of Income	For	For	
·		1	Management	2.1	Elect Lee Jae-geun as Non-Independent Non-Executive Director	For	For	
		1	Management	2.2	Elect Seonwoo Seok-ho as Outside Director	For	For	
		1	Management Management	2.3 2.4	Elect Choi Myeong-hui as Outside Director Elect Jeong Gu-hwan as Outside Director	For For	For For	
		1	Management	2.5	Elect Kwon Seon-ju as Outside Director	For	For	
		1	Management	2.6	Elect Oh Gyu-taek as Outside Director	For	For	
		1	Management	2.7	Elect Choi Jae-hong as Outside Director	For	For	
		1	Management	3	Elect Kim Gyeong-ho as Outside Director to Serve as an Audit Committee Member	For	For	
			Management Management	4.1 4.2	Elect Seonwoo Seok-ho as a Member of Audit Committee Elect Choi Myeong-hui as a Member of Audit Committee	For For	For For	
		1	Management	4.3	Elect Jeong Gu-hwan as a Member of Audit Committee	For	For	
		1	Management	5	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	
		1	Shareholder	6	Elect Kim Young-su as Outside Director (Shareholder Proposal)	Against	Against	We recommend to vote AGAINST director nominee Young-su Kim (Item 6), as the union came short of building a compelling
		1						case to justify the addition of their proposed nominee to the board.We recommend to vote FOR all remaining resolutions absent
oRo Co., Ltd.	Japan	25-mars-22	Management		Approve Allocation of Income, with a Final Dividend of JPY 15	For	For	any known issues.
ORO CO., Liu.	Japan	25-IIIai5-22	Management	2	Amend Articles to Adopt Board Structure with Audit Committee - Disclose Shareholder	For	For	
		1	Managomoni	-	Meeting Materials on Internet - Amend Provisions on Number of Directors - Authorize			
		1			Directors to Execute Day to Day Operations without Full Board Approval			
			Management	3.1	Elect Director Kawata, Atsushi	For	For	
		1	Management	3.2	Elect Director Hino, Yasuhisa Elect Director Ikumoto, Hiroshi	For	For For	
			Management Management	3.3 3.4	Elect Director Seimiya, Masanori	For For	For	
		1	Management	3.5	Elect Director Sakaguchi, Kei	For	For	
		1	Management	4.1	Elect Director and Audit Committee Member Suzuki, Seiichi	For	For	
		1	Management	4.2	Elect Director and Audit Committee Member Hiroka, Minoru	For	For	
		1	Management Management	4.3 4.4	Elect Director and Audit Committee Member Maeda, Yoichi Elect Director and Audit Committee Member Imamura, Yuki	For For	For For	
		1	Management	5	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	For	For	
		1	Management	6	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	For	For	
		1	Management	7	Approve Restricted Stock Plan	For	For	
	.	L	Management	8	Approve Non-Monetary Compensation Ceiling for Directors	For	For	
Pola Orbis Holdings, Inc.	Japan	25-mars-22	Management Management	1 2	Approve Allocation of Income, with a Final Dividend of JPY 31 Amend Articles to Disclose Shareholder Meeting Materials on Internet	For For	For For	
		1	Management	3.1	Elect Director Suzuki. Satoshi	For	For	
		1	Management	3.2	Elect Director Kume, Naoki	For	For	
	1	1	Management	3.3	Elect Director Yokote, Yoshikazu	For	For	
	1	1	Management	3.4	Elect Director Kobayashi, Takuma	For For	For For	
	1	1	Management Management	3.5 3.6	Elect Director Ogawa, Koji Elect Director Komiya, Kazuyoshi	For For	For For	
	1	1	Management	3.7	Elect Director Ushio, Naomi	For	For	
	1	1	Management	3.8	Elect Director Yamamoto, Hikaru	For	For	
	1	I	Management	4.1	Appoint Statutory Auditor Komoto, Hideki	For	For	
		1	Management	4.2 4.3	Appoint Statutory Auditor Sato, Akio Appoint Statutory Auditor Nakamura, Motohiko	For For	For	A SANCTHIS CONTRACTOR OF THE C
	1	1	Management	4.3	Appoint Statutory Auditor Nakamura, Motoniko	For	Against	A vote AGAINST this nominee is warranted because:* The outside statutory auditor nominee's affiliation with the company could compromise independence.
Snow Peak, Inc. (Japan)	Japan	25-mars-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 10	For	For	
	1	1	Management	2	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	
	1	1	Management	3.1	Elect Director Yamai, Toru	For	For	
	1	I	Management Management	3.2 3.3	Elect Director Yamai, Risa Elect Director Takai, Fumihiro	For For	For For	
	1	1	Management	3.4	Elect Director Murase, Ryo	For	For	
	1	I	Management	3.5	Elect Director Reis, Noah	For	For	
	1	I	Management	3.6	Elect Director Kim Nam Hyung	For	For	
	1	1	Management	3.7	Elect Director Minaguchi, Takafumi	For	For	
	1	1	Management Management	3.8 4.1	Elect Director Ito, Masahiro Elect Director and Audit Committee Member Tanabe, Shinji	For For	For For	
	1	1	Management	4.1	Elect Director and Audit Committee Member Tanabe, Sninji Elect Director and Audit Committee Member Wakatsuki, Yoshihiro	For	For	
	1	I	Management	4.3	Elect Director and Audit Committee Member Venatsuk, Fosimino	For	For	
1	1	ı	Management	5	Elect Alternate Director and Audit Committee Member Noguchi, Masashiro	For	For	1
Turkiye Is Bankasi AS	Turkey		Management	Ů	Open Meeting and Elect Presiding Council of Meeting	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management Recommendation	Vote	Significant votes - Rationales
			Management	Number 2	Accept Financial Statements and Statutory Reports	Recommendation For	Decision Against	A vote AGAINST Item 2 is warranted due to the external auditor's qualified opinion on the company's financial statements.A
			· -				-	vote FOR Item 4 is warranted as the company's payout ratio is in line with the BDDK's recommendation.
			Management	3	Approve Discharge of Board	For	Against	A vote AGAINST this item is warranted as the auditor has raised serious concerns regarding the provisions made by the company, which are not in compliance with the Turkish Accounting Standards.The board's lack of responsiveness to the
						l		qualified opinion for several years and the apparent disagreement with the auditor on the accounting treatment of this free
						l _	l _	provision raise serious concerns, and the board does not further explain the context of the provision.
			Management Management	4 5	Approve Allocation of Income Approve Director Remuneration	For For	For Against	A vote AGAINST is warranted, as the company did not disclose the proposed board fees, which prevents shareholders from
			· -	,	- April 5 Substant Comminication		-	making an informed voting decision.
			Management	6	Ratify External Auditors	For	For	
			Management	7	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles	For	For	
					395 and 396 of Turkish Commercial Law			
Akbank TAS	Turkey	28-mars-22	Management Management	1 2	Open Meeting and Elect Presiding Council of Meeting Accept Board Report	For For	For For	
			Management	3	Accept Audit Report	For	For	
			Management	4	Accept Financial Statements	For	Against	A vote FOR Items 2, 3, and 6 is warranted because these are routine requests in Turkey. A vote AGAINST Item 4 is warranted
			Management	5	Approve Discharge of Board	For	Against	due to the external auditor's qualified opinion on the company's financial statements. A vote AGAINST this item is warranted as the auditor has raised serious concerns regarding the provisions made by the
				ľ			1	company, which are not in compliance with the Turkish Accounting Standards.The board's lack of responsiveness to the
						1	1	qualified opinion for several years and the apparent disagreement with the auditor on the accounting treatment of this free provision raise concerns, and the board does not further explain the context of the provision.
			Management	6	Approve Allocation of Income	For	For	
			Management	7	Elect Directors	For	Against	A vote AGAINST this item is warranted, as the company has not disclosed all the names of the director nominees in a timely
			Management	8	Approve Director Remuneration	For	Against	manner. A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from
			anagement				-	making an informed voting decision.
1			Management	9	Ratify External Auditors	For	For	
			Management Management	11 12	Approve Upper Limit of Donations for 2022 Grant Permission for Board Members to Engage in Commercial Transactions with Company	For For	For For	
			J	-	and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles	l	I -	
Alibaba Health Information Technology Limited	Bermuda	28-mars-22	Management	-1	395 and 396 of Turkish Commercial Law Approve 2023 Advertising Services Framework Agreement, Continuing Connected	For	For	
Paneaua ricata information recililology Limited	Derilluda	20-111015-22	wanayement	'	Transactions and Proposed Annual Cap	1.01	1.01	
			Management	2	Approve 2023 Framework Technical Services Agreement, Continuing Connected	For	For	
			Management	3	Transactions and Proposed Annual Cap Authorize Board to Deal With All Matters in Relation to the 2023 Advertising Services	For	For	
				-	Framework Agreement, 2023 Framework Technical Services Agreement, Continuing			
BAWAG Group AG	Austria	28-mars-22	Management	2	Connected Transactions and Proposed Annual Cap Approve Allocation of Income and Dividends of EUR 3.00 per Share	For	For	
S. T. T. G. G. Gulp A. G.	Дизин	20-111013-22	Management	3	Approve Discharge of Management Board for Fiscal Year 2021	For	For	
			Management Management	4	Approve Discharge of Supervisory Board for Fiscal Year 2021 Ratify KPMG Austria GmbH as Auditors for Fiscal Year 2023	For For	For For	
			Management Management	6	Approve Remuneration Report	For For		A vote AGAINST is warranted because:* The management board's pay package raises quantum concerns. The pay package is
			l		<u> </u> "	1		substantially above what peers are paying their CEOs, mainly stemming from the base salary. The base salary is substantially
						1	1	above reasonable peers, even above that of Europe's largest companies. The company failed to disclose how it arrived at these levels or how it is considered to be in line with the market.* Further concerns are noted due to significant and unexplained salary
						l		increases in the last two years under review.* Short-term performance metrics are vague under the individual as well as
			Management	7	Amend Articles Re: Supervisory Board Composition	For	For	ESG/leadership parts, in total accounting for two-thirds of STI.
			Management Management	8	Amend Articles Re: Supervisory Board Composition Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased	For	For	
					Shares			
BELIMO Holding AG	Switzerland	28-mars-22	Management Management	1 2	Accept Financial Statements and Statutory Reports Approve Allocation of Income and Dividends of CHF 8.50 per Share	For For	For For	
			Management	3	Approve Remuneration Report (Non-Binding)	For	For	
			Management Management	4 5.1	Approve Discharge of Board of Directors Approve Fixed Remuneration of Directors in the Amount of CHF 970,000	For For	For For	
			Management Management	5.1 5.2	Approve Fixed Remuneration of Directors in the Amount of CHF 970,000 Approve Fixed and Variable Remuneration of Executive Committee in the Amount of CHF	For	For	
					6.9 Million			
			Management Management	6.1.1 6.1.2	Reelect Adrian Altenburger as Director Reelect Patrick Burkhalter as Director	For For	For For	
			Management	6.1.3	Reelect Sandra Emme as Director	For	For	
			Management	6.1.4	Reelect Urban Linsi as Director	For	For	
			Management Management	6.1.5 6.1.6	Reelect Stefan Ranstrand as Director Reelect Martin Zwyssig as Director	For For	For For	
			Management	6.2.1	Reelect Patrick Burkhalter as Board Chairman	For	For	
			Management Management	6.2.2 6.3.1	Reelect Martin Zwyssig as Deputy Chairman Reappoint Sandra Emme as Member of the Compensation Committee	For For	For For	We are comfortable with the current composition of the Board.
			Management Management	6.3.1	Reappoint Sandra Emme as Member of the Compensation Committee Reappoint Adrian Altenburger as Member of the Compensation Committee	For	For	vive are connoctable with the current composition of the board.
			Management	6.3.3	Reappoint Urban Linsi as Member of the Compensation Committee	For	For	
			Management Management	6.4 6.5	Designate Proxy Voting Services GmbH as Independent Proxy Ratify KPMG AG as Auditors	For For	For For	
			Management	7	Transact Other Business (Voting)	For	Against	A vote AGAINST is warranted because:* This item concerns additional instructions from the shareholder to the proxy in case
						1	1	new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and "The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against
1						1	1	of these new items or counterproposals is not known at this time. I herefore, it is in shareholders' best interest to vote against this item on a precautionary basis.
•	•		•	•	•	•	•	· '

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote	Significant votes - Rationales
CJ Logistics Corp.	South Korea	28-mars-22	Management	Number 1	Approve Financial Statements and Allocation of Income	Recommendation For	For	
- '		I -	Management	2	Elect Min Young-hak as Inside Director	For	For	
		I	Management	3	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	
		I	Management Management	4	Approve Terms of Retirement Pay Amend Articles of Incorporation	For For	For For	
lljin Materials Co., Ltd.	South Korea	28-mars-22	Management Management	1	Amend Articles of Incorporation Approve Financial Statements and Allocation of Income	For	For	
ijiri materiais co., Ltu.	Journ Korea	20-111815-22	Management	2.1	Elect Heo Jae-myung as Inside Director	For	Against	A vote AGAINST incumbent board chair Jae-myeong Heo is warranted for lack of diversity on the board.A vote FOR the
		1						remaining director nominees is warranted.
			Management	2.2	Elect Yang Jeom-sik as Inside Director	For	For	
		1	Management	2.3	Elect Jeong Gil-su as Inside Director	For	For	
			Management Management	2.4	Elect Kim Gi-wan as Outside Director Approve Total Remuneration of Inside Directors and Outside Directors	For For	For For	
		1	Management	4	Authorize Board to Fix Remuneration of Internal Auditor(s)	For	For	
Sk le Technology Co., Ltd.	South Korea	28-mars-22	Management	1	Approve Financial Statements and Allocation of Income	For	For	
			Management	2	Amend Articles of Incorporation	For	For	
			Management	3.1	Elect Noh Jae-seok as Inside Director	For	For	
		1	Management Management	3.2 3.3	Elect Kim Jun as Non-Independent Non-Executive Director Elect Ahn Jin-ho as Outside Director	For For	For For	
		1	Management	3.3 4	Approve Stock Option Grants	For	For	
			Management	5	Approve Total Remuneration of Inside Directors and Outside Directors	For	Against	A vote AGAINST this item is warranted because:* The proposed remuneration limit is high relative to that of the market
			Ů					average; and* The company is proposing an increase without providing any reasonable justification.
Turkiye Sise ve Cam Fabrikalari AS	Turkey	28-mars-22	Management	1	Elect Presiding Council of Meeting and Authorize Presiding Council to sign Meeting Minutes	For	For	
		I	Management	2	Accept Statutory Reports	For	For	
		I	Management Management	3	Accept Statutory Reports Accept Financial Statements	For For	For For	
			Management	4	Ratify Director Appointments	For	For	
			Management	5	Approve Discharge of Board	For	For	
			Management	6	Elect Directors	For	Against	A vote AGAINST this item is warranted, as the company has not disclosed all the names of the director nominees in a timely
			ا . ا	_		_	l	manner.
		1	Management	7	Approve Director Remuneration	For	Against	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision.
		1	Management	8	Grant Permission for Board Members to Engage in Commercial Transactions with Company	For	For	making an informed voting decision.
					and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles		'	
					395 and 396 of Turkish Commercial Law			
		1	Management	9	Approve Allocation of Income	For	For	
			Management	10	Authorize Board to Distribute Advance Dividends	For	For	
		1	Management Management	11 12	Approve Share Repurchase Program Ratify External Auditors	For For	For Against	A vote AGAINST is warranted because the name of the proposed auditor is not disclosed.
			Management	13	Approve Upper Limit of Donations in 2022 and Receive Information on Donations Made in	For	For	A vote AGAINST is warranted because the name of the proposed additions not disclosed.
			Wanagement	10	2021	''	1 01	
Benefit One Inc.	Japan	29-mars-22	Management	1	Approve Merger by Absorption	For	For	
		L	Management	2	Amend Articles to Amend Business Lines	For	For	
Doosan Fuel Cell Co., Ltd.	South Korea	29-mars-22	Management Management	1 2	Approve Financial Statements and Allocation of Income Amend Articles of Incorporation	For For	For For	
			Management	3	Approve Terms of Retirement Pav	For	For	
			Management	4	Elect Two Inside Directors and Two Outside Directors (Bundled)	For	Against	Votes AGAINST this item are warranted for lack of diversity on the board.
			Management	5	Elect Two Members of Audit Committee (Bundled)	For	For	1
			Management	6	Approve Total Remuneration of Inside Directors and Outside Directors	For	Against	We prefer to vote AGAINST since the remuneration policy lacks concrete sustainability focused non-financial KPIs
Ecopro BM Co., Ltd.	South Korea	29-mars-22	Management	1	Approve Financial Statements and Allocation of Income	For	For	
		1	Management Management	2 3.1	Amend Articles of Incorporation	For For	For For	
		1	Management	3.2	Elect Choi Moon-ho as Inside Director	For	For	
		I	Management	3.3	Elect Park Seok-hui as Inside Director	For	For	
		I	Management	3.4	Elect Kim Jang-woo as Inside Director	For	For	
		I	Management	3.5	Elect Park Jae-ha as Inside Director	For	For	
		I	Management	3.6	Elect Kang Gi-seok as Outside Director	For	For	
		1	Management	3.7	Elect Cho Jae-jeong as Outside Director	For	For	I
			Management	3.8	Elect Shin II-yong as Outside Director	For	Against	A vote AGAINST incumbent board chair II-yong Shin is warranted for lack of diversity on the board. Votes FOR the remaining director nominees are warranted.
		1	Management	3.9	Elect Oh Gyu-seop as Outside Director	For	For	director nonlinees are warranted.
		1	Management	4	Elect Lee Hwa-ryeon to Serve as an Audit Committee Member	For	For	
		I	Management	5.1	Elect Park Jae-ha as a Member of Audit Committee	For	For	
		I	Management	5.2	Elect Oh Gyu-seop as a Member of Audit Committee	For	For	
		I	Management	6	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	
		20 00	Management	7	Authorize Board to Fix Remuneration of Internal Auditor(s)	For	For	
Genmab A/S	Denmark	29-mars-22	Management	2	Accept Financial Statements and Statutory Reports; Approve Discharge of Management and Board	For	For	
		I	Management	3	Approve Allocation of Income and Omission of Dividends	For	For	
		1	Management	4	Approve Remuneration Report (Advisory Vote)	For	Against	We prefer to vote AGAINST since the remuneration policy lacks concrete sustainability focused non-financial KPIs
		I	Management	5.a	Reelect Deirdre P. Connelly as Director	For	For	
		I	Management	5.b	Reelect Pernille Erenbjerg as Director	For	For	
		I	Management	5.c	Reelect Rolf Hoffmann as Director	For	For	
		I	Management	5.d	Reelect Paolo Paoletti as Director	For	For	
			Management	5.e	Reelect Anders Gersel Pedersen as Director	For	For	
				F.4			F	
			Management Management	5.f 6	Elect Elizabeth O'Farrell as New Director Ratify PricewaterhouseCoopers as Auditors	For For	For For	

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	Number 7.a	Approve Remuneration of Directors in the Amount of DKK 1.2 Million for Chairman, DKK	For	Against	A vote AGAINST this item is warranted, as the proposed director fees can be considered excessive in relation to comparable
			Management	8	900,000 for Vice Chairman, and DKK 600,000 for Other Directors Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	For	For	domestic and international peers.
Impax Asset Management Group Plc	United Kingdom	29-mars-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
impax Asset Wanagement Group 1 to	Office Ringeom	25-11413-22	Management	2	Approve Remuneration Report	For		A vote AGAINST this resolution is warranted because:* The CEO was paid a significant bonus and there is no disclosure
	1			-	, rr			regarding any specific pre-set performance targets attached to the awards or the level of achievement of the targets.
			Management	3	Re-elect Sally Bridgeland as Director	For	Against	Items 3-5, 7 and 8A vote FOR the re-election of Ian Simm, Amaud de Servigny, Lindsey Martinez and Simon O'Regan is warranted because no significant concerns have been identified. Votes AGAINST incumbent board chair Sally Bridgeland are warranted for lack of diversity on the board. Item 6A vote AGAINST the re-election of Vince O'Brien is warranted because: " Potential independence issues have been identified and he is currently the Chair of the Audit Committee and a member of the Remuneration Committee. The composition of these Committees does not adhere to UK best practice recommendations for a
	1			1				company of this size.
	1		Management	4	Re-elect Ian Simm as Director	For	For	. ,
	1		Management	5	Re-elect Arnaud de Servigny as Director	For	For	
			Management	6	Re-elect Vincent O'Brien as Director	For	Against	Items 3-5, 7 and 8A vote FOR the re-election of Ian Simm, Arnaud de Servigny, Lindsey Martinez and Simon O'Regan is warranted because no significant concerns have been identified. Votes AGAINST incumbent board chair Sally Bridgeland are warranted for lack of diversity on the board. Item 6A vote AGAINST the re-election of Vince O'Brien is warranted because:* Potential independence issues have been identified and he is currently the Chair of the Audit Committee and a member of the Remuneration Committee. The composition of these Committees does not adhere to UK best practice recommendations for a company of this size.
	1		Management	7	Re-elect Lindsey Martinez as Director	For	For	
1	1	1	Management	8	Re-elect William O'Regan as Director	For	For	
	1		Management	9	Reappoint KPMG LLP as Auditors	For	For	
	1		Management	10	Authorise Board to Fix Remuneration of Auditors	For	For	
	1		Management	11	Approve Final Dividend	For	For	
	1		Management Management	12 13	Authorise Issue of Equity Authorise Issue of Equity without Pre-emptive Rights	For For	For For	
	1		Management	14	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or	For	For	
			ľ		Other Capital Investment	1		
Sartorius Stedim Biotech SA	France	29-mars-22	Management Management	15	Authorise Market Purchase of Ordinary Shares Approve Financial Statements and Discharge Directors	For For	For For	
Sartorius Stedim Biotech SA	Flance	29-IIIai5-22	Management	2	Approve Consolidated Financial Statements and Statutory Reports	For	For	
	1		Management	3	Approve Allocation of Income and Dividends of EUR 1.26 per Share	For	For	
			Management	4	Approve Auditors' Special Report on Related-Party Transactions	For	Against	A vote AGAINST the approval of the proposed Auditors' special report on related party transactions is warranted as the rationale and price setting process for the recharge of the remunerations of the CEO Joachim Kreuzburg and Vice-CEO René
								Faber to Sarforius Stedim Biotech SA is unclear.Furthermore, until this year, the company maintained the transaction despite being rejected by shareholders at the last three consecutive general meetings.
			Management	5	Approve Remuneration Policy of Directors; Approve Remuneration of Directors in the Aggregate Amount of EUR 331,800	For	For	
	1		Management Management	6	Approve Compensation Report of Corporate Officers Approve Compensation of Joachim Kreuzburg, Chairman and CEO	For For	For	A vote AGAINST this remuneration report is warranted because:* Part of the remuneration at Sartorius level is invoiced to the
			J	,				A VOID ACCORDING IT WITH INTERPRETATION OF THE PART OF THE PRINCIPLE PRINCIPLE AND ACCORDING ACCORDING TO A COMPANY AND ACCORDING THE PRINCIPLE A
	1		Management	8	Approve Remuneration Policy of Chairman and CEO	For	For	
			Management	9	Approve Remuneration Policy of Vice-CEO	For	Against	Despite the positive change of approach as to the determination of the remuneration policies of executives, the proposed remuneration policies raise several concerns: The bonus criterion disclosed can be freely modified by the board; The company fails to disclose a binding cap for the bonus and LTIP; The company does not specify a policy for exceptional payments; Accelerated or full vesting of unvested awards in case of departure cannot be excluded; The remuneration granted is still paid by Sartorius AG then reinvoiced As there are improvements of company's practices, a qualified vote FOR is warranted for the remuneration policy of the CEO (Item 8) despite major issues remaining. If the item was rejected, the company would revert to the previous an even more obscure policyHowever, a vote AGAINST the Vice-CEO remuneration policy is warranted (Item 9) as this policy is submitted for the first time to shareholders' approval.
			Management Management	10 11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital Reelect Joachim Kreuzburg as Director	For For	Against Against	This resolution warrants a vote AGAINST as the share repurchase program can be continued during a takeover period. * As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Joachim Kreuzburg (Item 11) is warranted. * A vote FOR the reelection of this independent nominee is warranted in the absence of specific concerns (Item 12).* Votes FOR the reelections of these non-independent nominees are warranted given the satisfactory level of board independence (37.5 percent vs 33.3 percent recommended) and the absence of specific concerns (Items 13 to 15).
	1	1	Management	12	Reelect Pascale Boissel as Director	For	For	
	1		Management	13	Reelect Rene Faber as Director	For	For	
	1		Management	14	Reelect Lothar Kappich as Director	For	For	
	1		Management	15	Reelect Henri Riey as Director	For	For	
	1		Management Management	16 17	Authorize Filing of Required Documents/Other Formalities Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to	For For	For Against	* Votes AGAINST Items 17 to 19 and 21 are warranted as the possibility of use during a takeover period is not excluded.* Votes
			wanayement	"	Authorize issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 6 Million	1.01	Ayallist	Votes AGAINST items 17 to 19 and 21 are warranted as the possibility of use during a taxeover period is not excluded. Votes AGAINST the authorizations under Items 18 to 20 are warranted because they do not respect the recommended 10 percent quidelines for issuances without preemptive rights.
			Management	18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 6 Million	For	Against	*Votes AGAINST Items 17 to 19 and 21 are warranted as the possibility of use during a takeover period is not excluded.* Votes AGAINST the authorizations under Items 18 to 20 are warranted because they do not respect the recommended 10 percent guidelines for issuances without preemptive rights.
			Management	19	Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Investors, up to Aggregate Nominal Amount of EUR 6 Million	For	Against	"Votes AGAINST items 17 to 19 and 21 are warranted as the possibility of use during a takeover period is not excluded.* Votes AGAINST the authorizations under Items 18 to 20 are warranted because they do not respect the recommended 10 percent quidelines for issuances without preemptive rights.
			Management	20	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 17 to 19	For	Against	youtenines for installness willow preemiptive rights. *Votes AGAINST thems 17 to 19 and 21 are warranted as the possibility of use during a takeover period is not excluded. *Votes AGAINST the authorizations under Items 18 to 20 are warranted because they do not respect the recommended 10 percent guidelines for issuances without preemptive rights.
ı	ı	1	ı	ı	I	ı	ı	guidemies for issuances without preemptive rights.

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	Number 21	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	Against	* Votes AGAINST Items 17 to 19 and 21 are warranted as the possibility of use during a takeover period is not excluded.* Votes AGAINST the authorizations under Items 18 to 20 are warranted because they do not respect the recommended 10 percent
			Management	22	Authorize Capitalization of Reserves of Up to EUR 6 Million for Bonus Issue or Increase in Par Value	For	For	guidelines for issuances without preemptive rights.
			Management	23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Against	Against	
			Management	24	Authorize up to 10 Percent of Issued Capital for Use in Restricted Stock Plans	For	Against	A vote AGAINST this resolution is warranted because." The total aggregate volume would be in excess of recommended guidelines. "No information is available on the existence of performance conditions or performance period." The vesting period is not sufficiently long-term oriented.
			Management Management	25 26	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares Authorize Filing of Required Documents/Other Formalities	For For	For For	
Turk Hava Yollari AO	Turkey	29-mars-22	Management	1	Open Meeting and Elect Presiding Council of Meeting	For	For	
			Management	2	Accept Board Report	For	For	
	1		Management Management	3 4	Accept Audit Report Accept Financial Statements	For For	For For	
			Management	5	Approve Discharge of Board	For	For	
			Management	6	Approve Allocation of Income	For	For	
	1		Management	7	Approve Director Remuneration	For	Against	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from
				8	Dalf Director Associates and	F	For	making an informed voting decision.
	1		Management Management	9	Ratify Director Appointments Ratify External Auditors	For For	Against	A vote AGAINST is warranted because the name of the proposed auditor is not disclosed.
	1		Management	11	Approve Upper Limit of Donations for 2022 and Receive Information on Donations Made in	For	Against	This item warrants a vote AGAINST due to a lack of disclosure on the resolution in a timely manner.
					2021			·
Turkiye Sinai Kalkinma Bankasi AS	Turkey	29-mars-22	Management	1	Open Meeting, Elect Presiding Council of Meeting and Authorize Presiding Council to Sign Minutes of Meeting	For	For	
			Management	2	Accept Statutory Reports	For	For	
			Management	3	Accept Financial Statements	For	Against	A vote FOR Items 2 and 6 is warranted because these are routine requests in Turkey.A vote AGAINST Item 3 is warranted due
						_	l	to the external auditor's qualified opinion on the company's accounts.
	1		Management	4	Ratify Director Appointment	For	Against	A vote AGAINST the ratification of the appointment of NI-NED Dogan is item is warranted, as the company does not meet the one third independence guideline.
	1		Management	5	Approve Discharge of Board	For	Against	A vote AGAINST this item is warranted as the auditor has raised serious concerns regarding the provisions made by the
			, i		,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		ľ	company, which are not in compliance with the Turkish Accounting Standards.The board's lack of responsiveness to the
	1							qualified opinion for several years and the apparent disagreement with the auditor on the accounting treatment of this free
	1		Management	6	Approve Allocation of Income	For	For	provision raise serious concerns, and the board does not further explain the context of the provision.
			Management	7	Approve Allocation of income Approve Director Remuneration	For		A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from
	1				, , , , , , , , , , , , , , , , , , , 			making an informed voting decision.
	1		Management	8	Ratify External Auditors	For	For	[.
	1		Management	9	Authorize Share Capital Increase without Preemptive Rights	For	Against	A vote AGAINST the prolongation and increase of the authorized capital is warranted because the proposed ceiling allows the company to increase the share capital without preemptive rights by more than 20 percent.
	1		Management	10	Receive Information on Donations Made in 2021 and Approve Upper Limit of Donations for	For	For	company to increase the share capital without preemptive rights by more than 20 percent.
	1		-		2022			
	1		Management	11	Grant Permission for Board Members to Engage in Commercial Transactions with Company	For	For	
					and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law			
UPM-Kymmene Oyj	Finland	29-mars-22	Management	7	Accept Financial Statements and Statutory Reports	For	For	
			Management	8	Approve Allocation of Income and Dividends of EUR 1.30 Per Share	For	For	
			Management	9	Approve Discharge of Board and President	For	For	
			Management	10	Approve Remuneration Report	For For	Against For	We prefer to vote AGAINST since the remuneration policy lacks concrete sustainability focused non-financial KPIs
	1		Management	11	Remuneration of Directors in the Amount of EUR 200,000 for Chairman, EUR 140,000 for Deputy Chairman and EUR 115,000 for Other Directors; Approve Compensation for	FOF	FOI	
	1				Committee Work			
			Management	12	Fix Number of Directors at Nine	For	For	
	1		Management	13	Reelect Henrik Ehrnrooth, Emma FitzGerald, Jari Gustafsson, Piia-Noora Kauppi, Marjan Oudeman, Martin a Porta, Kim Wahl and Bjorn Wahlroos as Directors; Elect Topi Manner as	For	For	
	1				New Director		I	
	1		Management	14	Approve Remuneration of Auditors	For	For	
	1		Management	15	Ratify PricewaterhouseCoopers as Auditors	For	For	
	1		Management Management	16 17	Approve Issuance of up to 25 Million Shares without Preemptive Rights Authorize Share Repurchase Program	For For	For For	
	1		Management	18.1	Amend Articles Re: Auditor	For	For	
1	1		Management	18.2	Amend Articles Re: Annual General Meeting	For	For	
			Management	19	Authorize Charitable Donations	For	For	
Vaisala Oyj	Finland	29-mars-22	Management Management	7 8	Accept Financial Statements and Statutory Reports Approve Allocation of Income and Dividends of EUR 0.68 Per Share	For For	For For	
	1		Management Management	9	Approve Allocation of Income and Dividends of EUR 0.68 Per Share Approve Discharge of Board and President	For	For	
	1		Management	10	Approve Bischarge of Board and President Approve Remuneration Report	For	For	
	1		Management	11	Approve Remuneration of Directors in the Amount of EUR 55,000 for Chairman, and EUR	For	For	
1	1		l	ļ , <u>.</u>	40,000 for Other Directors; Approve Remuneration for Committee Work	_	_ ا	
	1		Management Management	12 13	Fix Number of Directors at Eight Reelect Petri Castren, Kaarina Stahlberg and Tuomas Syrjanen as Directors	For For	For For	
	1		Management	14	Approve Remuneration of Auditors	For	For	
	1		Management	15	Ratify Deloitte as Auditors	For	For	
			Management Management	16 17	Authorize Share Repurchase Program Authorize Reissuance of Repurchased Shares	For For	For For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
Value HR Co., Ltd.	Japan	29-mars-22	Management	1 1	Amend Articles to Disclose Shareholder Meeting Materials on Internet - Allow Virtual Only	For		A vote AGAINST this proposal is warranted because:* The passage of this proposal will authorize the company to hold virtual
			Ĭ		Shareholder Meetings		"	only meetings permanently, without further need to consult shareholders, even after the current health crisis is resolved, and the
							1	proposed language fails to specify situations under which virtual meetings will be held.
			Management	2.1	Elect Director Fujita, Michio	For	Against	A vote AGAINST this director nominee is warranted because:* Top management is responsible for the company's capital
			Ι., .		51 18: 1 5 :: 0 1	_	l _	misallocation.
			Management	2.2 2.3	Elect Director Fujita, Gentaro Elect Director lizuka, Isao	For For	For For	
			Management Management	2.3	Elect Director lizuka, Isao Elect Director Omura, Yuji	For	For	
			Management	2.4	Elect Director Karasawa. Takeshi	For	For	
			Management	2.6	Elect Director Yanagisawa, Akiko	For	For	
Enerjisa Enerji AS	Turkey	30-mars-22	Management	1	Open Meeting and Elect Presiding Council of Meeting	For	For	
			Management	2	Accept Board Report	For	For	
			Management	3	Accept Audit Report	For	For	
			Management	4	Accept Financial Statements	For	For	I
			Management Management	5	Ratify Director Appointments Approve Discharge of Board	For For	Against	A vote AGAINST this item is warranted, as the board does not meet the one third board independence requirement.
			Management	7	Approve Allocation of Income	For	For For	
			Management	8	Approve Ailocation of income Approve Director Remuneration	For	For	
			Management	9	Ratify External Auditors	For	For	
			Management	10	Approve Working Principles of the General Assembly	For	For	
			Management	12	Approve Upper Limit of Donations for 2022	For	Against	There is no vote required for Item 11.Item 12 warrants a vote AGAINST due to a lack of disclosure on the resolution.
			Management	13	Grant Permission for Board Members to Engage in Commercial Transactions with Company	For	For	
					and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles	1	1	
Hari Orana Cabanai Halai AC	- -	20 22	Mana		395 and 396 of Turkish Commercial Law	-	+	
Haci Omer Sabanci Holding AS	Turkey	30-mars-22	Management Management	1 1	Open Meeting and Elect Presiding Council of Meeting Accept Board Report	For For	For For	
			Management	2 3	Accept Audit Report	For	For	
			Management	4	Accept Financial Statements	For	For	
			Management	5	Approve Discharge of Board	For	For	
			Management	6	Approve Allocation of Income	For	For	
			Management	7	Elect Directors	For	Against	A vote AGAINST this item is warranted, as the company has not disclosed all the names of the director nominees in a timely
						1	1	manner.
			Management	8	Approve Director Remuneration	For	For	
			Management Management	9 11	Ratify External Auditors Approve Upper Limit of Donations for 2022	For For	For Against	There is no vote required for Item 10.Item 11 warrants a vote AGAINST due to a lack of disclosure on the resolution.
			Management	12	Approve Opper Limit of Donations for 2022 Approve Share Repurchase Program	For	For	There is no vote required for item 10.item 11 warrants a vote AGAINS1 due to a lack of disclosure on the resolution.
			Management	13	Grant Permission for Board Members to Engage in Commercial Transactions with Company	For	For	
			Wanagement	10	and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles	1 0	1 01	
					395 and 396 of Turkish Commercial Law		1	
Kirin Holdings Co., Ltd.	Japan	30-mars-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 32.5	For	For	
			Management	2	Amend Articles to Amend Business Lines - Disclose Shareholder Meeting Materials on	For	For	
					Internet - Indemnify Directors - Indemnify Statutory Auditors		1	
			Management	3.1	Elect Director Isozaki, Yoshinori	For	For	
			Management	3.2 3.3	Elect Director Nishimura, Keisuke Elect Director Miyoshi, Toshiya	For For	For For	
			Management Management	3.3	Elect Director Miyoshi, Toshiya Elect Director Yokota, Noriya	For	For	
			Management	3.5	Elect Director Minamikata, Takeshi	For	For	
			Management	3.6	Elect Director Mori, Masakatsu	For	For	
			Management	3.7	Elect Director Yanagi, Hiroyuki	For	For	
1	1	1	Management	3.8	Elect Director Matsuda, Chieko	For	For	
1			Management	3.9	Elect Director Shiono, Noriko	For	For	I
1	1	1	Management	3.10	Elect Director Rod Eddington	For	For	
1			Management	3.11	Elect Director George Olcott	For	For	
1	1		Management Management	3.12 4.1	Elect Director Kato, Kaoru Appoint Statutory Auditor Nishitani, Shobu	For For	For For	
1	1	1	Management	4.1	Appoint Statutory Auditor Nishitani, Shobu Appoint Statutory Auditor Fujinawa, Kenichi	For	For	
1	1	1	Management	5	Approve Compensation Ceiling for Directors	For	For	
			Management	6	Approve Trust-Type Equity Compensation Plan and Phantom Stock Plan	For	Against	A vote AGAINST this proposal is warranted because:* Concerning restricted share unit, a component of trust-type equity
1	1		l	l	1	1	1	compensation plan, no specific performance hurdles are specified, and shares could become transferable to recipients in less
1	1	1	l	l		1	1	than three years after grant by non-retiring recipients.
		L	Management	7	Approve Compensation Ceiling for Statutory Auditors	For	For	
SK hynix, Inc.	South Korea	30-mars-22	Management	1 1	Approve Financial Statements and Allocation of Income	For	For	
1	1		Management	2	Amend Articles of Incorporation	For	For	
1			Management Management	3 4	Approve Stock Option Grants (To be granted) Approve Stock Option Grants (Previously granted)	For For	For For	
1	1		Management	5.1	Elect Gwak Noh-ieong as Inside Director	For	For	
1	1		Management	5.1	Elect Noh Jong-won as Inside Director	For	For	
	1	1	Management	6	Elect Ha Young-gu as Outside Director	For	For	
				I -	Elect Ha Young-gu as a Member of Audit Committee	For	For	
			Management	,				
			Management Management	8	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	
Turkiye Petrol Rafinerileri AS	Turkey	30-mars-22	Management Management	8 1	Approve Total Remuneration of Inside Directors and Outside Directors Open Meeting and Elect Presiding Council of Meeting	For	For	
Turkiye Petrol Rafinerileri AS	Turkey	30-mars-22	Management Management Management	1 2	Approve Total Remuneration of Inside Directors and Outside Directors Open Meeting and Elect Presiding Council of Meeting Accept Board Report	For For	For For	
Turkiye Petrol Rafinerileri AS	Turkey	30-mars-22	Management Management Management Management	3	Approve Total Remuneration of Inside Directors and Outside Directors Open Meeting and Elect Presiding Council of Meeting Accept Board Report Accept Audit Report	For For For	For For For	
Turkiye Petrol Rafinerileri AS	Turkey	30-mars-22	Management Management Management Management Management Management	3 4	Approve Total Remuneration of Inside Directors and Outside Directors Open Meeting and Elect Presiding Council of Meeting Accept Board Report Accept Audit Report Accept Financial Statements	For For For For	For For For For	
Turkiye Petrol Rafinerileri AS	Turkey	30-mars-22	Management Management Management Management	3	Approve Total Remuneration of Inside Directors and Outside Directors Open Meeting and Elect Presiding Council of Meeting Accept Board Report Accept Audit Report	For For For	For For For	

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management	Vote	Significant votes - Rationales
			Management	Number 8	Elect Directors	Recommendation For	Decision For	
	l		Management	9	Approve Remuneration Policy and Director Remuneration for 2021	For	For	
	I		Management	10	Approve Director Remuneration	For	Against	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from
	I		· -	1		_	_	making an informed voting decision.
	I		Management	11	Ratify External Auditors	For	For	This description and ACAINCT due to a local of displacement of the
	I		Management	13	Approve Upper Limit of Donations for 2022 and Receive Information on Donations Made in 2021	For	Against	This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
	l		Management	15	Grant Permission for Board Members to Engage in Commercial Transactions with Company	For	For	
				"	and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles			
					395 and 396 of Turkish Commercial Law			
Avanza Bank Holding AB	Sweden	31-mars-22	Management	2	Elect Chairman of Meeting	For	For	
			Management Management	3	Prepare and Approve List of Shareholders Resolution Regarding Video Recording of the General Meeting	For For	For For	
			Management	5	Approve Agenda of Meeting	For	For	
			Management	6	Designate Inspector(s) of Minutes of Meeting	For	For	
			Management	7	Acknowledge Proper Convening of Meeting	For	For	
			Management	9.a	Accept Financial Statements and Statutory Reports	For	For	
			Management	9.b	Approve Allocation of Income and Dividends of SEK 9.20 Per Share	For	For	
			Management Management	9.c1 9.c2	Approve Discharge of Board Member Magnus Dybeck Approve Discharge of Board Member Catharina Eklof	For For	For For	
			Management	9.c2 9.c3	Approve Discharge of Board Member Viktor Fritzen	For	For	
	I		Management	9.c4	Approve Discharge of Board Member Jonas Hagstromer	For	For	
	I		Management	9.c5	Approve Discharge of Board Member Sven Hagstromer	For	For	
	I		Management	9.c6	Approve Discharge of Board Member Mattias Miksche	For	For	
			Management	9.c7	Approve Discharge of Board Member Johan Roos	For	For	
	I		Management	9.c8	Approve Discharge of Board Member Hans Toll	For	For	
			Management Management	9.c9 9.c10	Approve Discharge of Board Member Leemon Wu Approve Discharge of Board Member Birgitta Klasen	For For	For For	
			Management Management	9.c10 9.c11	Approve Discharge of Board Member Birgitta Klasen Approve Discharge of Rikard Josefson	For For	For	
			Management	10	Amend Articles Re: Board-Related; Editorial Changes	For	For	
			Management	11	Determine Number of Members of Board to ten (10)	For	For	
			Management	12.1	Approve Remuneration of Directors in the Amount of SEK 478,000 For Each Director Except	For	For	
			· -	l	Sven Hagstroer (Chair), Jonas Hagstromer and Magnus Dybeck			
			Management	12.2	Approve Remuneration of Directors in the Amount of SEK 383,000 For Each Director Sven	For	For	
			l	l	Hagstroer (Chair), Jonas Hagstromer and Magnus Dybeck	_	_	
			Management Management	12.3 12.4	Approve Remuneration for Chairman of the Audit, Risk and Capital Committee Approve Remuneration for the Audit. Risk and Capital Committee	For For	For For	
			Management	12.4	Approve Remuneration for the Audit, Risk and Capital Committee Approve Remuneration for the Credit Committee	For	For	
			Management	12.5	Approve Remuneration for the Remuneration Committee	For	For	
			Management	12.7	Approve Remuneration for the IT Committee	For	For	
			Management	13	Approve Remuneration of Auditors	For	For	
			Management	14.1	Reelect Magnus Dybeck as Director	For	For	
			Management	14.2	Reelect Catharina Eklof as Director	For	For	
			Management	14.3 14.4	Reelect Jonas Hagstromer as Director	For	For	
			Management Management	14.4	Reelect Sven Hagstromer as Director Reelect Mattias Miksche as Director	For For	For For	
			Management	14.6	Reelect Johan Roos as Director	For	For	
			Management	14.7	Reelect Hans Toll as Director	For	For	
			Management	14.8	Reelect Leemon Wu as Director	For	For	
			Management	14.9	Elect Linda Hellstromas New Director	For	For	
			Management	14.10	Elect Sofia Sundstrom as New Director	For	For	
			Management	15 16	Reelect Sven Hagstromer as Board Chair Ratify KPMG as Auditors	For	For	
			Management Management	16	Authorize Share Repurchase Program	For For	For For	
	I		Management	18	Approve Remuneration Report	For	For	
DBS Group Holdings Ltd.	Singapore	31-mars-22	Management	1	Adopt Financial Statements and Directors' and Auditors' Reports	For	For	
	l '		Management	2	Approve Final Dividend	For	For	
	I		Management	3	Approve Directors' Remuneration	For	For	
	I		Management	4	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their	For	For	
	I		Management	5	Remuneration Elect Bonghan Cho as Director	For	For	
			Management	6	Elect Olivier Lim Tse Ghow as Director	For	For	
			Management	7	Elect Tham Sai Choy as Director	For	For	
	I		Management	8	Elect Ching Kai Fong as Director	For	For	
			Management	9	Elect Judy Lee as Director	For	For	
			Management	10	Approve Grant of Awards and Issuance of Shares Under the DBSH Share Plan	For	For	
	I		Management	11	Approve Grant of Awards and Issuance of Shares Under the California Sub-Plan to the	For	For	
	I		Managara	4.0	DBSH Share Plan	F	l ₌	
	I		Management	12	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	For	For	
			Management	13	Approve Issuance of Shares Pursuant to the DBSH Scrip Dividend Scheme	For	For	
	l		Management	14	Authorize Share Repurchase Program	For	For	
INFICON Holding AG	Switzerland	31-mars-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
i i			Management	2	Approve Discharge of Board of Directors	For	For	
			Management	3	Approve Allocation of Income and Dividends of CHF 17.90 per Share and CHF 3.10 per	For	For	
	I			۱	Share from Legal Reserves from Capital Contributions	F	١ ۔	
I	ı		Management	4.1	Reelect Beat Luethi as Director and Board Chairman	For	For	I I

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management	Vote	Significant votes - Rationales
		3-10		Number		Recommendation	Decision	
			Management	4.2	Reelect Richard Fischer as Director	For	For	
		1	Management	4.3	Reelect Vanessa Frey as Director	For	For	
		1	Management Management	4.4 4.5	Reelect Beat Siegrist as Director Reelect Reto Suter as Director	For For	For For	
		1	Management	4.6	Reappoint Richard Fischer as Member of the Compensation and HR Committee	For	For	
		1	Management	4.7	Reappoint Beat Siegrist as Member of the Compensation and HR Committee	For	For	We are comfortable with the current composition of the Board.
		1	Management	4.8	Reappoint Reto Suter as Member of the Compensation and HR Committee	For	For	
		1	Management	5	Designate Baur Huerlimann AG as Independent Proxy	For	For	
		1	Management Management	6	Ratify KPMG AG as Auditors Approve Remuneration Report	For For	For For	
			Management	8	Approve Remuneration of Directors in the Amount of CHF 800,000	For	For	
			Management	9	Approve Remuneration of Executive Committee in the Amount of CHF 3.5 Million	For	For	
		1	Management	10	Transact Other Business (Voting)	For	Against	A vote AGAINST is warranted because:* This item concerns additional instructions from the shareholder to the proxy in case
		1		l				new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and* The content
		1		l				of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.
Leonteg AG	Switzerland	31-mars-22	Management	1.1	Accept Financial Statements and Statutory Reports	For	For	and from on a procedurating below.
· ·		1	Management	1.2	Approve Remuneration Report	For	For	
		1	Management	2	Approve Discharge of Board and Senior Management	For	For	
		1	Management	3	Approve Allocation of Income and Dividends of CHF 1.50 per Share and CHF 1.50 per	For	For	
1	1	1	Management	4.1.1	Share from Capital Contribution Reserves Reelect Christopher Chambers as Director	For	For	
1	1	1	Management	4.1.1	Reelect Sylvie Davidson as Director	For	For	
1	1	I	Management	4.1.3	Reelect Susana Smith as Director	For	For	
	1	1	Management	4.1.4	Reelect Richard Laxer as Director	For	For	
1	1	1	Management	4.1.5	Reelect Philippe Le Baquer as Director	For	For	
	1	1	Management Management	4.1.6 4.1.7	Reelect Thomas Meier as Director Reelect Dominik Schaerer as Director	For For	For For	
		1	Management	4.1.8	Reelect Philippe Weber as Director	For	For	
		1	Management	4.2	Reelect Christopher Chambers as Board Chairman	For	For	
		1	Management	4.3.1	Reappoint Susana Smith as Member of the Nomination and Compensation Committee	For	For	
		1	Management	4.3.2	Reappoint Richard Laxer as Member of the Nomination and Compensation Committee	For	For	We are comfortable with the current composition of the Board.
		1	Management Management	4.3.3 5	Reappoint Philippe Weber as Member of the Nomination and Compensation Committee Ratify Deloitte AG as Auditors	For For	For For	
		1	Management	6	Designate Proxy Voting Services GmbH as Independent Proxy	For	For	
		1	Management	7.1	Approve Remuneration of Directors in the Amount of CHF 1.9 Million	For	For	
		1	Management	7.2	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF	For	For	
		1	Ι., .	l	2.6 Million	_	l _	
		1	Management Management	7.3 7.4	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 6.3 Million Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF	For For	For For	
			Wanagement	/	6.2 Million	101	1 01	
		1	Management	8	Additional Voting Instructions - Board of Directors Proposals (Voting)	For	Against	Votes AGAINST are warranted because:These items concern additional instructions from the shareholder to the proxy in case
		1		l				new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; andThe content
		1						of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against these items on a precautionary basis.
		1	Management	۹	Additional Voting Instructions - Shareholder Proposals (Voting)	None	Against	ulese items on a precautionary basis.
PSP Swiss Property AG	Switzerland	31-mars-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
		1	Management	2	Approve Remuneration Report (Non-Binding)	For	For	
		1	Management	3	Approve Allocation of Income and Dividends of CHF 3.75 per Share	For	For	
	1	1	Management	4	Approve Discharge of Board and Senior Management	For	For	
	1	1	Management Management	5.1 5.2	Reelect Luciano Gabriel as Director Reelect Corinne Denzler as Director	For For	For For	
	1	1	Management	5.2	Reelect Adrian Dudle as Director	For	For	
	1	I	Management	5.4	Reelect Peter Forstmoser as Director	For	For	We are comfortable with the current composition of the Board.
	1	1	Management	5.5	Reelect Henrik Saxborn as Director	For	For	[
1	1	I	Management	5.6 5.7	Reelect Josef Stadler as Director Reelect Aviram Wertheim as Director	For For	For	We are comfortable with the current composition of the Board.
	1	1	Management Management	5.7 5.8	Elect Mark Abramson as Director	For For	For For	
1	1	I	Management	6	Reelect Luciano Gabriel as Board Chairman	For	For	
	1	1	Management	7.1	Reappoint Peter Forstmoser as Member of the Compensation Committee	For	For	We are comfortable with the current composition of the Board.
1	1	1	Management	7.2	Reappoint Adrian Dudle as Member of the Compensation Committee	For	For	[
1	1	1	Management	7.3	Reappoint Josef Stadler as Member of the Compensation Committee	For	For	We are comfortable with the current composition of the Board.
1	1	I	Management Management	8 9	Approve Remuneration of Directors in the Amount of CHF 1 Million Approve Remuneration of Executive Committee in the Amount of CHF 4.2 Million	For For	For For	
1	1	1	Management	10	Ratify Ernst & Young AG as Auditors	For	For	
1	1	1	Management	11	Designate Proxy Voting Services GmbH as Independent Proxy	For	For	
1	1	1	Management	12	Transact Other Business (Voting)	For	Against	
	1	1						new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and* The content
1	1	1		1			1	of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.
TAV Havalimanlari Holding AS	Turkey	31-mars-22	Management	1	Open Meeting, Elect Presiding Council of Meeting and Authorize Presiding Council to Sign	For	For	uno nom on a productional y dadio.
				l '	Minutes of Meeting		1	
1	1	I	Management	2	Accept Board Report	For	For	
	1	1	Management	3	Accept Audit Report	For	For	
	1	1	Management Management	4 5	Accept Financial Statements Approve Discharge of Board	For For	For For	
	1	1	Management	6	Approve Allocation of Income	For	For	
•	•	•		•	1.00	• • • • • • • • • • • • • • • • • • • •		· '

29 | 174

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management	Vote	Significant votes - Rationales
			Management	Number 7	Approve Remuneration Policy	Recommendation For	Decision For	
			Management	8	Elect Directors	For	For	
			Management	9	Approve Director Remuneration	For	For	
			Management	10	Ratify External Auditors	For	For	
		1	Management	11	Amend Company Articles 3 and 6	For	Against	A vote AGAINST is warranted as it would enable the board to issues shares up to 312 percent of the currently issued share
			Management	12	Approve Upper Limit of Donations for 2022 and Receive Information on Donations Made in 2021	For	For	capital.
			Management	15	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles	For	For	
					395 and 396 of Turkish Commercial Law			
Turk Telekomunikasyon AS	Turkey	31-mars-22	Management	1	Open Meeting and Elect Presiding Council of Meeting	For	For	
			Management	2	Authorize Presiding Council to Sign Minutes of Meeting	For	For	
			Management	3 4	Accept Board Report	For	For	
			Management	4 5	Accept Audit Report	For For	For For	
			Management Management	6	Accept Financial Statements Approve Discharge of Board	For	For	
			Management	7	Ratify Director Appointments	For	Against	A vote AGAINST this item is warranted, as both NI-NEDs joined a board that did not meet the one third independence
		1	wanagement	· '	Tradity Director Appointments	101	Against	guideline.A vote AGAINST this item is further warranted for lack of diversity on the board.
			Management	8	Elect Directors	For	Against	A vote AGAINST this item is warranted, as the company has not disclosed all the names of the director nominees in a timely manner.
			Management	9	Approve Director Remuneration	For	Against	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision.
			Management	10	Approve Allocation of Income	For	For	ů ů
			Management	11	Ratify External Auditors	For	Against	A vote AGAINST is warranted because the name of the proposed auditor is not disclosed.
			Management	12	Approve Donation Policy	For	Against	This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
			Management	19	Authorize Board to Acquire Businesses up to a EUR 125 Million Value	For	For	
			Management	20	Authorize Board to Establish New Companies in Relation to Business Acquired	For	For	
			Management	21	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles	For	For	
		1			395 and 396 of Turkish Commercial Law			
Turkiye Garanti Bankasi AS	Turkey	31-mars-22	Management	1	Open Meeting, Elect Presiding Council of Meeting and Authorize Presiding Council to Sign	For	For	
					Minutes of Meeting	_	l _	
			Management	2	Accept Board Report	For	For	
			Management	3	Accept Audit Report	For	For	l
			Management	4	Accept Financial Statements	For	Against	A vote FOR Items 2 and 3 is warranted because these are routine requests in Turkey. A vote FOR Item 6 is warranted due to a lack of concern about the proposed income allocation. A vote AGAINST Item 4 is warranted due to the external auditor's
								qualified opinion on the company's financial statements.
			Management	5	Approve Discharge of Board	For	Against	A vote AGAINST this item is warranted as the auditor has raised serious concerns regarding the provisions made by the
			ľ				ľ	company, which are not in compliance with the Turkish Accounting Standards. The board's lack of responsiveness to the
		1						qualified opinion for several years and the apparent disagreement with the auditor on the accounting treatment of this free provision raise serious concerns, and the board does not further explain the context of the provision.
			Management	6	Approve Allocation of Income	For	For	provision also schools concerns, and the board does not retain explain the context of the provision.
			Management	7	Ratify External Auditors	For	For	
		1	Management	9	Approve Director Remuneration	For	Against	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from
			Management	10	Approve Upper Limit of Donations for 2022 and Receive Information on Donations Made in	For	For	making an informed voting decision.
			l., .		2021	_	۱ ـ	
		1	Management	11	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles	For	For	
					395 and 396 of Turkish Commercial Law			
AKSA Akrilik Kimya Sanayi AS	Turkey	01-avr-22	Management	1	Open Meeting and Elect Presiding Council of Meeting	For	For	
	I		Management	2	Accept Board Report	For	For	
			Management Management	3 4	Accept Audit Report	For	For	
			Management Management	5	Accept Financial Statements Approve Discharge of Board	For For	For For	
			Management	6	Approve Allocation of Income	For	For	
			Management	7	Approve Allocation of income Approve Director Remuneration	For	Against	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from
	I		Management	8	Elect Independent Directors	For	For	making an informed voting decision.
	I		Management	9	Ratify External Auditors	For	For	
	I	1	Management	11	Grant Permission for Board Members to Engage in Commercial Transactions with Company	For	For	
			 		and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles			
Koc Holding A.S.	Turkey	01-avr-22	Management	1	395 and 396 of Turkish Commercial Law Open Meeting and Elect Presiding Council of Meeting	For	For	
1.00 Floring 70.	Turkey	01-avi=22	Management	2	Accept Board Report	For	For	
			Management	3	Accept Audit Report	For	For	
1	I	1	Management	4	Accept Financial Statements	For	For	
1	I	1	Management	5	Approve Discharge of Board	For	For	
	I		Management	6	Approve Allocation of Income	For	For	
	I	1	Management	7	Approve Share Repurchase Program	For	For	
1	I	1	Management	8	Elect Directors	For	For	
			Management	9	Approve Remuneration Policy and Director Remuneration for 2021	For	For	A costs ACAINICE is a second of a state of a
	l		Management	10	Approve Director Remuneration	For	Against	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision.
1	l		Management	11	Ratify External Auditors	For	For	• • • • • •

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management	Vote	Significant votes - Rationales
			Management	Number 12	Approve Upper Limit of Donations for the 2022 and Receive Information on Donations Made	Recommendation For	Against	This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
			Wanagement	12	in 2021		Against	This field walland a vote AGAINOT due to a lack of disclosure of the resolution.
			Management	14	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	For	For	
LONGi Green Energy Technology Co., Ltd.	China	01-avr-22	Management	1	Approve Change in Raised Funds Investment Project	For For	For	
			Management Management	3	Approve Financing Guarantee Approve Performance Guarantee	For	For For	ISS proposes to vote "AGAINST" because the company has failed to disclose sufficient information regarding the guarantee requests such as the identity of some of the guaranteed entities and the company's percentage ownership in the said guaranteed entities. We raised this issue and the company replied to us with a detailed explanation. The company stated that "they will provide the guarantee in line with its shareholding ratio; they can fully control these companies' operations and decisions; and the risk for such kind of guarantees is under control". Moreover, the total guarantee (CNY-20 hn for financing and USD200mn for performance) is acceptable (co% of total assets as of 3Q21) relative to the company's size and operations. Hence, we would like to vote FOR because the company gave a detailed explanation and the total guaranteed amount for subsidiaries is acceptable compared to total asset size. It is supposed to vote "AGAINST" because the company has failed to disclose sufficient information regarding the guarantee requests such as the identity of some of the guarantee affitties and the company's percentage ownership in the said guarantee entities. We raised this issue and the company replied to us with a detailed explanation. The company stated that "they will provide the guarantee in line with its shareholding ratio; they can fully control these companies' operations and USD200mn for performance) is acceptable (co% of total assets as of 3Q21) relative to the company's size and operations. Hence, we would like to vote FOR because the company gave a detailed explanation and the total guaranteed amount for subsidiaries is acceptable compared to total asset size
NX Filtration NV	Netherlands	05-avr-22	Management	2(b)	Approve Remuneration Report	For	For	
			Management Management	3 4(a)	Adopt Financial Statements Approve Discharge of Management Board	For For	For For	
			Management	4(b)	Approve Discharge of Number Board Approve Discharge of Supervisory Board	For	For	
			Management	5(a)	Elect Marc Luttikhuis to Management Board	For	For	
			Management	5(b)	Approve Sign-on Bonus in Shares for Marc Luttikhuis	For		A vote AGAINST is warranted because the award is not accompanied by a compelling rationale and concerns are raised with respect of the design of the award. The proposed sign-on award is financed by majority shareholder Infestos and has the potential to create asymmetric accountability towards shareholders and therefore raises significant governance concerns.
			Management	6	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	l
			Management	'	Grant Board Authority to Issue Shares Up To 20 Percent of Issued Capital and Exclude Preemptive Rights	For	Against	A vote AGAINST is warranted as the amount exceeds the 10 percent limit without preemptive rights and the delegation period exceeds the 18-month limit
			Management	8	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	For	For	Sicosop the 10 month limit.
ORIOR AG	Switzerland	05-avr-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
			Management	2	Approve Remuneration Report	For	For	
			Management Management	3 4	Approve Allocation of Income and Dividends of CHF 2.40 per Share Approve Discharge of Board and Senior Management	For For	For For	
			Management	5.1.1	Reelect Rolf Sutter as Director and Board Chairman	For	For	
			Management	5.1.2	Reelect Markus Neuhaus as Director	For	For	
			Management	5.1.3	Elect Remo Brunschwiler as Director	For	For	
			Management	5.1.4	Reelect Monika Friedli-Walser as Director	For	For	
			Management	5.1.5	Reelect Walter Luethi as Director	For	For	
			Management	5.1.6 5.1.7	Reelect Monika Schuepbach as Director	For For	For For	
			Management Management	5.1.7	Reelect Markus Voegeli as Director Reappoint Monika Friedli-Walser as Member of the Nomination and Compensation	For	For	We are comfortable with the current composition of the Board. Also we are not concerned, in view of the modest size of the
			Management	5.2.2	Committee Reappoint Rolf Sutter as Member of the Nomination and Compensation Committee	For	For	company, to see the compensation and remuneration boards being combined.
			Management	5.2.3	Reappoint Walter Luethi as Member of the Nomination and Compensation Committee	For	For	
			Management	5.3	Ratify Ernst & Young AG as Auditors	For	For	
			Management	5.4 6	Designate Rene Schwarzenbach as Independent Proxy Approve Renewal of EUR 1.9 Million Pool of Authorized Capital with or without Exclusion of	For For	For For	
			Management	ľ	Preemptive Rights	101	1 01	
	I		Management	7	Amend Articles of Association	For	For	
	I		Management	8.1	Approve Remuneration of Directors in the Amount of CHF 810,000	For	For	
			Management Management	8.2 8.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 593,500 Approve Fixed Remuneration of Executive Committee in the Amount of CHF 1.8 Million	For For	For For	
			Management	9	Transact Other Business (Voting)	For		A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case
			,		. 0			new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and "The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.
Straumann Holding AG	Switzerland	05-avr-22	Management	1.1	Accept Financial Statements and Statutory Reports	For	For	
	I		Management Management	1.2 2	Approve Remuneration Report Approve Allocation of Income and Dividends of CHF 6.75 per Share	For For	For For	
			Management	3	Approve Allocation of Income and Dividends of CHF 6.75 per Share Approve 1:10 Stock Split	For	For	
	I		Management	4	Approve Discharge of Board and Senior Management	For	For	
	I		Management	5	Approve Fixed Remuneration of Directors in the Amount of CHF 2.7 Million	For	For	
			Management	6.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 9.7 Million	For	For	
			Management Management	6.2 6.3	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 3.8 Million Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF	For For	For For	
			Management	7.1	Reelect Gilbert Achermann as Director and Board Chairman	For	For	We are comfortable with the current composition of the Board. We do not consider to Mr Gadola to be over boarded, in view of
					Baskart Massa Cadala as Birantas	-	_	the other activities he carries out and the expertise he can bring to STMN.
			Management	7.2	Reelect Marco Gadola as Director	For	For	We are comfortable with the current composition of the Board. We do not consider to Mr Gadola to be over boarded, in view of the other activities he carries out and the expertise he can bring to STMN.

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management	Vote	Significant votes - Rationales
Company Name	Country	meeting Date	rroponent	Number	Troposui rext	Recommendation	Decision	Olgimicant Votes - reactionaliss
			Management	7.3	Reelect Juan Gonzalez as Director	For	For	
			Management	7.4	Reelect Beat Luethi as Director	For	For	We are comfortable with the current composition of the Board. We do not consider to Mr Gadola to be over boarded, in view of
					L	_	l _	the other activities he carries out and the expertise he can bring to STMN.
			Management	7.5	Reelect Petra Rumpf as Director	For	For	We are comfortable with the current composition of the Board. We do not consider to Mr Gadola to be over boarded, in view of the other activities he carries out and the expertise he can bring to STMN.
			Management	7.6	Reelect Thomas Straumann as Director	For	For	We are comfortable with the current composition of the Board. We do not consider to Mr Gadola to be over boarded, in view of
			Wanagement	7.0	Treclest Homas Gradmann as Director	101	1 01	the other activities he carries out and the expertise he can bring to STMN.
			Management	7.7	Reelect Regula Wallimann as Director	For	For	·
			Management	7.8	Elect Nadia Schmidt as Director	For	For	L
			Management	8.1	Reappoint Beat Luethi as Member of the Nomination and Compensation Committee	For	For	We are comfortable with the current composition of the Board. We do not consider to Mr Gadola to be over boarded, in view of
			Management	8.2	Reappoint Regula Wallimann as Member of the Nomination and Compensation Committee	For	For	the other activities he carries out and the expertise he can bring to STMN.
			Wanagement	0.2	Treappoint regula Wallina in as Wember of the Normation and Compensation Committee	101	1 01	
			Management	8.3	Reappoint Juan Gonzalez as Member of the Nomination and Compensation Committee	For	For	
			Management	8.4	Appoint Nadia Schmidt as Member of the Nomination and Compensation Committee	For	For	
			Management	9	Designate Neovius AG as Independent Proxy Ratify Ernst & Young AG as Auditors	For	For	
			Management Management	10 11	Transact Other Business (Voting)	For For	For Against	A vote AGAINST is warranted because:* This item concerns additional instructions from the shareholder to the proxy in case
			ivialiagement		Transact Other Business (Voling)	101	Against	new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and* The content
								of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against
								this item on a precautionary basis.
EDP-Energias de Portugal SA	Portugal	06-avr-22	Management	1.1	Approve Individual and Consolidated Financial Statements and Statutory Reports	For	For	
			Management Management	1.2 2.1	Approve Sustainability Report Approve Allocation of Income	For For	For For	
			Management	2.1	Approve Allocation of Income Approve Dividends	For	For	
			Management	3.1	Appraise Management of Company and Approve Vote of Confidence to Management Board	For	For	
			J					
			Management	3.2	Appraise Supervision of Company and Approve Vote of Confidence to Supervisory Board	For	For	
					L	_	l _	
			Management	3.3	Appraise Work Performed by Statutory Auditor and Approve Vote of Confidence to Statutory Auditor	For	For	
			Management	4	Authorize Repurchase and Reissuance of Shares	For	For	
			Management	5	Authorize Repurchase and Reissuance of Repurchased Debt Instruments	For	For	
			Management	6	Elect Vice-Chair of the General Meeting Board	For	For	
Elisa Oyj	Finland	06-avr-22	Management	7	Accept Financial Statements and Statutory Reports	For	For	
			Management	8	Approve Allocation of Income and Dividends of EUR 2.05 Per Share	For	For	
			Management	9 10	Approve Discharge of Board and President	For For	For	
			Management Management	11	Approve Remuneration Report (Advisory Vote) Approve Remuneration of Directors in the Amount of EUR 130,000 for Chairman, EUR	For	For For	
			Wanagement		85,000 for Vice Chairman and the Chairman of the Committees, and EUR 70,000 for Other	101	1 01	
					Directors; Approve Meeting Fees			
			Management	12	Fix Number of Directors at Nine	For	For	
			Management	13	Reelect Clarisse Berggardh (Vice Chair), Maher Chebbo, Kim Ignatius, Topi Manner, Eva-	For	For	
					Lotta Sjostedt, Anssi Vanjoki (Chair) and Antti Vasara as Directors; Elect Katariina Kravi and Pia Kall as New Directors			
			Management	14	Approve Remuneration of Auditors	For	For	
			Management	15	Ratify KPMG as Auditors	For	For	
			Management	16	Authorize Share Repurchase Program	For	For	
			Management	17	Approve Issuance of up to 15 Million Shares without Preemptive Rights	For	For	
Ferrovial SA	Spain	06-avr-22	Management Management	1.1 1.2	Approve Consolidated and Standalone Financial Statements Approve Non-Financial Information Statement	For For	For For	
			Management	2	Approve Treatment of Net Loss	For	For	
			Management	3	Approve Discharge of Board	For	For	
			Management	4.1	Reelect Rafael del Pino y Calvo-Sotelo as Director	For	Against	A vote AGAINST the reelection of chair/CEO Rafael del Pino y Calvo-Sotelo under Item 4.1 is warranted because he is not
			-		·		-	proposed for interim term only and the company has failed to disclose any plans to separate CEO and chairman positions in the
								near term. A vote FOR Items 4.2 and 4.5-4.7 is warranted due to a lack of concerns about the independent director nominees.
1								A vote FOR the reelections of NI-NEDs Maria del Pino and Jose Sanchez-Junco under Items 4.3 and 4.4 is warranted, as the board meets the 50 percent independence guideline for Spain-incorporated, non-controlled companies, and the composition of
1								the board committees does not raise concerns.
1			Management	4.2	Reelect Oscar Fanjul Martin as Director	For	For	
1			Management	4.3	Reelect Maria del Pino y Calvo-Sotelo as Director	For	For	
1			Management	4.4	Reelect Jose Fernando Sanchez-Junco Mans as Director	For	For	
1			Management	4.5 4.6	Reelect Bruno Di Leo as Director	For	For	
			Management		Ratify Appointment of and Elect Hildegard Wortmann as Director	For	For	
1	1		Management Management	4.7 5	Ratify Appointment of and Elect Alicia Reyes Revuelta as Director Approve Scrip Dividends	For For	For For	
1			Management	6	Approve Scrip Dividends Approve Scrip Dividends	For	For	
1			Management	7	Approve Reduction in Share Capital via Amortization of Treasury Shares	For	For	
1			Management	8.1	Amend Articles Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	For	For	
1			Management	8.2	Amend Articles Re: Changes in the Corporate Enterprises Law	For	For	
1			Management	8.3	Amend Articles Re: Technical Improvements	For	For	
1			Management	9.1	Amend Articles of General Meeting Regulations Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	For	For	
1			Management	9.2	Amend Articles of General Meeting Regulations Re: Changes in the Corporate Enterprises	For	For	
1			Ů		Law			
1			Management	9.3	Amend Articles of General Meeting Regulations Re: Technical Improvements	For	For	
I	I		Management	10	Advisory Vote on Company's Greenhouse Gas Emissions Reduction Plan	For	For	ı

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management	Vote	Significant votes - Rationales
	,			Number		Recommendation	Decision	
		l	Management	11	Approve Remuneration Policy	For	For	
		l	Management	12	Advisory Vote on Remuneration Report	For	For	
		1	Management	13	Authorize Share Repurchase Program	For	For	
			Management	14	Authorize Board to Ratify and Execute Approved Resolutions	For	For	
HUBER+SUHNER AG	Switzerland	06-avr-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
		l	Management	2	Approve Allocation of Income and Dividends of CHF 2.00 per Share Approve Discharge of Board and Senior Management	For For	For For	
		l	Management Management	3 4.1	Reelect Urs Kaufmann as Director and as Board Chairman	For	For	We are comfortable with the current composition of the Board. We do not consider Urs Kauffmann to be over boarded in view
		l	iviariagement	4.1	Reciect of s Raufflatiff as Director and as board Chairman	101	1 01	of the size and complexities of companies in which he is involved.
		l	Management	4.2	Reelect Beat Kaelin as Director	For	For	We are comfortable with the current composition of the Board. We do not consider Urs Kauffmann to be over boarded in view
		l						of the size and complexities of companies in which he is involved.
		1	Management	4.3	Reelect Monika Buetler as Director	For	For	· · · · · ·
		l	Management	4.4	Reelect Rolf Seiffert as Director	For	For	We are comfortable with the current composition of the Board. We do not consider Urs Kauffmann to be over boarded in view
		l				_	_	of the size and complexities of companies in which he is involved.
		l	Management	4.5	Reelect Franz Studer as Director	For	For	We are comfortable with the current composition of the Board. We do not consider Urs Kauffmann to be over boarded in view
		l	Management	4.6	Reelect Joerg Walther as Director	For	For	of the size and complexities of companies in which he is involved.
		l	Management	4.6 5.1	Appoint Monika Buetler as Member of the Nomination and Compensation Committee	For	For	
		l	Management	5.2	Reappoint Worling Buetter as Weinber of the Nomination and Compensation Committee	For	For	We are comfortable with the current composition of the Board. We do not consider Urs Kauffmann to be over boarded in view
		l	Wanagement	0.2	Treappoint Beat raciiii as wellber of the Normination and Compensation Committee	101	1 01	of the size and complexities of companies in which he is involved.
		l	Management	6	Approve Remuneration Report (Non-Binding)	For	For	We are comfortable with the current composition of the Board. We do not consider Urs Kauffmann to be over boarded in view
		l	ŭ					of the size and complexities of companies in which he is involved.
		l	Management	7.1	Approve Remuneration of Directors in the Amount of CHF 740,000 from 2022 AGM until	For	For	
		1			2023 AGM			
		1	Management	7.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.8 Million for	For	For	
		l		7.0	the Period July 1, 2022 - June 30, 2023	_	_	
		1	Management	7.3	Approve Share-Based Remuneration of Directors in the Amount of CHF 600,000 from 2021 AGM until 2022 AGM	For	For	
		l	Management	7.4	Approve Variable Remuneration of Executive Committee in the Amount of CHF 2.2 Million	For	For	
		l	iviariagement	7.4	for Fiscal 2021	101	1 01	
		l	Management	8	Ratify Ernst & Young AG as Auditors	For	For	
		l	Management	9	Designate Bratschi AG as Independent Proxy	For	For	
		l	Management	10	Transact Other Business (Voting)	For	Against	A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case
		l						new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content
		l						of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against
		L						this item on a precautionary basis.
UBS Group AG	Switzerland	06-avr-22	Management Management	1 2	Accept Financial Statements and Statutory Reports Approve Remuneration Report	For For	For For	
		1	Management	3	Approve Climate Action Plan	For		A vote AGAINST this proposal is warranted given the apparent gaps in the company's climate reporting and lack of science-
		l	Wanagement	3	Approve diffiate Action Fian	101		based target setting. While UBS Group has committed to a net-zero by 2050 ambition, the company has not disclosed a clear,
		1						forward-looking climate strategy, only disclosing some of the short, medium, and long-term targets, to substantiate how it will
		1						deliver on this ambition.
		l	Management	4	Approve Allocation of Income and Dividends of USD 0.50 per Share	For	For	
		l	Management	5	Approve Discharge of Board and Senior Management for Fiscal Year 2021, excluding	For	For	
		1			French Cross-Border Matter	_	_	
		l	Management	6.1	Reelect Jeremy Anderson as Director	For	For For	
		1	Management	6.2	Reelect Claudia Boeckstiegel as Director	For		
			Management	6.3	Reelect William Dudley as Director	For	For	
			Management Management	6.3 6.4	Reelect William Dudley as Director Reelect Patrick Firmenich as Director	For For	For For	
			Management Management Management	6.3	Reelect William Dudley as Director Reelect Patrick Firmenich as Director Reelect Fred Hu as Director	For For For	For	
			Management Management	6.3 6.4 6.5	Reelect William Dudley as Director Reelect Patrick Firmenich as Director Reelect Fred Hu as Director Reelect Mark Hughes as Director Reelect Markialie Rachou as Director	For For For For	For For For	
			Management Management Management Management Management Management	6.3 6.4 6.5 6.6 6.7 6.8	Reelect William Dudley as Director Reelect Patrick Firmenich as Director Reelect Fatel Hu as Director Reelect Mark Hughes as Director Reelect Mark Hughes as Director Reelect Nathalie Rachou as Director Reelect Julie Richardson as Director	For For For For For	For For For For For	
			Management Management Management Management Management Management Management Management	6.3 6.4 6.5 6.6 6.7 6.8 6.9	Reelect William Dudley as Director Reelect Patrick Firmenich as Director Reelect Fred Hu as Director Reelect Fred Hu as Director Reelect Mark Hughes as Director Reelect Nathalie Rachou as Director Reelect Julie Richardson as Director Reelect Dieter Wemmer as Director	For For For For For For	For For For For For For	
			Management Management Management Management Management Management Management Management Management	6.3 6.4 6.5 6.6 6.7 6.8 6.9 6.10	Reelect William Dudley as Director Reelect Patrick Firmenich as Director Reelect Fred Hu as Director Reelect Mark Hughes as Director Reelect Mark Hughes as Director Reelect Nathaila Rachou as Director Reelect Julie Richardson as Director Reelect Dieter Wenmer as Director Reelect Dieter Wenmer as Director	For For For For For For For	For For For For For For For	
			Management	6.3 6.4 6.5 6.6 6.7 6.8 6.9 6.10 7.1	Reelect William Dudley as Director Reelect Patrick Firmenich as Director Reelect Fatel Hu as Director Reelect Fred Hu as Director Reelect Mark Hughes as Director Reelect Nathalie Rachou as Director Reelect Julie Richardson as Director Reelect Julie Richardson as Director Reelect Julie Lagrant Wermer as Director Reelect Jeanette Wong as Director Elect Lukas Gaehwiler as Director	For For For For For For For	For For For For For For For For	
			Management	6.3 6.4 6.5 6.6 6.7 6.8 6.9 6.10 7.1	Reelect William Dudley as Director Reelect Patrick Firmenich as Director Reelect Fred Hu as Director Reelect Mark Hughes as Director Reelect Mark Hughes as Director Reelect Allahiale Rachou as Director Reelect Julie Richardson as Director Reelect Julie Richardson as Director Reelect Dieter Wermer as Director Reelect Jeanette Wong as Director Elect Lukas Gaehwiler as Director Elect Lukas Gelehver as Director and Board Chairman	For For For For For For For For	For For For For For For For For	
			Management	6.3 6.4 6.5 6.6 6.7 6.8 6.9 6.10 7.1 7.2 8.1	Reelect William Dudley as Director Reelect Patrick Firmenich as Director Reelect Fred Hu as Director Reelect Mark Hughes as Director Reelect Mark Hughes as Director Reelect Nathalie Rachou as Director Reelect Julie Richardson as Director Reelect Dieter Wemmer as Director Reelect Dieter Wemmer as Director Elect Lukas Gaehwiller as Director Elect Colm Kelleher as Director and Board Chairman Reappoint Julie Richardson as Member of the Compensation Committee	For For For For For For For For For	For For For For For For For For	
			Management	6.3 6.4 6.5 6.6 6.7 6.8 6.9 6.10 7.1 7.2 8.1	Reelect William Dudley as Director Reelect Patrick Firmenich as Director Reelect Patrick Has Director Reelect Fred Hu as Director Reelect Mark Hughes as Director Reelect Nathalie Rachou as Director Reelect Alleh Richardson as Director Reelect Julie Richardson as Director Reelect Dieter Wemmer as Director Reelect Jeanette Wong as Director Reelect Lukas Gaehwiler as Director Elect Colm Kelleher as Director and Board Chairman Reappoint Julie Richardson as Member of the Compensation Committee Reappoint Dieter Wemmer as Member of the Compensation Committee	For	For For For For For For For For For For	
			Management	6.3 6.4 6.5 6.6 6.7 6.8 6.9 6.10 7.1 7.2 8.1	Reelect William Dudley as Director Reelect Patrick Firmenich as Director Reelect Fred Hu as Director Reelect Mark Hughes as Director Reelect Mark Hughes as Director Reelect Allahaile Rachou as Director Reelect Julie Richardson as Director Reelect Julie Richardson as Director Reelect Dieter Wemmer as Director Reelect Leanette Wong as Director Elect Lukas Gaehwiler as Director Elect Colm Kelleher as Director and Board Chairman Reappoint Julie Richardson as Member of the Compensation Committee Reappoint Dieter Wemmer as Member of the Compensation Committee Reappoint Dieter Wemmer as Member of the Compensation Committee	For	For For For For For For For For For For	
			Management	6.3 6.4 6.5 6.6 6.7 6.8 6.9 6.10 7.1 7.2 8.1 8.2 8.3	Reelect William Dudley as Director Reelect Patrick Firmenich as Director Reelect Patrick Has Director Reelect Fred Hu as Director Reelect Mark Hughes as Director Reelect Nathalie Rachou as Director Reelect Alleh Richardson as Director Reelect Julie Richardson as Director Reelect Dieter Wemmer as Director Reelect Jeanette Wong as Director Reelect Lukas Gaehwiler as Director Elect Colm Kelleher as Director and Board Chairman Reappoint Julie Richardson as Member of the Compensation Committee Reappoint Dieter Wemmer as Member of the Compensation Committee	For	For For For For For For For For For For	
			Management	6.3 6.4 6.5 6.6 6.7 6.8 6.9 6.10 7.1 7.2 8.1 8.2 8.3 9.1	Reelect William Dudley as Director Reelect Patrick Firmenich as Director Reelect Fred Hu as Director Reelect Mark Hughes as Director Reelect Mark Hughes as Director Reelect Nathalia Rachou as Director Reelect Julie Richardson as Director Reelect Dieter Wemmer as Director Reelect Dieter Wemmer as Director Reelect Julie Richardson as Director Reelect Leanette Wong as Director Elect Lukas Gaehwiler as Director and Board Chairman Reappoint Julie Richardson as Member of the Compensation Committee Reappoint Dieter Wemmer as Member of the Compensation Committee Reappoint Dieter Wemmer as Member of the Compensation Committee Reappoint Dieter Wemmer as Member of the Compensation Committee Approve Remuneration of Directors in the Amount of CHF 13 Million Approve Variable Remuneration of Executive Committee in the Amount of CHF 79.8 Million	For	For For For For For For For For For For	
			Management	6.3 6.4 6.5 6.6 6.7 6.8 6.9 6.10 7.1 7.2 8.1 8.2 8.3 9.1 9.2	Reelect William Dudley as Director Reelect Patrick Firmenich as Director Reelect Patrick Have Sprector Reelect Mark Hughes as Director Reelect Mark Hughes as Director Reelect Nathalie Rachou as Director Reelect Julie Richardson as Director Reelect Dieter Wemmer as Director Reelect Dieter Wemmer as Director Reelect Deanette Wong as Director Elect Lukas Gaerhwiller as Director Elect Colm Kelleher as Director and Board Chairman Reappoint Julie Richardson as Member of the Compensation Committee Reappoint Jeanette Wong as Member of the Compensation Committee Reappoint Jeanette Wong as Member of the Compensation Committee Reappoint Jeanette Wong as Member of the Compensation Committee Reappoint Jeanette Wong as Member of the Compensation Committee Reappoint Jeaneter Wong as Member of the Compensation Committee Reappoint Jean	For	For For For For For For For For For For	
			Management	6.3 6.4 6.5 6.6 6.7 6.8 6.9 6.10 7.1 7.2 8.1 8.2 8.3 9.1 9.2	Reelect William Dudley as Director Reelect Patrick Firmenich as Director Reelect Fred Hu as Director Reelect Mark Hughes as Director Reelect Mark Hughes as Director Reelect Mark Hughes as Director Reelect Julie Richardson as Director Reelect Julie Richardson as Director Reelect Delter Wemmer as Director Reelect Julie Richardson as Director Elect Lukas Gaehwiler as Director Elect Lukas Gaehwiler as Director Elect Colm Kelleher as Director and Board Chairman Reappoint Julie Richardson as Member of the Compensation Committee Reappoint Dieter Wemmer as Member of the Compensation Committee Reappoint Dieter Wemmer as Member of the Compensation Committee Approve Remuneration of Directors in the Amount of CHF 13 Million Approve Fixed Remuneration of Executive Committee in the Amount of CHF 79.8 Million Designate ADB Altorfer Duss & Beilstein AG as Independent Proxy	For	For For For For For For For For For For	
			Management	6.3 6.4 6.5 6.6 6.7 6.8 6.9 6.10 7.1 7.2 8.1 8.2 8.3 9.1 9.2	Reelect William Dudley as Director Reelect Patrick Firmenich as Director Reelect Fred Hu as Director Reelect Mark Hughes as Director Reelect Mark Hughes as Director Reelect Authalie Rachou as Director Reelect Authalie Rachou as Director Reelect Dieter Wemmer as Director Reelect Dieter Wemmer as Director Reelect Cleater Wemmer as Director Elect Cukas Gaehwiler as Director Elect Colm Kelleher as Director and Board Chairman Reappoint Unlie Richardson as Member of the Compensation Committee Reappoint Dieter Wemmer as Member of the Compensation Committee Reappoint Dieter Wemmer as Member of the Compensation Committee Reappoint Jeanette Wong as Member of the Compensation Committee Approve Remuneration of Directors in the Amount of CHF 13 Million Approve Variable Remuneration of Executive Committee in the Amount of CHF 79.8 Million Designate ADB Altorfer Duss & Beilstein AG as Independent Proxy Ratify Erns & Young AG as Auditors	For	For For For For For For For For For For	
			Management	6.3 6.4 6.5 6.6 6.7 6.8 6.9 6.10 7.1 7.2 8.1 8.2 8.3 9.1 9.2	Reelect William Dudley as Director Reelect Patrick Firmenich as Director Reelect Fred Hu as Director Reelect Mark Hughes as Director Reelect Mark Hughes as Director Reelect Mark Hughes as Director Reelect Julie Richardson as Director Reelect Lowas Gaehwiler as Director Elect Lukas Gaehwiler as Director Elect Clum Kelleher as Director and Board Chairman Reappoint Julie Richardson as Member of the Compensation Committee Reappoint Dieter Wemmer as Member of the Compensation Committee Reappoint Julie Richardson as Member of the Compensation Committee Reappoint Julie Richardson in the Compensation Committee Reappoint Julie Richardson in the Compensation Committee Reappoint Julie Richardson of Executive Committee in the Amount of CHF 79.8 Million Approve Variable Remuneration of Executive Committee in the Amount of CHF 79.8 Million Designate ADB Altorfer Duss & Beilstein AG as Independent Proxy Ratify Ernst & Young AG as Auditors Approve CHF 17.8 Million Reduction in Share Capital as Part of the Share Buyback Program	For	For For For For For For For For For For	
			Management	6.3 6.4 6.5 6.6 6.7 6.8 6.9 6.10 7.1 7.2 8.1 8.2 9.1 9.2 10.1	Reelect William Dudley as Director Reelect Patrick Firmenich as Director Reelect Fred Hu as Director Reelect Mark Hughes as Director Reelect Mark Hughes as Director Reelect Mark Hughes as Director Reelect Dieter Wemmer as Director Reelect Dieter Wemmer as Director Reelect Dieter Wemmer as Director Reelect Julie Richardson as Director Elect Lukas Gaehwiler as Director Elect Lukas Gaehwiler as Director Elect Com Kelleher as Director and Board Chairman Reappoint Julie Richardson as Member of the Compensation Committee Reappoint Dieter Wemmer as Member of the Compensation Committee Reappoint Deleter Wemmer as Member of the Compensation Committee Reappoint Deleter Wemmer as Member of the Compensation Committee Approve Remuneration of Directors in the Amount of CHF 13 Million Approve Variable Remuneration of Executive Committee in the Amount of CHF 79.8 Million Approve Fixed Remuneration of Executive Committee in the Amount of CHF 33 Million Designate ADB Altorfer Duss & Beilstein AG as Independent Proxy Ratify Ernst & Young AG as Auditors Approve CHF 17.8 Million Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	For	For	
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Vontobel Holding AG	Switzerland	06-avr-22	Management	6.3 6.4 6.5 6.6 6.7 6.8 6.9 6.10 7.1 7.2 8.1 8.2 9.1 9.2 10.1	Reelect Villiam Dudley as Director Reelect Patrick Firmenich as Director Reelect Fred Hu as Director Reelect Mark Hughes as Director Reelect Mark Hughes as Director Reelect Mark Hughes as Director Reelect Julie Richardson as Director Elect Lukas Gaehwiler as Director Elect Clum Kelleher as Director and Board Chairman Reappoint Julie Richardson as Member of the Compensation Committee Reappoint Dieter Wermmer as Member of the Compensation Committee Reappoint Dieter Wermmer as Member of the Compensation Committee Reappoint Dieter Wermmer as Member of the Compensation Committee Reappoint Dieter Wermmer as Member of the Compensation Committee Approve Remuneration of Directors in the Amount of CHF 13 Million Approve Variable Remuneration of Executive Committee in the Amount of CHF 79.8 Million Approve CHF 17.8 Million Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares Authorize Repurchased of up to USD 6 Billion in Issued Share Capital Transact Other Business (Voting)	For	For	
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Vontobel Holding AG	Switzerland	06-avr-22	Management	6.3 6.4 6.5 6.6 6.7 6.8 6.9 6.10 7.1 7.2 8.1 8.2 9.1 9.2 10.1 10.2 11	Reelect William Dudley as Director Reelect Patrick Firmenich as Director Reelect Fred Hu as Director Reelect Mark Hughes as Director Reelect Mark Hughes as Director Reelect Mark Hughes as Director Reelect Julie Richardson as Director Reelect Julie Richardson as Director Reelect Dieter Wemmer as Director Reelect Leannette Wong as Director Elect Lukas Gaehwiler as Director Elect Lukas Gaehwiler as Director and Board Chairman Reappoint Julie Richardson as Member of the Compensation Committee Reappoint Dieter Wemmer as Member of the Compensation Committee Reappoint Dieter Wemmer as Member of the Compensation Committee Reappoint Danentet Wong as Member of the Compensation Committee Reappoint Danentet Wong as Member of the Compensation Committee Approve Remuneration of Directors in the Amount of CHF 13 Million Approve Variable Remuneration of Executive Committee in the Amount of CHF 79.8 Million Approve Fixed Remuneration of Executive Committee in the Amount of CHF 33 Million Designate ADB Altorfer Duss & Beilstein AG as Independent Proxy Ratify Ernst & Young AG as Auditors Approve CHF 17.8 Million Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares Authorize Repurchase of up to USD 6 Billion in Issued Share Capital Transact Other Business (Voting) Accept Financial Statements and Statutory Reports	For	For	
Vontobel Holding AG	Switzerland	06-avr-22	Management	6.3 6.4 6.5 6.6 6.7 6.8 6.9 6.10 7.1 7.2 8.1 8.2 9.3 10.1 10.2 11 12 13	Reelect William Dudley as Director Reelect Patrick Firmenich as Director Reelect Fred Hu as Director Reelect Mark Hughes as Director Reelect Mark Hughes as Director Reelect Mark Hughes as Director Reelect Julie Richardson as Director Reelect Lome Kelleher as Director Reelect Lome Geleher as Director and Board Chairman Reappoint Julie Richardson as Member of the Compensation Committee Reappoint Julie Richardson as Member of the Compensation Committee Reappoint Dieter Wemmer as Member of the Compensation Committee Reappoint Julie Richardson as Member of the Compensation Committee Reappoint Julie Richardson as Member of the Compensation Committee Reappoint Julie Richardson as Member of the Compensation Committee Reappoint Dieter Wemmer as Member of the Compensation Committee Reappoint Dieter Wemmer as Member of the Compensation Committee Reappoint Desponsation of Executive Committee in the Amount of CHF 79.8 Million Approve Paribud Remuneration of Executive Committee in the Amount of CHF 79.8 Million Designate ADB Altorfer Duss & Beilstein AG as Independent Proxy Ratify Ernst & Young AG as Auditors Approve OE/17.8 Million Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares Authorize Repurchase of type to USD 6 Billion in Issued Share Capital Transact Other Business (Voting) Accept Financial Statements and Statutory Reports Approve Discharge of Board and Senior Management	For	For	
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Vontobel Holding AG	Switzerland	06-avr-22	Management	6.3 6.4 6.5 6.6 6.7 6.8 6.9 6.10 7.1 7.2 8.1 8.2 8.3 9.1 10.1 10.2 11 12 13 1 2 3 4.1	Reelect William Dudley as Director Reelect Patrick Firmenich as Director Reelect Patrick Firmenich as Director Reelect Mark Hughes as Director Reelect Mark Hughes as Director Reelect Mark Hughes as Director Reelect Julie Richardson as Director Reelect Julie Richardson as Director Reelect Julie Richardson as Director Reelect Jeanette Womgr as Director Reelect Jeanette Wong as Director Reepoint Julie Richardson as Member of the Compensation Committee Reappoint Julie Richardson as Member of the Compensation Committee Reappoint Jeanette Wong as Member of the Compensation Committee Reappoint Jeanette Wong as Member of the Compensation Committee Reappoint Jeanette Wong as Member of the Compensation Committee Reappoint Jeanette Wong as Member of the Compensation Committee Reappoint Jeanette Wong as Member of the Compensation Committee Reappoint Jeanette Wong as Member of the Compensation Committee Reappoint Jeanette Wong as Member of the Compensation Committee Reappoint Jeanette Wong as Member of the Compensation Committee Reappoint Jeanette Wong as Member of the Compensation Committee Reappoint Jeanette Wong as Member of the Compensation Committee Reappoint Jeanette Wong as Member of the Compensation Committee Reappoint Jeanette Vong as Member of the Compensation Committee Reappoint Jeanette Vong as Member of the Compensation Committee Reappoint Jeanette Vong as Member of the Compensation Committee Reappoint Jeanette Vong as Member of the Compensation Committee Reappoint Jeanette Vong as Member of the Compensation Committee Reappoint Jeanette Vong as Member of the Compensation Committee Reappoint Jeanette Vong as Member of the Compensation Committee Reappoint Jeanette Vong as Member of the Compensation Committee Reappoint Jeanette Vong as Member of the Compensation Committee Reappoint Jeanette Vong as Associated Vong as Associated Vong as Associated Vong as Associated Vong as Associa	For	For	

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Maragement Analyse Additional Performance Share Awards to the Executive Committee for Fixtal Year Solid in the Amount of CHF 24 Million Transact Other Business (Voting) Transact Other Business (Voti				Management	7.5		For	For	
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Management B Transact Ofter Business (Volteg) Sexizerism Ob-en-22 Management C Ma				Management	7.0		For	FOI	we are comfortable with the remuneration scheme.
Switzerland Switz				Management	8		For	Against	A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case
Agrow Remarks and Statutory Reports Switzerland									new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content
Autor for authorized and Switzerland OS-ew-22 Management 1.1 Approve Removements and Statistory Reports For									
Management 2 12 Approve Allocation of Income and Dischagated 60 Hz 90.55 par Share Management 2 2 Approve Allocation of Income and Dischagated 60 Hz 90.55 par Share Management 4 1-12 Approve Allocation of Income and Dischagated 60 Hz 90.55 par Share Management 4 1-12 Approve Allocation of Dischagated 80 and Exclusion Management 4 1-12 Management 5 1-12 Management 6 1-12 Management 7 1-12 Management 8	ich Insurance Group AG	Switzerland	06-avr-22	Management	1.1	Accept Financial Statements and Statutory Reports	For	For	and normal proceedings beside.
Management 2.2 Aprove Albosino of Dividends of CHF 165 per Share from Capital Contribution Reserves For For Management 3 Audition 1	·			Management		Approve Remuneration Report (Non-Binding)			
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Management				Management		Reelect Christoph Franz as Director			
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Management						Reappoint Catherine Bessant as Member of the Compensation Committee			
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Management 4.3 Designate Keller KLG as Independent Proxy Management 4.4 Ratify Ernst & Young AG as Auditors Management 5.1 Approve Remuneration of Directors in the Amount of CHF 6 Million Management Management 6.2 Approve Remuneration of Executive Committee in the Amount of CHF 79 Million Management 6.6 Approve Remuneration of Executive Committee in the Amount of CHF 91 Million Management 7 Management 7 Management 8.2 Approve Amendment to Existing Conditional Capital Pool of CHF 4.5 Million with or without Exclusion of Preemptive Rights and Approve Amendment to Existing Conditional Capital Pool of CHF 91 Million Management 7 Transact Other Business (Voting) Andritz AG Austria 07-avr-22 Management 2 Approve Allocation of Income and Dividends of EUR 1.65 per Share Management 3 Approve Discharge of Management 5 Approve Approve Management 6 Approve Against Pool of For									
Management				Management		Designate Keller KLG as Independent Proxy	For	For	
Management 5.2 Approve Remuneration of Executive Committee in the Amount of CHF 79 Million For For Approve Extension of Existing Authorized Capital Pool of CHF 4.5 Million with or without For For For Management 7 Transact Other Business (Voting) Management 7 Transact Other Business (Voting) Andritz AG Austria 07-avr-22 Management 2 Approve Allocation of Income and Dividends of EUR 1.65 per Share Management 3 Approve Allocation of Income and Dividends of Fuer Pool For									
Management 6 Approve Extension of Existing Authorized Capital Pool of CHF 4.5 Million with out Exclusion of Preemptive Rights and Approve Amendment to Existing Conditional Capital Pool Management 7 Transact Other Business (Voting) For Against A vote AGAINST is warranted because.* This item concerns additional instructions from the shareholder to new voting items or counterproposals are introduced at the meeting by shareholders or the board of director of these new Items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest this item on a precautionary basis. Andritz AG Austria 07-avr-22 Management 2 Approve Allocation of Income and Dividends of EUR 1.65 per Share For For Management 3 Approve Discharge of Management Board for Fiscal Year 2021 For For									
Andritz AG Austria Approve Allocation of Income and Dividends of EUR 1.65 per Share For For For For For For For F						Approve Extension of Existing Authorized Capital Pool of CHF 4.5 Million with or without			
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Andritz AG Austria 07-avr-22 Management 2 Approve Allocation of Income and Dividends of EUR 1.65 per Share For For Management 5 Approve Discharge of Management Board for Fiscal Year 2021 For For				Managomoni	·	Transact Califor Edulation (Volumy)			new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and* The content
Andritz AG Austria 07-avr-22 Management 2 Approve Allocation of Income and Dividends of EUR 1.65 per Share For For Management 3 Approve Discharge of Management Board for Fiscal Year 2021 For For									of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against
Management 3 Approve Discharge of Management Board for Fiscal Year 2021 For For	dritz AG	Austria	07 007 22	Managamant	2	Approve Allocation of Income and Dividends of EUD 4.65 per Chara	Ear	Enr	this item on a precautionary basis.
	IIIL AG	Austria	Ur-dVI-22		3				
				Management		Approve Discharge of Supervisory Board for Fiscal Year 2021	For	For	
Management 5 Approve Remuneration of Supervisory Board Members For For Hongarement 6 Bertin Mark Members For					5				
Management 6 Ratify KPMG Austria GmbH as Auditors for Fiscal Year 2022 For For For Management 7 Elect Wolfgang Leitner as Supervisory Board Member For Against A vote AGAINST the non-independent nominee, Wolfgang Leitner, is warranted as a signal of concern bec					7				A vote AGAINST the non-independent nominee, Wolfgang Leitner, is warranted as a signal of concern because the board is
insufficiently gender diverse. We also note that Leitner is transitioning directly from his role as CEO to mem					· .	5 g , monitor			insufficiently gender diverse. We also note that Leitner is transitioning directly from his role as CEO to member of the
supervisorry board without a cooling off period, which may be of concern to some shareholders.					_	A D	_	_	supervisory board without a cooling off period, which may be of concern to some shareholders.
Management 8 Approve Remuneration Report For For Management 9 Amend Articles Re: Management Board Composition For For					8				
Banco BPM SpA Italy 07-avr-22 Management 1 Accept Financial Statements and Statutory Reports For For	nco BPM SpA	Italy	07-avr-22		1				
Management 2 Approve Allocation of Income For For	·	•		Management	_	Approve Allocation of Income	For	For	
Management 3 Integrate Remuneration of External Auditors For For Management 4.1 Approve Remuneration Policy For					-				
Management 4.1 Approve Remuneration Policy For For Management 4.2 Approve Second Section of the Remuneration Report For For									
Management 5 Approve Secura securior de remainatari report 10 10 Management 5 For For									
Management 6.1 Approve 2022 Short-Term Incentive Plan For For									

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management		Significant votes - Rationales
			Managamant	Number 6.2	Approve 2022-2024 Long-Term Incentive Plan	Recommendation	Decision	
		1	Management Management	7	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service	For For	For For	
		1	managomoni	· ·	2022 Short-Term Incentive Plan and 2022-2024 Long-Term Incentive Plan		'"	
		1	Management	1	Amend Company Bylaws	For	For	
		L	Management	A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	None	Against	
Deutsche Telekom AG	Germany	07-avr-22	Management Management	3	Approve Allocation of Income and Dividends of EUR 0.64 per Share Approve Discharge of Management Board for Fiscal Year 2021	For For	For For	
		1	Management	4	Approve Discharge of Management Board for Fiscal Year 2021 Approve Discharge of Supervisory Board for Fiscal Year 2021	For	For	
		1	Management	5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2022 and for the Review of the Interim	For	For	
		1	_		Financial Statements for Fiscal Year 2022 and First Quarter of Fiscal Year 2023			
		1	Management	6.1	Elect Frank Appel to the Supervisory Board	For	Against	Votes FOR the proposed nominees Katja Hessel, Dagmar Kollmann, and Stefan Wintels are warranted due to a lack of
	1							governance concerns. However, a vote AGAINST the proposed nominee Frank Appel is warranted because: * If elected, he would go on to become the new chairman of the supervisory board. However, Appel also serves as the CEO of Deutsche Post
		1						DHL Group currently (and until at least May 2023). As such, he is considered to hold an excessive number of mandates at listed
		1						companies.
		1	Management	6.2	Elect Katja Hessel to the Supervisory Board	For	For	
		1	Management Management	6.3 6.4	Elect Dagmar Kollmann to the Supervisory Board Elect Stefan Wintels to the Supervisory Board	For For	For For	
		1	Management	7	Approve Creation of EUR 3.8 Billion Pool of Authorized Capital with or without Exclusion of	For	For	
		1	wanagement	l '	Preemptive Rights	1 01	1 101	
		1	Management	8	Approve Remuneration Policy	For	For	
		1	Management	9	Approve Remuneration of Supervisory Board	For	For	
Fordali Marrist Consider and all Matirias Octobris AC	Today	07 00	Management	10	Approve Remuneration Report	For	For	
Emlak Konut Gayrimenkul Yatirim Ortakligi AS	Turkey	07-avr-22	Management	l '	Open Meeting and Elect Presiding Council of Meeting; Authorize Presiding Council to Sign Minutes of Meeting	For	For	
	1	1	Management	2	Accept Board Report	For	For	
		1	Management	3	Accept Audit Report	For	For	
		1	Management	4	Accept Financial Statements	For	For	
		1	Management	5	Approve Discharge of Board Approve Profit Distribution Policy	For	For For	
		1	Management Management	7	Approve Allocation of Income	For For	For	
		1	Management	8	Ratify External Auditors	For	For	
		1	Management	9	Ratify Director Appointment	For	Against	A vote AGAINST this item is warranted because: * The board does not comply with the independence requirement; and * None
			Management	10	Elect Directors	For	Against	of the audit committee members is deemed independent, which is not in line with the local provisions. A vote AGAINST this item is warranted, as the company has not disclosed all the names of the director nominees in a timely
			Management	11	Approve Director Remuneration	For	Against	manner. A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from
			ľ	l			ľ	making an informed voting decision.
			Management	12	Approve Upper Limit of Donations for 2022 and Receive Information on Donations Made in 2021	For	Against	This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
			Management	13	Grant Permission for Board Members to Engage in Commercial Transactions with Company	For	For	
		1			and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law			
Emmi AG	Switzerland	07-avr-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
		1	Management	2	Approve Discharge of Board of Directors	For	For	
		1	Management	3	Approve Allocation of Income and Dividends of CHF 14.00 per Share	For	For	
		1	Management Management	4.1 4.2	Approve Fixed Remuneration of Directors in the Amount of CHF 1.2 Million Approve Fixed Remuneration of the Agricultural Council in the Amount of CHF 40,000	For For	For For	
		1	Management	4.2	Approve Fixed Remuneration of the Agricultural Council in the Amount of CHF 40,000 Approve Fixed Remuneration of Executive Committee in the Amount of CHF 5.5 Million	For	For	
	1		Management	4.4	Approve Variable Remuneration of Executive Committee in the Amount of CHF 1 Million	For	For	
		1	Management	5.1.1	Reelect Konrad Graber as Director and Board Chairman	For	For	
1		1	Management	5.1.2	Reelect Monique Bourquin as Director	For	For	
	1	1	Management Management	5.1.3 5.1.4	Reelect Dominik Buergy as Director Reelect Thomas Grueter as Director	For For	For For	
	1	1	Management	5.1.4	Reelect Christina Johansson as Director	For	For	
1		1	Management	5.1.6	Reelect Alexandra Quillet as Director	For	For	
1	1	I	Management	5.1.7	Reelect Diana Strebel as Director	For	For	
	1	1	Management	5.2.1	Elect Hubert Muff as Director	For	For	
	1	I	Management Management	5.2.2 5.3.1	Elect Werner Weiss as Director Reappoint Konrad Graber as Member of the Personnel and Compensation Committee	For For	For For	We are comfortable with the current composition of the Board
	1	1	Management	5.3.1	Reappoint Monique Bourquin as Member of the Personnel and Compensation Committee	For	For	rve are connortable with the current composition of the board
			_					
	1	I	Management	5.3.3	Appoint Thomas Grueter as Member of the Personnel and Compensation Committee	For	For	We are comfortable with the current composition of the Board
	1	I	Management Management	6 7	Ratify KPMG AG as Auditors Designate Pascal Engelberger as Independent Proxy	For For	For For	
		1	Management	8	Transact Other Business (Voting)	For	Against	A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case
			J				"	new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content
								of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.
Nestle SA	Switzerland	07-avr-22	Management Management	1.1 1.2	Accept Financial Statements and Statutory Reports Approve Remuneration Report	For For	For For	
1	1	1	Management	2	Approve Remuleration Report Approve Discharge of Board and Senior Management	For	For	
1	1	1	Management	3	Approve Allocation of Income and Dividends of CHF 2.80 per Share	For	For	
	1	1	Management	4.1.a	Reelect Paul Bulcke as Director and Board Chairman	For	For	
		1	Management	4.1.b	Reelect Ulf Schneider as Director	For	For	
1		1	Management Management	4.1.c 4.1.d	Reelect Henri de Castries as Director Reelect Renato Fassbind as Director	For For	For For	
•	•	•	Management	I.u	1. CONOCE TENNETO I GOODING GO DIFECTION	1 10		

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management	Vote	Significant votes - Rationales
	,			Number		Recommendation	Decision	
1			Management	4.1.e	Reelect Pablo Isla as Director	For	For	
	1		Management Management	4.1.f 4.1.a	Reelect Eva Cheng as Director Reelect Patrick Aebischer as Director	For For	For For	
1	1		Management	4.1.g 4.1.h	Reelect Kimberly Ross as Director	For	For	
	1		Management	4.1.i	Reelect Dick Boer as Director	For	For	
	1		Management	4.1.j	Reelect Dinesh Paliwal as Director	For	For	
	1		Management	4.1.k	Reelect Hanne Jimenez de Mora as Director	For	For	
	1		Management	4.1.I	Reelect Lindiwe Sibanda as Director	For	For	
	1		Management	4.2.1	Elect Chris Leong as Director	For	For	
	1		Management	4.2.2	Elect Luca Maestri as Director	For	For	
	1		Management Management	4.3.1 4.3.2	Appoint Pablo Isla as Member of the Compensation Committee Appoint Patrick Aebischer as Member of the Compensation Committee	For For	For For	
	1		Management	4.3.3	Appoint Dick Boer as Member of the Compensation Committee	For	For	
	1		Management	4.3.4	Appoint Dinesh Paliwal as Member of the Compensation Committee	For	For	
	1		Management	4.4	Ratify Ernst & Young AG as Auditors	For	For	
	1		Management	4.5	Designate Hartmann Dreyer as Independent Proxy	For	For	
	1		Management	5.1	Approve Remuneration of Directors in the Amount of CHF 10 Million	For	For	
	1		Management Management	5.2 6	Approve Remuneration of Executive Committee in the Amount of CHF 68 Million Approve CHF 6.5 Million Reduction in Share Capital as Part of the Share Buyback Program	For For	For For	
	1		Management	٥	via Cancellation of Repurchased Shares	FOF	FOF	
	1		Management	7	Transact Other Business (Voting)	Against	Against	
Sanoma Oyj	Finland	07-avr-22	Management	7	Accept Financial Statements and Statutory Reports	For	For	
] "	1		Management	8	Approve Allocation of Income and Dividends of EUR 0.54 Per Share	For	For	
	1		Management	9	Approve Discharge of Board and President	For	For	
	1		Management	10	Approve Remuneration Report (Advisory Vote)	For	Against	A vote AGAINST this item is warranted because the LTI plan is based on a performance period of one year.
	1		Management	11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	For	Against	A vote AGAINST this item is warranted because the performance period of LTIP is shorter than three years.
			Management	12	Approve Monthly Remuneration of Directors in the Amount of EUR 12,000 for Chairman,	For	For	
	1		iviariagement	12	EUR 7,000 for Deputy Chair, and EUR 6,000 for Other Directors; Approve Meeting Fees	FUI	FUI	
	1			l	and Remuneration of Committee Work			
	1		Management	13	Fix Number of Directors at Nine	For	For	
	1		Management	14	Reelect Pekka Ala-Pietila (Chair), Julian Drinkall, Rolf Grisebach, Anna Herlin, Mika	For	For	
	1			l	Ihamuotila, Nils Ittonen (Vice Chair), Denise Koopmans, Sebastian Langenskiold and			
	1			٠. ا	Rafaela Seppala as Directors	_	_ ا	
	1		Management	15 16	Approve Remuneration of Auditors Ratify PricewaterhouseCoopers as Auditors	For For	For For	
	1		Management Management	17	Establish Nominating Committee	For	For	
	1		Management	18	Authorize Share Repurchase Program	For	For	
	1		Management	19	Approve Issuance of up to 16 Million New Shares and 5 Million Treasury Shares without	For	For	
			ů		Preemptive Rights			
SIG Combibloc Group AG	Switzerland	07-avr-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
	1		Management	2	Approve Discharge of Board and Senior Management	For	For	
	1		Management Management	3 4	Approve Allocation of Income and Omission of Dividends Approve Dividends of CHF 0.45 per Share from Capital Contribution Reserves	For For	For For	
	1		Management	5.1	Approve Dividends of CHF 0.45 per Share from Capital Contribution Reserves Approve Remuneration Report (Non-Binding)	For	For	
	1		Management	5.2	Approve Remuneration of Directors in the Amount of CHF 2.7 Million	For	For	
	1		Management	5.3	Approve Remuneration of Executive Committee in the Amount of CHF 18 Million	For	For	
	1		Management	6.1.1	Reelect Andreas Umbach as Director	For	For	
	1		Management	6.1.2	Reelect Werner Bauer as Director	For	For	
	1		Management	6.1.3	Reelect Wah-Hui Chu as Director	For	For	
	1		Management Management	6.1.4 6.1.5	Reelect Colleen Goggins as Director Reelect Mariel Hoch as Director	For For	For For	
	1		Management	6.1.6	Reelect Abdallah al Obeikan as Director	For	For	
1	1		Management	6.1.7	Reelect Martine Snels as Director	For	For	
	1		Management	6.1.8	Reelect Matthias Waehren as Director	For	For	1
1	1		Management	6.1.9	Elect Laurens Last as Director	For	For	
1	1		Management	6.2	Reelect Andreas Umbach as Board Chairman	For	For	
1	1		Management	6.3.1	Reappoint Wah-Hui Chu as Member of the Compensation Committee	For	For	
	1		Management	6.3.2	Reappoint Colleen Goggins as Member of the Compensation Committee	For	For	
	1		Management Management	6.3.3	Reappoint Mariel Hoch as Member of the Compensation Committee Change Company Name to SIG Group AG	For For	For For	
	1		Management	8	Approve Renewal of Authorized Capital with or without Exclusion of Preemptive Right	For	For	
	1		Management	9	Designate Keller KLG as Independent Proxy	For	For	1
1	1		Management	10	Ratify PricewaterhouseCoopers AG as Auditors	For	For	
1	1		Management	11	Transact Other Business (Voting)	For	Against	A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case
1	1			1			I	new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content
	1			1			I	of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.
Rio Tinto Plc	United Kingdom	08-avr-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	uno nem un a prevaunonary vasis.
INIO TINLO FIG	Julieu Kingdom	uo-avr-22	Management Management	2	Approve Remuneration Report for UK Law Purposes	For	For	
	1		Management	3	Approve Remuneration Report for Australian Law Purposes Approve Remuneration Report for Australian Law Purposes	For	For	
	1		Management	4	Elect Dominic Barton as Director	For	For	
1	1		Management	5	Elect Peter Cunningham as Director	For	For	
1	1		Management	6	Elect Ben Wyatt as Director	For	For	<u> </u>
1	1		Management	7	Re-elect Megan Clark as Director	For	Against	A vote AGAINST incumbent nomination committee members William (Sam) Laidlaw, Megan Clark, Simon Henry, Simon
	1			1			I	McKeon, Jennifer Nason, and Ngaire Woods is warranted for lack of diversity on the board. A vote FOR the remaining directors is warranted
1	•		ı		1		•	no marrantou.

Company Name		Country	Meeting Date	Proponent	Proposal	Proposal Text	Management	Vote	Significant votes - Rationales
Company Name		Country	weeting Date	Proponent	Proposal Number	Proposal rext	Management Recommendation	Vote Decision	Significant votes - Nationales
				Management	8	Re-elect Simon Henry as Director	For	Against	A vote AGAINST incumbent nomination committee members William (Sam) Laidlaw, Megan Clark, Simon Henry, Simon McKeon, Jennifer Nason, and Ngaire Woods is warranted for lack of diversity on the board. A vote FOR the remaining directors
				Management	9	Re-elect Sam Laidlaw as Director	For	Against	is warranted. A vote AGAINST incumbent nomination committee members William (Sam) Laidlaw, Megan Clark, Simon Henry, Simon McKeon, Jennifer Nason, and Ngaire Woods is warranted for lack of diversity on the board. A vote FOR the remaining directors
				Management	10	Re-elect Simon McKeon as Director	For	Against	is warranted. A vote AGAINST incumbent nomination committee members William (Sam) Laidlaw, Megan Clark, Simon Henry, Simon McKeon, Jennifer Nason, and Ngaire Woods is warranted for lack of diversity on the board. A vote FOR the remaining directors
				Management	11	Re-elect Jennifer Nason as Director	For	Against	Mockeon, Jernmer Nason, and Ngaire vivoods is warranied for lack of diversity on the board. A vote FOR the remaining directors is warranted. Is warranted. A vote AGAINST incumbent nomination committee members William (Sam) Laidlaw, Megan Clark, Simon Henry, Simon
				Management	12	Re-elect Jakob Stausholm as Director	For	For	McKeon, Jennifer Nason, and Ngaire Woods is warranted for lack of diversity on the board. A vote FOR the remaining directors is warranted.
1				Management		Re-elect Jakob Stausnorm as Director Re-elect Ngaire Woods as Director	For	Against	A vote AGAINST incumbent nomination committee members William (Sam) Laidlaw, Megan Clark, Simon Henry, Simon
									McKeon, Jennifer Nason, and Ngaire Woods is warranted for lack of diversity on the board. A vote FOR the remaining directors is warranted.
1				Management		Reappoint KPMG LLP as Auditors	For	For	
1				Management Management		Authorise the Audit Committee to Fix Remuneration of Auditors Authorise UK Political Donations and Expenditure	For For	For For	
1				Management		Approve Climate Action Plan	For	Against	A vote AGAINST this item is warranted given the apparent gaps in the company's climate reporting and lack of science-based
				Ü					traget setting. While Rio Tinto has provided admirable disclosure on its scope 1 and 2 targets, there is an absence of quantifiable Scope 3 targets at this time.
1				Management		Authorise Issue of Equity	For	For	
1				Management		Authorise Issue of Equity without Pre-emptive Rights	For	For	
1				Management Management	20 21	Authorise Market Purchase of Ordinary Shares Authorise the Company to Call General Meeting with Two Weeks' Notice	For For	For For	
1				Management	22	Approve the Spill Resolution	Against	Against	
Bucher Industries AG		Switzerland	12-avr-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
1				Management	2	Approve Discharge of Board and Senior Management	For	For	
				Management	3	Approve Allocation of Income and Dividends of CHF 9.50 per Share	For	For	
				Management	4.1.1	Reelect Anita Hauser as Director	For	For	We are comfortable with the current composition of the Board and the combined nomination and compensation committee for a company of this size.
				Management	4.1.2	Reelect Michael Hauser as Director	For _	For	We are comfortable with the current composition of the Board and the combined nomination and compensation committee for a company of this size.
				Management Management	4.1.3 4.1.4	Reelect Martin Hirzel as Director Reelect Philip Mosimann as Director and Board Chairman	For For	For For	We are comfortable with the current composition of the Board and the combined nomination and compensation committee for a company of this size.
			1	Management	4.1.5	Reelect Valentin Vogt as Director	For	For	company or this size.
				Management	4.2	Elect Stefan Scheiber as Director	For	For	We are comfortable with the current composition of the Board and the combined nomination and compensation committee for a
				Management	4.3.1	Reappoint Anita Hauser as Member of the Nomination and Compensation Committee	For	For	company of this size. We are comfortable with the current composition of the Board and the combined nomination and compensation committee for a company of this size.
				Management	4.3.2	Reappoint Valentin Vogt as Member of the Nomination and Compensation Committee	For	For	We are comfortable with the current composition of the Board and the combined nomination and compensation committee for a company of this size.
1				Management		Designate Keller KLG as Independent Proxy	For	For	
				Management Management	4.5 5.1	Ratify PricewaterhouseCoopers AG as Auditors Approve Variable Remuneration of Executive Committee in the Amount of CHF 3.5 Million	For For	For For	
				Management	5.2	Approve Remuneration Report (Non-Binding)	For	For	
1				Management Management		Approve Remuneration Report (Non-Binding) Approve Remuneration of Directors in the Amount of CHF 1.3 Million	For For	For	
1				Management		Approve Fixed Remuneration of Executive Committee in the Amount of CHF 4.8 Million	For	For	
1				Management	6	Transact Other Business (Voting)	For	Against	A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case
									new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.
Chemical Works of Gedeon Richter F	Plc	Hungary	12-avr-22	Management	1	Approve Use of Electronic Vote Collection Method	For	For	·
				Management		Authorize Company to Produce Sound Recording of Meeting Proceedings	For	For	
1				Management		Elect Chairman and Other Meeting Officials	For	For	
1			I I	Management Management	4 5	Approve Consolidated Financial Statements Approve Management Board Report on Company's Operations, Business Policy, and	For For	For For	
				Ů	•	Financial Standing			
1				Management		Approve Financial Statements	For	For	
1				Management		Approve Allocation of Income and Dividends of HUF 225 per Share	For	For	
1				Management	8 9	Approve Company's Corporate Governance Statement Amend Remuneration Policy	For For	For	A vote AGAINST this item is warranted because: * The upper limit of the variable remuneration is not disclosed for all types of
				Management	8	ратела глетинетация РОПСУ	FOI	Against	the variable remunerations: * The document may be interpreted as supervisory board members are eligible to receive performance-based variable remuneration. * Variable remuneration does not specify performance criteria; * Management board can decide on derogation of any of the elements of the policy or depart from the document, no events triggering such a
				Management	10	Approve Remuneration Report	For	Against	derogation are mentioned in the policy. A vote AGAINST this item is warranted because: *The company provides variable, performance-linked remuneration, as well as pension plan to supervisory board members; *The short-term and long-term incentives plan and granted awards lack disclosure on performance indicators, threshold, target and maximum award limits, as well as level of achievement of targets applicable to the STI and LTI grants; *The company has failed to present the CEO pay ratio.
1				Management	11	Amend Bylaws	For	For	approade to the entering tante, The company has raised to present the OLO pay ratio.
1			I I	Management		Amend Bylaws Re: General Meeting	For	For	
				Management	13	Amend Bylaws Re: General Meeting	For	For	
1			I	Management	14	Amend Bylaws Re: General Meeting	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management	Vote	Significant votes - Rationales
Company Name	Country	meeting Date	1 Toponent	Number	Troposui rext	Recommendation	Decision	Organicant votes - Nationales
	i e	1	Management	15	Amend Bylaws Re: Management Board	For	For	
		1	Management	16	Amend Bylaws Re: Management and Supervisory Boards	For	For	
	1		Management	17	Amend Bylaws Re: Supervisory Board	For	For	
	1		Management	18	Amend Statute Re: Share Capital	For	For	
	1		Management	19	Approve Report on Share Repurchase Program	For	For	
	1		Management Management	20 21	Authorize Share Repurchase Program Elect Lajos Csaba Lantos as Management Board Member	For For	For For	
	1		Management	21	Elect Ilona David as Management Board Member	For	For	
	1		Management	23	Elec tistvan Hamecz as Management Board Member	For	For	
	1		Management	24	Approve Remuneration of Management Board Members	For		We prefer to vote AGAINST since the remuneration policy lacks concrete sustainability focused non-financial KPIs
	1		Management	25	Approve Bonus for Management Board Members	For		We prefer to vote AGAINST since the remuneration policy lacks concrete sustainability focused non-financial KPIs
	1		Management	26	Approve Remuneration of Supervisory Board Members	For	Against	We prefer to vote AGAINST since the remuneration policy lacks concrete sustainability focused non-financial KPIs
	1		Management	27	Approve Regulations on Supervisory Board	For	For	
	1		Management	28	Approve Auditor's Remuneration	For	For	L
		1	Management	29	Transact Other Business	For	Abstain	We prefer to vote ABSTAIN since a minority shareholder could bring an item, which might be a positive move in terms of ESG.
Cicor Technologies Ltd.	Switzerland	12-avr-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
Cicor realifologies Eta.	Ownzenana	12-011-22	Management	2	Approve Treatment of Net Loss	For	For	
	1		Management	3	Approve Discharge of Board and Senior Management	For	For	
	1		Management	4	Approve Management Incentive Plan	For	For	
	1		Management	5	Approve Remuneration of Directors in the Amount of CHF 500,000	For	For	
	1		Management	6	Approve Remuneration of Executive Committee in the Amount of CHF 2.9 Million	For	For	
1	I	I	Management	7.1	Approve Additional Amount of Fixed Remuneration of Executive Committee in the Amount of	For	For	
	1		Ι., .	7.0	CHF 700,000 for Fiscal Year 2022	_	_	
1	1	1	Management	7.2	Approve Additional Amount of Variable Remuneration of Executive Committee in the Amount of CHF 450.000 for Fiscal Year 2022	For	For	
1	I	I	Management	8	Amount of CHF 450,000 for Fiscal Year 2022 Approve Remuneration Report	For	For	
	1		Management	9	Approve Creation of CHF 10 Million Pool of Authorized Capital with or without Exclusion of	For	For	We are comfortable witht the current composition of the Board. We do not object to non cash remunerations mentioned. We do
	1		Managomoni	ľ	Preemptive Rights			not consider that raising conditional capital at this stage of the company strategy execution is detrimental.
	1		Management	10	Amend Articles Re: Editorial Changes	For	For	
	1		Management	11.1	Approve Creation of CHF 1.2 Million Pool of Conditional Capital for Stock Option Plans	For	For	
	1		Management	11.2	Amend Articles Re: Approval of Remuneration for Other Periods Than the Next Term of the	For	For	
	1			l	Board	_	_	
	1		Management	11.3	Amend Articles Re: Non-Cash Remuneration of Board Members	For	For	We are comfortable witht the current composition of the Board. We do not object to non cash remunerations mentioned. We do
	1		Management	11.4	Amend Articles Re: Increase Additional Amount of the Total Remuneration in Case of a	For	For	not consider that raising conditional capital at this stage of the company strategy execution is detrimental.
	1		ivianagement	11.4	Nomination of Additional Members of Management	FOI	FUI	
	1		Management	11.5	Amend Articles Re: Remuneration of Executive Committee	For	For	
	1		Management	11.6	Amend Articles Re: Remuneration of Members of Management	For	For	
	1		Management	12	Amend Articles Re: Entry into the Share Register; AGM Convocation	For	For	
	1		Management	13.1	Reelect Daniel Frutig as Director and Board Chair	For	For	
	1		Management	13.2	Reelect Konstantin Ryzhkov as Director	For	For	We are comfortable witht the current composition of the Board. We do not object to non cash remunerations mentioned. We do
	1		l	l	L	_	l _	not consider that raising conditional capital at this stage of the company strategy execution is detrimental.
	1		Management	13.3	Reelect Norma Corio as Director	For	For	We are comfortable witht the current composition of the Board. We do not object to non cash remunerations mentioned. We do
	1		Management	13.4	Flect Denise Koopmans as Director	For	For	not consider that raising conditional capital at this stage of the company strategy execution is detrimental. We are comfortable witht the current composition of the Board. We do not object to non cash remunerations mentioned. We do
	1		iviariagement	13.4	Elect Defilse Roophians as Director	FOI	FUI	not consider that raising conditional capital at this stage of the company strategy execution is detrimental.
	1		Management	14.1	Reappoint Daniel Frutig as Member of the Compensation Committee	For	For	not consider that raising conditional capital at this stage of the company strategy execution is definitely.
	1		Management	14.2	Reappoint Konstantin Ryzhkov as Member of the Compensation Committee	For		We are comfortable witht the current composition of the Board. We do not object to non cash remunerations mentioned. We do
	1		Ĭ	l				not consider that raising conditional capital at this stage of the company strategy execution is detrimental.
	1		Management	15	Ratify KPMG AG as Auditors	For	For	
	1		Management	16	Designate Etude Athemis as Independent Proxy	For	For	
	1		Management	17	Transact Other Business (Voting)	For	Against	A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case
1	1	1	l	I		l		new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of these any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote
1	I	I		1				against this item on a precautionary basis.
Raisio Ovi	Finland	12-avr-22	Management	7	Accept Financial Statements and Statutory Reports	For	For	· · · · · · · · · · · · · · · · · · ·
-"		1	Management	8	Approve Allocation of Income and Dividends of EUR 0.14 Per Share; Approve Extra	For	For	
1	1	1	_	I	Dividend of EUR 0.04 Per Share	l		
1	1	1	Management	9	Approve Discharge of Board and President	For	For	
1	I	I	Management	10	Approve Remuneration Report (Advisory Vote)	For		We prefer to vote AGAINST since the remuneration policy lacks concrete sustainability focused non-financial KPIs
1	I	I	Management	11	Approve Remuneration of Supervisory Board Members	For	For	
1	I	I	Management Management	12 13	Fix Number of Supervisory Board Members at 25 Reelect John Holmberg, Linda Langh, Jukka Niittyoja, Juha Salonen, Matti Seitsonen, Urban	For For	For For	
	1		ivianagement	13	Silen and Mervi Soupas as Members of Supervisory Board	FOF	FOI	
1	I	I	Management	14	Approve Remuneration of Directors in the Amount of EUR 5,000 Per Month for Chair and	For	For	
	1		Wanagement	'-	EUR 2,500 per Month for Other Directors; Approve Remuneration for Committee Work	101	1 01	
1	I	I		1				
1	1	1	Management	15	Fix Number of Directors at Five	For	For	
1	1	1	Management	16	Reelect Erkki Haavisto, Leena Niemisto, Ann-Christine Sundell, Pekka Tennila and Arto	For	Against	A vote AGAINST this item is warranted because candidate Leena Niemisto is overboarded.
1	1	1	l	l ,_	Tiitinen as Directors	_	_	
1	1	1	Management	17	Approve Remuneration of Auditors	For For	For For	
1	I	I	Management Management	18 19	Fix Number of Auditors (2) and Deputy Auditors (2) Appoint Ernst & Young and Minna Viinikkala as Auditors; Appoint Heikki Ilkka and Fredrik	For For	For	
1	1	1	wanagement	l is	Mattsson as Deputy Auditors	FUI	FUI	
1	I	I	Management	20	Resolution on the Forfeit of the Right to Shares in the Collective Account and the Rights the	For	For	
1	I	I]	l	Shares Carry	l -	"	
-	•		-	-	•	-	- '	•

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management		Significant votes - Rationales
			Managament	Number	Authoriza Chara Danurahasa Dragram	Recommendation	Decision	
			Management Management	21 22	Authorize Share Repurchase Program Approve Issuance of Shares without Preemptive Rights	For For	For Against	A vote AGAINST this issuance authorization is warranted because the potential share capital increase is excessive.
Sika AG	Switzerland	12-avr-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
	1		Management	2	Approve Allocation of Income and Dividends of CHF 2.90 per Share	For	For	
			Management	3	Approve Discharge of Board of Directors	For	For	
			Management Management	4.1.1 4.1.2	Reelect Paul Haelg as Director Reelect Viktor Balli as Director	For For	For For	
			Management Management	4.1.2 4.1.3	Reelect Viktor Balli as Director Reelect Justin Howell as Director	For	For	
			Management	4.1.4	Reelect Monika Ribar as Director	For	For	
			Management	4.1.5	Reelect Paul Schuler as Director	For	For	
			Management	4.1.6	Reelect Thierry Vanlancker as Director	For	For	
			Management	4.2.1	Elect Lucrece Fouropoulos-De Ridder as Director	For	For	
			Management Management	4.2.2 4.3	Elect Gordana Landen as Director Reelect Paul Haelg as Board Chairman	For For	For For	
			Management	4.4.1	Appoint Justin Howell as Member of the Nomination and Compensation Committee	For	For	
			Management	4.4.2	Appoint Thierry Vanlancker as Member of the Nomination and Compensation Committee	For	For	
			Management	4.4.3	Appoint Gordana Landen as Member of the Nomination and Compensation Committee	For	For	
			Management	4.5	Ratify KPMG AG as Auditors	For	For	
			Management Management	4.6 5.1	Designate Jost Windlin as Independent Proxy Approve Remuneration Report (Non-Binding)	For For	For For	
			Management	5.2	Approve Remuneration (Report (Note Bilding) Approve Remuneration of Directors in the Amount of CHF 3.4 Million	For	For	
			Management	5.3	Approve Remuneration of Executive Committee in the Amount of CHF 20.5 Million	For	For	
			Management	6	Transact Other Business (Voting)	For	Against	A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case
				l				new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content
				1		1		of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.
Synopsys, Inc.	USA	12-avr-22	Management	1a	Elect Director Aart J. de Geus	For	For	uno nom on a proceduronery basis.
эульроус, шо.	00/1	12 411 22	Management	1b	Elect Director Janice D. Chaffin	For	For	
			Management	1c	Elect Director Bruce R. Chizen	For	For	
			Management	1d	Elect Director Mercedes Johnson	For	For	
			Management	1e 1f	Elect Director Chrysostomos L. "Max" Nikias Elect Director Jeannine P. Sargent	For	For	
			Management Management	1g	Elect Director Jeannine P. Sargent Elect Director John G. Schwarz	For For	For For	
			Management	1h	Elect Director Roy Vallee	For	For	
			Management	2	Amend Omnibus Stock Plan	For	For	
			Management	3	Amend Qualified Employee Stock Purchase Plan	For	For	
			Management	4	Advisory Vote to Ratify Named Executive Officers' Compensation Ratify KPMG LLP as Auditors	For	For	
			Management Shareholder) 6	Provide Right to Act by Written Consent	For Against	For For	A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.
Tecan Group AG	Switzerland	12-avr-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	A vote 1 Or vins proposar is warranted given that the abinty to act by written consent would crimatice shareholder rights.
			Management	2.1	Approve Allocation of Income and Dividends of CHF 1.40 per Share	For	For	
			Management	2.2	Approve Transfer of CHF 17.7 Million from Legal Reserves to Free Reserves and	For	For	
			Ι., .		Repayment of CHF 1.40 per Share	_	۱ ـ	
			Management Management	3 4	Approve Discharge of Board and Senior Management Elect Myra Eskes as Director	For For	For For	
			Management	5.1	Reelect Lukas Braunschweiler as Director	For	For	
			Management	5.2	Reelect Oliver Fetzer as Director	For	For	
			Management	5.3	Reelect Heinrich Fischer as Director	For	For	
			Management	5.4	Reelect Karen Huebscher as Director	For	For	
			Management Management	5.5 5.6	Reelect Christa Kreuzburg as Director Reelect Daniel Marshak as Director	For For	For For	
			Management	6	Reelect Lukas Braunschweiler as Board Chair	For	For	
			Management	7.1	Reappoint Oliver Fetzer as Member of the Compensation Committee	For	For	
			Management	7.2	Reappoint Christa Kreuzburg as Member of the Compensation Committee	For	For	
			Management	7.3	Reappoint Daniel Marshak as Member of the Compensation Committee	For	For	
			Management Management	7.4 8	Appoint Myra Eskes as Member of the Compensation Committee Ratify Ernst & Young AG as Auditors	For For	For For	
			Management	9	Designate Proxy Voting Services GmbH as Independent Proxy	For	For	
			Management	10.1	Approve Remuneration Report (Non-Binding)	For	For	
			Management	10.2	Approve Remuneration of Directors in the Amount of CHF 1.5 Million	For	For	
			Management	10.3	Approve Remuneration of Executive Committee in the Amount of CHF 20.5 Million	For	For	The commence of the commence o
			Management	11	Approve Creation of CHF 225,000 Pool of Authorized Capital with or without Exclusion of Preemptive Rights	For	For	The company is clear on the potential use of conditional capital and at this stage in their development it makes sense to have some.
			Management	12	Transact Other Business (Voting)	For	Against	
				l ¨	(9)	I	,	new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content
				1		1		of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against
VINCLOA	F	40 60	M	<u> </u>	Annual Constituted Fire and Contract and Contract	F	<u> </u>	this item on a precautionary basis.
VINCI SA	France	12-avr-22	Management Management	1 2	Approve Consolidated Financial Statements and Statutory Reports Approve Financial Statements and Statutory Reports	For For	For For	
			Management	3	Approve Allocation of Income and Dividends of EUR 2.90 per Share	For	For	
			Management	4	Reelect Xavier Huillard as Director	For	For	
			Management	5	Reelect Marie-Christine Lombard as Director	For	For	
			Management	6	Reelect Rene Medori as Director	For	For	
			Management Management	7 8	Reelect Qatar Holding LLC as Director Elect Claude Laruelle as Director	For For	For For	
			Management Management	9 9	Ratify Change Location of Registered Office to 1973 boulevard de La Defense, Nanterre	For For	For	
			a.agomont	l	(92000) and Amend Article of Bylaws Accordingly	I	I	
•	•		•	•	. , , , , , , , , , , , , , , , , , , ,	•	•	· '

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management	Vote	Significant votes - Rationales
Company Name	Country	meeting Date	Proponent	Number	Proposal Text	Recommendation	Decision	Significant votes - Rationales
			Management	10	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	
			Management	11	Approve Remuneration Policy of Directors	For	For	
			Management Management	12 13	Approve Remuneration Policy of Xavier Huillard, Chairman and CEO Approve Compensation Report	For For	For For	
			Management	14	Approve Compensation (Report Approve Compensation of Xavier Huillard, Chairman and CEO	For	For	
			Management	15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For	
			Management	16	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For	
			Management	17	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	For	For	
			Management	18	Authorize Filing of Required Documents/Other Formalities	For	For	
VZ Holding AG	Switzerland	12-avr-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
			Management	2	Approve Discharge of Board and Senior Management	For	For	
			Management	3	Approve Allocation of Income and Dividends of CHF 1.57 per Share	For	For	
			Management Management	4.1.1 4.1.2	Reelect Fred Kindle as Director and Board Chairman Reelect Roland Iff as Director	For For	For For	We consider the Board to be sufficiently independent. We are comfortable with the current composition of the Board. We consider the Board to be sufficiently independent. We are comfortable with the current composition of the Board.
			Management	4.1.2	Reelect Albrecht Langhart as Director	For	For	We consider the Board to be sufficiently independent. We are comfortable with the current composition of the Board. We are comfortable with the current composition of the Board.
			Management	4.1.4	Reelect Roland Ledergerber as Director	For	For	The sentence of the sentence o
			Management	4.1.5	Reelect Olivier de Perregaux as Director	For	For	
			Management Management	4.2.1 4.2.2	Reappoint Fred Kindle as Member of the Compensation Committee Reappoint Roland Ledergerber as Member of the Compensation Committee	For For	For For	We consider the Board to be sufficiently independent. We are comfortable with the current composition of the Board.
			Management Management	4.2.2 5	Designate Keller KLG as Independent Proxy	For For	For	
			Management	6	Ratify PricewaterhouseCoopers AG as Auditors	For	For	
			Management	7.1	Approve Remuneration of Directors in the Amount of CHF 470,000	For	For	
			Management	7.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 4.7 Million	For	For	
			Management	7.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 3.4 Million	For	For	
			Management	8	Transact Other Business (Voting)	For	Against	A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case
								new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content
								of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.
Ascom Holding AG	Switzerland	13-avr-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	uns item on a precautionary basis.
ASSOTI Floraling AG	Owitzchand	10-441-22	Management	2	Accept Consolidated Financial Statements and Statutory Reports	For	For	
			Management	3	Approve Remuneration Report	For	For	
			Management	4	Approve Allocation of Income and Dividends of CHF 0.20 per Share	For	For	
			Management Management	5 6.1.1	Approve Discharge of Board of Directors Reelect Valentin Rueda as Director	For For	For For	
			Management	6.1.1	Reelect Valentin Rueda as Director	For	For	
			Management	6.1.3	Reelect Laurent Dubois as Director	For	For	
			Management	6.1.4	Reelect Juerg Fedier as Director	For	For	
			Management	6.1.5	Reelect Michael Reitermann as Director	For	For	
			Management Management	6.1.6 6.2	Reelect Andreas Schoenenberger as Director Reelect Valentin Rueda as Board Chair	For For	For For	
			Management	6.3.1	Reappoint Nicole Tschudi as Member of the Compensation and Nomination Committee	For	For	We are comfortable with the current composition of the Board.
			Management	6.3.2	Reappoint Laurent Dubois as Member of the Compensation and Nomination Committee	For	For	·
			Management	6.3.3	Appoint Andreas Schoenenberger as Member of the Compensation and Nomination	For	For	
			Management	64	Committee Ratify KPMG as Auditors	For	For	
			Management	6.5	Designate Franz Mueller as Independent Proxy	For	For	
			Management	7	Approve Renewal of CHF 1.8 Million Pool of Authorized Capital with or without Exclusion of	For	For	
			-		Preemptive Rights			
			Management	8.1	Approve Remuneration of Directors in the Amount of CHF 700,000	For	For	
			Management Management	8.2.1 8.2.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 1.2 Million Approve Variable Remuneration of Executive Committee in the Amount of CHF 1.2 Million	For For	For For	
1			wanagement	0.2.2	εγρίονο ναπαρίο ποιπαιτοτατίου οι Ελουαίνο Committee in the Amount of CRF 1.2 Million	101	1.01	
			Management	8.2.3	Approve Long-Term Incentive Remuneration of Executive Committee in the Amount of CHF 500 000	For	For	
			Management	9	Transact Other Business (Voting)	For	Against	A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case
			Wanagement		Transact Other Business (Voling)	101	Agamst	new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content
1				l		1	I	of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against
CANALLY AND A CONTROL OF THE CONTROL	L	1			A. 15: 11011	ļ	Ļ	this item on a precautionary basis.
CNH Industrial NV	Netherlands	13-avr-22	Management Management	2.b 2.c	Adopt Financial Statements Approve Dividends of EUR 0.28 Per Share	For For	For For	
			Management Management	2.c 2.d	Approve Dividends of EUR 0.28 Per Share Approve Discharge of Directors	For For	For	
1			Management	3	Approve Remuneration Report	For		A vote AGAINST is warranted because:* The company awarded a USD 9.1 million cash welcome bonus (STI and LTI) to
			-				-	incoming CEO Wine without a compelling justification or subject to performance conditions;* The total quantum of pay for the
								CEO is considered excessive; largely driven by the recognition of part of the 'pre-loaded' 2021 LTI grant to 'fill a gap from
1				l		1	I	forfeited awards' whereas the full market value at the day of grant was USD 35.9 million. However, we do acknowledge that the remuneration report is in line with market practice regarding disclosure and the company provided clear disclosure on the
						l	I	applicable targets during the 2021 performance year.
1			Management	4.a	Reelect Suzanne Heywood as Executive Director	For	Against	A vote AGAINST nominee Suzanne Heywood is warranted as the nominee is considered to be overboarded.A vote AGAINST
1			-			l	1	nominee John Lanaway is warranted as the nominee is considered to non-independent and is proposed to be elected as non-
			Managara	4.b	Reelect Scott W. Wine as Executive Director	F	J	independent chair of the audit committee.
1			Management Management	4.b 4.c	Reelect Scott W. Wine as Executive Director Reelect Catia Bastioli as Non-Executive Director	For For	For For	
1			Management	4.d	Reelect Howard W. Buffett as Non-Executive Director	For	For	
1	1	1	Management	4.e	Reelect Leo W. Houle as Non-Executive Director	For	For	
		-						•

	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
		_	Management	Number 4.f	Reelect John B. Lanaway as Non-Executive Director	Recommendation For	Against	A vote AGAINST nominee Suzanne Heywood is warranted as the nominee is considered to be overboarded.A vote AGAINST
	1		Wanagement	4.1	Trecled Solin B. Edilaway as NorPExceditive Bilector		Against	nominee John Lanaway is warranted as the nominee is considered to non-independent and is proposed to be elected as non-
	1	1 /				l '		independent chair of the audit committee.
	1	1 /	Management	4.g	Reelect Alessandro Nasi as Non-Executive Director	For	For	
	1	1 /	Management	4.h	Reelect Vagn Sorensen as Non-Executive Director	For	For	
	1	1 /	Management	4.i	Reelect Asa Tamsons as Non-Executive Director	For	For	
	1	1 /	Management	4.j	Elect Karen Linehan as Non-Executive Director	For	For	
	1	1 '	Management	5.a	Ratify Ernst & Young Accountants LLP as Auditors for the 2022 Financial Year	For	For	
	1	1 '	Management	5.b	Ratify Deloitte Accountants B.V as Auditors for the 2023 Financial Year	For	For	
			Management	6	Authorize Repurchase of Up to 10 Percent of Issued Common Shares	For	For	
Dometic Group AB	Sweden	13-avr-22	Management	1	Elect Chairman of Meeting	For	For	
	1	1 '	Management	3	Approve Agenda of Meeting	For	For	
	1	1 '	Management	5	Acknowledge Proper Convening of Meeting	For	For	
	1	1 '	Management	8.a	Accept Financial Statements and Statutory Reports	For	For	
		1 1	Management	8.b	Approve Allocation of Income and Dividends of SEK 2.45 Per Share	For	For	
	1	1 '	Management	8.c.1	Approve Discharge of Fredrik Cappelen	For	For	
	1	1 '	Management	8.c.2	Approve Discharge of Erik Olsson	For	For	
		1 1	Management	8.c.3	Approve Discharge of Helene Vibbleus	For	For	
	1	1 '	Management	8.c.4	Approve Discharge of Jacqueline Hoogerbrugge	For	For	
1	1	1 /	Management	8.c.5	Approve Discharge of Magnus Yngen	For	For	
	1	1 '	Management	8.c.6	Approve Discharge of Mengmeng Du	For	For	
	1	1 /	Management	8.c.7	Approve Discharge of Peter Sjolander	For	For	
1	1	1 /	Management	8.c.8	Approve Discharge of Rainer E. Schmuckle	For	For	
	1	1 '	Management	8.c.9	Approve Discharge of Juan Vargues	For	For	
		1 1	Management	9	Determine Number of Members (8) and Deputy Members (0) of Board; Determine Number	For	For	
	1	1 '			of Auditors (1) and Deputy Auditors (0)	l '	I	
	1	1 '	Management	10.1	Approve Remuneration of Directors in the Amount of SEK 1.2 Million for Chairman and SEK	For	For	
	1	1 /	'		460,000 for Other Directors; Approve Remuneration for Committee Work	1	l	
	1	1 '	Management	10.2	Approve Remuneration of Auditors	For	For	
	1	1 '	Management	11.1	Reelect Fredrik Cappelen as Director	For	For	
	1	1 '	Management	11.2	Reelect Erik Olsson as Director	For	Against	A vote FOR the candidates Cappelen, Vibbleus, Hoogerbrugge, Yngen, Du, Sjolander and Schmuckle is warranted due to a
		1 1	Ů				ľ	lack of concern regarding the suitability of these individuals. A vote AGAINST the candidate Olsson (Item 11.2) is warranted
	1	1 '				'		because he is considered overboarded.
		1 1	Management	11.3	Reelect Helene Vibbleus as Director	For	For	
	1	1 /	Management	11.4	Reelect Jacqueline Hoogerbrugge as Director	For	For	
	1	1 '	Management	11.5	Reelect Magnus Yngen as Director	For	For	
		1 1	Management	11.6	Reelect Menamena Du as Director	For	For	
	1	1 '	Management	11.7	Reelect Peter Sjolander as Director	For	For	
	1	1 '	Management	11.8	Reelect Rainer E. Schmuckle as Director	For	For	
		1 1	Management	11.9	Reelect Fredrik Cappelen as Board Chair	For	For	
	1	1 '	Management	12	Ratify PricewaterhouseCoopers as Auditors	For	For	
	1	1 '	Management	13	Approve Remuneration Report	For	Against	A vote AGAINST this item is warranted because: * the LTI awards seem to be of discretionary nature, while three-year
	1	1 '	Managomoni		7 pprovo remanorazion report		/ tguillot	performance periods have not been respected; and * the CEO's salary also increased by 10 percent and the company has not
	1	1 '				'		provided any rationale.
	1	1 /	Management	14	Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	For	For	
Geberit AG	Switzerland	13-avr-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
	1	'	Management	2	Approve Allocation of Income and Dividends of CHF 12.50 per Share	For	For	
	1	. ,			Approve Discharge of Board of Directors			
		1 1	Management	3		For	⊢or	
	1		Management Management	3 4.1.1	Reelect Albert Baehny as Director and Board Chairman	For For	For For	
			Management Management	4.1.1	Reelect Albert Baehny as Director and Board Chairman	For For	For For	
			Management	4.1.1 4.1.2	Reelect Albert Baehny as Director and Board Chairman Reelect Thomas Bachmann as Director	For	For	
			Management Management Management Management	4.1.1 4.1.2 4.1.3	Reelect Albert Baehny as Director and Board Chairman Reelect Thomas Bachmann as Director Reelect Felix Ehrat as Director	For For For	For For For	
			Management Management Management Management Management	4.1.1 4.1.2 4.1.3 4.1.4 4.1.5	Reelect Albert Baehny as Director and Board Chairman Reelect Thomas Bachmann as Director Reelect Felix Ehrat as Director Reelect Werner Karlen as Director Reelect Werner Karlen as Director Reelect Bernadette Koch as Director	For For For For For	For For For For	
			Management Management Management Management Management Management Management	4.1.1 4.1.2 4.1.3 4.1.4 4.1.5 4.1.6	Reelect Albert Baehny as Director and Board Chairman Reelect Thomas Bachmann as Director Reelect Felix Ehrat as Director Reelect Werner Karlen as Director Reelect Bernadette Koch as Director Reelect Eunice Zehnder-Lai as Director	For For For For	For For For For For	
			Management Management Management Management Management	4.1.1 4.1.2 4.1.3 4.1.4 4.1.5	Reelect Albert Baehny as Director and Board Chairman Reelect Thomas Bachmann as Director Reelect Felix Ehrat as Director Reelect Werner Karlen as Director Reelect Werner Karlen as Director Reelect Bernadette Koch as Director	For For For For For	For For For For	
			Management Management Management Management Management Management Management	4.1.1 4.1.2 4.1.3 4.1.4 4.1.5 4.1.6 4.2.1	Reelect Albert Baehny as Director and Board Chairman Reelect Thomas Bachmann as Director Reelect Felix Ehrat as Director Reelect Eleix Ehrat as Director Reelect Werner Karlen as Director Reelect Bernadette Koch as Director Reelect Eunice Zehnder-Lai as Director Respoint Eunice Zehnder-Lai as Member of the Nomination and Compensation Committee	For For For For For For	For For For For For For	
			Management Management Management Management Management Management Management	4.1.1 4.1.2 4.1.3 4.1.4 4.1.5 4.1.6	Reelect Albert Baehny as Director and Board Chairman Reelect Thomas Bachmann as Director Reelect Felix Ehrat as Director Reelect Werner Karlen as Director Reelect Bernadette Koch as Director Reelect Eunice Zehnder-Lai as Director	For For For For For	For For For For For	
			Management Management Management Management Management Management Management Management	4.1.1 4.1.2 4.1.3 4.1.4 4.1.5 4.1.6 4.2.1	Reelect Albert Baehny as Director and Board Chairman Reelect Thomas Bachmann as Director Reelect Felix Ehrat as Director Reelect Werner Karlen as Director Reelect Werner Karlen as Director Reelect Bernadette Koch as Director Reelect Eunice Zehnder-Lai as Director Reappoint Eunice Zehnder-Lai as Member of the Nomination and Compensation Committee Reappoint Thomas Bachmann as Member of the Nomination and Compensation Committee	For For For For For For	For For For For For For	
			Management Management Management Management Management Management Management Management Management	4.1.1 4.1.2 4.1.3 4.1.4 4.1.5 4.1.6 4.2.1 4.2.2 4.2.3	Reelect Albert Baehny as Director and Board Chairman Reelect Thomas Bachmann as Director Reelect Felix Ehrat as Director Reelect Eleix Ehrat as Director Reelect Werner Karlen as Director Reelect Bemadette Koch as Director Reelect Bemadette Koch as Director Reelect Eunice Zehnder-Lai as Director Reappoint Eunice Zehnder-Lai as Member of the Nomination and Compensation Committee Reappoint Thomas Bachmann as Member of the Nomination and Compensation Committee Reappoint Werner Karlen as Member of the Nomination and Compensation Committee	For For For For For For For	For For For For For For For	
			Management	4.1.1 4.1.2 4.1.3 4.1.4 4.1.5 4.1.6 4.2.1 4.2.2 4.2.3 5	Reelect Albert Baehny as Director and Board Chairman Reelect Thomas Bachmann as Director Reelect Felix Ehrat as Director Reelect Felix Ehrat as Director Reelect Werner Karlen as Director Reelect Bernadette Koch as Director Reelect Eunice Zehnder-Lai as Director Reappoint Eunice Zehnder-Lai as Member of the Nomination and Compensation Committee Reappoint Thomas Bachmann as Member of the Nomination and Compensation Committee Reappoint Werner Karlen as Member of the Nomination and Compensation Committee Designate Roger Mueller as Independent Proxy	For For For For For For For	For For For For For For For	
			Management	4.1.1 4.1.2 4.1.3 4.1.4 4.1.5 4.1.6 4.2.1 4.2.2 4.2.3 5 6	Reelect Albert Baehny as Director and Board Chairman Reelect Thomas Bachmann as Director Reelect Felix Ehrat as Director Reelect Eleix Ehrat as Director Reelect Werner Karlen as Director Reelect Bemadette Koch as Director Reelect Bemadette Koch as Director Reelect Eunice Zehnder-Lai as Director Reappoint Eunice Zehnder-Lai as Member of the Nomination and Compensation Committee Reappoint Thomas Bachmann as Member of the Nomination and Compensation Committee Reappoint Werner Karlen as Member of the Nomination and Compensation Committee Designate Roger Mueller as Independent Proxy Ratify PricewaterhouseCoopers AG as Auditors	For	For For For For For For For For For	
			Management	4.1.1 4.1.2 4.1.3 4.1.4 4.1.5 4.1.6 4.2.1 4.2.2 4.2.3 5 6 7.1	Reelect Albert Baehny as Director and Board Chairman Reelect Thomas Bachmann as Director Reelect Telix Ehrat as Director Reelect Elix Ehrat as Director Reelect Bernadette Koch as Director Reelect Bernadette Koch as Director Reelect Eunice Zehnder-Lai as Director Reappoint Eunice Zehnder-Lai as Member of the Nomination and Compensation Committee Reappoint Thomas Bachmann as Member of the Nomination and Compensation Committee Reappoint Werner Karlen as Member of the Nomination and Compensation Committee Reappoint Werner Karlen as Member of the Nomination and Compensation Committee Designate Roger Mueller as Independent Provy Ratify PricewaterhouseCoopers AG as Auditors Approve Remuneration Report	For	For For For For For For For For For	
			Management	4.1.1 4.1.2 4.1.3 4.1.4 4.1.5 4.1.6 4.2.1 4.2.2 4.2.3 5 6 7.1 7.2	Reelect Albert Baehny as Director and Board Chairman Reelect Thomas Bachmann as Director Reelect Felix Ehrat as Director Reelect Werner Karlen as Director Reelect Werner Karlen as Director Reelect Burner Karlen as Director Reelect Eurice Zehnder-Lai as Director Reappoint Eurice Zehnder-Lai as Member of the Nomination and Compensation Committee Reappoint Thomas Bachmann as Member of the Nomination and Compensation Committee Reappoint Werner Karlen as Member of the Nomination and Compensation Committee Reappoint Werner Karlen as Member of the Nomination and Compensation Committee Reappoint Werner Karlen as Member of the Nomination and Compensation Committee Reappoint Werner Karlen as Member of the Nomination and Compensation Committee Reappoint Werner Karlen as Member of the Nomination and Compensation Committee Reappoint Werner Karlen as Member of the Nomination and Compensation Committee Reappoint Werner Karlen as Member of the Nomination and Compensation Committee Reappoint Werner Karlen as Member of the Nomination and Compensation Committee Reappoint Werner Karlen as Member of the Nomination and Compensation Committee Reappoint Werner Karlen as Member of the Nomination and Compensation Committee Reappoint Werner Karlen as Member of the Nomination and Compensation Committee Reappoint Werner Karlen as Member of the Nomination and Compensation Committee Reappoint Werner Karlen as Member of the Nomination and Compensation Committee Reappoint Werner Karlen as Member of the Nomination and Compensation Committee Reappoint Werner Karlen as Member of the Nomination and Compensation Committee Reappoint Werner Karlen as Member of the Nomination and Compensation Committee Reappoint Werner Karlen as Member of the Nomination and Compensation Committee Reappoint Werner Karlen as Member of the Nomination and Compensation Committee Reappoint Werner Karlen as Member of the Nomination and Compensation Committee Reappoint Werner Karlen as Member of the Nomination and Compensation Committee Reappoint Werner Karlen as Member of th	For	For For For For For For For For For For	
			Management	4.1.1 4.1.2 4.1.3 4.1.4 4.1.5 4.1.6 4.2.1 4.2.2 4.2.3 5 6 7.1 7.2 7.3	Reelect Albert Baehny as Director and Board Chairman Reelect Thomas Bachmann as Director Reelect Thomas Bachmann as Director Reelect Werner Karlen as Director Reelect Werner Karlen as Director Reelect Bernadette Koch as Director Reelect Eunice Zehnder-Lai as Director Reappoint Eunice Zehnder-Lai as Member of the Nomination and Compensation Committee Reappoint Thomas Bachmann as Member of the Nomination and Compensation Committee Reappoint Werner Karlen as Member of the Nomination and Compensation Committee Designate Roger Mueller as Independent Proxy Ratifly PricewaterhouseCoopers AG as Auditors Approve Remuneration of Executive Committee in the Amount of CHF 1.4 Million Approve Remuneration of Executive Committee in the Amount of CHF 11.5 Million	For	For	A voto ACAINST is warranted because * This item concerns additional instructions from the absorbalder to the concerns.
			Management	4.1.1 4.1.2 4.1.3 4.1.4 4.1.5 4.1.6 4.2.1 4.2.2 4.2.3 5 6 7.1 7.2	Reelect Albert Baehny as Director and Board Chairman Reelect Thomas Bachmann as Director Reelect Felix Ehrat as Director Reelect Werner Karlen as Director Reelect Werner Karlen as Director Reelect Burner Karlen as Director Reelect Eurice Zehnder-Lai as Director Reappoint Eurice Zehnder-Lai as Member of the Nomination and Compensation Committee Reappoint Thomas Bachmann as Member of the Nomination and Compensation Committee Reappoint Werner Karlen as Member of the Nomination and Compensation Committee Reappoint Werner Karlen as Member of the Nomination and Compensation Committee Reappoint Werner Karlen as Member of the Nomination and Compensation Committee Reappoint Werner Karlen as Member of the Nomination and Compensation Committee Reappoint Werner Karlen as Member of the Nomination and Compensation Committee Reappoint Werner Karlen as Member of the Nomination and Compensation Committee Reappoint Werner Karlen as Member of the Nomination and Compensation Committee Reappoint Werner Karlen as Member of the Nomination and Compensation Committee Reappoint Werner Karlen as Member of the Nomination and Compensation Committee Reappoint Werner Karlen as Member of the Nomination and Compensation Committee Reappoint Werner Karlen as Member of the Nomination and Compensation Committee Reappoint Werner Karlen as Member of the Nomination and Compensation Committee Reappoint Werner Karlen as Member of the Nomination and Compensation Committee Reappoint Werner Karlen as Member of the Nomination and Compensation Committee Reappoint Werner Karlen as Member of the Nomination and Compensation Committee Reappoint Werner Karlen as Member of the Nomination and Compensation Committee Reappoint Werner Karlen as Member of the Nomination and Compensation Committee Reappoint Werner Karlen as Member of the Nomination and Compensation Committee Reappoint Werner Karlen as Member of the Nomination and Compensation Committee Reappoint Werner Karlen as Member of the Nomination and Compensation Committee Reappoint Werner Karlen as Member of th	For	For For For For For For For For For For	A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case
			Management	4.1.1 4.1.2 4.1.3 4.1.4 4.1.5 4.1.6 4.2.1 4.2.2 4.2.3 5 6 7.1 7.2 7.3	Reelect Albert Baehny as Director and Board Chairman Reelect Thomas Bachmann as Director Reelect Thomas Bachmann as Director Reelect Werner Karlen as Director Reelect Werner Karlen as Director Reelect Bernadette Koch as Director Reelect Eunice Zehnder-Lai as Director Reappoint Eunice Zehnder-Lai as Member of the Nomination and Compensation Committee Reappoint Thomas Bachmann as Member of the Nomination and Compensation Committee Reappoint Werner Karlen as Member of the Nomination and Compensation Committee Designate Roger Mueller as Independent Proxy Ratifly PricewaterhouseCoopers AG as Auditors Approve Remuneration of Executive Committee in the Amount of CHF 1.4 Million Approve Remuneration of Executive Committee in the Amount of CHF 11.5 Million	For	For	new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The conten
			Management	4.1.1 4.1.2 4.1.3 4.1.4 4.1.5 4.1.6 4.2.1 4.2.2 4.2.3 5 6 7.1 7.2 7.3	Reelect Albert Baehny as Director and Board Chairman Reelect Thomas Bachmann as Director Reelect Thomas Bachmann as Director Reelect Werner Karlen as Director Reelect Werner Karlen as Director Reelect Bernadette Koch as Director Reelect Eunice Zehnder-Lai as Director Reappoint Eunice Zehnder-Lai as Member of the Nomination and Compensation Committee Reappoint Thomas Bachmann as Member of the Nomination and Compensation Committee Reappoint Werner Karlen as Member of the Nomination and Compensation Committee Designate Roger Mueller as Independent Proxy Ratifly PricewaterhouseCoopers AG as Auditors Approve Remuneration of Executive Committee in the Amount of CHF 1.4 Million Approve Remuneration of Executive Committee in the Amount of CHF 11.5 Million	For	For	new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The conter of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against
Control OND 4 CV		40 00	Management	4.1.1 4.1.2 4.1.3 4.1.4 4.1.5 4.1.6 4.2.1 4.2.2 4.2.3 5 6 7.1 7.2 7.3	Reelect Albert Baehny as Director and Board Chairman Reelect Thomas Bachmann as Director Reelect Felix Ehrat as Director Reelect Werner Karlen as Director Reelect Werner Karlen as Director Reelect Euroice Zehnder-Lai as Director Reappoint Euroice Zehnder-Lai as Director Reappoint Euroice Zehnder-Lai as Member of the Nomination and Compensation Committee Reappoint Thomas Bachmann as Member of the Nomination and Compensation Committee Reappoint Werner Karlen as Member of the Nomination and Compensation Committee Designate Roger Mueller as Independent Proxy Ratify PricewaterhouseCoopers AG as Auditors Approve Remuneration of Directors in the Amount of CHF 2.4 Million Approve Remuneration of Directors in the Amount of CHF 11.5 Million Transact Other Business (Voting)	For	For For For For For For For For Against	new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The conten
Gentera SAB de CV	Mexico	13-avr-22	Management	4.1.1 4.1.2 4.1.3 4.1.4 4.1.5 4.1.6 4.2.1 4.2.2 4.2.3 5 6 7.1 7.2 7.3	Reelect Albert Baehny as Director and Board Chairman Reelect Thomas Bachmann as Director Reelect Thomas Bachmann as Director Reelect Werner Karlen as Director Reelect Werner Karlen as Director Reelect Eunice Zehnder-Lai as Director Reelect Eunice Zehnder-Lai as Director Reappoint Eunice Zehnder-Lai as Member of the Nomination and Compensation Committee Reappoint Thomas Bachmann as Member of the Nomination and Compensation Committee Reappoint Werner Karlen as Member of the Nomination and Compensation Committee Designate Roger Mueller as Independent Proxy Ratify PricewaterhouseCoopers AG as Auditors Approve Remuneration of Directors in the Amount of CHF 2.4 Million Approve Remuneration of Executive Committee in the Amount of CHF 11.5 Million Transact Other Business (Voting)	For	For	new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The conten of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against
Gentera SAB de CV	Mexico	13-avr-22	Management	4.1.1 4.1.2 4.1.3 4.1.4 4.1.6 4.2.1 4.2.2 4.2.3 5 6 7.1 7.2 7.3 8	Reelect Albert Baehny as Director and Board Chairman Reelect Thomas Bachmann as Director Reelect Felix Ehrat as Director Reelect Heilx Ehrat as Director Reelect Werner Karlen as Director Reelect Euroice Zehnder-Lai as Director Reelect Euroice Zehnder-Lai as Director Reappoint Euroice Zehnder-Lai as Member of the Nomination and Compensation Committee Reappoint Thomas Bachmann as Member of the Nomination and Compensation Committee Reappoint Werner Karlen as Member of the Nomination and Compensation Committee Designate Roger Mueller as Independent Proxy Ratify PricewaterhouseCoopers AG as Auditors Approve Remuneration Report Approve Remuneration of Directors in the Amount of CHF 2.4 Million Approve Remuneration of Executive Committee in the Amount of CHF 11.5 Million Transact Other Business (Voting) Approve Report of Board of Directors Approve Report of Board of Directors Approve Report of Board of Directors Approve Allocation of Income and Dividends of MXN 469.4 Million	For	For For For Against	new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The conter of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against
Gentera SAB de CV	Mexico	13-avr-22	Management	4.1.1 4.1.2 4.1.3 4.1.4 4.1.5 4.1.6 4.2.1 4.2.2 4.2.3 5 6 7.1 7.2 7.3	Reelect Albert Baehny as Director and Board Chairman Reelect Thomas Bachmann as Director Reelect Felix Ehrat as Director Reelect Werner Karlen as Director Reelect Werner Karlen as Director Reelect Burious Ehroder-Lai as Director Reelect Eurious Zehnder-Lai as Director Reappoint Eurious Zehnder-Lai as Member of the Nomination and Compensation Committee Reappoint Eurious Abender-Lai as Member of the Nomination and Compensation Committee Reappoint Werner Karlen as Member of the Nomination and Compensation Committee Reappoint Werner Karlen as Member of the Nomination and Compensation Committee Designate Roger Mueller as Independent Proxy Ratify PricewaterhouseCoopers AG as Auditors Approve Remuneration of Directors in the Amount of CHF 2.4 Million Approve Remuneration of Directors in the Amount of CHF 1.5 Million Transact Other Business (Voting) Approve Report of Board of Directors Approve Report of Board of Directors Approve Allocation of Income and Dividends of MXN 469.4 Million Approve Report on Share Repurchase Reserve; Authorize Share Repurchase Reserve	For	For For For Against	new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The conten of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against
Gentera SAB de CV	Mexico	13-avr-22	Management	4.1.1 4.1.2 4.1.3 4.1.4 4.1.6 4.2.1 4.2.2 4.2.3 5 6 7.1 7.2 8	Reelect Albert Baehny as Director and Board Chairman Reelect Thomas Bachmann as Director Reelect Thomas Bachmann as Director Reelect Werner Karlen as Director Reelect Werner Karlen as Director Reelect Eunice Zehnder-Lai as Director Reappoint Eunice Zehnder-Lai as Director Reappoint Eunice Zehnder-Lai as Member of the Nomination and Compensation Committee Reappoint Werner Karlen as Member of the Nomination and Compensation Committee Reappoint Werner Karlen as Member of the Nomination and Compensation Committee Reappoint Werner Karlen as Member of the Nomination and Compensation Committee Designate Roger Mueller as Independent Proxy Ratifly PricewaterhouseCoopers AG as Auditors Approve Remuneration of Directors in the Amount of CHF 2.4 Million Approve Remuneration of Directors in the Amount of CHF 11.5 Million Transact Other Business (Voting) Approve Report of Board of Directors Approve Report of Board of Directors Approve Report of Share Repurchase Reserve; Authorize Share Repurchase Reserve Approve Report on Adherence to Fiscal Obligations	For	For For For Against	new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The conten of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.
Gentera SAB de CV	Mexico	13-avr-22	Management	4.1.1 4.1.2 4.1.3 4.1.4 4.1.6 4.2.1 4.2.2 4.2.3 5 6 7.1 7.2 7.3 8	Reelect Albert Baehny as Director and Board Chairman Reelect Thomas Bachmann as Director Reelect Felix Ehrat as Director Reelect Werner Karlen as Director Reelect Werner Karlen as Director Reelect Eurice Zehnder-Lai as Director Reelect Eurice Zehnder-Lai as Director Reappoint Eurice Zehnder-Lai as Member of the Nomination and Compensation Committee Reappoint Thomas Bachmann as Member of the Nomination and Compensation Committee Reappoint Werner Karlen as Member of the Nomination and Compensation Committee Reappoint Werner Karlen as Member of the Nomination and Compensation Committee Reappoint Werner Karlen as Member of the Nomination and Compensation Committee Reappoint Werner Karlen as Member of the Nomination and Compensation Committee Reappoint Werner Karlen as Member of the Nomination and Compensation Committee Reappoint Werner Karlen as Member of the Nomination and Compensation Committee Reappoint Werner Karlen as Member of the Nomination and Compensation Committee Reappore Remuneration of Directors in the Amount of CHF 2.4 Million Approve Report of Board of Directors Approve Allocation of Income and Dividends of MXN 469.4 Million Approve Report on Share Repurchase Reserve; Authorize Share Repurchase Reserve Approve Report on Adherence to Fiscal Obligations Elect or Raifly Directors, Chairmen of Audit and Corporate Practices Committees; Approve	For	For For For Against	new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The conten of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis. We prefer to vote AGAINST since the remuneration policy lacks concrete sustainability focused non-financial KPIs that are
Gentera SAB de CV	Mexico	13-avr-22	Management	4.1.1 4.1.2 4.1.3 4.1.4 4.1.6 4.2.1 4.2.2 4.2.3 5 6 7.1 7.2 8	Reelect Albert Baehny as Director and Board Chairman Reelect Thomas Bachmann as Director Reelect Thomas Bachmann as Director Reelect Werner Karlen as Director Reelect Werner Karlen as Director Reelect Eunice Zehnder-Lai as Director Reappoint Eunice Zehnder-Lai as Director Reappoint Eunice Zehnder-Lai as Member of the Nomination and Compensation Committee Reappoint Werner Karlen as Member of the Nomination and Compensation Committee Reappoint Werner Karlen as Member of the Nomination and Compensation Committee Reappoint Werner Karlen as Member of the Nomination and Compensation Committee Designate Roger Mueller as Independent Proxy Ratifly PricewaterhouseCoopers AG as Auditors Approve Remuneration of Directors in the Amount of CHF 2.4 Million Approve Remuneration of Directors in the Amount of CHF 11.5 Million Transact Other Business (Voting) Approve Report of Board of Directors Approve Report of Board of Directors Approve Report of Share Repurchase Reserve; Authorize Share Repurchase Reserve Approve Report on Adherence to Fiscal Obligations	For	For For For Against	new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis. We prefer to vote AGAINST since the remuneration policy lacks concrete sustainability focused non-financial KPIs that are properly communicated with the minority shareholders and many amendments are bundled under a single item which prevents
Gentera SAB de CV	Mexico	13-avr-22	Management	4.1.1 4.1.2 4.1.3 4.1.4 4.1.5 4.1.6 4.2.1 4.2.2 4.2.3 5 6 7.1 7.2 7.3 8	Reelect Albert Baehny as Director and Board Chairman Reelect Thomas Bachmann as Director Reelect Felix Ehrat as Director Reelect Werner Karlen as Director Reelect Ewine Ehrat as Director Reelect Euroice Zehnder-Lai as Director Reappoint Euroice Zehnder-Lai as Director Reappoint Euroice Zehnder-Lai as Member of the Nomination and Compensation Committee Reappoint Thomas Bachmann as Member of the Nomination and Compensation Committee Reappoint Werner Karlen as Member of the Nomination and Compensation Committee Designate Roger Mueller as Independent Proxy Ratify PricewaterhouseCoopers AG as Auditors Approve Remuneration Report Approve Remuneration of Directors in the Amount of CHF 2.4 Million Approve Remuneration of Executive Committee in the Amount of CHF 11.5 Million Transact Other Business (Voting) Approve Report of Board of Directors Approve Report of Share Repurchase Reserve; Authorize Share Repurchase Reserve Approve Report on Adherence to Fiscal Obligations Elect or Ratify Directors, Chairmen of Audit and Corporate Practices Committees; Approve their Remuneration; Verify Independence Classification	For	For	new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The conten of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis. We prefer to vote AGAINST since the remuneration policy lacks concrete sustainability focused non-financial KPIs that are
Gentera SAB de CV	Mexico	13-avr-22	Management	4.1.1 4.1.2 4.1.3 4.1.4 4.1.6 4.2.1 4.2.2 4.2.3 5 6 7.1 7.2 8	Reelect Albert Baehny as Director and Board Chairman Reelect Thomas Bachmann as Director Reelect Felix Ehrat as Director Reelect Werner Karlen as Director Reelect Werner Karlen as Director Reelect Eurice Zehnder-Lai as Director Reelect Eurice Zehnder-Lai as Director Reappoint Eurice Zehnder-Lai as Member of the Nomination and Compensation Committee Reappoint Thomas Bachmann as Member of the Nomination and Compensation Committee Reappoint Werner Karlen as Member of the Nomination and Compensation Committee Reappoint Werner Karlen as Member of the Nomination and Compensation Committee Reappoint Werner Karlen as Member of the Nomination and Compensation Committee Reappoint Werner Karlen as Member of the Nomination and Compensation Committee Reappoint Werner Karlen as Member of the Nomination and Compensation Committee Reappoint Werner Karlen as Member of the Nomination and Compensation Committee Reappoint Werner Karlen as Member of the Nomination and Compensation Committee Reappore Remuneration of Directors in the Amount of CHF 2.4 Million Approve Report of Board of Directors Approve Allocation of Income and Dividends of MXN 469.4 Million Approve Report on Share Repurchase Reserve; Authorize Share Repurchase Reserve Approve Report on Adherence to Fiscal Obligations Elect or Raifly Directors, Chairmen of Audit and Corporate Practices Committees; Approve	For	For For For Against	new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis. We prefer to vote AGAINST since the remuneration policy lacks concrete sustainability focused non-financial KPIs that are properly communicated with the minority shareholders and many amendments are bundled under a single item which prevents

41 | 174

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management	Vote	Significant votes - Rationales
V	N. a	10 00		Number	N. 15: 10:1	Recommendation	Decision	
Koninklijke Ahold Delhaize NV	Netherlands	13-avr-22	Management	4	Adopt Financial Statements and Statutory Reports	For	For	
		1	Management Management	6	Approve Dividends Approve Remuneration Report	For For	For For	
		1	Management	7	Approve Discharge of Management Board	For	For	
		1	Management	8	Approve Discharge of Supervisory Board	For	For	
		1	Management	9	Reelect Bill McEwan to Supervisory Board	For	For	
		1	Management	10	Reelect Rene Hooft Graafland to Supervisory Board	For	For	
		1	Management	11	Reelect Pauline Van der Meer Mohr to Supervisory Board	For	For	
		1	Management	12	Reelect Wouter Kolk to Management Board	For	For	
		1	Management	13	Adopt Amended Remuneration Policy for Management Board	For	For	
		1	Management	14	Adopt Amended Remuneration Policy for Supervisory Board	For	For	
		1	Management	15	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors for Financial Year 2022	For	For	
		1	Management	16	Ratify KPMG Accountants N.V. as Auditors for Financial Year 2023	For	For	
		1	Management	17	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	For	
		1	Management Management	18 19	Authorize Board to Exclude Preemptive Rights from Share Issuances Authorize Board to Acquire Common Shares	For For	For For	
		1	Management	20	Approve Cancellation of Repurchased Shares	For	For	
Molecular Partners AG	Switzerland	13-avr-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
Wolecular Farthers AG	Switzeriand	13-avi-22	Management	2	Approve Remuneration Report	For	For	
		1	Management		Approve Treatment of Net Loss	For	For	
		1	Management	4	Approve Discharge of Board and Senior Management	For	For	
		1	Management	5	Approve Renewal of CHF 807,316 Pool of Authorized Capital with or without Exclusion of	For	For	We are comfortable with the current composition of the Board. We consider the authorised capital a prudent move for a
1			anagomon	Ĭ	Preemptive Rights	'*	l	company at this stage of its development.
1		1	Management	6.1.1	Reelect William Burns as Director	For	For	1 / 0
1		1	Management	6.1.2	Reelect Agnete Fredriksen as Director	For	For	
		1	Management	6.1.3	Reelect Dominik Hoechli as Director	For	For	
		1	Management	6.1.4	Reelect Steven Holtzman as Director	For	For	
		1	Management	6.1.5	Reelect Sandip Kapadia as Director	For	For	We are comfortable with the current composition of the Board. We consider the authorised capital a prudent move for a
		1						company at this stage of its development.
		1	Management	6.1.6	Reelect Vito Palombella as Director	For	For	
		1	Management	6.1.7	Reelect Michael Vasconcelles as Director	For	For	
		1	Management	6.1.8	Reelect Patrick Amstutz as Director	For	For	
		1	Management	6.2	Reelect William Burns as Board Chairman	For	For	
		1	Management	6.3.1	Reappoint William Burns as Member of the Nomination and Compensation Committee	For	For	We are comfortable with the current composition of the Board. We consider the authorised capital a prudent move for a
		1	l., .			_	_ ا	company at this stage of its development.
		1	Management	6.3.2	Reappoint Steven Holtzman as Member of the Nomination and Compensation Committee	For	For	
		1		000	Barrariat Minter 11/2	F	F	
		1	Management	6.3.3	Reappoint Michael Vasconcelles as Member of the Nomination and Compensation	For	For	
		1	Management	7	Ratify KPMG AG as Auditors	For	For	
		1	Management	8	Designate Keller KLG as Independent Proxy	For	For	
		1	Management	9.1	Approve Remuneration of Directors in the Amount of CHF 1.1 Million	For	For	
		1	Management	9.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.6 Million for	For	For	
		1	Wanagement	J.2	the Period July 1, 2022 - June 30, 2023	1 01	1 01	
		1	Management	9.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 3.9 Million	For	For	
		1					'	
		1	Management	10	Transact Other Business (Voting)	For	Against	A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case
		1	ľ		. 37			
							l	Inew voting items of counterproposals are introduced at the meeting by snareholders of the board of directors; and ^ i he content
		1						new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against
Stellantis NV								
Otelianii NV	Netherlands	13-avr-22	Management	2.c	Approve Remuneration Report	For	Against	of these new Items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis. A vote AGAINST is warranted because:* Introduction of a 5-year additional LTI plan valued at grant at approximately USD 45
Stellar RIS IVV	Netherlands	13-avr-22	Management	2.c	Approve Remuneration Report	For	Against	of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis. A vote AGAINST is warranted because:* Introduction of a 5-year additional LTI plan valued at grant at approximately USD 45 million, bearing the risk of excessive pay outcomes. Additionally, concerns are raised with regard to the process followed to
Stellants IVV	Netherlands	13-avr-22	Management	2.c	Approve Remuneration Report	For	Against	of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis. A vote AGAINST is warranted because: Introduction of a 5-year additional LTI plan valued at grant at approximately USD 45 million, bearing the risk of excessive pay outcomes. Additionally, concerns are raised with regard to the process followed to implement the plan, not demonstrating good governance. While former FCA CEO Mike Manley decided to step down, the
Ocean no IVV	Netherlands	13-avr-22	Management	2.c	Approve Remuneration Report	For	Against	of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis. A vote AGAINST is warranted because:* Introduction of a 5-year additional LTI plan valued at grant at approximately USD 45 million, bearing the risk of excessive pay outcomes. Additionally, concerns are raised with regard to the process followed to implement the plan, not demonstrating good governance: While former FCA CEO Mike Manley decided to step down, the remuneration report does not provide adequate disclosure on his termination package.* Current CEO Tavares received a EUR
STERIOLIS IVV	Netherlands	13-avr-22	Management	2.c	Approve Remuneration Report	For	Against	of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis. A vote AGAINST is warranted because:* Introduction of a 5-year additional LTI plan valued at grant at approximately USD 45 million, bearing the risk of excessive pay outcomes. Additionally, concerns are raised with regard to the process followed to implement the plan, not demonstrating good governance.* While former FCA CEO Mike Manley decided to step down, the remuneration report does not provide adequate disclosure on his termination package* Current CEO Tavares received a EUR 1.7 million cash retention bonus related to the merger* Continued concerns regarding the design of the LTI plan (i.e. partially) not
Overlien in S. TVV	Netherlands	13-avr-22	Management	2.c	Approve Remuneration Report	For	Against	of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis. A vote AGAINST is warranted because:* Introduction of a 5-year additional LTI plan valued at grant at approximately USD 45 million, bearing the risk of excessive pay outcomes. Additionally, concerns are raised with regard to the process followed to implement the plan, not demonstrating good governance. "While former FCA CEO Mike Manley decided to step down, the remuneration report does not provide adequate disclosure on his termination package" Current CEO Tavares received a EUR 1.7 million cash retention bonus related to the merger" Continued concerns regarding the design of the LTI plan (i.e., partially not subject to performance and TSR measure allows for vesting for below median performance). However, this is not without noting
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Maragement 8.1 Respont Francois Frote as Member of the Compensation Committee For			1	Management	7	Reelect Francois Frote as Board Chairman	For	For	Tornos is a highly cyclical company, which explains the short vesting period of equity awards. We approve of attribution of stock
Management 8.1 Reappoint Francois Frote as Member of the Compensation Committee For			1	1	l			1	
Management 8.2 Management 8.3 Reappoint Michel Rollier as Member of the Compensation Committee For For For For Management 9 Management 9 Management 9 Management 9 Management 11.2 Management 12.2 Management 12.3 Management			1	Management	8.1	Reappoint François Frote as Member of the Compensation Committee	For	For	
Management			1	Managomoni	"	Todaponic Flancock Flore de Montes et die Compensation Committee		1	
Management			1	1	l			1	
Management Management B. 3 Reappoint Walter Fust as Member of the Compensation Committee For For For Tomos is a highly cyclical company, which explains the short vesting period of equity awards. We approve of attribution of stock options. We are comindrable with the current composition of the Board. Management Management Designate Roland Schweizer as independent Proxy Raily Prevealed house Coopers Schweizer as independent Proxy Raily			1	Management	8.2	Reappoint Michel Rollier as Member of the Compensation Committee	For	For	
Management Water Fust as Member of the Compensation Committee Management Man			1	1	l			1	
Management 12 Transact Other Business (Voltng) Management Management Management Management Management Management Management Management 12 Transact Other Business (Voltng) Management Man			1	l	l	L	_	l _	
Management			1	Management	8.3	Reappoint Walter Fust as Member of the Compensation Committee	For	For	
Management			1	1	l			1	
Management			1	Management	8.4	Reappoint Till Fust as Member of the Compensation Committee	For	For	
Management Management 10 Ratify Prioevaterhouse occopers SA as Auditors Approve Remuneration of Directors in the Amount of CHF 500,000 and 40,000 Stock Options 11.1 Approve Remuneration of Directors in the Amount of CHF 500,000 and 40,000 Stock Options 11.2 Approve Remuneration of Executive Committee in the Amount of CHF 15. Million in Fixed Remuneration, CHF 800,000 in Variable Remuneration, and 150,000 Stock Options 12 Transact Other Business (Voting) 13 Transact Other Business (Voting) 14-avr-22 14-avr-22 15 Elect Director Amy Banse 16 Elect Director Amy Banse 17 Elect Director Management Management In Management			1					'	
Management			1	I					
Management 11.1 Approve Remuneration of Directors in the Amount of CHF 500,000 and 40,000 Stock Options Management 11.2 Approve Remuneration of Executive Committee in the Amount of CHF 1.5 Million in Fixed Remuneration, CHF 800,000 in Variable Remuneration, and 150,000 Stock Options Management 11.2 Approve Remuneration of Executive Committee in the Amount of CHF 1.5 Million in Fixed Remuneration, CHF 800,000 in Variable Remuneration, and 150,000 Stock Options Management 12 Transact Other Business (Voting) Management 12 Transact Other Business (Voting) Management 12 Management 15 Elect Director Army Banse 16 Elect Director Melanie Boulden 16 Elect Director Director Melanie Boulden 16 Elect Director Melanie			1						
Options Anagement 11.2 Aprove Remuneration of Executive Committee in the Amount of CHF 1.5 Million in Fixed Remuneration, CHF 800,000 in Variable Remuneration, and 150,000 Slock Options Management 12 Transact Other Business (Voting) Transa			1						
Management 1.2 Approve Remuneration of Executive Committee in the Amount of CHF 1.5 Million in Fixed Remuneration, CHF 800,000 in Variable Remuneration, and 150,000 Slock Options Management 12 Transact Other Business (Voting) Transact Other B		I	1	Management	11.1		For	⊢or	
Management 11.2 Approve Remuneration of Executive Committee in the Amount of CHF 1.5 Million in Fixed Remuneration, CHF 800,000 in Variable Remuneration, and 150,000 Stock Options Management 12 Transact Other Business (Voting) Transact Other			1	I		Ομιστιο			
Remuneration, CHF 800,000 in Variable Remuneration, and 150,000 Stock Options Management 12 Transact Other Business (Voting) Transact Other Business (Voting) For Against A dote AGAINST is warranted because: *This item concerns additional instructions from the shareholders or the board of directors; and *The content of these any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis. USA 14-avr-22 Management 1b Elect Director Amy Banse 1clect Director Brett Biggs For For Management 1d Management 1d Management 1d Management 1d Management 1d Management 1d Management 1f Elect Director Institution Institu			1	Management	11.2	Approve Remuneration of Executive Committee in the Amount of CHF 1.5 Million in Fixed	For	For	Tornos is a highly cyclical company, which explains the short vesting period of equity awards. We approve of attribution of stock
Management 12 Transact Other Business (Voting) For Against A vote AGAINST is warranted because: * This item or counterproposals are introduced an event of these any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis. USA 14-avr-22 Management 1b Elect Director Amy Banse For For Management 1c Elect Director Bett Biggs For For For Management 1d Management 1d Management 1d Management 1d Management 1f Elect Director Frank Calderoni For For For Management 1f Management 1f Elect Director Shantanu Narayen For For Management 1f Elect Director Shantanu Narayen For For Management 1f Elect Director Spencer Neumann For For For Management 1f Elect Director Deeral Pandey For For For For For For For Management 1f Elect Director Deeral Pandey For			1				I	1	options. We are comfortable with the level of independence of the BoD , which is linked to the company shareholding structure
Adobe Inc. USA 14-avr-22 Management Management In Management In Management Management In Management Management In Management In Management Management In Elect Director Neterore Neumann In Management In Management In Management In Elect Director Neterore Neumann In Management In Elect Director Neterore Neumann In In Elect Directo			1	I		i '			
Adobe Inc. USA 14-avr-22 Management Management In Management Management Management Management If Management Management If Man			1	Management	12	Transact Other Business (Voting)	For	Against	
Adobe Inc. USA 14-avr-22 Management Manag			1	1	l			1	
Adobe Inc. USA 14-avr-22 Management Management 1b Elect Director Amy Banse For For For For Management 1c Elect Director Melanie Boulden Management Management 1d Elect Director Frank Calderoni Management 1f Elect Director Laura Desmond For For For Management 1f Elect Director Shantanu Narayen Management 1f Elect Director Shantanu Narayen For For Management 1f Elect Director Sencer Neumann For For For Management 1h Elect Director Management 1h Elect Director Management 1h Elect Director Management 1h Elect Director Melanie Oberg For For For Management 1h Elect Director Melanie Oberg For For For For For For Management 1h Elect Director Melanie Oberg For			1	l					
Management 1b Elect Director Bett Biggs For For Management 1c Elect Director Manie Boulden For For Management 1d Elect Director Frank Calderoni For For Management 1d Elect Director Frank Calderoni For For Management 1f Elect Director Shantanu Narayen For For Management 1f Elect Director Spencer Neumann For For Management 1f Elect Director Spencer Neumann For For For Management 1f Elect Director Spencer Neumann For For For Management 1f Elect Director Spencer Neumann For For For For Management 1f Elect Director Spencer Neumann For	Adobe Inc.	USA	14-avr-22	Management	1a	Elect Director Amy Banse	For	For	· · · · · · · · · · · · · · · · · · ·
Management 1d Elect Director Frank Calderoni For For For Management 1f Elect Director Shantanu Narayen For For Management 1g Elect Director Shantanu Narayen For For Management 1g Elect Director Spencer Neumann For For Management 1h Elect Director Spencer Neumann For For For Management 1i Elect Director Orbeeraj Pandey For		I	1						
Management 1e Elect Director Laura Desmond For For Management 1f Elect Director Shantanu Marayen For For Management 1g Elect Director Spencer Neumann For For For Management 1h Elect Director Kathleen Oberg For For Management 1i Elect Director Management 1i Elect Director Management For		I	1						
Management 1f Elect Director Shantanu Narayen For For Management 1g Elect Director Spencer Neumann For For For Management 1h Elect Director Kathleen Oberg For For Management 1i Elect Director Oberaj Pandey For For		I	1						
Management 1g Elect Director Spencer Neumann For For For Management 1h Elect Director Kathleen Oberg For For For Management 1i Elect Director Hoberaj Pandey For For For		I	1						
Management 1h Elect Director Kathleen Oberg For For Management 1i Elect Director Dheeraj Pandey For For		I	1						
Management 1i Elect Director Dheeraj Pandey For For			1						
			1						
1 1 2 2 1 2 1		I	1	Management	1j		For		

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	Number 1k	Elect Director Daniel Rosensweig	For	For	
			Management	11	Elect Director John Warnock	For	For	
			Management	2	Ratify KPMG LLP as Auditors	For	For	
Beiersdorf AG	Germany	14-avr-22	Management Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation Approve Allocation of Income and Dividends of EUR 0.70 per Share	For For	For For	
Delersuon AG	Germany	14-avi-22	Management	3	Approve Discharge of Management Board for Fiscal Year 2021	For	For	
			Management	4	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	For	
			Management	5	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2022	For	For	
			Management	6	Approve Remuneration Report	For	Against	A vote AGAINST the remuneration report is warranted because: * A range of discretionary payments were granted to
								executives during the year under review, which represents a serious breach of good remuneration practices and the company has failed to provide a compelling rationale. * Only limited disclosure is provided surrounding variable performance targets and
								corresponding payouts. * No meaningful information is provided regarding the average remuneration of employees of the
								company in a manner which permits comparison with directors' remuneration. * The compensation committee of the supervisory
CALIDA Holding AG	Switzerland	14-avr-22	Management	3.1	Assert Assert Depart 2004	For	For	board is completely non-independent and has been so long-term.
CALIDA Holding AG	Switzerland	14-avr-22	Management Management	3.1	Accept Annual Report 2021 Accept Financial Statements and Statutory Reports	For	For	
			Management	3.3	Approve Remuneration Report (Non-Binding)	For	For	
			Management	3.4	Approve Allocation of Income and Dividends of CHF 1.00 per Share	For	For	
			Management	4	Approve Corporate Social Responsibility Report (Non-Binding)	For	For	
			Management Management	5 6.1	Approve Discharge of Board and Senior Management Reelect Hans-Kristian Hoejsgaard as Director and Board Chair	For For	For For	
			Management	6.2.1	Reelect Gregor Greber as Director	For	For	
			Management	6.2.2	Reelect Erich Kellenberger as Director	For	For	
			Management	6.2.3	Reelect Lukas Morscher as Director	For	For	
			Management	6.2.4	Reelect Stefan Portmann as Director	For	For	
			Management Management	6.3.1 6.3.2	Elect Patricia Gandji as Director Elect Laurence Bourdon-Tracol as Director	For For	For For	
			Management	6.4.1	Reappoint Hans-Kristian Hoejsgaard as Member of the Nomination and Compensation	For	For	We are comfortable with the joint nomination and compensation committee
				• • • • • • • • • • • • • • • • • • • •	Committee		'	
			Management	6.4.2	Appoint Lukas Morscher as Member of the Nomination and Compensation Committee	For	For	
			Management	7 8	Ratify KPMG AG as Auditors	For	For	
			Management Management	9.1	Designate Grossenbacher Rechtsanwaelte AG as Independent Proxy Approve Remuneration of Directors in the Amount of CHF 900,000	For For	For For	
			Management	9.2	Approve Fixed and Short-Term Variable Remuneration of Executive Committee in the	For	For	The rationale for increased remuneration is linked to the change in focus and management of the company and the execution of
					Amount of CHF 4.5 Million		'	the strategic plan is ample justification for the remuneration suggested
			Management	9.3	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF	For	For	
				10.1	1 Million	_	_ ا	
			Management Management	10.1	Amend Corporate Purpose Amend Articles Re: Remuneration of the Board of Directors	For For	For For	
			Management	10.3	Amend Articles Re: Equity Compensation for the Board of Directors	For	For	
			Management	11	Transact Other Business (Voting)	For	Against	A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case
								new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content
								of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.
COMET Holding AG	Switzerland	14-avr-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	ulis item on a precautionary basis.
			Management	2	Approve Allocation of Income and Dividends of CHF 3.50 per Share	For	For	
			Management	3	Approve Discharge of Board and Senior Management	For	For	
			Management	4.1	Reelect Heinz Kundert as Director Reelect Gian-Luca Bona as Director	For	For	
			Management Management	4.2 4.3	Reelect Mariel Hoch as Director	For For	For For	
			Management	4.4	Reelect Patrick Jany as Director	For	For	
			Management	4.5	Reelect Tosja Zywietz as Director	For	For	
1			Management	4.6	Reelect Heinz Kundert as Board Chair	For	For	
			Management Management	5 6.1	Elect Edeltraud Leibrock as Director Reappoint Mariel Hoch as Member of the Nomination and Compensation Committee	For For	For For	
			Management	6.2	Reappoint Gian-Luca Bona as Member of the Nomination and Compensation Committee	For	For	
1			Management	7	Designate Patrick Glauser as Independent Proxy	For	For	
			Management	8	Ratify Ernst & Young AG as Auditors	For	For	
			Management	9.1 9.2	Approve Remuneration of Directors in the Amount of CHF 970,000	For	For	
			Management Management	9.2 9.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 3.5 Million Approve Variable Remuneration of Executive Committee in the Amount of CHF 3 Million	For For	For For	
			Management	9.4	Approve Remuneration Report	For	For	
			Management	10.1	Approve Renewal of CHF 770,000 Pool of Authorized Capital with or without Exclusion of	For	For	We do not consider this rise of authorized capital as an anti-takeover mechanism here
1					Preemptive Rights	_	l _	
			Management Management	10.2 11	Amend Articles Re: Proportion of Non-Cash Remuneration of Board Members Transact Other Business (Voting)	For For	For Against	A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case
			wanagement	"	Transact Other Dustriess (Voting)	ror	Ayainst	A vote AGAINST is warranted because: * This item concerns additional instructions from the snareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content
							I	of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against
		L					<u> </u>	this item on a precautionary basis.
Teleperformance SE	France	14-avr-22	Management	1	Approve Financial Statements and Statutory Reports	For	For	
			Management Management	2	Approve Consolidated Financial Statements and Statutory Reports Approve Allocation of Income and Dividends of EUR 3.30 per Share	For For	For For	
			Management	4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of	For	For	
					New Transactions			
			Management	5	Approve Compensation Report of Corporate Officers	For	For	
			Management Management	6	Approve Compensation of Daniel Julien, Chairman and CEO Approve Compensation of Olivier Rigaudy, Vice-CEO	For For	For For	
			wanagement	· '	Approve Compensation of Olivier Rigaday, vice-CEO	I FOI	LOL	1

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management	Vote	Significant votes - Rationales
				Number		Recommendation	Decision	
			Management	8	Approve Remuneration Policy of Directors	For	For	
			Management	9	Approve Remuneration Policy of Chairman and CEO	For	For	
			Management	10	Approve Remuneration Policy of Vice-CEO	For	For	
			Management	11	Elect Shelly Gupta as Director	For	For	
			Management	12	Elect Carole Toniutti as Director	For	For	
			Management Management	13	Reelect Pauline Ginestie as Director	For	For	
				14	Reelect Wai Ping Leung as Director Reelect Patrick Thomas as Director	For For	For	
			Management Management	15 16	Reelect Patrick Thomas as Director Reelect Bernard Canetti as Director	For	For For	
			Management	17	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.2 Million	For	For	
			Management	18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	
			Management	19	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to	For	For	
					Aggregate Nominal Amount of EUR 50 Million		'	
			Management	20	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights, with a	For	For	
			ľ	l	Binding Priority Right up to Aggregate Nominal Amount of EUR 14.5 Million			
			Management	21	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to	For	For	
				l	Aggregate Nominal Amount of EUR 7.2 Million			
			Management	22	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation	For	For	
				l	Submitted to Shareholder Vote Under Items 19-21	_		
			Management	23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For	
			Management	24	Authorize up to 3 Percent of Issued Capital for Use in Restricted Stock Plans Authorize Filing of Required Documents/Other Formalities	For	For	
Di i i Alli	5.1.	45 00	Management	25	Authorize Filing of Required Documents/Other Formalities Approve Financial Statements and Allocation of Income	For	For	
Biotalys NV	Belgium	15-avr-22	Management Management	3 4	Approve Financial Statements and Allocation of Income Approve Remuneration Report	For	For	A vote AGAINST is warranted because: * The company granted a one-off IPO related bonus whereas a successful IPO was
1	1		iviariagement	I 4	Approve itemulieration report	For	Against	A vote AGAINST is warranted because: "The company granted a one-off IPO related bonus whereas a successful IPO was already a performance metric under the STI; * There is no disclosure on the performance assessment on the various STI
				l				performance metrics; * Granted options vest before the third anniversary.
			Management	5	Approve Remuneration Policy	For	Against	A vote AGAINST is warranted because: * Absence of a clawblack clause under the STI * No clear disclosure on the applicable
			Managomoni	ľ	7 pprovo resinancia accirr oney		/ tguinot	performance framework and KPIs under the STI * Absence of clearly disclosed award levels. * Vesting period of options is
				l				partly shorter than three years.
			Management	6	Approve Remuneration of Johan Cardoen as Independent Director	For	For	,
			Management	7	Approve Share-Based Remuneration for Independent Directors	For	For	
			Management	8.1	Approve Discharge of Inno Tune BV, Permanently Represented by Lieven De Smedt, as	For	For	
			_	l	Director			
			Management	8.2	Approve Discharge of Quaghebeur Koen as Director	For	For	
			Management	8.3	Approve Discharge of Sofinnova Partners SAS, Permanently Represented by Denis Lucquin,	For	For	
				l	as Director			
			Management	8.4	Approve Discharge of Nomad Technology Consulting LLC, Permanently Represented by	For	For	
			l	l	Adrian Percy, as Director	_	l _	
			Management	8.5	Approve Discharge of Luc Basstanie as Director	For	For	
			Management Management	8.6 8.7	Approve Discharge of Simon Moroney as Director Approve Discharge of Johan Cardoen as Director	For For	For For	
			Management	8.8	Approve Discharge of Johan Cardoen as Director Approve Discharge of Markus Heldt as Director	For	For	
			Management	8.9	Approve Discharge of Markus Heidt as Director Approve Discharge of Catherine Moukheibir as Director	For	For	
			Management	8.10	Approve Discharge of Cathernie Moukheibli as Director Approve Discharge of Patrice Selles as Director	For	For	
			Management	8.11	Approve Discharge of Patrick Van Beneden as Director	For	For	
			Management	8.12	Approve Discharge of Pieter Bevernage as Director	For	For	
			Management	9	Approve Discharge of Auditors	For	For	
			Management	10	Approve Replacement of Gert Vanhees by Pieter-Jan Van Durme as Representative of the	For	For	
			_	l	Statutory Auditor			
1	1		Management	11	Approve Auditors' Remuneration for the Financial Year Ended 2021	For	For	
1	1		Management	12	Ratify Deloitte as Auditors and Approve Auditors' Remuneration for Financial Years 2022,	For	For	
	1		l	l	2023 and 2024		l .	
1	1		Management	13	Elect Michiel M. van Lookeren Campagne as Independent Director	For	For	L
	1		Management	14.1	Approve Change-of-Control Clause Re: The Share-Based Remuneration	For	Against	A vote AGAINST is warranted because immediate vesting of stock options in case of a change-of-control holds the risk of rewarding for underperformance.
	1		Management	14.2	Approve Change-of-Control Clause Re: The ESOP Warrant Plans	For	Against	A vote AGAINST is warranted because immediate vesting of stock options in case of a change-of-control holds the risk of
	1		ivianayement	14.2	reperove change-or-control clause Ne. The ECOF Waltalit Flans	101	Ayamst	rewarding for underperformance.
1	1		Management	1	Amend Article 15 2 Re: Replace Reference to "this article 20, 2, 1"	For	For	J
	1		Management	2	Amend Article 17 Re: Replace Reference to "required by article 20"	For	For	
	<u> </u>		Management	3	Amend Article 28	For	For	
Logo Yazilim Sanayi ve Ticaret AS	Turkey	15-avr-22	Management	1	Open Meeting and Elect Presiding Council of Meeting and Authorize Presiding Council to	For	For	
1	1		_	I	Sign Minutes of Meeting			
	1		Management	2	Accept Board Report	For	For	
1	1		Management	3	Accept Audit Report	For	For	
1	1		Management	4	Accept Financial Statements	For	For	
	1		Management	5	Approve Discharge of Board	For	For	
	1		Management	6	Approve Allocation of Income	For	For	l l
	1		Management	8 9	Approve Director Remuneration	For	For	
	1		Management	· ·	Elect Directors	For	For	
	1		Management Management	10 12	Ratify External Auditors Approve Upper Limit of Donations for 2022	For For	For For	
	1		Management Management	12 14	Grant Permission for Board Members to Engage in Commercial Transactions with Company	For For	For	
	1		wanagement	l '*	and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles	1.01	1.01	
	1		l	1	395 and 396 of Turkish Commercial Law		I	
Coca-Cola Icecek AS	Turkey	18-avr-22	Management	1	Open Meeting and Elect Presiding Council of Meeting	For	For	
	1		Management	2	Accept Board Report	For	For	
1	1		Management	3	Accept Audit Report	For	For	
•	•			•	'	•	•	·

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management	Vote	Significant votes - Rationales
				Number		Recommendation	Decision	
			Management	4	Accept Financial Statements	For	For	
	1		Management Management	5 6	Approve Discharge of Board Approve Allocation of Income	For For	For For	
	1		Management	7	Elect Directors and Approve Their Remuneration	For	Against	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from
	1			-				making an informed voting decision.
	1		Management	8	Ratify External Auditors	For	For	
	1		Management	12	Grant Permission for Board Members to Engage in Commercial Transactions with Company	For	For	
	1				and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles			
Mine Vene Count Farance Count Co. 14d	Ohina	40 00	Managarant		395 and 396 of Turkish Commercial Law Approve Issuance of GDRs and Listing on London Stock Exchange and Conversion to an	F	F	
Ming Yang Smart Energy Group Co., Ltd.	China	19-avr-22	Management	1	Overseas Company	For	For	
	1		Management	2.1	Approve Issue Type and Par Value	For	For	
	1		Management	2.2	Approve Issue Period	For	For	
	1		Management	2.3	Approve Issue Manner	For	For	
	1		Management	2.4 2.5	Approve Issue Scale Approve Size of GDR	For For	For For	
	1		Management Management	2.5	Approve Size of GDR Approve Conversion Rate of GDR to Underlying A Share Securities	For	For	
	1		Management	2.7	Approve Pricing Manner	For	For	
			Management	2.8	Approve Target Parties	For	For	
	1		Management	2.9	Approve Conversion Restriction Period for GDR and Underlying A Share Securities	For	For	
	1		Management		Approve Underwriting Method	For	For	
l	1		Management	3	Approve Report on the Usage of Previously Raised Funds	For	For	
	1		Management Management	4 5	Approve Usage Raised Funds from GDR Issuance Approve Resolution Validity Period	For For	For For	
I	1		Management	5 6	Approve Resolution Validity Period Approve Authorization of Board to Handle All Related Matters	For	For	
	1		Management	7	Approve Distribution Arrangement of Cumulative Earnings	For	For	
	1		Management	8	Approve Prospectus Liability Insurance Proposal and Responsibilities of Insured Directors,	For	For	
	1				Supervisors and Senior Management			
	1		Management	9	Approve Amend Articles of Association	For	Against	A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed
	1		Management	10	Amend Rules and Procedures Regarding General Meetings of Shareholders	For	Against	amendments. A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed
	1		iviariagement	10	Affield Rules and Procedules Regarding General Meetings of Shareholders	FUI	Against	amendments.
	1		Management	11	Amend Rules and Procedures Regarding Meetings of Board of Directors	For	Against	A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed
	1		J		3 3 3		ľ	amendments.
	1		Management	12	Amend Rules and Procedures Regarding Meetings of Board of Supervisors	For	Against	A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed
	L							amendments.
Aker BioMarine AS	Norway	20-avr-22	Management Management	1 2	Elect Chairman of Meeting; Designate Inspector(s) of Minutes of Meeting Approve Notice of Meeting and Agenda	For For	For For	
	1		Management	3	Accept Financial Statements and Statutory Reports	For	For	
			Management	5	Approve Remuneration Policy And Other Terms of Employment For Executive Management	For	Against	A vote AGAINST this item is warranted, as the policy allows for substantial discretionary assessments under variable pay
			J J		, , , , , , , , , , , , , , , , , , , ,		ľ	outcomes and further lacks critical information on potential future LTI arrangements.
	1		Management	6	Approve Remuneration Statement	For	Against	A vote AGAINST this item is warranted because the company has established a guaranteed discretionary bonus to the new
	1			-	51 115 1 1 11 11 11 11 11 11 11 11 11 11	_	l	EVP which is deemed excessive in size, without attaching a compelling rationale to justify such a bonus.
	1		Management Management	8	Elect Kimberly Mathisen as Director; Elect Oyvind Eriksen as Deputy Director Approve Remuneration of Auditors	For For	Against For	A vote AGAINST is warranted as the overall level of board independence lies below one-third.
	1		Management	9	Ratify PricewaterhouseCoopers AS as Auditors	For	For	
			Management	10	Approve Remuneration of Directors in the Amount of NOK 600,000 for Chairman, and NOK	For	For	
	1		-		300,000 for Other Directors; Approve Committee Fees			
	1		Management	11	Approve Remuneration for Members of Nomination Committee	For	For	
	1		Management Management	12 13	Approve Issuance of Shares without Preemptive Rights Approve Equity Plan Financing	For For	For Against	A vote AGAINST is warranted as the requested funding would be used to fund an incentive plan without adequate disclosure on
	1		iviariagement	13	Approve Equity Flan Financing	FUI	Ayallist	holding period, pricing and performance conditions.
			Management	14	Authorize Share Repurchase Program and Reissuance and/or Cancellation of Repurchased	For	For	notaling portou, prioring and portorinariou doridations.
Ī		ı			Shares			·
Anadolu Efes Biracilik ve Malt Sanayii A.S.	Turkey	20-avr-22	Management	1	Open Meeting and Elect Presiding Council of Meeting	For	For	
Anadolu Efes Biracilik ve Malt Sanayii A.S.	Turkey	20-avr-22	Management	1 2	Accept Board Report	For	For	
Anadolu Efes Biracilik ve Malt Sanayii A.S.	Turkey	20-avr-22	Management Management	3	Accept Board Report Accept Audit Report	For For	For For	
Anadolu Efes Biracilik ve Malt Sanayii A.S.	Turkey	20-avr-22	Management Management Management	1 2 3 4 5	Accept Board Report Accept Audit Report Accept Financial Statements	For For For	For For For	
Anadolu Efes Biracilik ve Malt Sanayii A.S.	Turkey	20-avr-22	Management Management Management Management	3 4	Accept Board Report Accept Audit Report Accept Financial Statements Approve Discharge of Board	For For For	For For	
Anadolu Efes Biracilik ve Malt Sanayii A.S.	Turkey	20-avr-22	Management Management Management	3 4	Accept Board Report Accept Audit Report Accept Financial Statements	For For For	For For For	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from
Anadolu Efes Biracilik ve Malt Sanayii A.S.	Turkey	20-avr-22	Management Management Management Management Management Management	3 4	Accept Board Report Accept Audit Report Accept Financial Statements Approve Discharge of Board Approve Allocation of Income Elect Directors and Approve Their Remuneration	For For For For For	For For For For Against	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision.
Anadolu Efes Biracilik ve Malt Sanayii A.S.	Turkey	20-avr-22	Management Management Management Management Management Management	3 4 5 6 7	Accept Board Report Accept Audit Report Accept Financial Statements Approve Discharge of Board Approve Allocation of Income Elect Directors and Approve Their Remuneration Ratify External Auditors	For For For For For	For For For For Against	
Anadolu Efes Biracilik ve Malt Sanayii A.S.	Turkey	20-avr-22	Management Management Management Management Management Management	3 4	Accept Board Report Accept Audit Report Accept Financial Statements Approve Discharge of Board Approve Allocation of Income Elect Directors and Approve Their Remuneration Ratify External Auditors Grant Permission for Board Members to Engage in Commercial Transactions with Company	For For For For For	For For For For Against	
Anadolu Efes Biracilik ve Malt Sanayii A.S.	Turkey	20-avr-22	Management Management Management Management Management Management	3 4 5 6 7	Accept Board Report Accept Audit Report Accept Financial Statements Approve Discharge of Board Approve Discharge of Board Approve Allocation of Income Elect Directors and Approve Their Remuneration Ratify External Auditors Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles	For For For For For	For For For For Against	
Anadolu Efes Biracilik ve Malt Sanayii A.S. Bunzi Pic	Turkey Turkey	20-avr-22	Management Management Management Management Management Management	3 4 5 6 7	Accept Board Report Accept Audit Report Accept Financial Statements Approve Discharge of Board Approve Allocation of Income Elect Directors and Approve Their Remuneration Ratify External Auditors Grant Permission for Board Members to Engage in Commercial Transactions with Company	For For For For For	For For For For Against	
	Ý		Management	3 4 5 6 7 8 12	Accept Board Report Accept Audit Report Accept Financial Statements Approve Discharge of Board Approve Discharge of Board Approve Discharge of Board Approve Allocation of Income Elect Directors and Approve Their Remuneration Ratify External Auditors Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law Accept Financial Statements and Statutory Reports Approve Final Dividend	For For For For For For For	For For For For Against For For	making an informed voting decision.
	Ý		Management	3 4 5 6 7 8 12	Accept Board Report Accept Audit Report Accept Financial Statements Approve Discharge of Board Approve Allocation of Income Elect Directors and Approve Their Remuneration Ratify External Auditors Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law Accept Financial Statements and Statutory Reports	For For For For For For	For For For For Against For For	making an informed voting decision. Votes AGAINST incumbent Nominating Committee chair Peter Ventress are warranted for lack of diversity on the board. Votes
	Ý		Management	3 4 5 6 7 8 12	Accept Board Report Accept Audit Report Accept Financial Statements Approve Discharge of Board Approve Discharge of Board Approve Allocation of Income Elect Directors and Approve Their Remuneration Ratify External Auditors Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law Accept Financial Statements and Statutory Reports Approve Finan Dividend Re-elect Peter Ventress as Director	For	For For For Against For For Against	making an informed voting decision.
	Ý		Management	3 4 5 6 7 8 12	Accept Board Report Accept Audit Report Accept Financial Statements Approve Discharge of Board Approve Allocation of Income Elect Directors and Approve Their Remuneration Ratify External Auditors Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law Accept Financial Statements and Statutory Reports Approve Final Dividend Re-elect Peter Ventress as Director Re-elect Frank van Zanten as Director	For	For For Against For For Against For For Against For For	making an informed voting decision. Votes AGAINST incumbent Nominating Committee chair Peter Ventress are warranted for lack of diversity on the board. Votes
	Ý		Management	3 4 5 6 7 8 12	Accept Board Report Accept Audit Report Accept Financial Statements Approve Discharge of Board Approve Allocation of Income Elect Directors and Approve Their Remuneration Ratify External Auditors Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law Accept Financial Statements and Statutory Reports Approve Final Dividend Re-elect Peter Ventress as Director Re-elect Frank van Zanten as Director Re-elect Fichard Howes as Director	For	For For Against For For Against For For For For For For For For Against	making an informed voting decision. Votes AGAINST incumbent Nominating Committee chair Peter Ventress are warranted for lack of diversity on the board. Votes
	Ý		Management	3 4 5 6 7 8 12	Accept Board Report Accept Audit Report Accept Financial Statements Approve Discharge of Board Approve Allocation of Income Elect Directors and Approve Their Remuneration Ratify External Auditors Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law Accept Financial Statements and Statutory Reports Approve Final Dividend Re-elect Peter Ventress as Director Re-elect Frank van Zanten as Director Re-elect Richard Howes as Director Re-elect Richard Howes as Director	For	For For For For Against For For Against For For For For For For For	making an informed voting decision. Votes AGAINST incumbent Nominating Committee chair Peter Ventress are warranted for lack of diversity on the board. Votes
	Ý		Management	3 4 5 6 7 8 12	Accept Board Report Accept Audit Report Accept Financial Statements Approve Discharge of Board Approve Allocation of Income Elect Directors and Approve Their Remuneration Ratify External Auditors Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law Accept Financial Statements and Statutory Reports Approve Final Dividend Re-elect Peter Ventress as Director Re-elect Frank van Zanten as Director Re-elect Fichard Howes as Director	For	For For Against For For Against For For For For For For For For Against	making an informed voting decision. Votes AGAINST incumbent Nominating Committee chair Peter Ventress are warranted for lack of diversity on the board. Votes
	Ý		Management	3 4 5 6 7 8 12 1 2 3 4 5 6 7 7 8 9	Accept Board Report Accept Audit Report Accept Financial Statements Approve Discharge of Board Approve Allocation of Income Elect Directors and Approve Their Remuneration Ratify External Auditors Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law Accept Financial Statements and Statutory Reports Approve Final Dividend Re-elect Peter Ventress as Director Re-elect Frank van Zanten as Director Re-elect Richard Howes as Director Re-elect Vanda Murray as Director Re-elect Vanda Murray as Director Re-elect Vanda Murray as Director	For	For For Against For	making an informed voting decision. Votes AGAINST incumbent Nominating Committee chair Peter Ventress are warranted for lack of diversity on the board. Votes

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management		Significant votes - Rationales
				Number		Recommendation	Decision	
			Management Management	11	Authorise Board to Fix Remuneration of Auditors Approve Remuneration Report	For For	For For	
			Management	12 13	Authorise Issue of Equity	For	For	
			Management	14	Authorise Issue of Equity without Pre-emptive Rights	For	For	
			Management	15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or	For	For	
				l	Other Capital Investment		1	
			Management	16	Authorise Market Purchase of Ordinary Shares	For	For	
			Management	17	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	
Georg Fischer AG	Switzerland	20-avr-22	Management Management	1.1 1.2	Accept Financial Statements and Statutory Reports Approve Remuneration Report	For For	For For	
			Management	2	Approve Allocation of Income and Dividends of CHF 20 per Share	For	For	
			Management	3	Approve Discharge of Board and Senior Management	For	For	
			Management	4.1	Approve 1:20 Stock Split	For	For	
			Management	4.2	Approve Renewal of CHF 400,000 Pool of Authorized Capital with or without Exclusion of	For	For	
			1	l	Preemptive Rights		1	
			Management	5.1	Reelect Hubert Achermann as Director	For	For	
			Management	5.2	Reelect Riet Cadonau as Director Reelect Peter Hackel as Director	For For	For For	
			Management Management	5.3 5.4	Reelect Peter Hackel as Director Reelect Roger Michaelis as Director	For	For	
			Management	5.4	Reelect Eveline Saupper as Director	For	For	
			Management	5.6	Reelect Yves Serra as Director	For	For	
			Management	5.7	Reelect Jasmin Staiblin as Director	For	For	
			Management	5.8	Elect Ayano Senaha as Director	For	For	
			Management	6.1	Reelect Yves Serra as Board Chair	For	For	
			Management	6.2.1	Reappoint Riet Cadonau as Member of the Compensation Committee	For	For	
			Management	6.2.2	Appoint Roger Michaelis as Member of the Compensation Committee	For	For	
			Management	6.2.3	Reappoint Eveline Saupper as Member of the Compensation Committee	For	For	
			Management	7	Approve Remuneration of Directors in the Amount of CHF 3.6 Million Approve Remuneration of Executive Committee in the Amount of CHF 11.4 Million	For	For	
			Management Management	8 9	Ratify PricewaterhouseCoopers AG as Auditors	For For	For For	
			Management	10	Designate Christoph Vaucher as Independent Proxy	For	For	
			Management	11	Transact Other Business (Voting)	For		A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case
							· .g	new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content
			1	l			1	of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against
								this item on a precautionary basis.
Hermes International SCA	France	20-avr-22	Management	1	Approve Financial Statements and Statutory Reports	For	For	
			Management	2	Approve Consolidated Financial Statements and Statutory Reports	For	For	
			Management	3	Approve Discharge of General Managers	For	For	
			Management Management	4 5	Approve Allocation of Income and Dividends of EUR 8 per Share Approve Auditors' Special Report on Related-Party Transactions	For For	For Against	A vote AGAINST this proposal is warranted because: * The company failed to provide sufficient information concerning a
			ivialiagement	l	Approve Additors Special Report of Related Farty Transactions	101	Against	consulting agreement entered into with Studio des Fleurs. It is therefore impossible to ascertain that the continuation of this
			1	l			1	agreement is in shareholders' interests; and * The company fails to provide comprehensive information regarding the
			1	l			1	transactions with RDAI. In this context, it is impossible to ascertain that the continuation of transactions with RDAI is in the
			1	l			1	interest of all shareholders.
			Management	6	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For		This resolution warrants a vote AGAINST as the share repurchase program can be continued during a takeover period.
			Management	7	Approve Compensation Report of Corporate Officers	For	Against	A vote AGAINST this remuneration report is warranted as: * the discretionary power to set executives' remunerations lies in the
			1	l			1	hands of the General Partner, which is the same legal entity as one of the General Managers and is controlled by the family of
			1	l			1	the other General Manager, leading to an important conflict of interest; * The pay equity ratio's perimeter is not relevant to all the company's employees; and * The company remains unresponsive about last AGM's significant dissent on compensation-related
			1	l			1	titlems
			Management	8	Approve Compensation of Axel Dumas, General Manager	For	Against	A vote AGAINST this remuneration report is warranted because the discretionary power to set executives' remunerations lies in
								the hands of the General Partner, which is the same legal entity as one of the General Managers and is controlled by the family
			1	l			1	of the other General Manager, leading to an important conflict of interest. The structure of the statutory remuneration seems
			1	l			1	biased as the methodology used to fix the base salary is inherently inflationist (indexed upward only on previous year results)
			1	l			1	and as the variable remuneration is nearly uncapped.
			Management	9	Approve Compensation of Emile Hermes SAS, General Manager	For	Against	A vote AGAINST this remuneration report is warranted because the discretionary power to set executives' remunerations lies in
			1	l			1	the hands of the general partner, which is the same legal entity as one of the general managers and is controlled by the family
			1	l			1	of the other general manager, leading to an important conflict of interest. The structure of the statutory remuneration seems biased as the methodology used to fix the base salary is inherently inflationist (indexed upward only on previous year results)
	l		I	1		1	I	and as the variable remuneration is nearly uncapped.
	l		Management	10	Approve Compensation of Eric de Seynes, Chairman of the Supervisory Board	For	For	and a land a lan
			Management	11	Approve Remuneration Policy of General Managers	For	Against	A vote AGAINST this remuneration policy is warranted because the discretionary power to set executives' remunerations lies in
			ľ	l	["		ľ	the hands of the General Partner, which is the same legal entity as one of the General Managers and is controlled by the family
1	I		l	I			I	of the other General Manager, leading to an important conflict of interest. The structure of the statutory remuneration seems
1	I		l	I			I	biased as the methodology used to fix the base salary is inherently inflationist (indexed upward only on previous year results)
1	I		l	l . <u>.</u>	L	l -	۱ ـ	and as the variable remuneration is nearly uncapped.
1	I	1	Management	12	Approve Remuneration Policy of Supervisory Board Members	For	For	Land FOR the Analysis of Province of Provi
	I		Management	13	Reelect Charles-Eric Bauer as Supervisory Board Member	For	Against	A vote FOR the (re)election of Dominique Senequier as independent nominee is warranted in the absence of specific concerns (Item 16). A vote FOR the (re)election of Estelle Brachlianoff as independent nominee is warranted but not without concerns
	l	1	I	1		1	I	(Item 16). A vote FOR the (re)election of Estelle Brachillanoff as independent nominee is warranted but not without concerns due to attendance issues (Item 14). Votes AGAINST the (re)elections of Charles-Eric Bauer and Julie Guerrand as non-
	l		I	1		1	I	independent nominees are warranted given the lack of independence at the board level (28.6 percent vs 33.3 percent
1	I	1	l	I			I	recommended) (Items 13 and 15).
1	I		Management	14	Reelect Estelle Brachlianoff as Supervisory Board Member	For	For] · · · · · · · · · · · · · · · · · · ·
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Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	15	Reelect Julie Guerrand as Supervisory Board Member	For	Against	A vote FOR the (re)election of Dominique Senequier as independent nominee is warranted in the absence of specific concerns (Item 16). A vote FOR the (re)election of Estelle Brachilianoff as independent nominee is warranted but not without concerns due to attendance issues (Item 14). Votes AGAINST the (re)elections of Charles-Eric Bauer and Julie Guerrand as non-independent nominees are warranted given the lack of independence at the board level (28.6 percent vs 33.3 percent recommended) (Items 13 and 15).
			Management	16	Reelect Dominique Senequier as Supervisory Board Member	For	For	issummands (Name to the life)
			Management	17	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For	
			Management	18	Authorize up to 2 Percent of Issued Capital for Use in Stock Option Plans	For	Against	A vote AGAINST this resolution is warranted because: * No information is available on the existence of performance conditions; * The exercise price could show a discount to the average price market; * The vesting period is not disclosed; and * The performance period is not disclosed.
			Management	19	Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	For	Against	A vote AGAINST this resolution is warranted because: * No information is available on the existence of performance conditions. * The vesting period is not sufficiently long-term oriented. * The performance period is not disclosed.
	<u> </u>		Management	20	Authorize Filing of Required Documents/Other Formalities	For	For	
Mediaset Espana Comunicacion SA	Spain	20-avr-22	Management Management	1 2	Approve Consolidated and Standalone Financial Statements Approve Non-Financial Information Statement	For For	For For	
			Management	3	Approve Allocation of Income	For	For	
			Management	4	Approve Discharge of Board	For	For	
			Management	5.1.1	Reelect Consuelo Crespo Bofill as Director	For	For	
			Management	5.1.2	Reelect Cristina Garmendia Mendizabal as Director	For	Against	A vote AGAINST the reelection of non-independent nominees Fedele Gaetano, Marco Angelo Ettore, Massimo Musolino, Gira Nieri, Borja Padro, Niccolo Querci, and Mario Rodriguez under Items 5.1.4-5.1.8 is warranted because the board does not meet none third independence guideline appliable to Spain-incorporated, controlled companies. A vote FOR Items 5.1.1 and 5.1.3 is warranted due to a lack of concerns about the independent director nominees Consuelo Crespo Bofill and Javier Diez de Polanco. A vote AGAINST the reelection of Cristina Garmendia under Item 5.1.2 is warranted because she chairs the remuneration and nomination committee and (i) the board composition does not comply with the minimum requirements on gender diversity, and (ii) the board has not been responsive to shareholder concerns over the company's pay practices. A vote FOR Item 5.1.9 is warranted due to a lack of concerns about the CEO nominee.
			Management	5.1.3	Reelect Javier Diez de Polanco as Director	For	For	ON NOTE OF MAIL AND CONTROL OF CONTROL AND CONTROL OF C
			Management	5.1.4	Reelect Fedele Confalonieri as Director	For		A vote AGAINST the reelection of non-independent nominees Fedele Gaetano, Marco Angelo Ettore, Massimo Musolino, Gira Nieri, Borja Padro, Niccolo Querci, and Mario Rodriguez under Items 5.1.4.5.1.8 is warranted because the board does not meet noe third independence guideline appliable to Spain-incorporated, controlled companies. A vote FOR Item 5.1.1 and 5.1.3 is warranted due to a lack of concerns about the independent director nominees Consuelo Crespo Bofill and Javier Diez de Polanco. A vote AGAINST the reelection of Cristina Garmendia under Item 5.1.2 is warranted because she chairs the remuneration and nomination committee and (i) the board composition does not comply with the minimum requirements on gender diversity, and (ii) the board has not been responsive to shareholder concerns over the company's pay practices. A vote FOR Item 5.1.9 is warranted due to a lack of concerns about the CEO nominee.
			Management	5.1.5	Reelect Marco Giordani as Director	For	Against	A vote AGAINST the reelection of non-independent nominees Fedle Gaetano, Marco Angelo Ettore, Massimo Musolino, Gira Nieri, Borja Padro, Niccolo Querci, and Mario Rodriguez under Items 5.1.4-5.1.8 is warranted because the board does not meet noe third independence guideline appliable to Spain-incorporated, controlled companies. A vote FOR Items 5.1.1 and 5.1.3 is warranted due to a lack of concerns about the independent director nominees Consuelo Crespo Bofill and Javier Diez de Polanco. A vote AGAINST the reelection of Cristina Garmendia under Item 5.1.2 is warranted because she chairs the remuneration and nomination committee and (i) the board composition does not comply with the minimum requirements on gender diversity, and (ii) the board has not been responsive to shareholder concerns over the company's pay practices. A vote FOR Item 5.1.9 is warranted due to a lack of concerns about the CEO nominee.
			Management	5.1.6	Reelect Gina Nieri as Director	For	Against	A vote AGAINST the reelection of non-independent nominees Fedele Gaetano, Marco Angelo Ettore, Massimo Musolino, Gira Nieri, Borja Padro, Niccolo Querci, and Mario Rodriguez under Items 5.1.4.5.1.8 is warranted because the board does not meet noe third independence guideline appliable to Spain-incorporated, controlled companies. A vote FOR Item 5.1.1 and 5.1.3 is warranted due to a lack of concerns about the independent director nominees Consuelo Crespo Bofill and Javier Diez de Polanco. A vote AGAINST the reelection of Cristina Garmendia under Item 5.1.2 is warranted because she chairs the remuneration and nomination committee and (i) the board composition does not comply with the minimum requirements on gender diversity, and (ii) the board has not been responsive to shareholder concerns over the company's pay practices. A vote FOR Item 5.1.9 is warranted due to a lack of concerns about the CEO nominee.
			Management	5.1.7	Reelect Niccolo Querci as Director	For	Against	A vote AGAINST the reelection of non-independent nominees Fedele Gaetano, Marco Angelo Ettore, Massimo Musolino, Gira Nieri, Borja Padro, Niccolo Querci, and Mario Rodríguez under Items 5.1.4.5.1.8 is warranted because the board does not meet meet third independence guideline appliable to Spain-incorporated, controlled companies. A vote FOR Items 5.1.1 and 5.1.3 is warranted due to a lack of concerns about the independent director nominees Consuelo Crespo Bofill and Javier Diez de Polanco, A vote AGAINST the reelection of Cristina Garmendia under Item 5.1.2 is warranted because she chairs the remuneration and nomination committee and (i) the board composition does not comply with the minimum requirements on gender diversity, and (ii) the board has not been responsive to shareholder concerns over the company's pay practices. A vote FOR Item 5.1.9 is warranted due to a lack of concerns about the CEO nominee.
			Management	5.1.8	Reelect Borja Prado Eulate as Director	For	·	A vote AGAINST the reelection of non-independent nominees Fedele Gaetano, Marco Angelo Ettore, Massimo Musolino, Gira Nieri, Boja Padro, Nicciolo Querci, and Mario Rodriguez under Items 5.1.4.5.1.8 is warranted because the board does not meet meet third independence guideline appliable to Spain-incorporated, controlled companies. A vote FOR Items 5.1.1 and 5.1.3 is warranted due to a lack of concerns about the independent director nominees Consuelo Crespo Bofill and Javier Diez de Polanco. A vote AGAINST the reelection of Cristina Garmendia under Item 5.1.2 is warranted because bechairs the remuneration and nomination committee and (i) the board composition does not comply with the minimum requirements on gender diversity, and (ii) the board has not been responsive to shareholder concerns over the company's pay practices. A vote FOR Item 5.1.9 is warranted due to a lack of concerns about the CEO nominee.
			Management Management	5.1.9 5.110	Reelect Paolo Vasile as Director Reelect Massimo Musolino as Director	For For	For Against	A vote AGAINST the reelection of non-independent nominees Fedele Gaetano, Marco Angelo Ettore, Massimo Musolino, Gira Nieri, Borja Padro, Niccolo Querci, and Mario Rodriguez under Items 5.1.4-5.1.8 is warranted because the board does not meet one third independence guideline appliable to Spain-incorporated, controlled companies. A vote FORI Items 5.1.1 and 51.3 is warranted to to a lack of concerns about the independent director nominees Consuelo Crespo Bofil awier Diez de Polanco, A vote AGAINST the reelection of Cristina Garmendia under Item 5.1.2 is warranted because she chairs the remuneration and nomination committee and (i) the board composition does not comply with the minimum requirements on gender diversity, and (ii) the board has not been responsive to shareholder concerns over the company's pay practices. A vote FOR Item 5.1.9 is warranted due to a lack of concerns about the CEO nominee.

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management		Significant votes - Rationales
				Number		Recommendation	Decision	
			Management	5.111	Reelect Mario Rodriguez Valderas as Director	For	Against	Nieri, Borja Padro, Niccolo Querci, and Mario Rodriguez under Items 5.1.4.5.1.8 is warranted because the board does not meet one third independence guideline appliable to Spain-incorporated, controlled companies. A vote FOR Items 5.1.1 and 5.1.3 is warranted due to a lack of concerns about the independent director nominees Consuelo Crespo Bofill and Javier Diez de Polanco. A vote ACAINST the reelection of Cristina Garmendia under Item 5.1.2 is warranted because she chairs the remuneration and nomination committee and (i) the board composition does not comply with the minimum requirements on gender diversity, and (ii) the board has not been responsive to shareholder concerns over the company's pay practices. A vote
						_		FOR Item 5.1.9 is warranted due to a lack of concerns about the CEO nominee.
			Management	5.2	Fix Number of Directors at 11	For	For For	
			Management Management	6 7	Approve Stock-for-Salary Plan Approve Co-Investment Plan	For For	Against	A vote AGAINST this item is warranted because: * Performance under net profit and FCF metrics is assessed on annual basis
			Wanagement	,	Papirote Commedition in the Comm	101	riganist	such that poor performance in any given year may be offset by outperformance achieved in another year, "The relative TSR peer group is not disclosed; and *The overall disclosure of the plan's terms and conditions is deemed insufficient.
			Management	8	Advisory Vote on Remuneration Report	For	Against	A vote AGAINST this item is warranted because: * the former non-executive chair has an executive compensation package, and he received an extraordinary termination payment following resignation of EUR 2 million; * there is no disclosure about the STI performance outcome; and * the board is not responsive to shareholder concerns over the company's remuneration practices.
			Management	9	Approve Remuneration Policy	For		A vote AGAINST this item is warranted because * There are no malus and clawback provisions; and * The information provided under the LTI plans is considered insufficient.
l			Management		Amend Article 4 Re: Registered Office	For	For	
l		1	Management		Amend Articles Re: Share Capital and Shares	For	For	
1			Management		Amend Articles Re: Bonds and Other Securities	For	For	
1	I		Management	10.4 10.5	Amend Articles Re: General Meetings Amend Articles Re: Board of Directors	For For	For For	
1	I		Management Management	10.5 10.6	Amend Articles Re: Board of Directors Amend Articles Re: Annual Corporate Governance Report and Corporate Website	For	For	
			Management	10.6	Amend Articles Re: Annual Corporate Governance Report and Corporate Website Amend Articles Re: Fiscal Year and Annual Accounts	For	For	
1	I		Management		Approve Restated Articles of Association	For	For	
1	I		Management	11.1	Amend Article 7 of General Meeting Regulations Re: Competences	For	For	
			Management	11.2	Amend Articles of General Meeting Regulations Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	For	For	
1			Management	11.3	Amend Articles of General Meeting Regulations Re: Holding of the General Meeting	For	For	
		1	Management	11.4	Approve Restated General Meeting Regulations	For	For	
West Fraser Timber Co. Ltd.	Canada	20-avr-22	Management Management	12	Authorize Board to Ratify and Execute Approved Resolutions Fix Number of Directors at Eleven	For For	For For	
vvesi Fraser Timber Co. Ltd.	Canada	20-avr-22	Management Management	1 2.1	Fix Number of Directors at Eleven Elect Director Henry H. (Hank) Ketcham	For	For	
1	I		Management	2.1	Elect Director Reid E. Carter	For	For	
1			Management	2.3	Elect Director Raymond Ferris	For	For	
			Management	2.4	Elect Director John N. Floren	For	For	
			Management	2.5	Elect Director Ellis Ketcham Johnson	For	For	
			Management	2.6	Elect Director Brian G. Kenning	For	For	
			Management	2.7	Elect Director Marian Lawson	For	For	
			Management	2.8	Elect Director Colleen M. McMorrow Elect Director Robert I. Phillips	For For	For For	
			Management Management	2.10	Elect Director Robert L. Phillips Elect Director Janice G. Rennie	For	For	
			Management	2.11	Elect Director Gillian D. Winckler	For	For	
I		1	Management	3	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their	For	For	
			Management	4	Remuneration Amend Articles Re: Increase in Quorum Requirements and Additional Delivery Methods for	For	For	
			Management	5	Notices Approve U.S. Employee Stock Purchase Plan	For	For	
	Į		Management	6	Advisory Vote on Executive Compensation Approach	For	Against	Vote AGAINST due to lack of sustainability factors to determine executive remuneration
Allfunds Group Plc	United Kingdom	21-avr-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
I		1	Management Management	2	Approve Final Dividend of EUR 0.05 Per Share Approve Remuneration Report	For For	For Against	A vote AGAINST is warranted because the proposed remuneration is below par in relation to market standards, particularly with
			ivianagement	3	дүрлөг кенилегиян кероп	FOI	Against	A vote AGAINS I is warranted because the proposed remuneration is below par in relation to market standards, particularly with regard to disclosure of short term bonus non-financial performance metrics' assessment, the grant of an exceptional bonus award without providing a clear performance assessment, the shortening of LTI vesting periods within three years and the grant of several discretionary bonus awards to the resigning CFO.
			Management	4	Approve Remuneration Policy	For	Against	A vote AGAINST is warranted because: * The severance agreements are in deviation of Dutch and UK market practice and may be up to 2.2x annual pay (base salary, benefits, and bonus); * CEO Alcaraz is eligible to receive GBP 425,000 in benefits, largely consisting of a 'housing allowance', without compelling background and is considered in deviation of best market
l			Managament	5	Elect David Jonathan Bennett as Director	For	For	practice.
l			Management Management	6	Reappoint Deloitte LLP as Auditors	For For	For For	
l			Management	7	Authorize Board to Determine Remuneration of Auditors	For	For	
		1	Management	8	Grant Board Authority to Issue Shares	For	For	
			Management	9	Authorise Issue of Equity without Pre-emptive Rights	For	For	
		1	Management	10	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or	For	For	
			Management	11 12	Other Capital Investment Authorize Repurchase of Shares Authorize the Company to Call General Meeting with Two Weeks' Notice	For For	For For	
Basic-Fit NV	Netherlands	21-avr-22	Management Management	12 3(b)	Approve Remuneration Report	For	Against	A vote AGAINST is warranted because:* The company applies a derogation clause to the LTIP program and basically takes out
Jodsic-Fil IVV	ivemenands	21-avr-22	wanagement	3(D)	дургоче кентинетакой кероп	For	Against	A vote ALANINS I is warranted because:" The company applies a derogation clause to the LTIP program and basically takes out 2020 and 2021 performance years to measure performance, resulting in short-term oriented LTIP," Although we recognize Covid19 has significant impact on the company and its results, adjusting the LTI performance periods by shortening these and be selective in measuring 2018 and 2019 performance is not aligned with shareholders' exposure to the company;* The company did not provide feedback on last year's vote dissent and how it took into account provided feedback.
i	I	1	ı		ı	I	ı	I

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management		Significant votes - Rationales
			Management	Number 3(c)	Adopt Financial Statements and Statutory Reports	Recommendation For	Decision For	
			Management	3(d)	Approve Discharge of Management Board	For	For	
			Management	3(e)	Approve Discharge of Supervisory Board	For	For	
			Management	5(a)	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	For	For	
			Management Management	5(b) 5(c)	Authorize Board to Exclude Preemptive Rights from Share Issuances Grant Board Authority to Issue Shares Up To 1 Percent of Issued Capital and Exclude	For For	For For	
			iviariagement	3(0)	Preemptive Rights in Relation to the Performance Share Plan or Any Other Employee Share	101	1 01	
					Plan			
			Management	6	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	
CTT - Correios de Portugal SA	Portugal	21-avr-22	Management Management	7	Ratify Ernst & Young Accountants LLP as Auditors Approve Individual and Consolidated Financial Statements and Statutory Reports	For For	For For	
CTT - Correios de Portugar SA	Portugal	21-avi-22	Management	2	Approve Allocation of Income	For	For	
			Management	3	Appraise Management and Supervision of Company and Approve Vote of Confidence to	For	For	
			l	l .	Corporate Bodies	_	l _	
			Management Management	4	Authorize Repurchase and Reissuance of Shares Approve Reduction in Share Capital and Amend Article 4 Accordingly	For For	For For	
Gecina SA	France	21-avr-22	Management	1	Approve Financial Statements and Statutory Reports	For	For	
			Management	2	Approve Consolidated Financial Statements and Statutory Reports	For	For	
			Management	3	Approve Transfer of Revaluation Gains to Corresponding Reserves Account	For	For	
			Management Management	4 5	Approve Allocation of Income and Dividends of EUR 5.30 per Share Approve Stock Dividend Program	For For	For For	
			Management	6	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of	For	For	
			_	l .	New Transactions			
			Management	7	Approve Compensation Report of Corporate Officers	For	For	
			Management	8 9	Approve Compensation of Jerome Brunel, Chairman of the Board Approve Compensation of Meka Brunel, CEO	For For	For For	
			Management Management	10	Approve Compensation of Meka Brunel, CEO Approve Remuneration Policy of Directors	For	For	
			Management	11	Approve Remuneration Policy of Chairman of the Board	For	For	
			Management	12	Approve Remuneration Policy of Meka Brunel, CEO Until 21 April 2022	For	For	
			Management	13	Approve Remuneration Policy of Benat Ortega, CEO From 21 April 2022	For	For	
			Management Management	14 15	Ratify Appointment of Jacques Stern as Censor Reelect Gabrielle Gauthey as Director	For For	For For	
			Management	16	Elect Carole Le Gall as Director	For	For	
			Management	17	Elect Jacques Stern as Director	For	For	
			Management	18	Renew Appointment of PricewaterhouseCoopers Audit SAS as Auditor	For	For	
			Management	19 20	Appoint KPMG as Auditor Appoint Emmanuel Benoist as Alternate Auditor	For For	For For	
			Management Management	20	Appoint KPMG AUDIT FS I as Alternate Auditor	For	For	
			Management	22	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	
			Management	23	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to	For	For	
				24	Aggregate Nominal Amount of EUR 100 Million	For	For	
			Management	24	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 50 Million	FOF	For	
			Management	25	Authorize Capital Increase of Up to EUR 50 Million for Future Exchange Offers	For	For	
			Management	26	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to	For	For	
				0.7	Aggregate Nominal Amount of EUR 50 Million Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation	F	l	
			Management	27	Submitted to Shareholder Vote Above	For	For	
			Management	28	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	For	
			Management	29	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to	For	For	
			Management	30	Issue Authority without Preemptive Rights Authorize Capitalization of Reserves of Up to EUR 100 Million for Bonus Issue or Increase in	For	For	
			Management	30	Par Value	FOF	For	
			Management	31	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For	
			Management	32	Authorize up to 0.5 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for	For	For	
			Management	33	Employees and Executive Corporate Officers Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For	
			Management Management	33 34	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares Authorize Filing of Required Documents/Other Formalities	For	For	
H2O Global Strategies ICAV - H2O Multi Aggregate	Ireland	21-avr-22	Management	1	Approve Payment by the Sub-Funds of the Management Fee and Expenses of the UCITS	For	For	
Fund				<u> </u>	Management Company		<u> </u>	
HCA Healthcare, Inc.	USA	21-avr-22	Management Management	1a 1b	Elect Director Thomas F. Frist, III Elect Director Samuel N. Hazen	For For	For For	
			Management Management	1b 1c	Elect Director Samuel N. Hazen Elect Director Meg G. Crofton	For	For	
			Management	1d	Elect Director Robert J. Dennis	For	For	
			Management	1e	Elect Director Nancy-Ann DeParle	For	For	
			Management Management	1f	Elect Director William R. Frist	For For	For For	
			Management Management	1g 1h	Elect Director Charles O. Holliday, Jr. Elect Director Hugh F. Johnston	For For	For	
			Management	1i	Elect Director Michael W. Michelson	For	For	
			Management	1j	Elect Director Wayne J. Riley	For	For	
			Management	1k	Elect Director Andrea B. Smith	For	For	
			Management Management	2 3	Ratify Ernst & Young LLP as Auditors Advisory Vote to Ratify Named Executive Officers' Compensation	For For	For For	
			Shareholder	4	Report on Political Contributions	For Against	For	A vote FOR this resolution is warranted, as increased disclosure of the company's direct political contributions and indirect
			2 3.10,001	l '		g	1	political contributions through all trade associations and other tax-exempt organizations, as well as its management- and board-
				l				level oversight of political spending, could help shareholders more comprehensively evaluate the company's management of
I	l	1	l	I	I		I	related risks and benefits.

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management	Vote Decision	Significant votes - Rationales
			Shareholder	Number 5	Report on Lobbying Payments and Policy	Against	For	A vote FOR this resolution is warranted, as additional information on the company's lobbying expenses and trade association
			onal onologi		Troport on 2000) mg Taymonio and Tolloy	, iguilot		memberships, payments, and oversight mechanisms would give shareholders a better understanding of the company's
	<u> </u>		<u> </u>	<u> </u>				management of its lobbying activities and any related risks and benefits.
Kardex Holding AG	Switzerland	21-avr-22	Management Management	1.1 1.2	Accept Financial Statements and Statutory Reports Approve Remuneration Report (Non-Binding)	For For	For For	
			Management	2	Approve Allocation Report (Non-Binding) Approve Allocation of Income and Dividends of CHF 4.30 per Share	For	For	
			Management	3	Approve Discharge of Board and Senior Management	For	For	
			Management	4.1.1	Reelect Jakob Bleiker as Director	For	For	
			Management	4.1.2	Reelect Philipp Buhofer as Director	For	For	
			Management	4.1.3	Reelect Eugen Elmiger as Director	For	For	
			Management Management	4.1.4 4.1.5	Reelect Andreas Haeberli as Director Reelect Ulrich Looser as Director	For For	For For	
			Management	4.1.6	Elect Jennifer Maag as Director	For	For	
			Management	4.1.7	Reelect Felix Thoeni as Director	For	For	
			Management	4.2	Reelect Felix Thoeni as Board Chairman	For	For	
			Management	4.3.1	Reappoint Philipp Buhofer as Member of the Compensation and Nomination Committee Reappoint Eugen Elmiger as Member of the Compensation and Nomination Committee	For	For	
			Management Management	4.3.2 4.3.3	Reappoint Lugen Eimiger as Member of the Compensation and Nomination Committee Reappoint Ulrich Looser as Member of the Compensation and Nomination Committee	For For	For For	We do not object for a company of this size to have a combined nomination and compensation committee.
			Management	4.3.3	Designate Wenger & Vieli AG as Independent Proxy	For	For	we do not object for a company of this size to have a combined nomination and compensation committee.
			Management	4.5	Ratify PricewaterhouseCoopers AG as Auditors	For	For	
			Management	5.1	Approve Remuneration of Directors in the Amount of CHF 1.3 Million	For	For	
1		I	Management	5.2	Approve Remuneration of Executive Committee in the Amount of CHF 4.8 Million	For	For	L
1	1	I	Management	6	Transact Other Business (Voting)	For	Against	A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case
1	1	I	l	1			I	new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against
1		I	l					this item on a precautionary basis.
L'Oreal SA	France	21-avr-22	Management	1	Approve Financial Statements and Statutory Reports	For	For	· · · · · · · · · · · · · · · · · · ·
		I	Management	2	Approve Consolidated Financial Statements and Statutory Reports	For	For	
			Management	3	Approve Allocation of Income and Dividends of EUR 4.80 per Share and an Extra of EUR	For	For	
			l	l .	0.48 per Share to Long Term Registered Shares	_	l _	
			Management Management	4 5	Reelect Jean-Paul Agon as Director Reelect Patrice Caine as Director	For For	For For	
			Management	6	Reelect Belen Gariio as Director	For	For	
			Management	7	Renew Appointment of Deloitte & Associes as Auditor	For	For	
			Management	8	Appoint Ernst & Young as Auditor	For	For	
			Management	9	Approve Compensation Report of Corporate Officers	For	For	
			Management	10	Approve Compensation of Jean-Paul Agon, Chairman and CEO from 1 January 2021 to 30	For	Against	A vote AGAINST this remuneration report is warranted as: * Two remaining long term compensation plans remain due after the
			1	l	April 2021			CEO's departure without being prorated * A retirement indemnity was granted to the former CEO despite him remaining in the
			Management	11	Approve Compensation of Jean-Paul Agon, Chairman of the Board from 1 May 2021 to 31	For	For	company as chairman.
			ivianagement	l ''	December 2021	1 01	1 01	
			Management	12	Approve Compensation of Nicolas Hieronimus, CEO from 1 May 2021 to 31 December	For	For	
			· ·	l	2021			
			Management	13	Approve Remuneration Policy of Directors	For	For	
			Management	14	Approve Remuneration Policy of Chairman of the Board	For	For	
			Management Management	15 16	Approve Remuneration Policy of CEO Approve Transaction with Nestle Re: Redemption Contract	For For	For For	
1	1	I	Management	17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	
	1	I	Management	18	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For	
1		I	Management	19	Authorize up to 0.6 Percent of Issued Capital for Use in Restricted Stock Plans	For	For	
		I	Management	20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For	
		I	Management	21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	For	For	
	1	I	Management	22	Employees of International Subsidiaries Amend Article 9 of Bylaws Re: Age Limit of Chairman of the Board	For	For	
	1	I	Management	23	Amend Article 11 of Bylaws Re: Age Limit of CEO	For	For	
	1	I	Management	24	Amend Article 2 and 7 of Bylaws to Comply with Legal Changes	For	For	
		I	Management	25	Amend Article 8 of Bylaws Re: Shares Held by Directors	For	For	
			Management	26	Authorize Filing of Required Documents/Other Formalities	For	For	
LVMH Moet Hennessy Louis Vuitton SE	France	21-avr-22	Management	1 1	Approve Financial Statements and Statutory Reports	For	For	
1	1	I	Management Management	2 3	Approve Consolidated Financial Statements and Statutory Reports Approve Allocation of Income and Dividends of EUR 10 per Share	For For	For For	
	1	I	Management	4	Approve Auditors' Special Report on Related-Party Transactions	For	Against	A vote AGAINST is warranted but is not without concerns as the Company failed to provide enough information with respect to
	1	I	a.agomont				, iganist	the transaction with Agache, important shareholder, making it therefore impossible to ascertain that the continuation of this
1	1	I	l	1			I	agreement is in shareholders' interests.
			Management	5	Reelect Bernard Arnault as Director	For	Against	* As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Bernard Arnault (Item 5) is warranted
			1	l				* Votes FOR the (re)elections of these independent nominees are warranted (Items 6 and 7) but are not without concerns
1	1	I	l	1			I	considering the recurring high dissents (>50% of the free float votes) on both the related party transactions for the member of audit committee to be reelected (item 7) and the executive remunerations for the member of the remuneration committee to be
i	1	I	l	1			I	reelected (item 6). * A Vote AGAINST the (re)elections of this non-independent nominees is warranted given the lack of
	1	1	I	I			I	independence at the board level (including all board members: 31.3 percent vs 33.3 percent recommended; excluding
	1							
				l				government representatives, employee representatives, and employee shareholder representatives (if any): 35.7 percent vs 50
								government representatives, employee representatives, and employee shareholder representatives (if any): 35.7 percent vs 50 percent recommended) (Item 8).
			Management Management	6 7	Reelect Sophie Chassat as Director Reelect Clara Gaymard as Director	For For	For For	

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management	Vote	Significant votes - Rationales
			Management	Number	Designatify the Alfred See Director	Recommendation	Decision	t As the ferrition of their annual OFO are combined a custo ACANIOT the code firm of Democratic Marie Code
			Management	8	Reelect Hubert Vedrine as Director	For	Against	* As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Bernard Amault (Item 5) is warranted. *Votes FOR the (re)elections of these independent nominess are warranted (Items 6 and 7) but are not broth out concerns considering the recurring high dissents (<50% of the free float votes) on both the related party transactions for the member of audit committee to be reelected (Item 7) and the executive remunerations for the member of the remuneration committee to be reelected (Item 6). * A Vote AGAINST the (re)elections of this non-independent nominees is warranted given the lack of independence at the board level (including all board members: 31.3 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, employee representatives, a 57.7 percent vs 50.
			Managament	9	Renew Appointment of Yann Arthus-Bertrand as Censor	For	Against	percent recommended) (Item 8). Vote AGAINST this item is warranted because: * the company has failed to provide an adequate rationale on the proposed
			Management Management	10	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.45 Million	For	Against	nomination * the censor would not be appointed on a short-term basis.
			Management	11	Renew Appointment of Mazars as Auditor	For	For	
			Management	12	Appoint Deloitte as Auditor	For	For	
			Management	13	Acknowledge End of Mandate of Auditex and Olivier Lenel as Alternate Auditors and Decision Not to Renew	For	For	
			Management	14	Approve Compensation Report of Corporate Officers	For	Against	A vote AGAINST this remuneration report is warranted in regard of * the high level of dissent recorded at several previous AGMs and the lack of response from the company. * the limited perimeter used for the pay ratio.
			Management	15	Approve Compensation of Bernard Arnault, Chairman and CEO	For	Against	A vote AGAINST this remuneration report is warranted because of the lack of disclosure on the level of achievement of the performance conditions of both the STI and the LTIP that vested this year. Furthermore, the performance criteria of the LTI granted do not seem particularly challenging.
			Management	16	Approve Compensation of Antonio Belloni, Vice-CEO	For	Against	A vote AGAINST this remuneration report is warranted because of the lack of disclosure on the level of achievement of the performance conditions of both the STI and the LTIP that vested this year. Furthermore, the performance criteria of the LTI granted do not seem particularly challenging.
I	I		Management	17	Approve Remuneration Policy of Directors	For	For	
			Management	18	Approve Remuneration Policy of Chairman and CEO	For	Against	Votes AGAINST these remuneration policies are warranted because: *The Company does not disclose targets or payout scales for the annual bonus; *The nature of the LTIP criteria, the vesting scales and the performance period are not disclosed; *Post-mandate vesting of LTI grant is not explicitly excluded; *The derogation policy of the board is deemed too broad; and *
			Management	19	Approve Remuneration Policy of Vice-CEO	For	Against	The cap on the exceptional remuneration is not disclosed. Votes AGAINST these remuneration policies are warranted because: • The Company does not disclose targets or payout scales for the annual bonus; • The nature of the LTIP criteria, the vesting scales and the performance period are not disclosed; •
						_		Post-mandate vesting of LTI grant is not explicitly excluded; • The derogation policy of the board is deemed too broad; and • The cap on the exceptional remuneration is not disclosed.
			Management	20	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	
			Management	21 22	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	For For	For	A vote AGAINST this resolution is warranted because: * No information is available on the existence of performance conditions.
			Management	22	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	FOI	Against	* The vesting period is not sufficiently long-term oriented. * The performance period is not disclosed.
			Management	23	Amend Article 16 and 24 of Bylaws Re: Age Limit of CEO and Shareholding Disclosure Thresholds	For	Against	This item ments a vote AGAINST as negative provisions in these new articles outweigh any positive ones. In addition, the adoption of the new articles does not allow piecemeal voting by shareholders, who are presented with an all-or-nothing choice.
Migros Ticaret AS	Turkev	21-avr-22	Management	1	Open Meeting and Elect Presiding Council of Meeting	For	For	
	1		Management	2	Accept Board Report	For	For	
			Management	3	Accept Audit Report	For	For	
			Management	4	Accept Financial Statements	For	For	
			Management	5	Approve Discharge of Board	For	For	
			Management	6	Approve Allocation of Income	For	For	
			Management	7	Elect Directors	For	For For	
			Management Management	9	Approve Director Remuneration Amend Company Articles 3 and 7	For For	Against	A vote AGAINST this proposal is warranted because the board would be able to issue shares up to 176.2 percent of the issued
			Management	10	Ratify External Auditors	For	For	share capital without pre-emptive rights.
			Management	11	Receive Information on Donations Made in 2021 and Approve Upper Limit of Donations for 2022	For	For	
			Management	14	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	For	For	
Moncler SpA	Italy	21-avr-22	Management	1.1	Accept Financial Statements and Statutory Reports	For	For	
l		1	Management	1.2	Approve Allocation of Income	For	For	
			Management	2.1	Approve Remuneration Policy	For	For	
			Management	2.2	Approve Second Section of the Remuneration Report	For	Against	Vote AGAINST this item because: *The company failed to respond to significant dissent to last year vote on the remuneration report. *The company provides insufficient ex-post information on the performance targets attached to long-term variable remuneration.
			Management Shareholder	3 4.1	Authorize Share Repurchase Program and Reissuance of Repurchased Shares Fix Number of Directors	For None	For For	A vote FOR this item is warranted because the proposed board size has been disclosed, and no concerns have been noticed.
			Shareholder Shareholder	4.2 4.3.1	Fix Board Terms for Directors Slate 1 Submitted by Double R Srl	None None	For For	This item warrants a vote FOR as it is routine and non-contentious. This resolution warrants a vote FOR because: "Shareholders can support only one slate. "With only two slates presented, Slate 1 will appoint 11 members while Slate 2 will appoint the remaining member." All proposed candidates under both slates
								possess the professional experience to fulfill their role of directors. * Supporting this slate would ensure that all the directors are elected through the slate election mechanism, with no uncertainty on the vote outcome. This is not without concern as the roles of board Chair and CEO are combined and the current Chair/CEO Ruffini is candidate for reelection.
			Shareholder	4.3.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	None	Against	This item warrants a vote AGAINST because: "Shareholders can support only one slate. "Supporting Slate 1 would ensure that all directors are elected through the slate election mechanism, with no uncertainty on the vote outcome. Institutional investors who have contributed to present this slate through Assoglestion imay want to make sure that they support the slate proposed under this item in order to prevent possible allegation of links with the slate submitted by the board.
I	I	I I	Management	4.4	Elect Board Chair	None	Against	

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management Recommendation	Vote	Significant votes - Rationales
			Management	Number 4.5	Elect Board Vice-Chairman	Recommendation None	Decision Against	
			Shareholder	4.6	Approve Remuneration of Directors	None	Against	This item warrants a vote AGAINST because the proponent has not provided a rationale in support of this proposal.
			Management	5	Approve Performance Shares Plan 2022	For	Against	Vote AGAINST this item due to the lack of disclosure of performance targets attached to the plan. The absence of disclosed
	1		_	l .		I	ľ	performance targets does not allow shareholders to assess ex-ante the stringency of the metrics used.
			Management	Α	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	None	Against	
NEL ASA	Norway	21-avr-22	Management	2	Elect Chairman of Meeting; Designate Inspector(s) of Minutes of Meeting	For	For	
			Management	3 4	Approve Notice of Meeting and Agenda	For	For	
			Management	6	Accept Financial Statements and Statutory Reports Approve Remuneration of Directors in the Amount of NOK 625,000 for Chairman and NOK	For For	For For	
			Management	٥	350,000 for Other Directors	For	For	
			Management	7	Approve Remuneration of Nominating Committee; Approve Remuneration of Members of	For	For	
				1	the Audit Committee		'	
			Management	8	Approve Remuneration of Auditors	For	For	
			Management	9	Approve Remuneration Statement	For	Against	A vote AGAINST this item is warranted because: * The company does not provide sufficient level of detail regarding its annual
			l	l		_	l _	incentive program. * 40 percent of the stock options granted have a vesting period less than three years.
			Management Management	10.1 10.2	Approve Creation of NOK 29.2 Million Pool of Capital without Preemptive Rights Approve Issuance of Shares in Connection with Incentive Plans	For For	For Against	A vote AGAINST is warranted as the requested funding would be used to fund an incentive plan with an insufficiently long
			ivianagement	10.2	Approve issuance of Shares in Connection with incentive Plans	For	Against	A vote AGAINST is warranted as the requested funding would be used to fund an incentive plan with an insufficiently long vesting period.
			Management	11.1	Authorize Share Repurchase Program in Connection with Incentive Plans	For	Against	A vote AGAINST is warranted as the requested funding would be used to fund an incentive plan with an insufficiently long
			wanagement	l	Additionable of the parentable in Togram in Connection with incontine in this	101	Against	vesting period.
			Management	11.2	Authorize Share Repurchase Program	For	For	
	1		Management	12.1	Elect Ole Enger as Director (Chair)	For	For	
	1	1	Management	12.2	Elect Hanne Blume as Director	For	For	<u> </u>
	1		Management	12.3	Elect Charlotta Falvin as Director	For	Against	A vote FOR candidates Ole Enger, Hanne Blume, Finn Jebsen, Beatriz Malo de Molina, Tom Rotjer, and Jon Andre Lokke is
	1		l	I				warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST Item 12.3. is warranted because candidate Charlotta Falvin is overboarded.
	1		Management	12.4	Elect Finn Jebsen as Director	For	For	wananieu pedause diffuldate Gridriotta Palvill is overboarded.
	1	1	Management	12.4	Elect Finn Jebsen as Director Elect Beatriz Malo de Molina as Director	For	For	
			Management	12.6	Elect Tom Rotjer as Director	For	For	
			Management	12.7	Elect Jon Andre Lokke as Director	For	For	
			Management	13.1	Elect Eivind Sars Veddeng (Chair) as Member of Nominating Committee	For	For	
			Management	13.2	Elect Andreas Poole as Member of Nominating Committee	For	For	
			Management	13.3	Elect Leif Eriksrod as Member of Nominating Committee	For	For	
Wolters Kluwer NV	Netherlands	21-avr-22	Management	2.c	Approve Remuneration Report	For	For	
			Management	3.a	Adopt Financial Statements and Statutory Reports	For	For	
			Management Management	3.c 4.a	Approve Dividends of EUR 1.57 Per Share Approve Discharge of Management Board	For For	For For	
			Management	4.a 4.b	Approve Discharge of Management Board Approve Discharge of Supervisory Board	For	For	
			Management	5	Elect Heleen Kersten to Supervisory Board	For	For	
			Management	6	Amend Remuneration Policy of Supervisory Board	For	For	
			Management	7.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	For	
			Management	7.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	For	
			Management	8	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	
			Management	9	Approve Cancellation of Shares	For	For	
Akzo Nobel NV	Netherlands	00 00	Management		Reappoint Auditors Adopt Financial Statements	For	For	
AKZO NODEI NV	ivemenands	22-avr-22	Management Management	3.a 3.c	Approve Allocation of Income and Dividends	For For	For For	
			Management	3.d	Approve Remuneration Report	For	Against	A vote AGAINST is warranted because: * The board used discretionary power to evaluate performance against the ROI target
			Managomon	0.0	7 pprovo remandation report		/ iguinot	>20%) communicated in February 2020, whereas the ROI target communicated at the start of the performance period was
								25%, without this changed consideration for the in-flight 2019-2021 plan being accompanied by a compelling rationale; and * A
								one-off grant is offered to the CEO for the end of his appointment aiming at compensating for lost awards, whereas this would
								undermine the principle of pro-rata vesting upon termination. Moreover, there is no clear disclosure on how the board arrived at
	1		l	I		I	1	the EUR 1.7 million value and concerns are raised with the fact the company is using the derogation provision for this one-time
	1		Manageres	1	Approve Discharge of Management Reard	F	F	grant.
	1	1	Management Management	4.a 4.b	Approve Discharge of Management Board Approve Discharge of Supervisory Board	For For	For For	
	1		Management	5.a	Amend Remuneration Policy for Management Board	For	For	
	1	1	Management	6.a	Reelect M.J. de Vries to Management Board	For	For	
	1		Management	7.a	Elect E. Baiget to Supervisory Board	For	For	
	1	1	Management	7.b	Elect H. van Bylen to Supervisory Board	For	For	
	1		Management	7.c	Reelect N.S. Andersen to Supervisory Board	For	For	
	1		Management	7.d	Reelect B.E. Grote to Supervisory Board	For	For	
	1		Management	8.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	For	
	1	1	Management Management	8.b 9	Authorize Board to Exclude Preemptive Rights from Share Issuances Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For For	For For	
	1		Management Management	10	Authorize Repurchase of Up to 10 Percent of Issued Share Capital Authorize Cancellation of Repurchased Shares	For For	For	
CNP Assurances SA	France	22-avr-22	Management	1	Approve Financial Statements and Statutory Reports	For	For	
	1		Management	2	Approve Consolidated Financial Statements and Statutory Reports	For	For	
	1	1	Management	3	Approve Allocation of Income and Dividends of EUR 1.00 per Share	For	For	
	1		Management	4	Approve Transaction with Directors of Brazilian Subsidiaries Re: Indemnification Agreement	For	For	
	1	1	l	I	l	_	I _	
	1		Management	5	Approve Transaction with La Poste Silver Re: Divestiture of L'Age d'Or Expansion	For	For	
	1		Management	6	Approve Transaction with Caisse des Depots Re: Investment in the New Suez Approve Transaction with Allianz Vie and Generation Vie Re: Insurance Contract Portfolios	For	For	
	1	1	Management	Ι ′	Approve Transaction with Allianz vie and Generation vie Re: Insurance Contract Portfolios	For	For	
	1	1	Management	8	Approve Transaction with La Banque Postale Re: Contract Portfolios	For	For	
1	1		Management	9	Approve Transaction with La Banque Postale Re. Contract Portfolios Approve Transaction with La Banque Postale and BPE Re. Borrower's Insurance	For	For	
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Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management		Significant votes - Rationales
			Mana	Number	Assessed Temporalism with La December Deathle Co	Recommendation	Decision	
	l		Management Management	10 11	Approve Transaction with La Banque Postale Prevoyance Re: Borrower's Insurance Approve Transaction with Caisse des Depots Re: Shareholders Agreement	For For	For For	
		1	Management	12	Approve Transaction with CDC Habitat Re: Acquisition of a Set of Buildings	For	For	
		1	Management	13	Approve Transaction with ACA Re: Reinsurance Treaty	For	For	
		1	Management	14	Approve Transaction with Ostrum AM Re: Management Mandate	For	For	
		1	Management	15	Approve Auditors' Special Report on Related-Party Transactions	For	For	
		1	Management	16	Approve Remuneration Policy of Chairman of the Board	For	For	
		1	Management	17	Approve Remuneration Policy of CEO	For	For	
		1	Management	18	Approve Remuneration Policy of Directors	For For	For For	
		1	Management Management	19 20	Approve Compensation Report of Corporate Officers Approve Compensation of Veronique Weill, Chairman of the Board	For	For	
		1	Management	20	Approve Compensation of Veronique Welli, Chairman of the Board Approve Compensation of Antoine Lissowski, CEO Until 16 April 2021	For	For	
		1	Management	22	Approve Compensation of Stephane Dedeyan, CEO Since 16 April 2021	For	For	
		1	Management	23	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.5 Million	For	For	
		1	Management	24	Ratify Appointment of Jean-Francois Lequoy as Director	For	Against	* A vote FOR the (re)election of Amelie Breitburd as an independent nominee is warranted in the absence of specific concerns
								(Items 25 and 26). * Votes AGAINST the (re)elections of Jean-Francois Lequoy, Bertrand Cousin, Francois Geronde, Philippe Heim, Laurent Mignon and Philippe Wahl as non-independent nominees are warranted given the lack of independence at the board level (29 percent vs 33.3 percent recommended) (Items 24 and 27 to 32).
		1	Management	25	Ratify Appointment of Amelie Breitburd as Director	For	For	
		1	Management	26	Reelect Amelie Breitburd as Director	For	For	I
			Management	27	Ratify Appointment of Bertrand Cousin as Director	For	Against	* A vote FOR the (re)election of Amelie Breitburd as an independent nominee is warranted in the absence of specific concerns (Items 25 and 26). * Votes AGAINST the (re)elections of Jean-Francois Lequoy, Bertrand Cousin, Francois Geronde, Philippe Heim, Laurent Mignon and Philippe Wahl as non-independent nominees are warranted given the lack of independence at the board level (29 percent vs 33.3 percent recommended) (Items 24 and 27 to 32).
			Management	28	Reelect Bertrand Cousin as Director	For	Against	* A vote FOR the (re)election of Amelie Breitburd as an independent nominee is warranted in the absence of specific concerns (Items 25 and 26). * Votes AGAINST the (re)elections of Jean-Francois Lequoy, Bertrand Cousin, Francois Geronde, Philippe Heim, Laurent Mignon and Philippe Wahl as non-independent nominees are warranted given the lack of independence at the board level (29 percent vs 33.3 percent recommended) (Items 24 and 27 to 32).
			Management	29	Reelect Francois Geronde as Director	For	Against	* A vote FOR the (re)election of Amelie Breitburd as an independent nominee is warranted in the absence of specific concerns (Items 25 and 26). * Votes AGAINST the (re)elections of Jean-Francois Lequoy, Bertrand Cousin, Francois Geronde, Philippe Heim, Laurent Mignon and Philippe Wahl as non-independent nominees are warranted given the lack of independence at the board level (29 percent vs 33.3 percent recommended) (Items 24 and 27 to 32).
			Management	30	Reelect Philippe Heim as Director	For	Against	* A vote FOR the (re)election of Amelie Breitburd as an independent nominee is warranted in the absence of specific concerns (Items 25 and 26). * Votes AGAINST the (re)elections of Jean-Francois Lequoy, Bertrand Cousin, Francois Geronde, Philippe Heim, Laurent Mignon and Philippe Wahl as non-independent nominees are warranted given the lack of independence at the board level (29 percent vs 33.3 percent recommended) (Items 24 and 27 to 32).
			Management	31	Reelect Laurent Mignon as Director	For	Against	* A vote FOR the (re)election of Amelie Breitburd as an independent nominee is warranted in the absence of specific concerns (Items 25 and 26). * Votes AGAINST the (re)elections of Jean-Francois Lequoy, Bertrand Cousin, Francois Geronde, Philippe Heim, Laurent Mignon and Philippe Wahl as non-independent nominees are warranted given the lack of independence at the board level (29 percent vs 33.3 percent recommended) (Items 24 and 27 to 32).
			Management	32	Reelect Philippe Wahl as Director	For	Against	* A vote FOR the (re)election of Amelie Breitburd as an independent nominee is warranted in the absence of specific concerns (Items 25 and 26). * Votes AGAINST the (re)elections of Jean-Francois Lequoy, Bertrand Cousin, Francois Geronde, Philippe Heim, Laurent Mignon and Philippe Wahl as non-independent nominees are warranted given the lack of independence at the board level (29 percent vs 33.3 percent recommended) (Items 24 and 27 to 32).
		1	Management	33	Renew Appointment of Mazars as Auditor	For	For	could love (25 person to 65.5 person troops minorized) (name 2.1 disc 2.1 disc 2.2).
		1	Management	34	Appoint KPMG SA as Auditor	For	For	
		1	Management	35	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	
		1	Management	36	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to	For	For	
		1			Aggregate Nominal Amount of EUR 137,324,000	_		
		1	Management	37	Approve Issuance of Super-Subordinated Contigent Convertible Bonds without Preemptive	For	For	
		1		38	Rights for Private Placements, up to 10 Percent of Issued Capital	For	For	
1	I	1	Management Management	38	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Authorize Filing of Required Documents/Other Formalities	For For	For	
Energy Absolute Public Co. Ltd.	Thailand	22-avr-22	Management	1	Approve Minutes of Previous Meeting	For	For	
J,			Management	3	Approve Financial Statements	For	For	
1			Management	4	Approve Cancellation of Issuance of Debentures	For	For	
			Management	5	Approve New Issuance and Offering of Debentures	For	For	
			Management	6	Approve Allocation of Income and Dividend Payment	For	For	<u></u>
			Management Management	7 8.1	Approve Remuneration of Directors Elect Somphote Ahunai as Director	For For	Against	We prefer to vote AGAINST since the remuneration policy lacks concrete sustainability focused non-financial KPIs that are properly communicated with the minority shareholders.
		1	Management	8.2	Elect Chainan Thumasujarit as Director	For	For	
			Management	8.3 8.4	Elect Bravochat Chatchai as Director	For For	-	A vote AGAINST incumbent Nominating Committee chair M.R. Bravochat Chatchai is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted at this time.
1	I	1	Management Management	8.4 9	Elect Wutthilerd Chiannilkulchai as Director Approve PricewaterhouseCoopers ABAS Ltd. as Auditors and Authorize Board to Fix Their	For For	For For	
	I	1	wanagement	Ι "	Remuneration	1	1 01	
Glarner Kantonalbank AG	Switzerland	22-avr-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
	I		Management	2	Approve Remuneration of Directors in the Amount of CHF 417,108	For	For	
1			Management	3.1	Approve Allocation of Income and Dividends of CHF 1.10 per Share	For	For	
1			Management	3.2	Approve Charitable Donation in the Amount of CHF 250,000 to Stiftung der Glarner	For	For	
1	I	1	l ,,,	Ι.	Kantonalbank fuer ein starkes Glarnerland	l -	I -	
1	I	1	Management	4	Approve Discharge of Board of Directors, Senior Management and Statutory Auditor	For	For	
1	I	1	Management Management	5.1 5.2	Reelect Martin Leutenegger as Director and Board Chair Reelect Benjamin Muehlemann as Director and Representative of the Governing Council	For For	For For	
	I	1	wanagement] 3.2	1. 100.000 200 garnin Muchicinanin ao Director and Nepresentative of the Governing Council	1 '0	1 0	
I	I	1	Management	5.3	Reelect Urs Gnos as Director	For	For	l l

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management	Vote	Significant votes - Rationales
1.7		Ĭ		Number		Recommendation	Decision	
			Management	5.4	Reelect Rudolf Staeger as Director	For	For	
			Management	5.5	Reelect Sonja Stirnimann as Director	For	For	
			Management Management	5.6 5.7	Reelect Dominic Rau as Director Reelect Konrad Marti as Director	For For	For For	
			Management	6	Ratify PricewaterhouseCoopers AG as Auditors	For	For	
			Management	7	Transact Other Business (Voting)	For	Against	A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case
				l				new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content
								of these any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.
Merck KGaA	Germany	22-avr-22	Management	2	Accept Financial Statements and Statutory Reports for Fiscal Year 2021	For	For	against this item on a precautionary basis.
			Management	3	Approve Allocation of Income and Dividends of EUR 1.85 per Share	For	For	
		1	Management	4	Approve Discharge of Management Board for Fiscal Year 2021	For	For	
			Management	5 6	Approve Discharge of Supervisory Board for Fiscal Year 2021 Ratify KPMG AG as Auditors for Fiscal Year 2022 and for the Review of Interim Financial	For For	For For	
			Management	٥	Reports for Fiscal Year 2022 Reports for Fiscal Year 2022	For	For	
			Management	7	Ratify Deloitte GmbH as Auditors for Fiscal Year 2023 and for the Review of Interim	For	For	
			· ·	l	Financial Reports for Fiscal Year 2023			
			Management	8	Approve Remuneration Report	For	For	
			Management	9	Approve Creation of EUR 56.5 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	For	For	
Swiss Life Holding AG	Switzerland	22-avr-22	Management	1.1	Accept Financial Statements and Statutory Reports	For	For	
g			Management	1.2	Approve Remuneration Report	For	For	
			Management	2	Approve Allocation of Income and Dividends of CHF 25.00 per Share	For	For	
			Management	3	Approve Discharge of Board of Directors	For	For	
			Management Management	4.1 4.2	Approve Fixed Remuneration of Directors in the Amount of CHF 3.2 Million Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF	For For	For For	
			ivianagement	4.2	4 4 Million	Foi	FUI	
			Management	4.3	Approve Fixed and Long-Term Variable Remuneration of Executive Committee in the	For	For	
			· ·	l	Amount of CHF 13.8 Million			
			Management	5.1	Reelect Rolf Doerig as Director and Board Chair	For	For	
			Management Management	5.2 5.3	Reelect Thomas Buess as Director Reelect Adrienne Fumagalli as Director	For For	For For	
			Management	5.4	Reelect Ueli Dietiker as Director	For	For	
			Management	5.5	Reelect Damir Filipovic as Director	For	For	
			Management	5.6	Reelect Frank Keuper as Director	For	For	
			Management	5.7	Reelect Stefan Loacker as Director	For	For	
			Management Management	5.8 5.9	Reelect Henry Peter as Director Reelect Martin Schmid as Director	For For	For For	
			Management	5.10	Reelect Franziska Sauber as Director	For	For	
			Management	5.11	Reelect Klaus Tschuetscher as Director	For	For	
			Management	5.12	Elect Monika Buetler as Director	For	For	
			Management	5.13 5.14	Reappoint Martin Schmid as Member of the Compensation Committee	For	For	
			Management Management	5.14 5.15	Reappoint Franziska Sauber as Member of the Compensation Committee Reappoint Klaus Tschuetscher as Member of the Compensation Committee	For For	For For	We are comfortable with the joint nomination and compensation committee
			Management	6	Designate Andreas Zuercher as Independent Proxy	For	For	We are comportable with the joint normalization and comportable committee
			Management	7	Ratify PricewaterhouseCoopers AG as Auditors	For	For	
		1	Management	8	Approve CHF 70,268 Reduction in Share Capital as Part of the Share Buyback Program via	For	For	
			Management	9	Cancellation of Repurchased Shares Transact Other Business (Voting)	For	Against	A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case
			Wanagement	ľ	Transact Other Business (Voling)	''	Agamst	new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content
								of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against
Fried AD	Consider	05 00	M		Flack Obsimuse of Marking	F	F	this item on a precautionary basis.
Epiroc AB	Sweden	25-avr-22	Management Management	1 2	Elect Chairman of Meeting Designate Inspector(s) of Minutes of Meeting	For For	For For	
			Management	4	Approve Agenda of Meeting	For	For	1
			Management	5	Acknowledge Proper Convening of Meeting	For	For	1
		I	Management	8.a	Accept Financial Statements and Statutory Reports	For	For	
			Management Management	8.b1 8.b2	Approve Discharge of Lennart Evrell Approve Discharge of Johan Forssell	For For	For For	
			Management	8.b3	Approve Discharge of Johann Cossell Approve Discharge of Helena Hedblom (as Board Member)	For	For	
			Management	8.b4	Approve Discharge of Jeane Hull	For	For	
			Management	8.b5	Approve Discharge of Ronnie Leten	For	For	
		I	Management	8.b6	Approve Discharge of Ulla Litzen	For	For	
		I	Management Management	8.b7 8.b8	Approve Discharge of Sigurd Mareels Approve Discharge of Astrid Skarheim Onsum	For For	For For	
		I	Management	8.b9	Approve Discharge of Anders Ullberg	For	For	
			Management	8.b10	Approve Discharge of Niclas Bergstrom	For	For	
		I	Management	8.b11	Approve Discharge of Gustav El Rachidi	For	For	
		I	Management Management	8.b12 8.b13	Approve Discharge of Kristina Kanestad Approve Discharge of Daniel Rundgren	For For	For For	
			Management Management	8.b13 8.b14	Approve Discharge of Daniel Rundgren Approve Discharge of CEO Helena Hedblom	For For	For	
			Management	8.c	Approve Allocation of Income and Dividends of SEK 3 Per Share	For	For	
		I	Management	8.d	Approve Remuneration Report	For	For	
			Management	9.a	Determine Number of Members (10) and Deputy Members of Board	For	For	
			Management Management	9.b 10.a1	Determine Number of Auditors (1) and Deputy Auditors Elect Anthea Bath as New Director	For For	For For	
		I	Management		Reelect Lennart Evrell as Director	For	For	
•	•	•	• management		1			

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management	Vote	Significant votes - Rationales
				Number		Recommendation	Decision	
			Management	10.a3	Reelect Johan Forssell as Director	For	For	
			Management	10.a4	Reelect Helena Hedblom as Director	For	For	
			Management	10.a5	Reelect Jeane Hull as Director	For	For	
			Management	10.a6	Reelect Ronnie Leten as Director	For	For	
			Management	10.a7	Reelect Ulla Litzen as Director	For	For	
			Management	10.a8	Reelect Sigurd Mareels as Director	For	For	
			Management	10.a9	Reelect Astrid Skarheim Onsum as Director	For	For	
			Management Management	10a10 10.b	Reelect Anders Ullberg as Director Reelect Ronnie Leten as Board Chair	For For	For For	
				10.b 10.c		For		
			Management	10.c	Ratify Ernst & Young as Auditors Approve Remuneration of Directors in the Amount of SEK 2.47 Million for Chair and SEK	For	For For	
			Management	11.a	775,000 for Other Directors; Approve Partly Remuneration in Synthetic Shares; Approve	FOI	FOI	
		1			Remuneration for Committee Work			
			Management	11.b	Approve Remuneration of Auditors	For	For	
			Management	12	Approve Stock Option Plan 2022 for Key Employees	For	For	
			Management	13.a	Approve Glock Opasitivitian 2022 for Rey Employees Approve Equity Plan Financing Through Repurchase of Class A Shares	For	For	
			Management	13.b	Approve Repurchase of Shares to Pay 50 Percent of Director's Remuneration in Synthetic	For	For	
					Shares			
			Management	13.c	Approve Equity Plan Financing Through Transfer of Class A Shares to Participants	For	For	
			Management	13.d	Approve Sale of Class A Shares to Finance Director Remuneration in Synthetic Shares	For	For	
			Management	13.e	Approve Sale of Class A Shares to Finance Stock Option Plan 2016, 2017, 2018 and 2019	For	For	
			I		1		1	
	<u> </u>		Management	14	Approve Nominating Committee Procedures	For	For	<u> </u>
Honeywell International Inc.	USA	25-avr-22	Management	1A	Elect Director Darius Adamczyk	For	For	
		1	Management	1B	Elect Director Duncan B. Angove	For	For	
			Management	1C	Elect Director William S. Ayer	For	For	
			Management	1D	Elect Director Kevin Burke	For	For	
			Management	1E	Elect Director D. Scott Davis	For	For	
			Management	1F	Elect Director Deborah Flint	For	For	
			Management	1G	Elect Director Rose Lee	For	For	
			Management	1H	Elect Director Grace D. Lieblein	For	For	
			Management	11	Elect Director George Paz	For	For	
			Management	1J	Elect Director Robin L. Washington	For	For	l
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	
			1					significant concerns are raised by adjustments made to long-term incentive awards in two consecutive years. Following
			1					adjustments to the FY20 equity grants which reduced the performance period and were described as "one-time" actions taken
			1					in response to COVID-19, the committee used discretion to also adjust FY19-21 grants to increase closing-cycle equity vesting.
			I., .	3	D 27 D 1 27 D 1 1 D 1 D 1 27	For	_	Investors may question the decision to make consecutive adjustments to long-term incentive awards.
			Management	4	Ratify Deloitte & Touche LLP as Auditor		For	A cate FOR this account is commented as it would find to a phase a bound of the cate of th
			Shareholder Shareholder	4 5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For	A vote FOR this proposal is warranted as it would further enhance shareholders' existing right to call special meetings.
			Snarenoider	5	Report on Climate Lobbying	Against	For	A vote FOR this proposal is warranted at this time. While the company has recently published a climate lobbying report, shareholders may benefit from a more complete evaluation of climate lobbying being conducted on the company's behalf.
			Shareholder	6	Report on Environmental and Social Due Diligence	Against	For	A vote FOR this proposal is warranted at this time because the company is engaged in substantial remediation activities and
			Shareholder	0	Report on Environmental and Social Due Diligence	Against	FUI	shareholders may benefit from knowing more about due diligence procedures that track their effectiveness.
ING Groep NV	Netherlands	25-avr-22	Management	2D	Approve Remuneration Report	For	For	Shareholders may benefit from knowing more about due unigenee procedures that track their encourements.
ING GIOCP IVV	Nedicialida	20-011-22	Management	2E	Adopt Financial Statements and Statutory Reports	For	For	
			Management	3B	Approve Dividends of EUR 0.62 Per Share	For	For	
			Management	4A	Approve Discharge of Management Board	For	For	
			Management	4B	Approve Discharge of Supervisory Board	For	For	
			Management	6A	Grant Board Authority to Issue Shares	For	For	
			Management	6B	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital and	For	For	
			I		Restrict/Exclude Preemptive Rights		1	
			Management	7	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	
			Management	8A	Approve Reduction in Share Capital through Cancellation of Shares	For	For	
			Management	8B	Amend Articles to Reflect Changes in Capital	For	For	
			Management	9	Approve Cancellation of Repurchased Shares Pursuant to the Authority under item 7	For	For	
SM Prime Holdings, Inc.	Philippines	25-avr-22	Management	1	Approve Minutes of Previous Meeting Held on April 20, 2021	For	For	
			Management	2	Approve 2021 Annual Report	For	For	
			Management	3	Ratify Acts of the Board of Directors and the Management from the Date of the Last Annual	For	For	
		1	I		Stockholders' Meeting up to the Date of this Meeting]	1	
			Management	4.1	Elect Henry T. Sy, Jr. as Director	For	For	
			Management	4.2	Elect Hans T. Sy as Director	For	For	
			Management	4.3	Elect Herbert T. Sy as Director	For	For	
			Management	4.4	Elect Jeffrey C. Lim as Director	For	For	
			Management	4.5	Elect Jorge T. Mendiola as Director	For	For	
		1	Management	4.6	Elect Amando M. Tetangco, Jr. as Director	For	For	
	I		Management	4.7	Elect J. Carlitos G. Cruz as Director Elect Darlene Marie B. Berberabe as Director	For	For	
						For	For	·
			Management	4.8		E	E	l l
			Management	5	Appoint Sycip Gorres Velayo & Co. as External Auditor	For	For	A such A CAINIOT His south His is such that is such that the same of the same
						For For		
VEDBUIND AC	Austria	25 our 22	Management Management	5	Appoint Sycip Gorres Velayo & Co. as External Auditor Approve Other Matters	For	Against	A vote AGAINST this resolution is warranted because the company did not disclose the other matters that will be taken up under this resolution.
VERBUND AG	Austria	25-avr-22	Management Management Management	5 6 2	Appoint Sycip Gorres Velayo & Co. as External Auditor Approve Other Matters Approve Allocation of Income and Dividends of EUR 1.05 per Share	For For	Against For	
VERBUND AG	Austria	25-avr-22	Management Management Management Management	5	Appoint Sycip Gorres Velayo & Co. as External Auditor Approve Other Matters Approve Allocation of Income and Dividends of EUR 1.05 per Share Approve Discharge of Management Board for Fiscal Year 2021	For For For	Against For For	
VERBUND AG	Austria	25-avr-22	Management Management Management	5 6 2	Appoint Sycip Gorres Velayo & Co. as External Auditor Approve Other Matters Approve Allocation of Income and Dividends of EUR 1.05 per Share	For For	Against For	

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management	Vote	Significant votes - Rationales
Company Name	Country	meeting Date	Proponent	Number	Proposal rext	Management Recommendation	Vote Decision	Significant votes - Nationales
			Management	6	Approve Remuneration Report	For	D 00101011	A vote AGAINST the remuneration report is warranted because: * Only limited disclosure is provided surrounding variable
			ľ				ľ	performance targets and corresponding payouts for both the annual bonus as well as the LTIP. * 30 percent of the company's
								LTIP is based on TSR ranking versus peer group, yet the company fails to disclose this peer group. * Discretionary awards were
								paid in the year under review (accelerated vesting of former CEO's LTIP). * No meaningful information is provided regarding the average remuneration of employees of the company in a manner which permits comparison with directors' remuneration.
								average remaindration of employees of the company in a manner whom permiss compansor with an execution.
			Management	7.1	Elect Edith Hlawati Supervisory Board Member	For	For	
			Management	7.2	Elect Barbara Praetorius Supervisory Board Member	For	For	
			Management	7.3	Elect Robert Stajic Supervisory Board Member	For	For	
			Management Management	8.1 8.2	New/Amended Proposals from Shareholders New/Amended Proposals from Management and Supervisory Board	None None	Against Against	
Bystronic AG	Switzerland	26-avr-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
5,58,51,67,6	Owneomand	20 011 22	Management	2	Approve Allocation of Income and Dividends of CHF 60 per Class A Share and CHF 12 per	For	For	
					Class B Share			
			Management	3	Approve Discharge of Board of Directors	For	For	
			Management Management	4.1 4.2	Reelect Roland Abt as Director Reelect Matthias Auer as Director	For For	For For	
			Management	4.3	Reelect Heinz Baumgartner as Director	For	For	
			Management	4.4	Reelect Urs Riedener as Director	For	For	
			Management	4.5	Reelect Jacob Schmidheiny as Director	For	For	
			Management	4.6	Reelect Robert Spoerry as Director	For	For	
			Management Management	4.7 5	Elect Inge Delobelle as Director Elect Heinz Baumgartner as Board Chair	For For	For For	
			Management	6.1	Reappoint Urs Riedener as Member of the Nomination and Compensation Committee	For		We are comfortable with the joint nomination and compensation committee. We are comfortable with the current composition of
	l	I	anagomont					the Board.
			Management	6.2	Reappoint Heinz Baumgartner as Member of the Nomination and Compensation Committee	For	For	
	l		Management	6.3	Reappoint Debort Speers on Mamber of the Namination and Communities Co. ""	For	For	
			Management	7.1	Reappoint Robert Spoerry as Member of the Nomination and Compensation Committee Approve Remuneration Report (Non-Binding)	For		A vote AGAINST the remuneration report is warranted because: * Equity awards under the LTI are based upon EPS
			Wanagement	/	repriore remains autor report (non-binding)	101	Agamot	performance over a single year and are not subject to any performance conditions after grant. * For executives other than the
								CEO, the board has introduced minimum, guaranteed vesting for LTI awards, as well as a reduced blocking period. * Only
								limited ex-post disclosure is provided to explain the evolution of variable payouts versus company performance. * The board has
					l	_	l _	not directly addressed low support on the prior vote.
			Management	7.2	Approve Remuneration of Directors in the Amount of CHF 1.3 Million	For	For	
			Management Management	7.3 8	Approve Remuneration of Executive Committee in the Amount of CHF 7 Million Ratify KPMG AG as Auditors	For For	For For	
			Management	9	Designate Marianne Sieger as Independent Proxy	For	For	
			Management	10	Transact Other Business (Voting)	For		A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case
								new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content
								of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.
CTP NV	Netherlands	26-avr-22	Management	2(b)	Approve Remuneration Report	For	For	ulis item on a precautionary basis.
- · · · · ·	rvoulonando	20 011 22	Management	2(d)	Adopt Financial Statements and Statutory Reports	For	For	
			Management	2(e)	Approve Final Dividend	For	For	
			Management	3(a)	Approve Discharge of Executive Directors	For	For	
			Management Management	3(b) 4(a)	Approve Discharge of Non-Executive Directors Grant Board Authority to Issue Shares Up to 15 Percent of Issued Capital	For For	For Against	A vote AGAINST this proposal is warranted because it is not in line with commonly used safeguards regarding volume (i.e. the
			Wanagement	4(4)	orani board Additionly to issue oriales op to 101 discinctor issued outpital	101	Agamst	management board would be able to issue share up to 15.00 percent of the issued share capital).
			Management	4(b)	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	Against	A vote AGAINST this proposal is warranted because it is not in line with commonly used safeguards regarding volume (i.e. the
				4(-)	Count Dougla Authority to Lorse Change or Count Births to Colored to Change Brown at the	F	F	management board would be able to issue share up to 15.00 percent of the issued share capital).
			Management	4(c)	Grant Board Authority to Issue Shares or Grant Rights to Subscribe for Shares Pursuant to an Interim Scrip Dividend	For	For	
			Management	4(d)	Authorize Board to Exclude Preemptive Rights from Share Issuances in Relation to an	For	For	
	l		I	'	Interim Scrip Dividend	_	l _	
	l		Management Management	4(e)	Authorize Repurchase of Up to 10 Percent of Issued Share Capital Amend Articles Re: Change of Corporate Seat from Utrecht to Amsterdam	For For	For For	
Danone SA	France	26-avr-22	Management	1	Amend Articles Re: Change of Corporate Seat from Offecti to Amsterdam Approve Financial Statements and Statutory Reports	For	For	
Salione of t	1 141100	20 011 22	Management	2	Approve Consolidated Financial Statements and Statutory Reports	For	For	
			Management	3	Approve Allocation of Income and Dividends of EUR 1.94 per Share	For	For	
			Management	4	Ratify Appointment of Valerie Chapoulaud-Floquet as Director	For	For	
			Management	5 6	Elect Antoine de Saint-Afrique as Director	For	For	
	I	I	Management Management	7	Elect Patrice Louvet as Director Elect Geraldine Picaud as Director	For For	For For	
	l	I	Management	8	Elect Susan Roberts as Director	For	For	
	l	I	Management	9	Renew Appointment of Ernst & Young Audit as Auditor	For	For	
	l	I	Management	10	Appoint Mazars & Associes as Auditor	For	For	
	l	I	Management	11	Approve Transaction with Veronique Penchienati-Bosetta	For	For	
	l		Management Management	12 13	Approve Compensation Report of Corporate Officers Approve Compensation of Veronique Penchienati-Bosseta, CEO From March 14 to	For For	For For	
			Management	15	September 14, 2021	101	101	
			Management	14	Approve Compensation of Shane Grant, Vice-CEO From March 14 to September 14, 2021	For	For	
	l		Management	15	Approve Compensation of Antoine de Saint-Afrique, CEO Since 15 September 2021	For	For	
	l	I	Management	16	Approve Compensation of Gilles Schnepp, Chairman of the Board Since 14 March 2021	For	For	
	l	I	Management	17	Approve Remuneration Policy of Executive Corporate Officers	For	For	
	l	I	Management Management	18 19	Approve Remuneration Policy of Chairman of the Board Approve Remuneration Policy of Directors	For For	For For	
1			wanagement	19	Approve Nemuneration Policy of Directors	FUI	FUI	ı

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management	Vote	Significant votes - Rationales
	,	g		Number		Recommendation	Decision	- g
	1		Management	20	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	
			Management	21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for	For	For	
			Management	22	Employees of International Subsidiaries Authorize up to 0.5 Percent of Issued Capital for Use in Restricted Stock Plans with	For	For	
			Management	22	Performance Conditions Attached	FOI	FUI	
			Management	23	Authorize up to 0.2 Percent of Issued Capital for Use in Restricted Stock Plans	For	For	
			Management	24	Amend Article 19.2 of Bylaws Re: Age Limit of CEO and Vice-CEO	For	For	
			Management	25	Amend Article 18.1 of Bylaws Re: Age Limit of Chairman of the Board	For	For	
			Management Management	26 27	Amend Article 17 of Bylaws Re: Shares Held by Directors Authorize Filing of Required Documents/Other Formalities	For For	For For	
			Shareholder	A A	Amend Article 18 of Bylaws: Role of Honorary Chairman	Against		A vote FOR Item A is warranted as the amendment, subject to shareholders' approval, would specify the role and the powers of
			Onarcholaci	^	Parieta Paticio 10 of Bylaws. Note of Horiorary Orialiman	Against	1 01	the honorary chairman. They have to be mentioned as different from the directors, who have specific duties towards the
								company and the shareholders.
Eurofins Scientific SE	Luxembourg	26-avr-22	Management	1	Receive and Approve Board's Reports	For	For	
			Management	2	Receive and Approve Director's Special Report Re: Operations Carried Out Under the Authorized Capital Established	For	For	
			Management	3	Receive and Approve Auditor's Reports	For	For	
			Management	4	Approve Consolidated Financial Statements and Statutory Reports	For	For	
			Management	5	Approve Financial Statements	For	For	
			Management	6	Approve Allocation of Income	For	For	
			Management Management	8	Approve Discharge of Directors Approve Discharge of Auditors	For For	For For	
			Management	9	Approve Remuneration Report	For		A vote AGAINST is warranted. Although we recognize the improved disclosure on certain elements, overall the level of
					, Tr			disclosure remains insufficient, particularly with regard to: * there is a clear lack of general disclosure to understand the pay for
	l	1		1			I	performance alignments as the company has not disclosed the target levels of performance metrics nor the level of
	l						I	achievement relative to set targets for STI and LTI; * The report does not provide disclosure on the individual LTI awards.
	l		Management	10	Reelect Patrizia Luchetta as Director	For	For	
	l	1	Management	11	Reelect Fereshteh Pouchantchi as Director	For	For	
			Management	12	Reelect Evie Roos as Director	For	For	
			Management	13	Renew Appointment of Deloitte Audit as Auditor	For	For	
			Management	14	Approve Remuneration of Directors	For	For	
			Management Management	15 16	Acknowledge Information on Repurchase Program Authorize Board to Ratify and Execute Approved Resolutions	For For	For For	
			Management	10	Amend Article 1 Re: Deletion of Last Paragraph	For	For	
			Management	2	Amend Article Re: Creation of New Article 6 Called "Applicable Law"	For	For	
			Management	3	Amend Article 9 Re: Delete Parenthesis	For	For	
			Management	4	Amend Article 10.3 Re: Amendment of Third Paragraph	For	For	
			Management Management	5	Amend Article 12bis.2 Re: Amendment of Last Paragraph Amend Article 12bis.3 Re: Amendment of Second Paragraph	For For	For For	
			Management Management	7	Amend Article 12bis.3 Re: Amendment of Second Paragraph Amend Article 12bis.3 Re: Amendment of Fourth Paragraph	For	For	
			Management	8	Amend Article 12bis.4 Re: Amendment of Fourth Paragraph	For	For	
			Management	9	Amend Article 12bis.5 Re: Amendment of First Paragraph	For	For	
			Management	10	Amend Article 12bis.5 Re: Amendment of Second Paragraph	For	For	
			Management	11	Amend Article 13 Re: Amendment of First Paragraph	For	For	
			Management Management	12 13	Amend Article 15.2 Re: Update Names of the Committees Created by Board of Directors Amend Article 16.2 Re: Amendment of First Paragraph	For For	For For	
			Management	14	Amend Article 16.2 Re: Amendment of First Paragraph	For	For	
			Management	15	Approve Creation of an English Version of the Articles	For	For	
			Management	16	Authorize Board to Ratify and Execute Approved Resolutions	For	For	
Moody's Corporation	USA	26-avr-22	Management	1a 1b	Elect Director Jorge A. Bermudez Elect Director Therese Esperdy	For For	For For	
	l	1	Management Management	1b 1c	Elect Director Therese Esperdy Elect Director Robert Fauber	For For	For	
	l	1	Management	1d	Elect Director Vincent A. Forlenza	For	For	
	l	1	Management	1e	Elect Director Kathryn M. Hill	For	For	
	l		Management	1f	Elect Director Lloyd W. Howell, Jr.	For	For	
	l	1	Management	1g	Elect Director Raymond W. McDaniel, Jr.	For	For	
	l		Management Management	1h 1i	Elect Director Leslie F. Seidman Elect Director Zig Serafin	For For	For For	
	l	1	Management	l "i	Elect Director Bruce Van Saun	For	For	
			Management	2	Ratify KPMG LLP as Auditors	For	For	
			Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
MSCI Inc.	USA	26-avr-22	Management	1a	Elect Director Henry A. Fernandez	For	For	
	l		Management Management	1b 1c	Elect Director Robert G. Ashe Elect Director Wayne Edmunds	For For	For For	
	l	1	Management	1d	Elect Director Wayne Edmunds Elect Director Catherine R. Kinney	For	For	
	l		Management	1e	Elect Director Jacques P. Perold	For	For	
	l	1	Management	1f	Elect Director Sandy C. Rattray	For	For	
	l		Management	1g	Elect Director Linda H. Riefler	For	For	
			Management Management	1h 1i	Elect Director Marcus L. Smith Elect Director Rajat Taneja	For For	For For	
			Management Management	11 1i	Elect Director Rajat Taneja Elect Director Paula Volent	For	For	
	l		Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Management	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	
PolyPeptide Group AG	Switzerland	26-avr-22	Management	1	Change Location of Registered Office/Headquarters to Baar, Switzerland	For	For	
			Management	2.1	Accept Financial Statements and Statutory Reports	For	For	
ı	ı	1	Management	2.2	Approve Remuneration Report	For	For	I I

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management		Significant votes - Rationales
			Management	Number 3	Approve Discharge of Board and Senior Management	Recommendation For	Decision For	
		1	Management	4.1	Approve Treatment of Net Loss	For	For	
		1	Management	4.2	Approve Dividends of CHF 0.30 per Share from Foreign Capital Contribution Reserves	For	For	
		1	Management	5.1.1	Reelect Peter Wilden as Director Reelect Patrick Aebischer as Director	For	For	
		1	Management Management	5.1.2 5.1.3	Reelect Patrick Aedischer as Director Reelect Beat In-Albon as Director	For For	For For	
		1	Management	5.1.4	Reelect Jane Salik as Director	For	For	
		1	Management	5.1.5	Reelect Erik Schropp as Director	For	For	
		1	Management	5.1.6	Reelect Philippe Weber as Director	For	For	
			Management Management	5.2 5.3.1	Reelect Peter Wilden as Board Chair Reappoint Philippe Weber as Member of the Compensation and Nomination Committee	For For	For For	We are comfortable with the joint nomination and compensation committee, as well as the level of independence.
		1	Management	5.3.1	Reappoint Philippe Weber as Member of the Compensation and Nomination Committee Reappoint Peter Wilden as Member of the Compensation and Nomination Committee	For	For	We are comfortable with the joint nomination and compensation committee, as well as the level of independence. We are comfortable with the joint nomination and compensation committee, as well as the level of independence.
		1	Management	5.4	Ratify BDO AG as Auditors	For	For	To the controlled with the joint home table of the controlled at the lotter of maceparation.
		1	Management	5.5	Designate ADROIT Attorneys as Independent Proxy	For	For	
		1	Management	6.1	Approve Remuneration of Directors in the Amount of CHF 1.6 Million	For	For	L
		1	Management	6.2	Approve Remuneration of Directors in the Amount of CHF 200,000 for Consulting Services to the Company	For	For	We agree that consultancy from Directors should be remunerated in line with usual practices.
		1	Management	6.3	Approve Remuneration of Executive Committee in the Amount of CHF 7 Million	For	For	
		1	Management	7	Transact Other Business (Voting)	For		A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case
		1						new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content
								of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.
Thule Group AB	Sweden	26-avr-22	Management	1	Elect Chairman of Meeting	For	For	
			Management	2.a	Designate Hans Christian Bratterud as Inspector of Minutes of Meeting	For	For	
			Management	2.b	Designate Carolin Forsberg as Inspector of Minutes of Meeting	For	For	
		1	Management Management	3 4	Prepare and Approve List of Shareholders Approve Agenda of Meeting	For For	For For	
		1	Management	5	Acknowledge Proper Convening of Meeting	For	For	
		1	Management	7.a	Accept Financial Statements and Statutory Reports	For	For	
		1	Management	7.b	Approve Allocation of Income and Dividends of SEK 13.00 Per Share	For	For	
		1	Management	7.c1	Approve Discharge of Bengt Baron	For	For	
		1	Management Management	7.c2 7.c3	Approve Discharge of Mattias Ankartberg Approve Discharge of Hans Eckerstrom	For For	For For	
		1	Management	7.c4	Approve Discharge of Helene Mellauist	For	For	
			Management	7.c5	Approve Discharge of Therese Reutersward	For	For	
		1	Management	7.c6	Approve Discharge of Helene Willberg	For	For	
		1	Management	7.c7	Approve Discharge of CEO Magnus Welander	For	For	
		1	Management Management	7.d 8	Approve Remuneration Report Determine Number of Members (7) and Deputy Members (0) of Board	For For	For For	
		1	Management	9	Approve Remuneration of Directors in the Amount of SEK 1.15 Million for Chairman and	For	For	
			Ĭ		SEK 400,000 for Other Directors; Approve Remuneration for Committee Work		1	
		1	Management	10.1	Reelect Hans Eckerstrom as Director	For	For	
			Management	10.2	Reelect Mattias Ankarberg as Director	For	For	
		1	Management Management	10.3 10.4	Reelect Helene Mellquist as Director Reelect Therese Reutersward as Director	For For	For For	
		1	Management	10.4	Reelect Helese Rediefsward as Director	For	Against	A vote AGAINST Item 10.5, and 10.7, is warranted because candidate Helene Willberg, and Johan Westman is overboarded. A
		1						vote FOR Hans Eckerstrom, Mattias Ankarberg, Helene Mellquist, Therese Reutersward, and Sarah McPhee candidates is
		1						warranted due to a lack of concern regarding the suitability of these individuals in particular.
		1	Management	10.6	Elect Sarah McPhee as New Director	For	For	l
		1	Management	10.7	Elect Johan Westman as New Director	For	Against	A vote AGAINST Item 10.5. and 10.7. is warranted because candidate Helene Willberg, and Johan Westman is overboarded. A vote FOR Hans Eckerstrom, Mattias Ankarberg, Helene Mellquist, Therese Reutersward, and Sarah McPhee candidates is
1						l	1	warranted due to a lack of concern regarding the suitability of these individuals in particular.
1			Management	10.8	Elect Hans Eckerstrom as Board Chair	For	Against	A vote AGAINST the election of Eckerstrom as new chair is warranted because he will be considered overboaded.
1			Management	11	Approve Remuneration of Auditors	For	For	
			Management Management	12 13	Ratify PricewaterhouseCoopers as Auditors Approve Remuneration Policy And Other Terms of Employment For Executive Management	For For	For For	
			ivianayement	13		1.01	1-01	
TOKYO BASE Co., Ltd.	Japan	26-avr-22	Management	1	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	
1			Management Management	2.1 2.2	Elect Director Tani, Masato Elect Director Nakamizu, Hideki	For For	For For	
1			Management Management	2.2	Elect Director Nakamizu, Hideki Elect Director Takagi, Katsu	For For	For	
			Management	2.4	Elect Director Nakagaki, Tetsujiro	For	For	
		1	Management	3	Elect Alternate Director and Audit Committee Member Matsumoto, Koichi	For	Against	A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee
United Plantations Berhad	Malaysia	26-avr-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	member lacks independence.
Officed Flantations Bernad	iviaiaysia	20-avr-22	Management Management	2	Approve Final Dividend and Special Dividend	For For	For	
			Management	3	Approve Titlal Bividend and Special Bividend Approve Directors' Fees (Inclusive of Board Committees' Fees)	For	For	
1			Management	4	Approve Directors' Benefits (Other than Directors' Fees)	For	For	
			Management	5	Elect Carl Bek-Nielsen as Director	For	For	
			Management Management	6	Elect R. Nadarajan as Director	For	For	
			Management Management	8	Elect Jorgen Balle as Director Elect Belvinder Kaur a/p C. Nasib Singh as Director	For For	For For	
			Management	9	Approve Ernst & Young PLT as Auditors and Authorize Board to Fix Their Remuneration	For	For	
1			Management	10	Approve Y. Hormat Dato' Jeremy Derek Campbell Diamond to Continue Office as	For	For	
1					Independent Non-Executive Director	l .	Ι.	
1			Management	11	Authorize Share Repurchase Program	For For	For	
I	ı		Management	12	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	l For	For	ı

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
Yutong Bus Co., Ltd.	China	26-avr-22	Management	Number 1	Approve Report of the Board of Directors	For	For	
Tutong Bus Co., Etu.	Cillia	20-avi-22	Management	2	Approve Report of the Board of Supervisors	For	For	
		1	Management	3	Approve Financial Statements	For	For	
		1	Management	4	Approve Profit Distribution	For	For	
		1	Management	5	Approve Related Party Transaction	For	For	ISS proposes to vote "AGAINST" on these three items because the proposed related-party transactions include a financial
		1						service agreement with the group finance company, which may expose the company to unnecessary risks. We contacted the
		1						company and have a teleconference with them. We learned that the group finance company is not involved in business outside
		1						of the group's business, and has never participated in risky areas like real estate financing. Hence, we would like to vote FOR
		1						on these three items because we think that the relationship with the Group Finance Company is a day-to-day business operations.
		1	Management	6	Approve Annual Report and Summary	For	For	operations.
		1	Management	7	Approve to Appoint Auditors and to Fix Their Remuneration	For	For	
		1	Management	8	Amend Articles of Association	For	Against	A vote AGAINST is warranted because the proposed articles amendments are not considered to adequately provide for
		1		-				accountability and transparency to shareholders.
		1	Management	9	Amend Management System of Raised Funds	For	For	ISS proposes to vote "AGAINST" due to the lack of sufficient disclosure. We contacted the company and learned that they
		1						disclose detailed information in Chinese, which they shared with us. Our team member and native speaker checked these
		1						documents and exchanged emails with the company to get more information. We would like to vote FOR because the
		1						company disclosed detailed information with us, which shows that these items are technical issues related to day-to-day business operations
		1		40	A	F	F	'
		1	Management	10	Approve Formulation of Allowance Management System of Directors and Supervisors	For	For	ISS proposes to vote "AGAINST" due to the lack of sufficient disclosure. We contacted the company and learned that they disclose detailed information in Chinese, which they shared with us. Our team member and native speaker checked these
		1						documents and exchanged emails with the company to get more information. We would like to vote FOR because the
		1					1	company disclosed detailed information with us, which shows that these items are technical issues related to day-to-day
1	I	I				I	I	business operations
		1	Management	11	Approve Related Party Transaction Framework Agreement	For	For	ISS proposes to vote "AGAINST" on these three items because the proposed related-party transactions include a financial
		1						service agreement with the group finance company, which may expose the company to unnecessary risks. We contacted the
		1						company and have a teleconference with them. We learned that the group finance company is not involved in business outside
		1						of the group's business, and has never participated in risky areas like real estate financing. Hence, we would like to vote FOR
		1						on these three items because we think that the relationship with the Group Finance Company is a day-to-day business operations.
		1		40	A	F		
		1	Management	12	Approve Financial Services Framework Agreement	For	For	ISS proposes to vote "AGAINST" on these three items because the proposed related-party transactions include a financial
		1						service agreement with the group finance company, which may expose the company to unnecessary risks. We contacted the company and have a teleconference with them. We learned that the group finance company is not involved in business outside
		1						of the group's business, and has never participated in risky areas like real estate financing. Hence, we would like to vote FOR
		1						on these three items because we think that the relationship with the Group Finance Company is a day-to-day business
		1						operations.
Alcon Inc.	Switzerland	27-avr-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
		1	Management	2	Approve Discharge of Board and Senior Management	For	For	
		1	Management	3	Approve Allocation of Income and Dividends of CHF 0.20 per Share	For	For	
		1	Management	4.1	Approve Remuneration Report (Non-Binding)	For	For	
		1	Management Management	4.2 4.3	Approve Remuneration of Directors in the Amount of CHF 3.6 Million Approve Remuneration of Executive Committee in the Amount of CHF 38.4 Million	For For	For For	
		1	Management	5.1	Reelect Michael Ball as Director and Board Chair	For	For	
		1	Management	5.2	Reelect Lynn Bleil as Director	For	For	
		1	Management	5.3	Reelect Arthur Cummings as Director	For	For	
		1	Management	5.4	Reelect David Endicott as Director	For	For	
		1	Management	5.5	Reelect Thomas Glanzmann as Director	For	For	
	I	I	Management	5.6	Reelect Keith Grossman as Director	For	For	
	l	I	Management	5.7	Reelect Scott Maw as Director	For	For	l l
	I	I	Management	5.8	Reelect Karen May as Director	For	For	
	l	I	Management Management	5.9 5.10	Reelect Ines Poeschel as Director Reelect Dieter Spaelti as Director	For For	For For	l l
	I	I	Management	5.10	Elect Raquel Bono as Director	For	For	
	l	I	Management	6.1	Reappoint Thomas Glanzmann as Member of the Compensation Committee	For	For	l l
	I	I	Management	6.2	Reappoint Karen May as Member of the Compensation Committee	For	For	
1	I	I	Management	6.3	Reappoint Ines Poeschel as Member of the Compensation Committee	For	For	
	l	I	Management	6.4	Appoint Scott Maw as Member of the Compensation Committee	For	For	l l
	I	I	Management	7	Designate Hartmann Dreyer Attorneys-at-Law as Independent Proxy	For	For	
	I	I	Management	8	Ratify PricewaterhouseCoopers SA as Auditors	For	For	[<u></u>
1	l	I	Management	9	Transact Other Business (Voting)	For	Against	A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case
1	l	I					I	new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against
	l	I					I	of these new items or counterproposals is not known at this time. Therefore, it is in snareholders' best interest to vote against this item on a precautionary basis.
Anheuser-Busch InBev SA/NV	Belgium	27-avr-22	Management	A.1.b	Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	For	For	ино ком от а рточнацинату вазы.
, amount Suddit index of the	Deigium	27-001-22	Management	7.1.0	Total Addition 2000 to Troited Section of Authorized Capital	1	''	
1	I	I	Management	B.5	Approve Financial Statements, Allocation of Income, and Dividends of EUR 0.50 per Share	For	For	
	l	I	l ,				I	
	l	I	Management	B.6	Approve Discharge of Directors	For	For	
1	I	I	Management	B.7	Approve Discharge of Auditors	For	For	
1	I	I	Management	B.8.a	Reelect Martin J. Barrington as Director	For	Against	A vote AGAINST the reelection of Martin Barrington, William (Billy) Gifford Jr. and Alejandro Santo Domingo Davila and the
1	I	I				I	I	election of Nitin Nohria (items B8.a To B8.d) is warranted because the nominees are non-independent while the board is only 20
1	I	I	l	D	Bardard Williams F. Cifford Jana Bioneter	l -	l	percent independent.
	l	I	Management	B.8.b	Reelect William F. Gifford, Jr. as Director	For	Against	A vote AGAINST the reelection of Martin Barrington, William (Billy) Gifford Jr. and Alejandro Santo Domingo Davila and the election of Nitin Nohria (items B8.a To B8.d) is warranted because the nominees are non-independent while the board is only 20
1	I	I				I	I	percent independent
1	•	•	•	1	1	•	•	Increase where the second seco

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management	Vote_	Significant votes - Rationales
		3 - 1.0		Number		Recommendation	Decision	
			Management	B.8.c	Reelect Alejandro Santo Domingo Davila as Director	For	Against	A vote AGAINST the reelection of Martin Barrington, William (Billy) Gifford Jr. and Alejandro Santo Domingo Davila and the election of Nitin Notria (items B8.a To B8.d) is warranted because the nominees are non-independent while the board is only 20 percent independent.
			Management	B.8.d	Elect Nitin Nohria as Director	For	Against	A vote AGAINST the reelection of Martin Barrington, William (Billy) Gifford Jr. and Alejandro Santo Domingo Davila and the election of Nitin Nohria (items B8.a To B8.d) is warranted because the nominees are non-independent while the board is only 20 percent independent.
			Management	B.9	Ratify PwC as Auditors and Approve Auditors' Remuneration	For	For	регсепт пиерепиент.
			Management	B.10	Approve Remuneration Policy	For	Against	A vote AGAINST is warranted as the majority of the LTI plans contain no (clear) performance objectives or disclosure thereof and; * The LTI plans do not have a clearly defined maximum award limit contrary to best practice * The remuneration policy can lead to pay for failure and an excessive pay package compared to that of peer group median * The multitude of LTI plans increase the overall complexity of the remuneration policy not supporting a good understanding of the company's remuneration
			Management	B.11	Approve Remuneration Report	For	Against	policy. A vote AGAINST is warranted * Due to a lack of disclosure of the performance metrics and the subsequent targets and level of achievement, especially as part of the various LTI plans; * Exceptional stock option and RSU grants to executives without a compelling rationale ('retention') whereas the pay package should already aim to attract, reward and retain executives; * in 2021
			Management	C.12	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	For	For	the non-executive directors real pay is substantially higher than that of peers.
Bachem Holding AG	Switzerland	27-avr-22	Management	1 2	Accept Financial Statements and Statutory Reports Approve Discharge of Board and Senior Management	For For	For For	
			Management Management	3	Approve Discharge of Board and Senior Management Approve Allocation of Income and Dividends of CHF 1.75 per Share and CHF 1.75 per	For For	For	
			Managomoni	Ĭ	Share from Capital Contribution Reserves			
			Management	4.1	Approve Remuneration of Directors in the Amount of CHF 650,000	For	For	
1			Management	4.2	Approve Remuneration of Executive Committee in the Amount of CHF 2.8 Million	For	Against	A vote AGAINST this proposal is warranted because * There are concerns regarding the company's remuneration practices for executive management. * Long-term incentive equity awards are not subject to performance conditions.
			Management	5.1	Reelect Kuno Sommer as Director and Board Chair	For	For	We are comfortable with the current composition of the Board
			Management	5.2	Reelect Nicole Hoetzer as Director	For	For	We are comfortable with the current composition of the Board
			Management	5.3	Reelect Helma Wennemers as Director	For	For	We are comfortable with the current composition of the Board
			Management Management	5.4 5.5	Reelect Steffen Lang as Director Reelect Alex Faessler as Director	For For	For For	We are comfortable with the current composition of the Board We are comfortable with the current composition of the Board
			Management	6.1	Reappoint Kuno Sommer as Member of the Compensation Committee	For	For	We are comfortable with the current composition of the Board
			Management	6.2	Reappoint Nicole Hoetzer as Member of the Compensation Committee	For	For	We are comfortable with the current composition of the Board
			Management	6.3 7	Reappoint Alex Faessler as Member of the Compensation Committee Ratify MAZARS SA as Auditors	For	For	We are comfortable with the current composition of the Board
			Management Management	8	Designate Paul Wiesli as Independent Proxy	For For	For For	
			Management	9.1	Approve 1:5 Stock Split; Cancellation of Shares Categories A and B	For	For	
			Management	9.2	Amend Articles Re: AGM Convocation; Remuneration of Directors; Notifications to	For	For	
			Management	10	Shareholders Transact Other Business (Voting)	For	Against	A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against
								this item on a precautionary basis.
Hong Kong Exchanges and Clearing Limited	Hong Kong	27-avr-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
			Management Management	2 3	Elect Apurv Bagri as Director Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	For For	For For	
			Management	4	Authorize Repurchase of Issued Share Capital	For	For	
			Management Management	5 6a	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights Approve Remuneration Payable to the Chairman and Each of the Other Members of the	For For	For For	
			Management	6b	Listing Operation Governance Committee of HKEX Approve Remuneration Payable to the Chairman and Each of the Other Non-Executive	For	For	
			Management	6c	Directors of HKEX Approve Remuneration Payable to the Chairman and Each of the Other Members in Respect of Each Committee	For	For	
Huhtamaki Oyj	Finland	27-avr-22	Management	7	Accept Financial Statements and Statutory Reports	For	For	
			Management Management	8 9	Approve Allocation of Income and Dividends of EUR 0.94 Per Share Approve Discharge of Board and President	For For	For For	
			Management	10	Approve Remuneration Report (Advisory Vote)	For	For	
			Management	11	Approve Remuneration of Directors in the Amount of EUR 160,000 for Chairman, EUR 75,000 for Vice Chairman, and EUR 62,000 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	For	For	
			Management	12	Fix Number of Directors at Nine	For	For	
			Management	13	Reelect Pekka Ala-Pietila (Chair), Doug Baillie, William R. Barker, Anja Korhonen, Kerttu Tuomas (Vice Chair), Sandra Turner and Ralf K. Wunderlich as Directors; Elect Mercedes Alonso and Heikki Takala as New Directors	For	For	
			Management	14	Approve Remuneration of Auditors	For	For	
			Management	15	Ratify KPMG as Auditors	For	For	
			Management Management	16 17	Authorize Share Repurchase Program Approve Issuance of up to 10 Million New Shares and Conveyance of up to 4 Million Shares	For For	For For	
			Ů		without Preemptive Rights			
Mavi Giyim Sanayi ve Ticaret AS	Turkey	27-avr-22	Management	1	Open Meeting and Elect Presiding Council of Meeting	For	For	
			Management Management	2 3	Accept Board Report Accept Audit Report	For For	For For	
			Management	4	Accept Financial Statements	For	For	
			Management	5	Approve Discharge of Board	For	For	
			Management Management	6	Approve Allocation of Income Approve Director Remuneration	For For	For For	
I	1	1	wanagement	8	Approve Director Remuneration	FOI.	FOI	I I

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management	Vote	Significant votes - Rationales
			Management	Number 9	Ratify External Auditors	Recommendation For	Decision For	
	1		Management	10	Amend Regulations on Audit Commission	For	For	
	1		Management	11	Authorize Share Capital Increase without Preemptive Rights	For	Against	A vote AGAINST the prolongation of the authorized capital is warranted because the proposed ceiling allows the company to
	1		1		· · · · ·		-	increase the share capital without preemptive rights by more than 20 percent.
	1		Management	12	Approve Upper Limit of Donations for 2022 and Receive Information on Donations Made in	For	For	
	1		Management	14	2021 Grant Permission for Board Members to Engage in Commercial Transactions with Company	For	For	
			ivianagement	'4	and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles	FOI	FOI	
			1		395 and 396 of Turkish Commercial Law			
MFE-MEDIAFOREUROPE NV	Netherlands	27-avr-22	Management	3	Amend Articles of Association	For	For	
			Management	4	Grant Board Authority to Issue Shares and Exclude Pre-emptive Rights	For	For	
MLP Saglik Hizmetleri AS	Turkey	27-avr-22	Management	1	Open Meeting and Elect Presiding Council of Meeting	For	For	
			Management Management	2 2	Authorize Presiding Council to Sign Minutes of Meeting Accept Board Report	For For	For For	
			Management	4	Accept Audit Report	For	For	
			Management	5	Accept Financial Statements	For	For	
			Management	6	Approve Discharge of Board	For	For	
			Management	7	Approve Allocation of Income	For	For	
			Management	8 9	Ratify External Auditors	For	For	
			Management	9	Approve Upper Limit of Donations for 2022 and Receive Information on Donations Made in 2021	For	For	
			Management	12	Grant Permission for Board Members to Engage in Commercial Transactions with Company	For	For	
1	1		Management	'*	and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles	101	'	
	<u>1</u>		<u></u>	<u> </u>	395 and 396 of Turkish Commercial Law	<u></u>	<u></u>	
Persimmon Plc	United Kingdom	27-avr-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
	1	1	Management	2	Approve Remuneration Report	For	For	
	1	1	Management	3	Re-elect Roger Devlin as Director	For	For	
			Management Management	4 -	Re-elect Dean Finch as Director Re-elect Nigel Mills as Director	For For	For For	
			Management	6	Re-elect Simon Litherland as Director	For	For	
			Management	7	Re-elect Joanna Place as Director	For	For	
			Management	8	Re-elect Annemarie Durbin as Director	For	For	
			Management	9	Re-elect Andrew Wyllie as Director	For	For	
			Management	10	Elect Shirine Khoury-Haq as Director	For	For	
			Management	11	Reappoint Ernst & Young LLP as Auditors	For	For	
			Management	12	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	
			Management Management	13 14	Authorise Issue of Equity Authorise Issue of Equity without Pre-emptive Rights	For For	For For	
			Management	15	Authorise Market Purchase of Ordinary Shares	For	For	
			Management	16	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	
Ritchie Bros. Auctioneers Incorporated	Canada	27-avr-22	Management	1a	Elect Director Erik Olsson	For	For	
			Management	1b	Elect Director Ann Fandozzi	For	For	
			Management	1c 1d	Elect Director Robert George Elton Elect Director Sarah Raiss	For For	For For	
			Management Management	1a 1e	Elect Director Sarah Raiss Elect Director Christopher Zimmerman	For	For	
			Management	1f	Elect Director Adam DeWitt	For	For	
			Management	1g	Elect Director Lisa Hook	For	For	
			Management	1h	Elect Director Mahesh Shah	For	For	
			Management	1i	Elect Director Carol M. Stephenson	For	For	
			Management	2	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For	
			Management Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation Amend Shareholder Rights Plan	For For	For For	
			Management	5	Approve Increase in Size of Board from Ten to Twelve	For	For	
			Management	6	Advisory Vote on Say on Pay Frequency	One Year	One Year	.[
SFS Group AG	Switzerland	27-avr-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
			Management	2.1	Approve Remuneration of Directors in the Amount of CHF 1.6 Million for the Term of Office	For	For	
	1		l., .		2022/23	_	l _	
			Management	2.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 5 Million for the Period Jan. 1, 2023 - Dec. 31, 2023	For	For	
			Management	2.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 3.7 Million	For	For	
			Managomoni	1	for Fiscal Year 2021			
			Management	2.4	Approve Remuneration Report (Non-Binding)	For	Against	A vote AGAINST the remuneration report is warranted because: * Only limited ex-post disclosure is provided to explain the
I	1	1	l	l	<u> </u>		l -	evolution of variable payouts versus company performance. * The long-term incentive is defined in vague terms and it is not
	1		I	l			I	clear that the plan provides sufficient alignment with long-term shareholder interests. * Both the short- and long-term incentive
l	1		l	l .		_	l _	plans are subject to a significant degree of discretion, which has not been well explained.
l	1		Management Management	3 4	Approve Discharge of Board and Senior Management Approve Allocation of Income and Dividends of CHF 2.20 per Share	For For	For For	
l	1		Management Management	5.1	Reelect Nick Huber as Director	For	For	
l	1		Management	5.2	Reelect Urs Kaufmann as Director	For	For	We are comfortable with the compensation committee and the apparent overboardig of Urs Kaufman.
I	1	1	Management	5.3	Reelect Thomas Oetterli as Director and Elect as Board Chair	For	For	apparont oronouring or oronauman.
	1		Management	5.4	Reelect Bettina Stadler as Director	For	For	
I	1	1	Management	5.5	Reelect Manuela Suter as Director	For	For	
I	1	1	Management	5.6	Reelect Joerg Walther as Director	For	For	
l	1		Management	5.7	Elect Peter Bauschatz as Director	For	For	
1	1		Management Management	6.1 6.2	Reappoint Nick Huber as Member of the Nomination and Compensation Committee Reappoint Urs Kaufmann as Chairman of the Nomination and Compensation Committee	For For	For For	We are comfortable with the compensation committee and the apparent overboardig of Urs Kaufman.
1	1		Management		Appoint Thomas Oetterli as Member of the Nomination and Compensation Committee	For	For	we are connortable with the compensation committee and the apparent overboardig or ors Naulman.
	•		I Management	1 3.3	papers. Themas oction as member of the normalization and compensation committee	1 101		•

Management	Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
Margane Part				Management	Number 7	Designate Buerki Bolt Rechtsanwaelte as Independent Proxy	rtooommondation		
Control Cont		1		Management	8	Ratify PricewaterhouseCoopers AG as Auditors		For	
				Management	9	Transact Other Business (Voting)	For	Against	
March Marc				1					
Management 3									
Management 33 Management 33 Management 32 Management 33 Management 34 Management 34 Management 34 Management 34 Management 34 Management 34 Management 35 Management 35 Management 35 Management 36 Management	Tri Chemical Laboratories Inc.	Japan	27-avr-22		1				
Micrograms 3									
Marcingories September S				Management	3.1	Elect Director Takenaka, Jumpel	For	Against	
Management Man				Management	3.2	Elect Director Tazuke, Kiyoshi	For	Against	
Standard Control Contr				l	l		_	۱ ـ	of diversity on the board.
Management 12 Management 12 Management 12 Management 13 Management 12 Management 13 Manage									
Management 1									
SSCO Copporation USS) 3 (9 mo 22) Advancements Application 1				Management		Appoint Alternate Statutory Auditor Nakagawa, Masakazu			
Management 1, process from the company of the compa	ACCO Corporation	LICA	20 01/2 22						
Mercymore 13 between 15 between 1	AGCO Corporation	USA	28-avr-22						
Management 1 10 Management 1 1 Management 1 10 Management 1 1 Management 1				Management	1.3	Elect Director Suzanne P. Clark	For	For	
Management 15 Bed Threater Colours E. Workship									
Management Modern Management Mana									
Moregement All Bell Colored Dates Speciment 19 19 19 19 19 19 19 19 19 19 19 19 19			1						
Management 2 A Agree Personal Statement Absorber of Normal Statement Absor			1	Management		Elect Director David Sagehorn			
Management 2 Absorptive Visio Entity Named Enrolling Officer's Compensation (Prov. 1997) Management 4 Approve Preventil Man									
Management 2 Approve Renumentation Florida Septimental Programment of the Company of Auditor Septiment Se									
Massperer 4.1 Aprove Remuneration Policy 4.1 Aprove Remuneration Policy 4.1 Aprove Remuneration Policy 4.2 Approve Remuneration Policy 4.3 Approve Remuneration Policy 4.4 Approve Remuneration Policy 4.5 Approve Remuneration Policy 4.6 Approve Remuneration Policy 4.6 Approve Remuneration Policy 4.7 Approve Remuneration Policy 4.8 Approve Remuneration Policy 4.9 Approve Remuneration Policy 4.1 Approve Remuneration Policy 4.2 Approve Remuneration Policy 4.3 Approve Remuneration Policy 5. Approve Remuneration Policy 6. Approv					3				
Consider option grains to fail under variable immunation. It is under white arrand grait of objets a class on the fail under variable immunation. It is under white the specific specific property of the specific property	Barco NV	Belgium	28-avr-22	Management	2	Approve Financial Statements, Allocation of Income, and Dividends of EUR 0.40 per Share	For	For	
Consider option grains to fail under variable immunation. It is under white arrand grait of objets a class on the fail under variable immunation. It is under white the specific specific property of the specific property				Managament	4.1	Approve Remuneration Policy	For	Against	A verte ACAINCT is warranted because * Ontion plan does not have clearly disclosed care. Although the company does not
Approve Delinage of Life Personal Services of Charge and Services of Charge				ivianagement	4.1	Approve Remuneration Folicy	Foi	Ayallist	
medica. The policy does not clearly drifer francis and non-financial flocking substancial stolls precise for both 6°ST and cash LTP, which does not seem be suffragency of the policy on the STT and cash LTP, which does not seem be suffragency of the policy of the state of the policy of the pol				1					clear cap is applicable. Although we recognize the company is annually requesting shareholder approval for the specific
LTP, with close not allow shareholders to assess the stringency of the performance metrics. To Discretion in solvents or early grants in a recruiting or early grants in a recruiting or exception in places or early grants in a recruiting or exception place and an exception in places or early grants in a recruiting or exception place and or single in exception places and or single in exception or single in exception places and or single in exception places and or single in exception places				1					
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Management Agreement Agreement Agreement Agreement Septemble Septe				1					market practices the proposed policy gives discretion to the board to grant exceptional bonuses or equity grants in a recruiting or
believe that remuneration policies should avoid too much discretion to the board in determining exceptional awards or deviations with further assurance. Management 7 Approve Deviating of Directors				1					
Maragement 4.2 Approve Remuneration Report Maragement 5.0 Approve Discharge of Directors Maragement 6.0 Approve Discharge of Directors Maragement 7.0 Approve Discharge of Directors Maragement 8.0 Approve Brotharge of Authors Compensation 1.0 Controls Amonth SGPS SA. Portugal 28-apr-22 Maragement 9.0 Approve Stock Option Plan 1.0 Each Director Braden S. Clarible 1.0 Each Directo				1					
Management Management Aprived Authors (Approve Discharge of Austros Management Management 7 to Management 7 to Management 7 to Management 8 Approve Stock Option Plan 1 to Management 9 Approve Stock Option Plan 1 to Management 2 to Management 3 to Management 4 to Management 3 to Management 3 to Management 3 to Management 4 to Management 4 to Management 4 to Management 5 to Management 5 to Management 5 to Management 4 to Management 5 to Management 5 to Management 6 to Management 7 to Management 7 to Management 7 to Management 8 to Managem				1					
Management Management Management September Stand Abord Corporation, Person Provided Adaptive Corporation, Provided Adaptive Corporation, Person Provided Adaptive Corporation, Provided Adaptive Corporation, Person Provided					4.2				
Management Man									
Maragement Maragement Maragement September 1					6 7				
Management				iviariagement	l '		101	101	
Description					8	Approve Remuneration of Directors			
Management 1b Bect Director James R. Craigle Elect Director Mathew T. Farrel Elect Director Parallely C. I Ivvin Elect Director Susan G. Saldeman For For For Management 1 Elect Director Susan G. Saldeman For For For Management 1 Elect Director Robert K. Sharer For For For Management 1 Elect Director Robert K. Sharer For For For Management 1 Elect Director Artur B. Virikeblack For For For Management 2 Anksory Victor B. Raffy Named Esecutive Officers' Compensation For For For Management 4 Antendor Management 4 Antendor School Parallely Elector Artur B. Virikeblack For For For For Management 4 Antendor School Parallely Elector Artur B. Virikeblack For	Church & Dwight Co. Inc.	LICA	28 017 22		9		1 01	. 0.	
Management 1	Church & Dwight Co., Inc.	USA	26-avr-22						
Management 1 Elect Director Suan G. Saldeman For For For Hanagement 1 Elect Director Suan G. Saldeman For For For For Hanagement 1 Elect Director Robert K. Shalgram For For For For Hanagement 1 Elect Director Robert K. Shalgram For For For For Hanagement 1 Elect Director Ather B. Winkelblack For For For For Hanagement 1 Elect Director Ather B. Winkelblack For For For For Hanagement 1 Elect Director Ather B. Winkelblack For For For For Hanagement 2 Advorvable Table Touche LLP as Auditors For For For Hanagement 4 Amendment Shareholder 5 Reduce Ownership Threshold for Shareholders to Call Special Meeting For				Management	1c	Elect Director Matthew T. Farrell	For	For	
Management Approve Content Special Management Approve Molocation of Income For									
Management Management Management In Management Manageme									
Management Paptrakes Of Shares Management Management Management Paptrakes Management Paptrakes Management Management Paptrakes Management Pa									
Management Shareholder Shareho					1h				
Management Management Management Management Management Management Management Management Management Shareholder Sha									
Management Management Shareholder 5 Reduce Ownership Threshold for Shareholders to Call Special Meeting Amonim SGPS A Portugal 28-avr-22 Management Manage									
Management Shareholder Shareholder Shareholder Shareholder to Call Special Meeting For Reduce Ownership Threshold for Shareholders to Call Special Meeting Reduce Ownership Threshold for Shareholders to Call Special Meeting would enhance shareholders' ability to make use of the right, and the likelihood of abuse of the right would remain meeting would enhance shareholders' ability to make use of the right, and the likelihood of abuse of the right would remain small. 28-avr-22 Management Approve Consolidated Financial Statements and Statutory Reports For Hanagement Management Approve Sustainability Report For Hanagement Management Authorize Repurchase of Shares For									
Shareholder 5 Reduce Ownership Threshold for Shareholders to Call Special Meeting Against For A vote FOR this proposal is warranted as the proposed 10 percent ownership threshold for shareholders to call a special meeting would enhance shareholders' ability to make use of the right, and the likelihood of abuse of the right would remain small. 28-avr-22 Management Management Approve Consolidated Financial Statements and Statutory Reports For For Management Management Approve Supports Governance Report For Management Approve Substainability Report For For For For Management Management Management Management Approve Vote of Confidence to Corporate Bodies Management Management Authorize Rejurchase of Shares Management Management Authorize Rejurchased Shares For									
Portugal 28-avr-22 Management Man									A vote FOR this proposal is warranted as the proposed 10 percent ownership threshold for shareholders to call a special
Portugal 28-avr-22 Management Management 2 Approve Consolidated Financial Statements and Statutory Reports For For Management Management 4 Approve Composidated Financial Statements and Statutory Reports For For Management 4 Approve Supraise Management 5 Approve Substainability Report For For For Management 6 Appraise Management and Supervision of Company and Approve Vote of Confidence to Corporate Bodies Management 8 Authorize Repurchase of Shares For				S.I.G. STIONGO	l		, .9411131	1	meeting would enhance shareholders' ability to make use of the right, and the likelihood of abuse of the right would remain
Management 2 Approve Consolidated Financial Statements and Statutory Reports For For Management 3 Approve Company's Corporate Governance Report For For Management 4 Approve Sustainability Report For For Management 5 Approve Allocation of Income For For Management 6 Appraise Management and Supervision of Company and Approve Vote of Confidence to Corporate Bodies For For Management 7 Authorize Repurchase of Shares For For For Management 8 Authorize Repurchased Shares For		<u> </u>	<u> </u>	L					small.
Management 3 Aprove Company's Corporate Governance Report For For Management 4 Approve Sustainability Report For For Management 5 Approve Allocation of Income For For Management 6 Appraise Management and Supervision of Company and Approve Vote of Confidence to Corporate Bodies Management 7 Authorize Repurchase of Shares For For Management 8 Authorize Reissuance of Repurchased Shares For For	Corticeira Amorim SGPS SA	Portugal	28-avr-22		1 2				
Management 4 Approve Sustainability Report For Management 5 Approve Allocation of Income Supervision of Company and Approve Vote of Confidence to Corporate Bodies Management 7 Authorize Repurchase of Shares Management 8 Authorize Rejurchased Shares Management 8 Authorize Rejurchased Shares Management 8 Authorize Rejurchased Shares For									
Management 6 Appraise Management and Supervision of Company and Approve Vote of Confidence to Corporate Bodies Management 7 Authorize Repurchase of Shares Management 8 Authorize Reissuance of Repurchased Shares For For				Management	4	Approve Sustainability Report	For	For	
Corporate Bodies Management 7 Authorize Repurchase of Shares Management 8 Authorize Resuance of Repurchased Shares For For For					5				
Management 7 Authorize Repurchase of Shares For For Management 8 Authorize Reissuance of Repurchased Shares For For				Management	6		For	For	
Management 8 Authorize Reissuance of Repurchased Shares For For				Management	7	Authorize Repurchase of Shares	For	For	
Management 9 Approve General Meeting Regulations For For				Management		Authorize Reissuance of Repurchased Shares			
	I	I	I	Management	9	Approve General Meeting Regulations	For	For	I I

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management	Vote	Significant votes - Rationales
			Management	Number 10	Annexes Description Delies	Recommendation	Decision	Value ACAINOT due to be to a front inchille for the state of the state
			Management	10	Approve Remuneration Policy	For	Against	Vote AGAINST due to lack of sustainability factors to determine executive remuneration and little transparency around remuneration in general.
Dalata Hotel Group Plc	Ireland	28-avr-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	I of the first of
· ·			Management	2	Approve Remuneration Report	For	For	
			Management	3a	Re-elect John Hennessy as Director	For	Against	Votes AGAINST incumbent Nominating Committee chair John Hennessy are warranted for lack of diversity on the board. Votes
			l			l <u>-</u>	۱ ـ	FOR the remaining nominees are warranted.
			Management Management	3b 3c	Re-elect Dermot Crowley as Director Re-elect Margaret Sweeney as Director	For For	For For	
			Management	3d	Re-elect Margaret Sweeney as Director Re-elect Elizabeth McMeikan as Director	For	For	
			Management	3e	Elect Cathriona Hallahan as Director	For	For	
	1		Management	3f	Elect Gervaise Slowey as Director	For	For	
			Management	3g	Re-elect Shane Casserly as Director	For	For	
			Management	3h	Elect Carol Phelan as Director	For	For	
			Management	4 5	Authorise Board to Fix Remuneration of Auditors Authorise Issue of Equity	For	For	
			Management Management	6	Authorise Issue of Equity Authorise Issue of Equity without Pre-emptive Rights	For For	For For	
			Management	7	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or	For	For	
	1		Ĭ		Other Capital Investment	1		
			Management	8	Authorise Market Purchase of Ordinary Shares	For	For	
			Management	9	Authorise Re-allotment of Treasury Shares	For	For	
FHIOMO		00 00	Management	10	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	
ENIGMO, Inc.	Japan	28-avr-22	Management Management	2	Approve Allocation of Income, with a Final Dividend of JPY 10 Amend Articles to Adopt Board Structure with Audit Committee - Disclose Shareholder	For For	For Against	A vote AGAINST this proposal is warranted because: * The passage of this proposal will authorize the company to hold virtual
			ivianagement		Meeting Materials on Internet - Allow Virtual Only Shareholder Meetings - Amend Provisions	For	Against	only meetings permanently, without further need to consult shareholders, even after the current health crisis is resolved, and the
					on Number of Directors - Indemnify Directors			proposed language fails to specify situations under which virtual meetings will be held.
			Management	3.1	Elect Director Suda, Shokei	For	Against	A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack
	1		ľ			1		of diversity on the board.
	1		Management	3.2	Elect Director Ando, Hideo	For	For	
			Management	3.3	Elect Director Kaneda, Yoichi	For	For	
			Management Management	3.4 4.1	Elect Director Odashima, Shinji Elect Director and Audit Committee Member Amemiya, Tetsuji	For For	For For	
			Management	4.2	Elect Director and Audit Committee Member Nishimoto, Tsuvoshi	For	For	
			Management	4.3	Elect Director and Audit Committee Member Edogawa, Taiji	For	Against	A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee
			Ĭ				ľ	member lacks independence.
			Management	5	Elect Alternate Director and Audit Committee Member Otani, Akinori	For	For	
			Management	6	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	For	For	
			Management	7 8	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	For	For	L
			Management	8	Approve Stock Option Plan	For	Against	A vote AGAINST this stock option plan is warranted because: * Total dilution from this plan and the company's other equity compensation plans reaches 13.4 percent, which appears excessive.
FinecoBank SpA	Italy	28-avr-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	componential plane reasone re. I personi, initial appears onecessive.
			Management	2	Approve Allocation of Income	For	For	
			Management	3	Approve Remuneration Policy	For	For	
			Management	4 5	Approve Second Section of the Remuneration Report Approve 2022 Incentive System for Employees	For For	For For	
			Management Management	5	Approve 2022 Incentive System for Employees Approve 2022 Incentive System for Personal Financial Advisors	For	For	
			Management	7	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service	For	For	
			managomon	· ·	the 2022 PFA System	'*		
			Management	1	Authorize Board to Increase Capital to Service 2022 Incentive System	For	For	
			Management	2	Authorize Board to Increase Capital to Service 2021 Incentive System	For	For	
GEA Group AG	Germany	28-avr-22	Management	2	Approve Allocation of Income and Dividends of EUR 0.90 per Share	For	For	L
			Management Management	3	Approve Remuneration Report Approve Discharge of Management Board for Fiscal Year 2021	For For	Against For	Vote AGAINST due to lack of sustainability factors to determine executive remuneration
			Management	5	Approve Discharge of Management Board for Fiscal Year 2021 Approve Discharge of Supervisory Board for Fiscal Year 2021	For	For	
			Management	6	Ratify KPMG AG as Auditors for Fiscal Year 2022	For	For	
			Management	7.1	Elect Joerg Kampmeyer to the Supervisory Board	For	For	
			Management	7.2	Elect Jens Riedl to the Supervisory Board	For	For	
Global Payments Inc.	USA	28-avr-22	Management	1a	Elect Director F. Thaddeus Arroyo	For	For	
	1	1	Management	1b	Elect Director Robert H.B. Baldwin, Jr. Elect Director John G. Bruno	For For	For	
	1	1	Management Management	1c 1d	Elect Director John G. Bruno Elect Director Kriss Cloninger, III	For For	For For	
	1		Management	1e	Elect Director Viss Cloringer, in	For	For	
	1	1	Management	1f	Elect Director Ruth Ann Marshall	For	For	
	1	1	Management	1g	Elect Director Connie D. McDaniel	For	For	
	I	I	Management	1h	Elect Director William B. Plummer	For	For	
	1	I	Management	1i	Elect Director Jeffrey S. Sloan	For	For	
		I	Management Management	1j 1k	Elect Director John T. Turner Elect Director M. Troy Woods	For For	For For	
				I IK			Against	l .
				2	Advisory Vote to Ratify Named Executive Officers' Compensation			ICEO pay was outsized following a simultaneous increase to his annual cycle equity award and a special equity great in EV21
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	CEO pay was outsized following a simultaneous increase to his annual cycle equity award and a special equity grant in FY21. Further, concerns regarding the limited disclosure of performance equity targets and results have not been resolved.
			Management					
			Management Management	3	Ratify Deloitte & Touche LLP as Auditors	For	For	Further, concerns regarding the limited disclosure of performance equity targets and results have not been resolved.
			Management					Further, concerns regarding the limited disclosure of performance equity targets and results have not been resolved. A vote FOR this proposal is warranted as the proposed 10 percent ownership threshold for shareholders to call a special
			Management Management	3	Ratify Deloitte & Touche LLP as Auditors	For	For	Further, concerns regarding the limited disclosure of performance equity targets and results have not been resolved.
Hexagon Composites ASA	Norway	28-avr-22	Management Management Shareholder	3	Ratify Deloitte & Touche LLP as Auditors Reduce Ownership Threshold for Shareholders to Call Special Meeting	For Against	For For	Further, concerns regarding the limited disclosure of performance equity targets and results have not been resolved. A vote FOR this proposal is warranted as the proposed 10 percent ownership threshold for shareholders to call a special meeting would enhance shareholders' ability to make use of the right, and the likelihood of abuse of the right would remain
Hexagon Composites ASA	Norway	28-avr-22	Management Management	3 4	Ratify Deloitte & Touche LLP as Auditors	For	For	Further, concerns regarding the limited disclosure of performance equity targets and results have not been resolved. A vote FOR this proposal is warranted as the proposed 10 percent ownership threshold for shareholders to call a special meeting would enhance shareholders' ability to make use of the right, and the likelihood of abuse of the right would remain

Marganetic of Appears and Comments of Control of Contro	Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
Macuration Security Securit				Management		Annrove Remuneration Statement			A vote AGAINST this item is warranted because company operates an LTIP with two-year performance period
Management Section S					l ,				A vote AGAINST this item is warranted because company operates an ETP with two-year periodinance period.
Management Man				wanagement	l '		101	1 01	
Management of a company of the compa									
Management of a company of the compa				Management	8	Approve Remuneration of Nominating Committee	For	For	
Monocomposite of the property				Management	9		For	For	
Micropione 11-12 Microp				Management					
Richards 11-1 Ri									
Management 11 de Secretario de la composition de									
Management 13. See 1 of Part See Par									
Management 12 Secular form Language and the process in construct and through Language and the process in the process in construct and through Language and the process in the p									
Management									
Marganester 1.2 Autores State of Early of Copyright of Protest of Protest State of Protest									A visto ACAINIST is warranted as the requested funding would be used to fund a performance above plan with an insufficiently
Management 13 Aproximate from of Counter of the of Counter of the of Counter of the Counter of t				wanagement	15.1	Approve issuance of Shares in Connection with incentive Flans	101	Against	
Management 14.1 Authorities the Secretaries Program of Commission with International Places and Places For Places				Management	13.2	Approve Creation of Pool of Capital without Preemptive Rights	For	Against	
Management 1, 15 Authors Shore Integration of Department Program of Contraction of Department Program of Contraction of Department Program of Contraction of Department Program of Program								Against	
Intitle Septici, No. 105. 25 on 22 105. 105. 105. 105. 105. 105. 105. 105.				J				ľ	
Matter Borgott, No. 100 28 or 28 Management 1				Management	14.2	Authorize Share Repurchase Program and Cancellation of Repurchased Shares	For	For	["
Mergement Management M				Management	14.3		101		
Antegement 15 Nanogement 17 Nanogement 18 Na	Intuitive Surgical, Inc.	USA	28-avr-22						
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AGARST Tile proposal is warmerted can be the following bys prictors. "The plan cost an excessive." The discharge of charge-increased discretions of charge-increased control of				Management	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	
Management Loreno A, Johnson A (Johnson A)				Management	4	Amend Omnibus Stock Plan	For	Against	
Johnson B. USA 25-yer 22 Management Menogement Menogement Management Menogement Menoge									
USA Management 1									
Maragement		1104	00 00			F. (B) (A)		 -	to accelerate vesting.
Management Namagement	Johnson & Johnson	USA	28-avr-22						
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Management 1, Management 2, Management 2, Management 2, Management 3, Management 4, Maporeo Mombias October 1, Management 4, Maporeo Mombias October 1, Management 4, Maporeo Mombias October 1, Management 6, Management				Management	1h	Elect Director Marillyn A. Hewson	For	For	
Management 1 Elect Director Anne M. Mulcalary For For For Handsangement 1 Handsangement 1 Health Director Anne M. Mulcalary 1 Health Director Anne M. Adainst 1 Health Director Anne M. Mulcalary 1 Health Director Anne M. Mulcalary 1 Health Director Anne M. Against 1 Health Director Anne M. Mulcalary 1 Health Director Anne M. Against 1 Health Director Anne M. Mulcalary 1 Health Director Anne M. Against 1 Health Director Anne M. Mulcalary 1 Health Director Anne M. Against 1 Health Director Anne M. Mulcalary 1 Health Director Anne M									
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Management Management Advisory Voto to Raffy Named Executive Officers' Compensation For For Hanagement Advisory Voto to Raffy Price voto Raffy Raffy Review of Alignment of Company's Lobbying Activities with its Public Statement or Universal Raffi Rock Poor Raffy Resoulds on Statement or Universal Raffi Rock Poor Raffy Resould benefit shareholders in Statement or Universal Raffi Rock Poor Raffy Raffy Resould benefit shareholders in Statement or Universal Raffi Rock Poor Raffy Raffy Resould benefit shareholders in determining the company's Lobbying Activities with its Public Statement or Universal Raffi Rock Poor Raffy Raffy Review of Alignment of Company's Lobbying Activities with its Public Statement or Universal Raffi Rock Poor Raffy Raffy Review of Alignment of Company's Lobbying Activities with its Public Statement or Universal Raffi Rock Poor Raffy Ra	1	1							<u> </u>
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Approve Omnibus Stock Plan Management Management Shareholder Shareholder Shareholder Against	1								
Management Shareholder 6 Report on a Civil Rights, Equity, Diversity and Inclusion Audit Against Shareholder 7 Qoersee and Report a Racial Equity Audit Against Against Asian Education in Management Against Education is warranted, as an independent racial equity audit would help shareholders better assess the materials may be affectiveness of shore shoulders to assess any reverse discrimination effect the company's employee programs and training materials may be affectiveness of shore shoulders to assess any reverse discrimination effect the company's employee programs and training materials may be affectiveness of shore shoulders to address the issue of racial inequality for its stakeholders and its management of related risks. Shareholder 8 Report on Government Financial Support and Access to COVID-19 Vaccines and Therapeutics Against Therapeutics Against Therapeutics Against Against Program and a season of the state of the vaccine. Shareholder 9 Report on Public Health Costs of Limited Sharing of Vaccine Technology Against Against Program and a season and initiations or avaccine technologies, and shareholders in the relationship between and the relationship between and the state of the vaccine. Shareholder 10 Discontinue Global Sales of Baby Powder Containing Talc Against Against Against Ave backflowers and the company discloses a variety of information surrounding talc in its products and cleas multiple studies proving the safety of its talc. Shareholder 11 Shareholder 12 Shareholder and the same and the studies of the vaccine exhances the company decision in Management of related risks throughout the expected lifetime of the vaccine. Against Ave backflowers proposal is warranted, as the company decision and an elementary proposal is warranted as the company decision is warranted. Against or included the company									
Shareholder 6 Report on a Civil Rights, Equity, Diversity and Inclusion Audit Against Against Audicach North State Company has sufficient Information regarding right Diversity, Equity, and Inclusion programs for shareholders to assess any reverse discrimination reflect the company's pricing and training materials may be having. Against For Against Against For Against For Including Programs of Shareholder Shareholders and Equity Audit would though year programs and training materials may be having. A special For Including Programs of Shareholders of Shareholder Shareholders and Equity Audit would help a special equity and independent racial equity audit would help a special equity and independent racial equity audit would help a special equity and independent racial equity audit would help a special equity and independent racial equity audit would help a special equity and independent racial equity audit would help a special equity audit would help and the special equity audit would help and the special equity audit would help and the proposal is warranted, as reporting on the inspect of packet in the proposal is warranted, as the company of packet in the proposal is warranted, as the company of packet in the proposal is warranted, as the company discloses a variety of information regarding its charitable contributions, and absent self-loading or gross negligence, management should be afforded discretion information in telemining the company's	1	1			-				
Shareholder 7 Oversee and Report a Racial Equity Audit 7 Oversee and Report a Racial Equity Audit 8 Against 8 Report on Government Financial Support and Access to COVID-19 Vaccines and Therapeutics 9 Report on Public Health Costs of Limited Sharing of Vaccine Technology 10 Shareholder 10 Discontinue Global Sales of Baby Powder Containing Talc 11 Report on Charitable Contributions 11 Report on Charitable Contributions 12 Publish Third-Party Review of Alignment of Company's Lobbying Activities with its Public Statements 12 Publish Third-Party Review of Alignment of Company's Lobbying Activities with its Public Statements 12 Shareholder 10 Inversal Health Coverage and its political contributions and lobbying efforts would be effect the company for shareholders to assess any reverse discrimination effect the company's employee programs and training materials may be having. A dote POR this resolution is warranted, as an independent racial equity audit would help would be feffectivenees of Johnson's Johnson's Hortson independent racial equity audit would help would be feffectivenees seeds set of cacine feffectivenees of Johnson's Programs and training materials may be having. A vote POR this resolution is warranted, as reporting on the impact of public health circled risks throughout the expected lifetime of the reflections in the schedulers to better assess the company's management of related risks throughout the expected lifetime of the vaccine. A vote AGAINST this proposal is warranted, as the company provides sufficient disclosure on its COVID-19 business strategy and how it assesses global vaccine production and imitations on vaccine the charged in the expected lifetime of the vaccine report of the production and imitations on vaccine the charged in the production and imitations on vaccine the charged in the production and imitations on vaccine the production and and imitations on vaccine the charged in the pro	1	1			6				A vote AGAINST this proposal is warranted since the company has sufficient information regarding its Diversity, Equity, and
Shareholder Share	1				l				
Shareholder Shareh	1				l				
Shareholder 8 Report on Government Financial Support and Access to COVID-19 Vaccines and Therapeutics Shareholder 9 Report on Public Health Costs of Limited Sharing of Vaccine Technology 4 Against 4 vote AGAINST this proposal is warranted, as reporting on the impact of public funding on the company's pricing and access plans would allow shareholders to better assess the company provides sufficient disclosure on its COVID-19 business strategy and how it assesses global vaccine provides sufficient disclosure on its COVID-19 business strategy and how it assesses global vaccine provides sufficient disclosure on its COVID-19 business strategy and how it assesses global vaccine provides sufficient disclosure on its COVID-19 business strategy and how it assesses global vaccine provides sufficient disclosure on its COVID-19 business strategy and how it assesses global vaccine provides sufficient disclosure on its COVID-19 business strategy and how it assesses global vaccine provides sufficient disclosure on its COVID-19 business strategy and how it assesses global vaccine provides sufficient disclosure on its COVID-19 business strategy and how it assesses global vaccine provides sufficient disclosure on its COVID-19 business strategy and how it assesses global vaccine provides sufficient disclosure on its COVID-19 business strategy and how it assesses global vaccine provide sufficient disclosure on its COVID-19 business strategy and how it assesses global vaccine provide sufficient disclosure on its COVID-19 business strategy and how it assesses global vaccine provide sufficient disclosure on its COVID-19 business strategy and how it assesses global vaccine provide sufficient disclosure on its COVID-19 business strategy and how it assesses global vaccine provide sufficient disclosure on its COVID-19 business strategy and how it assesses global vaccine provide sufficient disclosure on its COVID-19 business strategy and how it assesses global vaccine provide sufficient disclosure on its COVID-19 business strategy and how				Shareholder	7	Oversee and Report a Racial Equity Audit	Against	For	
Shareholder 8 Report on Government Financial Support and Access to COVID-19 Vaccines and Therapeutics Shareholder 9 Report on Public Health Costs of Limited Sharing of Vaccine Technology Against Vaccine Technology Against Vale AGAINST this proposal is warranted, as reporting on the impact of public funding on the company's pricing and access plans would allow shareholders to better assess the company provides sufficient disclosure on its COVID-19 business strategy and how it assesses goold vaccine production and imitations on vaccine technologis, ear valuate the reserved by relying on analysis from others, such as the scientific and economic community, to evaluate the reserved by relying on analysis from others, such as the scientific and economic community, and portion returns. Shareholder 10 Discontinue Global Sales of Baby Powder Containing Talc Against A pole AGAINST this proposal is warranted as the company provides sufficient of the vaccine. Against A pole AGAINST this proposal is warranted, as reporting on the impact of public funding on the company's pricing and access plans would allow shareholders to better assess the company provides sufficient disks throughout the expected lifetime of the vaccine. Against A pole AGAINST this proposal is warranted, as reporting on the impact of public funding on the company provides sufficient disks throughout the expected lifetime of the vaccine. Against A vote AGAINST this proposal is warranted as the confirmations on vaccine technologics, and abanet as the scientific and economic, and abanet as the scientific and economic provides and its policion returns. A vote AGAINST this proposal is warranted as the company provides sufficient information reparding its ch		I	1		I			1	
Therapeutics Report on Public Health Costs of Limited Sharing of Vaccine Technology Report on Public Health Costs of Limited Sharing of Vaccine Technology Against Against	1	1		Charabald	Ι .	Boot of Courses of Figure 1 Course to ad Access to COVID 40 V	A	l	
Shareholder 9 Report on Public Health Costs of Limited Sharing of Vaccine Technology Against Vaccine. Against Vaccine. Against Vaccine. Against Against Against Vaccine. Shareholder 10 Discontinue Global Sales of Baby Powder Containing Talc Against Vaccine Technologies, and shareholders may be better served by relying on analysis from others, such as the scientific and economic community, to evaluate the relationship between intellectual property rights, the economy, and portifying on analysis from others, such as the scientific and economic community, to evaluate the relationship between intellectual property rights, the economy, and portific returns. Against Against Against Vaccine. Against Vaccine. Against Against Vaccine. Against Vaccine Technologies and shareholders may be better served by relying on analysis from others, such as the scientific and economic community, to evaluate the relationship between intellectual property rights, the economy, and portific returns. Against Vaccine. Against Vaccine. Against Vaccine Technologies and shareholders may be better served by relying on analysis from others, such as the scientific and economic community, to evaluate the relationship between intellectual property rights, the economy, and portific returns. Against Vaccine. Against Vaccine. Against Vaccine. Against Vaccine Technologies and simplified economic community, to evaluate the relationship between intellectual property rights, the economy, and portification of economic community, to evaluate the relationship between intellectual property rights, the economy, and portification of economic community, to evaluate the relationship between intellectual property rights, the economy, and portification of economic community, to evaluate the relationship between intellectual property rights, the economy, and portification of economic production of economic production of economi	1	1		Snareholder	l ⁸		Against	For	
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and how it assesses global vaccine production and limitations of vaccine technologies, and shareholders may be better served by relating on analysis from others, such as the scientific and conomic community, to evaluate the relationship between intellectual property rights, the economy, and portfolio returns. Shareholder 10 Discontinue Global Sales of Baby Powder Containing Talc Against Against Against and cites multiple studies proving the safety of its talc. Shareholder 11 Report on Charitable Contributions Against Against Against Against Against Against and cites proving the safety of its talc. Shareholder 12 Publish Third-Party Review of Alignment of Company's Lobbying Activities with its Public Statements Against For A dagainst A vote AGAINST this proposal is warranted as the company grows and shareholders may be better served by relations on themselved by rights, the economic community, to evaluate the relationship between intellectual property rights, the economy, and portfolior company discloses a variety of information companing its ints products and cites multiple studies proving the safety of its talc. Against A vote AGAINST this proposal is warranted because the company provides sufficient information regarding its charitable contributions, and absent self-dealing or gross negligence, management should be afforded discretion in determining the company's charitable giving strategy. For A veter FOR this resolution is warranted, as more company for strategy. Valve FOR this resolution is warranted, as more company for strategy. Valve FOR this resolution is warranted, as more company and lobbying efforts would benefit shareholders in	1	I	1	Shareholder	9	Report on Public Health Costs of Limited Sharing of Vaccine Technology	Against	Against	
Shareholder 10 Discontinue Global Sales of Baby Powder Containing Talc Against	1	I	1	o.a.onoidol	I	2500 Floatin Good of Emmod Grading of Vidolino Toolinology	, igailiot	, .guii i st	
Shareholder 10 Discontinue Global Sales of Baby Powder Containing Talc Against Against Against Against Against Avie AGAINST this proposal is warranted as the company discloses a variety of information surrounding talc in its products and otes multiple studies proving the safety of its talc. Shareholder 11 Report on Charitable Contributions Against Avie AGAINST this proposal is warranted as w	1	1			I			1	
Shareholder 11 Report on Charitable Contributions Against Against Against Against Against Against Against Shareholder 12 Publish Third-Party Review of Alignment of Company's Lobbying Activities with its Public Statements	1	1			I			1	
Shareholder 11 Report on Charitable Contributions Against For Shareholder 12 Publish Third-Party Review of Alignment of Company's Lobbying Activities with its Public Against For Statements Statement on Universal Health Coverage and its political contributions and lobbying efforts would benefit shareholders in	1	1		Shareholder	10	Discontinue Global Sales of Baby Powder Containing Talc	Against	Against	
contributions, and absent self-dealing or gross negligence, management should be afforded discretion in determining the company's charitable giving strategy. Shareholder 12 Publish Third-Party Review of Alignment of Company's Lobbying Activities with its Public Against For Ave FOR this resolution is warranted, as more comprehensive information comparing Johnson's Johnson's public policy statement on Universal Health Coverage and its political contributions and lobbying efforts would benefit shareholders in	1	I	1				· ·		and cites multiple studies proving the safety of its talc.
Shareholder 12 Publish Third-Party Review of Alignment of Company's Lobbying Activities with its Public Against For A vote FOR this resolution is warranted, as more comprehensive information comparing Johnson & Johnson's public policy statements Statement on Universal Health Coverage and its political contributions and lobbying efforts would benefit shareholders in	1	1		Shareholder	11	Report on Charitable Contributions	Against	Against	
Shareholder 12 Publish Third-Party Review of Alignment of Company's Lobbying Activities with its Public Against For A vote FOR this resolution is warranted, as more comprehensive information comparing Johnson's public policy statement on Universal Health Coverage and its political contributions and lobbying efforts would benefit shareholders in	1	I	1		I				
Statements statement on Universal Health Coverage and its political contributions and lobbying efforts would benefit shareholders in	1	1			l			I _	
	1	1		Shareholder	12		Against	For	
I I I assessing its management or related risks.		I	1		I	Statements			
	1	1		ı			ı	1	азъезыну пъ планауетнето от генатео risks.

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Shareholder	13	Adopt Policy to Include Legal and Compliance Costs in Incentive Compensation Metrics	Against	For	A vote FOR this proposal is warranted in light of the significant shareholder concerns recently raised regarding the company's exclusion of certain litigation-related costs from the executive compensation program, along with the magnitude of recent
								litigation expenses and the continued exclusion of a similar expense from the 2021 incentive program. Given that the proposal would provide the board with flexibility to adjust the application of the policy in individual circumstances, with an explanation to
			Shareholder	14	Consider Pay Disparity Between Executives and Other Employees	Against	Against	shareholders, the request is not viewed as overly prescriptive. A vote AGAINST this proposal is warranted. It is unclear whether the request for the board to consider and to disclose how it
								considered the pay grades and/or salary ranges of all classifications of company employees when setting target amounts for CEO compensation would produce meaningful information on compensation policies and practices beyond what the company already discloses in its proxy. Also, there are no significant concerns identified with respect to the company's executive pay
Kerry Group Plc	Ireland	28-avr-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	disclosure or pay targeting process.
Kerry Group Pic	ireiand	28-avr-22	Management	2	Approve Final Dividend	For	For	
		1	Management	3a	Elect Fiona Dawson as Director	For	For	
	1	1	Management	3b 4a	Elect Michael Kerr as Director Re-elect Gerry Behan as Director	For For	For For	
		1	Management Management	4a 4b	Re-elect Dr Hugh Brady as Director	For	For	
		1	Management	4c	Re-elect Dr Karin Dorrepaal as Director	For	For	
		1	Management	4d	Re-elect Emer Gilvarry as Director	For	For	
		1	Management Management	4e 4f	Re-elect Marguerite Larkin as Director Re-elect Tom Moran as Director	For For	For For	
		1	Management	4g	Re-elect Christopher Rogers as Director	For	For	
		1	Management	4h	Re-elect Edmond Scanlon as Director	For	For	
	1	1	Management	4i	Re-elect Jinlong Wang as Director	For	For	
	1	1	Management	5	Authorise Board to Fix Remuneration of Auditors	For	For For	
	1	1	Management Management	6	Approve Increase in the Limit for Non-executive Directors' Fees Approve Remuneration Report	For For	For	
	1	1	Management	8	Authorise Issue of Equity	For	For	
	1	1	Management	9	Authorise Issue of Equity without Pre-emptive Rights	For	For	
	1	1	Management	10	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or	For	For	
		1	Management	11	Specified Capital Investment Authorise Market Purchase of A Ordinary Shares	For	For	
	1	1	Management	12	Adopt New Memorandum of Association	For	For	
Muenchener Rueckversicherungs-Gesellschaft AG	Germany	28-avr-22	Management	2	Approve Allocation of Income and Dividends of EUR 11.00 per Share	For	For	
	1	1	Management	3	Approve Discharge of Management Board for Fiscal Year 2021	For	For	
	1	1	Management	4	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	For	
		1	Management	5	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2022 and for the Review of the Interim Financial Statements for Fiscal Year 2022 and First Quarter of Fiscal Year 2023	For	For	
	1	1	Management	6	Approve Remuneration Report	For	For	
		1	Management	7	Amend Articles re: Changing Name of Supervisory Board Committee	For	For	
			Management	8	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	For	
NatWest Group Plc	United Kingdom	28-avr-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
	1	1	Management Management	2	Approve Remuneration Policy Approve Remuneration Report	For For	For For	
	1	1	Management	4	Approve Final Dividend	For	For	
		1	Management	5	Re-elect Howard Davies as Director	For	For	
	1	1	Management	6	Re-elect Alison Rose-Slade as Director	For	For	
		1	Management Management	7 8	Re-elect Katie Murray as Director Re-elect Frank Dangeard as Director	For For	For Against	Items 5-7 & 9-15 A vote FOR these candidates is considered warranted as no significant concerns have been identified. Item 8
		1	ivianagement	0	Re-elect Frank Dangeard as Director	Foi	Against	A vote AGAINST the re-election of Frank Dangeard is considered warranted: * In addition to his role as NED of the Company,
		1						Frank Dangeard serves on boards of three other publicly listed companies, in particular, as Board Chair in two of those. This
	1	1				_	_	could potentially compromise his ability to commit sufficient time to his role at NatWest Group Plc.
		1	Management Management	9 10	Re-elect Patrick Flynn as Director Re-elect Morten Friis as Director	For For	For For	
		1	Management	11	Re-elect Morten Friis as Director Re-elect Robert Gillespie as Director	For	For	
	1	1	Management	12	Re-elect Yasmin Jetha as Director	For	For	
	1	1			In the property of the control of th			
			Management	13	Re-elect Mike Rogers as Director	For	For	
			Management	14	Re-elect Mark Seligman as Director	For	For	
			Management Management	14 15	Re-elect Mark Seligman as Director Re-elect Lena Wilson as Director	For For	For For	
			Management Management Management	14 15 16	Re-elect Mark Seligman as Director	For For For	For	
			Management Management Management Management Management	14 15 16 17 18	Re-elect Mark Seligman as Director Re-elect Lena Wilson as Director Reappoint Ernst & Young LLP as Auditors Authorise the Group Audit Committee to Fix Remuneration of Auditors Authorise Issue of Equity	For For For For For	For For For For	
			Management Management Management Management Management Management Management	14 15 16 17 18 19	Re-elect Mark Seligman as Director Re-elect Lena Wilson as Director Reappoint Ernst & Young LLP as Auditors Authorise the Group Audit Committee to Fix Remuneration of Auditors Authorise Issue of Equity Authorise Issue of Equity without Pre-emptive Rights	For For For For For	For For For For For	
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			Management	14 15 16 17 18 19 20 21 22 23 24	Re-elect Mark Seligman as Director Reappoint Ernst & Young LLP as Auditors Authorise the Group Audit Committee to Fix Remuneration of Auditors Authorise Issue of Equity Authorise Issue of Equity without Pre-emptive Rights Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment Authorise Issue of Equity in Connection with Equity Convertible Notes Authorise Issue of Equity in Connection with Equity Convertible Notes Authorise Issue of Equity without Pre-emptive Rights in Connection with Equity Convertible Notes Authorise the Company to Call General Meeting with Two Weeks' Notice Authorise UK Political Donations and Expenditure	For	For For For For For For For For For	
			Management	14 15 16 17 18 19 20 21 22 23 24 25	Re-elect Mark Seligman as Director Reappoint Ernst & Young LLP as Auditors Authorise the Group Audit Committee to Fix Remuneration of Auditors Authorise Issue of Equity Authorise Issue of Equity without Pre-emptive Rights Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment Authorise Issue of Equity without Pre-emptive Rights in Connection with Equity Convertible Notes Authorise Issue of Equity without Pre-emptive Rights in Connection with Equity Convertible Notes Authorise the Company to Call General Meeting with Two Weeks' Notice Authorise UK Political Donations and Expenditure Authorise Market Purchase of Ordinary Shares	For	For For For For For For For For For For	
			Management	14 15 16 17 18 19 20 21 22 23 24 25 26	Re-elect Mark Seligman as Director Reappoint Ernst & Young LLP as Auditors Authorise the Group Audit Committee to Fix Remuneration of Auditors Authorise the Group Audit Committee to Fix Remuneration of Auditors Authorise Issue of Equity Authorise Issue of Equity without Pre-emptive Rights Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment Authorise Issue of Equity in Connection with Equity Convertible Notes Authorise Issue of Equity without Pre-emptive Rights in Connection with Equity Convertible Notes Authorise the Company to Call General Meeting with Two Weeks' Notice Authorise UK Political Donations and Expenditure Authorise Market Purchase of Ordinary Shares Authorise Market Purchase of Ordinary Shares	For	For For For For For For For For For For	
			Management	14 15 16 17 18 19 20 21 22 23 24 25 26 27	Re-elect Mark Seligman as Director Reappoint Ernst & Young LLP as Auditors Authorise the Group Audit Committee to Fix Remuneration of Auditors Authorise Issue of Equity Authorise Issue of Equity without Pre-emptive Rights Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment Authorise Issue of Equity in Connection with Equity Convertible Notes Authorise Issue of Equity in Connection with Equity Convertible Notes Authorise Issue of Equity without Pre-emptive Rights in Connection with Equity Convertible Notes Authorise the Company to Call General Meeting with Two Weeks' Notice Authorise the Company to Call General Meeting with Two Weeks' Notice Authorise Market Purchase of Ordinary Shares Authorise Off-Market Purchase of Ordinary Shares Authorise Off-Market Purchase of Ordinary Shares	For	For For For For For For For For For For	Vote FOR Item 28 "Approve Climate Strategy" as we consider the company to be leading its peers on the sustainability tonic.
			Management	14 15 16 17 18 19 20 21 22 23 24 25 26	Re-elect Mark Seligman as Director Reappoint Ernst & Young LLP as Auditors Authorise the Group Audit Committee to Fix Remuneration of Auditors Authorise the Group Audit Committee to Fix Remuneration of Auditors Authorise Issue of Equity Authorise Issue of Equity without Pre-emptive Rights Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment Authorise Issue of Equity in Connection with Equity Convertible Notes Authorise Issue of Equity without Pre-emptive Rights in Connection with Equity Convertible Notes Authorise the Company to Call General Meeting with Two Weeks' Notice Authorise UK Political Donations and Expenditure Authorise Market Purchase of Ordinary Shares Authorise Market Purchase of Ordinary Shares	For	For For For For For For For For For For	Vote FOR Item 28 "Approve Climate Strategy" as we consider the company to be leading its peers on the sustainability topic. Key commitments like SBTi and Net Zero Banking Alliance are in place which will lead to tangible and observable targets/road maps.

National Process Section Secti	Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management	Vote	Significant votes - Rationales
Management 1			Julio		Number		Recommendation	Decision	
Mongarine 1-1				Management	3.1	Approve Discharge of Management Board Member Markus Krebber for Fiscal Year 2021	For	For	
Management Security Securit				Management	3.2	Approve Discharge of Management Board Member Michael Mueller for Fiscal Year 2021	For	For	
Margareties 14						Approve Discharge of Management Board Member Rolf Schmitz (until April 30, 2021) for	For	For	
Management 4 Management 5 Mana				Management	3.4		Eor	For	
Management 4.3 Agreen Colorange of Sepancesing Security of Securit				Ivialiagement	3.4	Approve discharge of Management Board Member 2vezdana Geeger for Fiscal Fear 2021	1 01	1 01	
Management 4.5 Apparent interacting price of large earny placed placed price placed price of large earny placed placed price placed p									
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Management 4.5 Approximation of the content floated instant (and dispersion in 5, 201) Typ Typ				Wanagement	4.0	Approve discharge of expervisory board interniber internaci boorninsky for 1 isolar fear 2021	1 01	1 01	
Descriptions Company				Management	4.4	Approve Discharge of Supervisory Board Member Sandra Bossemeyer for Fiscal Year 2021	For	For	
Management Manage				Management	4.5		For	For	
Hecyman College of Report Story (Name Months App Challand for Disposition 15, 2011) For for for first first 2011 August Disposition (Name Months App Challand for Disposition (Name Months App Challan				Management	4.6	Approve Discharge of Supervisory Board Member Frank Bsirske (until September 15, 2021)	For	For	
Management 4.0 Management 4.0 Management 4.0 Management 4.0 Management 4.1 Manage				Management	4.7	Approve Discharge of Supervisory Board Member Hans Buenting (from April 28, 2021) for	For	For	
Meagement 4 9 Agree Tables of the generative flow of the process o				Management	4.8	Approve Discharge of Supervisory Board Member Anja Dubbert (until September 15, 2021)	For	For	
Management 4.11 Vanagement 4.12 Vanagement 4.13 Vanagement 5.13 Vanagement 6.13 Vanagement 6.13 Vanagement 6.13 Vanagement 6.13 Vanagement 7.13 Vanagement 8.13 Vanage				Management	4.9		For	For	
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Absorption 1 Ab									
Moragement 4. September 1				, ,	""	2021)for Fiscal Year 2021			
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Management 4.21 Approve Discharge of Supervisory Board Member Ethard Schippconet for Fiscal Year 2021 Management 4.21 Approve Discharge of Supervisory Board Member (bit Gosphane) (mill Appl 28, 2021) for Fiscal Year 2021 Management 4.22 Approve Discharge of Supervisory Board Member (bit Gosphane) (mill Appl 28, 2021) for Fiscal Year 2021 Management 4.24 Approve Discharge of Supervisory Board Member (bit Gosphane) (mill Appl 28, 2021) for Fiscal Year 2021 Management 4.25 Approve Discharge of Supervisory Board Member (bit Gosphane) (mill Appl 28, 2021) for Fiscal Year 2021 Management 4.25 Approve Discharge of Supervisory Board Member (bit Gosphane) (mill Appl 28, 2021) for Fiscal Year 2021 Management 4.25 Approve Discharge of Supervisory Board Member (bit Gosphane) (mill Appl 28, 2021) for Fiscal Year 2021 Management 5.25 Approve Discharge of Supervisory Board Member Andreas Wigange (from September 15, 2021) for Fiscal Year 2021 Management 6.25 Approve Discharge of Supervisory Board Member Andreas Wigange (from September 15, 2021) for Fiscal Year 2021 Management 6.25 Approve Discharge of Supervisory Board Member Andreas Wigange (from September 15, 2021) for Fiscal Year 2021 Management 6.25 Approve Business of Supervisory Board Member Andreas Wigange (from September 15, 2021) for Fiscal Year 2021 Management 6.25 Approve Business of Supervisory Board Member Andreas Wigange (from September 15, 2021) for Fiscal Year 2021 Management 7.25 Approve Business of Supervisory Board Member Andreas Wigange (from September 15, 2021) for Fiscal Year 2021 Management 8.25 Approve Business of Supervisory Board Member Andreas Wigange (from September 15, 2021) for Fiscal Year 2021 Management 8.25 Approve Business of Supervisory Board Member Andreas Wigange (from September 15, 2021) for Fiscal Year 2021 Management 9.25 Approve Supervisory Board Member Andreas Wigange (from September 15, 2021) for Fiscal Year 2021 Management 9.25 Approve Supervisory Board Member Andreas Wigange (from September 15, 2021) for Fiscal Year				-	l	2021) for Fiscal Year 2021			
Maragement 4.21 Approve Discharge of Supervisory Board Member Dirk Schumacher (from September 15, 2021) for Fiscal Year 2021 for Year 2				, ,	l	2021) for Fiscal Year 2021			
Management Management A 22 Approve Discharge of Supervisory Board Member Wolfgang Schussel (refl April 28, 2021) for Fiscal Vera 2021 Management A 24 Approve Discharge of Supervisory Board Member Hale Subgraft (refl April 28, 2021) for Fiscal Vera 2021 Management A 25 Approve Discharge of Supervisory Board Member Hale Subgraft (refl April 28, 2021) for Fiscal Vera 2021 Management A 25 Approve Discharge of Supervisory Board Member Andreas Wagner (from September 15, 2021) for Fiscal Vera 2021 Management A 25 Approve Discharge of Supervisory Board Member Andreas Wagner (from September 15, 2021) for Fiscal Vera 2021 Management A 25 Approve Discharge of Supervisory Board Member Andreas Wagner (from September 15, 2021) for Fiscal Vera 2021 Management Managemen				ľ	l				
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Management Management Approve Discharge of Supervisory Board Member Hauke Stars (from April 28, 2021) for F				ľ	l	for Fiscal Year 2021			
Management 4.25 Approve Discharge of Supervisory Board Member Helle Valentin (from April 28, 2021) for Fiscal Year 2021 Management 4.26 Approve Discharge of Supervisory Spand Member Helle Valentin (from April 28, 2021) for Fiscal Year 2021 Management 4.27 Approve Discharge of Supervisory Spand Member Marion Weckes for Fiscal Year 2021 Management 4.28 Approve Discharge of Supervisory Spand Member Leonhard Zustowski (until September 15, For For For Management 4.28 Approve Discharge of Supervisory Spand Member Leonhard Zustowski (until September 15, For						Approve Discharge of Supervisory Board Member Hauke Stars (from April 28, 2021) for			
Management 4.26 Approve Discharge of Supervisory Board Member Andreas Wagner (from September 15, 2021) for Fiscal Year 2021 Management 4.27 Approve Discharge of Supervisory Board Member Learned Zubrowski (unit Reglember 15, 2021) for Fiscal Year 2021 Management 4.27 Approve Discharge of Supervisory Board Member Learned Zubrowski (unit Reglember 15, 2021) for Fiscal Year 2021 Management 6 Approve Discharge of Supervisory Board Member Learned Zubrowski (unit Reglember 15, 2021) for Fiscal Year 2022 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2022 Management 7 Elect Thomas Kufen to the Supervisory Board 7 For				Management	4.25	Approve Discharge of Supervisory Board Member Helle Valentin (from April 28, 2021) for	For	For	
Management Shareholder Shareh				Management	4.26	Approve Discharge of Supervisory Board Member Andreas Wagner (from September 15,	For	For	
Approve Discharge of Supervisory Board Member Leonhard Zubrowski (until September 15, 2021) for Fiscal Year 2022 and for the Review of Interim Flancial Statements for the First Half of Fiscal Year 2022 and for the Review of Interim Flancial Statements for the First Half of Fiscal Year 2022 and for the Review of Interim Flancial Statements for the First Half of Fiscal Year 2022 and for the Review of Interim Flancial Statements for the First Half of Fiscal Year 2022 and for the Review of Interim Flancial Statements for the First Half of Fiscal Year 2022 and for the Review of Interim Flancial Statements for the First Half of Fiscal Year 2022 and for the Review of Interim Flancial Statements for the First Half of Fiscal Year 2022 and for the Review of Interim Flancial Statements for the First Half of Fiscal Year 2022 and for the Review of Interim Flancial Statements for the First Half of Fiscal Year 2022 and for the Review of Interim Flancial Statements for the First Half of Fiscal Year 2022 and for the Review of Interim Flancial Statements for the First Half of Fiscal Year 2022 and for the Review of Interim Flancial Statements and Statutory Board (Flancial Statements and Statutory Reports Flancial Statements and Statutory Reports F				Management	4.27	Approve Discharge of Supervisory Board Member Marion Weckes for Fiscal Year 2021	For	For	
Management Shareholder 6 Approve Remuneration Report 8 Approve Remuneration Report 9 For				Management	4.28	Approve Discharge of Supervisory Board Member Leonhard Zubrowski (until September 15,	For	For	
Management Management Shareholder Sharehol				Management	5		For	For	
Management Shareholder Sha		I	1	Management	6		For	For	
Synthomer Pic United Kingdom 28-avr-22 Management Ma		l							
RWE operates in a heavily regulated industry, in which the German government ultimately has the power fo veto any plan, particularly if such a plan would undermine the context of the current Ukraine crisis and possible disruption in Germany's energy imports. Shareholders should also be aware of the signaling effect of this proposal, increasing the pressure on policymakers to deal urgently with the issue. At the same time, the presence of this proposal on the ballot should signal to management that this issue is under the spotlight and will be closely monitored by shareholders in the future. Synthomer Pic United Kingdom 28-avr-22 Management Manageme		I	1	Shareholder	8		Against	Against	
Synthomer Pic United Kingdom 28-avr-22 Management Ma				1				1	
Synthomer Pic United Kingdom 28-avr-22 Management Ma		l							
Synthomer Pic United Kingdom 28-avr-22 Management Manag		l							context of the current Ukraine crisis and possible disruption in Germany's energy imports. Shareholders should also be aware of
Synthomer Pic United Kingdom 28-avr-22 Management 1 Accept Financial Statements and Statutory Reports For For Management 2 Approve Remuneration Report For For Management 4 Re-elect Stephen Bernett as Director For For Management Management 6 Re-elect Dato' Lee Hau Hian as Director For For Management Management 7 Re-elect Dato' Lee Hau Hian as Director For For Management Management 8 Re-elect Dato' Lee Hau Hian as Director For For Management 7 Re-elect Dato' Lee Hau Hian as Director For For Management 8 Re-elect Berndan Connolly as Director For For For Management 7 Re-elect Berndan Connolly as Director For For For For For For For For For F				1				1	
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Management 3 Approve Final Dividend For For Management 4 Re-elect Stephen Bennett as Director For For Management 5 Re-elect Alexander Catto as Director For For Management 6 Re-elect Dato' Lee Hau Hian as Director For For Management 7 Re-elect Brendan Connolly as Director For For Management 8 Re-elect Brendan Connolly as Director For For For For Management 8 Re-elect Holly Van Deursen as Director For For For	Synthomer Plc	United Kingdom	28-avr-22		1				
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Management 8 Re-elect Holly Van Deursen as Director For For		l			6				
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Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management	Vote	Significant votes - Rationales
				Number		Recommendation	Decision	
			Management	10 11	Re-elect Caroline Johnstone as Director Elect Michael Willome as Director	For	For	
			Management Management	11 12	Elect Michael Willome as Director Elect Roberto Gualdoni as Director	For For	For For	
			Management	13	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For	
			Management	14	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	
			Management	15	Authorise Issue of Equity	For	For	
			Management	16 17	Authorise Issue of Equity without Pre-emptive Rights	For	For	
			Management	l ''	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	
			Management	18	Authorise Market Purchase of Ordinary Shares	For	For	
			Management	19	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	
Texas Instruments Incorporated	USA	28-avr-22	Management	1a 1b	Elect Director Mark A. Blinn Elect Director Todd M. Bluedorn	For	For For	
			Management Management	1D 1c	Elect Director Todd M. Bluedom Elect Director Janet F. Clark	For For	For	
			Management	1d	Elect Director Carrie S. Cox	For	For	
			Management	1e	Elect Director Martin S. Craighead	For	For	
			Management	1f	Elect Director Jean M. Hobby	For	For	
			Management Management	1g 1h	Elect Director Michael D. Hsu Elect Director Haviv Ilan	For For	For For	
			Management	11	Elect Director Ronald Kirk	For	For	
			Management	1j	Elect Director Pamela H. Patsley	For	For	
			Management	1k	Elect Director Robert E. Sanchez	For	For	
			Management	11	Elect Director Richard K. Templeton	For	For	
			Management Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation Ratify Ernst & Young LLP as Auditors	For For	For For	
			Shareholder	4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For	A vote FOR this proposal is warranted, as lowering the threshold to call special meetings would enhance the rights of
			ondronoldo.	l '	Trouble of Mississip Tribosissa for Grand States to Call Openial Modeling	/ iguinot		shareholders.
The Goldman Sachs Group, Inc.	USA	28-avr-22	Management	1a	Elect Director Michele Burns	For	For	
			Management	1b	Elect Director Drew Faust	For	For	
			Management Management	1c 1d	Elect Director Mark Flaherty Elect Director Kimberley Harris	For For	For For	
			Management	1e	Elect Director Ellen Kullman	For		A vote AGAINST Chair of the Public Responsibilities Committee Ellen Kullman and Chair of the Risk Committee Mark
			Ĭ	l			ľ	Winkelman is warranted as a signal to the board that stronger independent oversight and board management of climate risks at
				l		_	_	the company are necessary. Votes FOR the remaining director nominees are warranted.
			Management Management	1f 1g	Elect Director Lakshmi Mittal Elect Director Adebayo Ogunlesi	For For	For For	
			Management	19 1h	Elect Director Peter Oppenheimer	For	For	
			Management	1i	Elect Director David Solomon	For	For	
			Management	1j	Elect Director Jan Tighe	For	For	
			Management	1k	Elect Director Jessica Uhl	For	For	
			Management Management	1l 1m	Elect Director David Viniar Elect Director Mark Winkelman	For For	For Against	A vote AGAINST Chair of the Public Responsibilities Committee Ellen Kullman and Chair of the Risk Committee Mark
			Management	""	LIECT DIFECTOR WAIN WITHCHITTAIN	1 01	Against	Winkelman is warranted as a signal to the board that stronger independent oversight and board management of climate risks at
				l				the company are necessary. Votes FOR the remaining director nominees are warranted.
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Management Shareholder	3 4	Ratify PricewaterhouseCoopers LLP as Auditors Report on Charitable Contributions	For	For	A vate ACAINIST this proposal is warrented because the company provides sufficient information regarding its charitable
			Snarenoider	4	Report on Charitable Contributions	Against	Against	A vote AGAINST this proposal is warranted because the company provides sufficient information regarding its charitable contributions, and absent self-dealing or gross negligence, management should be afforded discretion in determining the
				l				company's charitable giving strategy.
			Shareholder	5	Require Independent Board Chair	Against	For	A vote FOR this proposal is warranted given the importance of having an independent board chair.
			Shareholder	6	Adopt a Financing Policy Consistent with IEA's Net Zero Emissions by 2050 Scenario	Against	For	A vote FOR this proposal is warranted, as it should serve to enhance the company's current commitments to net zero activities
				l				and help ensure stronger alignment between the company's net zero goals and its policies and actions. Adoption of the resolution would also provide shareholders with a better understanding of the company's management and oversight of related
				l				risks.
			Shareholder	7	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For	A vote FOR this proposal is warranted as a lower ownership threshold would provide for a more useful special meeting right for
Toward Control A CA	N-	00 . 05			Flack Obsimum of Marking	-		shareholders.
Tomra Systems ASA	Norway	28-avr-22	Management Management	2	Elect Chairman of Meeting Designate Inspector(s) of Minutes of Meeting	For For	For For	
1			Management	4	Approve Notice of Meeting and Agenda	For	For	
1			Management	6	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and	For	For	
1				1	Dividends of NOK 6.00 Per Share		l	[<u>.</u>
			Management	7 9	Approve Remuneration Statement Approve Remuneration of Directors in the Amount of NOK 1.03 Million for Chair and NOK	For		Vote AGAINST due to lack of sustainability factors to determine executive remuneration. Vote FOR Items 9 as we do not believe the Director/Chairman payout is excessive considering the outperformance of the
			Management	l ⁹	541,613 for Other Directors; Approve Remuneration for Committee Work	For	For	vote FOR items 9 as we do not believe the Director/Chairman payout is excessive considering the outperformance of the company over the last few years, despite the fact that it is higher than local peer average. The remuneration remains well below
					2.1,2.2.2.2.2.2.2.2.2.2.2.2.2.2.2.2.2.2.		I	levels seen in other companies and due to Tomra's unique positioning the peer group is not fully representative.
			Management	10	Approve Remuneration of Nominating Committee	For	For	
1			Management	11	Reelect Bodil Sonesson, Pierre Couderc, Bjorn Matre and Hege Skryseth as Directors; Elect	For	Against	A vote AGAINST this item is warranted because two candidates (Johan Hjertonsson and Hege Skryseth) are overboarded.
1			Management	12	Johan Hjertonsson (Chair) as New Director Reelect Rune Selmar (Chairman). Hild F. Kinder and Anders Morck as Members of	For	For	
			wanagement	12	Nominating Committee; Elect Tine Fossland as New Member of Nominating Committee	FUI	FUI	
1			Management	13	Approve Remuneration of Auditors	For	For	
1			Management	14	Authorize Share Repurchase Program and Reissuance of Repurchased Shares for Incentive	For	For	
1			Management	15	Plan Funding Approve Creation of NOK 14.8 Million Pool of Capital without Preemptive Rights	For	For	
1			Management	16	Approve Creation of NOK 14.6 Million Pool of Capital without Preemptive Rights Approve 2:1 Stock Split; Amend Articles Accordingly	For	For	
•	•			•	- 11		•	'

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
Umicore	Belgium	28-avr-22	Management	Number A.2	Approve Remuneration Report	For		A vote AGAINST is warranted because: * There is a lack of disclosure regarding the weights and ex-post performance
Unicole	Degum	20-441-22	Management	A.3	Approve Remuneration Policy	For		assessment of STI performance metrics * The company offered an excessive termination benefit of EUR 1.8 million beyond his regular pay package to the former CEO without providing a compelling rationale * A sign-on bonus was awarded of EUR 1 million without full background on the rationale. However, we do note that the company provided forward looking clear disclosure on the FY2022 STI performance metrics and weights. A vote AGAINST is warranted, based on: * The company does not provide clear disclosure on the STI and LTI targets and caps, which may allow for discretion by the board; * The performance metric 'ROCE' is used for both the STI and the LTI plan which may risk for double dipping regarding the same performance; * One part of the LTI award is in free Umicore shares, granted at the discretion of the supervisory board. While the granted shares have a lock up period of three years, providing discretionary awards without any performance conditions is not considered best practice. However, we do note that the company replaced the current deferred cash compensation plan with a performance share unit plan (PSU plan) for the long-term variable remuneration with clearly defined performance metrics and targets, which is considered an improvement. Furthermore, the company provides clear disclosure on the weights and targets of STI financial and non-financial metrics,
								including well defined sustainability metrics in accordance with the company's ESG strategy.
			Management	A.4	Approve Financial Statements, Allocation of Income, and Dividends of EUR 0.80 per Share	For	For	
			Management	A.6	Approve Discharge of Supervisory Board	For	For	
			Management	A.7	Approve Discharge of Auditors	For	For	
	1	1	Management	A.8.1	Reelect Francoise Chombar as an Independent Member of the Supervisory Board	For	For	
	1	1	Management	A.8.2	Reelect Laurent Raets as Member of the Supervisory Board	For	For	
	1	1	Management	A.8.3	Elect Alison Henwood as an Independent Member of the Supervisory Board	For	For	
	1	1	Management Management	A.9 B.1	Approve Remuneration of the Members of the Supervisory Board Approve Change-of-Control Clause Re: Sustainability-linked Revolving Facility Agreement	For For	For For	
	1	1	ivianagement	B.1	Approve Change-or-Control Clause Re. Sustainability-linked Revolving Facility Agreement	Foi	FOI	
			Management	C.1	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	
	1	1	Management	C.2	Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	For	For	
			_		· ·			
Zur Rose Group AG	Switzerland	28-avr-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
	1	1	Management Management	2 3	Approve Treatment of Net Loss Approve Discharge of Board and Senior Management	For For	For For	
	1	1	Management	4.1	Approve Creation of CHF 100.8 Million Pool of Authorized Capital with or without Exclusion	For	For	
	1	1	Managomoni		of Preemptive Rights	l		
			Management	4.2	Approve Creation of CHF 33.6 Million Pool of Authorized Capital with or without Exclusion of	For	For	
			_		Preemptive Rights, If Item 4.1 is Rejected			
	1	1	Management	5	Approve Creation of CHF 6 Million Pool of Conditional Capital for Employee Equity	For	For	
	1	1	l., .	l	Participation	_	_ ا	
	1	1	Management	6.1	Approve CHF 67.2 Million Conditional Capital Increase for Financings, Mergers and Acquisitions	For	For	
			Management	6.2	Approve CHF 33.6 Million Conditional Capital Increase for Financings, Mergers and	For	For	
	1	1	ivianagement	0.2	Acquisitions, If Item 6.1 is Rejected	101	1 01	
	1	1	Management	7	Amend Articles Re: Restrict the Number of Shares Subject to Limitation or Waiver of	For	For	
	1	1	ľ		Advance Subscription Rights	1		
	1	1	Management	8.1	Reelect Walter Oberhaensli as Director and Elect as Board Chair	For	For	
	1	1	Management	8.2	Reelect Stefan Feuerstein as Director	For	For	
	1	1	Management	8.3	Reelect Andrea Belliger as Director	For	For	
	1	1	Management	8.4	Reelect Christian Mielsch as Director	For	For	
	1	1	Management Management	8.5 8.6	Reelect Florian Seubert as Director Elect Rongrong Hu as Director	For For	For For	
	1	1	Management	9.1	Reappoint Florian Seubert as Member of the Compensation and Nomination Committee	For	For	
	1	1	Management	9.2	Appoint Walter Oberhaensli as Member of the Compensation and Nomination Committee	For	For	
			Managomoni	0.2	A positivitation obstruction as monitors of the compensation and resimilation committee	'*		
	I	1	Management	9.3	Appoint Rongrong Hu as Member of the Compensation and Nomination Committee	For	For	
	I	1	Management	10	Designate Buis Buergi AG as Independent Proxy	For	For	
	I	1	Management	11	Ratify Ernst & Young AG as Auditors	For	For	
	I	1	Management Management	12.1 12.2	Approve Remuneration Report Approve Fixed Remuneration of Directors in the Amount of CHF 1.3 Million for Fiscal Year	For For	For For	
	1	1	Management	12.2	2022	'0	1 01	
			Management	12.3	Approve Fixed Remuneration of Directors in the Amount of CHF 1.3 Million for Fiscal Year	For	For	
			l		2023	_	l _	
	1	1	Management	12.4	Approve Short-Term and Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 2.5 Million	For	For	
	I	1	Management	12.5	Amount of CHF 2.5 Million Approve Fixed Remuneration of Executive Committee in the Amount of CHF 3.9 Million	For	For	
	I	1	Management	13	Transact Other Business (Voting)	For	Against	A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case
	1	1		"				new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content
						l	I	of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against
Abbett Laboratories	USA	20 00	Managara	11	Float Director Robert I. Alpera	F	F	this item on a precautionary basis.
Abbott Laboratories	USA	29-avr-22	Management Management	1.1 1.2	Elect Director Robert J. Alpern Elect Director Sally E. Blount	For For	For For	
	I	1	Management	1.3	Elect Director Sally E. Blount Elect Director Robert B. Ford	For	For	
	1		Management	1.4	Elect Director Paola Gonzalez	For	For	
	1	1	Management	1.5	Elect Director Michelle A. Kumbier	For	For	
	1	1	Management	1.6	Elect Director Darren W. McDew	For	For	
1	1		Management	1.7	Elect Director Nancy McKinstry	For	For	<u> </u>
	I	1	Management Management	1.8 1.9	Elect Director William A. Osborn Elect Director Michael F. Roman	For For	For For	<u> </u>
1	1		Management Management	1.9 1.10	Elect Director Michael F. Roman Elect Director Daniel J. Starks	For For	For For	
1	•	1	wanagement	1.10	Elect Director Danier J. Starks	FUI	FUI	1

69 | 174

Company Name Country Meeting Date Proposet Number Proposal Text Number 1.11 Elect Director John G. Stratton Management Managemen	
Management 1.12 Elect Director Glenn F. Tilton For For	
Management 1.12 Elect Director Glenn F. Tilton For For	
Management 2 Ratify Ernst & Young LLP as Auditors For For	
Management 3 Advisory Vote to Ratify Named Executive Officers' Compensation For For	
	rther enhance shareholders' existing right to call special meetings.
	d safeguards would improve the principles of the 10b5-1 plans held by the
Against 1 of Average of the proposal soft and a reputation of the prop	
	mprehensive disclosure of the company's lobbying-related oversight
	help shareholders better assess the risks and benefits associated with the
company's participation in the public policy process.	·
Shareholder 8 Report on Public Health Costs of Antimicrobial Resistance Against For A vote FOR this proposal is warranted for the following	ng reasons: * Additional disclosure would benefit shareholders by
	orts to address the risks related the use of antimicrobial products; and *
Uisclosur et the requested information would error practices sufficiently quard against potential financial	to provide greater assurance to shareholders that the firm's initiatives and
ASML Holding NV Netherlands 29-avr-22 Management 3a Approve Remuneration Report For For	, iligation and operational risks to the firm.
Management 3b Adopt Financial Statements and Statutory Reports For For	
Management 3d Approve Dividends of EUR 5.50 Per Share For For	
Management 4a Approve Discharge of Management Board For For	
Management 4b Approve Discharge of Supervisory Board For For	
Management 5 Approve Number of Shares for Management Board For For	
Management 6 Amend Remuneration Policy for Management Board For For	
Management 8d Reelect T.L. Kelly to Supervisory Board For For Management 8e Elect A.F.M. Everke to Supervisory Board For	
Management oe Elect A.F.M. Everke to Supervisory Board For For Management 8f Elect AL. Steegen to Supervisory Board For For	
Management 9 Raffiy KPMG Accountants N.V. as Auditors for the Reporting Years 2023 and 2024 For For	
Management 11 Amend Articles of Association For For	
Management 12a Grant Board Authority to Issue Shares Up to 5 Percent of Issued Capital Plus Additional 5 For For	
Percent in Case of Merger or Acquisition	
Management 12b Authorize Board to Exclude Preemptive Rights from Share Issuances For For	
Management 13 Authorize Repurchase of Up to 10 Percent of Issued Share Capital For For	
Management 14 Authorize Cancellation of Repurchased Shares For For	
AstraZeneca Pic United Kingdom 29-avr-22 Management 1 Accept Financial Statements and Statutory Reports For For Management 2 Approve Dividends For	
Management 3 Reappoint PricewaterhouseCoopers LLP as Auditors For For	
Management 4 Authorise Board to Fix Remuneration of Auditors For For	
Management 5a Re-elect Leif Johansson as Director For For	
Management 5b Re-elect Pascal Soriot as Director For For	
Management 5c Elect Aradhana Sarin as Director For For	
Management 5d Re-elect Philip Broadley as Director For For	
Management 5e Re-elect Euan Ashley as Director For For	
Management 5f Re-elect Michel Demare as Director For For Management 5g Re-elect Deborah DiSanzo as Director For For For For For For For For For F	
Management 5g Re-elect Deborah DiSanzo as Director For For Management 5h Re-elect Diana Layfield as Director For For For	
Management 5i Re-elect blanta Layried as Director For For	
Management 5j Re-elect Tony Mok as Director For For	
Management 5k Re-elect Nazneen Rahman as Director For For	
Management 5I Elect Andreas Rummelt as Director For For	
Management 5m Re-elect Marcus Wallenberg as Director For For	
Management 6 Approve Remuneration Report For For	
Management 7 Authorise UK Political Donations and Expenditure For For Management 8 Authorise Issue of Equity For For	
Management 8 Authorise Issue of Equity Management 9 Authorise Issue of Equity without Pre-emptive Rights For For For For For	
Management 10 Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or For For	I
Other Capital Investment	1
Management 11 Authorise Market Purchase of Ordinary Shares For For	1
Management 12 Authorise the Company to Call General Meeting with Two Weeks' Notice For For	1
Management 13 Approve Savings Related Share Option Scheme For For	
Badger Meter, Inc. USA 29-avr-22 Management 1.1 Elect Director Todd A. Adams For For	
Management 1.2 Elect Director Kenneth C. Bockhorst For	1
Management 1.3 Elect Director Henry F. Brooks For For Management 1.4 Elect Director Melanie K. Cook For For	1
Management 1.5 Elect Director Gale E. Klappa For For	1
Management 1.6 Elect Director James W. McGill For For	I
Management 1.7 Elect Director Tessa M. Myers For For	I
Management 1.8 Elect Director James F. Stern For For	I
Management 1.9 Elect Director Glen E. Tellock For For	I
Management 2 Advisory Vote to Ratify Named Executive Officers' Compensation For Against Vote AGAINST due to lack of sustainability factors to	determine executive remuneration.
Management 3 Ratify Ernst & Young LLP as Auditors For For	
	information on board diversification efforts would aid investors in re that women and minority candidates are included among board
understanding it the company is taking steps to ensu nominees.	re that women and minority candidates are included among board
Baloise Holding AG Switzerland 29-avr-22 Management 1.1 Accept Financial Statements and Statutory Reports For For	
Usunise Holding AG Switzerland 2-9-avi-22 Imminisgement 1.1 Accept Hamman Statements and Statistics (Non-Binding) For For Management 1.2 Approve Removeration Report (Non-Binding) For For	1
Management 2 Approve Discharge of Board and Senior Management For For	1
Management 3 Approve Allocation of Income and Dividends of CHF 7.00 per Share For For	1
Management 4.1.a Reelect Thomas von Planta as Director and Board Chair For For	

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management	Vote	Significant votes - Rationales
				Number		Recommendation	Decision	
	1	1	Management	4.1.b	Reelect Christoph Gloor as Director	For	For	
	1		Management Management	4.1.c 4.1.d	Reelect Hugo Lasat as Director Reelect Karin Diedenhofen as Director	For For	For For	
	1		Management	4.1.u 4.1.e	Reelect Christoph Maeder as Director	For	For	
	1	1	Management	4.1.f	Reelect Markus Neuhaus as Director	For	For	
	1	1	Management	4.1.g	Reelect Hans-Joerg Schmidt-Trenz as Director	For	For	
	1		Management	4.1.h	Reelect Marie-Noelle Venturi-Zen-Ruffinen as Director	For	For	
	1		Management	4.1.i	Elect Maya Bundt as Director	For	For	
	1		Management Management	4.1.j 4.2.1	Elect Claudia Dill as Director Appoint Christoph Gloor as Member of the Compensation Committee	For For	For For	
	1		Management	4.2.1	Appoint Karin Diedenhofen as Member of the Compensation Committee	For	For	
	1		Management	4.2.3	Appoint Christoph Maeder as Member of the Compensation Committee	For	For	
	1		Management	4.2.4	Appoint Hans-Joerg Schmidt-Trenz as Member of the Compensation Committee	For	For	
	1		Management	4.3	Designate Christophe Sarasin as Independent Proxy	For	For	
	1	1	Management Management	4.4 5.1	Ratify Ernst & Young AG as Auditors Approve Remuneration of Directors in the Amount of CHF 3.4 Million	For For	For For	
	1		Management	5.2.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 4.2 Million	For	For	
	1	1	Management	5.2.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 4.8 Million	For	For	
	1	1	_	l				
	1		Management	6.1	Additional Voting Instructions - Shareholder Proposals (Voting)	None	Against	
	1		Management	6.2	Additional Voting Instructions - Board of Directors Proposals (Voting)	For	Against	Votes AGAINST these items are warranted because: * These items concern additional instructions from the shareholder to the
	1			l				proxy in case new or amended voting items are introduced at the meeting by shareholders (Item 6.1) or the board of directors (Item 6.2); and * The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders'
	1	1		l				best interest to vote against these items on a precautionary basis.
BASF SE	Germany	29-avr-22	Management	2	Approve Allocation of Income and Dividends of EUR 3.40 per Share	For	For	<u> </u>
	1		Management	3	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	For	
	1		Management	4	Approve Discharge of Management Board for Fiscal Year 2021	For	For	
	1		Management	5	Ratify KPMG AG as Auditors for Fiscal Year 2022	For	For	
	1		Management Management	6 7.1	Approve Remuneration Report Elect Alessandra Genco to the Supervisory Board	For For	For For	
	1	1	Management	7.1	Elect Stefan Asenkerschbaumer to the Supervisory Board	For	For	
	1	1	Management	8	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased	For	For	
	1	1		l	Shares			
	1	1	Management	9	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without	For	For	
	1	1		l	Preemptive Rights up to Aggregate Nominal Amount of EUR 10 Billion; Approve Creation of EUR 117.6 Million Pool of Capital to Guarantee Conversion Rights			
Bayer AG	Germany	29-avr-22	Management	1	Receive Financial Statements and Statutory Reports; Approve Allocation of Income and	For	For	
'	1 ' '		Ĭ	l	Dividends of EUR 2.00 per Share for Fiscal Year 2021			
	1		Management	2	Approve Discharge of Management Board for Fiscal Year 2021	For	For	
	1		Management	3	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	For	
	1		Management Management	4.1 4.2	Reelect Paul Achleitner to the Supervisory Board Reelect Norbert Bischofberger to the Supervisory Board	For For	For For	
	1		Management	4.2	Reelect Colleen Goggins to the Supervisory Board	For	For	
	1		Management	5	Approve Remuneration Report	For	Against	A vote AGAINST this resolution is warranted because: * Discretionary adjustments were made to the short-term incentive
	1	1	_	l			1	components, resulting in payouts that do not accurately reflect company performance. * Legacy contribution-based pension
	1	1		l				entitlements for certain executives result in pension contributions/service costs that can be considered excessive and are not
	1	1		l				aligned with the wider workforce or market practice. * Targets and performance metrics under the LTI may not be considered sufficiently challenging due to the possibility of below peer median vesting.
	1	1	Management	6	Approve Affiliation Agreement with Bayer Chemicals GmbH	For	For	Samuellay distinctinging due to the possibility of below peer incutant vesting.
			Management	7	Ratify Deloitte GmbH as Auditors for Fiscal Year 2022	For	For	
CryoPort, Inc.	USA	29-avr-22	Management	1.1	Elect Director Linda Baddour	For	For	
	1		Management	1.2	Elect Director Richard Berman	For	For	
	1		Management Management	1.3 1.4	Elect Director Daniel Hancock Elect Director Robert Hariri	For For	For For	
	1		Management	1.4	Elect Director Robert Harin Elect Director Ram M. Jagannath	For	For	
	1		Management	1.6	Elect Director Ramkumar Mandalam	For	For	
	1		Management	1.7	Elect Director Jerrell W. Shelton	For	For	
	1		Management	1.8	Elect Director Edward J. Zecchini	For	For	
	1		Management Management	2	Ratify Ernst & Young LLP as Auditors Advisory Vote to Ratify Named Executive Officers' Compensation	For For	For For	
DiaSorin SpA	Italy	29-avr-22	Management Management	1.1	Accept Financial Statements and Statutory Reports	For	For	
	y	20 301-22	Management	1.2	Approve Allocation of Income	For	For	
	1		Management	2.1	Approve Remuneration Policy	For	Against	A vote AGAINST the remuneration policy is recommended due to a lack of disclosure on key features of the ongoing long-term
	1							incentive plan. As the plan is cash-based, shareholders are not called to approve it under a separate item. Missing retrospective
	1	1	Management	2.2	Approve Second Section of the Remuneration Report	For	Against	information on lapsed LTIP does not mitigate concerns. Vote AGAINST considering the company derogation to the remuneration policy in 2021 has not been supported by sufficient
	1		wanagement	4.4	Approve Second Section of the Remaineration Report	FUI	Against	disclosure.
	1		Shareholder	3.1	Fix Number of Directors	None	For	A vote FOR this item is warranted because the company has disclosed the proposed board size, and no concerns have been
	1			l			I _	noticed.
	1		Shareholder	3.2	Fix Board Terms for Directors	None	For	This item warrants a vote FOR as it is routine and non-contentious.
	1		Shareholder	3.3	Slate Submitted by IP Investimenti e Partecipazioni Srl	None	For	This item warrants a vote FOR because: * The name and details of the proposed candidates have been disclosed, and no concerns have been noticed.
	1		Shareholder	3.4	Approve Remuneration of Directors	None	For	This item warrants a vote FOR because the company has disclosed the proposed non-variable director remuneration, and no
	1							concerns have been noticed.
			Shareholder	4.1.1	Slate 1 Submitted by IP Investimenti e Partecipazioni Srl	None	Against	This item warrants a vote AGAINST because: * Shareholders can support only one slate. * Slate 2 is likely to better represent
I	1	1	l	ı	I	I	1	the interests of global institutional investors and minority shareholders.

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management Recommendation		Significant votes - Rationales
			Shareholder	Number 4.1.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	None None	Decision For	This item warrants a vote FOR because: * Shareholders can support only one slate. * This slate has been proposed by
				l				institutional investors, and these nominees could therefore be the best positioned to represent the interests of minority shareholders and carryout effective oversight on the management's behavior.
		1	Shareholder	4.2	Appoint Chairman of Internal Statutory Auditors	None	For	This item warrants a vote FOR because with two slates presented the chair of the board of internal auditors will be the first
		1					١ ـ	candidate of the minority slate.
			Shareholder	4.3	Approve Internal Auditors' Remuneration	None	For	This item warrants a vote FOR because the company has disclosed the proposed remuneration, and no concerns have been noticed.
		1	Management	5	Approve Long-Term Incentive Plan	For	Against	A vote AGAINST this proposal is warranted because: * Individual limits are not clearly disclosed and total number of
		1						beneficiaries is not disclosed; * Performance conditions are only applied to a portion of the awards; * Performance targets are not disclosed.
		1	Management	6	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	For	not disclosed.
			Management	A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	None	Against	
Galp Energia SGPS SA	Portugal	29-avr-22	Management	1	Ratify Co-options of Teresa Alexandra Pires Marques Leitao Abecasis, Javier Cavada Camino, and Georgios Papadimitriou as Directors	For	For	
			Management	2	Elect Claudia Almeida e Silva as Director	For	For	
			Management	3	Approve Individual and Consolidated Financial Statements and Statutory Reports	For	For	
			Management Management	4 5	Approve Allocation of Income Appraise Management and Supervision of Company and Approve Vote of Confidence to	For For	For For	
			Wanagement	ľ	Corporate Bodies	1 01	1 01	
			Management	6	Approve Remuneration Policy	For	For	
			Management Management	7	Authorize Repurchase and Reissuance of Shares and Bonds Approve Reduction in Share Capital	For For	For For	
Helvetia Holding AG	Switzerland	29-avr-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
<u> </u>	1	1	Management	2	Approve Discharge of Board and Senior Management	For	For	
			Management	3 4.1	Approve Allocation of Income and Dividends of CHF 5.50 per Share Elect Thomas Schmuckli as Director and Board Chair	For	For For	
			Management Management	4.1	Reelect Hans Kuenzle as Director	For For	For	
			Management	4.2.2	Reelect Beat Fellmann as Director	For	For	
			Management	4.2.3	Reelect Jean-Rene Fournier as Director	For	For	
			Management Management	4.2.4 4.2.5	Reelect Ivo Furrer as Director Elect Luigi Lubelli as Director	For For	For For	
			Management	4.2.6	Reelect Gabriela Payer as Director	For	For	
			Management	4.2.7	Reelect Andreas von Planta as Director	For	For	
			Management	4.2.8 4.3.1	Reelect Regula Wallimann as Director Reappoint Jean-Rene Fournier as Member of the Nomination and Compensation Committee	For	For For	
			Management	4.3.1	Reappoint Jean-Rene Fournier as Member of the Normhation and Compensation Committee	For	FOI	
			Management	4.3.2	Reappoint Gabriela Payer as Member of the Nomination and Compensation Committee	For	For	We find inappropriate to vote against a female BoD member to encourage diversity
			Management	4.3.3	Reappoint Andreas von Planta as Member of the Nomination and Compensation Committee	For	For	
			Management	4.3.4	Reappoint Regula Wallimann as Member of the Nomination and Compensation Committee	For	For	
			Management	5.1	Approve Fixed Remuneration of Directors in the Amount of CHF 3.1 Million	For	For	
			Management	5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 8.3 Million	For	For	
			Management	5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 4.9 Million	For	For	
			Management	6	Designate Advokatur & Notariat Bachmann as Independent Proxy	For	For	
			Management	7	Ratify KPMG AG as Auditors	For	For	L
			Management	8	Transact Other Business (Voting)	For	Against	A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content
								of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against
Hexagon AB	Sweden	29-avr-22	Management	1	Elect Chairman of Meeting	For	For	this item on a precautionary basis.
		1 20 441-22	Management	2	Prepare and Approve List of Shareholders	For	For	
			Management	3	Approve Agenda of Meeting	For	For	
			Management Management	4.1 4.2	Designate Johannes Wingborg as Inspector of Minutes of Meeting Designate Fredrik Skoglund Inspector of Minutes of Meeting	For For	For For	
			Management	5	Acknowledge Proper Convening of Meeting	For	For	
			Management	7.a	Accept Financial Statements and Statutory Reports	For	For	
			Management	7.b	Approve Allocation of Income and Dividends of EUR 0.11 Per Share	For	For	
			Management Management	7.c1 7.c2	Approve Discharge of Gun Nilsson Approve Discharge of Marta Schorling Andreen	For For	For For	
1		1	Management	7.02 7.03	Approve Discharge of Maria Scholling Andreen Approve Discharge of John Brandon	For	For	
1		1	Management	7.c4	Approve Discharge of Sofia Schorling Hogberg	For	For	
1		1	Management	7.c5 7.c6	Approve Discharge of Ulrika Francke Approve Discharge of Henrik Henriksson	For For	For For	
			Management Management	7.cb 7.c7	Approve Discharge of Henrik Henriksson Approve Discharge of Patrick Soderlund	For	For	
1		1	Management	7.c8	Approve Discharge of Brett Watson	For	For	
		1	Management	7.c9	Approve Discharge of Erik Huggers	For	For	
		1	Management Management	7.c10 8	Approve Discharge of Ola Rollen Determine Number of Members (10) and Deputy Members (0) of Board	For For	For For	
			Management	9.1	Approve Remuneration of Directors in the Amount of SEK 2 Million for Chairman, and SEK 670,000 for Other Directors; Approve Remuneration for Committee Work	For	For	
1		1	Management	9.2	Approve Remuneration of Auditors	For	For	
		1	Management	10.1	Reelect Marta Schorling Andreen as Director	For	For	
I	I	I	Management	10.2	Reelect John Brandon as Director	For	For	ı

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management		Significant votes - Rationales
			Management	Number 10.3	Reelect Sofia Schorling Hogberg as Director	Recommendation For	Decision Against	A vote FOR candidates Marta Schorling Andreen (item 10.1), John Brandon (item 10.2), Henrik Henriksson (item 10.5), Ola
								Rollen (item 10.6), Patrick Soderlund (item 10.8), Brett Watson (item 10.9) and Enik Huggers (item 10.10) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidates Sofia Schorling Hogberg (item 10.3), Ulrika Francke (item 10.4) and Gun Nilsson (item 10.7), is warranted due to their non-independent status on the audit committee, which has an insufficient level of independence. Moreover, Ulrika Francke is non-independent with she also chairs the audit committee, a vote AGAINST candidates Sofia Schorling Hogberg (item 10.3) and Gun Nison (item 10.7), is also warranted due to their non-independent status on the remuneration committee, which has an insufficient level of independence.
			Management	10.4	Reelect Ulrika Francke as Director	For	Against	A vote FOR candidates Marta Schorling Andreen (item 10.1), John Brandon (item 10.2), Henrik Henriksson (item 10.5), Ola Rollen (item 10.6), Patrick Soderlund (item 10.8), Brett Watson (item 10.9) and Enk Huggers (item 10.10) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidates Sofia Schorling Hogberg (item 10.3), Ulrika Francke (item 10.4) and Gun Nilsson (item 10.7), is warranted due to their non-independent status on the audit committee, which has an insufficient level of independence. Moreover, Ulrika Francke is non-independent while she also chairs the audit committee. A vote AGAINST candidates Sofia Schorling Hogberg (item 10.3) and Gun Nilsson (item 10.7), is also warranted due to their non-independent status on the remuneration committee, which has an insufficient level of independence.
			Management	10.5	Reelect Henrik Henriksson as Director	For	For	
		1	Management	10.6	Reelect Ola Rollen as Director	For	For	
			Management	10.7	Reelect Gun Nilsson as Director	For	Against	A vote FOR candidates Marta Schorling Andreen (item 10.1), John Brandon (item 10.2), Henrik Hemisson (item 10.5), Ola Rollen (item 10.6), Patrick Soderlund (item 10.8), Brett Watson (item 10.9) and Erik Huggers (item 10.10) as warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidates Sofia Schorling Hogberg (item 10.3), Ulrika Francke (item 10.4) and Gun Nilsson (item 10.7), is warranted due to their non-independent status on the audit committee, which has an insufficient level of independence. Moreover, Ulrika Francke is non-independent while she also chairs the audit committee. A vote AGAINST candidates Sofia Schorling Hogberg (item 10.3) and Gun Nilsson (item 10.7), is also warranted due to their non-independent status on the remuneration committee, which has an insufficient level of independence.
		1	Management	10.8	Reelect Patrick Soderlund as Director	For	For	
		1	Management	10.9	Reelect Brett Watson as Director	For	For	
		1	Management	10.10	Reelect Erik Huggers as Director	For	For	
		1	Management	10.11	Elect Gun Nilsson as Board Chair	For	Against	A vote AGAINST this item is warranted because the election of Gun Nilsson to the board of directors is not supported.
			Management	10.12	Ratify PricewaterhouseCoopers AB as Auditors Elect Mikael Ekdahl, Jan Dworsky, Anders Oscarsson and Liselott Ledin as Members of	For For	For For	
		1	Management	11	Nominating Committee	Foi	FUI	
		1	Management	12	Approve Remuneration Report	For	For	
		1	Management	13	Approve Performance Share Program 2022/20225 for Key Employees	For	For	
		1	Management	14	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	For	
			Management	15	Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights	For	For	
Hugel, Inc.	South Korea	29-avr-22	Management	1.1	Elect Heo Seo-hong as Non-Independent Non-Executive Director	For	For	
		1	Management Management	1.2 1.3	Elect Lee Tae-hyeong as Non-Independent Non-Executive Director Elect Wei Fu as Non-Independent Non-Executive Director	For For	For For	
		1	Management Management	1.3	Elect Wei Fu as Non-Independent Non-Executive Director Elect Gyeong Han-su as Non-Independent Non-Executive Director	For For	For	
		1	Management	1.4	Elect Patrick Holt as Outside Director	For	For	
		1	Management	2	Elect Ji Seung-min as Outside Director to Serve as an Audit Committee Member	For	For	
		1	Management	3.1	Elect Patrick Holt as a Member of Audit Committee	For	For	
			Management	3.2	Elect Lee Tae-hyeong as a Member of Audit Committee	For	For	
Intesa Sanpaolo SpA	Italy	29-avr-22	Management	1a	Accept Financial Statements and Statutory Reports	For	For	
			Management Shareholder	1b 2a	Approve Allocation of Income Fix Number of Directors	For None	For For	A vote FOR this item is warranted because the company has disclosed the proposed board size, and no concerns have been
			Shareholder	2b.1	Slate 1 Submitted by Compagnia di San Paolo, Fondazione Cariplo, Fondazione Cassa di	None	For	noticed. This slate warrants a vote FOR because: * Shareholders can support only one slate. * It is preferable for Slate 2 not get the
					Risparmio di Padova e Rovigo, Fondazione Cassa di Risparmio di Firenze and Fondazione Cassa di Risparmio in Bologna			majority of the votes, so that the Chair of the Management Control Committee can be selected from State 2. * No major concerns have been noticed with respect to the proposed candidates. * This State is reconfirming both CEO and Chair. However, institutional investors who have contributed to present State 2 may want to make sure that they support State 2 in order to prevent possible allegation of links with this state. BACKGROUND INFORMATION Policies: Elect Directors (Bundled)
			Shareholder	2b.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	None	Against	This item warrants a vote AGAINST because: * Shareholders can support only one slate; * Supporting Slate 1 would ensure that the Chairperson of the Management Control Committee is appointed by Slate 2. However, institutional investors who have contributed to present Slate 2 may want to make sure that they support Slate 2 in order to prevent possible allegation of links with Slate 1.
			Shareholder	2c	Elect Gian Maria Gros-Pietro as Board Chair and Paolo Andrea Colombo as Deputy Chairperson	None	For	This item warrants a vote FOR because the company has disclosed all information regarding the proposed nominee.
	1	1	Management	3a	Approve Remuneration Policies in Respect of Board Directors	For	For	
	1	1	Management	3b	Approve Remuneration of Directors	For	For	
	1	1	Management	3c	Approve Remuneration and Incentive Policies of the Intesa Sanpaolo Group for 2022	For	For	
			Management Management	3d 3e	Approve Second Section of the Remuneration Report Approve Annual Incentive Plan	For For	For For	
	1	1	Management Management	3e 3f	Approve Annual Incentive Plan Approve Long-Term Incentive Performance Share Plan	For For	For	
			Management	3g	Approve LECOIP 3.0 Long-Term Incentive Plan	For	For	
			Management	4a	Authorize Share Repurchase Program	For	For	
			Management	4b	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Incentive Plans	For	For	
	1	1	Management	4c	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	For	
			Management	1	Authorize Cancellation of Treasury Shares without Reduction of Share Capital; Amend Article 5	For	For	
			Management	2	Authorize Board to Increase Capital to Service LECOIP 3.0 Long-Term Incentive Plan	For	For	
			Management	3	Authorize Board to Increase Capital to Service Long-Term Incentive Performance Share Plan	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
		i	Management	A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	None	Against	
Mercedes-Benz Group AG	Germany	29-avr-22	Management	2	Approve Allocation of Income and Dividends of EUR 5.00 per Share	For	For	
			Management Management	4	Approve Discharge of Management Board for Fiscal Year 2021 Approve Discharge of Supervisory Board for Fiscal Year 2021	For		Votes AGAINST the discharge of the management and supervisory boards are considered warranted because: "On July 8, 2021, the European Commission found the German automakers (including MBG) guilty of collusion regarding restricting competition in emissions cleaning for new diesel passenger cars between 2009 and 2014. The company paid no fines owing to its principal witness status. "While MBG may be applauded for self-reporting and bringing the cartel to light, concerns are raised with respect to the fact that a culture existed within this company which led to not just the diesel emissions scandal, but also to collusion on technical matters with the other major German car manufacturers to the detriment of the company and its shareholders, as well as stakeholders worldwide. While no specific member of the company's management board or supervisory board has thus far been found guilty of misconduct or negligence, the fact remains that for many years, there existed a corporate culture that allowed for the described facts to happen, leading to significant reputational, financial, and also renvironmental damage worldwide. "Due to the symbolic nature of the discharge vote in Germany and this storical nature of the discharge vote in Germany and the storical nature of the antitrust case as well as ongoing diesel emissions issues, and because the discharge resolutions are currently bundled, which does not allow shareholders to target individuals of both bodies who may have been involved in failures of due diligence from 2009 until 2014, votes AGAINST are warranted. Votes AGAINST the discharge of the management and supervisory boards are considered warranted because: "On July 8, 2021, the European Commission found the German automakers (including MBG) guilty of collusion regarding restricting competition in emissions cleaning for new diesel passenger cars between 2009 and 2014. The company paid no fines owing to its principal witness status. "While MBG may be applauded for self-reporting and bringing the cartel to light, c
								from 2009 until 2014, votes AGAINST are warranted.
			Management	5.1	Ratify KPMG AG as Auditors for Fiscal Year 2022	For	For	
		1	Management	5.2	Ratify KPMG AG as Auditors for the 2023 Interim Financial Statements until the 2023 AGM	For	For	
		1	Management	6.1	Elect Dame Courtice to the Supervisory Board	For	For	
		1	Management	6.2	Elect Marco Gobbetti to the Supervisory Board	For	For	
DIEDED M-LIFE AC	Austria	20 20	Management	7	Approve Remuneration Report	For	For	
PIERER Mobility AG	Austria	29-avr-22	Management Management	2	Approve Allocation of Income and Dividends of EUR 1.00 per Share Approve Discharge of Management Board for Fiscal Year 2021	For For	For For	
	1		Management	4	Approve Discharge of Management Board for Fiscal Year 2021	For	For	
	1		Management	5	Approve Remuneration of Supervisory Board Members	For	For	
			Management	6	Approve Remuneration Report	For		A vote AGAINST the remuneration report is warranted because: * Due to the absence of a clear cap on the variable incentive plan, payouts appear to be excessive compared to market practice. * The compensation committee of the supervisory board is completely non-independent. * The company does not provide a long-term incentive plan, therefore not creating a sufficient alignment with long-term interest of shareholders.
		1	Management	7	Ratify KPMG Austria GmbH as Auditors for Fiscal Year 2022	For	For	
	1		Management	8.1 8.2	Approve Increase in Size of Supervisory Board to Six Members Elect Michaela Friepess as Supervisory Board Member	For For	For For	We are comfortable with the shape of the BoD which reflects the shareholder structure.
	1		Management Management	8.3	Elect Iris Filzwieser as Supervisory Board Member	For	For	We are comfortable with the shape of the BoD which reflects the shareholder structure.
		1	Management	8.4	Elect Srinivasan Ravikumar as Supervisory Board Member	For	For	We are comfortable with the shape of the BoD which reflects the shareholder structure.
		1	Management	8.5	Elect Rajiv Bajaj as Supervisory Board Member	For	For	We are comfortable with the shape of the BoD which reflects the shareholder structure.
		1	Management	9.1	Approve Cancellation of Authorized Capital Pool	For	For	We are comfortable with the shape of the BoD which reflects the shareholder structure.
		1	Management	9.2	Approve EUR 16.9 Million Pool of Authorized Capital Increase with or without Exclusion of Preemptive Rights	For	For	We are comfortable with the issuance request
1		1	Management	9.3	Amend Articles to Reflect Changes in Capital	For	For	We are comfortable with the issuance request
1		1	Management	10.1	New/Amended Proposals from Management and Supervisory Board	None	Against	
V	<u> </u>	L	Management	10.2	New/Amended Proposals from Shareholders	None	Against	
Vonovia SE	Germany	29-avr-22	Management Management	2	Approve Allocation of Income and Dividends of EUR 1.66 per Share Approve Discharge of Management Board for Fiscal Year 2021	For For	For For	
1			Management	4	Approve Discharge of Management Board for Fiscal Year 2021 Approve Discharge of Supervisory Board for Fiscal Year 2021	For	For	
			Management	5.1	Ratify KPMG AG as Auditors for Fiscal Year 2022 and for the Review of Interim Financial Statements for Fiscal Year 2022	For	For	
			Management	5.2	Ratify PricewaterhouseCoopers GmbH as Auditors for the Review of Interim Financial Statements for the First Quarter of Fiscal Year 2023	For	For	
			Management	6	Approve Remuneration Report	For	For	
	1	1	Management	7	Approve Remuneration of Supervisory Board	For	For	
	1	I	Management	8.1	Elect Matthias Huenlein to the Supervisory Board	For	For	
	1	1	Management	8.2 9	Elect Juergen Fenk to the Supervisory Board Approve Creation of EUR 233 Million Pool of Authorized Capital with or without Exclusion of	For For	For For	
			Management	-	Preemptive Rights			
			Management	10	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	For	
	<u> </u>	<u> </u>	Management	11	Authorize Use of Financial Derivatives when Repurchasing Shares	For	For	
VP Bank AG	Liechtenstein	29-avr-22	Management	1	Accept Financial Statements and Statutory Reports (Voting)	For	For	
			Management	2	Approve Allocation of Income and Dividends of CHF 5.00 per Registered Share A and CHF 0.50 per Registered Share B	For	For	
1			Management	3	Approve Discharge of Directors, Management and Auditors	For	For	<u> </u>
1			Management	4.1	Reelect Ursula Lang as Director	For	For	We are comfortable with the level of independence of the BoD. Furthermore, we consider the BoD to be gender diverse given
I	1	ı			1		•	its small size.

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	4.2	Elect Mauro Pedrazzini as Director	For	For	We are comfortable with the level of independence of the BoD. Furthermore, we consider the BoD to be gender diverse given
			l., .		D 17 D: 1 D A A 17	_	_	its small size.
IMCD NV	Netherlands	02-mai-22	Management Management	4.3 2.c	Ratify PricewaterhouseCoopers AG as Auditors Approve Remuneration Report	For For	For For	
INICE INV	ivetilenanus	02-111d1-22	Management	3.b	Adopt Financial Statements and Statutory Reports	For	For	
	1		Management	3.d	Approve Dividends of EUR 1.62 Per Share	For	For	
	1		Management	4.a	Approve Discharge of Management Board	For	For	
	1		Management	4.b	Approve Discharge of Supervisory Board	For	For	
	1		Management Management	5.a 5.b	Reelect Piet C.J. Van der Slikke to Management Board Reelect Hans J.J. Kooijmans to Management Board	For For	For For	
	1		Management	5.c	Elect Marcus Jordan to Management Board	For	For	
	1		Management	6.a	Reelect S. (Stephan) R. Nanninga to Supervisory Board	For	For	
	1		Management	6.b	Elect W. (Willem) Eelman to Supervisory Board	For	For	
	1		Management	6.c	Approve Remuneration of Supervisory Board's Nomination and Appointment Committee	For	For	
	1		Management	7	Ratify Deloitte Accountants B.V. as Auditors	For	For	
	1		Management Management	8.a 8.b	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital Authorize Board to Exclude Preemptive Rights from Share Issuances	For For	For For	
	1		Management	9.b	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	
Paycom Software, Inc.	USA	02-mai-22	Management	1.1	Elect Director Jason D. Clark	For		WITHHOLD votes are warranted for Jason Clark, Henry (Ric) Duques, and Chad Richison, in the absence of any incumbent
	1		ľ					compensation committee members on the ballot this year, due to insufficient responsiveness to last year's failed say-on-pay
	1		1					vote. WITHHOLD votes are also warranted for Clark, Duques, and Richison given the board's failure to respond to lack of
	1		1					majority support for director Frederick Peters last year, and failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which
	1		1					supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impact shareholder rights.
	1		Management	1.2	Elect Director Henry C. Duques	For	Withhold	WITHHOLD votes are warranted for Jason Clark. Henry (Ric) Dugues, and Chad Richison, in the absence of any incumbent
	1		ivianagement	1.2	Lieut Director Flerily G. Duques	101	vvitilioid	compensation committee members on the ballot this year, due to insufficient responsiveness to last year's failed say-on-pay
	1		1					vote. WITHHOLD votes are also warranted for Clark, Duques, and Richison given the board's failure to respond to lack of
	1		1					majority support for director Frederick Peters last year, and failure to remove, or subject to a sunset requirement, the
	1		1					supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which
	1		l			l _		adversely impact shareholder rights.
	1		Management	1.3	Elect Director Chad Richison	For	Withhold	WITHHOLD votes are warranted for Jason Clark, Henry (Ric) Duques, and Chad Richison, in the absence of any incumbent compensation committee members on the ballot this year, due to insufficient responsiveness to last year's failed say-on-pay
	1		1					vote. WITHHOLD votes are also warranted for Clark, Duques, and Richison given the board's failure to respond to lack of
	1		1					majority support for director Frederick Peters last year, and failure to remove, or subject to a sunset requirement, the
	1		1					supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which
	1		1					adversely impact shareholder rights.
	1		Management	2	Ratify Grant Thornton LLP as Auditors	For	For	
	1		Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	A vote AGAINST this proposal is warranted. Although pay and performance are reasonably aligned for the year under review,
	1		1					the compensation committee has not demonstrated sufficient responsiveness to last year's failed say-on-pay vote. After two consecutive failed say-on-pay votes and a lack of majority support for a compensation committee member, the compensation
	1		1					committee does not appear to have taken meaningful action to address shareholders' concerns.
			Management	4	Advisory Vote on Say on Pay Frequency	One Year	One Year	3
American Express Company	USA	03-mai-22	Management	1a	Elect Director Thomas J. Baltimore	For	For	
	1		Management	1b	Elect Director Charlene Barshefsky	For	For	
	1		Management Management	1c 1d	Elect Director John J. Brennan Elect Director Peter Chernin	For For	For For	
	1		Management	1u	Elect Director Ralph de la Vega	For	For	
	1		Management	1f	Elect Director Michael O. Leavitt	For	For	
	1		Management	1g	Elect Director Theodore J. Leonsis	For	For	
	1		Management	1h	Elect Director Karen L. Parkhill	For	For	
	1		Management	1i	Elect Director Charles E. Phillips	For	For	
1	1		Management Management	1j 1k	Elect Director Lynn A. Pike Elect Director Stephen J. Squeri	For For	For For	
	1	1	Management	1K 1I	Elect Director Stephen J. Squen Elect Director Daniel L. Vasella	For	For	
1	1		Management	1m	Elect Director Lisa W. Wardell	For	For	
1	1		Management	1n	Elect Director Christopher D. Young	For	For	
	1	1	Management	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	
1	1		Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	L
Edwards Lifessianess Cor	USA	03-mai-22	Shareholder Management	1.1	Require Independent Board Chair Elect Director Kieran T. Gallahue	Against For	For For	A vote FOR this proposal is warranted given the importance of having an independent board chair.
Edwards Lifesciences Corporation	USA	U3-mai-22	Management Management	1.1 1.2	Elect Director Kieran T. Gallahue Elect Director Leslie S. Heisz	For For	For	
1	1		Management Management	1.2	Elect Director Lesile S. Heisz Elect Director Paul A. LaViolette	For	For	
1	1	I	Management	1.4	Elect Director Steven R. Loranger	For	For	
	1	1	Management	1.5	Elect Director Martha H. Marsh	For	For	
		I	Management	1.6	Elect Director Michael A. Mussallem	For	For	
	1	I				For	For	
			Management	1.7	Elect Director Ramona Sequeira		1 2	
			Management	1.8	Elect Director Nicholas J. Valeriani	For	For	
			Management Management	1.8 2	Elect Director Nicholas J. Valeriani Advisory Vote to Ratify Named Executive Officers' Compensation	For For	For	
			Management Management Management	1.8	Elect Director Nicholas J. Valeriani Advisory Vote to Ratify Named Executive Officers' Compensation Ratify PricewaterhouseCoopers LLP as Auditors	For For For		A vote FOR this proposal is warranted as it would further enhance shareholders' existing right to call special meetings
Fortune Brands Home & Security, Inc.	USA	03-mai-22	Management Management	1.8 2	Elect Director Nicholas J. Valeriani Advisory Vote to Ratify Named Executive Officers' Compensation	For For	For For	A vote FOR this proposal is warranted as it would further enhance shareholders' existing right to call special meetings.
Fortune Brands Home & Security, Inc.	USA	03-mai-22	Management Management Management Shareholder	1.8 2 3 4	Elect Director Nicholas J. Valeriani Advisory Vote to Ratify Named Executive Officers' Compensation Ratify PricewaterhouseCoopers LLP as Auditors Reduce Ownership Threshold for Shareholders to Call Special Meeting Elect Director Susan S. Kilsby Elect Director Amit Banati	For For For Against For For	For For For	A vote FOR this proposal is warranted as it would further enhance shareholders' existing right to call special meetings.
Fortune Brands Home & Security, Inc.	USA	03-mai-22	Management Management Management Shareholder Management Management Management Management	1.8 2 3 4 1a 1b 1c	Elect Director Nicholas J. Valeriani Advisory Vote to Ratify Named Executive Officers' Compensation Ratify PricewaterhouseCoopers LLP as Auditors Reduce Ownership Threshold for Shareholders to Call Special Meeting Elect Director Susan S. Kilsby Elect Director Amit Banati Elect Director Irial Finan	For For For Against For For For	For For For For For	A vote FOR this proposal is warranted as it would further enhance shareholders' existing right to call special meetings.
Fortune Brands Home & Security, Inc.	USA	03-mai-22	Management Management Management Shareholder Management Management Management Management Management	1.8 2 3 4 1a 1b 1c 2	Elect Director Nicholas J. Valeriani Advisory Vote to Ratify Named Executive Officers' Compensation Ratify PricewaterhouseCoopers LLP as Auditors Reduce Ownership Threshold for Shareholders to Call Special Meeting Elect Director Susan S. Kilsby Elect Director Amit Banati Elect Director Irial Finan Ratify PricewaterhouseCoopers LLP as Auditors	For For Against For For For For	For For For For For For	A vote FOR this proposal is warranted as it would further enhance shareholders' existing right to call special meetings.
Fortune Brands Home & Security, Inc.	USA	03-mai-22	Management Management Management Shareholder Management Management Management Management	1.8 2 3 4 1a 1b 1c	Elect Director Nicholas J. Valeriani Advisory Vote to Ratify Named Executive Officers' Compensation Ratify PricewaterhouseCoopers LLP as Auditors Reduce Ownership Threshold for Shareholders to Call Special Meeting Elect Director Susan S. Kilsby Elect Director Amit Banati Elect Director Irial Finan	For For For Against For For For	For For For For For	A vote FOR this proposal is warranted as it would further enhance shareholders' existing right to call special meetings.

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management	Vote	Significant votes - Rationales
Kushas - Ness International AC	Construents	00 : 00	Managan	Number	Accord Financial Obstances and Obstance Property	Recommendation	Decision	
Kuehne + Nagel International AG	Switzerland	03-mai-22	Management	1 2	Accept Financial Statements and Statutory Reports	For	For	
			Management Management	3	Approve Allocation of Income and Dividends of CHF 10.00 per Share Approve Discharge of Board and Senior Management	For For	For For	
			Management	4.1.1	Reelect Dominik Buergy as Director	For	For	
			Management	4.1.1	Reelect Renato Fassbind as Director	For	For	
			Management	4.1.3	Reelect Karl Gernandt as Director	For	For	
			Management	4.1.4	Reelect David Kamenetzky as Director	For	For	
			Management	4.1.5	Reelect Klaus-Michael Kuehne as Director	For	For	
			Management	4.1.6	Reelect Tobias Staehelin as Director	For	For	
			Management	4.1.7	Reelect Hauke Stars as Director	For	For	
			Management	4.1.8	Reelect Martin Wittig as Director	For	For	
			Management	4.1.9	Reelect Joerg Wolle as Director	For	For	
			Management	4.2	Reelect Joerg Wolle as Board Chair	For	For	
			Management	4.3.1	Reappoint Karl Gernandt as Member of the Compensation Committee	For	For	We are comfortable with the current composition of the BoD and the level of independence of its members
			Management	4.3.2	Reappoint Klaus-Michael Kuehne as Member of the Compensation Committee	For	For	We are comfortable with the current composition of the BoD and the level of independence of its members
			Management	4.3.3	Reappoint Hauke Stars as Member of the Compensation Committee	For	For	
			Management	4.4	Designate Stefan Mangold as Independent Proxy	For	For	
			Management	4.5	Ratify Ernst & Young AG as Auditors	For	For	
			Management	5	Approve Renewal of CHF 20 Million Pool of Authorized Capital with or without Exclusion of	For	For	We are comfortable with the issuance request
				1	Preemptive Rights			
	1		Management	6	Approve Remuneration Report	For	For	We vote on the remuneration questions with ISS, as we would expect a mature company with strong IT capabilities to be more
1			l	I	I	l _	Ι	transparent regarding remuneration and link more clearly remuneration to performance metrics.
1	1		Management	7.1	Approve Remuneration of Directors in the Amount of CHF 5.5 Million	For	Against	We vote on the remuneration questions with ISS, as we would expect a mature company with strong IT capabilities to be more
1			l	I		l _	I	transparent regarding remuneration and link more clearly remuneration to performance metrics.
1			Management	7.2	Approve Remuneration of Executive Committee in the Amount of CHF 25 Million	For	Against	Item 7.2 A vote AGAINST this proposal is warranted because: * The proposal represents a significant potential increase in
1	1		l	I			I	remuneration and the company has not provided a detailed explanation. * The company does not provide sufficient
1	1		l	I			I	transparency regarding the parameters of its variable compensation, meaning that it is not possible to gauge the appropriateness of the amount. Item 7.3 A vote AGAINST this proposal is warranted because: * The board has not provided a
1			l	I		l	I	appropriateness of the amount, item 7.3 A vote AGAINS1 this proposal is warranted because: 1 The board has not provided a compelling justification for this additional compensation for executives.
1	1		Management	7.3	Approve Additional Remuneration of Executive Committee in the Amount of CHF 4.4 Million	For	Against	Item 7.2 A vote AGAINST this proposal is warranted because: * The proposal represents a significant potential increase in
			ivianagement	1.3	Approve Additional Remuneration of Executive Committee in the Amount of CHF 4.4 Million	FOR	Against	remuneration and the company has not provided a detailed explanation. * The company does not provide sufficient
				1				transparency regarding the parameters of its variable compensation, meaning that it is not possible to gauge the
				1				appropriateness of the amount. Item 7.3 A vote AGAINST this proposal is warranted because: * The board has not provided a
				1				compelling justification for this additional compensation for executives.
			Management	8	Transact Other Business (Voting)	For	Against	A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case
			Managomoni	ľ	Trained of the Basiness (Voling)		/ tguillot	new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content
				1				of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against
								this item on a precautionary basis.
Pool Corporation	USA	03-mai-22	Management	1a	Elect Director Peter D. Arvan	For	For	·
			Management	1b	Elect Director Martha 'Marty' S. Gervasi	For	For	
			Management	1c	Elect Director Timothy M. Graven	For	For	
			Management	1d	Elect Director Debra S. Oler	For	For	
			Management	1e	Elect Director Manuel J. Perez de la Mesa	For	For	
			Management	1f	Elect Director Harlan F. Seymour	For	For	
			Management	1g	Elect Director Robert C. Sledd	For	For	
			Management	1h	Elect Director John E. Stokely	For	For	
			Management	1i	Elect Director David G. Whalen	For	For	
			Management	2	Ratify Ernst & Young LLP as Auditors	For	For	
			Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
Sanofi	France	03-mai-22	Management	1 1	Approve Financial Statements and Statutory Reports	For	For	I
1	1		Management	2	Approve Consolidated Financial Statements and Statutory Reports	For	For	<u> </u>
1			Management	3	Approve Allocation of Income and Dividends of EUR 3.33 per Share	For	For	
			Management	1 4	Reelect Paul Hudson as Director Reelect Christophe Babule as Director	For	For	
	1		Management Management	5	Reelect Christophe Babule as Director Reelect Patrick Kron as Director	For For	For For	<u> </u>
				0 7				
			Management Management	l '	Reelect Gilles Schnepp as Director Elect Carole Ferrand as Director	For For	For For	
			Management	0	Elect Carole Ferrand as Director Elect Emile Voest as Director	For	For	
			Management	10	Elect Antoine Yver as Director	For	For	
			Management	11	Approve Compensation Report of Corporate Officers	For	For	
	1		Management	12	Approve Compensation of Serge Weinberg, Chairman of the Board	For	For	<u> </u>
	1		Management	13	Approve Compensation of Serge Weinberg, Chairman of the Board Approve Compensation of Paul Hudson, CEO	For	For	<u> </u>
	1		Management	14	Approve Remuneration Policy of Directors	For	For	<u> </u>
	1		Management	15	Approve Remuneration Policy of Directors Approve Remuneration Policy of Chairman of the Board	For	For	
			Management	16	Approve Remuneration Policy of CEO	For	For	
			Management	17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	
			Management	18	Amend Article 25 of Bylaws Re: Dividends	For	For	
			Management	19	Authorize Filing of Required Documents/Other Formalities	For	For	
Symrise AG	Germany	03-mai-22	Management	2	Approve Allocation of Income and Dividends of EUR 1.02 per Share	For	For	
		00 22	Management	3	Approve Paledation of Income and Dividents of Early 1.02 per chare Approve Discharge of Management Board for Fiscal Year 2021	For	For	
			Management	4	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	For]
	1		Management	5	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2022 and for the Review of Interim	For	For	
			anagomont	I	Financial Statements for the First Half of Fiscal Year 2022	l ' "	I	
1	1		Management	6	Approve Remuneration Report	For	Against	A vote AGAINST the remuneration report is warranted because: * A range of discretionary payments were granted to
	1		l	1	1"		l ້ ື	executives during the year under review, which represent a serious breach of good remuneration practices, and the company
1	1		l	I			I	has failed to provide a compelling rationale. * The level of target disclosure is relatively low, which makes it difficult to assess the
1	1		l	I			I	alignment between pay and performance.
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Management Man	Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management	Vote	Significant votes - Rationales
Company Comp	Company Name	Journa y	mooting Date	Торологи		· repectal rext			Olympian 1900 Talionalo
Marganian Marg				Management	7	Approve Remuneration Policy	For	For	
No.	Allianz SE	Germany	04-mai-22		2				
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Management 3		1			4 -				
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Macademin 1			1	Management	7.2		For	For	
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Biological Total Services of T		1							
Absorption of Early Approximated (1984) approximated (1984) and Port of Architect (1984) and Port of Ar		1							
Management Security Securit		1				Approve Creation of ELIR 468 Million Pool of Authorized Capital 2022/I with or without			
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Accordance Model SA Lummour J Management A Management A		1							
Meregement Management		Ļ	<u> </u>		14				
Mascamers 18 Alexanomic American 19 Alex	ArcelorMittal SA	Luxembourg	04-mai-22						
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of the Author Hamiltonian Character (Author) Masagement Management Managemen		1		Management	V	Approve Remuneration Report	For	For	
and Charter of the Special Committee and Charter		1		Management	VI		For	For	
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Muragement 1 Approve Reduction in Shart Capital through Cancellation of Shartes and Amend Articles 5.1 For			1						
GlacoSmitNine Pic United Kingdom OH-mail-2 Management Accord Framer Statistemers and Statistory Reports Approve Remuneration Policy Approve Remuneration Po		1			XII				
United Kingdom Unit		1		Management	'		For	For	
Maragement	GlaxoSmithKline Plc	United Kingdom	04-mai-22	Management	1		For	For	
2 to 3.x salary. The amplified boxus opportunity would create the highest boxus posterial, as an untiple of salary, for any company in the FTS is 1.8 salary. The amplified boxus opportunity would create the highest three opportunities, only maintaining on outperformance of the Company's new strategic targets. It is also noted that there would be lower pay for below target with the plant of the requirement of the Company's new strategic targets. It is also noted that there would be lower pay for below target with the plant of the property of the post of					2				
company in the FTSE 10.1 is a dorsowedged that the ligher limit requires higher only requires higher than the would be lower pay for below larget optimization. In addition, the largets are firmly routed in the rew stately and there would be lower pay for below larget performance. In addition, the largets are firmly routed in the rew stately and there would be lower than the state of the company in the state of the comp			1	Management	3	Approve Remuneration Policy	For		
Management 4 Elect Anne Beal as Director For Management 5 Re-dect Charles Based School and Professional School and Professiona			1		l				
performance. In addition, the targets are filmly rooted in the new stategy and there is a clear lisk between the profit and sales objectives, as ammourced in June 2021, and may aparagements. However, these mitigating factors on one offset concerns with the quantum, the increased emphasis on short-term performance, or the precedent has the level of force opportunity with the quantum, the increased emphasis on short-term performance, or the precedent has the level of force opportunity with the quantum, the increased emphasis on short-term performance, or the precedent has the level of force opportunity with the quantum, the increased emphasis on short-term performance, or the precedent has been of the post of the operations. The proposed increase does not appear consistent with this background. For			1		l				
with the quantum, the increased emphasis on short-isem performannee, or the precedent that this level of bonus opportunity would create. Further, the demanger will code enterpret the part of the performannee, or the precedent that this level of bonus opportunity would create. Further, the demanger will create the part of the performannee, or the precedent that this level of bonus opportunity would create. Further, the demanger will not be precedent that this level of bonus opportunity would create. Further, the increased emphasis on short-isem performannee, or the precedent that this level of bonus opportunity would create. Further the proposed increase does not appear consistent with this background. When the quantum, the increased emphasis on short-isem performannee, or the precedent that this level of bonus opportunity would create. Further the proposed increase does not appear consistent with this background. For			1		l				performance. In addition, the targets are firmly rooted in the new strategy and there is a clear link between the profit and sales
Management 4 Elect Anne Beal as Director For For For Management 5 Elect Anne Beal as Director For For Management 6 Re-elect of London Brown of Banagement 7 Re-elect Of London Brown of Banagement 8 Re-elect Charles Banaroft as Director For For Management 10 Re-elect Charles Banaroft as Director For For Management 11 Re-elect Charles Banaroft as Director For For Management 12 Re-elect Charles Banaroft as Director For For For Management 12 Re-elect Charles Banaroft as Director For For For Management 14 Re-elect Line Banagement 15 Re-elect Line Banagement 16 Re-elect Line Banagement 17 Re-elect Line Banagement 18 Re-elect Line Banagement 19 R			1		l				
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Management Management Annagement Management		1		Management	5	Elect Harry Dietz as Director	For	For	
Management 8 Re-elect Charles Bancrott as Director For For Management 9 Re-elect Vindi Banga as Director For For Management 10 Re-elect Hall Barron as Director For For For Management 11 Re-elect Dame Vivienne Cox as Director For For For Management 12 Re-elect Lyrin Elsenhans as Director For For Management 13 Re-elect Lusir Gilmohre as Director For For Management 14 Re-elect Lusie Gilmohre as Director For For Management 15 Re-elect Lusir Gilmohre as Director For For Management 16 Re-elect Lusir Gilmohre as Director For For Management 17 Re-elect Lusies Gloodman as Director For For For Management 18 Re-elect Lusis Codinates Street For For For For Management 19 Re-elect Lusis Committee to Fix Remuneration of Auditors For For For Management 19 Authorise the Audit & Risk Committee to Fix Remuneration of Auditors For For For Management 19 Authorise the Audit & Risk Committee to Fix Remuneration of Auditors For For For Management 20 Authorise Issue of Equity without Pre-emptive Rights For For For Management 21 Authorise Issue of Equity without Pre-emptive Rights For For For Management 22 Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment 10 Authorise Issue of Equity without Pre-emptive Rights For For For Management 24 Approve the Exemption from Statement of the Name of the Senior Statutory Auditor in For For For Management 25 Authorise Market Purchase of Ordinary Shares For For For For Management 27 Approve Share Save Plan For		1	I		6				
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Management Management 15 Re-elect Lini Mackay as Director 16 Re-elect Lini Mackay as Director 17 Reappoint Deloite LLP as Auditors 17 Reappoint Deloite LLP as Auditors 18 Authorsied With Childred Donations and Expenditure 19 Authorsied With Childred Donations and Expenditure 19 Authorsied With Childred Donations and Expenditure 19 Authorsied Use Dictional Donations and Expenditure 19 Authorsied Use Dictional Donations and Expenditure 19 Authorsied Issue of Equity Without Pre-emptive Rights 10 Connection with an Acquisition or 10 Chier Capital Investment 12 Authorsied Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or 10 Chier Capital Investment 12 Authorsied Management 13 Authorsied Management 14 Authorsied Management 15 Authorsied Management 16 Approve Share Reward Plan 16 For		1							
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Management 27 Approve Share Reward Plan For For		1	I						
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	I	I		Management	28	Adopt New Articles of Association	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management	Vote Decision	Significant votes - Rationales
Hannover Rueck SE	Germany	04-mai-22	Management	Number 2	Approve Allocation of Income and Dividends of EUR 4.50 per Share and Special Dividends	Recommendation For	Decision For	
1			Ů		of EUR 1.25 per Share			
1			Management Management	3 4	Approve Discharge of Management Board for Fiscal Year 2021 Approve Discharge of Supervisory Board for Fiscal Year 2021	For For	For For	
			Management	5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2022 and for the Review	For	For	
			_		of the Interim Financial Statements for the First Half of Fiscal Year 2022	1		
			Management	6	Approve Remuneration Report	For	Against	A vote AGAINST the remuneration report is warranted because: * The CEO received a signing bonus in the year under review
								and the company does not provide a compelling rationale for the granting of such awards, particularly as the CEO was appointed in 2019 and already received a one-time payment of EUR 1 million at that time.
International Flavors & Fragrances Inc.	USA	04-mai-22	Management	1a	Elect Director Kathryn J. Boor	For	For	
			Management Management	1b 1c	Elect Director Edward D. Breen Elect Director Barry A. Bruno	For For	For For	
			Management	1d	Elect Director Frank Clyburn	For	For	
			Management	1e	Elect Director Carol Anthony (John) Davidson	For	For	
			Management	1f	Elect Director Michael L. Ducker	For	For	
			Management Management	1g 1h	Elect Director Roger W. Ferguson, Jr. Elect Director John F. Ferraro	For For	For For	
			Management	1i	Elect Director Christina Gold	For	For	
			Management	1j	Elect Director llene Gordon	For	For	
			Management Management	1k 1l	Elect Director Matthias J. Heinzel Elect Director Dale F. Morrison	For For	For For	
			Management	1m	Elect Director Kare Schultz	For	For	
1			Management	1n	Elect Director Stephen Williamson	For	For	
			Management Management	2	Ratify PricewaterhouseCoopers LLP as Auditors Advisory Vote to Ratify Named Executive Officers' Compensation	For For	For For	
Ocado Group Plc	United Kingdom	04-mai-22	Management Management	1	Accept Financial Statements and Statutory Reports	For	For	
			Management	2	Approve Remuneration Policy	For	Against	A vote AGAINST this item is considered warranted: * The revised VCP provides participants with an increased award pool and
								maximum individual allocation, as well as extended performance period when targets may be retested. The proposed changes
								do not address these previously highlighted concerns, particularly the high quantum. * The VCP is considered to be more complex and costly to administer than more typical LTIP structures.
			Management	3	Approve Remuneration Report	For	For	complex and costly to duminister than more typical ETH structures.
			Management	4	Re-elect Richard Haythornthwaite as Director	For	Against	Votes AGAINST incumbent Nominating Committee chair Richard (Rick) Haythornthwaite are warranted for lack of diversity on
			Management	5	Re-elect Tim Steiner as Director	For	For	the board. A vote FOR the remaining director nominees is warranted.
			Management Management	6	Re-elect Tim Steiner as Director Re-elect Stephen Daintith as Director	For	For	
			Management	7	Re-elect Neill Abrams as Director	For	For	
			Management	8	Re-elect Mark Richardson as Director	For	For	
			Management Management	9 10	Re-elect Luke Jensen as Director Re-elect Joern Rausing as Director	For For	For For	
			Management	11	Re-elect Andrew Harrison as Director	For	For	
			Management	12	Re-elect Emma Lloyd as Director	For	For	
			Management	13	Re-elect Julie Southern as Director Re-elect John Martin as Director	For	For	
			Management Management	14 15	Re-elect John Martin as Director Re-elect Michael Sherman as Director	For For	For For	
			Management	16	Elect Nadia Shouraboura as Director	For	For	
			Management	17	Reappoint Deloitte LLP as Auditors	For	For	
			Management Management	18 19	Authorise Board to Fix Remuneration of Auditors Authorise UK Political Donations and Expenditure	For For	For For	
			Management	20	Amend Value Creation Plan	For	Against	A vote AGAINST this item is considered warranted: * The revised VCP provides participants with an increased award pool and
			Ů				*	maximum individual allocation, as well as extended performance period when targets may be retested. The proposed changes
								do not address these previously highlighted concerns, particularly the high quantum. * The VCP is considered to be more complex and costly to administer than more typical LTIP structures.
1			Management	21	Authorise Issue of Equity	For	For	Complex and costly to duminister than more typical Erric structures.
1			Management	22	Authorise Issue of Equity in Connection with a Rights Issue	For	For	
			Management Management	23 24	Authorise Issue of Equity without Pre-emptive Rights Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or	For For	For For	
1			Management	24	Authorise issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Lot.	FOF	
1			Management	25	Authorise Market Purchase of Ordinary Shares	For	For	
1			Management	26	Adopt New Articles of Association	For	For	
PepsiCo, Inc.	USA	04-mai-22	Management Management	27 1a	Authorise the Company to Call General Meeting with Two Weeks' Notice Elect Director Segun Agbaje	For For	For For	
. spa.so, mo.	334	V 111al=22	Management	1b	Elect Director Seguri Agbaje Elect Director Shona L. Brown	For	For	
1			Management	1c	Elect Director Cesar Conde	For	For	
1			Management	1d	Elect Director Ian Cook	For	For	
1			Management Management	1e 1f	Elect Director Edith W. Cooper Elect Director Dina Dublon	For For	For For	
1			Management	1g	Elect Director Michelle Gass	For	For	
1			Management	1h	Elect Director Ramon L. Laguarta	For	For	
1			Management Management	1i 1i	Elect Director Dave Lewis Elect Director David C. Page	For For	For For	
			Management	1) 1k	Elect Director David C. Page Elect Director Robert C. Pohlad	For	For	
1			Management	11	Elect Director Daniel Vasella	For	For	
1			Management	1m	Elect Director Darren Walker	For	For	
1			Management Management	1n 2	Elect Director Alberto Weisser Ratify KPMG LLP as Auditors	For For	For For	
1			Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
1	I	I	Shareholder	4	Require Independent Board Chair	Against		A vote FOR this proposal is warranted given the importance of having an independent board chair.

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management		Significant votes - Rationales
			01	Number	la de la	Recommendation	Decision	L . 500 M
	I		Shareholder	5	Report on Global Public Policy and Political Influence	Against	For	A vote FOR this resolution is warranted, as increased global transparency and disclosure around its memberships in political
			l					organizations and lobbying expenditures, as well as the company's its management- and board-level oversight of spending would help shareholders evaluate the company's management of related risks and benefits.
			Shareholder	6	Report on Public Health Costs of Food and Beverages Products	Against	For	A vote FOR this proposal is warranted as shareholders would benefit from an increased disclosures and understanding of the
					·	Ů		use of sugar in the company's products and its role in the obesity epidemic and related health concerns.
Rational AG	Germany	04-mai-22	Management	2	Approve Allocation of Income and Dividends of EUR 7.50 per Share and Special Dividends	For	For	
	I		Management	3	of EUR 2.50 per Share Approve Discharge of Management Board for Fiscal Year 2021	For	For	
	I		Management Management	4	Approve Discharge of Management Board for Fiscal Year 2021 Approve Discharge of Supervisory Board for Fiscal Year 2021	For	For	
	I		Management	5	Approve Remuneration Report	For	For	
			Management	6	Ratify Deloitte GmbH as Auditors for Fiscal Year 2022	For	For	
S&P Global Inc.	USA	04-mai-22	Management	1.1 1.2	Elect Director Marco Alvera	For	For	
			Management Management	1.2	Elect Director Jacques Esculier Elect Director Gay Huey Evans	For For	For For	
			Management	1.4	Elect Director William D. Green	For	For	
			Management	1.5	Elect Director Stephanie C. Hill	For	For	
			Management	1.6	Elect Director Rebecca Jacoby	For	For	
			Management	1.7 1.8	Elect Director Robert P. Kelly	For	For	
			Management Management	1.9	Elect Director lan Paul Livingston Elect Director Deborah D. McWhinney	For For	For For	
	I		Management	1.10	Elect Director Maria R. Morris	For	For	
			Management	1.11	Elect Director Douglas L. Peterson	For	For	
	I		Management	1.12	Elect Director Edward B. Rust, Jr.	For	For	
			Management Management	1.13 1.14	Elect Director Richard E. Thornburgh Elect Director Gregory Washington	For For	For For	
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
		1	Management	3	Ratify Ernst & Young LLP as Auditors	For	For	
Service Corporation International	USA	04-mai-22	Management	1a	Elect Director Alan R. Buckwalter	For	For	
			Management	1b	Elect Director Anthony L. Coelho	For	For	
	I		Management Management	1c 1d	Elect Director Jakki L. Haussler Elect Director Victor L. Lund	For For	For For	
			Management Management	1d 1e	Elect Director Victor L. Lund Elect Director Ellen Ochoa	For	For For	
	I		Management	1f	Elect Director Thomas L. Ryan	For	For	
			Management	1g	Elect Director C. Park Shaper	For	For	
	I		Management	1h	Elect Director Sara Martinez Tucker	For	For	
			Management	1i	Elect Director W. Blair Waltrip	For	For	
		1	Management Management	1j 2	Elect Director Marcus A. Watts Ratify PricewaterhouseCoopers LLP as Auditors	For For	For For	
			Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
SKAN Group AG	Switzerland	04-mai-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
	I		Management	2	Approve Discharge of Board of Directors	For	For	
			Management	3	Approve Allocation of Income and Dividends of CHF 0.24 per Share	For	For	The second IDOId lead to second discoults in each ship lead of a second
			Management Management	4.1.1 4.1.2	Reelect Gert Thoenen as Director and Board Chair Reelect Oliver Baumann as Director	For For	For For	The company IPO'd last year so diversity is probably less of a concern than high competence at BoD level The company IPO'd last year so diversity is probably less of a concern than high competence at BoD level
		1	Management	4.1.2	Reelect Cornelia Gehrig as Director	For	For	The sompany is a a last year so diversity is probably less of a conform than high competence at DOD level
			Management	4.1.4	Reelect Thomas Huber as Director	For	For	
		1	Management	4.1.5	Reelect Beat Luethi as Director	For	For	
	I		Management	4.1.6	Reelect Gregor Plattner as Director	For	For	The company IPO'd last year so diversity is probably less of a concern than high competence at BoD level
			Management Management	4.1.7 5.1.1	Reelect Patrick Schaer as Director Reappoint Beat Luethi as Member of the Personnel and Compensation Committee	For For	For For	The company IPO'd last year so diversity is probably less of a concern than high competence at BoD level The company IPO'd last year so diversity is probably less of a concern than high competence at BoD level
			Management	5.1.2	Reappoint Gert Thoenen as Member of the Personnel and Compensation Committee	For	For	The company IPO'd last year so diversity is probably less of a concern than high competence at BoD level
		1	Management	5.1.3	Reappoint Oliver Baumann as Member of the Personnel and Compensation Committee	For	For	The company IPO'd last year so diversity is probably less of a concern than high competence at BoD level
			Management	6	Approve Remuneration Report (Non-Binding)	For	For	
			Management Management	7 8	Approve Remuneration of Directors in the Amount of CHF 550,000 Approve Remuneration of Executive Committee in the Amount of CHF 7.6 Million	For For	For For	
			Management	9	Ratify BDO AG as Auditors	For	For	
	I		Management	10	Designate v.FISCHER Recht AG as Independent Proxy	For	For	
			Management	11	Transact Other Business (Voting)	For	Against	A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case
		1	l					new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content
			I					of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.
Unilever Plc	United Kingdom	04-mai-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	uno nom on a productionary basis.
0.1100	Jimea Kinguolli	V111al-22	Management	2	Approve Remuneration Report	For	For	
		1	Management	3	Re-elect Nils Andersen as Director	For	For	
1			Management	4	Re-elect Judith Hartmann as Director	For	For	
i		1	Management	5 6	Re-elect Alan Jope as Director Re-elect Andrea Jung as Director	For For	For For	
1		ı	Management	ь	Re-elect Andrea Jung as Director Re-elect Susan Kilsby as Director	For	For	
		l	Management	7			1.01	
			Management Management	7 8			For	
			Management Management	9	Re-elect Strive Masiyiwa as Director Re-elect Youngme Moon as Director	For For	For For	
			Management Management Management	9	Re-elect Strive Masiyiwa as Director Re-elect Youngme Moon as Director Re-elect Graeme Pitkethly as Director	For For For	For For	
			Management Management Management Management	9 10 11	Re-elect Strive Masiyiwa as Director Re-elect Youngme Moon as Director Re-elect Graeme Pitkethly as Director Re-elect Feike Sijbesma as Director	For For For For	For For For	
			Management Management Management Management Management	9 10 11 12	Re-elect Strive Masiyiwa as Director Re-elect Youngme Moon as Director Re-elect Graeme Pitkethiy as Director Re-elect Feike Sijbesma as Director Elect Adrian Hennah as Director	For For For For	For For For	
			Management Management Management Management	9 10 11 12 13	Re-elect Strive Masiyiwa as Director Re-elect Youngme Moon as Director Re-elect Graeme Pitkethly as Director Re-elect Feike Sijbesma as Director Elect Adrian Hennah as Director Elect Ruby Lu as Director	For For For For For	For For For For	
			Management Management Management Management Management Management	9 10 11 12	Re-elect Strive Masiyiwa as Director Re-elect Youngme Moon as Director Re-elect Graeme Pitkethiy as Director Re-elect Feike Sijbesma as Director Elect Adrian Hennah as Director	For For For For	For For For	

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management	Vote	Significant votes - Rationales
Jompany Name	- Odini y	meeting Date		Number		Recommendation	Decision	Symmount Totol Nationalis
			Management	17	Authorise Issue of Equity	For	For	
			Management Management	18 19	Authorise Issue of Equity without Pre-emptive Rights Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or	For For	For For	
					Other Capital Investment			
			Management	20	Authorise Market Purchase of Ordinary Shares	For	For	
Boston Scientific Corporation	USA	05-mai-22	Management Management	21 1a	Authorise the Company to Call General Meeting with Two Weeks' Notice Elect Director Nelda J. Connors	For For	For For	
Bostori Scientific Corporation	USA	05-IIIai-22	Management	1b	Elect Director Charles J. Dockendorff	For	For	
			Management	1c	Elect Director Yoshiaki Fujimori	For	For	
			Management	1d	Elect Director Donna A. James	For	For	
			Management Management	1e 1f	Elect Director Edward J. Ludwig Elect Director Michael F. Mahoney	For For	For For	
			Management	1g	Elect Director David J. Roux	For	For	
			Management	1h	Elect Director John E. Sununu	For	For	
			Management Management	1i 1i	Elect Director David S. Wichmann Elect Director Ellen M. Zane	For For	For For	
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Management	3	Ratify Ernst & Young LLP as Auditors	For	For	
			Management	4	Amend Qualified Employee Stock Purchase Plan	For	For	
Ceres Power Holdings plc	United Kingdom	05-mai-22	Management Management	1	Accept Financial Statements and Statutory Reports Reappoint BDO LLP as Auditors	For For	For For	
			Management	3	Authorise Board to Fix Remuneration of Auditors	For	For	
			Management	4	Elect Dame Julia King as Director	For	For	
			Management	5	Elect Eric Lakin as Director	For	For	
			Management Management	6	Elect Trine Borum Bojsen as Director Re-elect Stephen Callaghan as Director	For For	For For	
			Management	8	Re-elect Varren Finegold as Director	For	For	The BoD is already increasing its diversity (election of two female members out of the 3 new members and out of 6 in total)
			Management	9	Re-elect Uwe Glock as Director	For	For	
			Management Management	10 11	Authorise Issue of Equity Authorise Issue of Equity without Pre-emptive Rights	For For	For For	
			Management	12	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or	For	For	
			-		Other Capital Investment			
Ecolab Inc.	USA	05-mai-22	Management	13	Adopt New Articles of Association Elect Director Shari L. Ballard	For For	For	
Ecolad Inc.	USA	05-mai-22	Management Management	1a 1b	Elect Director Shari L. Ballard Elect Director Barbara J. Beck	For	For For	
			Management	1c	Elect Director Christophe Beck	For	For	
			Management	1d	Elect Director Jeffrey M. Ettinger	For	For	
			Management	1e 1f	Elect Director Arthur J. Higgins	For	For	
			Management Management	1g	Elect Director Michael Larson Elect Director David W. MacLennan	For For	For For	
			Management	1h	Elect Director Tracy B. McKibben	For	For	
			Management	1i	Elect Director Lionel L. Nowell, III	For	For	
			Management Management	1j 1k	Elect Director Victoria J. Reich Elect Director Suzanne M. Vautrinot	For For	For For	
			Management	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Elect Director Suzanne M. Vautrinot Elect Director John J. Zillmer	For	For	
			Management	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	
			Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Shareholder	4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	Against	A vote AGAINST this proposal is warranted as the proposed right could be unilaterally exercised by a single active shareholder
Fluidra SA	Spain	05-mai-22	Management	1	Approve Consolidated and Standalone Financial Statements	For	For	
			Management	2	Approve Non-Financial Information Statement	For	For	
			Management Management	3 4	Approve Treatment of Net Loss Approve Discharge of Board	For For	For For	
			Management	5	Approve Discharge of Board Approve Dividends Charged Against Reserves	For	For	
			Management	6	Renew Appointment of Ernst & Young as Auditor	For	For	
			Management	7	Ratify Appointment of and Elect Barbara Borra as Director	For	For	
			Management	8	Elect Bernat Garrigos Castro as Director	For	Against	A vote FOR Item 7 is warranted due to a lack of concerns about the independent director nominee. A vote FOR Item 9.1 is warranted due to a lack of concerns about the CEO nominee. A vote AGAINST the (re)elections of NI-NEDs under Items 8, 9.3
								and 9.3 is warranted, as the board does not meet the 50 percent independent guideline applicable to Spain-incorporated, non-
							l	controlled companies. In addition, these nominees are all male and the board is insufficiently diverse.
			Management	9.1	Reelect Bruce W. Brooks as Director	For	For	A vete FOR Item 7 is wearented due to a look of concerns about the independent discrete access A vet. FOR it
			Management	9.2	Reelect M. Steven Langman as Director	For	Against	A vote FOR Item 7 is warranted due to a lack of concerns about the independent director nominee. A vote FOR Item 9.1 is warranted due to a lack of concerns about the CEO nominee. A vote AGAINST the (re)elections of NI-NEDs under Items 8, 9.
				1			l	and 9.3 is warranted, as the board does not meet the 50 percent independent guideline applicable to Spain-incorporated, non-
				l		_	l	controlled companies. In addition, these nominees are all male and the board is insufficiently diverse.
			Management	9.3	Reelect Jose Manuel Vargas Gomez as Director	For	Against	A vote FOR Item 7 is warranted due to a lack of concerns about the independent director nominee. A vote FOR Item 9.1 is warranted due to a lack of concerns about the CEO nominee. A vote AGAINST the (re)elections of NI-NEDs under Items 8, 9.
				1			l	warranted due to a lack of concerns about the CEO nominee. A vote AGAINST the (rejelections of NI-NEDs under items 8, 9, and 9.3 is warranted, as the board does not meet the 50 percent independent guideline applicable to Spain-incorporated, non-
		ı		1			l	controlled companies. In addition, these nominees are all male and the board is insufficiently diverse.
					In the state of th	For	For	·
			Management	10.1	Amend Article 16 Re: Authorized Capital			
			Management	10.2	Amend Article 25 Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	For	For	
			Management Management	10.2 10.3	Amend Article 25 Re: Allow Shareholder Meetings to be Held in Virtual-Only Format Amend Article 26 Re: Meeting Location and Time	For For	For For	
			Management	10.2	Amend Article 25 Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management	Vote	Significant votes - Rationales
Company Name	Country	weeting Date	Proponent	Number	rioposai iext	Recommendation	Decision	Significant votes - Rationales
			Management	10.7	Amend Article 47 Re: Annual Corporate Governance Report and Annual Report on	For	For	
			Management	10.8	Directors' Compensation Amend Article 53 Re: Annual Report	For	For	
			Management	11.1	Amend Article 53 Re. Affidal Report Amend Article 6 of General Meeting Regulations Re: Allow Shareholder Meetings to be Held	For	For	
			ľ		in Virtual-Only Format			
			Management	11.2	Amend Article 10.bis of General Meeting Regulations Re: Remote Attendance	For	For	
			Management	11.3	Amend Article 14 of General Meeting Regulations Re: Planning, Resources and Meeting Location	For	For	
			Management	11.4	Amend Article 18 of General Meeting Regulations Re: Shareholders' Registration	For	For	
			Management	11.5	Amend Article 20 of General Meeting Regulations Re: Requests to Intervene	For	For	
			Management Management	11.6 11.7	Amend Article 21 of General Meeting Regulations Re: Interventions of Shareholders Amend Article 22 of General Meeting Regulations Re: Right to Information During the	For For	For For	
			Wanagement	11.7	General Meeting	101	101	
			Management	11.8	Amend Article 24 of General Meeting Regulations Re: Voting of Proposals	For	For	
			Management Management	11.9 12	Amend Article 25 of General Meeting Regulations Re: Adoption of Resolutions Advisory Vote on Remuneration Report	For For	For For	
			Management	13	Approve Remuneration Policy	For	For	
			Management	14	Approve Annual Maximum Remuneration	For	For	
			Management Management	15 16	Approve Long-Term Incentive Plan Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked	For For	For Against	A vote AGAINST these items is warranted, as the proposed requests do not meet the 10 percent guideline for non-rights
			ivianagement	10	Securities, Excluding Preemptive Rights of up to 20 Percent	101	Against	placements.
			Management	17	Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities	For	Against	A vote AGAINST these items is warranted, as the proposed requests do not meet the 10 percent guideline for non-rights
					up to EUR 500 Million with Exclusion of Preemptive Rights up to 20 Percent of Capital			placements.
			Management	18	Authorize Issuance of Non-Convertible Bonds/Debentures and/or Other Debt Securities up to	For	For	
			Managomoni		EUR 1.2 Billion	1 51		
			Management	19	Authorize Share Repurchase and Capital Reduction via Amortization of Repurchased	For	For	
			Management	20	Shares Authorize Board to Ratify and Execute Approved Resolutions	For	For	
KBC Group SA/NV	Belgium	05-mai-22	Management	4	Approve Financial Statements, Allocation of Income, and Dividends of EUR 10.60 per Share	For	For	
			l			_	_	
			Management Management	5	Approve Remuneration Report Approve Remuneration Policy	For For	For For	
			Management	7	Approve Nethalian Gloy Approve Discharge of Directors	For	For	
			Management	8	Approve Discharge of Auditors	For	For	
			Management	9 10	Approve Auditors' Remuneration Ratify PricewaterhouseCoopers as Auditors and Approve Auditors' Remuneration	For For	For For	
			Management Management	11.1	Reelect Christine Van Rijsseghem as Director	For		A vote FOR the election of Alicia Reyes Revuelta is warranted because: * The nominee is elected for a period not exceeding
			J					four years; "The candidate appears to possess the necessary qualifications for board membership; and "There is no known" controversy concerning the candidate. A vote AGAINST the elections of Christine Van Rijsseghem and Marc Wittemans is warranted because the nominees are non-independent whereas the board lack sufficient independence among its members. Furthermore, Marc Wittemans is chairman of the audit committee as a non-independent director.
			Management	11.2	Reelect Marc Wittemans as Director	For	Against	A vote FOR the election of Alicia Reyes Revuelta is warranted because: "The nominee is elected for a period not exceeding four years; "The candidate appears to possess the necessary qualifications for board membership; and "There is no known controversy concerning the candidate. A vote AGAINST the elections of Christine Van Rijsseghem and Marc Wittemans is warranted because the nominees are non-independent whereas the board lack sufficient independence among its members. Furthermore, Marc Wittemans is chairman of the audit committee as a non-independent director.
			Management	11.3	Elect Alicia Reyes Revuelta as Independent Director	For	For	
Lonza Group AG	Switzerland	05-mai-22	Management Management	12	Authorize Repurchase of Up to 10 Percent of Issued Share Capital Accept Financial Statements and Statutory Reports	For For	For For	
Loriza Group AG	Switzeriand	05-IIIai-22	Management	2	Approve Remuneration Report	For	For	
			Management	3	Approve Discharge of Board and Senior Management	For	For	
			Management Management	4 5.1.1	Approve Allocation of Income and Dividends of CHF 3.00 per Share Reelect Albert Baehny as Director	For For	For For	
			Management	5.1.1	Reelect Angelica Kohlmann as Director	For	For	
			Management	5.1.3	Reelect Christoph Maeder as Director	For	For	
			Management Management	5.1.4 5.1.5	Reelect Barbara Richmond as Director Reelect Juergen Steinemann as Director	For For	For For	
			Management	5.1.6	Reelect Olivier Verscheure as Director	For	For	
			Management	5.2.1	Elect Marion Helmes as Director	For	For	
			Management	5.2.2	Elect Roger Nitsch as Director	For	For	
			Management Management	5.3 5.4.1	Reelect Albert Baehny as Board Chair Reappoint Angelica Kohlmann as Member of the Nomination and Compensation Committee	For For	For For	
			Management	5.4.2	Reappoint Christoph Maeder as Member of the Nomination and Compensation Committee	For	For	
			Management	5.4.3	Reappoint Juergen Steinemann as Member of the Nomination and Compensation Committee	For	For	
			Management	6	Ratify KPMG Ltd as Auditors	For	For	
			Management	7	Designate ThomannFischer as Independent Proxy	For	For	
			Management Management	8 9.1	Approve Remuneration of Directors in the Amount of CHF 2.9 Million Approve Fixed Remuneration of Executive Committee in the Amount of CHF 6.5 Million for	For For	For For	
			Management	5.1	the Period July 1, 2022 - June 30, 2023			
			Management	9.2	Approve Variable Short-Term Remuneration of Executive Committee in the Amount of CHF 4.9 Million for Fiscal Year 2021	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management		Significant votes - Rationales
			Management	Number 9.3	Approve Variable Long-Term Remuneration of Executive Committee in the Amount of CHF	Recommendation For	Decision For	
	1		Management	9.3	11.1 Million for Fiscal Year 2022	Foi	FOI	
	1		Management	10	Transact Other Business (Voting)	For	Against	A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case
	1							new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against
								this item on a precautionary basis.
Mettler-Toledo International Inc.	USA	05-mai-22	Management	1.1	Elect Director Robert F. Spoerry	For	For	
	1		Management Management	1.2 1.3	Elect Director Wah-Hui Chu Elect Director Domitille Doat-Le Bigot	For For	For For	
	1		Management	1.4	Elect Director Olivier A. Filliol	For	For	
	1		Management	1.5	Elect Director Elisha W. Finney	For	For	
	1		Management Management	1.6 1.7	Elect Director Richard Francis Elect Director Michael A. Kelly	For For	For For	
	1		Management	1.8	Elect Director Thomas P. Salice	For	For	
	1		Management	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	
Meyer Burger Technology AG	Switzerland	05-mai-22	Management Management	1.1	Advisory Vote to Ratify Named Executive Officers' Compensation Accept Financial Statements and Statutory Reports	For For	For For	
Weyer Burger recritiology AG	Switzeriand	03-111ai-22	Management	1.2	Approve Remuneration Report	For	For	
	1		Management	2	Approve Treatment of Net Loss	For	For	
	1		Management Management	3 4.1.1	Approve Discharge of Board and Senior Management Reelect Franz Richter as Director	For For	For For	
	1		Management	4.1.1	Reelect Andreas Herzog as Director	For	For	
	1		Management	4.1.3	Reelect Mark Kerekes as Director	For	For	
	1		Management	4.1.4	Reelect Urs Schenker as Director	For	For	
	1		Management Management	4.1.5 4.1.6	Elect Katrin Wehr-Seiter as Director Reelect Franz Richter as Board Chair	For For	For For	
	1		Management	4.2.1	Reappoint Andreas Herzog as Member of the Nomination and Compensation Committee	For	For	
	1		Management	4.2.2	Reappoint Urs Schenker as Member of the Nomination and Compensation Committee	For	For	We are comfortable with the current composition of the Board.
	1		Management Management	5 6	Ratify PricewaterhouseCoopers AG as Auditors Designate Andre Weber as Independent Proxy	For For	For For	
	1		Management	7.1	Approve Remuneration of Directors in the Amount of CHF 955,000	For	For	
	1		Management	7.2	Approve Remuneration of Executive Committee in the Amount of CHF 3.5 Million for Fiscal	For	For	
	1			7.3	Year 2022 Approve Remuneration of Executive Committee in the Amount of CHF 3.8 Million for Fiscal	For	For	
	1		Management	7.3	Year 2023	For	For	
	1		Management	8	Approve Increase in Conditional Capital Pool to CHF 6.3 Million for Employee Shareholdings	For	For	
	1		Management	9	Transact Other Business (Voting)	For	Against	A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case
	1		Wanagement	J	Transact Other Eddiness (Voling)	'0'	Against	new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content
								of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.
Mondi Plc	United Kingdom	05-mai-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	uns nem on a precaduloriary basis.
			Management	2	Approve Remuneration Report	For	For	
	1		Management	3	Approve Final Dividend	For	For	
	1		Management Management	5	Re-elect Svein Richard Brandtzaeg as Director Re-elect Sue Clark as Director	For For	For For	
	1		Management	6	Re-elect Andrew King as Director	For	For	
	1		Management	7	Re-elect Mike Powell as Director	For	For	
	1		Management Management	8 9	Re-elect Dominique Reiniche as Director Re-elect Dame Angela Strank as Director	For For	For For	
	1		Management	10	Re-elect Philip Yea as Director	For	For	
	1		Management	11	Re-elect Stephen Young as Director	For	For	
	1		Management Management	12 13	Reappoint PricewaterhouseCoopers LLP as Auditors Authorise the Audit Committee to Fix Remuneration of Auditors	For For	For For	
	1		Management	14	Authorise Issue of Equity	For	For	
	1		Management	15	Authorise Issue of Equity without Pre-emptive Rights	For	For	
	1		Management Management	16 17	Authorise Market Purchase of Ordinary Shares Authorise the Company to Call General Meeting with Two Weeks' Notice	For For	For For	
Nexi SpA	Italy	05-mai-22	Management	1	Approve Financial Statements, Statutory Reports, and Allocation of Income	For	For	
· '	1 ′		Management	2a	Fix Number of Directors	For	For	
	1		Management	2b	Fix Board Terms for Directors	For	For	This would be a second of COR because & Chambridge on a second of the AThird shall be a because of faith by
	1		Shareholder	2c.1	Slate 1 Submitted by Institutional Investors (Assogestioni)	None	For	This resolution warrants a vote FOR because: *Shareholders can support only one slate. *This slate has been put forth by minority shareholders, and these nominees could therefore be the best positioned to represent the interests of minority
						l		shareholders and carry out an effective oversight on the management's behavior. * Candidates on this list have agreed to
1	1					l	l	adhere to the chart of corporate governance principles adopted by Assogestioni.
			Shareholder	2c.2	Slate 2 Submitted by CDP Equity SpA, FSIA Investimenti SrI, Mercury UK Holdco Limited, AB Europe (Luxembourg) Investment Sarl, Eagle (AIBC) & CY SCA and Evergood H&F Lux	None	Against	Vote AGAINST this slate because: * Shareholders can support only one slate. * Slate number 1 is better positioned to represent the long-term interests of minority shareholders and carry out an independent oversight of the management's action.
	1				Sarl	l		
				2d	Approve Remuneration of Directors	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management	Vote	Significant votes - Rationales
- Timpuny riamo	- Jounny	mooting Date	- 1 oponent	Number		Recommendation	Decision	- Nationalo
			Shareholder	3a.1	Slate 1 Submitted by Institutional Investors (Assogestioni)	None	Against	This item warrants a vote AGAINST because: * Shareholders can support only one slate. * All proposed candidates under both slates possess the professional experience to fulfill their role of statutory auditors. * With only two slates presented, candidates are not competing for the same spots on the board of internal auditors. * The second most voted slate will appoint the Chair of the board of internal auditors. As such supporting Slate 2 will increase the chances that the Chair of the board of internal auditors will be elected from this slate, presented by a group of institutional investors through Assogestioni. * Supporting Slate 2 would ensure that all statutory auditors are elected through the slate election mechanism, with no uncertainty on the vote outcome. Institutional investors who have contributed to present this slate through Assogestioni may want to make sure that they support the slate proposed under this item in order to prevent possible allegation of links with the slate submitted by the board.
			Shareholder	3a.2	Slate 2 Submitted by CDP Equity SpA, FSIA Investimenti SrI, Mercury UK Holdco Limited, AB Europe (Luxembourg) Investment Sarl and Eagle (AIBC) & CY SCA	None	For	This item warrants a vote FOR because: * Shareholders can support only one slate. * All proposed candidates under both slates possess the professional experience to fulfill their role of statutory auditors. * With only two slates presented, candidates are not competing for the same spots on the board of internal auditors. * The second most voted slate will appoint the Chair of the board of internal auditors. As such supporting this slate will increase the chances that the Chair of the board of internal auditors will be elected from Slate 1, presented by a group of institutional investors through Assogestioni. * Supporting this slate would ensure that all statutory auditors are elected through the slate election mechanism, with no uncertainty on the vote outcome.
			Shareholder	3b	Appoint Chairman of Internal Statutory Auditors	None	For	This item warrants a vote FOR because this is a non-contentious proposal.
		1	Management	3c	Approve Internal Auditors' Remuneration	For	For	
		1	Management	4	Adjust Remuneration of External Auditors	For	For	
		1	Management Management	5a 5b	Approve Remuneration Policy Approve Second Section of the Remuneration Report	For For	For For	
		1	Management	6	Approve Section of the Kennuneration Report Approve Long Term Incentive Plan	For	Against	A vote AGAINST these items is warranted because insufficient disclosure is provided on performance targets.
		1	Management	7	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	For	A vote Advance i trede terrio is warranted because insulnionia disclosure is provided on performance targets.
		1	Management	1	Authorize Board to Increase Capital to Service Long Term Incentive Plan	For	Against	A vote AGAINST these items is warranted because insufficient disclosure is provided on performance targets.
			Management	Α	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	None	Against	
Schneider Electric SE	France	05-mai-22	Management	1	Approve Financial Statements and Statutory Reports	For	For	
		1	Management Management	3	Approve Consolidated Financial Statements and Statutory Reports Approve Allocation of Income and Dividends of EUR 2.90 per Share	For For	For For	
			Management	4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of	For	For	
			Management	5	New Transactions Renew Appointment of Mazars as Auditor	For	For	
		1	Management	6	Appoint PricewaterhouseCoopers Audit as Auditor	For	For	
		1	Management	7	Approve Compensation Report of Corporate Officers	For	For	
		1	Management	8	Approve Compensation of Jean-Pascal Tricoire, Chairman and CEO	For	For	
		1	Management	9	Approve Remuneration Policy of Chairman and CEO	For For	For	
		1	Management Management	10 11	Approve Remuneration Policy of Directors Reelect Linda Knoll as Director	For For	For For	
		1	Management	12	Reelect Anders Runevad as Director	For	For	
		1	Management	13	Elect Nivedita Krishnamurthy (Nive) Bhagat as Director	For	For	
		1	Management	14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	
		1	Management	15	Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	For	For	
		1	Management Management	16 17	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for	For For	For For	
		1	iviariagement	l ''	Employees of International Subsidiaries	1 01	1 101	
		1	Management	18	Approve Merger by Absorption of IGE+XAO by Schneider	For	For	
			Management	19	Authorize Filing of Required Documents/Other Formalities	For	For	
Stadler Rail AG	Switzerland	05-mai-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
		1	Management Management	2	Approve Allocation of Income and Dividends of CHF 0.90 per Share Approve Discharge of Board and Senior Management	For For	For For	
		1	Management	4.1	Reelect Peter Spuhler as Director	For	For	We are comfortable with the current composition and level of independence of the Board.
		1	Management	4.2	Reelect Hans-Peter Schwald as Director	For	For	We are comfortable with the current composition and level of independence of the Board.
		1	Management	4.3	Reelect Barbara Egger-Jenzer as Director	For	For	
		1	Management	4.4	Reelect Christoph Franz as Director	For	For For	
		1	Management Management	4.5 4.6	Reelect Wojciech Kostrzewa as Director Reelect Doris Leuthard as Director	For For	For	
		1	Management	4.7	Reelect Kurt Rueegg as Director	For	For	We are comfortable with the current composition and level of independence of the Board.
		1	Management	4.8	Elect Stefan Asenkerschbaumer as Director	For	For	l ' '
		1	Management	5	Reelect Peter Spuhler as Board Chair	For	For	We are comfortable with the current composition and level of independence of the Board.
l		1	Management	6.1	Reappoint Barbara Egger-Jenzer as Member of the Compensation Committee	For	For	
l			Management Management	6.2 6.3	Reappoint Christoph Franz as Member of the Compensation Committee Reappoint Peter Spuhler as Member of the Compensation Committee	For For	For For	We are comfortable with the current composition and level of independence of the Board.
l			Management	6.4	Reappoint Hans-Peter Schwald as Member of the Compensation Committee	For	For	We are comfortable with the current composition and level of independence of the Board. We are comfortable with the current composition and level of independence of the Board.
	1		Management	7	Ratify KPMG AG as Auditors	For	For	
	1		Management	8	Designate Ulrich Mayer as Independent Proxy	For	For	
l			Management	9	Approve Remuneration Report (Non-Binding)	For	For	
l			Management Management	10.1 10.2	Approve Remuneration of Directors in the Amount of CHF 2 Million Approve Remuneration of Executive Committee in the Amount of CHF 8.3 Million	For For	For For	
			Management	11.2	Approve Remuneration of Executive Committee in the Amount of CHF 6.3 Million Transact Other Business (Voting)	For		A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best intest to vote against
l	I	1	l	l	I	I	l	this item on a precautionary basis.

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
STRABAG SE	Austria	05-mai-22	Shareholder Shareholder	2	Decrease Size of Supervisory Board from Four to Three Members Dismiss Supervisory Board Member Thomas Bull	None	Against	warranted because: "The proponent has failed to provide a compelling rationale that the targeted board member is not fit to serve in his capacity as supervisory board member; and "The proponent has not explained how the decrease in board size and removal of this director would have a positive impact on shareholder value. Notwithstanding that, we note that the targeted board member is a representative of the second largest shareholder, Rasperia Trading Ltd, whose Russian owner Oleg Deripaska has been sanctioned by the European Union. However, it should be noted that Thomas Bull is not a sanctioned individual and based on the available information there are no indications that his presence on the board could be harmful for
Trex Company, Inc.	USA	05-mai-22	Management	1.1	Elect Director Bryan H. Fairbanks	For	For	the company.
The company, ite.		00-11141-22	Management Management Management Management	1.2 1.3 2 3	Elect Director Michael F. Golden Elect Director Kristine L. Juster Advisory Vote to Ratify Named Executive Officers' Compensation Increase Authorized Common Stock	For For For For	For For Against For	We prefer to vote AGAINST since the remuneration policy lacks concrete sustainability focused non-financial KPIs
United Rentals, Inc.	USA	05-mai-22	Management Management	4 1a	Ratify Ernst & Young LLP as Auditors Elect Director Jose B. Alvarez	For For	For For	
Office (Circuit, inc.		00-11141-22	Management Management Management Management Management Management	1b 1c 1d 1e 1f	Elect Director Marc A. Bruno Elect Director Marc A. Bruno Elect Director Matthew J. Flannery Elect Director Matthew J. Flannery Elect Director Bobby J. Griffin Elect Director Kim Harris Jones	For For For For For	For For For For	
			Management Management Management Management	1g 1h 1i 1j	Elect Director Terri L. Kelly Elect Director Michael J. Kneeland Elect Director Gracia C. Martore Elect Director Shiv Singh	For For For For	For For For	
			Management Management Management Shareholder	2 3 4 5	Ratify Ernst & Young LLP as Auditors Advisory Vote to Ratify Named Executive Officers' Compensation Reduce Ownership Threshold for Special Shareholder Meetings to 15% Reduce Ownership Threshold for Special Shareholder Meetings to 10%	For For For Against	For For For	A vote FOR this proposal is warranted. Lowering the ownership threshold from 25 percent (or 15 percent, if Item 4 is approved)
YETI Holdings, Inc.	USA	05-mai-22	Management	1.1	Elect Director Frank D. Gibeau	For	Withhold	to 10 percent would improve shareholders' ability to use the special meeting right. WITHHOLD votes are warranted for director nominees Matthew Reintjes and Frank Gibeau given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents
			Management	1.2	Elect Director Matthew J. Reintjes	For		of subject of a suiser requirement, in experimingly over requirement or eract certain changes on the governing occurrents and the classified board, each of which adversely impacts shareholder rights. WITHHOLD votes are warranted for director nominees Matthew Reintjes and Frank Gibeau given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.
			Management Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation Ratify PricewaterhouseCoopers LLP as Auditors	For For	For Against	A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 32.97 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.
Fox Factory Holding Corp.	USA	06-mai-22		1.1	Elect Director Thomas E. Duncan	For	For	
			Management Management	1.2 2	Elect Director Jean H. Hlay Ratify Grant Thornton LLP as Auditors	For For	For For	
			Management	3	Approve Omnibus Stock Plan	For For	For For	
Rightmove Plc	United Kingdom	06-mai-22	Management Management	1	Advisory Vote to Ratify Named Executive Officers' Compensation Accept Financial Statements and Statutory Reports	For For	For	
			Management	2	Approve Remuneration Report	For	For	
			Management Management	3	Approve Final Dividend Appoint Ernst & Young LLP as Auditors	For For	For For	
			Management	5	Authorise Board to Fix Remuneration of Auditors	For	For	
			Management	6	Re-elect Andrew Fisher as Director	For	For	
			Management Management	7 8	Re-elect Peter Brooks-Johnson as Director Re-elect Alison Dolan as Director	For For	For For	
			Management	9	Re-elect Jacqueline de Rojas as Director	For	For	
			Management	10	Re-elect Rakhi Goss-Custard as Director	For	For	
1			Management Management	11 12	Re-elect Andrew Findlay as Director Re-elect Amit Tiwari as Director	For For	For For	
			Management	13	Re-elect Lorna Tilbian as Director	For	For	
1	1		Management	14	Authorise Issue of Equity	For	For	
			Management Management	15 16	Authorise Issue of Equity without Pre-emptive Rights Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or	For For	For For	
			Management	17	Other Capital Investment Authorise Market Purchase of Ordinary Shares	For	For	
1	1		Management Management	18 19	Authorise UK Political Donations and Expenditure Authorise the Company to Call General Meeting with Two Weeks' Notice	For For	For For	
	Switzerland	06-mai-22	Management	1.1	Accept Financial Statements and Statutory Reports	F	T	
Swissquote Group Holding Ltd.	Switzeriand	00-11141-22				For	For	
Swissquote Group Holding Ltd.	Swizerianu	00-11141-22	Management Management	1.1 1.2 2	Approve Remuneration Report (Non-Binding) Approve Allocation of Income and Dividends of CHF 2.20 per Share	For For	For For	

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management		Significant votes - Rationales
			Management	Number 4.1.1	Basis of Madria Davids on Director and Based Chair	Recommendation	Decision	
			Management Management	4.1.1	Reelect Markus Dennler as Director and Board Chair Reelect Monica Dell'Anna as Director	For For	For For	
			Management	4.1.3	Reelect Beat Oberlin as Director	For	For	
			Management	4.1.4	Reelect Jean-Christophe Pernollet as Director	For	For	
			Management	4.1.5	Reelect Michael Ploog as Director	For	For	
			Management	4.1.6	Elect Paolo Buzzi as Director	For	For	
			Management	4.1.7	Elect Demetra Kalogerou as Director	For	For	L.,
			Management Management	4.2.1 4.2.2	Reappoint Beat Oberlin as Member of the Nomination and Compensation Committee Reappoint Monica Dell'Anna as Member of the Nomination and Compensation Committee	For For	For For	We are comfortable with a combined nominations and compensation committee.
			ivianagement	4.2.2	Reappoint Monica Dell Anna as Member of the Normination and Compensation Committee	FOI	FUI	
			Management	4.2.3	Appoint Demetra Kalogerou as Member of the Nomination and Compensation Committee	For	For	
			Management	4.3	Ratify PricewaterhouseCoopers Ltd as Auditors	For	For	
			Management	4.4	Designate Juan Gil as Independent Proxy	For	For	
			Management	5.1	Approve Remuneration of Directors in the Amount of CHF 1.3 Million Approve Remuneration of Executive Committee in the Amount of CHF 8 Million	For For	For For	
			Management Management	5.2 6	Transact Other Business (Voting)	For		A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case
			Wanagement	ľ	Transact Other Business (Voling)	1 01	Against	new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content
			1					of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against
								this item on a precautionary basis.
Charles River Laboratories International, Inc.	USA	10-mai-22	Management Management	1.1	Elect Director James C. Foster	For	For	
			Management Management	1.2 1.3	Elect Director Nancy C. Andrews Elect Director Robert Bertolini	For For	For For	
	1		Management	1.3	Elect Director Robert Bertolini Elect Director Deborah T. Kochevar	For	For	1
	1		Management	1.4	Elect Director George Llado, Sr.	For	For	
			Management	1.6	Elect Director Martin W. Mackay	For	For	
	1		Management	1.7	Elect Director George E. Massaro	For	For	1
			Management	1.8	Elect Director C. Richard Reese	For	For	
			Management	1.9	Elect Director Richard F. Wallman	For	For	
			Management	1.10	Elect Director Virginia M. Wilson	For	For	
			Management Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation Ratify PricewaterhouseCoopers LLP as Auditors	For For	For For	
Danaher Corporation	USA	10-mai-22	Management	1a	Elect Director Rainer M. Blair	For	For	
Dananci Corporation	JOA	10-11141-22	Management	1b	Elect Director Linda Filler	For	For	
			Management	1c	Elect Director Teri List	For	For	We do not see a problem with the pledge exemptions that the audit committee granted, in line with Danaher's statement on the
			Management	1d	Elect Director Walter G. Lohr, Jr.	For	For	matter. We do not see a problem with the pledge exemptions that the audit committee granted, in line with Danaher's statement on the
			l., .	Ι.	5	_	۱ ـ	matter.
			Management Management	1e 1f	Elect Director Jessica L. Mega Elect Director Mitchell P. Rales	For For	For For	
			Management	1g	Elect Director Steven M. Rales	For	For	
			Management	1h	Elect Director Pardis C. Sabeti	For	For	
			Management	1i	Elect Director A. Shane Sanders	For	For	We do not see a problem with the pledge exemptions that the audit committee granted, in line with Danaher's statement on the
			Management	1j	Elect Director John T. Schwieters	For	For	matter. We do not see a problem with the pledge exemptions that the audit committee granted, in line with Danaher's statement on the
				1				matter.
			Management	1k	Elect Director Alan G. Spoon	For	For	
			Management Management	11 1m	Elect Director Raymond C. Stevens Elect Director Elias A. Zerhouni	For For	For For	
			Management	2	Ratify Ernst & Young LLP as Auditors	For	For	
			Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Shareholder	4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For	A vote FOR this proposal is warranted. Lowering the ownership threshold from 25 percent to 10 percent would improve
			1	l				shareholders' ability to use the special meeting right and no single shareholder would be able to act unilaterally to call a special
Dorling Ingradients Inc	USA	10 ===: 00	Managara	<u> </u>	Float Director Bondoll C. Chrone	F	<u> </u>	meeting at the proposed threshold.
Darling Ingredients Inc.	USA	10-mai-22	Management Management	1a 1b	Elect Director Randall C. Stuewe Elect Director Charles Adair	For For	For For	
	1		Management	10 1c	Elect Director Charles Adair Elect Director Beth Albright	For	For	
			Management	1d	Elect Director Celeste A. Clark	For	For	
			Management	1e	Elect Director Linda Goodspeed	For	For	
	1		Management	1f	Elect Director Enderson Guimaraes	For	For	
	1		Management	1g	Elect Director Dirk Kloosterboer	For	For	
			Management	1h	Elect Director Mary R. Korby	For	For	
			Management Management	1i 1i	Elect Director Gary W. Mize Elect Director Michael E. Rescoe	For For	For For	
			Management Management	2	Ratify KPMG LLP as Auditors	For	For	
			Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Vote AGAINST due to lack of sustainability factors to determine executive remuneration.
Ecopro BM Co., Ltd.	South Korea	10-mai-22	Management	1	Elect Cho Jae-jeong as a Member of Audit Committee	For	For	, , , , , , , , , , , , , , , , , , ,
Koninklijke DSM NV	Netherlands	10-mai-22	Management	3	Approve Remuneration Report	For	For	
	1		Management	4	Adopt Financial Statements and Statutory Reports	For	For	
			Management	5.b	Approve Dividends of EUR 2.50 Per Share	For	For	
			Management Management	6.a 6.b	Approve Discharge of Management Board Approve Discharge of Supervisory Board	For For	For For	
	1		Management	7	Reelect Geraldine Matchett to Management Board	For	For	1
	1		Management	8	Reelect Eileen Kennedy to Supervisory Board	For	For	
	1		Management	9	Ratify KPMG Accountants N.V as Auditors	For	For	
			Management	10.a	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Pre-	For	For	
I	I	I I	I	I	emptive Rights	I	I	l l

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management	Vote	Significant votes - Rationales
			Management	Number 10.b	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital in Connection with	Recommendation For	Decision For	
	1		· ·		a Rights Issue			
	1		Management Management	11 12	Authorize Repurchase of Up to 10 Percent of Issued Share Capital Approve Reduction in Share Capital through Cancellation of Shares	For For	For For	
Koninklijke Philips NV	Netherlands	10-mai-22	Management	2.b	Adopt Financial Statements and Statutory Reports	For	For	
			Management	2.c	Approve Dividends of EUR 0.85 Per Share	For	For	
			Management	2.d	Approve Remuneration Report	For	Against	A vote AGAINST is warranted. Although the remuneration report disclosure is in line with market practice, significant concerns
								are raised with respect to the adjustment of the STI and LTI outcomes, especially in light of the product recall (see company
								update section). The board decided – for remuneration purposes only, not accounting - to partially recognize unrealized revenues (STI) and profit (LTI) because of the supply chain challenges that would have otherwise been realized. The actual
								performance on comparable sales growth was below threshold whereas the adjustment ensures there is partial payout, and
								hence is a significant decision to adjust. Concerns are raised with respect to the absence of a compelling rationale for the need
								to adjust the outcome. Philips' performance is heavily impacted by the product recall, including on share price performance, which further raises the question whether it is fully appropriate to adjust outcomes, particularly because in the absence of the
								recall the STI and LTI would pay out. Additional concerns are raised with the limited background on the recognition of the EUR
								498 million in revenues and how this translates into target setting for next year
			Management Management	2.e 2.f	Approve Discharge of Management Board Approve Discharge of Supervisory Board	For For	For For	
			Management	3.a	Reelect Paul Stoffels to Supervisory Board	For	For	
			Management	3.b	Reelect Marc Harrison to Supervisory Board	For	For	
			Management	3.c	Elect Herna Verhagen to Supervisory Board	For	For	
			Management Management	3.d 4	Elect Sanjay Poonen to Supervisory Board Ratify Ernst & Young Accountants LLP as Auditors	For For	For For	
			Management	5.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	For	
			Management	5.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	For	
			Management	6	Authorize Repurchase of Up to 10 Percent of Issued Share Capital Approve Cancellation of Repurchased Shares	For	For	
Ming Yang Smart Energy Group Co., Ltd.	China	10-mai-22	Management Management	1	Approve Cancellation of Repurchased Shares Approve Report of the Board of Directors	For For	For For	
Willing Taning Official Energy Group Go., Etc.	Onnia	10-11141-22	Management	2	Approve Report of the Board of Supervisors	For	For	
			Management	3	Approve Report of the Independent Directors	For	For	
			Management	4	Approve Financial Statements Approve Annual Report and Summary	For For	For For	
			Management Management	6	Approve Arindal Report and Summary Approve Profit Distribution	For	For	
			Management	7	Approve Appraisal and Remuneration of Director	For	For	
			Management	8	Approve Appraisal and Remuneration of Independent Directors	For	For	
			Management Management	9 10	Approve Appraisal and Remuneration of Supervisor Approve Related Party Transaction	For For	For For	
			Management	11	Approve External Guarantee	For		A vote AGAINST is warranted because the level of guarantee to be provided to some of its subsidiaries is disproportionate to
			ľ		l ''		ľ	the level of ownership in the said subsidiaries. The company has failed to provide any justification in the meeting circular.
	1		Management	12	Approve Application of Credit Line	For	Against	A vote AGAINST is warranted because the proposed borrowing is considered excessive and may add to the company's
			ű				_	financial burden, which is deemed not in the best interests of shareholders.
Swire Properties Limited	Hong Kong	10-mai-22	Management Management	1a 1b	Elect Guy Martin Coutts Bradley as Director Elect Nicholas Adam Hodnett Fenwick as Director	For For	For For	
			Management	1c	Elect Spencer Theodore Fung as Director	For	For	
			Management	1d	Elect Merlin Bingham Swire as Director	For	For	
			Management	1e	Elect Timothy Joseph Blackburn as Director	For	For	
			Management Management	1f 2	Elect Ma Suk Ching Mabelle as Director Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their	For For	For For	
			Managomoni	_	Remuneration			
			Management	3	Authorize Repurchase of Issued Share Capital	For	For	
			Management	4	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	Against	A vote AGAINST this resolution is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares. * The company has not specified the discount limit.
Ulker Biskuvi Sanayi AS	Turkey	10-mai-22	Management	1	Open Meeting and Elect Presiding Council of Meeting	For	For	2.2. 2.2.2.2. Chargo. The company has not opposited and dissourt filling.
1	1		Management	2	Authorize Presiding Council to Sign Minutes of Meeting	For	For	
	1		Management Management	3 4	Accept Board Report Accept Audit Report	For For	For For	
	1		Management	5	Accept Financial Statements	For	For	
	1		Management	6	Approve Discharge of Board	For	For	
			Management	7	Elect Independent Director	For	For	
1	1		Management	8	Approve Director Remuneration	For	Against	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision.
1	1		Management	9	Approve Allocation of Income	For	For	
		I	Management	10	Amend Articles 7 Re: Capital Related	For	Against	A vote AGAINST this proposal is warranted because the potential prolongation of the authorized capital ceiling is not in line with
		I			i	For	For	commonly used safeguards regarding volume.
			Management	11	Ratify External Auditors			l
			Management Management	11 12	Ratify External Auditors Approve Upper Limit of Donations for 2022 and Receive Information on Donations Made in	For	Against	This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
			Management	12	Approve Upper Limit of Donations for 2022 and Receive Information on Donations Made in 2021	For	Against	This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
					Approve Upper Limit of Donations for 2022 and Receive Information on Donations Made in 2021 Grant Permission for Board Members to Engage in Commercial Transactions with Company			This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
			Management	12	Approve Upper Limit of Donations for 2022 and Receive Information on Donations Made in 2021 Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	For	Against	This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
Waste Management, Inc.	USA	10-mai-22	Management Management Management	12 14 1a	Approve Upper Limit of Donations for 2022 and Receive Information on Donations Made in 2021 Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law Elect Director James C. Fish, Jr.	For For	Against For	This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
Waste Management, Inc.	USA	10-mai-22	Management Management Management Management Management	12 14 1a 1b	Approve Upper Limit of Donations for 2022 and Receive Information on Donations Made in 2021 Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	For For For For	Against For For For	This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
Waste Management, Inc.	USA	10-mai-22	Management Management Management	12 14 1a	Approve Upper Limit of Donations for 2022 and Receive Information on Donations Made in 2021 Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law Elect Director James C. Fish, Jr. Elect Director Andres R. Gluski	For For	Against For	This item warrants a vote AGAINST due to a lack of disclosure on the resolution.

Management Manage	Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management	Vote	Significant votes - Rationales
Manual				Management		Elect Director William B. Plummer			
Management Man			1						
Management 2		1							
Management 3		1							
Septimization of the common of		1			_				L
Someway Note Company No. Second Second Note Notice Company No. Second Seco		1							
March Marc		1		Shareholder	4	Report on Civil Rights Addit	Against	FOI	A vote FOR this resolution is warranteed, as a report on an independent adult analyzing the adverse impacts of the company's business practices on the civil rights of its stakeholders would allow shareholders to better understand how the company is
March Marc			1						
Management 1	American Water Works Company, Inc.	USA	11-mai-22						
Management of the programment of		1							
Lead of the company o		1							
Management 1 Management 2 Management 3 Management 4 Management 5 Management 5 Management 5 Management 5 Management 6 Management 8 Management 8 Management 8 Management 9 Management 9 Management 1 Management 2 Management 2 Management 2 Management 3 Management 4 Management 3 Management 3 Management 3 Management 3 Management 4 Management 5 Management 4 Ma		1							
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Management 1 Management 2 Manag		1							
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Aborgerors 1 Support S		1							
Sharing the second of the second for the February Sharing Age Aucht Managament 1 Interest of Sharing		1			_				
Selection of Syndromical Uniform Agendance Order Management (According to the Syndromical Uniform Agendance) According to the Syndromical Uniform Agendance (According to the Syndromical Uniform Agendance) According to the Syndromical Uniform Agendance (According to the Syndromical Uniform Agendance) According to the Syndromical Uniform Agendance (According to the Syndromical Uniform Agendance) According to the Syndromical Uniform Agendance (According to the Syndromical Uniform Agendance) According to the Syndromical Uniform Agendance (According to the Syndromical Uniform Agendance) According to the Syndromical Uniform Agendance (According to the Syndromical Uniform A			1						A vote FOR this proposal is warranted, as an independent racial equity justice audit would help shareholders better assess the
Author Fleedings Control of Management					,				effectiveness of American Water's efforts to address racial inequity.
Authority Provided Company Authority Provided Company Authority Records Authority Reco		Turkey	11-mai-22	Management	1	Open Meeting and Elect Presiding Council of Meeting	For	For	
Access Statutor (Force 1) Access Statutor (F			1	Management	2		For	For	
Management 6 Management 7 September 1 Management 7 September 1 Management 8 Management 8 Management 9 Management 9 Management 1 Managem		1			3				
Management Man		1							
Mesigement 5 Mesig		1			5				
Management 1			1		, b				A vote ACAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from
Management 10 Approve Austr Committee Regulations, and For For For For For Part Management 11 Bank Department of Management 12 Approve Austr Committee Regulations (Part C				ivianagement	,	Approve Director Nermaneration	101	Against	
Management 1			1		8				
Management Management In Approve Dozentor Pelloy, Disclosural Pelloy, Disclosural Pelloy, Disclosural Pelloy, Disclosural Pelloy, Pellod Pello		1		Management	10		For	For	
Management		1		Managament	11		For	For	
Management 13 Approvileger Limit of Deviations of 2022 and Receive Information on Deviations Made in 2021 Storm Energy Corp. USA 11-mil-22 Management 12 Description of Four Management 12 Description From Propose in Accordance with Antides 200 and 50 of Limits Commental Law 200 of Management 12 Description of Limits Commental Law 200 of Management 12 Description of Limits Commental Law 200 of Management 12 Description of Limits Commental Law 200 of Limits Commental Law 200 of Management 12 Description of Limits Commental Law 200 of Management 12 Description of Limits Commental Law 200 of Management 12 Description of Limits Commental Law 200 of Management 12 Description of Limits Commental Law 200 of Management 12 Description of Limits Commental Law 200 of Management 12 Description of Limits Commental Law 200 of Management 12 Description of Limits Commental Law 200 of Management 12 Description of Limits Commental Law 200 of Management 12 Description of Limits Commental Law 200 of Management 12 Description of Limits Commental Law 200 of Management 12 Description of Limits Commental Law 200 of Management 12 Description of Limits Commental Law 200 of Management 12 Description of Limits Commental Law 200 of Management 12 Description of Limits Commental Law 200 of Management 12 Description of Limits Commental Law 200 of Management 12 Description of Management 12 Description of Limits Commental Law 200 of Management 12 Description of Limits Commental Law 200 of Management 12 Description of Limits Commental Law 200 of Management 12 Description of Limits Commental Law 200 of Management 12 Description of Limits Commental Law 200 of Management 12 Description of Limits Commental Law 200 of Management 12 Description of Limits Commental Law 200 of Management 12 Description of Limits Commental Law 200 of Management 12 Description of Management 12 Descrip				ivianagement	'''	Policy	101	1 01	
Management 14 Grant Permission for Board Members to Engage in Commercial Transactions with Company and Board Members to Engage in Commercial Transactions with Company and Board Members to Engage in Commercial Transactions with Company and Board Members to Engage in Commercial Transactions with Company and Board Members to Engage in Commercial Transactions with Company and Board Members to Engage in Commercial Transactions with Company and Board Members to Engage in Commercial Transactions with Company and Board Members to Engage in Commercial Transactions with Company and Board Members to Engage in Commercial Transactions with Company and Board Members to Engage in Commercial Transactions with Company and Board Members to Engage in Commercial Transactions with Company and Board Members to Engage in Commercial Transactions with Company and Board Members to Engage in Commercial Transactions with Company and Board Members to Engage in Commercial Transactions with Company and Board Members to Engage in Commercial Transactions with Company and Board Members to Engage in Commercial Transactions with Company and Board Members to Engage in Commercial Transactions with Company and Board Members to Engage in Commercial Transactions with Company and Engagement of Land Members to Engage in Commercial Transactions with Company and Engagement of Land Members to Engage in Commercial Transactions with Company and Engagement of Land Members to Engage in Commercial Transactions with Company and Engagement of Land Members to Engage in Commercial Transactions with Company and Engagement of Land Members to Engage in Commercial Transactions with Company and Engagement of Land Members to Engage in Commercial Transactions with Company and Engagement of Land Members to Engage in Commercial Transactions with Company and Engagement of Land Members to Engage in Commercial Engagement of Land Members to Engage in Commercial Engagement of Land Members to Engage in Commercial Commercial Commercial Commercial Commercial Commercial Commer		1							
Management 14 Gare Permissor for Board Members to Engage in Commonical Transactions with Companie May and Be Inching Companie Approach in Companie Management 1 Gard Permissor for Board Members to Engage in Commonical Canada (Supplied of Management) Gard Stoff of Valenth Commonical Canada (Supplied of Management) Gard Stoff of Valenth Commonical Canada (Supplied Of Valenth Commonical Canada			1	Management	13		For	Against	This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
Bloom Energy Corp. USA 11-mile 27 Management Management 12 Sect Director May K Bush Management Management 12 Sect Director May K Bush Management 13 Sect Director May K Bush Management Management 14 Advisory Vols to Ratify Named Executive Officers' Compensation 15 Advisory Vols to Ratify Named Executive Officers' Compensation 15 Advisory Vols to Ratify Named Executive Officers' Compensation 15 Advisory Vols to Ratify Named Executive Officers' Compensation 15 Advisory Vols to Ratify Named Executive Officers' Compensation 15 Advisory Vols to Ratify Named Executive Officers' Compensation 15 Advisory Vols to Ratify Named Executive Officers' Compensation 15 Advisory Vols to Ratify Named Executive Officers' Compensation 15 Advisory Vols to Ratify Named Executive Officers' Compensation 15 Advisory Vols to Ratify Named Executive Officers' Compensation 15 Advisory Vols to Ratify Named Executive Officers' Compensation 15 Advisory Vols to Ratify Named Executive Officers' Compensation 15 Advisory Vols to Ratify Named Executive Officers' Compensation 15 Advisory Vols to Ratify Named Executive Officers' Compensation 15 Advisory Vols to Ratify Named Executive Officers' Compensation 15 Advisory Vols to Ratify Named Executive Officers' Compensation 15 Advisory Vols to Ratify Named Executive Officers' Compensation 15 Advisory Vols to Ratify Named Executive Officers' Compensation 15 Advisory Vols to Ratify Named Executive Officers' Compensation 15 Advisory Vols to Ratify Named Executive Officers' Compensation 15 Advisory Vols to Ratify Named Executive Officers' Compensation 15 Advisory Vols to Ratify Named Executive Officers' Compensation 15 Advisory Vols to Ratify Named Executive Officers' Compensation 15 Advisory Vols to Ratify Named Executive Officers' Compensation 15 Advisory Vols to Ratify Named Executive Officers' Compensation 15 Advisory Vols to Ratify Named Executive Officers' Compensation 15 Advisory Vols to Ratify Named Executive Officers' Compensation			1	Management	14		For	For	
Seed Director May 1. 1-ma-22 Management 1.1 Elect Director May 15. Bush For Withhold Will Hill-HIDD Jodes are warranted for incumbent director nomines K. R. Shiftwa markages to the governing comments and the disselface board in fauth recomments and the disselface board in fauth recommendation of the properties of the properties of the properties of the properties of the recommendation of the properties of the recommendation of the properties of the properties of the recommendation of the prop			1	Wanagement		and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles	101	1 01	
Management 1.2 Elect Director KR Sridhar Management 1.2 Elect Director KR Sridhar Management 1.2 Elect Director KR Sridhar Management 2.3 Advisory Vote to Ratify Named Executive Officers' Compensation For Withhold Contents and the desidated location, the desidated location, the desidated location, the desidated location of t									
Management 1.2 Elect Director KR Sichlars For Withhold Countered and the classified board, each of which adversely impact activate choice register. Withhold Countered and the classified board, each of which adversely impact activate choice in machine director for immediate director immediate director for immediate director immediate director for immediate director im	Bloom Energy Corp.	USA	11-mai-22	Management	1.1	Elect Director Mary K. Bush	For	Withhold	
Management 1.2 Elect Director KR Sridher For Withhold Uniffered sea warranteed for incumbent director mornimes KR. Sridher and Many Subs, disen the board's failure recovering the properties of the classified board, each of which adversarily interest to enact certain changes to the government of the classified board, each of which adversarily interest to enact certain changes to the government of the classified board, each of which adversarily interest to enact certain changes to the government of the classified board, each of which adversarily interest to enact certain changes to the government of the classified board, each of which adversarily interest to enact certain changes to the provision of the classified board, each of which adversarily interest to enact the classified board, each of which adversarily interest of the quartee interest to enact the classified board, each of which adversarily interest to enact the classified board, each of which adversarily interest to enact the classified board, each of which adversarily interest to enact the classified board, each of which adversarily interest to enact the company to provide a firm commitment not to important the large to expect and the committee discretionarily interested to reprove the form the even in received to engage the manual number of the year preferred shares are not declawed and the board of the providence of the providence of the payout under the annual incertive propose. Ent SpA Italy I I I I I I I I I I I I I I I I I I I			1						
Management 1 2 Advisory Vote to Ratify Named Executive Officers' Compensation For Advisory Vote to Ratify Named Executive Officers' Compensation For Advisory Vote to Ratify Named Executive Officers' Compensation For Advisory Vote to Ratify Named Executive Officers' Compensation For Advisory Vote to Ratify Named Executive Officers' Compensation For Advisory Vote to Ratify Named Executive Officers' Compensation For Advisory Vote to Ratify Named Executive Officers' Compensation For Advisory Vote to Ratify Named Executive Officers' Compensation For Advisory Vote to Ratify Named Executive Officers' Compensation For Advisory Vote to Ratify Named Executive Officers' Compensation For Advisory Vote to Ratify Named Executive Officers' Compensation For Advisory Vote to Ratify Named Executive Officers' Compensation For Advisory Vote to Ratify Named Executive Officers' Compensation For Advisory Vote to Ratify Named Executive Officers' Compensation For Advisory Vote to Ratify Named Executive Officers' Compensation For Advisory Vote to Ratify Named Executive Officers' Compensation For Execution For Executi		1		Management	1.2	Elect Director KR Sridhar	For	Withhold	WITHHOLD votes are warranted for incumbent director nominees K. R. Sridhar and Marv Bush, given the board's failure to
Management Lange of the second		1		Ĭ					remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing
underscore a pay-for-performance misalignment for the year in review. The CEO received as aizable front-loaded equally eithorded or projects. The register is review, the company does normalised intended for pears. However, the company does normalised intended for pears and for the years. However, the company does normalised intended for pears and for the years. However, the company does normalised intended for pears and for the years. However, the company does normalised disciplination and sold and sol		1							
Intended to replace his annual awards of five years. However, the company does not provide a firm commitment not to, any additional awards during this time and certain selection per performs periods. The regular annual 1.1 program is not strongly field or figure, surfly-year goals and the commitment and to the part of the committed and the committed and the part of the part of the committed and the part of the			1	Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	
any additional awards during his time and certain performance metrics lack disobssure and are leted to one-year performance result to eliminate the impact of supply do for gross, multi-year goals and the committee disulted the year performance result to eliminate the impact of supply chain disruptions, leading to a payout when none would otherw have been earned. Off-cycle awards were also granted to several NGOs, with disclosure of ertain performance goals to Finally, the committee discretionarity the link between pay and paid a discretionarce goals to Finally. The committee discretionarity results the impact of supply chain disruptions, leading to a payout when none would otherw have been earned. Off-cycle awards were also granted to several paid a discretionarce goals to Finally, the committee discretionarity results the televal paid a discretionarce goals to Finally. The committee discretionarity results the total of made a firm commitment not to use the proposed additional preferred shares are not declawed and the board of made a firm commitment not to use the proposed additional preferred shares for antitaknover purposes. End SpA Italy 11-mal-22 Management Agriculture of the committee of the company's preferred shares are not declawed and the board of made a firm commitment not to use the proposed additional preferred shares for antitaknover purposes. For			1						
ERI SPA Italy 11-mai-22 Management Manage		1							
Management Man		1							periods. The regular annual LTI program is not strongly tied to rigorous, multi-year goals and the committee adjusted the one-
Finisky. He committee discretionarily increased the payout under the annual incentive program above target when actual achievement was well below target. Severify the link between pay and performance, and paid a discretionary cash borus CEO in addition to his annual incentive payout. Management Management 5 Amend Carifficate of Incorporation to Add Federal Forum Selection Provision Amend Caulified Employee Stock Purchase Plan Management 5 Amend Caulified Employee Stock Purchase Plan Management 1 In-mai-22 Management 2 Approve Alcolation of Income Management 3 Auditors Provision Management 4 Approve Alcolation of Income Management 4 Approve Alcolation of Income Management 5 Approve Second Section of the Remuneration Report For For Management 5 Approve Second Section of Reserves for Dividend Distribution For For Management 7 Authorize Capitalization of Reserves for Dividend Distribution For For Management A Deliverations on Pressible Legal Action Agrication of Reserves for Dividend Distribution For For Management A Deliverations on Pressible Legal Action Agrication Report For For Management A Deliveration Report Management 1 Approve Remuneration Report For For Management A Deliveration Report Management 2 Approve Remuneration Report For For For Management 4 Approve Remuneration Report Fersion For For For Management A Deliveration Report Management 2 Approve Remuneration Report Fersion Report For For For Management 2 Approve Remuneration Report For For For For For For Management 2 Approve Remuneration Report For		1							year performance result to eliminate the impact of supply chain disruptions, leading to a payout when none would otherwise
Management A Deliberations on Possible Legal Action Against Directors if Preserved Management Management A Deliberations on Possible Legal Action Against Directors if Preserved by Shareholders Jupiter Fund Management Jumiter Fund Management Management A Deliberations on Possible Legal Action Against Directors if Preserved by Shareholders Jupiter Fund Management Jumiter Fund Management A Deliberations on Possible Legal Action Against Directors if Preserved by Shareholders Jupiter Fund Management Jumiter Fund Management A Deliberations on Possible Legal Action Against Directors if Preserved by Shareholders Jupiter Fund Management Jumiter Fund Management A Deliberations on Possible Legal Action Against Directors if Preserved by Shareholders Jupiter Fund Management Jumiter Fund Management A Deliberations on Possible Legal Action Against Directors if Preserved by Shareholders Jupiter Fund Management Jumiter Fund Management A Deliberations on Possible Legal Action Against Directors if Preserved by Shareholders Jupiter Fund Management Jumiter Fund Management A Deliberations on Possib		1							
Management		1							
Management		1							
Management Management Management Management Management of Ratify Deloitte & Touche LLP as Auditors Eni SpA Italy Italy				Management	3	Increase Authorized Preferred Stock	For	Against	A vote AGAINST this proposal is warranted given that the company's preferred shares are not declawed and the board has not
Amagement Management M				Management	4	Amend Certificate of Incorporation to Add Federal Forum Salaction Provision	For	For	made a firm commitment not to use the proposed additional preferred shares for antitakeover purposes.
Eni SpA Italy		1			5				
Eni SpA Italy		<u> </u>	<u> </u>		6	Ratify Deloitte & Touche LLP as Auditors			
Management	Eni SpA	Italy	11-mai-22	Management	1				
Management		1	1		2				
Management		1	1		3				
Management		1	I		5				
Management		1	I		6				
Management plc United Kingdom I 1-mai-2 Management Mana		1	1		7				
Jupiter Fund Management plc United Kingdom United K		1	I	Management	8				
Management 2 Approve Remuneration Report For For Management 3 Approve Final Dividend For For For Management 4 Elect David Cruickshank as Director For For		<u> </u>	<u> </u>		A			9=	
Management 3 Approve Final Dividend For For Management 4 Elect David Cruickshank as Director For For	Jupiter Fund Management plc	United Kingdom	11-mai-22		1				
Management 4 Elect David Cruickshank as Director For For		1	I		2 2				
	I	1	I		4				
, Management 5 Elect Dale Murray as Director For For		1	I	Management	5	Elect Dale Murray as Director	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	Number 6	Elect Suzy Neubert as Director	Recommendation For	Decision For	
	1	1	Management	7	Re-elect Andrew Formica as Director	For	For	
	1		Management	8	Re-elect Wayne Mepham as Director	For	For	
	1	1	Management	9	Re-elect Chris Parkin as Director	For	For	L
	1	1	Management	10	Re-elect Nichola Pease as Director	For	Against	Items 4-9 and 12 A vote FOR David Cruickshank, Dale Murray, Suzy Neubert, Andrew Formica, Wayne Mepham, Chris Parkin, and Roger Yates is warranted as no significant concerns have been identified. Item 10 A vote AGAINST incumbent nomination
	1	1						committee chair Nichola Pease is warranted for lack of diversity on the board. Item 10 A vote FOR Karl Sternberg is warranted,
	1	1						although it is not without concern: * Karl Sternberg's aggregate level of publicly-listed Board mandates may raise questions
	1	1						regarding his ability to devote sufficient time to his role in the Company. The main reason for support is: * All of his external
	1	1						public company Board mandates are at investment companies, where the time commitments are considered to be less onerous than at normal operating companies.
	1	1	Management	11	Re-elect Karl Sternberg as Director	For	For	trian actionnal operating companies.
	1	1	Management	12	Re-elect Roger Yates as Director	For	For	
	1		Management	13	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For	
	1	1	Management	14	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For	For	
	1	1	Management Management	15 16	Authorise Issue of Equity Authorise UK Political Donations and Expenditure	For For	For For	
	1	1	Management	17	Authorise losue of Equity without Pre-emptive Rights	For	For	
	1	1	Management	18	Authorise Market Purchase of Ordinary Shares	For	For	
			Management	19	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	
Mensch & Maschine Software SE	Germany	11-mai-22	Management	2	Approve Allocation of Income and Dividends of EUR 1.20 per Share	For	For For	
	1	1	Management Management	3 4	Approve Discharge of Board of Directors for Fiscal Year 2021 Ratify RSM GmbH as Auditors for Fiscal Year 2022	For For	For	
National Express Group Plc	United Kingdom	11-mai-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
		1	Management	2	Approve Remuneration Report	For	For	
	1	1	Management	3	Re-elect Sir John Armitt as Director	For	For	
		1	Management Management	4 5	Re-elect Jorge Cosmen as Director Re-elect Matthew Crummack as Director	For For	For For	
	1	1	Management	6	Re-elect Chris Davies as Director	For	For	
	1	1	Management	7	Elect Carolyn Flowers as Director	For	For	
	1	1	Management	8	Re-elect Ignacio Garat as Director	For	For	
	1	1	Management Management	9 10	Re-elect Karen Geary as Director Re-elect Ana de Pro Gonzalo as Director	For For	For For	
	1	1	Management	11	Re-elect Mike McKeon as Director	For	For	
	1	1	Management	12	Reappoint Deloitte LLP as Auditors	For	For	
	1	1	Management	13	Authorise Board to Fix Remuneration of Auditors	For	For	
		1	Management Management	14	Authorise UK Political Donations and Expenditure Authorise Issue of Equity	For For	For For	
	1	1	Management	15 16	Authorise issue of Equity Authorise Issue of Equity without Pre-emptive Rights	For	For	
		1	Management	17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or	For	For	
	1	1	_		Other Capital Investment			
		1	Management	18	Authorise Market Purchase of Ordinary Shares	For	For	
		1	Management Management	19 20	Authorise the Company to Call General Meeting with Two Weeks' Notice Adopt New Articles of Association	For For	For For	
SPIE SA	France	11-mai-22	Management	1	Approve Financial Statements and Statutory Reports	For	For	
		1	Management	2	Approve Consolidated Financial Statements and Statutory Reports	For	For	
	1	1	Management Management	3	Approve Allocation of Income and Dividends of EUR 0.60 per Share Approve Auditors' Special Report on Related-Party Transactions	For For	For For	
	1	1	Management	5	Ratify Appointment of Geertrui Schoolenberg as Director	For	For	
	1	1	Management	6	Reelect Geertrui Schoolenberg as Director	For	For	
	1	1	Management	7	Ratify Appointment of Bpifrance Investissement as Director	For	For	
	1	1	Management	8	Reelect Gauthier Louette as Director	For	Against	As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Gauthier Louette (Item 8) is warranted.
		1	Management	9	Reelect Regine Stachelhaus as Director	For	For	Votes FOR the remaining nominees are warranted at this time.
1			Management	10	Reelect Peugeot Invest Assets as Director	For	For	
1		1	Management	11	Elect Christopher Delbruck as Director	For	For	
1		1	Management	12 13	Renew Appointment of EY as Auditor Approve Compensation of Gauthier Louette, Chairman and CEO	For For	For	We prefer to vote AGAINST since the remuneration policy lacks concrete sustainability focused non-financial KPIs
	1	1	Management Management	13	Approve Compensation of Gauthier Louette, Chairman and CEO Approve Remuneration Policy of Gauthier Louette, Chairman and CEO	For	Against For	we prefer to vote AGAINST since the remuneration policy tacks concrete sustainability focused non-financial KPIS
	1	1	Management	15	Approve Compensation Report	For	For	
	1	1	Management	16	Approve Remuneration Policy of Directors	For	For	
	1	1	Management	17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	
		1	Management Management	18 19	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares Authorize Capitalization of Reserves of Up to EUR 14.5 Million for Bonus Issue or Increase in	For For	For For	
1		1	wanagement	'*	Par Value	101	1 0	
	1	1	Management	20	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to	For	For	
1				٠,	Aggregate Nominal Amount of EUR 36 Million	_	_ ا	
		1	Management	21	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 7.4 Million	For	For	
1		1	Management	22	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to	For	For	
			ľ		Aggregate Nominal Amount of EUR 7.4 Million			
		1	Management	23	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to	For	For	
1			Management	24	Issue Authority without Preemptive Rights Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation	For	For	
1			Managoment	"	Submitted to Shareholder Vote Under Items 20, 21 and 22	1.01	'	
•	•	•	-	•	•		•	·

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management	Vote	Significant votes - Rationales
				Number		Recommendation	Decision	
			Management	25	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	Against	Votes FOR the authorizations under Items 20 to 24 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights and the maximum discount allowed remains acceptable (10 percent). A vote AGAINST the authorization under Item 25 is warranted as it would bring the total volume for issuances without preemptive rights above the recommended limit of 10-percent of the outstanding capital (when added to items 21-22).
			Management Management	26 27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for	For For	For For	
			l		Employees and Corporate Officers of International Subsidiaries	I _	l _	
			Management Management	28 29	Authorize up to 0.5 Percent of Issued Capital for Use in Restricted Stock Plans Amend Article 15 of Bylaws Re: Shareholding Requirements for Directors	For For	For For	
			Management	30	Authorize Filing of Required Documents/Other Formalities	For	For	
Spirax-Sarco Engineering Plc	United Kingdom	11-mai-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
			Management	2	Approve Remuneration Report	For	For	
			Management Management	3 4	Approve Final Dividend Reappoint Deloitte LLP as Auditors	For For	For For	
			Management	5	Authorise Board to Fix Remuneration of Auditors	For	For	
			Management	6	Re-elect Jamie Pike as Director	For	For	
			Management	7	Re-elect Nicholas Anderson as Director	For	For	
			Management Management	8 9	Re-elect Richard Gillingwater as Director Re-elect Peter France as Director	For For	For For	
			Management	10	Re-elect Caroline Johnstone as Director	For	For	
			Management	11	Re-elect Jane Kingston as Director	For	For	
			Management	12	Re-elect Kevin Thompson as Director	For	For	
1	1		Management Management	13 14	Re-elect Nimesh Patel as Director Re-elect Angela Archon as Director	For For	For For	
1	1		Management	15	Re-elect Olivia Qiu as Director	For	For	
			Management	16	Authorise Issue of Equity	For	For	
			Management	17	Approve Scrip Dividend Program	For	For	
			Management Management	18 19	Authorise Issue of Equity without Pre-emptive Rights Authorise Market Purchase of Ordinary Shares	For For	For For	
SS&C Technologies Holdings, Inc.	USA	11-mai-22	Management	1.1	Elect Director Smita Conjeevaram	For	For	
			Management	1.2	Elect Director Michael E. Daniels	For	For	
			Management Management	1.3 2	Elect Director William C. Stone	For For	For	A vete ACAINCT this proposal is warrented. The company made a sizable cosh payment to a former NEO upon his valuntary
			Management		Advisory Vote to Ratify Named Executive Officers' Compensation	FOR	Against	A vote AGAINST this proposal is warranted. The company made a sizable cash payment to a former NEO upon his voluntary resignation, which is a problematic pay practice. Furthermore, the annual bonus payout value was relatively large and entirely
						_		discretionary, lacking any payout formula or targets. There are also concerns regarding a lack of forward-looking goal disclosure and the grant practice of targeting a number of shares instead of a grant value, which is not common market practice. Finally, a non-CEO NEO was compensated above the company's peer group median CEO value, which warrants continued monitoring.
Tractor Cumby Company	USA	11-mai-22	Management Management	1.1	Ratify PricewaterhouseCoopers LLP as Auditors Elect Director Cynthia T. Jamison	For For	For	
Tractor Supply Company	USA	11-111d1-22	Management	1.1	Elect Director Joy Brown	For	For For	
			Management	1.3	Elect Director Ricardo Cardenas	For	For	
			Management	1.4	Elect Director Denise L. Jackson	For For	For For	
			Management Management	1.5 1.6	Elect Director Thomas A. Kingsbury Elect Director Ramkumar Krishnan	For	For	
			Management	1.7	Elect Director Harry A. Lawton, III	For	For	
			Management	1.8	Elect Director Edna K. Morris	For	For	
			Management Management	1.9 2	Elect Director Mark J. Weikel Ratify Ernst & Young LLP as Auditors	For For	For For	
			Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Shareholder	4	Report on Costs of Low Wages and Inequality and Impact on Diversified Shareholders	Against	For	A vote FOR this proposal is warranted, as additional disclosure on the socioeconomic costs of low wages and inequality, as well
								as their effect on the economy and diversified shareholders would enable shareholders to understand and assess how the company is managing related risks.
TransUnion	USA	11-mai-22	Management	1a	Elect Director George M. Awad	For	For	1 / 0
	1		Management	1b	Elect Director William P. (Billy) Bosworth	For	For	
			Management Management	1c 1d	Elect Director Christopher A. Cartwright Elect Director Suzanne P. Clark	For For	For For	
	1		Management	1e	Elect Director Russell P. Fradin	For	For	We are comfortable with the level of gender diversity of the Board
1			Management	1f	Elect Director Charles E. Gottdiener	For	For	` <i>'</i>
			Management	1g 1h	Elect Director Pamela A. Joseph	For	For For	
1	1		Management Management	1h 1i	Elect Director Thomas L. Monahan, III Elect Director Andrew Prozes	For For	For For	
1	1		Management	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	
1	1		Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
Uniphar Plc	Ireland	11-mai-22	Management Management	4	Advisory Vote on Say on Pay Frequency Accept Financial Statements and Statutory Reports	One Year For	One Year For	
Oliphai Fic	ireiariu	i i-iiiai-22	Management	2	Approve Final Dividend	For	For	
1	1		Management	3a	Re-elect Ger Rabbette as Director	For	For	
	1		Management	3b	Re-elect Tim Dolphin as Director	For	For	
	1		Management Management	3c 3d	Re-elect Paul Hogan as Director Re-elect Sue Webb as Director	For For	For For	
1			Management	3e	Re-elect Jeff Berkowitz as Director	For		Votes AGAINST incumbent Nominating Committee chair Jeffrey (Jeff) Berkowitz are warranted for lack of diversity on the
								board. Concerns are raised regarding the re-election of Paul Hogan because: * He is the Chair of the Audit Committee and the non-audit fees paid to the auditors exceeded the audit fees for the third consecutive year. Votes FOR the remaining nominees are warranted.
1	1		Management	3f	Re-elect Jim Gaul as Director	For	For	are warraneu.
•		•	a.agoment	. "				'

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	Number 3g	Re-elect Liz Hoctor as Director	For	For	
			Management	3h	Re-elect Maurice Pratt as Director	For	For	
			Management	4	Authorise Board to Fix Remuneration of Auditors	For	Abstain	An ABSTENTION on this resolution is warranted because: * This is the third consecutive year that the non-audit fees exceeded
			ľ				1	the audit fees paid. It is however recognised that the Company is actively reducing the non-audit fees paid to the independent
								auditors. A vote FOR this resolution is warranted for those shareholders in markets who have a fiduciary responsibility to vote
							1	either in favour or against and who do not recognise an abstention as a valid option.
			Management	5	Authorise Issue of Equity	For	For	
			Management Management	0 7	Authorise Issue of Equity without Pre-emptive Rights Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or	For For	For For	
			wanagement	l '	Other Capital Investment	FOI	FOI	
			Management	8	Authorise Market Purchase of Ordinary Shares	For	For	
			Management	9	Determine Price Range for Reissuance of Treasury Shares	For	For	
			Management	10	Amend Articles of Association	For	For	
Vestel Elektronik Sanayi ve Ticaret AS	Turkey	11-mai-22	Management	1	Open Meeting and Elect Presiding Council of Meeting	For	For	
			Management Management	2	Authorize Presiding Council to Sign Minutes of Meeting Accept Board Report	For For	For For	
			Management	3	Accept Audit Report	For	For	
			Management	5	Accept Financial Statements	For	For	
			Management	6	Approve Discharge of Board	For	For	
			Management	7	Approve Director Remuneration	For	Against	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from
								making an informed voting decision.
			Management	8	Approve Allocation of Income	For	For	
			Management	9	Grant Permission for Board Members to Engage in Commercial Transactions with Company	For	For	
					and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law			
			Management	10	Ratify External Auditors	For	For	
			Management	11	Approve Upper Limit of Donations for 2022 and Receive Information on Donations Made in	For	For	
			managomoni	l ''	2021			
adidas AG	Germany	12-mai-22	Management	2	Approve Allocation of Income and Dividends of EUR 3.30 per Share	For	For	
			Management	3	Approve Discharge of Management Board for Fiscal Year 2021	For	For	
			Management	4	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	For	
			Management	5	Approve Remuneration Report	For	For	
			Management	6 7	Approve Remuneration of Supervisory Board	For For	For For	
			Management	l ′	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 4 Billion; Approve Creation of	For	For	
					EUR 12.5 Million Pool of Capital to Guarantee Conversion Rights			
			Management	8	Ratify KPMG AG as Auditors for Fiscal Year 2022 and for the Review of Interim Financial	For	For	
				l -	Statements for the First Half of Fiscal Year 2022			
			Management	9	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023 and for the Review	For	For	
					of Interim Financial Statements for the First Half of Fiscal Year 2023			
Arcadis NV	Netherlands	12-mai-22	Management	4.a	Adopt Financial Statements	For	For	
			Management	4.b	Approve Dividends of EUR 0.70 Per Share Approve Special Dividends of EUR 0.60 Per Share	For	For	
			Management Management	4.c 5.a	Approve Special Dividends of EUR 0.60 Per Share Approve Discharge of Executive Board	For For	For For	
			Management	5.a 5.b	Approve Discharge of Executive Board Approve Discharge of Supervisory Board	For	For	
			Management	6	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	For	For	
			Management	7.a	Approve Remuneration Report for Executive Board	For	For	
			Management	7.b	Approve Remuneration Report for Supervisory Board	For	For	
			Management	8.a	Reelect M.C. (Michael) Putnam to Supervisory Board	For	For	
			Management	9.a	Grant Board Authority to Issue Shares up to 10 Percent of Issued Capital	For	For	
			Management Management	9.b 10	Authorize Board to Exclude Preemptive Rights from Share Issuances Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For For	For For	
CTS Eventim AG & Co. KGaA	Germany	12-mai-22	Management	10	Accept Financial Statements and Statutory Reports for Fiscal Year 2021	For	For	
5.5 Evaluit AG & GO. NGAA	Germany	12-11101-22	Management	3	Approve Allocation of Income and Omission of Dividends	For	For	
			Management	4	Approve Discharge of Personally Liable Partner for Fiscal Year 2021	For	For	
			Management	5	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	For	
			Management	6	Ratify KPMG AG as Auditors for Fiscal Year 2022	For	For	
			Management	7.1	Reelect Bernd Kundrun to the Supervisory Board	For	Against	
							1	AGAINST the board chair, Bernd Kundrun, is warranted as a signal of concern to the board because the board is insufficiently
			Management	7.2	Reelect Juliane Thuemmel to the Supervisory Board	For	For	gender diverse.
		1	Management Management	7.2	Reelect Juliane Thuemmei to the Supervisory Board Reelect Philipp Westermeyer to the Supervisory Board	For For	For	
		1	Management	7.3	Elect Cornelius Baur to the Supervisory Board	For	For	
			Management	8	Approve Remuneration Report	For	Against	A vote AGAINST the remuneration report is warranted because the level of disclosure provided in the remuneration report does
	1		l	l .			I ້ື	not allow for an independent assessment of remuneration practices, in particular regarding ex-post target achievements.
			L	<u> </u>			⊢_	
E.ON SE	Germany	12-mai-22	Management	2 3	Approve Allocation of Income and Dividends of EUR 0.49 per Share Approve Discharge of Management Board for Fiscal Year 2021	For	For	
			Management Management	3 4	Approve Discharge of Management Board for Fiscal Year 2021 Approve Discharge of Supervisory Board for Fiscal Year 2021	For For	For For	
		1	Management	5.1	Ratify KPMG AG as Auditors for Fiscal Year 2022	For	For	
			Management	5.2	Ratify KPMG AG AS Additors for the Review of Interim Financial Statements for	For	For	
]	l ~~	Fiscal Year 2022	l -	1	
			Management	5.3	Ratify KPMG AG as Auditors for the Review of Interim Financial Statements for the First	For	For	1
			iviariagement	3.3				
			ľ	3.3	Quarter of Fiscal Year 2023		1	
HelloFresh SE	Germany	12-mai-22	Management Management	6		For For	For	

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management Management	Number 4 5	Approve Discharge of Supervisory Board for Fiscal Year 2021 Ratify KPMG AC as Auditors for Fiscal Year 2022, for the Review of Interim Financial	For For	For For	
					Statements for the Fiscal Year 2022 and for the Review of Interim Financial Statements Until 2023 AGM			
			Management	6	Approve Remuneration Report	For	Against	any performance criteria and caps. * An extraordinary tranche under the LTI was granted based on the 2021 compensation
			Management	7	Approve Remuneration Policy	For	For	system, which was not approved at the 2021 AGM.
			Management	8	Approve Creation of EUR 47.2 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	For	For	
			Management	9	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 1 Billion; Approve Creation of	For	For	
			Management	10	EUR 17.4 Million Pool of Capital to Guarantee Conversion Rights Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased	For	For	
Itron, Inc.	USA	12-mai-22	Management	1a	Shares Elect Director Lynda L. Ziegler	For	For	
			Management Management	1b 1c	Elect Director Diana D. Tremblay Elect Director Santiago Perez	For For	For For	
			Management Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation Ratify Deloitte & Touche LLP as Auditors	For For	For For	
K+S AG	Germany	12-mai-22	Management	2	Approve Allocation of Income and Dividends of EUR 0.20 per Share	For	For	
			Management	3	Approve Discharge of Management Board for Fiscal Year 2021	For	For	
			Management Management	4 5	Approve Discharge of Supervisory Board for Fiscal Year 2021 Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2022	For For	For For	
			Management	6	Elect Thomas Koelbl to the Supervisory Board	For	For	
			Management	7	Approve Remuneration Report	For	For	
Las Vegas Sands Corp.	USA	12-mai-22	Management Management	1.1 1.2	Elect Director Irwin Chafetz Elect Director Micheline Chau	For For	For Withhold	WITHHOLD votes are warranted for incumbent compensation committee members Micheline Chau, Charles Koppelman, and David Levi, in light of the committee's poor stewardship of the compensation program. A vote FOR the remaining director nominees is warranted.
			Management	1.3	Elect Director Patrick Dumont	For	For	
			Management	1.4	Elect Director Charles D. Forman	For	For	
			Management Management	1.5 1.6	Elect Director Robert G. Goldstein Elect Director Nora M. Jordan	For For	For For	
			Management	1.7	Elect Director Charles A. Koppelman	For		WITHHOLD votes are warranted for incumbent compensation committee members Micheline Chau, Charles Koppelman, and David Levi, in light of the committee's poor stewardship of the compensation program. A vote FOR the remaining director nominees is warranted.
			Management Management	1.8 1.9	Elect Director Lewis Kramer Elect Director David F. Levi	For For	For Withhold	WITHHOLD votes are warranted for incumbent compensation committee members Micheline Chau, Charles Koppelman, and David Levi, in light of the committee's poor stewardship of the compensation program. A vote FOR the remaining director
							_	nominees is warranted.
			Management Management	1.10 2	Elect Director Yibing Mao Ratify Deloitte & Touche LLP as Auditors	For For	For For	
			Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For		A vote AGAINST this proposal is warranted. While executives did not receive annual equity awards or payouts under the annual
								incentive program in 2021, the one-time awards granted to NEOs are problematic. The value of the awards, which were granted for retention purposes and in light of the lack of regular-cycle incentive awards for two consecutive years, is excessive, and vesting is subject to performance over a relatively short period. NEOs received additional one-time grants of RSUs in
								connection with new employment agreements; these awards are entirely time-vesting and lack a compelling rationale. Finally, the CEO and COO each received sizable gross-up payments on perquisites, which are provided by their employment agreements and are considered to be problematic.
Stantec Inc.	Canada	12-mai-22	Management Management	1.1 1.2	Elect Director Douglas K. Ammerman Elect Director Martin A. a Porta	For For	For For	
1			Management Management	1.2	Elect Director Martin A. a Porta Elect Director Richard C. Bradeen	For	For	
1			Management	1.4	Elect Director Shelley A. M. Brown	For	For	
1			Management Management	1.5 1.6	Elect Director Patricia D. Galloway Elect Director Robert J. Gomes	For For	For For	
			Management Management	1.6	Elect Director Robert J. Gomes Elect Director Gordon A. Johnston	For	For	
			Management	1.8	Elect Director Donald J. Lowry	For	For	
			Management Management	1.9 2	Elect Director Marie-Lucie Morin Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their	For For	For For	
			Management	3	Remuneration Advisory Vote on Executive Compensation Approach	For	Against	Vote AGAINST due to lack of sustainability factors to determine executive remuneration.
Union Pacific Corporation	USA	12-mai-22	Management	1a	Elect Director William J. DeLaney	For	For	Total North and the label of deballmability radios to determine oxideative formational defen.
			Management	1b	Elect Director David B. Dillon	For	For	
			Management Management	1c 1d	Elect Director Sheri H. Edison Elect Director Teresa M. Finley	For For	For For	
			Management	1e	Elect Director Lance M. Fritz	For	For	
			Management	1f	Elect Director Deborah C. Hopkins	For	For	
			Management Management	1g 1h	Elect Director Jane H. Lute Elect Director Michael R. McCarthy	For For	For For	
			Management	in 1i	Elect Director Michael R. McCartny Elect Director Jose H. Villarreal	For	For	
1			Management	1j	Elect Director Christopher J. Williams	For	For	
1			Management Management	2	Ratify Deloitte & Touche LLP as Auditors Advisory Vote to Ratify Named Executive Officers' Compensation	For For	For For	
Verizon Communications Inc.	USA	12-mai-22	Management	1.1	Elect Director Shellye Archambeau	For	For	
			Management	1.2	Elect Director Roxanne Austin	For	For	
I	1	1	Management	1.3	Elect Director Mark Bertolini	For	For	I I

91 | 174

Management Man	Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management	Vote	Significant votes - Rationales
Management Management 1		oounit, y	mooting Date	. rependin		Tropocal Tox			Olymnouth 1900 Hallohaloo
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Management 1		1							
Management 1-18		1							
Management Man		1							
Management Man		1							
Management J 2 August 1 Service Configure Control of		1							
Management of Section Control		1							
Source of the comment		1		Management		Advisory Vote to Ratify Named Executive Officers' Compensation	For		
Sharted and Board of State of		1							
Part of the company o		1		Shareholder	4	Report on Charitable Contributions	Against	Against	
Standards Services of Services and Services Against Servi		1			1				contributions, and absent self-dealing or gross negligence, management should be afforded discretion in determining the
Sounded Services Agents (Despite Control of Sounded Vision Services) Sounded Services Agents (Despite Control of Sounded Vision Services) Sounded Services Agents (Despite Control of Sounded Vision Services) Sounded Services Agents (Despite Control of Sounded Vision Services) Sounded Services Agents (Despite Control of Sounded Vision Services) Sounded Services Agents (Despite Control of Sounded Vision Services) Sounded Services Agents (Despite Control of Sounded Vision Services) Sounded Services Agents (Despite Control of Sounded Vision Services) Sounded Services Agents (Despite Control of Sounded Vision Services) Sounded Services Agents (Despite Control of Sounded Vision Services) Sounded Services Agents (Despite Control of Sounded Vision Services) Sounded Services Agents (Despite Control of Sounded Vision Services) Sounded Services Agents (Despite Control of Sounded Vision Services) Sounded Services Agents (Despite Control of Sounded Vision Services) Sounded Services Agents (Despite Control of Sounded Servic		1		Shareholder	5	Amend Senior Executive Compensation Clawback Policy	Δαsinet	For	
Structured and Province of Structure Agreement (Danger, Cartisty & Structured Vote 1997) Structured and Structured Struc		1		Onarcholder	ľ	Autoria denial Excessive dempensation diamback folicy	Against	1 01	
For Name of Section Section 1 and Section Section 1 and Section Section 1 and Section Section 1 and Se		1		Shareholder	6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against	For	
EF No. USA USA USA USA USA USA USA US		1			1				
## No. 1964 1965		1						l	
Management 1		1		Shareholder	7	Report on Operations in Communist China	Against	Against	
Mosphered 12 Bit Description of the Committee of the Comm		1							oversight mechanisms related to managing and mitigating risks of its operations and business activities in China.
Mosphered 12 Bit Description of the Committee of the Comm	WEX Inc	LISA	12-mai-22	Management	11	Flect Director Daniel Callahan	For	For	
Marginett Margin			12-11161-22						
Management	I	I							
der Technologie Corporation USA USA USA USA USA USA USA USA		1							
Size Technologies Corporation USA 12-may 22 Management 11 Section Fields 12 Description	l	1			2				
Maragement Management 12 Biot Discover Freque M Advances Freque M		L	L		3				
Management 133 Bed Director Moreas A Smith: For	Zebra Technologies Corporation	USA	12-mai-22						
Management Management See & Co. Kilbak Germany See		1							
Mesagement 1 Management 2 Management 4 Approve Discharge of Special Version State Plane (Front Version State Plane) (Front Version State Plane		1							
Second Continues Second Cont		1			3				
Masagement 3 Agrown Aboutine of Reports 20 per P	Fresenius SE & Co. KGaA	Germany	13-mai-22		1				
Maragement Management August Maragement Management August Maragement Management Manageme		'			2	Approve Allocation of Income and Dividends of EUR 0.92 per Share	For	For	
Management		1			3				
Maragement Discovered Section (1) Agriculture		1			4				
Management Auguster of		1		Management	5		For	For	
Management		1					F	F	
Management Management Part		1							
Management		1							
Management 9 Approve Creation of EUR 125 Million Pool of Authorized Copial with or without Exclusion of Premptive Rights Rights Premptive Rights		1							
Management 10 Approve Issuance of Warrant-Blonds with Warrant-Blon		1			9	Approve Creation of EUR 125 Million Pool of Authorized Capital with or without Exclusion of		For	
Preemptive Rights up to Aggregate Normal Amount of EUR 2.5 Billion. Approve Creation of EUR 4. Million flood of Captural to Guarantee Conversion Rights In Management Authorize Share Repurchase Program and Resisuance or Cancellation of Repurchased For For For For For Management Authorizes Share Repurchase Program and Resisuance or Cancellation of Repurchased For For For For For For For For For Management Authorizes Share Repurchase Program and Resisuance or Cancellation of Repurchased For For For For For For For For For Management Authorizes Share Repurchase Program and Resisuance Conversion Share Shar		1			1				
EUR 4d Million Pool of Capital to Guarantee Conversion Rights Management 11		1		Management	10		For	For	
Management 11 Authorizes Share Repurchase Program and Reissaunce of Cancellation of Repurchased Shares For		1							
Shares Management 12 Management 12 Management 13 Management 14 Management 14 Management 15 Manageme		1		Managament	11		For	For	
Management		1		ivianagement	l ''		FOI	FOI	
Management		1		Management	12		For	For	
Management S.2 Reelect Stefano Mercoin as Director For For Management S.3 Reelect Clarifold Stefano Mercoin as Director For For Management S.4 Reelect Elena Cortona as Director For For Management S.5 Reelect Elena Cortona as Director For For Management S.6 Reelect Elena Cortona as Director For For Management S.6 Reelect Elena Cortona as Director For For Management S.6 Reelect Elena Cortona as Director For For Management S.6 Reelect Elena Cortona as Director For For Management S.6 Reelect Management S.6 Re	Interroll Holding AG	Switzerland	13-mai-22		1	Accept Financial Statements and Statutory Reports	For		
Management 4.1 Aprove Remuneration of Directors in the Amount of CHF 1.4 Million For For For Management Manage		1							
Management 5.1 Relect Epart Jumbush as 50 birector and Board Chair For For For For Management 5.2 Relect Stefano Mercroic as Director For For For For For For For For For F		1			-				
Management Management 15.2 Reelect Paul Zumbuehl as Director and Board Chair For For For Management	I	I							
Management		1				Approve Remuneration of Executive Committee in the Amount of CHF 4.8 Million			
Management 5.4 Management 5.5 Relect Elina Cortona as Director For For For For For For Management 5.5 Relect Elina Cortona as Director For For For For For For Management 5.5 Management 5.5 Management 6.2 Management 7.7 Management 7.7 Management 8.2 Design Management 8.3 Design Markus Asch as Director 8.4 Management 8.5 Design Markus Asch as Member of the Compensation Committee For For Management 8.5 Design Markus Management 9.5 Management 8.5 Management Management 8.5 Design Markus Management 9.5 Management 8.5 Design Markus Management 9.5	l	1							
Management 5.4 Reelect Elena Cortona as Director For For Management 5.5 Reelect Elena Cortona as Director For For For Management 3b Elect Patrick Kin Wah Chan as Director For For Management Management 3b Elect Carimite Jojo as Director For For Management 3b Elect Carimite Jojo as Director For For Management 3b Elect Delarck Mich Wah Chan as Director For For For Management 3b Elect Carimite Jojo as Director For For For For Management 3b Elect Carimite Jojo as Director For For For For Management 3b Elect Carimite Jojo as Director For For For For For For For For For F	l	1							
Management	l	1							
Management	I	I				Reelect Markus Asch as Director			
Management	I	I							
Management	I	1			V				
Management	I	I	1						
Management 9 Transact Other Business (Voting) For Against A vote AGAINST is warranted because: * This item contempt additional instruction from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The contempt of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis. Hong Kong 13-mai-22 Management 1 Accept Financial Statements and Statutory Reports For For Management Management 3 Elect Patrick Kin Wah Chan as Director For For Management Management 3 Elect Danille Joja as Director For For Management Management 3 Elect Carnille Joja as Director For For Management Management 3 Elect Carnille Joja as Director For For For Management 3 Elect Carnille Joja as Director For For For Management 3 Elect Carnille Joja as Director For For For Management 3 Elect Carnille Joja as Director For For For For For For For For For F		1							
echtronic Industries Co., Ltd. Hong Kong 13-mai-22 Management Man		I	1		·				A vote AGAINST is warranted because: * This item concerns additional instructions from the charabolder to the proper is seen
echtronic Industries Co., Ltd. Hong Kong Hong		I		iviariagement	"	Transact Carci Dusiness (voting)	1 01	Against	
echtronic Industries Co., Ltd. Hong Kong 13-mai-22 Aprove Final Dividend Amagement Am	I	1			1				of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against
Management 2 Approve Final Dividend For For Management 3a Elect Patrick Kin Wah Chan as Director For For Management 3b Elect Camille Joja as Director For Management 3c Elect Petro David Sullivan as Director For Management 3d Elect Johannes-Gerhard Hesse as Director For Management 3d Elect Johannes-Gerhard Hesse as Director For For For Management 3e Elect Johannes-Gerhard Hesse as Director For For For For For For For For For F		<u> </u>							
Management 3a Elect Patrick Kin Wah Chan as Director For For Management 3b Elect Camille Jojo as Director For For Management 3c Elect Peter David Sullivan as Director For For Management 3d Elect Johannes-Gerhard Hesse as Director For For Management 3e Elect Johannes-Gerhard Hesse as Director For For	Techtronic Industries Co., Ltd.	Hong Kong	13-mai-22		1				
Management 3b Elect Camille Jojo as Director For For Management 3c Elect Peter David Sullivan as Director For For Management 3d Elect Johannes-Gerhard Hesse as Director For Management 3e Elect Caroline Christina Kracht as Director For		I							
Management 3c Elect Peter David Sullivan as Director For For Management 3d Elect Johannes-Cerhard Hesse as Director For For Management 3e Elect Johine Christina Kracht as Director For For		1							
Management 3d Elect Johannes-Gerhard Hesse as Director For For Management 3e Elect Caroline Christina Kracht as Director For For		1							
Management 3e Elect Caroline Christina Kracht as Director For For	I	1							
	I	1							
	1		1						

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management	Vote	Significant votes - Rationales
				Number		Recommendation	Decision	
			Management	4	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	For	For	
			Management	5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	For	
			Management	6	Authorize Repurchase of Issued Share Capital	For	For	
Weyerhaeuser Company	USA	13-mai-22	Management	1a	Elect Director Mark A. Emmert	For	For	
	1		Management	1b	Elect Director Rick R. Holley	For	For	
	1		Management Management	1c 1d	Elect Director Sara Grootwassink Lewis Elect Director Deidra C. Merriwether	For For	For For	
	1		Management	1e	Elect Director Al Monaco	For	For	
	1		Management	1f	Elect Director Nicole W. Piasecki	For	For	
	1		Management	1g	Elect Director Lawrence A. Selzer	For	For	
	1		Management	1h	Elect Director Devin W. Stockfish	For	For	
	1		Management Management	1i 2	Elect Director Kim Williams Advisory Vote to Ratify Named Executive Officers' Compensation	For For	For For	
	1		Management	3	Approve Omnibus Stock Plan	For	Against	Vote AGAINST due to lack of sustainability factors to determine executive remuneration.
			Management	4	Ratify KPMG LLP as Auditors	For	For	,
ASM International NV	Netherlands	16-mai-22	Management	3	Approve Remuneration Report	For	For	
	1		Management	4	Adopt Financial Statements and Statutory Reports	For	For	
	1		Management Management	6	Approve Dividends of EUR 2.50 Per Share Approve Discharge of Management Board	For For	For For	
	1		Management	7	Approve Discharge of Management Board Approve Discharge of Supervisory Board	For	For	
	1		Management	8	Adopt Remuneration Policy for Management Board	For	For	
			Management	9	Elect Hichem M'Saad to Management Board	For	For	
			Management	10	Adopt Remuneration Policy for Supervisory Board	For	For	
		1	Management Management	11 12	Reelect M.J.C. de Jong to Supervisory Board Ratify KPMG Accountants N.V. as Auditors	For For	For For	
	1		Management	13(a)	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	For	
	1		Management	13(b)	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	For	
			Management	14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	
Jungfraubahn Holding AG	Switzerland	16-mai-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
	1		Management Management	2	Approve Allocation of Income and Omission of Dividends Approve Discharge of Board and Senior Management	For For	For For	
	1		Management	4.1	Reelect Heinz Karrer as Director and Board Chair	For	For	
	1		Management	4.2.1	Reelect Nils Graf as Director	For	For	
	1		Management	4.2.2	Reelect Catrina Gaehwiler as Director	For	For	
	1		Management	4.2.3	Elect Catherine Muehlemann as Director	For For	For	
	1		Management Management	4.2.4 4.2.5	Reelect Hanspeter Ruefenacht as Director Elect Thomas Ruoff as Director	For For	For For	
	1		Management	5.1	Appoint Catherine Muehlemann as Member of the Compensation Committee	For	For	
	1		Management	5.2	Reappoint Hanspeter Ruefenacht as Member of the Compensation Committee	For	For	
	1		Management	5.3	Appoint Thomas Ruoff as Member of the Compensation Committee	For	For	
	1		Management Management	6.1 6.2	Approve Remuneration of Directors in the Amount of CHF 720,000 Approve Remuneration of Executive Committee in the Amount of CHF 3.1 Million	For For	For	A vote AGAINST this proposal is warranted because: * Having received state support, the company is not permitted to pay out
	1		Management	0.2	Approve Remuneration of Executive Committee in the Amount of CHF 3.1 Million	For	Against	profit-sharing bonuses. Instead, the board resolved to grant a performance bonus in the form of an additional share-participation
	1							on a discretionary basis. * Under the long-term share-participation scheme, executives are eligible to purchase shares at a
	1							substantial discount to the market price.
	1		Management	7.1	Designate Melchior Glatthard as Independent Proxy	For	For	
1		1	Management Management	7.2 8	Designate Niklaus Glatthard as Substitute Independent Proxy Ratify BDO AG as Auditors	For For	For For	
	1		Management	9	Transact Other Business (Voting)	For		A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case
	1		ľ				ľ	new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content
								of these any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote
Sensirion Holding AG	Switzerland	16-mai-22	Management	1.1	Accept Financial Statements and Statutory Reports	For	For	against this item on a precautionary basis.
Scholland Ad	Switzeriand	10-11lal-22	Management	1.1	Approve Remuneration Report (Non-Binding)	For	Against	A vote AGAINST the remuneration report is warranted because: * The payout of the annual bonus is highly discretionary; and *
			_				ľ	Non-executive co-chairmen receive pension benefits from the company.
			Management	2	Approve Allocation of Income and Omission of Dividends	For	For	
		1	Management	3 4.1.1	Approve Discharge of Board and Senior Management Reelect Moritz Lechner as Director and Board Co-Chair	For For	For For	
		1	Management Management	4.1.1 4.1.2	Reelect Moritz Lechner as Director and Board Co-Chair Reelect Felix Mayer as Director and Board Co-Chair	For For	For For	
			Management	4.1.3	Reelect Ricarda Demarmels as Director	For	For	
1			Management	4.1.4	Reelect Francois Gabella as Director	For	For	
1			Management	4.1.5	Reelect Anja Koenig as Director	For	For	
			Management	4.1.6 4.2.1	Reelect Franz Studer as Director Reappoint Moritz Lechner as Member of the Nomination and Compensation Committee	For For	For	We are comfortable with the level of independence of the remuneration committee.
			Management Management	4.2.1	Reappoint Montz Lecther as Member of the Nomination and Compensation Committee Reappoint Felix Mayer as Member of the Nomination and Compensation Committee	For	For For	We are comfortable with the level of independence of the remuneration committee. We are comfortable with the level of independence of the remuneration committee.
1			Management	4.2.3	Appoint Francois Gabella as Member of the Nomination and Compensation Committee	For	For	mar are level of independence of the formationation committee.
1			Management	4.3	Ratify KPMG AG as Auditors	For	For	
1			Management	4.4	Designate Keller KLG as Independent Proxy	For	For	
1			Management Management	5.1 5.2	Approve Remuneration of Directors in the Amount of CHF 950,000 Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.3 Million	For For	For For	
		1	Management	5.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 2.3 Million Approve Variable Remuneration of Executive Committee in the Amount of CHF 424,511	For	For	
		1	Management	6	Approve Variable Remainer autor of Executive Committee in the Amount of Chil 424,511 Approve Renewal of CHF 145,582 Pool of Authorized Capital with or without Exclusion of	For	For	We are comfortable with the issuance request
1	1	I	I -	l	Preemptive Rights		l	·
								•

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
1			Management	7	Transact Other Business (Voting)	For	Against	A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case
								new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against
Aluflexpack AG	Switzerland	17-mai-22	Management		Accept Financial Statements and Statutory Reports	For	For	this item on a precautionary basis.
Aluliexpack AG	Switzerland	17-mai-22	Management	2	Approve Treatment of Net Loss	For	For	
		1	Management	3	Approve Discharge of Board and Senior Management	For	For	
			Management	4.1	Approve Remuneration of Directors in the Amount of EUR 190,000	For	For	
			Management	4.2.1	Approve Fixed and Short-Term Variable Remuneration of Executive Committee in the	For	For	
					Amount of EUR 1.2 Million	_	_	
		1	Management	4.2.2	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of EUR 330,000	For	For	
			Management	5.1	Reelect Martin Ohneberg as Director and Board Chair	For	For	
			Management	5.2	Reelect Luis Buehler as Director	For	For	
			Management	5.3	Reelect Christian Hosp as Director	For	For	The BoD does lack diversity, we agree, but it is a fairly recent IPO in a critical build up phase and we consider that the expertise
								and company knowledge here is more important than trying at this stage to diversify the BoD.
			Management	5.4	Reelect Markus Vischer as Director	For	For	
			Management Management	5.5 6.1	Reelect Bernd Winter as Director Reappoint Christian Hosp as Member of the Nomination and Compensation Committee	For For	For For	The BoD does lack diversity, we agree, but it is a fairly recent IPO in a critical build up phase and we consider that the expertise
		1	Management	0.1	Reappoint Christian Hosp as Member of the Nomination and Compensation Committee	FOI	For	and company knowledge here is more important than trying at this stage to diversify the BoD.
			Management	6.2	Reappoint Martin Ohneberg as Member of the Nomination and Compensation Committee	For	For	and company monorage note to more important trian dying at the cauge to another, the 2001
	- 1		_					
	- 1		Management	6.3	Reappoint Bernd Winter as Member of the Nomination and Compensation Committee	For	For	
			Management	7	Ratify KPMG AG as Auditors	For	For	
	- 1		Management Management	8 9	Designate Keller KLG as Independent Proxy Transact Other Business (Voting)	For For	For Against	A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case
			Management	9	Transact Other Business (Voting)	FOF	Against	new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content
			l	l			I	of these any new items or counterproposals are introduced at the fileeting by shareholders or the board of directors, and if the content of these any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote
	- 1	1		l			I	against this item on a precautionary basis.
Amgen Inc.	USA	17-mai-22	Management	1a	Elect Director Wanda M. Austin	For	For	
			Management	1b	Elect Director Robert A. Bradway	For	For	
			Management	1c	Elect Director Brian J. Druker	For	For	
			Management Management	1d 1e	Elect Director Robert A. Eckert Elect Director Greg C. Garland	For For	For For	
			Management	1e 1f	Elect Director Greg C. Garland Elect Director Charles M. Holley, Jr.	For	For	
			Management	1a	Elect Director S. Omar Ishrak	For	For	
			Management	1h	Elect Director Tyler Jacks	For	For	
			Management	1i	Elect Director Ellen J. Kullman	For	For	
			Management	1j	Elect Director Amy E. Miles	For	For	
			Management	1k	Elect Director Ronald D. Sugar	For	For	
			Management Management	1I 2	Elect Director R. Sanders Williams Advisory Vote to Ratify Named Executive Officers' Compensation	For For	For For	
		1	Management	3	Ratify Ernst & Young LLP as Auditors	For	For	
BNP Paribas SA	France	17-mai-22	Management	1	Approve Financial Statements and Statutory Reports	For	For	
		1	Management	2	Approve Consolidated Financial Statements and Statutory Reports	For	For	
			Management	3	Approve Allocation of Income and Dividends of EUR 3.67 per Share	For	For	
			Management	4	Approve Auditors' Special Report on Related-Party Transactions	For	For	
			Management Management	5	Authorize Repurchase of Up to 10 Percent of Issued Share Capital Reelect Jean Laurent Bonnafe as Director	For For	For For	
			Management	7	Reelect Marion Guillou as Director	For	For	
			Management	8	Reelect Michel Tilmant as Director	For	For	
		1	Management	9	Elect Lieve Logghe as Director	For	For	
	- 1		Management	10	Approve Remuneration Policy of Directors	For	For	
	- 1		Management	11	Approve Remuneration Policy of Chairman of the Board	For	For	
	- 1		Management Management	12 13	Approve Remuneration Policy of CEO and Vice-CEOs Approve Compensation Report of Corporate Officers	For For	For For	
			Management	13	Approve Compensation Report of Corporate Officers Approve Compensation of Jean Lemierre, Chairman of the Board	For	For	
			Management	15	Approve Compensation of Jean-Laurent Bonnafe, CEO	For	For	
			Management	16	Approve Compensation of Philippe Bordenave, Vice-CEO Until 18 May 2021	For	For	
			Management	17	Approve Compensation of Yann Gerardin, Vice-CEO Since 18 May 2021	For	For	
			Management	18	Approve Compensation of Thierry Laborde, Vice-CEO Since 18 May 2021	For	For	
			Management	19	Approve the Overall Envelope of Compensation of Certain Senior Management, Responsible	For	For	
			Management	20	Officers and the Risk-takers Approve Remuneration of Directors in the Aggregate Amount of EUR 1.54 Million	For	For	
			Management	21	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to	For	For	
				l -	Aggregate Nominal Amount of EUR 985 Million		I	
	- 1		Management	22	Authorize Capital Increase of Up to EUR 240 Million for Future Exchange Offers	For	For	
	- 1		Management	23	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	For	
			Management	24	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 22 and 23	For	For	
	- 1		Managamart	25	at EUR 240 Million Authorize Capitalization of Reserves of Up to EUR 985 Million for Bonus Issue or Increase in	For	For	
			Management	25	Par Value	FOF	For	
			1			_	For	I
			Management	26	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 21 and 23	For		l
			Management	26	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 21 and 23 at EUR 985 Million	For	For	
			Management Management	26 27	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 21 and 23 at EUR 985 Million Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For	
			· -		at EUR 985 Million			

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management		Significant votes - Rationales
JDM OL A O	1104	47		Number	Islanda de la companya della companya della companya de la companya de la companya della company	Recommendation	Decision	NA ACAMOTEC O TO CONTROL OF THE CONT
JPMorgan Chase & Co.	USA	17-mai-22	Management	1a	Elect Director Linda B. Bammann	For	Against	Votes AGAINST Risk Committee Chair Linda Bammann and Public Responsibility Committee Chair James Crown is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are
	1		l	l	L	_	l _	necessary. Votes FOR the remaining director nominees are warranted at this time.
	1		Management	1b	Elect Director Stephen B. Burke	For	For	
	1		Management Management	1c 1d	Elect Director Todd A. Combs Elect Director James S. Crown	For For	For	Votes AGAINST Risk Committee Chair Linda Bammann and Public Responsibility Committee Chair James Crown is warranted
			wanagemeni	10	Elect Director James S. Grown	FOR	Against	votes AGAINGT Risk Committee Chair Linda barimfann and Public Responsibility Committee Chair James Crown is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Votes FOR the remaining director nominees are warranted at this time.
	1		Management	1e	Elect Director James Dimon	For	For	
	1		Management	1f	Elect Director Timothy P. Flynn	For	For	
	1		Management	1g	Elect Director Mellody Hobson	For	For	
	1		Management	1h	Elect Director Michael A. Neal	For	For	
	1		Management	1i	Elect Director Phebe N. Novakovic	For	For	
	1		Management Management	1j 2	Elect Director Virginia M. Rometty Advisory Vote to Ratify Named Executive Officers' Compensation	For For	For Against	The increase in reported CEO pay is primarily the result of a sizable, one-time award of stock appreciation rights. Although the
				_				CEO's annual LTI is entirely based on clearly disclosed multi-year goals, there are significant concerns regarding the structure of the one-time award, as the award lacks rigorous performance-vesting criteria, or even a premium exercise price. This structural concern is heightened given the substantial pay opportunities this off-cycle award provides. The executive pay program's reliance on discretion to determine annual incentives remains an ongoing concern, even when such discretion is guided by performance assessments against consistent metrics. While the company's recent improved performance may provide context to an increase in performance year pay, some investors may nonetheless question an increase in the CEO's annual-cycle award while long-term TSR lagged the S&P 500 and when the regular award was preceded by such a sizable one-time award. In light of these concerns, the quantitative pay-for-performance misalignment is not mitigated and a vote AGAINST this proposal is warranted.
	1		Management	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	
			Shareholder	4	Adopt Fossil Fuel Financing Policy Consistent with IEA's Net Zero 2050 Scenario	Against	Against	A vote AGAINST this resolution is warranted, due to the company's current commitments to a low-carbon economy and its
			Shareholder	5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For	expected goal setting. A vote FOR this proposal is warranted as a lower ownership threshold would provide for a more useful special meeting right for
			Shareholder	6	Require Independent Board Chair	Against	For	shareholders. A vote FOR this proposal is warranted as shareholders would benefit from more independent oversight in the form of an
			Shareholder	7	Disclose Director Skills and Qualifications Including Ideological Perspectives	Against	Against	independent chair. A vote AGAINST this resolution is warranted because the company's Corporate Governance Principles state that the board strives to ensure diversity of representation among its members, the company already provides information regarding the experience and qualifications of director nominees in matrix format, and the company is not lagging behind its peers in board
	1			l				diversity.
			Shareholder	8	Amend Certificate of Incorporation to Become a Public Benefit Corporation	Against	Against	A vote AGAINST this proposal is warranted, as the request for the board to amend the company's Certificate of incorporation to become a Public Benefit Corporation does not appear to be necessary to see that the company is acting in a responsible and
			Shareholder	9	Report on Absolute Targets for Financed GHG Emissions in Line with Net Zero Commitments	Against	For	sustainable way. A vote FOR this proposal is warranted, as additional information on the company's GHG emissions reduction efforts would allow investors to better understand how the company is managing its transition to a low carbon economy and climate change related risks.
Nishimatsuya Chain Co., Ltd.	Japan	17-mai-22	Management	1	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	
1 ' '	I '		Management	2.1	Elect Director Omura, Yoshifumi	For	For	
	1		Management	2.2	Elect Director Omura, Koichi	For	For	
	1		Management	2.3	Elect Director Sakamoto, Kazunori	For	For	
	1		Management	2.4	Elect Director Omura, Yoshiaki	For	For	
	1		Management	2.5	Elect Director Ishii, Yoshito	For For	For For	
Signify NV	Netherlands	17-mai-22	Management Management	2	Approve Stock Option Plan Approve Remuneration Report	For	For	
Signify IVV	ivetileilailus	17-111ai-22	Management	4	Adopt Financial Statements	For	For	
	1		Management	5	Approve Dividends of EUR 1.45 Per Share	For	For	
	1		Management	6a	Approve Discharge of Management Board	For	For	
	1	1	Management	6b	Approve Discharge of Supervisory Board	For	For	
	1		Management	7	Elect Bram Schot to Supervisory Board	For	For	
	1		Management Management	8a 8b	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital Authorize Board to Exclude Preemptive Rights from Share Issuances	For For	For For	
	1		Management	9	Authorize Board to Exclude Preemplive Rights from Share issuances Authorize Repurchase of Shares	For	For	
	1	1	Management	10	Approve Cancellation of Repurchased Shares	For	For	
VAT Group AG	Switzerland	17-mai-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
1	1	1 1	Management	2.1	Approve Allocation of Income	For	For	
			Management	2.2	Approve Dividends of CHF 5.25 per Share from Reserves of Accumulated Profits and CHF 0.25 from Capital Contribution Reserves	For	For	
	1	1	Management	3	Approve Discharge of Board and Senior Management	For	For	
	1	1	Management	4.1.1	Reelect Martin Komischke as Director and Board Chair	For	For	
	1		Management	4.1.2	Reelect Urs Leinhaeuser as Director	For	For	
	1	1	Management	4.1.3	Reelect Karl Schlegel as Director	For	For	
	1		Management Management	4.1.4 4.1.5	Reelect Hermann Gerlinger as Director Reelect Libo Zhang as Director	For For	For For	
	1	1	Management	4.1.6	Reelect Daniel Lippuner as Director	For	For	
	1	1	Management	4.1.7	Elect Maria Heriz as Director	For	For	
			Management	4.2.1	Reappoint Martin Komischke as Member of the Nomination and Compensation Committee	For	For	We are comfortable with the current composition of the Board.
	1		Management	4.2.2	Appoint Urs Leinhaeuser as Member of the Nomination and Compensation Committee	For	For	
	1		Management	4.2.3	Appoint Hermann Gerlinger as Member of the Nomination and Compensation Committee	For	For	
	1	1	Management	4.2.4	Appoint Libo Zhang as Member of the Nomination and Compensation Committee	For	For	
	1	1	Management Management	5 6	Designate Roger Foehn as Independent Proxy Ratify KPMG AG as Auditors	For For	For	
1	1		vianagement	ı º	Induity Infinited Att as Additions	Lot	For	ı

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management	Vote	Significant votes - Rationales
				Number		Recommendation	Decision	
1	I		Management	7.1	Approve Remuneration Report	For	For	
1	I		Management	7.2	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF	For	For	
	I			l	926,955	_ ا	۱ ـ	
	I		Management	7.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.5 Million	For	For	
1	l		Management	7.4	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF	For	For	ı
	l		Managament	1 75	2 Million	For	For	ı
	l		Management	7.5 8	Approve Remuneration of Directors in the Amount of CHF 1.4 Million		For	A unto ACAINST in warranted because * This item appears additional instructions from the about 1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-
	l		Management	l ⁸	Transact Other Business (Voting)	For	Against	A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content
	l			I			I	of these new items or counterproposals are introduced at the meeting by snareholders or the board of directors; and "The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against
	I			l			I	this ifem on a precautionary basis.
Yatas Yatak ve Yorgan Sanayi Ticaret AS	Turkey	17-mai-22	Management	1	Open Meeting and Elect Presiding Council of Meeting	For	For	and norm on a proceedioniary below.
Takas Takak ve Torgan odnayi Hoaret Ao	rainey	11-11101-22	Management	2	Authorize Presiding Council to Sign Minutes of Meeting	For	For	ı
1	l		Management	3	Accept Board Report	For	For	ı
1	l		Management	4	Accept Audit Report	For	For	ı
1	l		Management	5	Accept Financial Statements	For	For	ı
	I		Management	6	Approve Discharge of Board	For	For	l l
	I		Management	7	Approve Allocation of Income	For	For	l l
	I		Management	8	Elect Directors	For		A vote AGAINST this item is warranted, as the board does not meet the one third board independence guideline.
	I		Management	9	Approve Director Remuneration	For	Against	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from
	I			l			Ι.	making an informed voting decision.
1	l		Management	10	Grant Permission for Board Members to Engage in Commercial Transactions with Company	For	For	<u> </u>
	l			I	and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles		I	l l
	l		l	l	395 and 396 of Turkish Commercial Law	_ ا	۱ ـ	<u> </u>
	l		Management	11	Ratify External Auditors	For	For	l l
	l		Management	12	Approve Upper Limit of Donations for 2022 and Receive Information on Donations Made in 2021	For	For	ı
	l		Managament	14		For	For	ı
Advanced Micro Devices, Inc.	USA	18-mai-22	Management Management	14 1a	Approve Share Repurchase Program Elect Director John E. Caldwell	For For	For	
Advanced Micro Devices, Inc.	USA	18-mai-22	Management Management	1a 1b	Elect Director John E. Caldwell Elect Director Nora M. Denzel	For	For	l l
	l		Management	1D 1c	Elect Director Nora M. Denzei	For	For	<u> </u>
	I		Management	1d	Elect Director Michael P. Gregoire	For	For	I I
	I		Management	1e	Elect Director Joseph A. Householder	For	For	I I
	I		Management	1f	Elect Director John W. Marren	For	For	I I
	l		Management	1g	Elect Director Jon A. Olson	For	For	
	l		Management	1h	Elect Director Lisa T. Su	For	For	<u> </u>
	l		Management	1i	Elect Director Abhi Y. Talwalkar	For	For	
	l		Management	1j	Elect Director Elizabeth W. Vanderslice	For	For	
	l		Management	2	Ratify Ernst & Young LLP as Auditors	For	For	
	L		Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
American Tower Corporation	USA	18-mai-22	Management	1a	Elect Director Thomas A. Bartlett	For	For	
	l		Management	1b	Elect Director Kelly C. Chambliss	For	For	l l
	l		Management	1c	Elect Director Teresa H. Clarke	For	For	I I
	l		Management	1d	Elect Director Raymond P. Dolan	For	For	I I
	I		Management	1e	Elect Director Kenneth R. Frank	For	For	l l
	I		Management	1f	Elect Director Robert D. Hormats	For	For	l l
	l		Management	1g	Elect Director Grace D. Lieblein	For	For	I I
	l		Management	1h 1i	Elect Director Craig Macnab Elect Director JoAnn A. Reed	For	For	I I
	l		Management Management	11 1i	Elect Director JoAnn A. Reed Elect Director Pamela D.A. Reeve	For For	For For	I I
	l		Management Management	1) 1k	Elect Director Pameia D.A. Reeve Elect Director David E. Sharbutt	For	For	I I
	l		Management Management	1K 1I	Elect Director David E. Sharbutt Elect Director Bruce I. Tanner	For For	For	I I
	l		Management	1m	Elect Director Bruce L. Tanner Elect Director Samme L. Thompson	For	For	<u> </u>
	l		Management	2	Ratify Deloitte & Touche LLP as Auditors	For	For	<u> </u>
	l		Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	<u> </u>
Amphenol Corporation	USA	18-mai-22	Management	1.1	Elect Director Nancy A. Altobello	For	For	
- Inglished Corporation	I	10.7161-22	Management	1.2	Elect Director Stanley L. Clark	For	For	<u> </u>
	l		Management	1.3	Elect Director David P. Falck	For	For	<u> </u>
	l		Management	1.4	Elect Director Edward G. Jepsen	For	For	I I
	l		Management	1.5	Elect Director Rita S. Lane	For	For	<u> </u>
	I		Management	1.6	Elect Director Robert A. Livingston	For	For	l l
	l		Management	1.7	Elect Director Martin H. Loeffler	For	For	<u> </u>
	I		Management	1.8	Elect Director R. Adam Norwitt	For	For	l l
	I		Management	1.9	Elect Director Anne Clarke Wolff	For	For	l l
	I		Management	2	Ratify Deloitte & Touche LLP as Auditors	For	For	l l
	I		Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	I I
	I		Shareholder	4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For	A vote FOR this proposal is warranted as the reduction to a 10 percent threshold to call a special meeting would improve
								shareholder rights.
CBRE Group, Inc.	USA	18-mai-22	Management	1a	Elect Director Brandon B. Boze	For	For	
	I		Management	1b	Elect Director Beth F. Cobert	For	For	l l
1	l		Management	1c	Elect Director Reginald H. Gilyard	For	For	1
1	I		Management	1d	Elect Director Shira D. Goodman	For	Against	A vote AGAINST audit committee members Shira Goodman, Christopher (Chris) Jenny and Sanjiv Yajnik is warranted for
1	I			l		l	I	failing to address the material weaknesses in the company's internal controls in consecutive years. A vote FOR the remaining
	I			Ι.	L	l _	Ι	director nominees is warranted at this time.
	l		Management	1e	Elect Director Christopher T. Jenny	For	Against	A vote AGAINST audit committee members Shira Goodman, Christopher (Chris) Jenny and Sanjiv Yajnik is warranted for
	l			I			I	failing to address the material weaknesses in the company's internal controls in consecutive years. A vote FOR the remaining director nominees is warranted at this time.
1	ı		ı		I	I	ı	director nominees is warranted at this time.

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management	Vote	Significant votes - Rationales
			Managamant	Number 1f	Float Pirostes County I I and	Recommendation	Decision	
			Management Management	1g	Elect Director Gerardo I. Lopez Elect Director Susan Meaney	For For	For For	
			Management	1h	Elect Director Oscar Munoz	For	For	
			Management	1i	Elect Director Robert E. Sulentic	For	For	
			Management	1j	Elect Director Sanjiv Yajnik	For	Against	A vote AGAINST audit committee members Shira Goodman, Christopher (Chris) Jenny and Sanjiv Yajnik is warranted for
			Ĭ	l '	, ,	1	ľ	failing to address the material weaknesses in the company's internal controls in consecutive years. A vote FOR the remaining
						1		director nominees is warranted at this time.
			Management	2	Ratify KPMG LLP as Auditors	For	For	
			Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Management	4	Amend Omnibus Stock Plan	For	For	
			Shareholder	5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For	A vote FOR this proposal is warranted as it would further enhance shareholders' existing right to call special meetings.
Deutsche Boerse AG	Germany	18-mai-22	Management Management	2	Approve Allocation of Income and Dividends of EUR 3.20 per Share Approve Discharge of Management Board for Fiscal Year 2021	For For	For For	
			Management	3	Approve Discharge of Management Board for Fiscal Year 2021 Approve Discharge of Supervisory Board for Fiscal Year 2021	For	For	
			Management	5	Elect Shannon Johnston to the Supervisory Board	For	For	
			Management	6	Approve Creation of EUR 19 Million Pool of Capital with Preemptive Rights	For	For	
			Management	7	Approve Remuneration Report	For	For	
			Management	8	Approve Remuneration of Supervisory Board	For	For	
			Management	9	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2022 and for the Review	For	For	
					of Interim Financial Statements for the First Half of Fiscal Year 2022			
Erste Group Bank AG	Austria	18-mai-22	Management	2	Approve Allocation of Income and Dividends of EUR 1.60 per Share	For	For	
1			Management	3	Approve Discharge of Management Board for Fiscal Year 2021	For	For	
1			Management	4	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	For	
1			Management	5	Ratify PwC Wirtschaftspruefung GmbH Auditors for Fiscal Year 2023 Approve Remuneration Report	For For	For For	
1			Management Management	6 7	Approve Remuneration Report Approve Remuneration of Supervisory Board Members	For For	For For	
			Management	8	Approve Remuneration of Supervisory Board Members Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without	For	For	
			iviariagement	ľ	Preemptive Rights	101	1 01	
			Management	9	Approve Creation of EUR 343.6 Million Pool of Authorized Capital with or without Exclusion	For	For	
				•	of Preemptive Rights			
			Management	10	Amend Articles of Association	For	Against	A vote AGAINST this proposal is warranted because: * While the amendments largely reflect the local regulatory framework
			_			1	-	and are otherwise non-contentious, the boards propose an amendment concerning the introduction of mandatory retirement
						1		ages for directors.
			Management	11.1	Approve Increase in Size of Supervisory Board to 13 Members	For	For	
			Management	11.2	Elect Christine Catasta as Supervisory Board Member	For	For	
			Management	11.3	Reelect Henrietta Egerth-Stadlhuber as Supervisory Board Member	For	For	
			Management	11.4	Elect Hikmet Ersek as Supervisory Board Member	For	For	
			Management Management	11.5 11.6	Elect Alois Flatz as Supervisory Board Member Elect Mariana Kuehnel as Supervisory Board Member	For For	For For	
			Management	11.7	Reelect Marion Khueny as Supervisory Board Member	For	For	
			Management	11.8	Reelect Friedrich Roedler as Supervisory Board Member	For	For	
			Management	11.9	Reelect Michele Sutter-Ruedisser as Supervisory Board Member	For	For	
Euronext NV	Netherlands	18-mai-22	Management	3.b	Approve Remuneration Report	For	For	
			Management	3.c	Adopt Financial Statements and Statutory Reports	For	For	
			Management	3.d	Approve Dividends of EUR 1.93 Per Share	For	For	
			Management	3.e	Approve Discharge of Management Board	For	For	
			Management	3.f	Approve Discharge of Supervisory Board	For	For	
			Management	4.a	Reelect Manuel Ferreira da Silva to Supervisory Board	For	For	
			Management Management	4.b 5	Reelect Padraic O'Connor to Supervisory Board Elect Fabrizio Testa to Management Board	For For	For For	
			Management	6	Ratify Ernst & Young Accountants LLP as Auditors	For	For	
			Management	7.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	For	
			Management	7.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	For	
		<u> </u>	Management	8	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	
Fiserv, Inc.	USA	18-mai-22	Management	1.1	Elect Director Frank J. Bisignano	For	For	
l			Management	1.2	Elect Director Alison Davis	For	For	
1			Management	1.3	Elect Director Henrique de Castro	For	For	<u> </u>
1			Management	1.4	Elect Director Harry F. DiSimone	For	For	<u> </u>
1			Management	1.5	Elect Director Dylan G. Haggart	For	For	
1			Management	1.6	Elect Director Wafaa Mamilli Elect Director Heidi G. Miller	For	For	
l			Management Management	1.7 1.8	Elect Director Heidi G. Miller Elect Director Doyle R. Simons	For For	For For	
l			Management	1.8	Elect Director Doyle R. Simons Elect Director Kevin M. Warren	For	For	
l			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
1			Management	3	Ratify Deloitte & Touche LLP as Auditors	For	For	
l			Shareholder	4	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against	For	A vote FOR this item is warranted given that the proposal applies only to future severance arrangements, the current
	1			l '	1]	I	agreements will not be affected, and the proposal offers flexibility as to when the board may seek shareholder approval of a
								new or renewed severance arrangement, such as at the next annual meeting.
Meituan	Cayman Islands	18-mai-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
1		1	Management	2	Elect Wang Xing as Director	For	Against	
1		1	l	I		1	I	the board. A vote AGAINST the election of Xing Wang and Rongjun Mu is warranted given that their failure to ensure the
1				I		1	I	company's compliance with relevant rules and regulations raise serious concerns on their ability to fulfill fiduciary duties in the company.
1			Management		Floot Mu Pongiun as Director	For	Against	
1			Management	3	Elect Mu Rongjun as Director	Lot.	Against	A vote AGAINST incumbent nominating committee member Heung Yeung (Harry) Shum is warranted for lack of diversity on the board. A vote AGAINST the election of Xing Wang and Rongjun Mu is warranted given that their failure to ensure the
				I		I	I	company's compliance with relevant rules and regulations raise serious concerns on their ability to fulfill fiduciary duties in the
1		1	l	I		1	I	company.
•	•	•	•	•	•	•	•	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	4	Elect Shum Heung Yeung Harry as Director	For		A vote AGAINST incumbent nominating committee member Heung Yeung (Harry) Shum is warranted for lack of diversity on the board. A vote AGAINST the election of Xing Wang and Rongjun Mu is warranted given that their failure to ensure the
								company's compliance with relevant rules and regulations raise serious concerns on their ability to fulfill fiduciary duties in the company.
			Management	5	Authorize Board to Fix Remuneration of Directors	For	For	
			Management	6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	Against	A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares. * The company has not specified the discount limit.
			Management Management	7 8	Authorize Repurchase of Issued Share Capital Authorize Reissuance of Repurchased Shares	For For	For Against	A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10
				9	<u>'</u>	For	For	percent of the relevant class of shares. * The company has not specified the discount limit.
			Management	9	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	For	For	
Montana Aerospace AG	Switzerland	18-mai-22	Management Management	1 2	Elect Christian Hosp as Chair of the Meeting Accept Financial Statements and Statutory Reports	For For	For For	
			Management	3	Approve Treatment of Net Loss	For	For	
			Management	4	Approve Discharge of Board and Senior Management	For	For	
			Management	5.1	Approve Remuneration of Directors in the Amount of EUR 2.4 Million	For	For	We are not concerned about the non independence claim of BoD members, as the BoD is a reflection of the recent IPO and
			Management	5.2	Approve Remuneration of Executive Committee in the Amount of EUR 10 Million	For	Against	current shareownership. The same applies to the diversity of the BoD. A vote AGAINST this proposal is warranted because: *There are concerns regarding the company's remuneration practices for executive management. *There is limited ex-post disclosure to explain the evolution of variable payouts versus company
			Management	6.1.1	Reelect Michael Tojner as Director and Board Co-Chair	For	For	performance. We are not concerned about the non independence claim of BoD members, as the BoD is a reflection of the recent IPO and current shareownership. The same applies to the diversity of the BoD.
			Management	6.1.2	Reelect Thomas Williams as Director and Board Co-Chair	For	For	We are not concerned about the non independence claim of BoD members, as the BoD is a reflection of the recent IPO and
			Management	6.1.3	Reelect Martin Ohneberg as Director	For	For	current shareownership. The same applies to the diversity of the BoD. We are not concerned about the non independence claim of BoD members, as the BoD is a reflection of the recent IPO and
			Management	6.1.4	Reelect Christian Hosp as Director	For	For	current shareownership. The same applies to the diversity of the BoD. We are not concerned about the non independence claim of BoD members, as the BoD is a reflection of the recent IPO and
			Management	6.1.5	Reelect Markus Vischer as Director	For	For	current shareownership. The same applies to the diversity of the BoD. We are not concerned about the non independence claim of BoD members, as the BoD is a reflection of the recent IPO and
			Management	6.2.1	Reappoint Michael Tojner as Member of the Nomination and Compensation Committee	For	For	current shareownership. The same applies to the diversity of the BoD. We are not concerned about the non independence claim of BoD members, as the BoD is a reflection of the recent IPO and
			Management	6.2.2	Reappoint Thomas Williams as Member of the Nomination and Compensation Committee	For	For	current shareownership. The same applies to the diversity of the BoD. We are not concerned about the non independence claim of BoD members, as the BoD is a reflection of the recent IPO and
			Management	6.2.3	Reappoint Martin Ohneberg as Member of the Nomination and Compensation Committee	For	For	current shareownership. The same applies to the diversity of the BoD. We are not concerned about the non independence claim of BoD members, as the BoD is a reflection of the recent IPO and
			Management	6.3	Designate Keller KLG as Independent Proxy	For	For	current shareownership. The same applies to the diversity of the BoD.
		1	Management	6.4	Ratify KPMG AG as Auditors	For	For	
			Management	7	Approve Creation of CHF 5 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	For	For	
			Management Management	8 9	Approve Creation of CHF 1 Million Pool of Conditional Capital for Financial Instruments Transact Other Business (Voting)	For For	For Against	A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case
			ivianagement	9	Transact Other Dusiness (Voting)	Foi	Ayamst	new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content
								of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.
ObsEva SA	Switzerland	18-mai-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
			Management	2	Approve Discharge of Board and Senior Management	For	For	
		1	Management Management	3 4.1	Approve Treatment of Net Loss Reelect Annette Clancy as Director and Elect as Board Chair	For For	For For	
		1	Management	4.2	Reelect Ernest Loumaye as Director	For	For	
		1	Management	4.3	Reelect Brian O'Callaghan as Director	For	For	
			Management	4.4	Reelect Anne VanLent as Director	For	For	
			Management	4.5	Reelect Edward Mathers as Director	For	For	We do not object to the numerous BoD appointments of one BoD member, as in the field of Biotech, it is usual to bring together very complementary capabilities.
			Management	4.6	Reelect Catarina Edfjaell as Director	For	For	
		I	Management	4.7	Elect Stephanie Brown as Director	For	For	
			Management Management	5.1 5.2	Reappoint Annette Clancy as Member of the Compensation Committee Reappoint Edward Mathers as Member of the Compensation Committee	For For	For For	We do not object to the numerous BoD appointments of one BoD member, as in the field of Biotech, it is usual to bring together
			Management	5.3	Reappoint Catarina Edfjaell as Member of the Compensation Committee	For	For	very complementary capabilities.
			Management	6	Ratify PricewaterhouseCoopers SA as Auditors	For	Against	A vote AGAINST the ratification of PricewaterhouseCoopers as the company's audit firm is warranted given that the non-audit fees are 51.6 percent of the total fees received by the audit firm during the fiscal year, raising substantial doubts over the independence of the auditor.
			Management Management	7 8.1	Designate Perreard de Boccard SA as Independent Proxy Approve Remuneration of Directors in the Amount of USD 2.5 Million	For For	For For	We are comfortable with the conditional capital raises and equity remunerations that are logical for a company at this stage of lits development where it is not yet generating high cash levels.
			Management	8.2	Approve Remuneration of Executive Committee in the Amount of USD 15 Million	For	For	We are comfortable with the conditional capital raises and equity remunerations that are logical for a company at this stage of its development where it is not yet generating high cash levels.
			Management	9	Approve CHF 4.2 Million of Authorized Capital Increase with or without Exclusion of	For	For	We are comfortable with the conditional capital raises and equity remunerations that are logical for a company at this stage of its development where it is not yet generating high cash levels.
			Management	10	Approve Creation of CHF 2.8 Million Conditional Capital for Bonds or Similar Debt Instruments	For	For	We are comfortable with the conditional capital raises and equity remunerations that are logical for a company at this stage of its development where it is not yet generating high cash levels.
			Management	11	Approve CHF 1.4 Million Conditional Capital Increase for Equity Plans	For	For	We are comfortable with the conditional capital raises and equilty remunerations that are logical for a company at this stage of its development where it is not yet generating high cash levels.
			Management	12	Approve Increase in Conditional Capital Reserved for Equity Plans	For	For	We are comfortable with the conditional capital raises and equity remunerations that are logical for a company at this stage of
l	I	ı	I	I	I	I	ı	its development where it is not yet generating high cash levels.

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management	Vote_	Significant votes - Rationales
		5		Number		Recommendation	Decision	
			Management	13	Approval of Issuance of Conversion Shares and Warrant Shares under Securities Purchase	For	For	
	1	1	Managament	14	Agreement Transact Other Business (Voting)	For	Against	A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case
	1	1	Management	14	Transact Other Business (Voting)	FOI	Against	new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content
	1	1		l				of these any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote
	<u> </u>		L	<u> </u>			└	against this item on a precautionary basis.
Sampo Oyj	Finland	18-mai-22	Management Management	8	Accept Financial Statements and Statutory Reports Approve Allocation of Income and Dividends of EUR 4.10 Per Share	For For	For For	
		1	Management	9	Approve Discharge of Board and President	For	For	
	1	1	Management	10	Approve Remuneration Report (Advisory Vote)	For	For	
	1	1	Management	11	Approve Remuneration of Directors in the Amount of EUR 190,000 for Chair and EUR	For	For	
	1	1	Management	12	98,000 for Other Directors; Approve Remuneration for Committee Work Fix Number of Directors at Nine	For	For	
	1	1	Management	13	Reelect Christian Clausen, Fiona Clutterbuck, Georg Ehrnrooth, Jannica Fagerholm,	For	For	
		1	_		Johanna Lamminen, Risto Murto, Markus Rauramo and Bjorn Wahlroos as Directors; Elect			
	1	1	Management	14	Steven Langan as New Director Approve Remuneration of Auditors	For	For	
		1	Management	15	Ratify Deloitte as Auditors	For	For	
	1	1	Management	16	Authorize Share Repurchase Program	For	For	
SAP SE	Germany	18-mai-22	Management	2	Approve Allocation of Income and Dividends of EUR 1.95 per Share and Special Dividends	For	For	
	1		Managara	3	of EUR 0.50 per Share Approve Discharge of Management Board for Fiscal Year 2021	For		
1	1	1	Management Management	3 4	Approve Discharge of Management Board for Fiscal Year 2021 Approve Discharge of Supervisory Board for Fiscal Year 2021	For For	For For	
1	1	1	Management	5	Ratify KPMG AG as Auditors for Fiscal Year 2022	For	For	
1	1		Management	6	Ratify BDO AG as Auditors for Fiscal Year 2023	For	For	
1	1	1	Management Management	7 8.1	Approve Remuneration Report Elect Hasso Plattner to the Supervisory Board	For For	For For	
1	1	1	Management Management	8.1 8.2	Elect Rouven Westphal to the Supervisory Board Elect Rouven Westphal to the Supervisory Board	For For	For	
	1	1	Management	8.3	Elect Gunnar Wiedenfels to the Supervisory Board	For	For	
		1	Management	8.4	Elect Jennifer Xin-Zhe Li to the Supervisory Board	For	For	
Tencent Holdings Limited	Cayman Islands	18-mai-22	Management Management	9	Approve Remuneration of Supervisory Board Accept Financial Statements and Statutory Reports	For For	For For	
Tericent Holdings Limited	Cayman Islanus	10-111di-22	Management	2	Approve Final Dividend	For	For	
		1	Management	3a	Elect Li Dong Sheng as Director	For	For	
	1	1	Management	3b	Elect Ian Charles Stone as Director	For	For	
		1	Management Management	3c 4	Authorize Board to Fix Remuneration of Directors Approve Auditor and Authorize Board to Fix Their Remuneration	For For	For For	
	1	1	Management	5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	Against	A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10
	1	1	Ĭ				ľ	percent of the relevant class of shares. * The company has not specified the discount limit for share issuances under the general
	1	1	l., .			_	۱ ـ	mandate.
	1	1	Management Management	6 7	Authorize Repurchase of Issued Share Capital Authorize Reissuance of Repurchased Shares	For For	For Against	A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10
	1	1	managomoni	l '	Autorized Holocaurios of Hoparoniacoa Charles		/ tguillot	percent of the relevant class of shares. * The company has not specified the discount limit for share issuances under the general
	1	1	l			_	l _	mandate.
	1	1	Management	8	Approve Proposed Amendments to the Second Amended and Restated Memorandum of Association and Articles of Association and Adopt the Third Amended and Restated	For	For	
	1	1		l	Memorandum of Association and Articles of Association			
	1	1	Management	1	Approve Refreshment of Scheme Mandate Limit Under the Share Option Plan	For	Against	A vote AGAINST this resolution is warranted given the following reasons: * Tencent Music could be considered a mature
	1	1		l				company, and the limit under the scheme is 10 percent of its issued capital; * the absence of challenging performance criteria
Thermo Fisher Scientific Inc.	USA	18-mai-22	Management	1a	Elect Director Marc N. Casper	For	For	and meaningful vesting periods; and * the potential for conflict of interests in the administration of the scheme.
The state of the s	500		Management	1b	Elect Director Nelson J. Chai	For	For	
1	1	1	Management	1c	Elect Director Ruby R. Chandy	For	For	
			Management Management	1d 1e	Elect Director C. Martin Harris Elect Director Tyler Jacks	For For	For For	
1	1		Management	1f	Elect Director Tyler Jacks Elect Director R. Alexandra Keith	For	For	
		1	Management	1g	Elect Director Jim P. Manzi	For	For	
1	1	1	Management	1h	Elect Director James C. Mullen	For	For	
1	1	1	Management Management	1i 1i	Elect Director Lars R. Sorensen Elect Director Debora L. Spar	For For	For For	
1	1	1	Management	1j 1k	Elect Director Depora L. Spar Elect Director Scott M. Sperling	For	For	
1	1		Management	11	Elect Director Dion J. Weisler	For	For	
1		1	Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
Tikehau Capital SCA	France	18-mai-22	Management Management	1 1	Ratify PricewaterhouseCoopers LLP as Auditors Approve Financial Statements and Statutory Reports	For For	For For	
Tinonau Capital GOA	1 lalice	10=111at=22	Management	2	Approve Consolidated Financial Statements and Statutory Reports	For	For	
		1	Management	3	Approve Allocation of Income and Dividends of EUR 1 per Share	For	For	
		1	Management	4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	For	
1		1	Management	5	New Transactions Reelect Christian de Labriffe as Supervisory Board Member	For	For	
	1		Management	6	Reelect Roger Caniard as Supervisory Board Member	For	For	
		1	Management	7	Reelect Fanny Picard as Supervisory Board Member	For	For	
		1	Management Management	8	Reelect Constance de Poncins as Supervisory Board Member Renew Appointment of Ernst & Young et autres as Auditor	For For	For For	
1			Management	10	Renew Appointment of Ernst & Young et autres as Auditor Renew Appointment of Mazars as Auditor	For	For	
1	1		Management	11	Approve Remuneration Policy of General Management	For	For	
1	I	l	Management	12	Approve Remuneration Policy of Supervisory Board	For	For	ı

Management 10 Ma	Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management	Vote	Significant votes - Rationales
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Hargement Margement Marge		1	1						
Management 10 Agriculture Statement of English of English Joseph Security College (1994) and Security College (199		1		Management	18		For	For	
Aggregate Namba Annual ref Full (DO Millon Aggregate) Namba Annual ref Full (DO Millon) Aggregate Namba Annual ref Full (DO Millon) Aggregate Namba Annual ref Full (DO Millon) Annual ref Full (DO Mi		1		Management	10	Aggregate Nominal Amount of EUR 1.05 Billion	For	Against	* Votes FOR the authorizations under Items 19, 21, 24 are warranted as their proposed valueses respect the recommended
Abangament Abanga				Management	19	Aggregate Nominal Amount of EUR 800 Million	Pol		guidelines for the aduntizations until terms (a, z), z4 are warranted as their proposed volumes respect the recommended guidelines for issuancies with and without preemptive rights. Votes AGAINST the authorizations under 19, 20, 22 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights.
Authorities Doard to Set Issue Prince for 10 Protest Per Vear of Issued Capital Pursuant to Issued Capital State P				Management	20		For	Against	* Votes FOR the authorizations under Items 18, 21, 24 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. * Votes AGAINST the authorizations under 19, 20, 22 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights.
Authorize Board Des Board Des Board Pote of 19 Percent Per Ver of Issued Capital Personant to Issued Capital Personant Town And Town		1	1	Management	21	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	For	
Maragement Authorize Board to increase Capital in the Event of Additional Demand Related to Delegation Schemistry Vision Maragement Authorize you to Percent of Issued Capital for Use in Stock Option Plans Authorize up to 3 Percent of Issued Capital for Use in Stock Option Plans Authorize up to 3 Percent of Issued Capital for Use in Related Explainable Capital Cap						Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to			*Votes FOR the authorizations under Items 18, 21, 24 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. * Votes AGAINST the authorizations under 19, 20, 22 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights.
Management 24 Authorize Sound to Increase Capital in the Event of Additional Demand Related to Delegation Sound Technology South Pursuits of Sachmitted South Service Capital for Use in Stock Option Plans For Authorize up to 3 Percent of Issued Capital for Use in Restricted Stock Plans Authorize up to 3 Percent of Issued Capital for Use in Restricted Stock Plans Authorize Decreases in State Capital for Use in Restricted Stock Plans For Authorize up to 3 Percent of Issued Capital for Use in Restricted Stock Plans Management 28 Authorize Decreases in State Capital for Use in Restricted Stock Plans For Park Management 29 Authorize up to 3 Percent of Issued Capital for Use in Restricted Stock Plans For Park Management 29 Authorize Decreases in State Capital with Cardiological Stock Plans For Management 20 Authorize Decreases in State Capital without Premptive Provided State Capital Into P				Management	23		For	For	
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Adhroize up to 3 Percent of Issued Capital for Use in Resircised Stock Plans Adhroize up to 3 Percent of Issued Capital for Use in Resircised Stock Plans Adhroize up to 3 Percent of Issued Capital without Preemptive Rights Reserved for Telephan Management Authorize Pling of Required Documents/Other Pormalities Uniper SE Germany 18-mai-22 Management Adhroize Pling of Required Documents/Other Pormalities 7		1				Authorize Capital Issuances for Use in Employee Stock Purchase Plans			
Management 27 Authorize by to 3 Percent of Issued Capital for Use in Restricted Stock Plans For Management 28 Authorize Decrease in Share Capital via Cancellation of Repurchased Shares Management 29 Authorize Decrease in Share Capital via Cancellation of Repurchased Shares Management 29 Management 29 Management 29 Management 29 Management 29 Management 20 Manageme				Management	26	Authorize up to 3 Percent of Issued Capital for Use in Stock Option Plans	For	Against	* No information is available on the existence of performance conditions. * The vesting and performance period are not
Against A vote AGAINST the resolution is warranted because. "The exercise price could show a discount to the average may find the exercise price of the existence of performance conditions." The vesting and performance periods are disclosed. When the exercise price of the existence of performance conditions. The vesting and performance periods are disclosed. When the existence of performance conditions. The vesting and performance periods are disclosed. For				Management	27	Authorize up to 3 Percent of Issued Capital for Use in Restricted Stock Plans	For	Against	A vote AGAINST this resolution is warranted because: * The vesting period is not sufficiently long-term oriented. * No
Rights Reserved for Tikehau Management and Tikehau Employee Fund 2018 Sights Reserved for Tikehau Management and Tikehau Employee Fund 2018 Sights Reserved for Tikehau Management Adaptive Discharge of Nanagement Adaptive Discharge of Management Adaptive Discharge Office Discharge Office Discharge Office Discharge Office Discharge Office Discharge Office D		1							
Approve Allocation of Income and Dividends of EUR 0.07 per Share Management M				Management	29	Rights Reserved for Tikehau Management and Tikehau Employee Fund 2018	For	Against	* No information is available on the existence of performance conditions. * The vesting and performance periods are not
Approve Discharge of Nuerievisory Board of Fiscal Year 2021 Approve Discharge of Supervisory Board of Fiscal Year 2022, for the Review of Interim Financial Statements for Fiscal Year 2022 and for the Review of Interim Financial Statements for Fiscal Year 2022 and for the Review of Interim Financial Statements for Fiscal Year 2023 and Fiscal Year 2023. Approve Remuneration Report 7.1 Reelect Markus Rauramo to the Supervisory Board 7.2 Reelect Bernhard Guenther to the Supervisory Board 7.3 Reelect Bernhard Guenther to the Supervisory Board 7.4 Reelect Werner Brinker to the Supervisory Board 7.5 Reelect Werner Brinker to the Supervisory Board 7.6 Reelect Werner Brinker to the Supervisory Board 7.7 Reelect Users Application Report 7.8 Reelect Werner Brinker to the Supervisory Board 7.9 Reelect Werner Brinker to the Supervisory Board 7.1 Reelect Judith Buss to the Supervisory Board 7.2 Reelect Judith Buss to the Supervisory Board 7.3 Reelect Judith Buss to the Supervisory Board 7.4 Reelect Judith Buss to the Supervisory Board 7.5 Reelect Judith Buss to the Supervisory Board 7.6 Reelect Judith Buss to the Supervisory Board 7.7 Reelect Judith Buss to the Supervisory Board 7.8 Reelect Judith Buss to the Supervisory Board 7.9 Reelect Judith Buss to the Supervisory Board 7.9 Reelect Judith Buss to the Supervisory Board 7.0 Reelect Judith Buss to the Supervisory Board 7.1 Reelect Judith Buss to the Supervisory Board 7.2 Reelect Judith Buss to the Supervisory Board 7.8 Reelect Judith Buss to the Supervisory Board 7.9 Reelect Judith Buss to the Supervisory Board 7.9 Reelect Judith Buss to the Supervisory Board 7.0 Reelect Judith Buss to the Supervisory Board 7.0 Reelect Judith Buss to the Supervisory Board 7.1 Reelect Judith Buss to the Supervisory Board 7.9 Reelect Judith Buss to the Supervisory Board 7.0 Reelect Judith Buss to the Supervisory Board 7.0 Reelect Judith Buss to the Supervisory Board 7.1 Reelect Judith Buss to the Supervisory Board 7.2 Reelect Judith Buss to the Supervisory Boa					30		1 01	1 01	
Management Management A Approve Discharge of Supervisory Board for Fiscal Year 2022, for the Review of Interim Financial Statements for the First Quarter of Fiscal Year 2023 and for the Review of Interim Financial Statements for the First Quarter of Fiscal Year 2023 and for the Review of Interim Financial Statements for the First Quarter of Fiscal Year 2023 and First Quarter of Fiscal Year 2023 and First Management of Approve Remuneration Report For Reelect Markus Rauramo to the Supervisory Board For For For Reelect Markus Rauramo to the Supervisory Board For Against Voltes AGAINST the non-independent nominees are warranted because their proposed length of term to the board exceeds for Voltes AGAINST the non-independent nominees Markus Rauramo, Bernhard Guenther, East Hywarrien, and Nors Store For Against Voltes AGAINST the non-independent nominees are warranted due to the failure to establish a sufficiently independent transmitted for the First Against Voltes AGAINST and proposed on morninees are warranted due to the failure to establish a sufficiently independent transmitted for the First Against Voltes AGAINST the non-independent nominees are warranted due to the failure to establish a sufficiently independent transmitted for the First Against Voltes AGAINST the non-independent nominees are warranted due to the failure to establish a sufficiently independent prominees are warranted due to the failure to establish a sufficiently independent prominees are warranted due to the failure to establish a sufficiently independent prominees are warranted due to the failure to establish a sufficiently independent nominees are warranted due to the failure to establish a sufficiently independent nominees are warranted due to the failure to establish a sufficiently independent nominees are warranted due to the failure to establish a sufficiently independent nominees are warranted due to the failure to establish a sufficiently independent nominees are warranted due to the failure to establish a sufficiently independent nom	Uniper SE	Germany	18-mai-22		2				
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Forsberg are further warranted due to the failure to establish a sufficiently independent board. Votes AGAINST Marku. Rauvamon and Bernhard Guenther are additionally warranted due to the failure to establish a sufficiently independent remuneration committee.				Management	7.4	Reelect Judith Buss to the Supervisory Board	For	Against	Votes AGAINST all proposed nominees are warranted because their proposed length of term to the board exceeds four years. Votes AGAINST the non-independent nominees Markus Rauramo, Bernhard Guenther, Esa Hyvaerinen, and Nora Steiner- Forsberg are further warranted due to the failure to establish a sufficiently independent board. Votes AGAINST Markus Rauramo and Bernhard Guenther are additionally warranted due to the failure to establish a sufficiently independent
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Management 3 Elect Sun Jie (Jane) as Director For For Management 4 Elect George Yong-Boon Yeo as Director For For For For For For For For For F	1	1			4				
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Page				Management	6	Elect Narongchai Akrasanee as Director	For	For	
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Management				Management	l	Submitted to Shareholder Vote Above			
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Management 29 Authorize Capital Issuances for Use in Employee Stock Purchase Plans Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for F				Management	28		For	For	
Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Engloyee Stock Purchase Plans Purch				Management	29		For	For	
Management CR Hutchison Holdings Limited Cayman Islands Caym									
CK Hutchson Hotdings Limited Cayman Islands				ľ	l				
Management Management 3a Reprove Prairal Dividend Management 3a Reprove Prairal Dividend Share Capital Frank, Lot of State Share Share Share Management 3a Reprove Auditor of Horizon State Share Share Management 3a Reprove Auditor of Horizon State Share Share Management 3a Reprove Auditor Share Share Management 4a Reprove Auditor Share Share Share Management 5.1 Auditor Share Share Management 4a Reprove Auditor Share Share Management 5.2 Auditor Share Share Management 5.3 Auditor Share Share Management 6.3 Approve Auditor Share Share Share Share Management 6.3 Approve Auditor Share					31				
Management Management She Elect Flamk, John Six as Director For Against Elect Flamk, John Six as Director For Against Elect Edith Shih as Director For For For For For For For For For F	CK Hutchison Holdings Limited	Cayman Islands	19-mai-22		1 1				
Management 3b Elect Edits Shih as Director For Hamagement Management S 2 Management S 2 Management S 3 Management Management Management Management Management S 2 Management S 2 Management S 3 Management Manage			1						
Management			1						A vote AGAINST the election of Frank Sixt is warranted for serving on more than six public company boards. A vote FOR the
Management 3d Elect (Linchwa Do Mo Fong, Susan as Director For For For For For For For For For F			1	Ĭ	1			ľ	
Management S.2 Authorize Repurchase of Issued Share Capital For For For Management Manag		1	1						
Management	1	1	1						
Management Management Management Management S1 Elect Leung Lau Yau Fun. Sophie as Director For For For For Management S2 Management S2 Management S3 Management S4 Approve Pricewaterhouse coopers as Auditor and Authorize Board to Fix Their For For For Management S5.2 Authorize Repurchase of Issued Share Capital Financial Statements and Statutory Reports For For For Management S4 Approve Consolidated Financial Statements and Statutory Reports For For For Management S4 Approve Consolidated Financial Statements and Statutory Reports For For For Management Approve Auditor's Special Report on Related-Party Transactions For For For Management Management S5.2 Approve Consolidated Financial Statements and Statutory Reports For For For Management Approve Auditor's Special Report on Related-Party Transactions For For For Management Management S5.2 Approve Composation of Charles Edelstenne, Chairman of the Board For For For Management Management Management Management S6.2 Approve Compensation of Demand CEO For Approve Management Management S6.3 Approve Compensation of Bernard Charles, Vice-Chairman of the Board and CEO For Against Charles Edelstenne as Director For For Management S6.3 Approve Compensation For For For For For For Management S6.3 Approve Compensation For	1	1	1						
Approve Price waterhouse Coopers as Auditor and Authorize Board to Fix Their Remuneration Management Management 5.2 Approve Stander of Equity of Equity -	1	1	I						
Management 5.1 Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights Dassault Systemes SA France 19-mai-22 19-ma	1	1	I			Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their			
Dassault Systemes SA France 19-mai-22 Management Man	1	1	1				l _	I .	
Dassault Systemes SA Prance 19-mai-22 Management	1	1	1						
Management Management Management Management Management Approve Auditors' Special Report on Related-Party Transactions Approve Remuneration Policy of Corporate Officers Approve Compensation of Charles Edelstenne, Chairman of the Board Approve Compensation of Bernard Charles, Vice-Chairman of the Board and CEO Management	Dassault Systemes SA	France	19-mai-22		0.Z 1				
Management	Successive Systemes on	I Tanoc	10-11161-22		2				
Management Management Management 7 Approve Compensation of Charles Edelstenne, Chairman of the Board and CEO For For Management 8 Approve Compensation of Bernard Charles, Vice-Chairman of the Board and CEO For Against Management 9 Approve Compensation not Described in Management 10 Management 11 Reelect Bernard Charles as Director For Management 12 Reelect Pascal Daloz as Director Management 13 Reelect Against Select S		1	I	Management	3	Approve Allocation of Income and Dividends of EUR 0.17 per Share	For	For	
Management	1	1	I		4				
Management Nanagement		1	I		5				
Management Management 10 Reelect Charles Edelstenne as Director Management Management 11 Reelect Bernard Charles as Director Management Management Management Management Management Management 12 Reelect Pascal Daloz as Director Management Mana		1	I		7	Approve Compensation of Charles Edelstenne, Chairman of the Board			
achievement of the non-financial criteria of the borus, representing 50 percent of its weight, is limited; * Half of the LTI granted has a vesting and performance period that is not long-term oriented; * Half of the LTI granted has a vesting and performance period that is not long-term oriented; * Holf of the LTI granted has a vesting and performance period that is not long-term oriented; * Holf of the LTI granted has a vesting and performance period that is not long-term oriented; * Holf of the LTI granted has a vesting and performance period that is not long-term oriented; * Holf of the LTI granted has a vesting and performance period that is not long-term oriented; * Half of the LTI granted has a vesting and performance period that is not long-term oriented; * Half of the LTI granted has a vesting and performance period that is not long-term oriented; * Half of the LTI granted has a vesting and performance period that is not long-term oriented; * Half of the LTI granted has a vesting and performance period that is not long-term oriented; * Half of the LTI granted has a vesting and performance period that is not long-term oriented; * Half of the LTI granted has a vesting and performance period that is not long-term oriented; * Half of the LTI granted has a vesting and performance period that is not long-term oriented; * Half of the LTI granted has a vesting and performance period that is not long-term oriented; * Half of the LTI granted has a vesting and performance period that is not long-term oriented; * Half of the LTI granted has a vesting and performance period that is not long-term oriented; * Half of the LTI granted has a vesting and performance period that is not long-term oriented; * Half or the LTI granted has a vesting and performance period that is not long-term oriented; * Half or the LTI granted has a vesting and performance period that is not long-term oriented.		1	1		8				A vote AGAINST this remuneration report is warranted as the following concerns are raised: * The level of disclosure on the
Management 9 Approve Compensation Report of Corporate Officers For Against dissent received at last AGMs, a vote AGAINST this resolution is warranted. Management 10 Reelect Charles Edelstenne as Director For Management 11 Reelect Bernard Charles as Director For Management 12 Reelect Pascal Daloz as Director For For Management 13 Reelect Advice Cauchoids as Director For For For For Management 13 Reelect Management 13 Reelect Management 14 Reelect Management 15 Reelect Management 16 Reelect Management 17 Reelect Management 18 Reelect Management 19 Reelect Management									achievement of the non-financial criteria of the bonus, representing 50 percent of its weight, is limited; * Half of the LTI granted has a vesting and performance period that is not long-term oriented; * Information on the performance achieved for LTIPs
Management 10 Reelect Charles Edelstenne as Director For For Management 11 Reelect Bernard Charles as Director For For Management 12 Reelect Pascal Daloz as Director For For Management 13 Reelect Asvier Cauchois as Director For For For				Management	9	Approve Compensation Report of Corporate Officers	For	Against	Considering some issues remain in terms of disclosure on the CEO's remuneration report along with the recurring significant
Management 11 Reelect Bernard Charles as Director For For Management 12 Reelect Pascal Daloz as Director For For Management 13 Reelect Avier Cauchois as Director For For		1	1	Managamant	10	Regiont Charles Edulatorne as Director	For	For	dissent received at last AGMs, a vote AGAINST this resolution is warranted.
Management 12 Reelect Pascal Daloz as Director For For Management 13 Reelect Xavier Cauchois as Director For For		1	1						
Management 13 Reelect Xavier Cauchois as Director For For		1	I						
Management 14 Authorize Repurchase of Up to 20 Million Issued Share Capital For For	1	1	I						
	1	I	1	Management	14	Authorize Repurchase of Up to 20 Million Issued Share Capital	For	For	l l

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management Recommendation	Vote	Significant votes - Rationales
			Management	Number 15	Approve Remuneration of Directors in the Aggregate Amount of EUR 900,000	For	Decision For	
			Management	16	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For	
			Management	17	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For	
			Management	18	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for	For	For	
					Employees and Corporate Officers of International Subsidiaries			
			Management	19	Delegate Powers to the Board to Approve Merger by Absorption by the Company	For	Against	Votes AGAINST these delegations are warranted as they are not considered in shareholders' interests.
			Management	20	Authorize Capital Increase of Up to EUR 10 Million in Connection with Contribution in Kind	For	Against	Votes AGAINST these delegations are warranted as they are not considered in shareholders' interests.
			Management	21	Above Authorize Filing of Required Documents/Other Formalities	For	For	
Encavis AG	Germany	19-mai-22	Management	21	Approve Allocation of Income and Dividends of EUR 0.30 per Share	For	For	
Litavis AG	Germany	19-111a1-22	Management	3	Approve Discharge of Management Board for Fiscal Year 2021	For	For	
			Management	4.1	Approve Discharge of Supervisory Board Member Manfred Krueper for Fiscal Year 2021	For	For	
			Management	4.2	Approve Discharge of Supervisory Board Member Alexander Stuhlmann for Fiscal Year	For	For	
					2021	_	l _	
			Management	4.3	Approve Discharge of Supervisory Board Member Cornelius Liedtke for Fiscal Year 2021	For	For	
			Management	4.4	Approve Discharge of Supervisory Board Member Albert Buell for Fiscal Year 2021	For	For	
			Management	4.5	Approve Discharge of Supervisory Board Member Fritz Vahrenholt for Fiscal Year 2021	For	For	
			Management	4.6	Approve Discharge of Supervisory Board Member Christine Scheel for Fiscal Year 2021	For	For	
			Management	4.7	Approve Discharge of Supervisory Board Member Henning Kreke for Fiscal Year 2021	For	For	
			Management	4.8	Approve Discharge of Supervisory Board Member Marcus Schenck for Fiscal Year 2021	For	For	
			Management	4.9	Approve Discharge of Supervisory Board Member Rolf Schmitz for Fiscal Year 2021	For	For	
			Management Management	4.10 5	Approve Discharge of Supervisory Board Member Peter Heidecker for Fiscal Year 2021 Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2022	For For	For For	
1	1		Management	6	Approve Remuneration Report	For	Against	A vote AGAINST is warranted because: * The company significantly increased the CEO's base salary without providing an
			Managomoni	Ŭ	A PPIOTO TOMANO AND TOPOTO	1	/ tguiriot	explanation. * The company paid discretionary bonuses without providing a detailed or compelling rationale. * The compensation
	1							committee of the supervisory board is completely non-independent.
			Management	7	Amend Articles Re: Supervisory Board Term of Office	For	For	
			Management	8.1	Elect Manfred Krueper to the Supervisory Board	For	Against	Votes AGAINST the non-independent nominees, Manfred Krueper, Albert Buell, Isabella Pfaller, Thorsten Testorp and Fritz
								Vahrenholt, are warranted because of the failure to establish a majority-independent board. However, a vote FOR the independent director Henning Kreke is warranted due to lack of concerns. Votes AGAINST the non-independent audit
								committee members, Manfred Kreuper and Fritz Varenholt, are further warranted because the company has failed to establish
								a sufficiently independent audit committee. Votes AGAINST the non-independent remuneration committee members. Marnfred
								Kreuper, Fritz Varenholt, and Albert Buell, are further warranted because the company has failed to establish a sufficiently
								independent remuneration committee. Lastly, a vote AGAINST Manfred Krueper, in his capacity as the current nomination
								committee chair, is further warranted as a signal of concern because the board is insufficiently gender diverse.
				0.0	Flood look all Dfolloods the Companies of Board	F	A	Votes A CANNOT the area independent agreement and finite and the property of t
			Management	8.2	Elect Isabella Pfaller to the Supervisory Board	For	Against	Votes AGAINST the non-independent nominees, Manfred Krueper, Albert Buell, Isabella Pfaller, Thorsten Testorp and Fritz Vahrenholt, are warranted because of the failure to establish a majority-independent board. However, a vote FOR the
								independent director Henning Kreke is warranted due to lack of concerns. Votes AGAINST the non-independent audit
								committee members, Manfred Kreuper and Fritz Varenholt, are further warranted because the company has failed to establish
								a sufficiently independent audit committee. Votes AGAINST the non-independent remuneration committee members, Marnfred
								Kreuper, Fritz Varenholt, and Albert Buell, are further warranted because the company has failed to establish a sufficiently
								independent remuneration committee. Lastly, a vote AGAINST Manfred Krueper, in his capacity as the current nomination committee chair, is further warranted as a signal of concern because the board is insufficiently gender diverse.
								committee chain, is future warranted as a signal of concern because the board is insufficiently genuer diverse.
			Management	8.3	Elect Albert Buell to the Supervisory Board	For	Against	Votes AGAINST the non-independent nominees, Manfred Krueper, Albert Buell, Isabella Pfaller, Thorsten Testorp and Fritz
								Vahrenholt, are warranted because of the failure to establish a majority-independent board. However, a vote FOR the
								independent director Henning Kreke is warranted due to lack of concerns. Votes AGAINST the non-independent audit
								committee members, Manfred Kreuper and Fritz Varenholt, are further warranted because the company has failed to establish
								a sufficiently independent audit committee. Votes AGAINST the non-independent remuneration committee members, Marnfred Kreuper, Fritz Varenholt, and Albert Buell, are further warranted because the company has failed to establish a sufficiently
								independent remuneration committee. Lastly, a vote AGAINST Manfred Krueper, in his capacity as the current nomination
1	1					1		committee chair, is further warranted as a signal of concern because the board is insufficiently gender diverse.
1	1					1		· · · · · · · · · · · · · · · · · · ·
1	1		Management	8.4	Elect Thorsten Testorp to the Supervisory Board	For	Against	Votes AGAINST the non-independent nominees, Manfred Krueper, Albert Buell, Isabella Pfaller, Thorsten Testorp and Fritz
								Vahrenholt, are warranted because of the failure to establish a majority-independent board. However, a vote FOR the
								independent director Henning Kreke is warranted due to lack of concerns. Votes AGAINST the non-independent audit
								committee members, Manfred Kreuper and Fritz Varenholt, are further warranted because the company has failed to establish a sufficiently independent audit committee. Votes AGAINST the non-independent remuneration committee members, Marnfred
	1							A sufficiently independent audit committee. Votes AGAINS1 the non-independent remuneration committee members, marnifed Kreuper, Fritz Varenholt, and Albert Buell, are further warranted because the company has failed to establish a sufficiently
1	1							independent remuneration committee. Lastly, a vote AGAINST Manfred Krueper, in his capacity as the current nomination
	1							committee chair, is further warranted as a signal of concern because the board is insufficiently gender diverse.
1	1					1		
1	1		Management	8.5	Elect Henning Kreke to the Supervisory Board	For	For	[aa.a.a.a.a.a.a.a.a.a.a.a.a.a.a.a
1	1		Management	8.6	Elect Fritz Vahrenholt to the Supervisory Board	For	Against	Votes AGAINST the non-independent nominees, Manfred Krueper, Albert Buell, Isabella Pfaller, Thorsten Testorp and Fritz
1	1							Vahrenholt, are warranted because of the failure to establish a majority-independent board. However, a vote FOR the independent director Henning Kreke is warranted due to lack of concerns. Votes AGAINST the non-independent audit
1	1							committee members, Manfred Kreuper and Fritz Varenholt, are further warranted because the company has failed to establish
1	1					1		a sufficiently independent audit committee. Votes AGAINST the non-independent remuneration committee members, Marnfred
1	1					1		Kreuper, Fritz Varenholt, and Albert Buell, are further warranted because the company has failed to establish a sufficiently
	1	ı	ı	l		1		independent remuneration committee. Lastly, a vote AGAINST Manfred Krueper, in his capacity as the current nomination committee chair, is further warranted as a signal of concern because the board is insufficiently gender diverse.
	1							
								committee chair, is future warranted as a signar of concern because the board is insufficiently gender diverse.
			Management	a	Approve Cancellation of Conditional Capital 2017	For	For	committee chair, is runner warranted as a signal of concern because the board is insulficiently gender diverse.
			Management Management	9 10	Approve Cancellation of Conditional Capital 2017 Approve Cancellation of Conditional Capital 2018	For For	For For	committee chair, is futurer warranted as a signal of concern because the board is insulficiently genuer diverse.

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management	Vote	Significant votes - Rationales
				Number		Recommendation	Decision	
			Management	1.2	Elect Director James Madden	For	For	
			Management	1.3	Elect Director Ajay Agrawal	For	For	
			Management	1.4	Elect Director Stacey Cartwright	For	For	
			Management	1.5	Elect Director Laura Conigliaro	For	For	
			Management Management	1.6 1.7	Elect Director Tamara Franklin Elect Director Carol Lindstrom	For For	For For	
			Management	1.8	Elect Director CeCelia Morken	For	For	
			Management	1.9	Elect Director Brian Stevens	For	For	
			Management	1.10	Elect Director Mark Verdi	For	For	
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Management	3	Amend Omnibus Stock Plan	For	For	
			Management	4	Ratify KPMG as Auditors	For	For	
LEG Immobilien SE	Germany	19-mai-22	Management	2	Approve Allocation of Income and Dividends of EUR 4.07 per Share	For	For	
			Management	3 4	Approve Discharge of Management Board for Fiscal Year 2021	For	For	
			Management Management	5	Approve Discharge of Supervisory Board for Fiscal Year 2021 Ratify Deloitte GmbH as Auditors for Fiscal Year 2022	For For	For For	
			Management	6	Approve Remuneration Report	For		A vote AGAINST the remuneration report is warranted because: * Base pay increases for executives are not explained. *
			Wanagement	ľ	Approve remaineration report	101	Agamst	Specific details on targets and metrics used in the modifier are not disclosed. * Discretionary bonuses were paid for executives
						1	1	in FY2021, and relevant details are not disclosed.
			Management	7	Approve Decrease in Size of Supervisory Board to Six Members	For	For	
			Management	8	Amend Articles Re: Supervisory Board Term of Office	For	For	
			Management	9.1	Reelect Sylvia Eichelberg to the Supervisory Board	For	For	
			Management	9.2	Reelect Claus Nolting to the Supervisory Board	For	For	
			Management	9.3	Reelect Jochen Scharpe to the Supervisory Board	For	For	
			Management	9.4	Reelect Martin Wiesmann to the Supervisory Board	For	For	
			Management	9.5	Reelect Michael Zimmer to the Supervisory Board	For	For	
			Management	9.6 10	Elect Katrin Suder to the Supervisory Board	For For	For For	
			Management Management	10	Approve Remuneration Policy Approve Remuneration of Supervisory Board for Interim Period	For For	For	
			Management	12	Approve Remuneration of Supervisory Board	For	For	
			Management	13	Amend Articles Re: Cancellation of Statutory Approval Requirements	For	For	
			Management	14	Amend Articles Re: Supervisory Board Resignation	For	For	
			Management	15	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased	For	For	
			_		Shares	1	1	
			Management	16	Authorize Use of Financial Derivatives when Repurchasing Shares	For	For	
Marsh & McLennan Companies, Inc.	USA	19-mai-22	Management	1a	Elect Director Anthony K. Anderson	For	For	
			Management	1b	Elect Director Hafize Gaye Erkan	For	For	
			Management	1c	Elect Director Oscar Fanjul Elect Director Daniel S. Glaser	For For	For For	
			Management	1d	Elect Director Daniel S. Glaser Elect Director H. Edward Hanway	For	For	
			Management Management	1e 1f	Elect Director H. Edward Hanway Elect Director Deborah C. Hopkins	For	For	
			Management	10	Elect Director Tamara Ingram	For	For	
			Management	1h	Elect Director Jane H. Lute	For	For	
			Management	1i	Elect Director Steven A. Mills	For	For	
			Management	1j	Elect Director Bruce P. Nolop	For	For	
			Management	1k	Elect Director Morton O. Schapiro	For	For	
			Management	11	Elect Director Lloyd M. Yates	For	For	
			Management	1m	Elect Director R. David Yost	For	For	
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
Medacta Group SA	Switzerland	19-mai-22	Management Management	1.1	Ratify Deloitte & Touche LLP as Auditor Accept Financial Statements and Statutory Reports	For For	For For	
ivieuacia Group SA	Switzerland	19-1081-22	Management Management	1.1 1.2	Accept Financial Statements and Statutory Reports Approve Remuneration Report	For	For	
1			Management	2.1	Approve Allocation of Income and Dividends	For	For	
1			Management	2.1	Approve Dividends from Capital Contribution Reserves	For	For	
1			Management	3	Approve Discharge of Board and Senior Management	For	For	
			Management	4.1	Reelect Alberto Siccardi as Director and Board Chair	For	Against	Board elections (Items 4.1 – 4.5) A vote AGAINST the board chair, Alberto Siccardi, is warranted as a signal of concern to the
			_				-	board because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of
1		1	l	l		1	I	further concerns. Committee elections (Items 5.1 – 5.2) Votes FOR the proposed nominees are warranted due to a lack of
1			l	l	L	l <u>-</u>	l _	concerns.
1			Management	4.2	Reelect Maria Tonolli as Director	For	For	
1			Management	4.3	Reelect Victor Balli as Director	For	For	
1		1	Management	4.4 4.5	Reelect Riccardo Braglia as Director Reelect Philippe Weber as Director	For For	For For	
1			Management Management	4.5 5.1	Reelect Philippe Weber as Director Reappoint Philippe Weber as Member of the Compensation Committee	For For	For For	
1		1	Management	5.1	Reappoint Philippe Weber as Member of the Compensation Committee Reappoint Riccardo Braglia as Member of the Compensation Committee	For	For	
1		1	Management	6	Designate Fulvio Pelli as Independent Proxy	For	For	
1			Management	7	Ratify Deloitte SA as Auditors	For	For	
1			Management	8.1.1	Approve Remuneration of Directors in the Amount of CHF 1.1 Million	For	For	
			Management	8.1.2	Approve Remuneration for Consulting Services of Directors in the Amount of CHF 150,000	For	Against	Fixed remuneration (Item 8.1.1) A vote FOR this resolution is warranted because the proposed amount is in line with market
			ľ		<u> </u>		ľ	practice. Remuneration for consulting services (Item 8.1.2) A vote AGAINST this resolution is warranted because: * Fees for
1		1	l	l		1	I	additional services are a problematic feature of directors' potential fixed remuneration because they can compromise
1		1	l	l		l	I	independence and are not in line with market practice. * The company has not clearly disclosed who the fees will go to or what
1		1	l ,,,	l	Find Demonstrate of Financial Committee in the Amenda (COMF (COMF)	ļ	l	the fees will be used for.
1		1	Management	8.2.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 1.2 Million	For	For	
1		1	Management	8.2.2	Approve Variable Short-Term Remuneration of Executive Committee in the Amount of CHF 1.4 Million	For	For	
'	•	•	•	•	1	•		·

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	Number 8.2.3	Approve Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 800,000	For	For	
			Management	9	Transact Other Business (Voting)	For	Against	new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The conte of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against
Mersen SA		40: 00	Management		Annual Financial Chatananta and Chatanan Danata	F	F	this item on a precautionary basis.
Mersen SA	France	19-mai-22	Management Management	1 2	Approve Financial Statements and Statutory Reports Approve Consolidated Financial Statements and Statutory Reports	For For	For For	
			Management	3	Approve Allocation of Income and Dividends of EUR 1 per Share and EUR 0.10 per	For	For	
			l	l .	Preferred Share	_	۱ ـ	
			Management	4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	For	
			Management Management	5	Appoint Ernst & Young Audit as Auditor End of Mandate of BEAS as Alternate Auditor and Decision Not to Replace	For For	For For	
			Management	7	Renew Appointment of KPMG Audit as Auditor	For	For	
			Management	8	End of Mandate of Salustro Reydel as Alternate Auditor and Decision Not to Replace	For	For	
			Management	9	Elect BpiFrance Participations as Director	For	For	
			Management	10	Approve Remuneration of Directors in the Aggregate Amount of EUR 305,000	For	For	
			Management Management	11 12	Approve Remuneration Policy of Chairman of the Board Approve Remuneration Policy of CEO and/or Executive Corporate Officers	For For	For For	
			Management	13	Approve Remuneration Policy of Directors	For	For	
			Management	14	Approve Compensation Report of Corporate Officers	For	For	
			Management	15	Approve Compensation of Olivier Legrain, Chairman of the Board	For	For	
			Management	16	Approve Compensation of Luc Themelin, CEO	For	For	
			Management	17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	
			Management	18	Ratify Change Location of Registered Office to 1 bis place de la Defense, Tour Trinity, 92400 Courbevoie	For	For	
			Management Management	19 20	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares Authorize Capitalization of Reserves of Up to EUR 50 Million for Bonus Issue or Increase in	For For	For For	
			Management	21	Par Value Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to	For	For	
			Management	22	Aggregate Nominal Amount of EUR 18 Million Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to	For	For	
			Management	23	Aggregate Nominal Amount of EUR 8 Million Authorize Capital Increase of Up to EUR 4 Million for Future Exchange Offers	For	For	
			Management	24	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to	For	For	
			Management	25	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	For	For	
			Management Management	26 27	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for	For For	For For	
			Management	28	Employees of International Subsidiaries Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For	
			Management	29	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 21-24 and 27-28 at EUR 18 Million	For	For	
			Management	30	Authorize up to 0.5 Percent of Issued Capital for Use in Restricted Stock Plans with Performance Conditions Attached	For	For	
			Management	31	Authorize up to 0.4 Percent of Issued Capital for Use in Restricted Stock Plans with Performance Conditions Attached Reserved for Executives	For	For	
			Management	32	Authorize up to 0.06 Percent of Issued Capital for Use in Restricted Stock Reserved for Employees	For	For	
			Management	33	Authorize Filing of Required Documents/Other Formalities	For	For	
St. James's Place Plc	United Kingdom	19-mai-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
			Management	2	Approve Final Dividend	For	For	
			Management	3	Re-elect Andrew Croft as Director	For For	For	
			Management Management	5	Re-elect Craig Gentle as Director Re-elect Emma Griffin as Director	For	For For	
			Management	6	Re-elect Rosemary Hilary as Director	For	For	
			Management	7	Re-elect Simon Jeffreys as Director	For	For	
			Management	8	Re-elect Roger Yates as Director	For	For	
			Management	9	Re-elect Lesley-Ann Nash as Director	For	For	
			Management	10	Re-elect Paul Manduca as Director	For	For	
			Management	11	Elect John Hitchins as Director	For	For	
			Management	12	Approve Remuneration Report	For	For	
			Management Management	13 14	Reappoint PricewaterhouseCoopers LLP (PwC) as Auditors Authorise Board to Fix Remuneration of Auditors	For For	For For	
			Management	15	Authorise Issue of Equity	For	For	
			Management	16	Authorise Issue of Equity without Pre-emptive Rights	For	For	
			Management	17	Authorise Market Purchase of Ordinary Shares	For	For	
			Management	18	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	
	Germany	19-mai-22	Management	2	Approve Allocation of Income and Dividends of EUR 0.18 per Share	For	For	
Telefonica Deutschland Holding AG							For	
Telefonica Deutschland Holding AG			Management	3	Approve Discharge of Management Board for Fiscal Year 2021	For		
Telefonica Deutschland Holding AG			Management	4	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	For	
Telefonica Deutschland Holding AG								

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management	Vote	Significant votes - Rationales
Company Name	oounit. y	mooning Date	Торологи	Number	Troposition Toxic	Recommendation	Decision	Olympian 1960 Radionaloc
			Management	6	Approve Remuneration Report	For	Against	A vote AGAINST the remuneration report is warranted because: * There is a low level of ex-post transparency concerning variable performance targets and corresponding results, which creates difficulties in understanding the evolution of variable payouts versus company performance. * The discretionary component under the STI has a significant weighting and its application has not been well explained. * For the LTI, a breakdown of awards granted is only provided for one of the two plans in operation.
			Management Management	7 8.1	Approve Remuneration of Supervisory Board Elect Peter Loescher to the Supervisory Board	For For	For Against	Votes AGAINST Peter Loescher, Pablo de Carvajal Gonzalez, Maria Garcia-Legaz Ponce, Ernesto Gardelliano, Stefanie Oeschger, and Jamie Smith Basterra are warranted because their proposed term lengths exceed four years. Votes AGAINST the non-independent nominees: Pablo de Carvajal Gonzalez, Maria Garcia-Legaz Ponce, Ernesto Gardelliano, and Julio Esteban Linares Lopez are further warranted because of the failure to establish a sufficiently independent board. A vote AGAINST Peter Loescher, the chair of the nomination committee, is further warranted as a signal of concern to the board because the board is insufficiently gender diverse. A vote FOR the independent nominee Michael Hoffmann is warranted due to a lack of concerns.
			Management	8.2	Elect Pablo de Carvajal Gonzalez to the Supervisory Board	For		Votes AGAINST Peter Loescher, Pablo de Carvajal Gonzalez, Maria Garcia-Legaz Ponce, Ernesto Gardelliano, Stefanie Oeschger, and Jamie Smith Basterra are warranted because their propsosel term lengths exceed four year Votes AGAINST the non-independent nominees: Pablo de Carvajal Gonzalez, Maria Garcia-Legaz Ponce, Ernesto Gardelliano, and Julio Esteban Linares Lopez are further warranted because of the failure to establish a sufficiently independent board. A vota AGAINST Peter Loescher, the chair of the nomination committee, is further warranted as a signal of concern to the board because the board is insufficiently gender diverse. A vote FOR the independent nominee Michael Hoffmann is warranted due to a lack of concerns.
			Management	8.3	Elect Maria Garcia-Legaz Ponce to the Supervisory Board	For	Against	Votes AGAINST Peter Loescher, Pablo de Carvajal Gonzalez, Maria Garcia-Legaz Ponce, Ernesto Gardelliano, Stefanie Oeschger, and Jamie Smith Basterra are warranted because their proposed term lengths exceed four years. Votes AGAINST the non-independent nominees: Pablo de Carvajal Gonzalez, Maria Garcia-Legaz Ponce, Ernesto Gardelliano, and Julio Esteban Linares Lopez are further warranted because of the failure to establish a sufficiently independent board. A vote AGAINST Peter Loescher, the chair of the nomination committee, is further warranted as a signal of concern to the board because the board is insufficiently gender diverse. A vote FOR the independent nominee Michael Hoffmann is warranted due to a lack of concerns.
			Management	8.4	Elect Ernesto Gardelliano to the Supervisory Board	For		Votes AGAINST Peter Loescher, Pablo de Carvajal Gonzalez, Maria Garcia-Legaz Ponce, Ernesto Gardelliano, Stefanie Oeschger, and Jamie Smith Basterra are warranted because their proposed term lengths exceed four years. Votes AGAINST the non-independent nominees: Pablo de Carvajal Gonzalez, Maria Garcia-Legaz Ponce, Ernesto Gardelliano, and Julio Esteban Linares Lopez are further warranted because of the failure to establish a sufficiently independent board. A vote AGAINST Peter Loescher, the chair of the nomination committee, is further warranted as a signal of concern to the board because the board is insufficiently gender diverse. A vote FOR the independent nominee Michael Hoffmann is warranted due to a lack of concerns.
			Management Management	8.5 8.6	Elect Michael Hoffmann to the Supervisory Board Elect Julio Lopez to the Supervisory Board	For For		Votes AGAINST Peter Loescher, Pablo de Carvajal Gonzalez, Maria Garcia-Legaz Ponce, Ernesto Gardelliano, Stefanie Oeschger, and Jamie Smith Basterra are warranted because their proposed term lengths exceed four years. Votes AGAINST the non-independent nominees: Pablo de Carvajal Gonzalez, Maria Garcia-Legaz Ponce, Ernesto Gardelliano, and Julio Esteban Linares Lopez are further warranted because of the failure to establish a sufficiently independent and. A vote AGAINST Peter Loescher, the chair of the nomination committee, is further warranted as a signal of concern to the board because the board is insufficiently gender diverse. A vote FOR the independent nominee Michael Hoffmann is warranted due to a lack of concerns.
			Management	8.7	Elect Stefanie Oeschger to the Supervisory Board	For		Votes AGAINST Peter Loescher, Pablo de Carvajal Gonzalez, Maria Garcia-Legaz Ponce, Ernesto Gardelliano, Stefanie Oeschger, and Jamie Smith Basterra are warranted because their proposed term lengths exceed four years. Votes AGAINST the non-independent nominees: Pablo de Carvajal Gonzalez, Maria Garcia-Legaz Ponce, Ernesto Gardelliano, and Julio Esteban Linares Lopez are further warranted because of the failure to establish a sufficiently independent board. A vote AGAINST Peter Loescher, the chair of the nomination committee, is further warranted as a signal of concern to the board because the board is insufficiently gender diverse. A vote FOR the independent nominee Michael Hoffmann is warranted due to a lack of concerns.
			Management	8.8	Elect Jaime Basterra to the Supervisory Board	For		Votes AGAINST Peter Loescher, Pablo de Carvajal Gonzalez, Maria Garcia-Legaz Ponce, Ernesto Gardelliano, Stefanie Oeschger, and Jamie Smith Basterra are warranted because their proposed term lengths exceed four years. Votes AGAINST the non-independent nominees: Pablo de Carvajal Gonzalez, Maria Garcia-Legaz Ponce, Ernesto Gardelliano, and Julio Esteban Linares Lopez are further warranted because of the failure to establish a sufficiently independent board. A vote AGAINST Peter Loescher, the chair of the nomination committee, is further warranted as a signal of concern to the board because the board is insufficiently gender diverse. A vote FOR the independent nominee Michael Hoffmann is warranted due to a lack of concerns.
			Management	9	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	For	
The Home Depot, Inc.	USA	19-mai-22	Management	1a	Elect Director Gerard J. Arpey	For	For	
		1	Management	1b	Elect Director Ari Bousbib	For	For	
		1	Management Management	1c 1d	Elect Director Jeffery H. Boyd Elect Director Gregory D. Brenneman	For For	For For	
		1	Management Management	1d 1e	Elect Director Gregory D. Brenneman Elect Director J. Frank Brown	For For	For For	
1		1	Management	1f	Elect Director J. Frank Brown Elect Director Albert P. Carey	For	For	l l
		1	Management	1g	Elect Director Edward P. Decker	For	For	l l
		1	Management	1h	Elect Director Linda R. Gooden	For	For	l l
		1	Management	1i	Elect Director Wayne M. Hewett	For	For	
		1	Management	1j	Elect Director Manuel Kadre	For	For	
		1	Management	1k	Elect Director Stephanie C. Linnartz	For	For	
		1	Management	11	Elect Director Craig A. Menear	For	For	
		1	Management	1m	Elect Director Paula Santilli	For	For	
		1	Management	1n	Elect Director Caryn Seidman-Becker	For	For	
		1	Management	2	Ratify KPMG LLP as Auditors	For	For	l l
		1	Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
		1	Management	4	Amend Omnibus Stock Plan	For	For	A 500 this
		I	Shareholder Shareholder	5 6	Reduce Ownership Threshold for Shareholders to Call Special Meeting Require Independent Board Chair	Against Against		A vote FOR this proposal is warranted as it would enhance the existing shareholder right to call special meetings. A vote FOR this proposal is warranted given the importance of having an independent board chair.

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management	Vote	Significant votes - Rationales
				Number		Recommendation	Decision	[
			Shareholder	7	Report on Congruency of Political Spending with Company Values and Priorities	Against	For	A vote FOR this proposal is warranted, as the requested report would allow shareholders to better evaluate how well the company is assessing and mitigating risks related to its political communication expenditures.
			Shareholder	8	Report on Steps to Improve Gender and Racial Equity on the Board	Against	For	A vote FOR this resolution is warranted, as additional diversity-related disclosure would allow shareholders to better assess the effectiveness of the company's diversity initiatives and its management of related risks.
			Shareholder	9	Report on Efforts to Eliminate Deforestation in Supply Chain	Against	For	A vote FOR this resolution is warranted, as shareholders would benefit from additional information on the company's strategy to manage its supply chain's impact on deforestation.
			Shareholder	10	Oversee and Report a Racial Equity Audit	Against	For	A vote FOR this resolution is warranted, as a report on an independent racial equity audit would help shareholders better assess
								the effectiveness of Home Depot's efforts to address the adverse impacts of its policies and practices on non-white stakeholders and communities of color and its management of related risks.
Zoetis Inc.	USA	19-mai-22	Management	1a	Elect Director Paul M. Bisaro	For	For	Ť T
	1	l	Management	1b	Elect Director Frank A. D'Amelio	For	For	
	1	1	Management	1c	Elect Director Michael B. McCallister	For	For	
	1	1	Management Management	2 3	Advisory Vote to Ratify Named Executive Officers' Compensation Amend Omnibus Stock Plan	For For	For For	
	1	l	Management	4	Ratify KPMG LLP as Auditors	For	For	
	1	l	Management	5	Eliminate Supermajority Vote Requirements	For	For	
			Management	6	Declassify the Board of Directors	For	For	
Canadian National Railway Company	Canada	20-mai-22	Management	1A	Elect Director Shauneen Bruder	For	For	
	1	1	Management	1B	Elect Director Jo-ann dePass Olsovsky	For	For	
	1	1	Management Management	1C 1D	Elect Director David Freeman Elect Director Denise Gray	For For	For For	
	1	1	Management	1E	Elect Director Justin M. Howell	For	For	
	1	1	Management	1F	Elect Director Susan C. Jones	For	For	
	1	l	Management	1G	Elect Director Robert Knight	For	For	
	1	1	Management	1H	Elect Director Kevin G. Lynch	For	For	
	1	l	Management	11	Elect Director Margaret A. McKenzie	For	For	
	1	l	Management	1J	Elect Director Robert L. Phillips	For	For	
	1	l	Management	1K	Elect Director Tracy Robinson	For	For	
	1	l	Management	2	Ratify KPMG LLP as Auditors	For For	For For	
	1	l	Management	3	Advisory Vote on Executive Compensation Approach	For For	For	
Chailease Holding Co., Ltd.	Cayman Islands	20-mai-22	Management Management	4	Management Advisory Vote on Climate Change Approve Business Report and Financial Statements	For	For	
Challease Holding Co., Etd.	Cayman islanus	20-111ai-22	Management	2	Approve Profit Distribution	For	For	
	1	l	Management	3	Approve the Issuance of New Shares by Capitalization of Retained Earnings	For	For	
	1	l	Management	4	Amend Procedures Governing the Acquisition and Disposal of Assets	For	For	
	1	1	Management	5	Amendment to the Memorandum & Articles of Association	For	Against	
	1	1						cash dividend distribution plan without shareholder approval. Such amendment will undermine shareholder's right in deciding on
	1	1		l .	l	_	l _	cash dividend payments.
		1	Management Management	6	Approve the Company's Plan to Raise Long-term Capital Approve Releasing the Non-Competition Restrictions on Directors	For For	For For	
Croda International Plc	United Kingdom	20-mai-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
Grode international Fig.	Office Hingaoin	20-11101-22	Management	2	Approve Remuneration Report	For	For	
	1	l	Management	3	Approve Final Dividend	For	For	
	1	l	Management	4	Re-elect Roberto Cirillo as Director	For	For	
	1	l	Management	5	Re-elect Jacqui Ferguson as Director	For	For	
	1	l	Management	6	Re-elect Steve Foots as Director	For	For	
	1	l	Management	7	Re-elect Anita Frew as Director	For	For	
	1	l	Management	8	Re-elect Helena Ganczakowski as Director	For	For	
	1	l	Management	9	Elect Julie Kim as Director	For	For	
		I	Management Management	10 11	Re-elect Keith Layden as Director Re-elect Jez Maiden as Director	For For	For For	
		I	Management	12	Elect Nawal Ouzren as Director	For	For	
	1	I	Management	13	Re-elect John Ramsay as Director	For	For	<u> </u>
	1	I	Management	14	Reappoint KPMG LLP as Auditors	For	For	
	1	I	Management	15	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	
	1	I	Management	16	Authorise UK Political Donations and Expenditure	For	For	
	1	I	Management	17	Authorise Issue of Equity	For	For	
1	1	I	Management	18	Authorise Issue of Equity without Pre-emptive Rights	For	For	
		I	Management	19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or	For	For	
		I	Management	20	Other Capital Investment Authorise Market Purchase of Ordinary Shares	For	For	
	1	I	Management Management	20	Authorise Market Purchase of Ordinary Shares Authorise the Company to Call General Meeting with Two Weeks' Notice	For For	For	
LONGi Green Energy Technology Co., Ltd.	China	20-mai-22		1 1	Approve Draft and Summary of Stock Option Plan and Performance Share Incentive Plan	For	Against	A vote AGAINST is warranted because directors eligible to receive performance shares under the scheme are involved in the
		l		I	The state of the s	I		administration of the scheme.
	1	1	Management	2	Approve Administrative Measures for the Implementation of Stock Option Plan and	For	Against	
		I	l		Performance Share Incentive Plan	_	I	administration of the scheme.
		1	Management	3	Approve Authorization of the Board to Handle All Related Matters	For	Against	A vote AGAINST is warranted because directors eligible to receive performance shares under the scheme are involved in the administration of the scheme.
	1	1	Management	4	Approve Report of the Board of Directors	For	For	administration of the scheme.
	1	I	Management Management	5	Approve Report of the Board of Supervisors Approve Report of the Board of Supervisors	For For	For	
	1	I	Management	6	Approve Report of the Board of Supervisors Approve Financial Statements	For	For	
	1	I	Management	7	Approve Annual Report	For	For	<u> </u>
	1	I	Management	8	Approve Report of the Independent Directors	For	For	<u> </u>
	1	I	Management	9	Approve Profit Distribution and Capitalization of Capital Reserves	For	For	<u> </u>
1	1	I	Management	10	Approve to Appoint Auditor	For	For	
1	1	I	Management	11	Approve Remuneration of Directors, Supervisors	For	Against	We prefer to vote AGAINST since the remuneration policy lacks concrete sustainability focused non-financial KPIs
								·

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management	Vote	Significant votes - Rationales
			Management	Number 12	Approve Completion of Raised Funds Project and Use Remaining Funds for New Projects	Recommendation For	Decision For	
				l	and Permanently Supplementing Working Capital			
			Management	13	Approve Provision of Guarantee	For	For	
			Management Management	14.1 14.2	Elect Zhong Baoshen as Director Elect Li Zhenguo as Director	For For	For For	
			Management Management	14.2 14.3	Elect Li Znenguo as Director Elect Liu Xuewen as Director	For For	For	
			Management	14.4	Elect Tian Ye as Director	For	For	
			Management	14.5	Elect Bai Zhongxue as Director	For	For	
			Management	14.6	Elect Wang Zhigang as Director	For	For	
			Management	15.1	Elect Guo Ju'e as Director	For	For	
			Management	15.2	Elect Lu Yi as Director	For	For	
			Management	15.3	Elect Xu Shan as Director	For	For	
			Management Management	16.1 16.2	Elect Yang Xiaoping as Supervisor Elect Qin Yongbo as Supervisor	For For	For For	
Peach Property Group AG	Switzerland	20-mai-22	Management	10.2	Accept Financial Statements and Statutory Reports	For	For	
l	Owner	20 11101 22	Management	2	Approve Remuneration Report	For	Against	A vote AGAINST the remuneration report is warranted because: * Only limited ex-post disclosure is provided to explain the
			ľ	l	l''			evolution of variable payouts versus company performance. * Under the STI, executives receive shares that vest in less than
				l				three years, and payouts for one executive do not appear to be subject to an explicit cap. * Non-executive directors receive
				l				performance-based compensation in the form of PSU grants.
			Management	3	Approve Allocation of Income and Dividends of CHF 0.33 per Share	For	For	
		1	Management	4.1	Approve Discharge of Board Chair Reto Garzetti	For	For	
			Management	4.2	Approve Discharge of Director Peter Bodmer Approve Discharge of Director Christian De Prati	For For	For	
			Management Management	4.3 4.4	Approve Discharge of Director Christian De Prati Approve Discharge of Director Kurt Hardt	For For	For For	
			Management	4.4	Approve Discharge of Director Kurt Hardt Approve Discharge of Director Klaus Schmitz	For	For	
			Management	4.6	Approve Discharge of CEO Thomas Wolfensberger	For	For	
			Management	4.7	Approve Discharge of CFO/COO Marcel Kucher	For	For	
			Management	4.8	Approve Discharge of CFO Thorsten Arsan	For	For	
			Management	4.9	Approve Discharge of Head of Letting and Sales Andreas Steinbauer	For	For	
			Management	5.1	Approve CHF 489.6 Million Capitalization of Freely Disposable Equity via Increase in Par	For	For	
			l., .		Value of CHF 29.00 per Share	_	l	
			Management	5.2.1	Approve Creation of CHF 252 Million Pool of Conditional Capital with or without Exclusion of Preemptive Rights	For	Against	Conditional capital (Items 5.2.1-5.2.2) Votes AGAINST the proposed authorizations are warranted because: * The company has requested shares for equity compensation and servicing convertible instruments under a single voting resolution, which is a
			Management	5.2.2	Approve Creation of CHF 8.4 Million Pool of Conditional Capital with or without Exclusion of	For	Against	negative governance practice, as It limits shareholder choice. "The issuance request would allow for a general capital increase without preemptive rights for up to 48.6 percent of the issued share capital. "There are concerns regarding the company's equity compensation practices for executive and non-executive directors. Authorized capital (Items 5.3.1-5.3.2) Votes AGAINST the proposed authorizations are warranted because: "The issuance requests would allow for a capital increase without preemptive rights for up to 49.76 percent of the issued share capital. Conditional capital (Items 5.2.1-5.2.2) Votes AGAINST the proposed authorizations are warranted because: "The company has
					Preemptive Rights, if Item 5.1 is Rejected			requested shares for equity compensation and servicing convertible instruments under a single voting resolution, which is a negative governance practice, as it limits shareholder choice. *The issuance request would allow for a general capital increase without preemptive rights for up to 48.6 percent of the issued share capital. *There are concerns regarding the company's equity compensation practices for executive and non-executive directors. Authorized capital (Items 5.3.1-5.3.2) Votes AGAINST the proposed authorizations are warranted because: *The issuance requests would allow for a capital increase without preemptive rights for up to 49.76 percent of the issued share capital.
			Management	5.3.1	Approve Creation of CHF 252 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	For	Against	Conditional capital (Items 5.2.1-5.2.2) Votes AGAINST the proposed authorizations are warranted because: * The company has requested shares for equity compensation and servicing convertible instruments under a single voting resolution, which is a negative governance practice, as it limits shareholder choice. * The issuance request would allow for a general capital increase without preemptive rights for up to 48.6 percent of the issued share capital. * There are concerns regarding the company's equity compensation practices for executive and non-executive directors. Authorized capital (Items 5.3.1-5.3.2) Votes AGAINST the proposed authorizations are warranted because: * The issuance requests would allow for a capital increase without preemptive rights for up to 49.76 percent of the issued share capital.
			Management	5.3.2	Approve Creation of CHF 8.4 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights, if Item 5.1 is Rejected	For	Against	Conditional capital (Items 5.2.1-5.2.2) Votes AGAINST the proposed authorizations are warranted because: *The company has requested shares for equity compensation and servicing convertible instruments under a single voting resolution, which is a negative governance practice, as it limits shareholder choice. *The issuance request would allow for a general capital increase without preemptive rights for up to 48.6 percent of the issued share capital. *There are concerns regarding the company's equity compensation practices for executive and non-executive directors. Authorized capital (Items 5.3.1-5.3.2) Votes AGAINST the proposed authorizations are warranted because: *The issuance requests would allow for a capital increase without preemptive rights for up to 49.76 percent of the issued share capital.
1	1	1	Management	6.1.1	Reelect Reto Garzetti as Director	For	For	We are comfortable with the level of independence of the Board
			Management	6.1.2	Reelect Peter Bodmer as Director	For	For	We are comfortable with the level of independence of the Board
			Management	6.1.3	Reelect Christian De Prati as Director	For	For	We are comfortable with the level of independence of the Board
			Management	6.1.4	Reelect Kurt Hardt as Director	For	For	We are comfortable with the level of independence of the Board
			Management Management	6.1.5 6.2	Reelect Klaus Schmitz as Director Reelect Reto Garzetti as Board Chair	For For	For For	We are comfortable with the level of independence of the Board We are comfortable with the level of independence of the Board
I			Management Management	6.2 7.1	Reappoint Christian De Prati as Member of the Compensation Committee	For For	For	We are comfortable with the level of independence of the Board We are comfortable with the level of independence of the Board
			Management	7.1	Reappoint Crissian De Prati as Member of the Compensation Committee Reappoint Kurt Hardt as Member of the Compensation Committee	For	For	We are comfortable with the level of independence of the Board We are comfortable with the level of independence of the Board
I			Management	7.3	Reappoint Klaus Schmitz as Member of the Compensation Committee	For	For	We are comfortable with the level of independence of the Board
l		1	Management	8	Ratify PricewaterhouseCoopers AG as Auditors	For	For	'
			Management	9	Designate Daniel Ronzani as Independent Proxy	For	For	
			Management	10.1	Approve Remuneration of Directors in the Amount of CHF 1 Million	For	For	
I			Management	10.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 1.4 Million	For	For	
l		1	Management	10.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 2.6 Million	For	For	
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Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management		Significant votes - Rationales
·				Number		Recommendation	Decision	
			Management	11	Transact Other Business (Voting)	For	Against	A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.
Reckitt Benckiser Group Plc	United Kingdom	20-mai-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
			Management	2	Approve Remuneration Report	For	For	
			Management Management	3 4	Approve Remuneration Policy Approve Final Dividend	For For	For For	
			Management	5	Re-elect Andrew Bonfield as Director	For	For	
			Management	6	Re-elect Olivier Bohuon as Director	For	For	
			Management	7	Re-elect Jeff Carr as Director	For	For	
			Management	8	Re-elect Margherita Della Valle as Director	For	For	
			Management Management	9 10	Re-elect Nicandro Durante as Director Re-elect Mary Harris as Director	For For	For For	
			Management	11	Re-elect Mehmood Khan as Director	For	For	
			Management	12	Re-elect Pam Kirby as Director	For	For	
			Management	13	Re-elect Laxman Narasimhan as Director	For	For	
			Management Management	14 15	Re-elect Chris Sinclair as Director Re-elect Elane Stock as Director	For For	For For	
			Management	16	Elect Alan Stewart as Director	For	For	
			Management	17	Reappoint KPMG LLP as Auditors	For	For	
			Management	18	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	
			Management	19	Authorise UK Political Donations and Expenditure	For	For	
			Management Management	20 21	Authorise Issue of Equity Authorise Issue of Equity without Pre-emptive Rights	For For	For For	
			Management	22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or	For	For	
					Other Capital Investment	I		
			Management	23	Authorise Market Purchase of Ordinary Shares	For	For	
			Management	24	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	
Wacker Chemie AG	Germany	20-mai-22	Management Management	2	Approve Allocation of Income and Dividends of EUR 8.00 per Share Approve Discharge of Management Board for Fiscal Year 2021	For For	For For	
			Management	3	Approve Discharge of Management Board for Fiscal Year 2021 Approve Discharge of Supervisory Board for Fiscal Year 2021	For	For	
			Management	5	Ratify KPMG AG as Auditors for Fiscal Year 2022	For	For	
			Management	6	Elect Anna Weber to the Supervisory Board	For	For	
			Management	7	Approve Remuneration of Supervisory Board	For	For	L
			Management	8	Approve Remuneration Report	For	Against	A vote AGAINST the remuneration report is warranted because: * There is an overall poor level of disclosure regarding amounts paid to executives in fiscal 2020, which does not allow for comparison with pay in fiscal 2021. * There is not meaningful information regarding the average remuneration of employees in a manner which would permit comparison with directors' remuneration. * A discretionary modifier of 1.2 was applied for LTI grants in FY2021. * Targets under the variable compensation framework are not disclosed on an ex-post basis.
Zhejiang Chint Electrics Co., Ltd.	China	20-mai-22	Management	1	Approve Report of the Board of Directors	For	For	
			Management	2	Approve Report of the Board of Supervisors	For	For	
			Management Management	3 4	Approve Annual Report and Summary Approve Financial Statements	For For	For For	
			Management	5	Approve Profit Distribution	For	For	
			Management	6	Approve Daily Related Party Transaction	For	For	
			Management	7	Approve Appointment of Auditor	For	For	
			Management	8	Approve Additional External Guarantee	For	Against	A vote AGAINST is warranted because there is lack of disclosure on the pertinent details of this loan guarantee request.
			Management Management	9 10	Approve Transfer of Assets Approve Provision of Guarantee to Related Party	For For	For For	
			Management	11	Approve Provision of Guarantee to Related Party Approve Provision of External Guarantee	For	For	
1			Management	12.1	Elect Nan Cunhui as Director	For	For	
			Management	12.2	Elect Zhu Xinmin as Director	For	For	
1			Management Management	12.3 12.4	Elect Zhang Zhihuan as Director Elect Lu Chuan as Director	For For	For For	
1			Management Management	12.4 12.5	Elect Lu Chuan as Director Elect Lin Yiming as Director	For	For	
1			Management	12.6	Elect Nan Er as Director	For	For	
1			Management	13.1	Elect Huang Shenjian as Director	For	For	
1			Management	13.2	Elect Peng Xu as Director	For	For	
1			Management	13.3	Elect Liu Yulong as Director	For	For	
			Management Management	14.1 14.2	Elect Wu Bingchi as Supervisor Elect Wang Sihe as Supervisor	For For	For For	
Beyond Meat, Inc.	USA	24-mai-22	Management	1.1	Elect Director Ethan Brown	For		WITHHOLD votes are warranted for incumbent director nominees Ethan Brown and Raymond Lane due to the board's failure
			-					to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. Votes FOR new director nominee Colleen Jay are warranted.
			Management Management	1.2 1.3	Elect Director Colleen Jay Elect Director Raymond J. Lane	For For	For Withhold	WITHHOLD votes are warranted for incumbent director nominees Ethan Brown and Raymond Lane due to the board's failure
			Management	1.3	Lieu Direuw Nayiidia J. Laire	ror	DIORITIVA	WITHFULL votes are warranted for incumbent director nominees Eman brown and Raymond Lane due to the opar's failure to remove, or subject to a surset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. Votes FOR new director nominee Colleen July are warranted.
			Management	2	Ratify Deloitte & Touche LLP as Auditors	For	For	ooneen bay are marranee.
I.	•	•	Management	. 4	I way solomo a rodolio EEL do Additiono	1 0	1 01	· '

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management		Significant votes - Rationales
				Number		Recommendation	Decision	I a company of the co
			Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	A vote AGAINST the proposal is warranted. Although the annual bonus program was entirely based on pre-set objective metrics and concerns regarding the FY21 structure will be mitigated in FY22, major concerns regarding the LTI program remain. Annual equity awards are entirely time-vesting, and some NEOs received off-cycle equity grants with relatively short vesting periods. Additionally, one NEO received a large sign-on award that also consists entirely of time-vested equity, with no explanation for its structure nor magnitude.
Credit Agricole SA	France	24-mai-22	Management	1	Approve Financial Statements and Statutory Reports	For	For	
			Management	2	Approve Consolidated Financial Statements and Statutory Reports	For	For	
			Management	3	Approve Allocation of Income and Dividends of EUR 1.05 per Share	For	For	
			Management	4	Approve Transaction with les Caisses Regionales de Credit Agricole Re: Guarantee	For	For	
			Management	۰ ا	Agreement Approve Transaction with CACIB et CA Indosuez Wealth France Re: Tax Integration	For	For	
			Management	6	Approve Transaction with CACIB et CA Indosuez Wealth France Re. Tax integration Approve Transaction with FNSEA Re: Service Agreement	For	For	
			Management	7	Elect Sonia Bonnet-Bernard as Director	For	For	
			Management	8	Elect Hugues Brasseur as Director	For	Against	A vote FOR the election of this independent nominee is warranted in the absence of specific concerns (Item 7). Votes
			_	l			_	AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level
				l				(28.6 percent vs 33.3 percent recommended) (Items 8-13).
			Management	9	Elect Eric Vial as Director	For	Against	A vote FOR the election of this independent nominee is warranted in the absence of specific concerns (Item 7). Votes
				l				AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level
	I	I	Manageres	10	Realest Deminique Lafabura de Director	E	Age:	(28.6 percent vs 33.3 percent recommended) (Items 8-13).
	l		Management	10	Reelect Dominique Lefebvre as Director	For	Against	A vote FOR the election of this independent nominee is warranted in the absence of specific concerns (Item 7). Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level
	l		l	I			l	(28.6 percent vs 33.3 percent recommended) (Items 8-13).
	l		Management	11	Reelect Pierre Cambefort as Director	For	Against	A vote FOR the election of this independent nominee is warranted in the absence of specific concerns (Item 7). Votes
	I	I]	l			J	AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level
	I	I	l	I			1	(28.6 percent vs 33.3 percent recommended) (Items 8-13).
	l		Management	12	Reelect Jean-Pierre Gaillard as Director	For	Against	
	I	I	l	I			1	AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level
	I	I	l., .	l	la a	_	١	(28.6 percent vs 33.3 percent recommended) (Items 8-13).
	I	I	Management	13	Reelect Jean-Paul Kerrien as Director	For	Against	A vote FOR the election of this independent nominee is warranted in the absence of specific concerns (Item 7). Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level
				l				(28.6 percent vs 33.3 percent recommended) (Items 8-13).
			Management	14	Approve Remuneration Policy of Chairman of the Board	For	For	7
			Management	15	Approve Remuneration Policy of CEO	For	For	
			Management	16	Approve Remuneration Policy of Vice-CEO	For	For	
			Management	17	Approve Remuneration Policy of Directors	For	For	
			Management Management	18 19	Approve Compensation of Dominique Lefebvre, Chairman of the Board Approve Compensation of Philippe Brassac, CEO	For For	For For	
			Management	20	Approve Compensation of Primppe Brassac, CEO Approve Compensation of Xavier Musca, Vice-CEO	For	For	
			Management	21	Approve Compensation Report of Corporate Officers	For	For	
			Management	22	Approve the Aggregate Remuneration Granted in 2021 to Senior Management, Responsible Officers and Regulated Risk-Takers	For	For	
			Management	23	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	
			Management	24	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to	For	For	
			Management	25	Aggregate Nominal Amount of EUR 4.6 Billion Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to	For	For	
			Wanagement	20	Aggregate Nominal Amount of EUR 908 Million	101	1 01	
			Management	26	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to	For	For	
			Management	27	Aggregate Nominal Amount of EUR 908 Million Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 24-26, 28-29 and 32-33	For	For	
			Management	28	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	For	
	I		Management	29	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to	For	For	
			Management	30	Issue Authority without Preemptive Rights Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 4.6 Billion	For	For	
			Management	31	Authorize Capitalization of Reserves of Up to EUR 1 Billion for Bonus Issue or Increase in Par Value	For	For	
			Management Management	32 33	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for	For For	For For	
			Management	34	Employees of the Group's Subsidiaries Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For	
	l		Management	35	Authorize Filing of Required Documents/Other Formalities	For	For	
			Shareholder	Α	Amend Employee Stock Purchase Plans	Against		A vote AGAINST this item is proposed in the absence of concerns regarding the Board's decisions regarding employee stock purchase plans.
NARI Technology Co., Ltd.	China	24-mai-22	Management	1 1	Approve Financial Statements	For	For	
	l		Management Management	2 3	Approve Profit Distribution and Capitalization of Capital Reserves Approve Report of the Independent Directors	For For	For For	
	I	1	Management	4	Approve Report of the Board of Directors	For	For	
	l		Management	5	Approve Report of the Board of Supervisors	For	For	
	l		Management	6	Approve Financial Budget Report	For	For	
	l		Management	7	Approve Related Party Transaction	For	For	
			Management	8	Approve Financial Business Services Agreement	For	Against	A vote AGAINST is warranted since: * The proposed related-party transactions include a financial service agreement with the
			Ĭ					group finance company, which may expose the company to unnecessary risks. * There are inherent risks associated with the
				q	Approve Appointment of Financial Auditor and Internal Control Auditor	For	For	group finance company, which may expose the company to unnecessary risks. * There are inherent risks associated with the financial services to be provided under this proposal.
			Management Management	·	Approve Appointment of Financial Auditor and Internal Control Auditor Approve Amendments to Articles of Association	For For	For For	

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management	Vote	Significant votes - Rationales
Company Name	oounity.	mooting Date	Торологи	Number	· repeate for	Recommendation	Decision	Olymnouth 10000 Flattoniato
			Management	12	Amend Rules and Procedures Regarding Meetings of Board of Directors	For	For	
			Management	13	Amend Management System of Raised Funds	For	Against	A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed
			l	l		_	l	amendments.
			Management	14	Amend Working System for Independent Directors	For	Against	A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.
			Management	15	Approve Termination of Fund-raising Investment Project and Use Raised Funds to Replenish	For	For	amendments.
		I	ivianagement	13	Working Capital	101	101	
			Management	16	Approve Purchase of Liability Insurance for Directors, Supervisors and Senior Management	For	For	
				1	Members			
			Management	17	Approve Annual Report and Summary	For	For	
			Shareholder	18.1	Elect Leng Jun as Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
		I	Shareholder	18.2 18.3	Elect Hu Jiangyi as Director	For For	For For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
		I	Shareholder Shareholder	18.3 18.4	Elect Zheng Yuping as Director Elect Chen Gang as Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees. A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
			Shareholder	18.4	Elect Zhang Jianming as Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees. A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
		I	Shareholder	18.6	Elect Liu Aihua as Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
		I	Shareholder	18.7	Elect Jiang Yuanchen as Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
			Shareholder	18.8	Elect Yan Wei as Director	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
		I	Management	19.1	Elect Che Jie as Director	For	For	
		I	Management	19.2	Elect Huang Xueliang as Director	For	For	
1	I	1	Management Management	19.3 19.4	Elect Xiong Yanren as Director Elect Dou Xiaobo as Director	For For	For For	
1		I	Shareholder	20.1	Elect Zheng Zongqiang as Supervisor	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
1		I	Shareholder	20.1	Elect Ding Haidong as Supervisor	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
1	I	I	Shareholder	20.3	Elect Xia Jun as Supervisor	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
			Shareholder	20.4	Elect Zhan Guangsheng as Supervisor	For	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.
Sunny Optical Technology (Group) Company Limited	Cayman Islands	24-mai-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
1		I	l	l .	I	_	l _	
			Management	2	Approve Final Dividend	For	For	L
			Management	3a	Elect Ye Liaoning as Director	For	Against	A vote AGAINST incumbent board chair Liaoning Ye is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
			Management	3b	Elect Wang Wenjie as Director	For	For	unector nominees is warranted.
			Management	3c	Elect Zhang Yuging as Director	For	For	
			Management	3d	Authorize Board to Fix Remuneration of Directors	For	For	
			Management	4	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their	For	For	
		I		l	Remuneration			
			Management	5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	Against	A vote AGAINST the general share issuance mandate in Item 5 is warranted given that the company has not specified the
				1				discount limit. A vote AGAINST the share reissuance request in Item 7 is warranted given that the reissuance of repurchased
				1				share would cause the aggregate share issuance limit to exceed 10 percent and the discount limit has not been specified.
			Management	6	Authorize Repurchase of Issued Share Capital	For	For	
		I	Management	7	Authorize Reissuance of Repurchased Shares	For	Against	A vote AGAINST the general share issuance mandate in Item 5 is warranted given that the company has not specified the
				1	'		"	discount limit. A vote AGAINST the share reissuance request in Item 7 is warranted given that the reissuance of repurchased
		I		l				share would cause the aggregate share issuance limit to exceed 10 percent and the discount limit has not been specified.
			l	l .		_	_	
			Management	8	Approve Proposed Amendments to the Existing Articles of Association and Adopt Amended	For	For	
Valeo SA	France	24-mai-22	Management	1	and Restated Articles of Association Approve Financial Statements and Statutory Reports	For	For	
valeo SA	France	24-mai-22	Management	2	Approve Financial Statements and Statutory Reports Approve Consolidated Financial Statements and Statutory Reports	For	For	
l	I	I	Management	3	Approve Consolidated Financial Statements and Statutory Reports Approve Allocation of Income and Dividends of EUR 0.35 per Share	For	For	
		I	Management	4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of	For	For	
		I	Ī -	I	New Transactions		I	
		I	Management	5	Reelect Bruno Bezard Devine as Director	For	For	
		I	Management	6	Reelect Bpifrance Participations as Director	For	For	
1	I	1	Management Management	7 .	Reelect Gilles Michel as Director Approve Compensation Report of Corporate Officers	For For	For For	
1		I	Management Management		Approve Compensation Report of Corporate Officers Approve Compensation of Jacques Aschenbroich, Chairman and CEO	For	For	
		I	Management	10	Approve Compensation of Jacques Aschenbroich, Chairman and CEO Approve Compensation of Christophe Perillat, Vice-CEO Until 31 December 2021	For	For	
1	I	I	Management	11	Approve Remuneration Policy of Directors	For	For	
1	I	I	Management	12	Approve Remuneration Policy of Jacques Aschenbroich, Chairman and CEO From 1	For	For	
	I	I	l	1	January 2022 Until 26 January 2022 and Chairman of the Board Since 26 January 2022			
1	I	1	Management	13	Approve Remuneration Policy of Christophe Perillat, Vice-CEO From 1 January 2022 Until	For	For	
1		I	l	l ,.	26 January 2022 and CEO Since 26 January 2022	_	l _	
1		I	Management	14	Renew Appointment of Ernst & Young et Autres as Auditor	For	For	
1		I	Management Management	15 16	Renew Appointment of Mazars as Auditor Ratify Change Location of Registered Office to 100, rue de Courcelles, 75017 Paris and	For For	For For	
1		I	iviariagement	10	Amend Article 4 of Bylaws Accordingly	FUI	FUI	
1		I	Management	17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	
1	I	I	Management	18	Amend Article 20 of Bylaws Re: Alternate Auditors	For	For	
	<u> </u>		Management	19	Authorize Filing of Required Documents/Other Formalities	For	For	
West Pharmaceutical Services, Inc.	USA	24-mai-22	Management	1a	Elect Director Mark A. Buthman	For	For	
1			Management	1b	Elect Director William F. Feehery	For	Against	Votes AGAINST incumbent nominating committee chair William Feehery are warranted for lack of diversity on the board. Votes
1	I	I	l	Ι.	L	_	Ι_	FOR the remaining director nominees are warranted.
1	I	I	Management Management	1c 1d	Elect Director Robert F. Friel Elect Director Eric M. Green	For	For	
1		I	Management	1d 1e	Elect Director End M. Green Elect Director Molly E. Joseph	For For	For For	
1	I	I	Management		Elect Director Molly E. Joseph Elect Director Thomas W. Hofmann	For	For	
1	•		- manayement	• "	Elos Dirosto, Mondo W. Holmanii	1 0	101	1

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management		Significant votes - Rationales
			Management	Number 1g	Elect Director Deborah L. V. Keller	Recommendation For	Decision For	
			Management	19 1h	Elect Director Myla P. Lai-Goldman	For	For	
			Management	1i	Elect Director Douglas A. Michels	For	For	
			Management	1j	Elect Director Paolo Pucci	For	For	
			Management Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation Ratify PricewaterhouseCoopers LLP as Auditors	For For	For For	
AIXTRON SE	Germany	25-mai-22	Management	2	Approve Allocation of Income and Dividends of EUR 0.30 per Share	For	For	
AKITON GE	Commany	20-11141-22	Management	3	Approve Discharge of Management Board for Fiscal Year 2021	For	For	
			Management	4	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	For	
			Management	5	Approve Remuneration Report	For	For	
			Management Management	6 7.1	Approve Increase in Size of Board to Six Members Elect Kim Schindelhauer to the Supervisory Board	For For	For For	
			Management	7.1	Elect Stefan Traeger to the Supervisory Board	For	For	
			Management	8	Ratify KPMG AG as Auditors for Fiscal Year 2022	For	For	
			Management	9	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased	For	For	
			Management	10	Shares Approve Creation of EUR 41.5 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	For	For	
			Management	11	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Nominal Amount of EUR 450 Million; Approve Creation of EUR 15	For	For	
	1				Million Pool of Capital; Approve Reduction of Conditional Capital II 2012			
Amazon.com, Inc.	USA	25-mai-22	Management	1a	Elect Director Jeffrey P. Bezos	For	Against	A vote AGAINST longstanding members of the Leadership Development and Compensation Committee Daniel Huttenlocher
								and Judith McGrath is warranted for failure to manage and mitigate workplace health and safety related risks. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. Votes AGAINST board chair Jeffrey Bezos are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. A vote FOR all remaining director nominees is warranted at this time.
			Management	1b	Elect Director Andrew R. Jassy	For	For	
			Management Management	1c 1d	Elect Director Keith B. Alexander Elect Director Edith W. Cooper	For For	For For	
			Management	1a 1e	Elect Director Edith W. Cooper Elect Director Jamie S. Gorelick	For	For	
			Management	1f	Elect Director Daniel P. Huttenlocher	For		A vote AGAINST longstanding members of the Leadership Development and Compensation Committee Daniel Huttenlocher
								and Judith McGrath is warranted for failure to manage and mitigate workplace health and safety related risks. Significant risks to stareholders stemming from severe ESG controversies have been identified at the company, which relate a failure by the board to proficiently guard against and manage material environmental, social and governance risks. *Votes AGAINST board chair Jeffrey Bezos are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. A vote FOR all remaining director nominees is warranted at this time.
			Management	1g	Elect Director Judith A. McGrath	For	Against	A vote AGAINST longstanding members of the Leadership Development and Compensation Committee Daniel Huttenlocher and Judith McGrath is warranted for failure to manage and mitigate workplace health and safety related risks. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. *Votes AGAINST board chair Jeffrey Bezos are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. A vote FOR all remaining director nominees is warranted at this time.
			Management	1h	Elect Director Indra K. Nooyi	For	For	
	1		Management Management	1i 1i	Elect Director Jonathan J. Rubinstein Elect Director Patricia Q. Stonesifer	For For	For For	
	1		Management	1j 1k	Elect Director Patricia Q. Stonesifer Elect Director Wendell P. Weeks	For For	For	
			Management	2	Ratify Ernst & Young LLP as Auditors	For	For	
			Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	A vote AGAINST this proposal is warranted. A misalignment between CEO pay and company performance is driven by an excessive equity grant to the new CEO, which lacks performance conditions. Large time-vested awards were granted to other NEOs as well, and the compensation program lacks any link to pre-set performance criteria.
	1		Management	4	Approve 20:1 Stock Split	For	For	
			Shareholder	5	Report on Retirement Plan Options Aligned with Company Climate Goals	Against	For	A vote FOR this resolution is warranted. While the company offers an option to employees that want to invest more responsibly, it is unclear how well employees understand the retirement plans available to them. The information requested in the report would not only complement and enhance the company's existing commitments regarding climate change, but also allow shareholders to better evaluate the company's strategies and management of related risks.
			Shareholder	6	Commission Third Party Report Assessing Company's Human Rights Due Diligence Process	Against	l	A vote FOR this proposal is warranted. Shareholders would benefit from increased transparency and disclosure on how the company is managing human rights-related risks.
			Shareholder	7	Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	Against	For	A vote FOR this proposal is warranted, as the company faces significant controversies related to treatment of its employees.
			Shareholder	8	Report on Efforts to Reduce Plastic Use	Against	For	A vote FOR this proposal is warranted, as shareholders would benefit from additional information on how the company is managing risks related to the creation of plastic waste.
			Shareholder	9	Report on Worker Health and Safety Disparities	Against	For	A vote FOR this proposal is warranted as shareholders could benefit from being able to better understand and assess the company's workplace safety policies, programs, oversight mechanisms.
			Shareholder	10	Report on Risks Associated with Use of Concealment Clauses	Against	For	A vote FOR this proposal is warranted because more information could help shareholders better understand how the company is assessing and managing the risks of using of concealment clauses.
			Shareholder	11	Report on Charitable Contributions	Against	Against	A vote AGAINST this proposal is warranted because the company provides sufficient information regarding its charitable contributions, and absent self-dealing or gross negligence, management should be afforded discretion in determining the company's charitable giving strategy.
			Shareholder	12	Publish a Tax Transparency Report	Against		A vote FOR this proposal is warranted as the proposed GRI Tax Standard would enhance the company's transparency in communicating its tax practices to investors globally.

111 | 174

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management		Significant votes - Rationales
				Number		Recommendation	Decision	
			Shareholder	13	Report on Protecting the Rights of Freedom of Association and Collective Bargaining	Against	For	A vote FOR this proposal is warranted. Shareholders would benefit from increased transparency and disclosure on how the company is managing human rights-related risks.
			Shareholder	14	Report on Lobbying Payments and Policy	Against	For	A vote FOR this proposal is warranted, as additional disclosure of the company's state level lobbying, indirect lobbying-related expenditures and board oversight mechanisms would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.
			Shareholder	15	Require More Director Nominations Than Open Seats	Against	Against	company's participation in the public policy process. A vote AGAINST this proposal is warranted, as the proponent has not made a compelling case that the proposed change in the director election process would improve the composition of the board or the performance of the company.
			Shareholder	16	Commission a Third Party Audit on Working Conditions	Against	For	A vote FOR this proposal is warranted. Shareholders would benefit from increased disclosure through third-party auditing on warehouse working conditions.
			Shareholder	17	Report on Median Gender/Racial Pay Gap	Against	For	waterbose working obtaineds. A vote FOR this proposal is warranted, as shareholders would benefit from additional information allowing them to better measure the progress of the company's diversity and inclusion initiatives and its management of related risks.
			Shareholder	19	Commission Third Party Study and Report on Risks Associated with Use of Rekognition	Against	For	Interesting the progress of the company's diversity and inclusion initiatives and its management of related risks. A vote FOR this proposal is warranted. Shareholders would benefit from increased transparency and disclosure on how the company is managing human rights-related risks.
Aselsan Elektronik Sanayi ve Ticaret AS	Turkey	25-mai-22	Management	1	Open Meeting and Elect Presiding Council of Meeting	For	For	
		1	Management Management	2 3	Accept Board Report Accept Audit Report	For For	For For	
			Management	4	Accept Financial Statements	For	For	
		1	Management	5	Approve Discharge of Board	For	For	
		1	Management	6	Approve Allocation of Income	For	For	
		1	Management	7	Elect Directors	For	Against	A vote AGAINST this item is warranted, as the company has not disclosed all the names of the director nominees in a timely manner.
			Management	8	Approve Director Remuneration	For	Against	manner. A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision.
		1	Management	9	Ratify External Auditors	For	Against	A vote AGAINST is warranted because the name of the proposed auditor is not disclosed.
		I	Management	10	Amend Article 13 Re: Board Related	For	For	<u> </u>
1		I	Management	13	Approve Upper Limit of Donations for 2022	For	Against	These items warrant a vote AGAINST due to a lack of disclosure on the resolutions. These items warrant a vote AGAINST due to a lack of disclosure on the resolutions.
		1	Management Management	14 15	Approve Upper Limit of Sponsorships to Be Made in 2022 Grant Permission for Board Members to Engage in Commercial Transactions with Company	For For	Against For	These items warrant a vote AGAINS I due to a lack of disclosure on the resolutions.
			Management	10	and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	101	101	
BlackRock, Inc.	USA	25-mai-22	Management	1a	Elect Director Bader M. Alsaad	For	For	
			Management	1b	Elect Director Pamela Daley	For	For	
		1	Management Management	1c 1d	Elect Director Laurence D. Fink Elect Director Beth Ford	For For	For For	
		1	Management	1e	Elect Director William E. Ford	For	For	
			Management	1f	Elect Director Fabrizio Freda	For	For	
		1	Management	1g	Elect Director Murry S. Gerber	For	For	
		1	Management	1h	Elect Director Margaret "Peggy" L. Johnson	For	For	
		1	Management Management	1i 1i	Elect Director Robert S. Kapito Elect Director Cheryl D. Mills	For For	For For	
		1	Management	1k	Elect Director Griefyi D. Millis Elect Director Gordon M. Nixon	For	For	
		1	Management	11	Elect Director Kristin C. Peck	For	For	
		1	Management	1m	Elect Director Charles H. Robbins	For	For	
		1	Management	1n	Elect Director Marco Antonio Slim Domit	For	For	
		1	Management Management	10 1n	Elect Director Hans E. Vestberg Elect Director Susan L. Wagner	For For	For For	
		1	Management	1p 1q	Elect Director Susan L. Wagner Elect Director Mark Wilson	For	For	
		1	Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
		1	Management	3	Ratify Deloitte LLP as Auditors	For	For	
			Shareholder	4	Adopt Policies to Curtail Corporate Activities that Externalize Social and Environmental Costs	Against		A vote AGAINST this proposal is warranted. The proposal is overly broad in scope, and such disclosure is not a standard industry practice at this time.
Clean Harbors, Inc.	USA	25-mai-22	Management Management	1.1 1.2	Elect Director Andrea Robertson Elect Director Lauren C. States	For For	For For	
1		1	Management	1.2	Elect Director Lauren C. States Elect Director Robert J. Willett	For	For	
1		1	Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Vote AGAINST due to lack of sustainability factors to determine executive remuneration.
		<u> </u>	Management	3	Ratify Deloitte & Touche LLP as Auditors	For	For	•
Costa Group Holdings Limited	Australia	25-mai-22	Management Management	3	Approve Remuneration Report Elect Janette Kendall as Director	For For	For Against	Votes AGAINST incumbent Nominating Committee members Harry Debney, Janette Kendall and Elizabeth Jane Wilson are
			Management	4	Elect Jane Wilson as Director	For	Against	warranted for lack of diversity on the board. Votes AGAINST incumbent Nominating Committee members Harry Debney, Janette Kendall and Elizabeth Jane Wilson are warranted for lack of diversity on the board.
			Management	5	Elect Harry Debney as Director	For	Against	Votes AGAINST incumbent Nominating Committee members Harry Debney, Janette Kendall and Elizabeth Jane Wilson are warranted for lack of diversity on the board.
			Management Management	6	Approve the Increase in Non-Executive Directors' Fee Pool Approve Grant of STI Performance Rights to Sean Hallahan	None For	For For	
1		1	Management	8	Approve Grant of STI Performance Rights to Sean Hallahan Approve Grant of LTI Options to Sean Hallahan	For	For	
Equinix, Inc.	USA	25-mai-22	Management	1.1	Elect Director Nanci Caldwell	For	For	
1		1	Management	1.2	Elect Director Adaire Fox-Martin	For	For	
		1	Management	1.3	Elect Director Ron Guerrier	For	For	
		1	Management Management	1.4 1.5	Elect Director Gary Hromadko Elect Director Irving Lyons, III	For For	For For	
1		1	Management Management	1.5 1.6	Elect Director Irving Lyons, III Elect Director Charles Meyers	For	For	
1		1	Management	1.7	Elect Director Chailes Meyers Elect Director Christopher Paisley	For	For	
1		1	Management	1.8	Elect Director Sandra Rivera	For	For	
1		I	Management	1.9	Elect Director Peter Van Camp	For	For	
1		1	Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
ı	ı	1	Management	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	ı

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Shareholder	4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For	A vote FOR this proposal is warranted. Lowering the ownership threshold from 25 percent to 10 percent would improve shareholders' ability to use the special meeting right.
EssilorLuxottica SA	France	25-mai-22	Management	1	Approve Financial Statements and Statutory Reports	For	For	,
			Management	2	Approve Consolidated Financial Statements and Statutory Reports	For	For	
			Management	3	Approve Treatment of Losses and Dividends of EUR 2.51 per Share	For	For	
			Management	4	Ratify Appointment of Virginie Mercier Pitre as Director	For	For	
			Management	5	Approve Auditors' Special Report on Related-Party Transactions	For For	For For	
			Management Management	6	Approve Compensation Report of Corporate Officers Approve Compensation of Leonardo Del Vecchio, Chairman of the Board	For For	For	
			Management	/	Approve Compensation of Leonardo Del Vecchio, Chairman of the Board Approve Compensation of Francesco Milleri, CEO	For	For	
			Management	9	Approve Compensation of Paul du Saillant, Vice-CEO	For	For	
			Management	10	Approve Remuneration Policy of Directors	For	For	
			Management	11	Approve Remuneration Policy of Chairman of the Board	For	For	
			Management	12	Approve Remuneration Policy of CEO	For	For	
			Management	13	Approve Remuneration Policy of Vice-CEO	For	For	
			Management	14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	
			Management	15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For	
il. ladi atria a A.C.	0	05: 00	Management	16	Authorize Filing of Required Documents/Other Formalities	For	For	
vonik Industries AG	Germany	25-mai-22	Management Management	3	Approve Allocation of Income and Dividends of EUR 1.17 per Share Approve Discharge of Management Board for Fiscal Year 2021	For For	For For	
			Management	4	Approve Discharge of Management Board for Fiscal Year 2021 Approve Discharge of Supervisory Board for Fiscal Year 2021	For	For	
			Management	5	Ratify KPMG AG as Auditors for Fiscal Year 2022, for the Review of Interim Financial	For	For	
			Managomoni		Statements for the First Half of Fiscal Year 2022 and for the Review of Interim Financial	1		
					Statements Until 2023 AGM	1		
			Management	6	Approve Remuneration Policy	For	Against	A vote AGAINST the revised remuneration policy is warranted because: * The proposed LTI plan decreases the stringency of
			-			1	'	the plan. * The policy lacks disclosure surrounding the newly introduced sustainability criteria under the LTI. * The compensatio
						1	1	committee is entirely non-independent.
			Management	7	Approve Remuneration Report	For	Against	A vote AGAINST the remuneration report is warranted because: * Pension contributions appear high compared to market
						1		standards and may be of concern to some shareholders. * Ex-post target disclosure surrounding individual and non-financial
						1		performance criteria remains underdeveloped and thus, a clear link between performance and pay is not assessable. * The
			Managamant		Approve Creation of ELID 116 5 Millian Deal of Authorized Conite with as without Evaluation	For	Against	compensation committee is entirely non-independent.
			Management	8	Approve Creation of EUR 116.5 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	For	Against	Item 8 A vote AGAINST the proposed authorization is warranted because it could potentially allow for a capital increase withou preemptive rights for up to 20 percent of the issued share capital. Item 9 A vote FOR the proposed authorization is warranted.
					or Freeinplive Nights	1		preemptive rights for up to 20 percent of the issued shale capital, frem 3 A vote 1 OK the proposed authorization is warranted.
			Management	9	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without	For	For	
				_	Preemptive Rights up to Aggregate Nominal Amount of EUR 1.25 Billion; Approve Creation		'	
					of EUR 37.3 Million Pool of Capital to Guarantee Conversion Rights	1		
			Management	10	Amend Articles Re: Interim Dividend	For	For	
exxon Mobil Corporation	USA	25-mai-22	Management	1.1	Elect Director Michael J. Angelakis	For	For	
			Management	1.2	Elect Director Susan K. Avery	For	Against	A vote AGAINST CEO and Chair Darren Woods, Lead Director Joseph Hooley, and Public Issues and Contributions Committee
						1		Chair Susan Avery is warranted as a signal to the board that stronger independent oversight and board management of climat risks at the company are necessary. Significant risks to shareholders stemming from severe ESG controversies have been
						1		risks at the company are necessary. Significant risks to snareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmenta
						1		social and governance risks. * Votes AGAINST CEO/Chair Darren Woods are warranted given that the CEO and chair of the
						1		board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the
						1		
								management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board
			Management	1.3	Elect Director Angela F. Braly	For	For	management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board
			Management	1.4	Elect Director Ursula M. Burns	For	For	management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board
			Management Management	1.4 1.5	Elect Director Ursula M. Burns Elect Director Gregory J. Goff	For For	For For	management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board
			Management Management Management	1.4 1.5 1.6	Elect Director Ursula M. Burns Elect Director Gregory J. Goff Elect Director Kaisa H. Hietala	For For For	For For For	management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. A vote FOR the remaining director nominees is warranted at this time.
			Management Management	1.4 1.5	Elect Director Ursula M. Burns Elect Director Gregory J. Goff	For For	For For For	management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. A vote FOR the remaining director nominees is warranted at this time. A vote AGAINST CEO and Chair Darren Woods, Lead Director Joseph Hooley, and Public Issues and Contributions Committee.
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			Management Management Management Management Management Management Management Management	1.4 1.5 1.6 1.7	Elect Director Ursula M. Burns Elect Director Gregory J. Goff Elect Director Kaisa H. Hietala Elect Director Joseph L. Hooley Elect Director Steven A. Kandarian Elect Director Alexander A. Karsner Elect Director Jeffrey W. Ubben	For For For For For For	For For Against For For For	management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. A vote FOR the remaining director nominees is warranted at this time. A vote AGAINST CEO and Chair Darren Woods, Lead Director Joseph Hooley, and Public Issues and Contributions Committe Chair Susan Avery is warranted as a signal to the board that stronger independent oversight and board management of climat risks at the company are necessary. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmenta social and governance risks. *Votes AGAINST CEO/Chair Darren Woods are warranted given that the CEO and chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. A vote FOR the remaining director nominees is warranted at this time. A vote AGAINST CEO and Chair Darren Woods, Lead Director Joseph Hooley, and Public Issues and Contributions Committe Chair Susan Avery is warranted as a signal to the board that stronger independent oversight and board management of climate risks at the company are necessary. Significant risks to shareholders stemming from severe ESG controverses have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmenta social and governance risks. *Votes AGAINST CEO/Chair Darren Woods are warranted given that the CEO and chair of the board ultrafted y shoulders the most responsibility amongst all board members for failing to effectively supervise the
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			Management Management Management Management Management Management Management Management	1.4 1.5 1.6 1.7	Elect Director Ursula M. Burns Elect Director Gregory J. Goff Elect Director Kaisa H. Hietala Elect Director Joseph L. Hooley Elect Director Steven A. Kandarian Elect Director Alexander A. Karsner Elect Director Jeffrey W. Ubben	For For For For For For	For For Against For For For	management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. A vote FOR the remaining director nominees is warranted at this time. A vote AGAINST CEO and Chair Darren Woods, Lead Director Joseph Hooley, and Public Issues and Contributions Committed Chair Susan Avery is warranted as a signal to the board that stronger independent oversight and board management of climat risks at the company are necessary. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environments social and governance risks. * Votes AGAINST CEO/Chair Darren Woods are warranted given that the CEO and chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. A vote FOR the remaining director nominees is warranted at this time. A vote AGAINST CEO and Chair Darren Woods, Lead Director Joseph Hooley, and Public Issues and Contributions Committed as a signal to the board that stronger independent oversight and board management of climat risks at the company, which reflects a failure by the observed the stemming from severe ESG controversis have been identified at the company, which reflects risks to shareholders stemming from severe ESG controversis have been identified at the company, which reflects a failure to the board to proficiently guard against and management of climat risks at the company, which reflects a failure to the board to proficiently guard against and management of climat risks at the company, which reflects as a signal to the board to the board that referently species the effectively supervise the
			Management Management Management Management Management Management Management Management	1.4 1.5 1.6 1.7	Elect Director Ursula M. Burns Elect Director Gregory J. Goff Elect Director Kaisa H. Hietala Elect Director Joseph L. Hooley Elect Director Steven A. Kandarian Elect Director Alexander A. Karsner Elect Director Jeffrey W. Ubben	For For For For For For	For For Against For For For	management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. A vote FOR the remaining director nominees is warranted at this time. A vote AGAINST CEO and Chair Darren Woods, Lead Director Joseph Hooley, and Public Issues and Contributions Committed Chair Susan Avery is warranted as a signal to the board that stronger independent oversight and board management of climat risks at the company, which reflects a failure by the board to proficiently guard against and manage material environment. Social and governance risks. *Votes AGAINST CEO(Chair Darren Woods are warranted given that the CEO and chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. A vote FOR the remaining director nominees is warranted at this time. A vote AGAINST CEO and Chair Darren Woods, Lead Director Joseph Hooley, and Public Issues and Contributions Committed Chair Susan Avery is warranted as a signal to the board that stronger independent oversight and board management of climat risks at the company are necessary. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a fallure by the board to proficiently guard against and management of climat insks at the company and its shareholders, and should therefore be held the most accountable for poor board warranted or fisks to the company and its shareholders, and should therefore be held the most accountable for poor board management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board that of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Shareholder	Number 4	Remove Executive Perquisites	Recommendation Against	Pecision For	A vote FOR this proposal is warranted. While the aggregated costs of NEO perquisites are not excessive, they represent a non- performance-based benefit that is not generally available to the broader employee population. Such perquisites are not considered to be a best practice and their elimination would be considered a pay program improvement.
			Shareholder	5	Amend Bylaws to Limit Shareholder Rights for Proposal Submission	Against	Against	on solucined to be a best practice and their elimination would be considered a pay program improvement.
			Shareholder	6	Set GHG Emissions Reduction targets Consistent With Paris Agreement Goal	Against	For	A vote FOR this proposal is warranted, as additional information on the company's efforts to reduce its carbon footprint and
			Charcholder	· ·	Set One Emissions reduction targets obtassed with alls Agreement coal	Against	101	align its operations with Paris Agreement goals would allow investors to better understand how the company is managing its transition to a low carbon economy and climate change related risks.
			Shareholder	7	Report on Low Carbon Business Planning	Against	For	Votes FOR this shareholder proposal are warranted as shareholders would benefit from a stronger alignment between the company's stated goals and its actions regarding corporate responsibility.
			Shareholder	8	Report on Scenario Analysis Consistent with International Energy Agency's Net Zero by 2050	Against	For	A vote FOR this proposal is warranted because shareholders would benefit from greater disclosure about the company's risk of stranded assets, given its planned spending plan and business strategy.
			Shareholder	9	Report on Reducing Plastic Pollution	Against	For	A vote FOR this proposal is warranted, as additional disclosure on metrics and targets related to ability of the company to transition from virgin polymer production would allow shareholders to better assess the company's management of associated financial, environmental, and reputational risks.
			Shareholder	10	Report on Political Contributions and Expenditures	Against	For	A vote FOR this resolution is warranted as additional disclosure concerning Exxon's policies and memberships in trade associations and other political organizations would help shareholders assess the company's comprehensive political contribution activities and the company's management of associated risks and benefits.
Fidelity National Information Services, Inc.	USA	25-mai-22	Management	1a	Elect Director Ellen R. Alemany	For	For	communication activities and the company's management of associated risks and benefits.
, , , , , , , , , , , , , , , , , , , ,			Management	1b	Elect Director Vijay D'Silva	For	For	
			Management	1c	Elect Director Jeffrey A. Goldstein	For	For	
			Management	1d	Elect Director Lisa A. Hook	For	For	
			Management	1e	Elect Director Keith W. Hughes	For	For	
			Management	1f	Elect Director Kenneth T. Lamneck	For	For	
			Management	1g	Elect Director Gary L. Lauer	For	For	
			Management	1h	Elect Director Gary A. Norcross	For	For	
			Management	1i	Elect Director Louise M. Parent	For	For	
			Management	1j	Elect Director Brian T. Shea	For	For	
			Management	1k 1l	Elect Director James B. Stallings, Jr.	For For	For For	
			Management Management	11 2	Elect Director Jeffrey E. Stiefler Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Management	3	Approve Omnibus Stock Plan	For	For	
			Management	4	Approve Nongualified Employee Stock Purchase Plan	For	For	
			Management	5	Ratify KPMG LLP as Auditors	For	For	
Hapag-Lloyd AG	Germany	25-mai-22	Management	2	Approve Allocation of Income and Dividends of EUR 35.00 per Share	For	For	
	1		Management	3	Approve Discharge of Management Board for Fiscal Year 2021	For	For	
			Management	4	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	For	
			Management	5	Ratify KPMG AG as Auditors for Fiscal Year 2022	For	For	
			Management Management	6.1	Elect Oscar Martinez to the Supervisory Board Elect Jose Mackenna to the Supervisory Board	For	Against	Items 6.1-6.4. Elect Directors Votes AGAINST the nominees are warranted because they are all non-independent and the company has failed to establish a sufficiently independent board, and because their proposed term lengths exceed four years. Votes AGAINST Jose Francisco Perez Mackenna and Sheikh Ali Al Thani are further warranted because they both hold an excessive number of mandates at publicly listed companies. Moreover, both are remuneration committee members and the company has failed to establish a sufficiently independent remuneration committee. In addition, both are incumbent nomination committee members, and the board is insufficiently gender diverse. Votes AGAINST Turiq Abdulrahman Alnowaiser and Oscar Eduardo Hasbun Martinez are further warranted as both are members of the audit committee and the company has failed to establish a sufficiently independent audit committee. Item 10. Elect Andreas Ritistieg to the Supervisory Board (Shareholder Proposal) Finally, a vote AGAINST the election of Andreas Ritistieg is warranted because of the failure to establish a majority-independent board, because his proposed term length exceeds four years, and because his election will adversely impact the board gender diversity. Items 6.1-6.4. Elect Directors Votes AGAINST the nominees are warranted because they are all non-independent and the
			waragement	6.2	Elect Jose Mackenna to the Supervisory Board	Fui	Against	intents of 1-04. Each Director's Votes AGAINST in climiters are whall nation uscause they are an intentine pendent and the company has failed to establish a sufficiently independent board, and because their proposed term lengths exceed four years. Votes AGAINST Jose Francisco Perez Mackenna and Sheikh Ali Al Thani are further warranted because they both hold an excessive number of mandates at publicly listed companies. Moreover, both are remuneration committee members and the company has failed to establish a sufficiently independent remuneration committee. In addition, both are incumbent nomination committee members, and the board is insufficiently gender diverse. Votes AGAINST Turiq Abdurahman Alnowaiser and Oscar Eduardo Hasbun Martinez are further warranted as both are members of the audit committee and the company has failed to establish a sufficiently independent audit committee. Item 10. Elect Andreas Rittstieg to the Supervisory Board (Shareholder Proposal) Finally, a vote AGAINST the election of Andreas Rittstieg is warranted because of the failure to establish a majority-independent board, because his proposed term length exceeds four years, and because his election will adversely impact the board gender diversity.
			Management	6.3	Elect Ali bin Jassim Al-Thani to the Supervisory Board	For	Against	Items 6.1-6.4. Elect Directors Votes AGAINST the nominees are warranted because they are all non-independent and the company has failed to establish a sufficiently independent board, and because their proposed term lengths exceed four years. Votes AGAINST Jose Francisco Perez Mackenna and Sheikh Ali Al Thani are further warranted because they both hold an excessive number of mandates at publicly listed companies. Moreover, both are remuneration committee members and the company has failed to establish a sufficiently independent remuneration committee. In addition, both are incumbent nomination committee members, and the board is insufficiently gender diverse. Votes AGAINST Turiq Abdurahman Alnowaiser and Oscar Eduardo Hasbun Martinez are further warranted as both are members of the audit committee and the company has failed to establish a sufficiently independent audit committee. Item 10. Elect Andreas Rittstieg to the Supervisory Board (Shareholder Proposal) Finally, a vote AGAINST the election of Andreas Rittstieg is warranted because of the failure to establish a majority-independent board, because his proposed term length exceeds four years, and because his election will adversely impact the board gender diversity.

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management	Vote	Significant votes - Rationales
oompany wante	Country	meeting Date	Proponent	Number	Troposur text	Recommendation	Decision	olgimicant votes - reaconates
			Management	6.4	Elect Turqi Alnowaiser to the Supervisory Board	For	Against	Items 6.1-6.4. Elect Directors Votes AGAINST the nominees are warranted because they are all non-independent and the company has failed to establish a sufficiently independent board, and because their proposed term lengths exceed four years. Votes AGAINST Jose Francisco Perez Mackenna and Sheikh Ali Al Thani are further warranted because they both hold an excessive number of mandates at publicly listed companies. Moreover, both are remuneration committee members and the company has failed to establish a sufficiently independent remuneration committee. In addition, both are remumbert nomination committee members, and the board is insufficiently gender diverse. Votes AGAINST Turiq Abdulrahman Alnowaiser and Oscar Eduardo Hasbun Martinez are further warranted as both are members of the audit committee and the company has failed to establish a sufficiently independent audit committee. Item 10. Elect Andreas Rittsleg to the Supervisory Board (Shareholder Proposa) Finally, a vote AGAINST the election of Andreas Rittsleg is warranted because of the failure to establish a majority-independent board, because his proposed term length exceeds four years, and because his election will adversely impact the board gender diversity.
			Management	7	Approve Remuneration Policy	For	Against	A vote AGAINST the proposed remuneration policy is warranted because: * The supervisory board remains authorized to grant additional and guaranteed bonuses to executives. * The cap on total remuneration as well as base salaries have increased significantly without a detailed explanation. * The proposed additional new joiner awards appear excessive. * Long-term incentive awards vest in less than four years, which is not aligned with the respective local corporate governance code recommendation. * The compensation committee is entirely non-independent.
			Management	8	Approve Remuneration of Supervisory Board	For	Against	A vote AGAINST this resolution is warranted because: * The proposed increase in the fixed remuneration is excessive in light of the company's size and in the German market context.
			Management	9	Approve Remuneration Report	For	Against	A vote AGAINST the remuneration report is warranted because: * Disclosure practices deviate from common market practice and SRD II regarding the years assessed in the report (the company is reporting on 2020 performance instead of 2021 performance). * Two executives received guaranteed bonuses for fiscal 2020 (payout in 2021). * The compensation committee is entirely non-independent.
			Shareholder	10	Elect Andreas Rittstieg to the Supervisory Board	For	Against	Items 6.1-6.4. Elect Directors Votes AGAINST the nominees are warranted because they are all non-independent and the company has failed to establish a sufficiently independent board, and because their proposed term lengths exceed four years. Votes AGAINST Jose Francisco Perez Mackenna and Sheikh Ali Al Thani are further warranted because by both hold an excessive number of mandates at publicly listed companies. Moreover, both are remuneration committee members and the company has failed to establish a sufficiently independent remuneration committee. In addition, both are incumbent nomination committee members, and the board is insufficiently gender diverse. Votes AGAINST Turiq Abdulratman Alnowaiser and Oscar Eduardo Hasbun Martinez are further warranted as both are members of the audit committee company has failed to establish a sufficiently independent audit committee. Item 10. Elect Andreas Rittstieg to the Supervisory Board (Shareholder Proposal) Finally, a vote AGAINST the election of Andreas Rittstieg is warranted because of the failure to establish a majority-independent board, because his proposed term length exceeds four years, and because his election will adversely impact the board gender diversity.
Intertek Group Plc	United Kingdom	25-mai-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
			Management Management	2	Approve Remuneration Report Approve Final Dividend	For For	Against For	We prefer to vote AGAINST since the remuneration policy lacks concrete sustainability focused non-financial KPIs
		1	Management	4	Re-elect Andrew Martin as Director	For	For	
		1	Management	5	Re-elect Andre Lacroix as Director	For	For	
		1	Management	6	Re-elect Jonathan Timmis as Director	For	For	
		1	Management	7	Re-elect Graham Allan as Director	For	For	
		1	Management	8	Re-elect Gurnek Bains as Director	For	For	
		1	Management	9	Re-elect Lynda Clarizio as Director	For	For	
		1	Management	10	Re-elect Tamara Ingram as Director	For	For	
		1	Management	11 12	Re-elect Gill Rider as Director Re-elect Jean-Michel Valette as Director	For For	For For	
		1	Management Management	13	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For	
		1	Management	14	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	
		1	Management	15	Authorise Issue of Equity	For	For	
		1	Management	16	Authorise UK Political Donations and Expenditure	For	For	
		1	Management	17	Authorise Issue of Equity without Pre-emptive Rights	For	For	
		1	Management	18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or	For	For	
		1	Management	19	Other Capital Investment Authorise Market Purchase of Ordinary Shares	For	For	
1			Management	20	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	
Laureate Education, Inc.	USA	25-mai-22	Management	1.1	Elect Director Andrew B. Cohen	For	For	
			Management	1.2	Elect Director William L. Cornog	For	Withhold	WITHHOLD votes are warranted for governance committee members William Cornog, Judith Rodin, and Ian Snow given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to en
1			Management	1.3	Elect Director Pedro del Corro	For	For	
1		1	Management	1.4	Elect Director Kenneth W. Freeman	For	For	
1			Management	1.5	Elect Director Barbara Mair	For	For	
1			Management Management	1.6 1.7	Elect Director George Munoz Elect Director Judith Rodin	For For	For Withhold	MITHHOLD vates are warrented for accommon committee members William Corner I ludith Boding and I - Constitute the
								WITHHOLD votes are warranted for governance committee members William Cornog, Judith Rodin, and Ian Snow given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to en
			Management Management	1.8 1.9	Elect Director Eliff Serok-Hanssen Elect Director Ian K. Snow	For For		WITHHOLD votes are warranted for governance committee members William Cornog, Judith Rodin, and Ian Snow given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents which adversely impacts shareholder rights. A vote FOR the remaining director nominees is warranted.
1			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For		Vote AGAINST due to lack of sustainability factors to determine executive remuneration.
		1	Management	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	
Meta Platforms, Inc.	USA	25-mai-22	Management Management	1.1 1.2	Elect Director Peggy Alford Elect Director Marc L. Andreessen	For For	Withhold	Concerns about a potential lack of independence of P. Alford Concerns about a potential lack of independence of L. Andreessen
1	I	1	Management Management	1.2	Elect Director Marc L. Andreessen Elect Director Andrew W. Houston	For For	For	Concerns about a potential rack or independence or L. Andreessen
1	•	•	I management	1.5	Last Substantiation W. Houston	1 10	. 01	·

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management	Vote	Significant votes - Rationales
				Number		Recommendation	Decision	
			Management	1.4	Elect Director Nancy Killefer	For	For	
	1	1	Management	1.5 1.6	Elect Director Robert M. Kimmitt	For	For For	
	1		Management Management	1.6	Elect Director Sheryl K. Sandberg Elect Director Tracey T. Travis	For For	For	
		1	Management	1.8	Elect Director Tony Xu	For	For	
		1	Management	1.9	Elect Director Mark Zuckerberg	For		Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects
								a failure by the board to proficiently guard against and manage material environmental, social and governance risks. * WITHHOLD votes for CEO/Chair Mark Zuckerberg are warranted given that the CEO and chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. Votes FOR the remaining nominees are warranted.
		1	Management	2	Ratify Ernst & Young LLP as Auditors	For	For	·
			Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	There are several ongoing pay program and disclosure concerns. The company's award determinations remain discretionary, and incentive programs lack disclosed performance metrics and quantified goals. Disclosure around individual performance assessments is also poor, and the design allows for such considerations to have a potentially large impact on annual bonuses. Executives again received very large equity awards that lack performance vesting criteria. Moreover, the CEO's and COO's security costs are exceedingly large. In light of these concerns, a vote AGAINST this proposal is warranted.
			Shareholder	4	Approve Recapitalization Plan for all Stock to Have One-vote per Share	Against	For	A vote FOR this proposal is warranted as it would convey to the board nonaffiliated shareholders' preference for a capital structure in which the levels of economic ownership and voting power are aligned.
		1	Shareholder	5	Require Independent Board Chair	Against	For	A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.
			Shareholder	6	Report on Risks Associated with Use of Concealment Clauses	Against	For	A vote FOR this proposal is warranted because more information on the impact that the company's use of concealment clauses has on its employees may bring information to light that could result in improved employee recruitment, development and retention.
			Shareholder	7	Report on External Costs of Misinformation and Impact on Diversified Shareholders	Against	For	A vote FOR this proposal is warranted. An increased disclosure and greater transparency regarding risks related to misinformation and its potential business impacts would provide shareholders insights on how the company is managing these risks.
			Shareholder	8	Report on Community Standards Enforcement	Against	For	A vote FOR this proposal is warranted. Shareholders would benefit from increased transparency and disclosure on how the company is managing material risks related to misinformation and harmful content.
			Shareholder	9	Report on User Risk and Advisory Vote on Metaverse Project	Against	For	A vote FOR this proposal is warranted, as shareholders would benefit from increased disclosure and increased oversight mechanisms regarding the company's metaverse project, considering its anticipated scope and potential weight in the company's lone-term planning.
			Shareholder	10	Publish Third Party Human Rights Impact Assessment	Against	For	A vote FOR this resolution is warranted, as an independent Human Rights Impact Assessment would help shareholders better assess Meta's management of risks related to its targeted advertising policies and practices. BACKGROUND INFORMATION Policies: Human Rights Proposals
			Shareholder	11	Report on Child Sexual Exploitation Online	Against	For	A vote FOR this proposal is warranted, as additional information on risks related to potential sexual exploitation of children through the company's platforms would give shareholders more information on how well the company is managing related risks.
			Shareholder	12	Commission a Workplace Non-Discrimination Audit	Against	Against	A vote AGAINST this resolution is warranted, as the company recently commissioned a third-party Civil Rights Audit and has enhanced reporting and disclosures that allow shareholders to track the company's progress and policies on civil rights. BACKGROUND INFORMATION Policies: Racial Equity and/or Civil Rights Audit Guidelines
			Shareholder	13	Report on Lobbying Payments and Policy	Against	For	A vote FOR this resolution is warranted, as additional reporting on the company's direct and indirect lobbying practices, policies, and expenditures would benefit shareholders in assessing its management of related risks.
			Shareholder	14	Commission Assessment of Audit and Risk Oversight Committee	Against	For	A vote FOR this proposal is warranted as an independent assessment of the Audit and Risk Oversight Committee's capacities and performance would allow shareholders to gain more information on how the company is overseeing and managing related risks
			Shareholder	15	Report on Charitable Contributions	Against	For	A vote FOR this proposal is warranted because the company provides no information regarding its policies nor the recipients of its charitable contributions.
MTR Corporation Limited	Hong Kong	25-mai-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
	1	1	Management	2	Approve Final Dividend	For	For	
	1	1	Management Management	3a 3b	Elect Rex Auyeung Pak-kuen as Director Elect Jacob Kam Chak-pui as Director	For For	For For	
	1	1	Management	3D 3C	Elect Valter Chan Kar-lok as Director	For	For	
	1		Management	3d	Elect Cheng Yan-kee as Director	For	For	
	1	1	Management	3e	Elect Jimmy Ng Wing-ka as Director	For	For	
	1	1	Management	4	Elect Sunny Lee Wai-kwong as Director	For	For	
	1	1	Management	5	Elect Carlson Tong as Director	For	For	
	1		Management	6 7	Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration	For	For	
	1	1	Management Management	I ′.	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights Authorize Repurchase of Issued Share Capital	For For	For For	
	1	1	Management Management	8	Authorize Repurchase of Issued Share Capital Amend Articles of Association	For For	For	
Partners Group Holding AG	Switzerland	25-mai-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
	- CHILLDHAIN	20 22	Management	2	Approve Allocation of Income and Dividends of CHF 33.00 per Share	For	For	
	1		Management	3	Approve Discharge of Board and Senior Management	For	For	
	1	1	Management	4	Approve Remuneration Report	For	For	
	1		Management	5.1	Approve Short-Term Remuneration of Directors in the Amount of CHF 3.5 Million	For	For	
	1	1	Management	5.2	Approve Long-Term Remuneration of Directors in the Amount of CHF 5.7 Million	For	For	
			Management Management	5.3 5.4	Approve Technical Non-Financial Remuneration of Directors in the Amount of CHF 16.9 Million Approve Short-Term Remuneration of Executive Committee in the Amount of CHF 10 Million	For For	For For	
			Management	5.4	Approve Snort-1erm Remuneration of Executive Committee in the Amount of CHF 10 Million Approve Long-Term Remuneration of Executive Committee in the Amount of CHF 20.6	For	For	
			Management	5.6	Approve Editorial Remains of Executive Committee in the Amount of Citi 20.0 Approve Technical Non-Financial Remuneration of Executive Committee in the Amount of	For	For	
			Management	5.7	Approve Technical NotiFinalitial Reminificial Reminificia	For	For	
1	l		wanagement	J	of CHF 13 Million for Fiscal Year 2021	1.51	1 01	

Management Management 6.1.2 Elect Steffen Meister as Director and Board Chair For For Management 6.1.3 Elect Alfred Ganther as Director For For For Management 6.1.3 Elect Alfred Ganther as Director For For For Management 6.1.5 Elect Asset Director For For For Management 6.1.5 Elect Asset Director For For For Management 6.1.6 Elect Martin Strobel as Director For For For Management 6.1.8 Elect Urs Weltisbach as Director For For For Management 6.1.8 Management Management Management 6.2.1 Management Management 6.2.2 Management 6.2.2 Management 6.2.4 Management 6.3 Management 6.4 Management 6.4 Management 6.5 Designate Hotz & Goldmann as Independent Proxy For	Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management		Significant votes - Rationales
Macrimum 1-10 Section 1-10 Sec					Number		Recommendation	Decision	
Supplier of the first process	1	I	1						
Marginest 1.5		I	1						
Marianes 1-1		I							
Many control of the c	1	I	1						I
Management of 15 country of the control of the cont		I							
A Section of the Control of the Cont		I							
Management 2.1 April A						Elect Flora Zhao as Director			
Segment of the control of the contro				Management	6.2.1	Appoint Flora Zhao as Member of the Nomination and Compensation Committee			
Berganet & Section of				Management	6.2.2	Appoint Anne Lester as Member of the Nomination and Compensation Committee		For	
And surprised a service of the control of the service of the servi									We are comfortable with the current composition of the Board.
Moregoned 2 Part Secret Protect Control (American Control Con									
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Notice Company As Proposed Statement and Statement Proposed								1	
Newsport of November 1 November 2			1						of trees new terms of counter proposals is not known at this time. Therefore, it is in shareholders best interest to vote against this item on a precautionary basis.
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Management 4 Receive Auditor's Special Reports Re. Remuneration of Redeemable Shares Management 5 Approve Auditor's Special Report on Related-Party Transactions Mentioning the Absence of New Transactions Management 6 Reelect Claimer Fleuriot as Director 7 For 8 For 8 For 8 For 8 For 8 For 9 Fo	Renault SA	France	25-mai-22		1				
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Management		I		Management	7	Reelect Pierre Fleuriot as Director	For	For	
Management		I			•				
Management Management Management 11 Approve Compensation of Luca de Meo, CEO Approve Amendment of One Performance Criterion Related to the Acquisition of Performance Shares Allocated to the CEO under the 2020 LTI Plan Management M									
Management 12 Approve Amendment of One Performance Criterion Related to the Acquisition of Performance Shares Allocated to the CEO under the 2020 LTI Plan Management Management 13 Approve Remuneration Policy of of Chairman of the Board 14 Approve Remuneration Policy of CEO For For Against 14 Approve Remuneration Policy of CEO For Against 14 Approve Remuneration Policy of CEO Significant increase of the CEO's remuneration. This grant intervenes while the company has been struggling since 2020 a difficult business situation in terms of production and workforce cohesion, has benefited from public aid schemes and was unable to distribute dividend for 3 consecutive years. As such, it does not seem appropriate. The executive could receive the full portion of the unvested awards without application of a pro-rata in the event of retirement.									
Performance Shares Allocated to the CEO under the 2020 LTI Plan Management Maprove Remuneration Policy of CEO Maprove Remuneration Policy of CEO Magains Management	1								
Management Management Management 13 Approve Remuneration Policy of of Chairman of the Board For For Against 14 Approve Remuneration Policy of CEO For Against A vote AGAINST this remuneration policy is warranted because: "The grant in title of the co-investment plan represents a significant increase of the CEO's remuneration. This grant intervenes while the company has been struggling since 2020 a difficult business situation in terms of production and workforce cohesion, has benefited from public aid schemes and was unable to distribute vidend of 7s of onsecutive years. No so the event of retirement.		I	1	Management	12		For	⊢or	
Management 14 Approve Remuneration Policy of CEO For Against A vote AGAINST this remuneration policy is warranted because: "The grant in title of the co-investment plan represents a significant business saturation. This greates eat the CEO's remuneration. This grant interested from public and softeness eat of the CEO's remuneration. This grant interested from public and softeness eat of the CEO's remuneration. This grant interested from public and softeness eat of the CEO's remuneration. This grant in title construction and was unable to distribute dividend for 3 consecutive years. As such, it does not seem appropriate. The executive could receive the full portion to the understed awards without application to the event of retirement.		I	1	Management	13		For	For	
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difficult business situation in terms of production and workforce cohesion, has benefited from public aid schemes and was unable to be unable to the versa. As such years. As such years, as years,		I		a.agomont				, against	
full portion of the unvested awards without application of a pro-rata in the event of retirement.		I						1	difficult business situation in terms of production and workforce cohesion, has benefited from public aid schemes and was
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Management 15 Approve Remuneration Policy of Directors For For	1			I I		I	_	l _	full portion of the unvested awards without application of a pro-rata in the event of retirement.
	I	I	ı	Management	15	Approve Remuneration Policy of Directors	For	For	ı

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management	Vote	Significant votes - Rationales
,	,	g		Number		Recommendation	Decision	
			Management	16	Ratify Change Location of Registered Office to 122-122 bis avenue du General	For	For	
			Management	17	Leclerc,92100 Boulogne-Billancourt and Amend Article 4 of Bylaws Accordingly Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	
			Management	18	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For	
			Management	19	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to	For	For	
				1	Aggregate Nominal Amount of EUR 350 Million			
			Management	20	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to	For	For	
			l., .		Aggregate Nominal Amount of EUR 120 Million	For	_	
			Management	21	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 60 Million	For	For	
			Management	22	Authorize Capital Increase of Up to EUR 120 Million for Future Exchange Offers	For	For	
			Management	23	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	For	
			Management	24	Authorize Capitalization of Reserves of Up to EUR 1 Billion for Bonus Issue or Increase in	For	For	
			l	25	Par Value	For	For	
			Management Management	25 26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Authorize up to 3 Percent of Issued Capital for Use in Restricted Stock Plans	For	For	
			Management	27	Amend Article 4, 10, 11, 13, 14, 15, 18, 30 of Bylaws to Comply with Legal Changes	For	For	
			Management	28	Authorize Filing of Required Documents/Other Formalities	For	For	
TKP Corp.	Japan	25-mai-22	Management	1	Amend Articles to Allow Sales of Supplementary Shares to Odd-Lot Holders - Disclose	For	For	
			l	l	Shareholder Meeting Materials on Internet	_	_	
			Management Management	2.1 2.2	Elect Director Kawano, Takateru Elect Director Nakamura, Koji	For For	For For	
			Management	2.2	Elect Director Nakamura, Koji Elect Director Tsuji, Haruo	For	For	
			Management	2.4	Elect Director Watanabe, Kohei	For	For	
			Management	2.5	Elect Director Mark Dixon	For	For	
			Management	2.6	Elect Director Motoya, Fumiko	For	For	
Trimble Inc.	USA	25-mai-22	Management	1.1	Elect Director Steven W. Berglund	For	For	
			Management Management	1.2 1.3	Elect Director James C. Dalton Elect Director Borje Ekholm	For For	For For	
			Management	1.3	Elect Director Borje Eknolm Elect Director Ann Fandozzi	For	For	
			Management	1.5	Elect Director Kaigham (Ken) Gabriel	For	For	
			Management	1.6	Elect Director Meaghan Lloyd	For	For	
			Management	1.7	Elect Director Sandra MacQuillan	For	For	
			Management	1.8	Elect Director Robert G. Painter	For	For	
			Management Management	1.9 1.10	Elect Director Mark S. Peek Elect Director Thomas Sweet	For For	For For	
			Management	1.11	Elect Director Johan Wibergh	For	For	
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	We prefer to vote AGAINST since the remuneration policy lacks concrete sustainability focused non-financial KPIs
			Management	3	Ratify Ernst & Young LLP as Auditors	For	For	
Van Lanschot Kempen NV	Netherlands	25-mai-22	Management	3	Approve Remuneration Report	For	For	
			Management Management	4.a 4.b	Adopt Financial Statements Approve Dividends of EUR 2.00 Per Share Per Class A Ordinary Share	For For	For For	
			Management	6.a	Approve Discharge of Management Board	For	For	
			Management	6.b	Approve Discharge of Supervisory Board	For	For	
			Management	7	Ratify PricewaterhouseCoopers Accountants NV as Auditors	For	For	
			Management	9.b	Reelect Maarten Muller to Supervisory Board Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For For	
			Management Management	10 11.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For For	For	
			Management	11.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	For	
Verisk Analytics, Inc.	USA	25-mai-22	Management	1a	Elect Director Jeffrey Dailey	For	For	
			Management	1b	Elect Director Constantine P. Iordanou	For	For	
			Management	1c 1d	Elect Director Wendy Lane Elect Director Lee M. Shavel	For For	For For	
			Management Management	1a 1e	Elect Director Lee M. Shavel Elect Director Kimberly S. Stevenson	For	For	
			Management	2	Declassify the Board of Directors	For	For	
		I	Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
11 1 2 11	 	L	Management	4	Ratify Deloitte & Touche LLP as Auditors	For	For	
Advantech Co., Ltd.	Taiwan	26-mai-22	Management Management	1 2	Approve Business Report and Financial Statements Approve Profit Distribution	For For	For For	
			Management	3	Approve Amendments to Articles of Association	For	For	
			Management	4	Amend Procedures Governing the Acquisition or Disposal of Assets	For	For	
			Management	5	Amend Rules and Procedures Regarding Shareholders' General Meeting	For	For	
J. FRONT RETAILING Co., Ltd.	Japan	26-mai-22	Management	1	Amend Articles to Disclose Shareholder Meeting Materials on Internet - Amend Provisions on	For	For	
		I	Management	2.1	Number of Directors Elect Director Yamamoto, Ryoichi	For	For	
			Management	2.1	Elect Director Hamada, Kazuko	For	For	
			Management	2.3	Elect Director Yago, Natsunosuke	For	For	
			Management	2.4	Elect Director Hakoda, Junya	For	For	
			Management	2.5	Elect Director Uchida, Akira	For	For	
			Management Management	2.6 2.7	Elect Director Sato, Rieko	For	For	
		I	Management Management	2.7	Elect Director Seki, Tadayuki Elect Director Koide. Hiroko	For For	For For	
		I	Management	2.9	Elect Director Yoshimoto, Tatsuya	For	For	
	L		Management	2.10	Elect Director Wakabayashi, Hayato	For	For	
Masimo Corporation	USA	26-mai-22	Management Management	1a 1b	Elect Director Adam Mikkelson Elect Director Craig Reynolds	For For	For For	
			Management Management	1b 2	Ratify Grant Thornton LLP as Auditors	For	For	
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Monographic (PA) 2 And Part of Management (PA) 3 And Part of Management (PA) 4 And Part of	Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
Microparties Micr				Management		Advisory Vote to Ratify Named Executive Officers' Compensation			A vote AGAINST this proposal is warranted given that the company recently modified a NEO agreement without removing the entitlement to a problematic modified significationer cash severance.
Mouragement 17 Man Process of the Control of Control C	McDonald's Corporation	USA	26-mai-22	Management	1.1	Elect Director Lloyd Dean	For	For	anatoment to a problematio meaning angle angle course or draines.
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Management 13 be Manage				wanagement	1.7	Elect Director Nichard Lenny	For	vvitnnoid	Richard Lenny in light of the issues presented and the apparent room for improvement in the company's ESG efforts and communication as a signal that more attention is needed at the board level. Support FOR the remaining uncontested directors is
Management 15 Part Director Services are supervised by an extracemental plan of Companies according to the Companies according to				Managament	1 .	Float Director, John Mulligan	For	For	warranted.
Monagement 1.00 Monagement 1.0									WITHHOLD votes are warranted for Sustainability and Cornorate Responsibility Committee members Sheila Penrose and
Management				managomoni	1.0	Laboration Cross Constitution		· · · · · · · · · · · · · · · · · · ·	Richard Lenny in light of the issues presented and the apparent room for improvement in the company's ESG efforts and communication as a signal that more attention is needed at the board level. Support FOR the remaining uncontested directors is
Management 1.12 Sect Detects New York Section of Companies of Fine of Fi				Management	1.10	Elect Director John Rogers, Jr.	For	For	
Autory View to Market Number Executive Cilicate Concessation Share-richer Share-ric				Management			For		
Museum									
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Shareholder Shareh									to reduce plastic in its business.
Shareholder Scherichider State In Personal In Internal State In Personal Internal In				Shareholder	6	Report on Public Health Costs of Antibiotic Use and Impact on Diversified Shareholders	Against	For	increasing transparency regarding the company's efforts to address the risks related the use of antibiotics; * Disclosure of the requested information would serve to provide greater assurance to shareholders that the firm's initiatives and practices sufficiently guard against potential financial, litigation and operational risks to the firm; and * Implementing the proposal should
Shareholder 9 Naport on Lobbyting Payments and Policy Against Shareholder 10 Stureholder 10 Stur				Shareholder	7	Report on Use of Gestation Stalls in Pork Supply Chain	Against	Against	A vote AGAINST this resolution is warranted because the company appears to be adequately communicating policies and goals
Shareholder 10 but the Tarapparency Report on Global Public Policy and Political Influence Against For Month of Management 1 Amend Andreads to Amend Business Lines - Disclose Shareholder Meeting Materials on the Management 1 Amendment 1 Amendment 1 Beed Director Fullar, Vasual's For For For For For Management 1 Amangement 1 Amangement 1 Beed Director Fullar, Vasual's For				Shareholder	8	Report on Third-Party Civil Rights Audit	Against	For	A vote FOR this resolution is warranted, as an independent civil rights audit would help shareholders better assess the effectiveness of McDonald's efforts to address the issue of any inequality in its workforce and its management of related risks.
Stretcholder 10 Issue Transparency, Report on Global Public Policy and Political Influence Against For Avoide FOR this proposal is warranted as transparency on corporate political activities benefits sharehing the property of the proposal in warranted as transparency on corporate political activities benefits sharehing the property of t				Shareholder	9	Report on Lobbying Payments and Policy	Against	For	A vote FOR this proposal is warranted, as additional disclosure of the company's state level lobbying, indirect lobbying-related expenditures and board oversight mechanisms would help shareholders better assess the risks and benefits associated with the
MEDIA DO Co., Ltd. Japan 25-mai-22 Management Manage				Shareholder	10	Issue Transparency Report on Global Public Policy and Political Influence	Against	For	A vote FOR this proposal is warranted as transparency on corporate political activities benefits shareholders, enabling them to
Management 2.2 Belied Director Nima, Shin For For For Management 2.3 Management 2.4 Belied Director Kingschi, Haushi For For For Management 2.4 Belied Director Kingschi, Haushi For For For Management 2.5 Belied Director Kingschi, Haushi For For For Management 2.5 Belied Director Management 2.5 Belied Director Management 3.3 Applied Statistics August Coadla, Kazuyoshi For For For Management 1.1 Belied Director Allianz Dating For For Management 1.1 Belied Director Allianz Dating For For For Management 1.1 Belied Director Allianz Dating For	MEDIA DO Co., Ltd.	Japan	26-mai-22	Management	1		For	For	, , ,
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Management 2.4 Elect Director Kanda, Hirobi For For For For Management 2.6 Elect Director Knyagi, Hano For F				Management					
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Management Shareholder 3 Advisory Vote to Ratify Named Executive Officers' Compensation Against A vote AGAINST this resolution is warranted, due to the company's disclosure of climate-related risks to a low-carbon economy. Strix Group Pic Isle of Man 26-mai-22 Management Ma		I	1						
Shareholder 4 Adopt Fossil Fuel Lending and Underwriting Policy Consistent with IEA's Net Zero 2050 Against A vote AGAINST this resolution is warranted, due to the company's disclosure of climate-related risks to a low-carbon economy. Strix Group Pic Isle of Man 26-mai-22 Management Management Management Management Agprove Remuneration Report For For For Management Against A vote AGAINST this resolution is warranted, due to the company's disclosure of climate-related risks to a low-carbon economy. For For For For For For For Management Against A vote AGAINST this resolution is warranted, due to the company's disclosure of climate-related risks to a low-carbon economy. For		I							
Scenario Strix Group Pic Isle of Man 26-mai-22 Management Mana									A vote AGAINST this resolution is warranted, due to the company's disclosure of climate-related risks and current commitments
Management 2 Approve Remuneration Report For For Management 3 Approve Final Dividend For For For Management 4 Re-elect Raudres Wong as Director For For Wote FOR due to Raudres Wong is the only female board member and the only racially diverse board counterproductive to the achievement of greater board diversity for her to be voted off the board. Management 5 Ratify PricewaterhouseCoopers LLC as Auditors For For For Management 6 Authorise Board to Fix Remuneration of Auditors For	Strix Group Ple	Isle of Man	26-mai-22		1	Scenario	Ů	Ŭ	
Management Management Management Management Management 5 Ratify PricewaterhouseCoopers LLC as Auditors For Management Management 6 Authorise Board to Fix Remuneration of Auditors For	Out A Group File	ISIC OI IVIAN	20-111ai-22		2				
Management 4 Re-elect Raudres Wong as Director For For Vote FOR due to Raudres Wong is the only female board member and the only racially diverse board counterproductive to the achievement of greater board diversity for her to be voted off the board. Management 5 Ratify PricewaterhouseCoopers LLC as Auditors For For Management 6 Audhorise Board to Fix Remuneration of Auditors For For		I							
Management 5 Ratify PricewaterhouseCoopers LLC as Auditors For For Management 6 Authorise Board to Fix Remuneration of Auditors For For									Vote FOR due to Raudres Wong is the only female board member and the only racially diverse board member. It would be counterproductive to the achievement of greater board diversity for her to be voted off the board.
Management 6 Authorise Board to Fix Remuneration of Auditors For For		I		Management	5	Ratify PricewaterhouseCoopers LLC as Auditors	For	For	,
		I	1						
		I		Management	7	Authorise Issue of Equity	For	For	
Management 8 Authorise Issue of Equity without Pre-emptive Rights For For		I			8				

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management	Vote	Significant votes - Rationales
				Number		Recommendation	Decision	
			Management	9	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	
			Management	10	Authorise Market Purchase of Ordinary Shares	For	For	
SunOpta Inc.	Canada	26-mai-22	Management	1a	Elect Director Albert Bolles	For	Against	A vote AGAINST Albert Bolles is warranted for failing to attend at least 75 percent of his total board and committee meetings
			1	l				held during the fiscal year under review without disclosing the reason for his absences. A vote FOR the remaining director nominees is warranted.
			Management	1b	Elect Director Rebecca Fisher	For	For	nominees is warranted.
			Management	1c	Elect Director Joseph Ennen	For	For	
			Management	1d	Elect Director R. Dean Hollis	For	For	
			Management	1e	Elect Director Katrina Houde	For	For	
			Management	1f	Elect Director Leslie Starr Keating	For	For	
			Management Management	1g 1h	Elect Director Kenneth Kempf Elect Director Mahes S. Wickramasinghe	For For	For For	
			Management	2	Ratify Ernst & Young LLP as Auditors	For	For	
			Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Vote AGAINST due to lack of sustainability factors to determine executive remuneration.
			Management	4	Amend Shareholder Rights Plan	For	For	
			Management	5	Amend Articles to Allow for Meetings to be Held within the Minneapolis-St. Paul Metropolitan Area of Minnesota	For	For	
Vector, Inc.	Japan	26-mai-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 13	For	For	
,			Management	2	Amend Articles to Amend Business Lines - Disclose Shareholder Meeting Materials on	For	Against	A vote AGAINST this proposal is warranted because: * The passage of this proposal will authorize the company to hold virtual
				l	Internet - Allow Virtual Only Shareholder Meetings - Amend Provisions on Director Titles		-	only meetings permanently, without further need to consult shareholders, even after the current health crisis is resolved, and the
			l	l		_	۱ ـ	proposed language fails to specify situations under which virtual meetings will be held.
			Management Management	3.1 3.2	Elect Director Nishie, Keiji Elect Director Hasegawa, Hajime	For For	For For	
			Management	3.3	Elect Director Riryu, Saori	For	For	
			Management	3.4	Elect Director Goto, Yosuke	For	For	
			Management	3.5	Elect Director Nishiki, Takashi	For	For	
			Management	3.6	Elect Director Matsuda, Kota	For	For	
			Management Management	3.7 3.8	Elect Director Tomimura, Ryuichi Elect Director Naka, Michimasa	For For	For For	
			Management	3.9	Elect Director Nose, Yasunobu	For	For	
			Management	4	Appoint Alternate Statutory Auditor Tawa, Ryutaro	For	For	
			Management	5	Approve Compensation Ceiling for Directors	For	For	
			Management	6	Approve Restricted Stock Plan	For	For	
W.A.G. Payment Solutions Plc	United Kingdom	26-mai-22	Management Management	1 1	Accept Financial Statements and Statutory Reports Approve Remuneration Report	For For	For For	
			Management	3	Approve Remuneration Report Approve Remuneration Policy	For	For	
			Management	4	Elect Paul Manduca as Director	For	For	
			Management	5	Elect Martin Vohanka as Director	For	For	
			Management	6	Elect Magdalena Bartos as Director	For	For	
			Management Management	7 8	Elect Mirjana Blume as Director Elect Sharon Baylay-Bell as Director	For For	For For	
			Management	8	Elect Caroline Brown as Director Elect Caroline Brown as Director	For	For	
			Management	10	Elect Susan Hooper as Director	For	For	
			Management	11	Elect Morgan Seigler as Director	For	For	
			Management	12	Appoint PricewaterhouseCoopers LLP as Auditors	For	For	
			Management Management	13 14	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors Authorise UK Political Donations and Expenditure	For For	For For	
			Management	15	Approve Waiver of Rule 9 of the Takeover Code	For	Against	A vote AGAINST this resolution is warranted: * Approval of the authority could result in the Concert Party gaining creeping
				"	7	· -		control of the Company as a result of any market purchase by the Company of its own shares.
			Management	16	Authorise Issue of Equity	For	For	
			Management	17	Authorise Issue of Equity without Pre-emptive Rights	For	For	
			Management	18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	
1			Management	19	Authorise Market Purchase of Ordinary Shares	For	For	
			Management	20	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	
BYD Company Limited	China	27-mai-22	Management	1.01	Approve Purpose of the Share Repurchase	For	For	
1	1	1	Management	1.02	Approve The Share Repurchase Fulfills Relevant Conditions	For	For	
1			Management Management	1.03 1.04	Approve Method and Purpose of the Share Repurchase Approve Price or Price Range and Pricing Principles of the Share Repurchase	For For	For For	
1	1	1	Management	1.04	Approve Amount and Source of Capital for the Repurchase	For	For	
1			Management	1.06	Approve Class, Quantity and Percentage to the Total Share Capital for the Shares Intended	For	For	
1	1	1	l	٠	to be Repurchased	_	l _	
	1	1	Management	1.07	Approve Share Repurchase Period Approve Validity Period of the Share Repurchase Resolution	For	For	
1	I		Management Management	1.08 2	Approve Validity Period of the Share Repurchase Resolution Approve Grant of Mandate to the Board and Its Authorized Persons to Deal with Matters in	For For	For For	
1	1	1	a.agomont		Relation to the Repurchase of A Shares in Full Discretion	. 01	I,	
1	1	1	Management	3	Approve BYD 2022 Employee Share Ownership Plan (Draft) and Its Summary	For	For	
	I		Management	4	Approve Management Measures for BYD 2022 Employee Share Ownership Plan	For	For	
1	1	1	Management	5	Approve Grant of Authorization to the Board and Its Authorized Persons to Deal with Matters in Relation to the BYD 2022 Employee Share Ownership Plan in Full Discretion	For	For	
1			Management	6	Approve Capital Injection to the Joint-Stock Company BYD Auto Finance Company Limited	For	For	
1			Management	ľ	and Related Party Transaction	1.01	''	
Cleanaway Co., Ltd.	Taiwan	27-mai-22	Management	1	Approve Business Operations Report and Financial Statements	For	For	
Cicaliaway Co., Ltu.								
Cleanaway Co., Ltu.			Management	2	Approve Plan on Profit Distribution	For	For	
Cleanaway Co., Ltu.			Management Management Management	2 3 4	Approve Plan on Profit Distribution Approve Amendments to Articles of Association Approve Amendment to Rules and Procedures for Election of Directors and Supervisors	For For For	For For For	

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management	Vote	Significant votes - Rationales
- The state of the	- Jounny	mooning Date	- roponent	Number		Recommendation	Decision	- Autonatio
			Management	5	Approve Amendments to Rules and Procedures Regarding Shareholder's General Meeting	For	For	
			Management	6	Approve Amendments to Procedures Governing the Acquisition or Disposal of Assets	For	For	
			Management	7.1	Elect Ching-Hsiang Yang, with Shareholder No. 00000001, as Non-independent Director	For	For	
			_	l				
			Management Management	7.2 7.3	Elect Yung-Fa Yang, with Shareholder No. S123794XXX, as Non-independent Director Elect Kun-Yu Chang, with Shareholder No. 00000215, as Non-independent Director	For For	For For	
			Management	7.4	Elect Cheng-Han Hsu, a Representative of KANG LAN ENTERPRISE CO., LTD. with	For	For	
				l	Shareholder No. 00000009, as Non-independent Director			
			Management	7.5 7.6	Elect Wen-Tsai Yang, with Shareholder No. E101574XXX, as Independent Director	For For	For	
			Management Management	7.6 7.7	Elect Jun-En Chan, with Shareholder No. N103009XXX, as Independent Director Elect Kuo-Shuh Fan, with Shareholder No. 00004542, as Independent Director	For For	For For	
			Management	7.8	Elect Joung-Shing Houng, with Shareholder No. T101532XXX, as Independent Director	For	For	
			Management	8	Approve Release of Restrictions of Competitive Activities of Newly Appointed Directors and	For	For	
Lowe's Companies, Inc.	USA	27-mai-22	Management	1.1	Representatives Elect Director Raul Alvarez	For	For	
Lowe's Companies, inc.	USA	27-mai-22	Management	1.1	Elect Director Raul Alvarez Elect Director David H. Batchelder	For	For	
			Management	1.3	Elect Director Sandra B. Cochran	For	For	
			Management	1.4	Elect Director Laurie Z. Douglas	For	For	
			Management Management	1.5 1.6	Elect Director Richard W. Dreiling Elect Director Marvin R. Ellison	For For	For For	
			Management	1.7	Elect Director Ivial viii N. Eliison Elect Director Daniel J. Heinrich	For	For	
			Management	1.8	Elect Director Brian C. Rogers	For	For	
			Management	1.9	Elect Director Bertram L. Scott	For	For	
			Management Management	1.10 1.11	Elect Director Colleen Taylor Elect Director Mary Beth West	For For	For For	
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Management	3	Ratify Deloitte & Touche LLP as Auditors	For	For	
			Management	4	Amend Omnibus Stock Plan	For	For	
			Shareholder	5	Report on Median Gender/Racial Pay Gap	Against	For	A vote FOR this proposal is warranted, as shareholders could benefit from the median pay gap statistics that would allow them to better measure the progress of the company's diversity and inclusion initiatives and its management of related risks.
								to better measure the progress of the company's diversity and inclusion initiatives and its management of related risks.
			Shareholder	6	Amend Proxy Access Right	Against	For	A vote FOR this proposal is warranted as the proposed elimination of the 20-shareholder aggregation limit would improve the
				_			_ ا	company's existing proxy access right for shareholders.
			Shareholder	7	Report on Risks of State Policies Restricting Reproductive Health Care	Against	For	A vote FOR this resolution is warranted, as additional information on the potential risks and costs associated with proposed or enacted state policies that restrict reproductive healthcare, would allow shareholders to assess how the company is managing
								such risks.
			Shareholder	8	Commission a Civil Rights and Non-Discrimination Audit	Against	Against	
				l				initiatives, workplace composition, and relevant disclosures that allow shareholders to track the company's progress and policies on civil rights.
			Shareholder	9	Report on Risks from Company Vendors that Misclassify Employees as Independent	Against	For	A vote FOR this resolution is warranted, as a report on misclassifying employees as independent contractors would provide
			ondi onoido.	ľ	Contractors	/ tguilloc		shareholders with additional information on how the company is managing any risks associated with this kind of misclassification
								by companies in its supply chain.
PagSeguro Digital Ltd.	Cayman Islands	27-mai-22	Management	1a	Elect Director Luis Frias	For	Against	A vote AGAINST non-independent director nominees Luiz (Luis) Frias, Ricardo Dutra da Silva, Eduardo Alcaro and Maria Judith de Brito is warranted for failing to establish a majority independent board and due to the company's lack of formal
								compensation and nominating committees. A vote FOR the remaining director nominees is warranted.
			Management	1b	Elect Director Maria Judith de Brito	For	Against	A vote AGAINST non-independent director nominees Luiz (Luis) Frias, Ricardo Dutra da Silva, Eduardo Alcaro and Maria Judith
								de Brito is warranted for failing to establish a majority independent board and due to the company's lack of formal
			Management	1c	Elect Director Eduardo Alcaro	For	Against	compensation and nominating committees. A vote FOR the remaining director nominees is warranted. A vote AGAINST non-independent director nominees Luiz (Luis) Frias, Ricardo Dutra da Silva, Eduardo Alcaro and Maria Judith
			managomoni	"	Eloci Bilostoi Eddal do / libaro	1 51	/ tguillot	de Brito is warranted for failing to establish a majority independent board and due to the company's lack of formal
				l				compensation and nominating committees. A vote FOR the remaining director nominees is warranted.
1			Management Management	1d 1e	Elect Director Noemia Mayumi Fukugauti Gushiken Elect Director Cleveland Prates Teixeira	For For	For For	
1			Management	1f	Elect Director Cleveland Prates Teixeira Elect Director Marcia Nogueira de Mello	For	For	
			Management	1g	Elect Director Ricardo Dutra da Silva	For	Against	A vote AGAINST non-independent director nominees Luiz (Luis) Frias, Ricardo Dutra da Silva, Eduardo Alcaro and Maria Judith
1	1			1				de Brito is warranted for failing to establish a majority independent board and due to the company's lack of formal
1			Management	2	Accept Consolidated Financial Statements and Statutory Reports	For	For	compensation and nominating committees. A vote FOR the remaining director nominees is warranted.
1	1		Management	3	Amend Restricted Stock Plan	For	Against	A vote AGAINST this proposal is warranted because the plan provides for excise tax gross-ups (overriding factor).
			Management	4	Authorize Board to Ratify and Execute Approved Resolutions	For	For	3 1 1 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3
poenina holding ag	Switzerland	30-mai-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
1	1		Management	2.1	Approve Allocation of Income and Dividends of CHF 1.10 per Share from Retained Earnings	For	For	
1			Management	2.2	Approve Dividends of CHF 1.10 per Share from Capital Contribution Reserves	For	For	
1	1		Management	3	Approve Discharge of Board and Senior Management	For	For	
1			Management	4.1	Elect Diego Brueesch as Director and Board Chair	For	For	We are comfortable with current Board composition as well as with joint compensation and appointment boards.
1	1		Management Management	4.2 4.3	Reelect Willy Hueppi as Director Reelect Thomas Kellenberger as Director	For For	For For	We are comfortable with current Board composition as well as with joint compensation and appointment boards. We are comfortable with current Board composition as well as with joint compensation and appointment boards.
1			Management	4.3	Reelect Urs Ledermann as Director	For	For	We are comfortable with current Board composition as well as with joint compensation and appointment boards. We are comfortable with current Board composition as well as with joint compensation and appointment boards.
1			Management	4.5	Reelect Sarah Meier-Bieri as Director	For	For	We are comfortable with current Board composition as well as with joint compensation and appointment boards.
1	1		Management	5.1	Reappoint Urs Ledermann as Member of the Compensation Committee	For	For	We are comfortable with current Board composition as well as with joint compensation and appointment boards.
1	1		Management Management	5.2 5.3	Reappoint Willy Hueppi as Member of the Compensation Committee Reappoint Sarah Meier-Bieri as Member of the Compensation Committee	For For	For For	We are comfortable with current Board composition as well as with joint compensation and appointment boards. We are comfortable with current Board composition as well as with joint compensation and appointment boards.
1	1		Management	6	Designate KBT Treuhand AG as Independent Proxy	For	For	The and seminated when content about a composition as well as with joint compensation and appointment boards.
1			Management	7	Ratify BDO AG as Auditors	For	For	
1	I	1	Management	8.1	Approve Remuneration Report	For	For	ı

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	Number 8.2	Approve Remuneration of Directors in the Amount of CHF 560,176	Recommendation For	Decision For	
			Management	8.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 1 Million	For	For	
			Management	8.4	Approve Variable Remuneration of Executive Committee in the Amount of CHF 160,872	For	For	
			Management	9	Approve Merger Agreement with Burkhalter Holding AG	For	For	
			Management	10	Transact Other Business (Voting)	For	Against	A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case
							1	new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content
								of these any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.
Rorze Corp.	Japan	30-mai-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 65	For	For	against tills item on a precautionally basis.
1	1		Management	2	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	
			Management	3.1	Elect Director Fujishiro, Yoshiyuki	For	Against	A vote AGAINST this nominee is warranted because the nominee is an incumbent representative director and there is a lack of
						_	l _	diversity on the board.
			Management Management	3.2 3.3	Elect Director Nakamura, Hideharu Elect Director Hayasaki, Katsushi	For For	For For	
			Management	3.4	Elect Director Sakiya, Fumio	For	For	
			Management	3.5	Elect Director Hamori, Hiroshi	For	For	
			Management	3.6	Elect Director Morishita, Hidenori	For	For	
			Management	4	Approve Director Retirement Bonus	For	Against	A vote AGAINST this proposal is warranted because: * The bonus amount is not disclosed.
SINBON Electronics Co., Ltd.	Taiwan	30-mai-22	Management	1	Approve Business Operations Report and Financial Statements	For	For	
			Management	2	Approve Plan on Profit Distribution	For	For	
			Management	3	Approve Amendments to Rules and Procedures Regarding Shareholder's General Meeting	For	For	
		1	Management	4	Approve Amendments to Procedures Governing the Acquisition or Disposal of Assets	For	For	
			Management	5	Approve Amendments to Articles of Association	For	For	
Wuxi Lead Intelligent Equipment Co., Ltd.	China	30-mai-22	Management	1	Approve Report of the Board of Directors	For	For	
			Management	2	Approve Report of the Board of Supervisors	For	For	
			Management	3	Approve Financial Statements	For	For	
			Management Management	4 5	Approve Annual Report and Summary Approve Profit Distribution	For For	For For	
		1	Management Management	6	Approve Profit Distribution Approve Capital Occupation by Controlling Shareholders and Other Related-parties and	For For	For	
			ivialiagement	٥	Provision of External Guarantees	101	101	
		1	Management	7	Approve Remuneration of Directors and Senior Management Members	For	Against	Vote AGAINST as there is not concrete sustainability focused non-financial KPIs in their remuneration policy that is clearly
								communicated with the investors
			Management	8	Approve to Appoint Auditor	For	For	
			Management	9 10	Approve Formulation of Shareholder Return Plan Amend Articles of Association	For	For	A vote AGAINST is warranted because the proposed articles amendments are not considered to adequately provide for
			Management	10	Afficial Afficies of Association	For	Against	accountability and transparency to shareholders.
			Management	11	Approve Authorization of Board to Handle All Related Matters Regarding Small and Fast	For	For	and the particular to the control of
			J		Financing		1	
			Shareholder	12	Approve Repurchase and Cancellation of Performance Shares	For	For	A vote FOR is warranted because no concerns have been identified.
		1	Shareholder	13	Approve Change Registered Capital	For	For	A vote FOR is merited because no concerns have been identified.
		1	Shareholder Shareholder	14 15	Amend Articles of Association (II) Elect Dai Jianiun as Independent Director	For For	For For	A vote FOR is merited because no concerns have been identified. A vote FOR the nominee is warranted given the absence of any known issues concerning the nominee.
Arista Networks. Inc.	USA	31-mai-22	Management	1.1	Elect Director Charles Giancarlo	For		WITHHOLD votes are warranted for incumbent director nominees Daniel (Dan) Scheinman and Charles Giancarlo given the
Prista Networks, inc.	J	01-11161-22	Wanagement		Elect Director Orlands Glandario	101	Wildinoid	board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to
							1	the governing documents and the classified board, each of which adversely impact shareholder rights.
			Management	1.2	Elect Director Daniel Scheinman	For	Withhold	WITHHOLD votes are warranted for incumbent director nominees Daniel (Dan) Scheinman and Charles Giancarlo given the
							1	board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to
		1	Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	the governing documents and the classified board, each of which adversely impact shareholder rights.
			Management	3	Advisory Vote to Ratify Named Executive Officers Compensation Advisory Vote on Say on Pay Frequency	One Year	One Year	
		1	Management	4	Ratify Ernst & Young LLP as Auditors	For	For	
Hon Hai Precision Industry Co., Ltd.	Taiwan	31-mai-22	Management	1	Approve Business Operations Report and Financial Statements	For	For	
		1	Management	2	Approve Plan on Profit Distribution	For	For	
			Management	3 4	Approve Amendments to Articles of Association	For	For	
			Management	4	Approve Amendments to Rules and Procedures Regarding Shareholder's General Meeting	For	For	
			Management	5	Approve Amendments to Procedures Governing the Acquisition or Disposal of Assets	For	For	
			Management	6	Approve Amendments to Lending Procedures and Caps	For	For	
			Management	7	Approve Initial Public Listing of the Company's Hong Kong listed Subsidiary FIH Mobile	For	For	
					Limited (Cayman) Through Issuance of Rupee Common Stocks on the Indian Stock		1	
			Management	8.1	Exchange, Through Subsidiary Bharat FIH Limited Elec Liu, Yang Wei, with SHAREHOLDER NO.00085378 as Non-independent Director	For	For	
			Management	8.2	Elect Gou, Tai Ming (Terry Gou), with SHAREHOLDER NO.00000001, as Non-independent	For	For	
					Director		'	
		1	Management	8.3	Elect Wang, Cheng Yang, a Representative of Hon Jin International Investment Co., Ltd.,	For	For	
I					with SHAREHOLDER NO.00057132, as Non-independent Director	_	1 .	
I			Management	8.4	Elect Dr. Christina Yee Ru Liu, a Representative of Hon Jin International Investment Co., Ltd. with .SHAREHOLDER NO.00057132, as Non-independent Director	For	For	
I			Management	8.5	with ,SHAREHOLDER NO.0005/132, as Non-independent Director Elect James Wang, with SHAREHOLDER NO.F120591XXX as Independent Director	For	For	
I			Management	8.5 8.6	Elect Kuo, Ta Wei, with SHAREHOLDER NO.F120391XXX as Independent Director	For	For	
I			Management	8.7	Elect Huang, Qing Yuan, with SHAREHOLDER NO.R101807XXX as Independent Director	For	For	
I							I	
l			Management	8.8	Elect Liu, Len Yu, with SHAREHOLDER NO.N120552XXX as Independent Director	For	For	
l			Management	8.9	Elect Chen, Yue Min, with SHAREHOLDER NO.A201846XXX as Independent Director	For	For	
I	1	I	Management	9	Approve Release of Restrictions of Competitive Activities of Newly Appointed Directors and Representatives	For	For	

Management Management Management Management Management To Amend Procedures Governing the Acquisition or Disposal of Assets Amend Procedures Governing the Acquisition or Disposal of Assets For For For Amend Procedures for Endorsement and Guarantees For Amend Procedures for Lending Funds to Other Parties Recticel SA Belgium 31-mai-22 Management 3.1 Adopt Financial Statements Management To Amend Procedures Governing the Acquisition or Disposal of Assets For For Against A vote AGAINST is warranted because: "The proposition of the company to unnecessary risks; and "The company to unnecessary risks; and "The company to unnecessary risks" and "The company to unnecessary ri	endments would grant the board full authority to decide on the company's
Management Management Management Approve Cash Distribution from Capital Reserve For For For For Management Approve Amendments to Articles of Association For Against Approve Amendments to Articles of Association For Against Avote AGAINST is warranted as the proposed ame cash dividend distribution plan without shareholder at cash dividend payments. Management Management Management Management To Amend Procedures Governing the Acquisition or Disposal of Assets For For Amend Procedures for Endorsement and Guarantees For Amend Procedures for Lending Funds to Other Parties For Against A vote AGAINST is warranted because: *The proposed the company to unnecessary risks; and * The compa	
Management	
Management 4 Approve Amendments to Articles of Association For Against A vote AGAINST is warranted as the proposed ame cash dividend distribution plan without shareholder at cash dividend payments. Amend Procedures Governing the Acquisition or Disposal of Assets For For For Management 7 Amend Procedures for Lending Funds to Other Parties For Against A vote AGAINST is warranted as the proposed ame cash dividend distribution plan without shareholder at cash dividend payments. For For Against A vote AGAINST is warranted because: *The proposed ame cash dividend payments. **Recticel SA** **Belgium** 31-mai-22 **Management** 3.1 **Adopt Financial Statements* **For For For For For For For For For For	
Management 5 Amend Procedures Governing the Acquisition or Disposal of Assets For Hanagement 6 Amend Procedures for Endorsement and Guarantees For Amend Procedures for Lending Funds to Other Parties For Against A vote AGAINST is warranted because: *The proposition of the company to unnecessary risks; and *The company to unnecess	unroyal Cuah amandment will undermine shareholder's right in deciding on
Management 5 Amend Procedures Governing the Acquisition or Disposal of Assets For For For Management 6 Amend Procedures for Endorsement and Guarantees For Amend Procedures for Lending Funds to Other Parties For Against A vote AGAINST is warranted because: *The proposition of the company to unnecessary risks; and *The company to	pproval. Such amendment will undermine shareholders right in deciding on
Management 6 Amend Procedures for Endorsement and Guarantees For Amend Procedures for Endorsement and Guarantees For Amend Procedures for Lending Funds to Other Parties For Against A vote AGAINST is warranted because: *The propo the company to unnecessary risks; and *The company to unnecess	
Management 7 Amend Procedures for Lending Funds to Other Parties For Against A vote AGAINST is warranted because: *The proporties ompany to unnecessary risks; and *The company to unnecessary risks; and *The compan	
Recticel SA Belgium 31-mai-22 Management 3.1 Adopt Financial Statements For For	osed easing in lending restrictions and increase in lending cap may expose
	any has failed to provide a compelling rationale for such changes.
Management 3.2 Approve Allocation of Income and Dividends of EUR 0.29 per Share For For	
Management 4 Approve Discharge of Directors For	
Management 5 Approve Discharge of Auditors For For	
	Merckx, Filip Balcaen and Elisa Vlerick is warranted because: * The
	ur years; * The candidates appear to possess the necessary qualifications for
	versy concerning the candidates A vote AGAINST the election of Johnny oes not comply with Sustainability Advisory Services guidelines on gender
diversity.	,
Management 6.2 Reelect OLIVIER CHAPELLE SRL, Permanently Represented by Olivier Chapelle, as For For	
Director Management 6.3 Reelect MOROXCO BV, Permanently Represented by Elisa Vlerick, as Independent For For	
Director	
Management 6.4 Reelect IMRADA BV, Permanently Represented by Ingrid Merckx, as Independent Director For For	
Management 6.5 Approve Resignation of Carla Sinanian as Director For For	
Management 6.6 Approve Resignation of COMPAGNIE DU BOIS SAUVAGE S.A., Permanently Represented For For by Frederic Van Gansberghe as Director and Replacement by BALTISSE SA, Permanently	
by Frederic Van Carisbergne as Director and Replacement by BALTISSE SA, Permanently Represented by Filip Balcacement by BALTISSE SA, Permanently	
Management 6.7 Approve Information on Resignation of COMPAGNIE DU BOISSAUVAGE SERVICES NV, For For	
Permanently Represented by Benoit Deckers, as Director	
Management 6.8 Elect BALTISSE SA, Permanently Represented by Filip Balcaen, as Director For For	
Management 7.1 Indicate THIJS JOHNNY BV, Permanently Represented by Johnny Thijs, as Independent For For Director	
Management 7.2 Indicate MOROXCO BV, Permanently Represented by Elisa Vlerick, as Independent For For	
Director Management 7.3 Indicate IMRADA BV, Permanently Represented by Ingrid Merckx, as Independent Director For For	
	cial and non-financial performance metrics lacks sufficient disclosure
(targets) to assess pay for performance; "the comp: list year's remuneration report vote.	any did not provide compelling feedback related to shareholders' dissent on
	policy lacks concrete sustainability focused non-financial KPIs
Management 8.3 Approve Board Remuneration Re: Fee for Audit Committee Members For For	, ,
Management 8.4 Approve Board Remuneration Re: Fee for Remuneration and Nomination Committee For Against We prefer to vote AGAINST since the remuneration	policy lacks concrete sustainability focused non-financial KPIs
Members	
Management 8.5 Approve Deviation from Belgian Company Law Re: Variable Remuneration of Management For Against A vote AGAINST this item is warranted, as the amer Committee practices and allows for a misalignment of the remur	ndment concerns a deviation from local corporate governance best neration with shareholders' long-term interests.
Management 9 Approve Stock Option Plan For For	
	resting of equity-based payments in case of a change-of-control holds the
Adyen NV Netherlands 01-juin-22 Management 2.b Approve Remuneration Report For For	
Management 2.c. Adopt Financial Statements and Statutory Reports For For	
Management 3 Approve Discharge of Management Board For For	
Management 4 Approve Discharge of Supervisory Board For For	
Management 5 Reelect Pieter Willem van der Does to Management Board For For	
Management 6 Reelect Roelant Prins to Management Board For For Management 7 Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital For For	
Management 7 Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital For For Management 8 Authorize Board to Exclude Preemptive Rights from Share Issuances For For	
Management 9 Authorize Boaru of Location From For For For	
Management 10 Ratify PwC as Auditors For For	
Alphabet Inc. USA 01-juin-22 Management 1a Elect Director Larry Page For For	
Management 1b Elect Director Sergey Brin For For	
Management 1c Elect Director Sundar Pichai For For	
Management 1d Elect Director John L. Hennessy For For Management 1e Elect Director Frances H. Arnold For For	
Management 1e Elect Director Frances H. Arnold For For Management 1f Elect Director L. John Doerr For Fo	
Management 1g Elect Director Roger W. Ferguson, Jr. For For	
Management 1h Elect Director Ann Mather For For	
Management 1i Elect Director K. Ram Shriram For For	
Management 1j Elect Director Robin L. Washington For For	
Management 2 Ratify Ernst & Young LLP as Auditors For For Against Based on evaluation of the estimated cost, plan feat	tures, and grant practices using the Equity Plan Scorecard (EPSC), a vote
	wing key factor(s): * The three-year average burn rate is excessive * The
disclosure of change-in-control ("CIC") vesting treatm	ment is incomplete (or is otherwise considered discretionary) * The plan
permits liberal recycling of shares * The plan allows to	broad discretion to accelerate vesting
Management 4 Increase Authorized Common Stock For For	Į.

				Number				
			Shareholder	Number 5	Report on Lobbying Payments and Policy	Recommendation Against	Decision For	A vote FOR this resolution is warranted, as additional reporting on the company's lobbying-related practices and policies, such
			Stratefloider	5	Report on Lobbying Payments and Policy	Agallist	FOI	as its trade association memberships and payments, would benefit shareholders in assessing its management of related risks.
			Shareholder	6	Report on Climate Lobbying	Against	For	A vote FOR this proposal is warranted. The company and its shareholders are likely to benefit from a review of how the company's and its trade associations' lobbying positions align with Paris Agreement, in light of risks to the company caused by
			Shareholder	7	Report on Physical Risks of Climate Change	Against	For	climate change and the company's public position. A vote FOR this proposal is warranted. Shareholders would benefit from increased disclosure regarding how the company is
			Shareholder	8	Report on Metrics and Efforts to Reduce Water Related Risk	Against	For	assessing and managing climate change risks. A vote FOR this proposal is warranted. Shareholders would benefit from increased disclosure regarding how the company is
			Shareholder	9	Oversee and Report a Third-Party Racial Equity Audit	Against	For	managing climate-related water risks. A vote FOR this resolution is warranted, as an independent racial equity audit would help shareholders better assess the effectiveness of Alphabet's efforts to address the issue of any inequality in its workforce and its management of related risks.
			Shareholder	10	Report on Risks Associated with Use of Concealment Clauses	Against	For	A vote FOR this proposal is warranted because more information would help shareholders understand how the company is
			Shareholder	11	Approve Recapitalization Plan for all Stock to Have One-vote per Share	Against	For	assessing and managing the risks of using of concealment clauses. A vote FOR this proposal is warranted as it would convey to the board nonaffiliated shareholders' preference for a capital
			Shareholder	12	Report on Government Takedown Requests	Against	Against	structure in which the levels of economic ownership and voting power are aligned. A vote AGAINST this proposal is warranted, as the company has not faced significant controversies from its U.S. content
			Shareholder	13	Report on Risks of Doing Business in Countries with Significant Human Rights Concerns	Against	For	takedowns, and it provides enough information for shareholders to assess its management of related risks. A vote FOR this proposal is warranted. Shareholders would benefit from increased disclosure regarding how the company is
			Shareholder	14	Report on Managing Risks Related to Data Collection, Privacy and Security	Against	For	managing human rights-related risks in high-risk countries. A vote FOR this proposal is warranted. An increased disclosure and greater transparency regarding risks related to user data collection, privacy, and security and its potential business impacts would provide shareholders insights on how the company is
			Shareholder	15	Disclose More Quantitative and Qualitative Information on Algorithmic Systems	Against	For	managing these risks. A vote FOR this proposal is warranted, as the company has faced scrutiny over biases in its algorithmic systems and increased
			Shareholder	16	Commission Third Party Assessment of Company's Management of Misinformation and	Against	For	reporting would assist shareholders in assessing progress and management of related risks. A vote FOR this proposal is warranted because an independent human rights assessment would help shareholders better
			Shareholder	17	Disinformation Across Platforms Report on External Costs of Misinformation and Impact on Diversified Shareholders	Against	For	evaluate the company's management of risks related to the human rights impacts of disinformation and misinformation. A vote FOR this proposal is warranted. An increased disclosure and greater transparency regarding risks related to
							l _	misinformation and its potential business impacts would provide shareholders insights on how the company is managing these risks.
			Shareholder Shareholder	18	Report on Steps to Improve Racial and Gender Board Diversity	Against	For	A vote FOR this resolution is warranted as shareholders would benefit from additional information about how the company is ensuring gender and minority representation are included in the company's board nomination.
			Snareholder	19	Establish an Environmental Sustainability Board Committee	Against	For	By establishing a dedicated Environmental Sustainability Board Committee, the company will have a centralized device to continue, ensure, and promote its environmental policies and initiatives. The adoption of this resolution will also solidify the company s position among its peers as an industry leader in this area of environmental sustainability. As such, support FOR this
			Shareholder	20	Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	Against	Against	
			Shareholder	21	Report on Policies Regarding Military and Militarized Policing Agencies	Against	For	employees to voice opinions. A vote FOR this proposal is warranted. Additional information on the company's policies regarding its military and militarized policing agency activities and their impacts on stakeholders, user communities, and the company's reputation and finances would help shareholders assess management's oversight of related risks.
Chegg, Inc.	USA	01-juin-22	Management	1.1	Elect Director John (Jed) York	For	For	would help shareholders assess management's oversight of related fisks.
	1	1	Management	1.2	Elect Director Melanie Whelan	For	For	
			Management	1.3 1.4	Elect Director Sarah Bond Elect Director Marcela Martin	For For	For	
			Management Management	1.4	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For For	
			Management	3	Ratify Deloitte & Touche LLP as Auditors	For	For	
GoDaddy Inc.	USA	01-juin-22	Management	1a	Elect Director Amanpal (Aman) Bhutani	For	For	
			Management	1b	Elect Director Caroline Donahue	For	For	
			Management	1c	Elect Director Charles Robel	For	For	
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Management Management	3	Advisory Vote on Say on Pay Frequency Ratify Ernst & Young LLP as Auditors	One Year For	One Year For	
			Management	5	Declassify the Board of Directors	For	For	
			Management	6	Eliminate Certain Supermajority Voting Requirements	For	For	
			Management	7	Amend Certificate of Incorporation to Eliminate Certain Business Combination Restrictions	For	For	
			Management	8	Amend Certificate of Incorporation to Eliminate Inoperative Provisions and Implement Certain Other Miscellaneous Amendments	For	For	
D'leteren Group	Belgium	02-juin-22	Management	2	Approve Financial Statements, Allocation of Income, and Dividends of EUR 2.10 per Share	For	For	
			Management	3	Approve Remuneration Report	For	Against	A vote AGAINST is warranted, because: * The company provides limited disclosure regarding performance criteria of the variable remuneration; and * No performance metrics are disclosed for the long-term incentive plan.
	l		Management	4.1	Approve Discharge of Directors	For	For	
	I	1	Management	4.2	Approve Discharge of Auditors	For	For	I I
	I	1	Management	5.1	Elect Hugo De Stoop as Independent Director	For	For	I I
	I		Management	5.2	Reelect Pierre-Olivier Beckers SRL as Independent Director	For	For	I
	l		Management	5.3	Reelect CB Management as Independent Director	For	For]
	I		Management	5.4	Reelect Sophie Gasperment as Independent Director	For	For	I
			Management	5.5	Reelect Nayarit Participations SCA as Director	For	Against	A vote AGAINST the elections of Frederic de Vuyst and Denis Petitiaux is warranted as the proposed terms exceed four years. Furthermore, both non-independent nominees serve on the audit committee while the committee lacks sufficient independence among its members. A vote FOR the remaining director nominees are warranted at this time.
			Management	5.6	Reelect Societe Anonyme de Participation et de Gestion SA as Director	For	Against	A vote AGAINST the elections of Frederic de Vuyst and Denis Pettiaux is warranted as the proposed terms exceed four years. Furthermore, both non-independent nominees serve on the audit committee while the committee lacks sufficient independence among its members. A vote FOR the remaining director nominees are warranted at this time.
I	l	1	Management	5.7	Reelect GEMA SRL as Director	For	For	The state of the s

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management		Significant votes - Rationales
				Number		Recommendation	Decision	
Datadog, Inc.	USA	02-juin-22	Management Management	1a 1b	Elect Director Titi Cole Elect Director Matthew Jacobson	For For	For Withhold	WITHHOLD votes are warranted for incumbent directors Matthew (Matt) Jacobson and Julie Richardson given the board's failure to remove, or subject to a reasonable sunset requirement, the dual-class capital structure, the supermajority vote requirement to enact certain changes to the governing documents, and the classified board, each of which adversely impacts shareholder rights. A vote FOR new director Till Cobe is warranted.
			Management	1c	Elect Director Julie G. Richardson	For	Withhold	WITHHOLD votes are warranted for incumbent directors Matthew (Matt) Jacobson and Julie Richardson given the board's failure to remove, or subject to a reasonable sunset requirement, the dual-class capital structure, the supermajority vote requirement to enact certain changes to the governing documents, and the classified board, each of which adversely impacts shareholder rights. A vote FOR new director Titi Cole is warranted.
			Management Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation Ratify Deloitte & Touche LLP as Auditors	For For	For For	
Exponent, Inc.	USA	02-juin-22	Management	1.1	Elect Director George H. Brown	For	For	
			Management	1.2	Elect Director Catherine Ford Corrigan	For	For	
			Management Management	1.3 1.4	Elect Director Paul R. Johnston Elect Director Carol Lindstrom	For For	For For	
			Management	1.4	Elect Director John B. Shoven	For	For	
			Management	1.6	Elect Director Debra L. Zumwalt	For	For	
			Management	2	Ratify KPMG LLP as Auditors	For	For	
Footbook DV	Netherdende	02-iuin-22	Management Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation Amend Articles of Association	For For	For For	
Fastned BV Netflix, Inc.	Netherlands USA	02-juin-22 02-juin-22	Management	1a	Elect Director Timothy Haley	For For		WITHHOLD votes are warranted for incumbent director nominees Timothy (Tim) Haley, Leslie Kilgore and Ann Mather, due to
Neunx, inc.	USA	uz-juin-zz	Management	1b	Elect Director Leslie Kilgore	For		with rinclub voices are warranted or incumbent director frominees: inmotiny (Lini) rately, Lestile Rugger ain Anni Mantier, due to poor stewardship of the compensation program and repeated failures to address shareholders' concerns expressed through low say-on-pay support. Cautionary support FOR Strive Masiyiwa, a member of the Nominating and Governance Committee, is warranted as the company has been partially responsive to last year's majority-supported proposal requesting a report on political contributions. WITHHOLD votes are warranted for incumbent director nominees Timothy (Tim) Haley, Leslie Kilgore and Ann Mather, due to poor stewardship of the compensation program and repeated failures to address shareholders' concerns expressed through low say-on-pay support. Cautionary support FOR Strive Masiyiwa, a member of the Nominating and Governance Committee, is warranted as the company has been partially responsive to last year's majority-supported proposal requesting a report on political contributions.
			Management	1c	Elect Director Strive Masiyiwa	For	For	political contributions.
			Management	1d	Elect Director Ann Mather	For		WITHHOLD votes are warranted for incumbent director nominees Timothy (Tim) Haley, Leslie Kilgore and Ann Mather, due to poor stewardship of the compensation program and repeated failures to address shareholders' concerns expressed through low say-on-pay support. Cautionary support FOR Strive Massiyiwa, a member of the Nominating and Governance Committee, is warranted as the company has been partially responsive to last year's majority-supported proposal requesting a report on political contributions.
			Management	2	Declassify the Board of Directors	For	For	·
			Management	3	Eliminate Supermajority Voting Provisions	For	For	
			Management Management	4 5	Provide Right to Call Special Meeting Ratify Ernst & Young LLP as Auditors	For For	For For	
			Management	6	Advisory Vote to Ratify Named Executive Officers' Compensation	For		A vote AGAINST this proposal is warranted. Despite several consecutive years of relatively low support for this proposal, the compensation committee has again failed to demonstrate meaningful responsiveness to shareholders' concerns. In addition, there are ongoing significant concerns regarding NEO pay structure. Pay almost entirely consists of base salaries and grants of fully-vested option awards, the specific allocation of which is at the individual's election, resulting in excessive base salaries for certain NEOs. Further, the lack of time- or performance-vesting incentives eliminates at-risk pay and diminishes the incentive value of compensation.
			Shareholder	7	Adopt Simple Majority Vote	Against	For	A vote FOR this proposal is warranted given that elimination of the supermajority vote requirements would enhance shareholders' rights.
			Shareholder	8	Report on Lobbying Payments and Policy	Against	For	sharerrouser's rights. A vote FOR this proposal is warranted, as additional disclosure of the company's state level lobbying, indirect lobbying-related expenditures and board oversight mechanisms would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.
NVIDIA Corporation	USA	02-juin-22	Management Management	1a 1b	Elect Director Robert K. Burgess Elect Director Tench Coxe	For For	For For	
	1		Management	1c	Elect Director Tench Coxe Elect Director John O. Dabiri	For	For	
	1		Management	1d	Elect Director Persis S. Drell	For	For	
	1		Management	1e 1f	Elect Director Jen-Hsun Huang	For	For	
	1		Management Management	1f 1g	Elect Director Dawn Hudson Elect Director Harvey C. Jones	For For	For For	
			Management	1h	Elect Director Michael G. McCaffery	For	For	
			Management	1i	Elect Director Stephen C. Neal	For	For	
	1		Management	1j	Elect Director Mark L. Perry	For	For	
			Management Management	1k 1l	Elect Director A. Brooke Seawell Elect Director Aarti Shah	For For	For For	
	1		Management Management	11 1m	Elect Director Aarti Snan Elect Director Mark A. Stevens	For For	For	
	1		Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
	1		Management	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	
1	1		Management	4	Increase Authorized Common Stock Amend Omnibus Stock Plan	For	For	
PayPal Holdings, Inc.	USA	02-juin-22	Management Management	5 1a	Amend Omnibus Stock Plan Elect Director Rodney C. Adkins	For For	For For	
ayı arı lolulilgə, ilic.	l JOA	02-juii1-22	Management	1b	Elect Director Rodney C. Adkins Elect Director Jonathan Christodoro	For	For	
1	1		Management	1c	Elect Director John J. Donahoe	For	For	
1	1		Management	1d	Elect Director David W. Dorman	For	For	
1	1		Management Management	1e 1f	Elect Director Belinda J. Johnson Elect Director Enrique Lores	For For	For For	
1	1		Management Management	1f 1g	Elect Director Enrique Lores Elect Director Gail J. McGovern	For For	For	
1	1		Management	1h	Elect Director Deborah M. Messemer	For	For	
I	I	I I	Management	1i	Elect Director David M. Moffett	For	For	l l

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management	Vote	Significant votes - Rationales
			Management	Number	Elect Director Ann M. Sarnoff	Recommendation For	Decision For	
				l IJ 1k	Elect Director Ann M. Sarnon Elect Director Daniel H. Schulman		For	
			Management Management	11	Elect Director Frank D. Yeary	For For	For	
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Management	3	Advisory Vote on Say on Pay Frequency	One Year	One Year	
			Management	4	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	
			Shareholder	5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For	A vote FOR this proposal is warranted as lowering the ownership threshold for shareholders to call a special meeting from 20
							'	percent to 10 percent would enhance shareholders' rights.
SunRun Inc.	USA	02-juin-22	Management	1.1	Elect Director Lynn Jurich	For	Withhold	WITHHOLD votes are warranted for incumbent director nominees Lynn Jurich and Alan Ferber given the board's failure to
		,						remove, or subject to a sunset requirement, the classified board and the supermajority vote requirement to enact certain
								changes to the governing documents, each of which adversely impacts shareholder rights. A vote FOR new nominee Manjula
								Talreja is warranted.
			Management	1.2	Elect Director Alan Ferber	For	Withhold	WITHHOLD votes are warranted for incumbent director nominees Lynn Jurich and Alan Ferber given the board's failure to
								remove, or subject to a sunset requirement, the classified board and the supermajority vote requirement to enact certain
								changes to the governing documents, each of which adversely impacts shareholder rights. A vote FOR new nominee Manjula
						_	_	Talreja is warranted.
			Management	1.3	Elect Director Manjula Talreja	For	For	
			Management	2	Ratify Ernst & Young LLP as Auditors	For	For	
			Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	L
			Shareholder	4	Report on Risks Associated with Use of Concealment Clauses	For	For	A vote FOR this proposal is warranted. The board supports the proposal and states that its practice is consistent with the spirit
Tattooed Chef. Inc.	USA	00:: 00				_	14000 1 11	of this proposal.
l attooed Cher, Inc.	USA	02-juin-22	Management	1.1	Elect Director Jennifer Fellner	For	vvitnnoid	WITHHOLD votes are warranted for incumbent director nominees Jennifer (Jen) Fellner, Edward (Ed) Gelfand, and Daniel
								Williamson for the board's failure to remove, or subject to a sunset requirement, the classified board and the supermajority vote
								requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights.
				4.0	Floor Biography Education College	F	14/:45-5-14	MATERIAL DISPLACEMENT OF THE PROPERTY OF THE P
			Management	1.2	Elect Director Edward Gelfand	For	vvitnnoid	WITHHOLD votes are warranted for incumbent director nominees Jennifer (Jen) Fellner, Edward (Ed) Gelfand, and Daniel Williamson for the board's failure to remove, or subject to a sunset requirement, the classified board and the supermajority vote
								requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights.
								requirement to enact certain dranges to the governing documents, each or which adversely impacts shareholder rights.
			Management	1.3	Elect Director Daniel Williamson	For	Withhold	WITHHOLD votes are warranted for incumbent director nominees Jennifer (Jen) Fellner, Edward (Ed) Gelfand, and Daniel
			Managomoni	1.0	Liber Biroton Barilor Williamson	. 51	· · · · · · · · · · · · · · · · · · ·	Williamson for the board's failure to remove, or subject to a sunset requirement, the classified board and the supermajority vote
								requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights.
			Management	2	Ratify Deloitte & Touche, LLP as Auditors	For	For	
			Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	We prefer to vote AGAINST since the remuneration policy lacks concrete sustainability focused non-financial KPIs
			Management	4	Advisory Vote on Say on Pay Frequency	Three Years	One Year	A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best
								practice as they give shareholders a regular opportunity to opine on executive pay.
Trane Technologies Plc	Ireland	02-juin-22	Management	1a	Elect Director Kirk E. Arnold	For	For	
			Management	1b 1c	Elect Director Ann C. Berzin Elect Director April Miller Boise	For For	For For	
			Management Management	1c 1d	Elect Director April Miller Boise Elect Director John Bruton	For	For For	
			Management	10 1e	Elect Director John Bruton Elect Director Jared L. Cohon	For	For	
			Management	1f	Elect Director Gary D. Forsee	For	For	
			Management	1g	Elect Director Linda P. Hudson	For	For	
			Management	1h	Elect Director Myles P. Lee	For	For	
			Management	1i	Elect Director David S. Regnery	For	For	
			Management	1i	Elect Director John P. Surma	For	For	
			Management	1k	Elect Director Tony L. White	For	For	
		I	Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
I		1	Management	3	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their	For	For	
I		1			Remuneration		I	
I		1	Management	4	Authorize Issue of Equity	For	For	
l		I	Management	5	Authorize Issue of Equity without Pre-emptive Rights	For	For	
V5 : 0 1 11 15 1 1 1 1 1	1		Management	6	Authorize Reissuance of Repurchased Shares	For	For	
Xinyi Solar Holdings Limited				1 1	Accept Financial Statements and Statutory Reports	For	For]
Any Colar Holango Emilioa	Cayman Islands	02-juin-22	Management				_	
Aury, Cold. Florange Emilion	Cayman Islands	02-juin-22	Management	2	Approve Final Dividend	For	For	
7 may cold riolango Emilion	Cayman Islands	02-juin-22	Management Management	3A1	Approve Final Dividend Elect Li Man Yin as Director	For For	For	
7 m.y. Colai . Chango Emilio	Cayman Islands	02-juin-22	Management Management Management	3A1 3A2	Approve Final Dividend Elect Li Man Yin as Director Elect Lo Wan Sing, Vincent as Director	For For For	For For	
7 may Contain County County	Cayman Islands	02-juin-22	Management Management Management Management	3A1 3A2 3A3	Approve Final Dividend Elect Li Man Yin as Director Elect Lo Wan Sing, Vincent as Director Elect Kan E-ling, Martin as Director	For For For For	For For For	We prefer to yet ACAINST since the remuneration policy lacks concrete systemability facused are financial VPI-
7 mily Court Volumes	Cayman Islands	02-juin-22	Management Management Management Management Management	3A1 3A2 3A3 3B	Approve Final Dividend Elect Li Man Yin as Director Elect Lo Wan Sing, Vincent as Director Elect Kan E-ting, Martin as Director Authorize Board to Fix Remuneration of Directors	For For For For	For For For Against	We prefer to vote AGAINST since the remuneration policy lacks concrete sustainability focused non-financial KPIs
7 m y Court Volumed	Cayman Islands	02-juin-22	Management Management Management Management	3A1 3A2 3A3	Approve Final Dividend Elect Li Man Yin as Director Elect Lo Wan Sing, Vincent as Director Elect Kan E-ling, Martin as Director	For For For For	For For For	We prefer to vote AGAINST since the remuneration policy lacks concrete sustainability focused non-financial KPIs
7 mg Court Volume	Cayman Islands	02-juin-22	Management Management Management Management Management	3A1 3A2 3A3 3B	Approve Final Dividend Elect Li Man Yin as Director Elect Lo Wan Sing, Vincent as Director Elect Kan E-ting, Martin as Director Authorize Board to Fix Remuneration of Directors Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	For For For For For	For For For Against	We prefer to vote AGAINST since the remuneration policy lacks concrete sustainability focused non-financial KPIs
7 m y Court Volumed	Cayman Islands	02-juin-22	Management Management Management Management Management Management Management	3A1 3A2 3A3 3B 4	Approve Final Dividend Elect Li Man Yin as Director Elect Lo Wan Sing, Vincent as Director Elect Kan E-ting, Martin as Director Elect Kan E-ting, Martin as Director Authorize Board to Fix Remuneration of Directors Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration Authorize Repurchase of Issued Share Capital	For For For For For For	For For For Against For	
Anny Court Volume	Cayman Islands	02-juin-22	Management Management Management Management Management Management	3A1 3A2 3A3 3B 4	Approve Final Dividend Elect Li Man Yin as Director Elect Lo Wan Sing, Vincent as Director Elect Kan E-ting, Martin as Director Authorize Board to Fix Remuneration of Directors Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	For For For For For	For For For Against For	We prefer to vote AGAINST since the remuneration policy lacks concrete sustainability focused non-financial KPIs A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares. * The company has not specified the discount limit.
Anny Court Volumes	Cayman Islands	02-juin-22	Management Management Management Management Management Management Management	3A1 3A2 3A3 3B 4	Approve Final Dividend Elect Li Man Yin as Director Elect Lo Wan Sing, Vincent as Director Elect Kan E-ting, Martin as Director Elect Kan E-ting, Martin as Director Authorize Board to Fix Remuneration of Directors Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration Authorize Repurchase of Issued Share Capital	For For For For For For	For For For Against For	A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10
7 May 10 Country of Co	Cayman Islands	02-juin-22	Management Management Management Management Management Management Management	3A1 3A2 3A3 3B 4 5A 5B	Approve Final Dividend Elect Li Man Yin as Director Elect Lo Wan Sing, Vincent as Director Elect Kan E-ting, Martin as Director Elect Kan E-ting, Martin as Director Authorize Board to Fix Remuneration of Directors Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration Authorize Repurchase of Issued Share Capital Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For For For For For For	For For Against For For Against	A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares. * The company has not specified the discount limit.
			Management	3A1 3A2 3A3 3B 4 5A 5B	Approve Final Dividend Elect Li Man Yin as Director Elect Lo Wan Sing, Vincent as Director Elect Kan E-ting, Martin as Director Elect Kan E-ting, Martin as Director Authorize Board to Fix Remuneration of Directors Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration Authorize Repurchase of Issued Share Capital Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights Authorize Reissuance of Repurchased Shares Elect Leong Chong Peng as Director	For For For For For For For For	For For Against For For Against Against	A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares. * The company has not specified the discount limit. A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10
Hoffmann Green Cernent Technologies SA	Cayman Islands	02-juin-22	Management	3A1 3A2 3A3 3B 4 5A 5B	Approve Final Dividend Elect Li Man Yin as Director Elect Lo Wan Sing, Vincent as Director Elect Kan E-ting, Martin as Director Elect Kan E-ting, Martin as Director Authorize Board to Fix Remuneration of Directors Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration Authorize Repurchase of Issued Share Capital Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights Authorize Reissuance of Repurchased Shares Elect Leong Chong Peng as Director Approve Financial Statements and Statutory Reports	For For For For For For For	For For Against For For Against	A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares. * The company has not specified the discount limit. A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10
			Management	3A1 3A2 3A3 3B 4 5A 5B	Approve Final Dividend Elect Li Man Yin as Director Elect Kan E-ting, Martin as Director Authorize Board to Fix Remuneration of Directors Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration Authorize Repurchase of Issued Share Capital Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights Authorize Reissuance of Repurchased Shares Elect Leong Chong Peng as Director Approve Financial Statements and Statutory Reports Approve Consolidated Financial Statements and Statutory Reports	For	For For Against For Against Against For For	A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares. * The company has not specified the discount limit. A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10
			Management	3A1 3A2 3A3 3B 4 5A 5B 5C	Approve Final Dividend Elect Li Man Yin as Director Elect Kan E-ting, Martin as Director Elect Kan E-ting, Martin as Director Elect Kan E-ting, Martin as Director Authorize Board to Fix Remuneration of Directors Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration Authorize Repurchase of Issued Share Capital Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights Authorize Reissuance of Repurchased Shares Elect Leong Chong Peng as Director Approve Financial Statements and Statutory Reports Approve Consolidated Financial Statements and Statutory Reports Approve Testament of Losses	For	For For Against For Against Against For For For For For For For For For Fo	A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares. * The company has not specified the discount limit. A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10
			Management	3A1 3A2 3A3 3B 4 5A 5B 5C 6	Approve Final Dividend Elect Li Man Yin as Director Elect Kan E-ting, Martin as Director Elect Kan E-ting, Martin as Director Elect Kan E-ting, Martin as Director Authorize Board to Fix Remuneration of Directors Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration Authorize Repurchase of Issued Share Capital Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights Authorize Reissuance of Repurchased Shares Elect Leong Chong Peng as Director Approve Financial Statements and Statutory Reports Approve Consolidated Financial Statements and Statutory Reports Approve Treatment of Losses Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of	For	For For Against For Against Against For For	A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares. * The company has not specified the discount limit. A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10
			Management	3A1 3A2 3A3 3B 4 5A 5B 5C 6 1 2 3	Approve Final Dividend Elect Li Man Yin as Director Elect Kan E-ting, Martin as Director Elect Kan E-ting, Martin as Director Elect Kan E-ting, Martin as Director Authorize Board to Fix Remuneration of Directors Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration Authorize Repurchase of Issued Share Capital Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights Authorize Reissuance of Repurchased Shares Elect Leong Chong Peng as Director Approve Financial Statements and Statutory Reports Approve Consolidate Financial Statements and Statutory Reports Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	For For Against For Against Against For	A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares. * The company has not specified the discount limit. A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10
			Management	3A1 3A2 3A3 3B 4 5A 5B 5C 6	Approve Final Dividend Elect Li Man Yin as Director Elect Kan E-ting, Martin as Director Elect Kan E-ting, Martin as Director Elect Kan E-ting, Martin as Director Authorize Board to Fix Remuneration of Directors Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration Authorize Repurchase of Issued Share Capital Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights Authorize Reissuance of Repurchased Shares Elect Leong Chong Peng as Director Approve Financial Statements and Statutory Reports Approve Consolidated Financial Statements and Statutory Reports Approve Treatment of Losses Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of	For	For For Against For Against Against For For For For For For For For For Fo	A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares. * The company has not specified the discount limit. A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management	Vote	Significant votes - Rationales
				Number		Recommendation	Decision	
			Management	7	Approve Remuneration of Supervisory Board Members in the Aggregate Amount of EUR 10.000	For	For	
			Management	8	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	Against	A vote AGAINST is warranted as the share repurchase program can be continued during a takeover period.
			Management	9	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to	For	For	A vote Advance is wantaned as the share repaidnase program can be continued during a talkeover period.
				l	Aggregate Nominal Amount of EUR 1 Million			
			Management	10	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 1 Million	For	For	
			Management	11	Approve Issuance of Equity or Equity-Linked Securities for Reserved for Specific	For	For	
			_		Beneficiaries, up to Aggregate Nominal Amount of EUR 1 Million		1	
			Management	12	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	For	For	
			Management	13	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For	
			Management	14	Set Total Limit for Capital Increase to Result from all Issuance Requests Under Items 9 to 13	For	For	
			,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	45	at EUR 1 Million Authorize up to 10 Percent of Issued Capital for Use in Restricted Stock Plans	For	A	A ACAINCT His
			Management	15	Authorize up to 10 Percent of Issued Capital for Use in Restricted Stock Plans	For	Against	A vote AGAINST this resolution is warranted because: * The total aggregate volume would be in excess of recommended guidelines. * No information is available on the existence of performance conditions. * The vesting period is not sufficiently long-
				l				term oriented. * The performance period is not disclosed.
			Management	16 17	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	For For	For For	
OMV AG	Austria	03-juin-22	Management Management	2	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares Approve Allocation of Income and Dividends of EUR 2.30 per Share	For	For	
Sill Ale	7100110	00 juii. 22	Management	3	Approve Discharge of Management Board for Fiscal Year 2021	For	For	
		1	Management	4	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	For	
		1	Management	5	Approve Remuneration of Supervisory Board Members	For	For	
		1	Management Management	6 7	Ratify Ernst & Young as Auditors for Fiscal Year 2022 Approve Remuneration Report	For For	For For	
			Management	8	Approve Remuneration Policy	For	For	
			Management	9.1	Approve Long Term Incentive Plan 2022 for Key Employees	For	For	
			Management	9.2	Approve Equity Deferral Plan	For	For	
			Management Management	10.1 10.2	Elect Edith Hlawati as Supervisory Board Member Elect Elisabeth Stadler as Supervisory Board Member	For For	For For	
			Management	10.3	Elect Robert Stalic as Supervisory Board Member	For	For	
			Management	10.4	Elect Jean-Baptiste Renard as Supervisory Board Member	For	For	
			Management	10.5	Elect Stefan Doboczky as Supervisory Board Member	For	For	
			Management Management	10.6 11.1	Elect Gertrude Tumpel-Gugerell as Supervisory Board Member New/Amended Proposals from Management and Supervisory Board	For None	For Against	
			Management	11.2	New/Amended Proposals from Shareholders	None	Against	
Shandong Weigao Group Medical Polymer Company	China	06-juin-22	Management	1	Approve Audited Consolidated Financial Statements	For	For	
Limited			.,,	2	Assessed Board of the Board of Bireston	For	For	
			Management Management	3	Approve Report of the Board of Directors Approve Report of the Supervisory Committee	For	For	
			Management	4	Approve Final Dividend	For	For	
			Management	5	Approve Deloitte Touche Tohmatsu as Auditor and Authorize Board to Fix Their	For	For	
			Management	6	Remuneration Authorize Board to Fix Remuneration of Directors	For	Against	We prefer to vote AGAINST since the remuneration policy lacks concrete sustainability focused non-financial KPIs
			Management	7	Elect Lu Jungiang as Director	For	For	We prefer to vote AGAINST since the remaineration policy lacks contracte sustainability rocused norminalistic in the
			Management	8	Elect Ni Shili as Director	For	For	
			Management	9	Elect Long Jing as Director	For	For	
			Management Management	10 11	Elect Li Guohui as Director Elect Song Dapeng as Supervisor	For For	For For	
			Management	12	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for New H	For		A vote AGAINST this resolution is warranted for the following: * The share issuance limit is greater than 10 percent of the
			l •	l	shares and Non-listed Domestic Shares	_		relevant class of shares. * The company has not specified the discount limit.
			Management Management	13 14	Authorize Repurchase of Issued H Share Capital Approve Issuance of Debt Securities	For For	For Against	A vote AGAINST this resolution is warranted given the lack of disclosed information to assess the impact of the possible
			wanagement	l '"	Approve researing of Debt occurrings	101	Against	issuance of convertible bonds on shareholders' rights and value.
			Management	15	Amend Articles of Association	For	For	·
Sino Biopharmaceutical Limited	Cayman Islands	06-juin-22	Management	1 2	Accept Financial Statements and Statutory Reports	For	For For	
			Management Management	2 3	Approve Final Dividend Elect Tse, Theresa Y Y as Director	For For	For	
			Management	4	Elect Tse, Frie S Y as Director	For	For	
			Management	5	Elect Tse Hsin as Director	For	For	
			Management	6	Elect Lu Zhengfei as Director	For	For	
			Management Management	8	Elect Li Dakui as Director Authorize Board to Fix Remuneration of Directors	For For	For Against	We prefer to vote AGAINST since the remuneration policy lacks concrete sustainability focused non-financial KPIs
			Management	9	Approve Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration	For	For	
			Management	10A	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	Against	A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10
			Management	10B	Authorize Repurchase of Issued Share Capital	For	For	percent of the relevant class of shares. * The company has not specified the discount limit.
			Management	10B	Authorize Repurchase of Issued Share Capital Authorize Reissuance of Repurchased Shares	For	Against	A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10
			_		· ·			percent of the relevant class of shares. * The company has not specified the discount limit.
United Health Croup Incorp.	LICA	06 1 00	Management	11	Adopt Amended and Restated Articles of Association	For	For	
UnitedHealth Group Incorporated	USA	06-juin-22	Management Management	1a 1b	Elect Director Timothy P. Flynn Elect Director Paul R. Garcia	For For	For For	
		1	Management	1c	Elect Director Faul N. Garda Elect Director Stephen J. Hemsley	For	For	
			Management	1d	Elect Director Michele J. Hooper	For	For	
		1	Management	1e 1f	Elect Director F. William McNabb, III	For	For	
			Management Management	1f 1g	Elect Director Valerie C. Montgomery Rice Elect Director John H. Noseworthy	For For	For For	
•	•	•	- management	• '9				

	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management	Vote	Significant votes - Rationales
			Management	Number	Elect Director Andrew Witty	Recommendation	Decision	
<u> </u>			Management Management	1h 2	Elect Director Andrew Witty Advisory Vote to Ratify Named Executive Officers' Compensation	For For	For For	
1		1	Management	3	Ratify Deloitte & Touche LLP as Auditors	For	For	
!			Shareholder	4	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against	For	A vote FOR this item is warranted given that the proposal applies only to future severance arrangements, the current
!				I		i '		agreements will not be affected, and the proposal offers flexibility as to when the board may seek shareholder approval of a
!				I		i '		new or renewed severance arrangement, such as at the next annual meeting.
!			Shareholder	5	Report on Congruency of Political Spending with Company Values and Priorities	Against	For	A vote FOR this proposal is warranted, as a report on the company's congruence of political expenditures with stated values
1		1		i		l '		would enable shareholders to have a more comprehensive understanding of how the company oversees and manages risks related to its political partnerships.
BIM Birlesik Magazalar AS	Turkev	07-juin-22	Management		Open Meeting, Elect Presiding Council of Meeting and Authorize Presiding Council to Sign	For	For	related to its political partnerships.
DIN Dilesik Wagazalai AS	Turkey	07-juli1-22	ivianagement	<i>i</i> '	Minutes of Meeting	101	101	
!			Management	2	Accept Board Report	For	For	
!			Management	3	Accept Audit Report	For	For	
!			Management	4	Accept Financial Statements	For	For	
!			Management Management	5 6	Approve Discharge of Board Approve Allocation of Income	For For	For For	
!			Management	7	Amend Corporate Purpose	For	For	
!			Management	8	Elect Directors and Approve Their Remuneration	For	Against	A vote AGAINST this bundled proposal is warranted because Paul Foley is the incumbent nominating committee chair and there
!			managomon	i –	Elect Sheeters and Approve Their Normanistation	i '"	/ tguinot	is a lack of diversity on the board.
!			Management	9	Grant Permission for Board Members to Engage in Commercial Transactions with Company	For	For	<u> </u>
!				l .	and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles	l '		
!				40	395 and 396 of Turkish Commercial Law	l - '	_	
Cognizant Technology Solutions Corporation	USA	07-juin-22	Management Management	13 1a	Ratify External Auditors Elect Director Zein Abdalla	For For	For For	
Cognizant reciniology Solutions Corporation	USA	07-juli-22	Management	1b	Elect Director Zein Addalla Elect Director Vinita Bali	For	For	
!			Management	1c	Elect Director Maureen Breakiron-Evans	For	For	
!			Management	1d	Elect Director Archana Deskus	For	For	
!			Management	1e	Elect Director John M. Dineen	For	For	
!			Management	1f	Elect Director Brian Humphries	For	For	
!			Management Management	1g 1h	Elect Director Leo S. Mackay, Jr. Elect Director Michael Patsalos-Fox	For For	For For	
!			Management	in 1i	Elect Director Michael Palsalos-Fox Elect Director Stephen J. Rohleder	For	For	
!			Management	1i	Elect Director Joseph M. Velli	For	For	
!			Management	1k	Elect Director Sandra S. Wijnberg	For	For	
1		1	Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
!			Management	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	
!			Shareholder	4	Amend Governing Documents Regarding Requirements to Call for a Special Meeting	Against	Against	A vote AGAINST this proposal is warranted. There appears to be no compelling reason to support this shareholder proposal as the existing one-year holding period requirement is not especially problematic, is consistent with SEC requirements for filing
!				I		i '		shareholder proposals, and provides a reasonable safeguard against abuse of the right.
Shopify Inc.	Canada	07-juin-22	Management	1A	Elect Director Tobias Lutke	For	For	onal character proposation, data provided a reductrication careagonal august debade or and right:
1 ' '			Management	1B	Elect Director Robert Ashe	For	For	
!			Management	1C	Elect Director Gail Goodman	For	For	
!			Management	1D	Elect Director Colleen Johnston	For	For	
!			Management Management	1E 1F	Elect Director Jeremy Levine Elect Director John Phillips	For For	For For	
!			Management	1G	Elect Director Fidii Simo	For	For	
4			Management	2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their	For	For	
1								
			ŭ	1	Remuneration	1		
			Management	3	Authorize New Class of Common Stock and Issuance of Such Founder Share to the	For	Against	
			ŭ	3		For	Against	multi-class share structure might be considered appropriate in the Canadian market, nor does there appear to be sufficient
			ŭ	3	Authorize New Class of Common Stock and Issuance of Such Founder Share to the	For	Against	
			Management	3	Authorize New Class of Common Stock and Issuance of Such Founder Share to the Founder and Chief Executive Officer		Against	multi-class share structure might be considered appropriate in the Canadian market, nor does there appear to be sufficient
			ŭ		Authorize New Class of Common Stock and Issuance of Such Founder Share to the Founder and Chief Executive Officer Approve Stock Split Advisory Vote on Executive Compensation Approach	For For For		multi-class share structure might be considered appropriate in the Canadian market, nor does there appear to be sufficient
BYD Company Limited	China	08-juin-22	Management Management		Authorize New Class of Common Stock and Issuance of Such Founder Share to the Founder and Chief Executive Officer Approve Stock Split	For	For	multi-class share structure might be considered appropriate in the Canadian market, nor does there appear to be sufficient
BYD Company Limited	China	08-juin-22	Management Management Management Management Management Management		Authorize New Class of Common Stock and Issuance of Such Founder Share to the Founder and Chief Executive Officer Approve Stock Split Advisory Vote on Executive Compensation Approach Approve Report of the Board of Directors Approve Report of the Supervisory Committee	For For For For	For For For For	multi-class share structure might be considered appropriate in the Canadian market, nor does there appear to be sufficient
BYD Company Limited	China	08-juin-22	Management Management Management Management Management Management	4 5 1 2 3	Authorize New Class of Common Stock and Issuance of Such Founder Share to the Founder and Chief Executive Officer Approve Stock Split Advisory Vote on Executive Compensation Approach Approve Report of the Board of Directors Approve Report of the Supervisory Committee Approve Audited Financial Statements	For For For For For	For For For For For	multi-class share structure might be considered appropriate in the Canadian market, nor does there appear to be sufficient
BYD Company Limited	China	08-juin-22	Management Management Management Management Management Management Management Management	4 5 1 2 3 4	Authorize New Class of Common Stock and Issuance of Such Founder Share to the Founder and Chief Executive Officer Approve Stock Split Advisory Vote on Executive Compensation Approach Approve Report of the Board of Directors Approve Report of the Supervisory Committee Approve Audited Financial Statements Approve Annual Reports and Its Summary	For For For For For For	For For For For For For	multi-class share structure might be considered appropriate in the Canadian market, nor does there appear to be sufficient
BYD Company Limited	China	08-juin-22	Management Management Management Management Management Management Management Management Management	4 5 1 2 3 4	Authorize New Class of Common Stock and Issuance of Such Founder Share to the Founder and Chief Executive Officer Approve Stock Split Advisory Vote on Executive Compensation Approach Approve Report of the Board of Directors Approve Report of the Supervisory Committee Approve Audited Financial Statements Approve Annual Reports and Its Summary Approve Profit Distribution Plan	For For For For For For	For For For For For For	multi-class share structure might be considered appropriate in the Canadian market, nor does there appear to be sufficient
BYD Company Limited	China	08-juin-22	Management	4 5 1 2 3 4	Authorize New Class of Common Stock and Issuance of Such Founder Share to the Founder and Chief Executive Officer Approve Stock Split Advisory Vote on Executive Compensation Approach Approve Report of the Board of Directors Approve Report of the Supervisory Committee Approve Audited Financial Statements Approve Annual Reports and Its Summary Approve Profit Distribution Plan Approve Alignment in Preparation of Financial Statements	For For For For For For	For For For For For For	multi-class share structure might be considered appropriate in the Canadian market, nor does there appear to be sufficient
BYD Company Limited	China	08-juin-22	Management Management Management Management Management Management Management Management Management	4 5 1 2 3 4	Authorize New Class of Common Stock and Issuance of Such Founder Share to the Founder and Chief Executive Officer Approve Stock Split Advisory Vote on Executive Compensation Approach Approve Report of the Board of Directors Approve Report of the Supervisory Committee Approve Audited Financial Statements Approve Annual Reports and Its Summary Approve Profit Distribution Plan	For For For For For For For	For For For For For For For	multi-class share structure might be considered appropriate in the Canadian market, nor does there appear to be sufficient
BYD Company Limited	China	08-juin-22	Management	4 5 1 2 3 4	Authorize New Class of Common Stock and Issuance of Such Founder Share to the Founder and Chief Executive Officer Approve Stock Split Advisory Vote on Executive Compensation Approach Approve Report of the Board of Directors Approve Report of the Supervisory Committee Approve Audited Financial Statements Approve Audited Financial Statements Approve Profit Distribution Plan Approve Alignment in Preparation of Financial Statements Approve Alignment in Preparation of Financial Statements Approve Alignment in Preparation of Financial Statements	For For For For For For For	For For For For For For For	multi-class share structure might be considered appropriate in the Canadian market, nor does there appear to be sufficient rationale that suggests the proposed multi-class share structure should potentially be perpetuated in the form presented. A vote AGAINST Item 8 is warranted as the company has failed to disclose pertinent details regarding this proposal. A vote
BYD Company Limited	China	08-juin-22	Management	4 5 1 2 3 4 5 6 7	Authorize New Class of Common Stock and Issuance of Such Founder Share to the Founder and Chief Executive Officer Approve Stock Split Advisory Vote on Executive Compensation Approach Approve Report of the Board of Directors Approve Report of the Supervisory Committee Approve Audited Financial Statements Approve Annual Reports and Its Summary Approve Profit Distribution Plan Approve Alignment in Preparation of Financial Statements Approve Alignment in Preparation of Financial Statements Approve Ensi & Young Hua Ming (LLP) as Sole External Auditor and Internal Control Audit Institution and Authorize Board to Fix Their Remuneration Approve Provision of Guarantee by the Group	For For For For For For For For	For For For For For For For Against	multi-class share structure might be considered appropriate in the Canadian market, nor does there appear to be sufficient rationale that suggests the proposed multi-class share structure should potentially be perpetuated in the form presented.
BYD Company Limited	China	08-juin-22	Management	4 5 1 2 3 4 5 6 7	Authorize New Class of Common Stock and Issuance of Such Founder Share to the Founder and Chief Executive Officer Approve Stock Split Advisory Vote on Executive Compensation Approach Approve Report of the Board of Directors Approve Report of the Supervisory Committee Approve Audited Financial Statements Approve Annual Reports and Its Summary Approve Profit Distribution Plan Approve Profit Distribution Plan Approve Ernst & Young Hua Ming (LLP) as Sole External Auditor and Internal Control Audit Institution and Authorize Board to Fix Their Remuneration Approve Provision of Guarantee by the Group Approve Estimated Cap of Ordinary Connected Transactions for the Year 2022	For	For For For For For For For Against	multi-class share structure might be considered appropriate in the Canadian market, nor does there appear to be sufficient rationale that suggests the proposed multi-class share structure should potentially be perpetuated in the form presented. A vote AGAINST Item 8 is warranted as the company has failed to disclose pertinent details regarding this proposal. A vote FOR Item 12 is warranted given that the proposed guarantee is made within the context of the company's business.
BYD Company Limited	China	08-juin-22	Management	4 5 1 2 3 4 5 6 7	Authorize New Class of Common Stock and Issuance of Such Founder Share to the Founder and Chief Executive Officer Approve Stock Split Advisory Vote on Executive Compensation Approach Approve Report of the Board of Directors Approve Report of the Supervisory Committee Approve Audited Financial Statements Approve Audited Financial Statements Approve Profit Distribution Plan Approve Alignment In Preparation of Financial Statements Approve Alignment In Preparation of Financial Statements Approve Profits & Young Hua Ming (LLP) as Sole External Auditor and Internal Control Audit Institution and Authorize Board to Fix Their Remuneration Approve Provision of Guarantee by the Group Approve Estimated Cap of Ordinary Connected Transactions for the Year 2022 Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for H	For For For For For For For For	For For For For For For For Against	multi-class share structure might be considered appropriate in the Canadian market, nor does there appear to be sufficient rationale that suggests the proposed multi-class share structure should potentially be perpetuated in the form presented. A vote AGAINST Item 8 is warranted as the company has failed to disclose pertinent details regarding this proposal. A vote FOR Item 12 is warranted given that the proposed guarantee is made within the context of the company's business. A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10
BYD Company Limited	China	08-juin-22	Management Management Management Management Management Management Management Management Management Management Management Management Management	4 5 1 2 3 4 5 6 7 8	Authorize New Class of Common Stock and Issuance of Such Founder Share to the Founder and Chief Executive Officer Approve Stock Split Advisory Vote on Executive Compensation Approach Approve Report of the Board of Directors Approve Report of the Board of Directors Approve Approof of the Supervisory Committee Approve Audited Financial Statements Approve Annual Reports and Its Summary Approve Annual Reports and Its Summary Approve Alignment in Preparation of Financial Statements Approve Ernst & Young Hua Ming (LLP) as Sole External Auditor and Internal Control Audit Institution and Authorize Board to Fix Their Remuneration Approve Provision of Guarantee by the Group Approve Estimated Cap of Ordinary Connected Transactions for the Year 2022 Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for H Shares	For	For For For For For For For Against	multi-class share structure might be considered appropriate in the Canadian market, nor does there appear to be sufficient rationale that suggests the proposed multi-class share structure should potentially be perpetuated in the form presented. A vote AGAINST Item 8 is warranted as the company has failed to disclose pertinent details regarding this proposal. A vote FOR Item 12 is warranted given that the proposed guarantee is made within the context of the company's business. A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares. * The company has not specified the discount limit.
BYD Company Limited	China	08-juin-22	Management	4 5 1 2 3 4 5 6 7	Authorize New Class of Common Stock and Issuance of Such Founder Share to the Founder and Chief Executive Officer Approve Stock Split Advisory Vote on Executive Compensation Approach Approve Report of the Board of Directors Approve Report of the Supervisory Committee Approve Audited Financial Statements Approve Audited Financial Statements Approve Profit Distribution Plan Approve Alignment In Preparation of Financial Statements Approve Alignment In Preparation of Financial Statements Approve Profits & Young Hua Ming (LLP) as Sole External Auditor and Internal Control Audit Institution and Authorize Board to Fix Their Remuneration Approve Provision of Guarantee by the Group Approve Estimated Cap of Ordinary Connected Transactions for the Year 2022 Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for H	For	For For For For For For For Against	multi-class share structure might be considered appropriate in the Canadian market, nor does there appear to be sufficient rationale that suggests the proposed multi-class share structure should potentially be perpetuated in the form presented. A vote AGAINST Item 8 is warranted as the company has failed to disclose pertinent details regarding this proposal. A vote FOR Item 12 is warranted given that the proposed guarantee is made within the context of the company's business. A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares. * The company has not specified the discount limit.
BYD Company Limited	China	08-juin-22	Management Management Management Management Management Management Management Management Management Management Management Management Management	4 5 1 2 3 4 5 6 7 8	Authorize New Class of Common Stock and Issuance of Such Founder Share to the Founder and Chief Executive Officer Approve Stock Split Advisory Vote on Executive Compensation Approach Approve Report of the Board of Directors Approve Report of the Supervisory Committee Approve Audited Financial Statements Approve Annual Reports and Its Summary Approve Annual Reports and Its Summary Approve Alignment in Preparation of Financial Statements Approve Erint & Young Hua Ming (LLP) as Sole External Auditor and Internal Control Audit Institution and Authorize Board to Fix Their Remuneration Approve Provision of Guarantee by the Group Approve Estimated Cap of Ordinary Connected Transactions for the Year 2022 Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for H Shares Approve Issuance by BYD Electronic (International) Company Limited of Equity or Equity-Linked Securities without Preemptive Rights Approve Provision of Phased Guarantee for Mortgage-Backed Car Buyers to BYD Auto	For	For For For For For For For Against	multi-class share structure might be considered appropriate in the Canadian market, nor does there appear to be sufficient rationale that suggests the proposed multi-class share structure should potentially be perpetuated in the form presented. A vote AGAINST Item 8 is warranted as the company has failed to disclose pertinent details regarding this proposal. A vote FOR Item 12 is warranted given that the proposed guarantee is made within the context of the company's business. A vote AGAINST these resolutions is warranted for the following: *The aggregate share issuance limit is greater than 10 percent of the relevant class of shares. *The company has not specified the discount limit.
BYD Company Limited	China	08-juin-22	Management	4 5 1 2 3 4 5 6 7 8 9 10	Authorize New Class of Common Stock and Issuance of Such Founder Share to the Founder and Chief Executive Officer Approve Stock Split Advisory Vote on Executive Compensation Approach Approve Report of the Board of Directors Approve Report of the Supervisory Committee Approve Audited Financial Statements Approve Audited Financial Statements Approve Profit Distribution Plan Approve Profit Distribution Plan Approve Profit Distribution Plan Approve Alignment in Preparation of Financial Statements Approve Profit St Young Hua Ming (LLP) as Sole External Auditor and Internal Control Audit Institution and Authorize Board to Fix Their Remuneration Approve Provision of Guarantee by the Group Approve Estimated Cap of Ordinary Connected Transactions for the Year 2022 Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for H Shares Approve Issuance by BYD Electronic (International) Company Limited of Equity or Equity-Linked Securities without Preemptive Rights Approve Provision of Phased Guarantee for Mortgage-Backed Car Buyers to BYD Auto Finance Company Limited	For	For For For For For For For For For Against For Against For	multi-class share structure might be considered appropriate in the Canadian market, nor does there appear to be sufficient rationale that suggests the proposed multi-class share structure should potentially be perpetuated in the form presented. A vote AGAINST Item 8 is warranted as the company has failed to disclose pertinent details regarding this proposal. A vote FOR Item 12 is warranted given that the proposed guarantee is made within the context of the company's business. A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares. * The company has not specified the discount limit. A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares. * The company has not specified the discount limit.
BYD Company Limited	China	08-juin-22	Management Management Management Management Management Management Management Management Management Management Management Management Management Management Management Management Management Management Management	4 5 1 2 3 4 5 6 6 7 8 9 10	Authorize New Class of Common Stock and Issuance of Such Founder Share to the Founder and Chief Executive Officer Approve Stock Split Advisory Vote on Executive Compensation Approach Approve Report of the Board of Directors Approve Report of the Supervisory Committee Approve Audited Financial Statements Approve Annual Reports and Its Summary Approve Annual Reports and Its Summary Approve Alignment in Preparation of Financial Statements Approve Erint S Young Hua Ming (LLP) as Sole External Auditor and Internal Control Audit Institution and Authorize Board to Fix Their Remuneration Approve Provision of Guarantee by the Group Approve Estimated Cap of Ordinary Connected Transactions for the Year 2022 Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for H Shares Approve Issuance by BYD Electronic (International) Company Limited of Equity or Equity- Linked Securities without Preemptive Rights Approve Provision of Phased Guarantee for Mortgage-Backed Car Buyers to BYD Auto Finance Company Limited Approve Authorization to the Board to Determine the Proposed Plan for the Issuance of Debt	For	For For For For For For For Against Against	multi-class share structure might be considered appropriate in the Canadian market, nor does there appear to be sufficient rationale that suggests the proposed multi-class share structure should potentially be perpetuated in the form presented. A vote AGAINST Item 8 is warranted as the company has failed to disclose pertinent details regarding this proposal. A vote FOR Item 12 is warranted given that the proposed guarantee is made within the context of the company's business. A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares. * The company has not specified the discount limit. A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares. * The company has not specified the discount limit. A vote AGAINST this resolution is warranted given the limited disclosure regarding the proposed issuance of debt financing
		·	Management	4 5 1 2 3 4 4 5 6 6 7 8 9 10 11 12 13	Authorize New Class of Common Stock and Issuance of Such Founder Share to the Founder and Chief Executive Officer Approve Stock Split Advisory Vote on Executive Compensation Approach Approve Report of the Board of Directors Approve Report of the Supervisory Committee Approve Audited Financial Statements Approve Audited Financial Statements Approve Audited Financial Statements Approve Profit Distribution Plan Approve Provision of Guarantee by the Group Approve Provision of Guarantee by the Group Approve Estimated Cap of Ordinary Connected Transactions for the Year 2022 Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for H Shares Approve Provision of Phased Guarantee for Mortgage-Backed Car Buyers to BYD Auto Finance Company Limited Approve Authorization to the Board to Determine the Proposed Plan for the Issuance of Debt Financing Instruments	For	For For For For For For For Against For Against For Against	multi-class share structure might be considered appropriate in the Canadian market, nor does there appear to be sufficient rationale that suggests the proposed multi-class share structure should potentially be perpetuated in the form presented. A vote AGAINST Item 8 is warranted as the company has failed to disclose pertinent details regarding this proposal. A vote FOR Item 12 is warranted given that the proposed guarantee is made within the context of the company's business. A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares. * The company has not specified the discount limit. A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares. * The company has not specified the discount limit.
BYD Company Limited Caterpillar Inc.	China	08-juin-22 08-juin-22	Management Management Management Management Management Management Management Management Management Management Management Management Management Management Management Management Management Management Management Management	4 5 1 2 3 4 5 6 6 7 7 8 9 10 11 12 13 1.1	Authorize New Class of Common Stock and Issuance of Such Founder Share to the Founder and Chief Executive Officer Approve Stock Split Advisory Vote on Executive Compensation Approach Approve Report of the Board of Directors Approve Report of the Supervisory Committee Approve Audited Financial Statements Approve Annual Reports and Its Summary Approve Profit Distribution Plan Approve Alignment in Preparation of Financial Statements Approve Angual Reports and Its Summary Approve Alignment in Preparation of Financial Statements Approve Profit Distribution Plan Approve Alignment in Preparation of Financial Statements Approve Provision of Guarantee by the Group Approve Provision of Guarantee by the Group Approve Estimated Cap of Ordinary Connected Transactions for the Year 2022 Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for H Shares Approve Issuance by BYD Electronic (International) Company Limited of Equity or Equity-Linked Securities without Preemptive Rights Approve Provision of Phased Guarantee for Mortgage-Backed Car Buyers to BYD Auto Finance Company Limited Approve Authorization to the Board to Determine the Proposed Plan for the Issuance of Debt Financing Instruments	For	For For For For For For Against For Against For Against	multi-class share structure might be considered appropriate in the Canadian market, nor does there appear to be sufficient rationale that suggests the proposed multi-class share structure should potentially be perpetuated in the form presented. A vote AGAINST Item 8 is warranted as the company has failed to disclose pertinent details regarding this proposal. A vote FOR Item 12 is warranted given that the proposed guarantee is made within the context of the company's business. A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares. * The company has not specified the discount limit. A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares. * The company has not specified the discount limit. A vote AGAINST this resolution is warranted given the limited disclosure regarding the proposed issuance of debt financing
		·	Management	4 5 1 2 3 4 4 5 6 6 7 8 9 10 11 12 13	Authorize New Class of Common Stock and Issuance of Such Founder Share to the Founder and Chief Executive Officer Approve Stock Split Advisory Vote on Executive Compensation Approach Approve Report of the Board of Directors Approve Report of the Supervisory Committee Approve Audited Financial Statements Approve Audited Financial Statements Approve Audited Financial Statements Approve Profit Distribution Plan Approve Provision of Guarantee by the Group Approve Provision of Guarantee by the Group Approve Estimated Cap of Ordinary Connected Transactions for the Year 2022 Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for H Shares Approve Provision of Phased Guarantee for Mortgage-Backed Car Buyers to BYD Auto Finance Company Limited Approve Authorization to the Board to Determine the Proposed Plan for the Issuance of Debt Financing Instruments	For	For For For For For For For Against For Against For Against	multi-class share structure might be considered appropriate in the Canadian market, nor does there appear to be sufficient rationale that suggests the proposed multi-class share structure should potentially be perpetuated in the form presented. A vote AGAINST Item 8 is warranted as the company has failed to disclose pertinent details regarding this proposal. A vote FOR Item 12 is warranted given that the proposed guarantee is made within the context of the company's business. A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares. * The company has not specified the discount limit. A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares. * The company has not specified the discount limit. A vote AGAINST this resolution is warranted given the limited disclosure regarding the proposed issuance of debt financing

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management	Vote	Significant votes - Rationales
,		g		Number		Recommendation	Decision	
			Management	1.5	Elect Director David W. MacLennan	For	For	
		1	Management	1.6	Elect Director Debra L. Reed-Klages	For	For	
		1	Management	1.7	Elect Director Edward B. Rust, Jr.	For	For	
		1	Management	1.8	Elect Director Susan C. Schwab	For	For	
		1	Management	1.9	Elect Director D. James Umpleby, III	For	For	
		1	Management	1.10	Elect Director Rayford Wilkins, Jr.	For	For	
		1	Management	2	Ratify PricewaterhouseCoopers as Auditors	For	For	
		1	Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
		1	Shareholder	4	Report on Long-Term Greenhouse Gas Targets Aligned with Paris Agreement	For	For	A vote FOR this proposal is warranted, as additional information on the company's efforts to reduce its carbon footprint and
		1	1	l		1		align its operations with Paris Agreement goals would allow investors to better understand how the company is managing its
		1		l _	L	l	l _	transition to a low carbon economy and climate change related risks.
		1	Shareholder	5	Report on Lobbying Payments and Policy	Against	For	A vote FOR this proposal is warranted, as additional disclosure of the company's direct and indirect lobbying and board
		1	1	l		1		oversight would help shareholders better assess the risks and benefits associated with the company's participation in the public
		1	Shareholder	6	Report on Risks of Doing Business in Conflict-Affected Areas	Against	Against	policy process. A vote AGAINST this proposal is warranted, as the company provides sufficient disclosure related to its policies, processes, and
		1	Snarenoider	0	Report on Risks of Doing Business in Conflict-Affected Areas	Against	Against	oversight mechanisms related to managing and mitigating human rights related risks of its operations and business activities.
		1	1	l		1		oversignt mechanisms related to managing and minigating numari rights related risks or its operations and business activities.
		1	Shareholder	7	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For	A vote FOR this proposal is warranted as a lower ownership threshold would provide for a more useful special meeting right for
		1	Silarenoidei	l '	reduce Ownership Threshold for Shareholders to Gall Special Meeting	Against	101	A vote 1 of chins proposal is warranted as a lower ownership threshold would provide for a more useful special meeting right for shareholders.
Gerresheimer AG	Germany	08-juin-22	Management	2	Approve Allocation of Income and Dividends of EUR 1.25 per Share	For	For	onarchonders.
Golfonion / C	Commany	00 juii. 22	Management	3	Approve Discharge of Management Board for Fiscal Year 2021	For	For	
		1	Management	4	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	For	
		1	Management	5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2022 and for the Review of Interim	For	For	
		1		l *	Financial Statements for the First Half of Fiscal Year 2022			
1	1	I	Management	6.1	Elect Axel Herberg to the Supervisory Board	For	For	ı
		1	Management	6.2	Elect Andrea Abt to the Supervisory Board	For	For	
		1	Management	6.3	Elect Annette Koehler to the Supervisory Board	For	For	
		1	Management	6.4	Elect Karin Dorrepaal to the Supervisory Board	For	For	
		1	Management	6.5	Elect Peter Noe to the Supervisory Board	For	For	
			Management	6.6	Elect Udo Vetter to the Supervisory Board	For	For	
MercadoLibre, Inc.	USA	08-juin-22	Management	1.1	Elect Director Richard Sanders	For	For	
		1	Management	1.2	Elect Director Emiliano Calemzuk	For	For	
		1	Management	1.3	Elect Director Marcos Galperin	For	For	
		1	Management	1.4	Elect Director Andrea Mayumi Petroni Merhy	For	For	
		1	Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Management	3	Ratify Pistrelli, Henry Martin y Asociados S.R.L. as Auditors	For	For	
SalMar ASA	Norway	08-juin-22	Management	1 1	Elect Chairman of Meeting; Designate Inspector(s) of Minutes of Meeting	For	For	
		1	Management	2	Approve Notice of Meeting and Agenda	For	For	
		1	Management	4	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and	For	For	
		1	Management	5	Dividends of NOK 20 Per Share Approve Remuneration of Directors; Approve Remuneration for Committee Work; Approve	For	For	
		1	iviariagement	5	Remuneration of Nominating Committee	FOI	FUI	
		1	Management	6	Approve Remuneration of Auditors	For	For	
		1	Management	7	Approve Company's Corporate Governance Statement	For	For	
		1	Management	8	Approve Remuneration Statement	For	Against	We prefer to vote AGAINST since disclosure is missing around bonus setting requirements and the non-financial section is
		1	Wanagement	ľ	Approve Nemaneration otalement	101	Against	difficult to quantify and not hugely linked to sustainability.
		1	Management	9	Approve Share-Based Incentive Plan	For	Against	A vote AGAINST this resolution is warranted because the concrete performance conditions have not been disclosed. Further,
		1		l -	7,7,			vesting period for restricted stock is less than three years
		1	Management	10.1a	Elect Arnhild Holstad as Director	For	For	,
1	1	I	Management	10.1b	Elect Morten Loktu as Director	For	For	ı
1	1	I	Management	10.1c	Elect Gustav Witzoe (Chair) as Director	For	For	ı
1	1	I	Management	10.1d	Elect Leif Inge Nordhammer as Director	For	For	ı
1	1	I	Management	10.2a	Elect Stine Rolstad Brenna as Deputy Director	For	For	I I
	1	I	Management	10.2b	Elect Magnus Dybvad as Deputy Director	For	For	I I
1	1	I	Management	11	Reelect Endre Kolbjornsen as Member of Nominating Committee	For	For	ı
	1	I	Management	12	Approve Creation of NOK 1.47 Million Pool of Capital without Preemptive Rights	For	For	l l
1	1	I	Management	13	Approve Issuance of Convertible Loans without Preemptive Rights up to Aggregate Nominal	For	For	ı
1	1	I	I	I	Amount of NOK 3 Billion; Approve Creation of NOK 1.47 Million Pool of Capital to Guarantee	1	I	ı
1	1	I	l	l	Conversion Rights	l -	Ι	I
1	1	I	Management	14	Approve Equity Plan Financing Through Acquisition of Own Shares	For	Against	A vote AGAINST is warranted as the requested funding would be used to fund a share plan without adequate disclosure on
1	1	I	l ,,,	15	Authoriza Chara Barrarda - Barrarda - A Caranthalia - A - A C	F	For	performance conditions.
OIDEE	B-1 :	00:: 00	Management	.0	Authorize Share Repurchase Program and Cancellation of Repurchased Shares	For		
SIPEF	Belgium	08-juin-22	Management	3.2	Approve Financial Statements, Allocation of Income, and Dividends of EUR 2.00 per Share	For	For	ı
	1	I	Manageres	Ι ,	Approva Discharge of Directors	I	F	ı
	1	I	Management Management	4 5	Approve Discharge of Directors Approve Discharge of Auditors	For For	For For	ı
	1	I	Management Management	5 6.1.a	Approve Discharge of Auditors Reelect Tom Bamelis as Director	For For	For Against	A vote AGAINST all nominees is warranted because the board lacks sufficient independence among its members whereas all
	1	I	ivianagement	0. i.a	INCORPORT FOR DATHORS AS DIRECTOR	l Fui	Against	nominees are considered non-independent.
	1	I	Management	6.1.b	Reelect Priscilla Bracht as Director	For	Against	A vote AGAINST all nominees is warranted because the board lacks sufficient independence among its members whereas all
	1	I	ivianagement	0.1.0	INCORPOR PRINCIPLE DISCUSSION AND ADMINISTRATION OF THE PRINCIPLE	FUI FUI	Against	nominees are considered non-independent.
	1	I	Management	6.2	Elect Alexandre Delen as Director	For	Against	
	1	I	iviariagement	J 0.2	LIGHT PROXIMATE DEIGH 45 DIEGHOI	1.01	Against	nominees are considered non-independent.
	1	I	Management	7	Approve Remuneration Report	For	Against	A vote AGAINST is warranted because the remuneration report fails to report on the STI performance framework. There is no
1	1	I	anagomon	l '		l ' "	/ .ga/30	disclosure on the applied performance metrics and the performance achievement against these metrics. Although there are no
1	1	I	I	I		I	I	problematic pay practices, in the absence of sufficient information on the pay for performance alignment, support is not
1	1	I	I	I		1	I	warranted.
Taiwan Semiconductor Manufacturing Co., Ltd.	Taiwan	08-iuin-22	Management	1	Approve Business Operations Report and Financial Statements	For	For	
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129 | 174

Margin M	Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management	Vote	Significant votes - Rationales
No.					Number			Decision	
March Marc				Management	2	Approve Amendments to Articles of Association	For	For	
Naverties Part		1		Management	3	Amend Procedures Governing the Acquisition or Disposal of Assets	For	For	
Montange		1			4				
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Macaparatic Section	Amedisys, Inc.	USA	09-juin-22						
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Management 1		1							
Management of Ma		1		Management	11	Elect Director Ivanetta Davis Samuels	For	For	
OWS Organ Certain & Co. (Cigal) Whereas the C		1			2	Ratify KPMG LLP as Auditors			
Monagement of Monagement of April 20 Monageme				Management	3		For	For	
Monagement A Monag	DWS Group GmbH & Co. KGaA	Germany	09-juin-22	Management	1	Accept Financial Statements and Statutory Reports for Fiscal Year 2021	For	For	
Management 4 by Report Biologies of Separation (Part 1 and 2012) Management 5 by Report Biologies of Separation (Part 1 and 2012) Management 7 by Report Biologies of Separation (Part 1 and 2012) Management 8 by Report Biologies of Separation (Part 1 and 2012) Management 9 by Report Biologies of Separation (Part 1 and 2012) Management 9 by Report Biologies of Separation (Part 1 and 2012) Management 9 by Report Biologies of Separation (Part 1 and 2012) Management 9 by Report Biologies of Separation (Part 1 and 2012) Management 9 by Report Biologies of Separation (Part 1 and 2012) Management 9 by Report Biologies of Separation (Part 1 and 2012) Management 9 by Report Biologies of Separation (Part 1 and 2012) Management 9 by Report Biologies of Central (Part 1 and 2012) Management 9 by Report Biologies of Separation (Part 1 and 2012) Management 9 by Report Biologies of Separation (Part 1 and 2012) Management 9 by Report Biologies of Central (Part 1 and 2012) Management 9 by Report Biologies of Separation (Part 1 and 2012) Management 9 by Report Biologies of Separation (Part 1 and 2012) Management 9 by Report Biologies of Separation (Part 1 and 2012) Management 9 by Report Biologies of Separation (Part 1 and 2012) Management 9 by Report Biologies of Separation (Part 1 and 2012) Management 9 by Report Biologies of Separation (Part 1 and 2012) Management 9 by Report Biologies of Separation (Part 1 and 2012) Management 9 by Report Biologies of Separation (Part 1 and 2012) Management 9 by Report Biologies of Separation (Part 1 and 2012) Management 9 by Report Biologies of Separation (Part 1 and 2012) Management 9 by Report Biologies of Separation (Part 1 and 2012) Management 9 by Report Biologies of Separation (Part 1 and 2012) Management 9 by Report Biologies of Separation (Part 1 and 2012) Management 9 by Report Biologies of Separation (Part 1 and 2012) Management 9 by Report Biologies of Separation (Part 1 and 2012) Management 9 by Report Biologies of Separation (Part 1 and 2012) Manage		1			2				
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Advisory Vote to Raify Named Executive Officers' Compensation Advisory Vote to Raify Named Executive Officers of the CEO and the CEO a		1		Management	1j	Elect Director Jeffrey S. Sloan	For	For	
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Shareholder 6 Reduce Ownership Threshold for Shareholders to Call Special Meeting Against For Avote FOR this proposal is warranted as the proposed 10 percent ownership threshold for shareholders to call a special meeting would enhance shareholders' ability to make use of the right, and the likelihood of abuse of the right is small. Approve Standalone Financial Statements and Allocation of Income Management Management Management Management Approve Non-Financial Information Statements Approve Non-Financial Information Statements For For For Management Management Approve Non-Financial Information Statements Approve Non-Financial Information Statements For For For For Management Management Approve Non-Financial Information Statements Approve Non-Financial Information Statements For		1							
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Management 11 Approve Remuneration Policy For For Management 12 Authorize Company to Call EGM with 15 Days' Notice For For	1	1	I	Management	10		For	For	
	1	1	1			Approve Remuneration Policy			
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	I	I	I	Management	13	Authorize Board to Ratify and Execute Approved Resolutions	For	For	I I

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management	Vote	Significant votes - Rationales
company manis	Journal	mooting Date	Торологи	Number	Tropocal Tox	Recommendation	Decision	Olyminatik 1980 Materiales
Salesforce, Inc.	USA	09-juin-22	Management	1a	Elect Director Marc Benioff	For	For	
			Management	1b	Elect Director Bret Taylor	For	For	
			Management Management	1c 1d	Elect Director Laura Alber Elect Director Craig Conway	For For	For For	
			Management	1e	Elect Director Parker Harris	For	For	
			Management	1f	Elect Director Alan Hassenfeld	For	For	
			Management	1g	Elect Director Neelie Kroes	For	For	
			Management	1h	Elect Director Oscar Munoz	For	For	
			Management	1i	Elect Director Sanford Robertson	For	For	
			Management	1j	Elect Director John V. Roos	For	For	
			Management Management	1k 1l	Elect Director Robin Washington Elect Director Maynard Webb	For For	For For	
			Management	1m	Elect Director Maynard Webb Elect Director Susan Wojcicki	For	For	
			Management	2	Amend Omnibus Stock Plan	For	For	
			Management	3	Amend Qualified Employee Stock Purchase Plan	For	For	
			Management	4	Ratify Ernst & Young LLP as Auditors	For	For	
			Management	5	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Shareholder	6	Require Independent Board Chair	Against	For	A vote FOR this proposal is warranted given the importance of having an independent board chair.
			Shareholder	7	Oversee and Report a Racial Equity Audit	Against	For	A vote FOR this proposal is warranted, as it would strengthen the company's commitment towards addressing diversity, equity, and inclusion efforts in its business operations and ventures. In addition, it would allow shareholders to better assess the
								effectiveness of the company's diversity initiatives and its management of related risks.
ServiceNow, Inc.	USA	09-juin-22	Management	1a	Elect Director Susan L. Bostrom	For	For	
,	I	,	Management	1b	Elect Director Teresa Briggs	For	For	
1			Management	1c	Elect Director Jonathan C. Chadwick	For	For	
			Management	1d	Elect Director Paul E. Chamberlain	For	For	
1			Management	1e	Elect Director Lawrence J. Jackson, Jr.	For	For	
			Management	1f	Elect Director Frederic B. Luddy	For	For	
			Management	1g 1h	Elect Director Jeffrey A. Miller	For	For For	
			Management Management	in 1i	Elect Director Joseph "Larry" Quinlan Elect Director Sukumar Rathnam	For For	For	
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For		A vote AGAINST this proposal is warranted. NEOs received sizable one-time option awards in FY21 in addition to their regular
			Wanagement	_	Advisory vote to reality realited Executive Officers Compensation	1 01	Agamst	annual LTI awards. While the options maintain performance vesting conditions, the magnitude of the grants is excessive,
								particularly for the CEO at approximately \$200 million. The CEO's regular incentive opportunities were also increased in FY21,
								further compounding pay magnitude concerns. In addition, while the annual and long-term incentives are primarily performance-
								based for FY21, certain concerns remain regarding the lack of disclosure of performance metric achievement and the continued
								over-reliance on a single performance measurement period for both programs. Further, while the company provided disclosure
								about the rationale, the continued use of primarily one-year performance periods under the LTI program is concerning,
								particularly as shareholders have expressed a desire for long-term performance metrics under the program and a new three-
			Management	,	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	year relative TSR metric only applies to a fraction of the annual LTI awards.
Veeva Systems Inc.	USA	09-juin-22	Management	1a	Elect Director Tim Cabral	For	For	
veeva dysterns inc.	l con	03-jun-22	Management	1b	Elect Director Mark Carges	For	For	
			Management	1c	Elect Director Paul E. Chamberlain	For	For	
			Management	1d	Elect Director Peter P. Gassner	For	For	
			Management	1e	Elect Director Mary Lynne Hedley	For	For	
			Management	1f	Elect Director Priscilla Hung	For	For	
			Management	1g	Elect Director Tina Hunt	For	For	
1			Management	1h	Elect Director Marshall Mohr	For	For	
1			Management Management	1i	Elect Director Gordon Ritter Elect Director Paul Sekhri	For For	For For	
1			Management Management	1j 1k	Elect Director Paul Seknri Elect Director Matthew J. Wallach	For	For	
1			Management	2	Amend Omnibus Stock Plan	For	Against	Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote
1			gomont	'		1 '''	, igainst	AGAINST this proposal is warranted due to the following key factors: * The equity program is estimated to be excessively
1						1	I	dilutive (overriding factor); * The plan contains an evergreen feature (overriding factor); * The plan cost is excessive; * The
1							I	estimated duration of available and proposed shares exceeds six years; * The disclosure of change-in-control ("CIC") vesting
1						1	I	treatment is incomplete (or is otherwise considered discretionary); * The plan permits liberal recycling of shares; and * The plan
1			l		B IT KONOLIB A IT	1 -	l _	allows broad discretion to accelerate vesting.
HBM Healthcare Investments AG	Switzerland	10-juin-22	Management Management	3	Ratify KPMG LLP as Auditors Accept Financial Statements and Statutory Reports	For For	For For	
	Switzerland	10-juin-22	Management Management	1 2	Approve Discharge of Board and Senior Management	For	For	
HBM Healthcare Investments AG			Management	3	Approve Allocation of Income and Omission of Dividends	For	For	
HBM Healthcare Investments AG		1			Reelect Hans Hasler as Director and Board Chair	For	For	
HBM Healincare investments AG				4.1.1		FOR		
PBM Realincare investments AG			Management Management	4.1.1 4.1.2	Reelect Rudolf Lanz as Director	For	For	
nom neathcare investments AG			Management		Reelect Rudolf Lanz as Director Reelect Mario Giuliani as Director	For For		
nbw neathcare investments AG			Management Management	4.1.2 4.1.3 4.1.4	Reelect Rudolf Lanz as Director Reelect Mario Gillani as Director Reelect Stella Xu as Director	For For For	For For For	
PIBM Realincare invesiments AG			Management Management Management	4.1.2 4.1.3	Reelect Rudolf Lanz as Director Reelect Mario Giuliani as Director	For For	For For For	Board elections (Items 4.1.1 – 4.1.5) A vote AGAINST Elaine Jones is warranted because she holds an excessive number of
PIDM Realificare invesiments AG			Management Management Management Management	4.1.2 4.1.3 4.1.4	Reelect Rudolf Lanz as Director Reelect Mario Gillani as Director Reelect Stella Xu as Director	For For For	For For For	mandates at listed companies. Votes FOR the remaining nominees are warranted. However, some shareholders may be
nbw neathcare investments AG			Management Management Management Management	4.1.2 4.1.3 4.1.4	Reelect Rudolf Lanz as Director Reelect Mario Gillani as Director Reelect Stella Xu as Director	For For For	For For For	mandates at listed companies. Votes FOR the remaining nominees are warranted. However, some shareholders may be concerned that board chair Hans Hasler is also considered to hold an excessive number of mandates at listed companies.
nbw neathcare investments AG			Management Management Management Management	4.1.2 4.1.3 4.1.4	Reelect Rudolf Lanz as Director Reelect Mario Gillani as Director Reelect Stella Xu as Director	For For For	For For For	mandates at listed companies. Votes FOR the remaining nominees are warranted. However, some shareholders may be concerned that board chair Hans Hasler is also considered to hold an excessive number of mandates at listed companies. However, Sustainability Advisory Services will target his other non-chair, non-executive mandates. Committee Elections (Items
PEM Realificate invesiments AG			Management Management Management Management	4.1.2 4.1.3 4.1.4	Reelect Rudolf Lanz as Director Reelect Mario Gillani as Director Reelect Stella Xu as Director	For For For	For For For	mandates at listed companies. Votes FOR the remaining nominees are warranted. However, some shareholders may be concerned that board chair Hans Hasler is also considered to hold an excessive number of mandates at listed companies. However, Sustainability Advisory Services will target his other non-chair, non-executive mandates. Committee Elections (Items 4.2.1 – 4.2.3) A vote AGAINST Elaine Jones is warranted because her election to the board does not warrant support. Votes
PIDM Realificate Invesiments AG			Management Management Management Management Management	4.1.2 4.1.3 4.1.4 4.1.5	Reelect Rudolf Lanz as Director Reelect Mario Giuliani as Director Reelect Stella Xu as Director Reelect Stella Xu as Director Reelect Elaine Jones as Director	For For For For	For For For Against	mandates at listed companies. Votes FOR the remaining nominees are warranted. However, some shareholders may be concerned that board chair Hans Hasler is also considered to hold an excessive number of mandates at listed companies. However, Sustainability Advisory Services will target his other non-chair, non-executive mandates. Committee Elections (Items
NEW Realincare Invesiments AG			Management Management Management Management	4.1.2 4.1.3 4.1.4 4.1.5	Reelect Rudolf Lanz as Director Reelect Mario Gillani as Director Reelect Stella Xu as Director	For For For	For For For	mandates at listed companies. Votes FOR the remaining nominees are warranted. However, some shareholders may be concerned that board chair Hans Hasler is also considered to hold an excessive number of mandates at listed companies. However, Sustainability Advisory Services will target his other non-chair, non-executive mandates. Committee Elections (Items 4.2.1 – 4.2.3) A vote AGAINST Elaine Jones is warranted because her election to the board does not warrant support. Votes

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
			Management	4.2.3	Reappoint Elaine Jones as Member of the Compensation Committee	For For	Against	Board elections (Items 4.1.1 – 4.1.5) A vote AGAINST Elaine Jones is warranted because she holds an excessive number of mandates at listed companies. Votes FOR the remaining nominees are warranted. However, some shareholders may be concerned that board chair Hans Hasler is also considered to hold an excessive number of mandates at listed companies. However, Sustainability Advisory Services will target his other non-chair, non-executive mandates. Committee Elections (Items 4.2.1 – 4.2.3) A vote AGAINST Elaine Jones is warranted because her election to the board does not warrant support. Votes FOR the remaining nominees are warranted due to a lack of concerns.
			Management	5.1	Approve Fixed Remuneration of Directors in the Amount of CHF 400,000	For	For	
			Management	5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 350,000	For	For	
			Management	6	Ratify Ernst & Young AG as Auditors	For	For	
			Management Management	8	Designate KBT Treuhand AG as Independent Proxy Approve CHF 67.5 Million Reduction in Share Capital via Reduction in Par Value and	For For	For For	
			Management	ľ	Repayment of CHF 9.70 per Share	101	1 101	
			Management	9	Authorize Repurchase of up to Ten Percent of Issued Share Capital	For	For	
			Management	10	Transact Other Business (Voting)	For		A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of these any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.
Toyota Industries Corp.	Japan	10-juin-22	Management	1	Amend Articles to Disclose Shareholder Meeting Materials on Internet - Allow Virtual Only	For	Against	A vote AGAINST this proposal is warranted because: * The passage of this proposal will authorize the company to hold virtual
				l	Shareholder Meetings			only meetings permanently, without further need to consult shareholders, even after the current health crisis is resolved, and the proposed language fails to specify situations under which virtual meetings will be held.
			Management	2.1	Elect Director Toyoda, Tetsuro	For	Against	A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital
			Management	2.1	Lieu Director Toyoda, Tetsuro	101	Against	misallocation. * The nominee is an incumbent representative director and there is a lack of diversity on the board.
			Management	2.2	Elect Director Onishi, Akira	For	Against	A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital
			· -	l			1	misallocation. * The nominee is an incumbent representative director and there is a lack of diversity on the board.
			Management	2.3	Elect Director Mizuno, Yojiro	For	Against	A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.
			Management Management	2.4 2.5	Elect Director Sumi, Shuzo Elect Director Maeda, Masahiko	For For	For For	
			Management	2.5	Elect Director Maeda, Masaniko Elect Director Handa, Junichi	For	For	
			Management	3	Appoint Alternate Statutory Auditor Furusawa, Hitoshi	For	For	
			Management	4	Approve Annual Bonus	For	For	
			Management	5	Approve Compensation Ceiling for Directors	For	For	
Construcciones y Auxiliar de Ferrocarriles SA	Spain	11-juin-22	Management	1	Approve Consolidated and Standalone Financial Statements and Discharge of Board	For	For	
			Management	2	Approve Non-Financial Information Statement	For	For	
			Management Management	3 4.1	Approve Allocation of Income and Dividends Reelect Andres Arizkorreta Garcia as Director	For For	For Against	A vote AGAINST the reelection of NI-NEDs under Items 4.1-4.3 is warranted, as the board does not meet the 50 percent
			Management	4.1	Reelect Andres Arizkoneta Garda as Director	FOI	Against	independence guideline applicable to Spain-incorporated, non-controlled companies.
			Management	4.2	Reelect Luis Miguel Arconada Echarri as Director	For	Against	A vote AGAINST the reelection of NI-NEDs under Items 4.1-4.3 is warranted, as the board does not meet the 50 percent independence guideline applicable to Spain-incorporated, non-controlled companies.
			Management	4.3	Reelect Juan Jose Arrieta Sudupe as Director	For	Against	A vote AGAINST the reelection of NI-NEDs under Items 4.1-4.3 is warranted, as the board does not meet the 50 percent independence guideline applicable to Spain-incorporated, non-controlled companies.
			Management	4.4	Fix Number of Directors at 11	For	For	
			Management	5	Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities	For	Against	A vote AGAINST the contingent capital through convertible debt securities is warranted because the potential dilution exceeds
			Management	6	with Exclusion of Preemptive Rights up to 20 Percent of Capital Amend Remuneration Policy	For	Against	the 10-percent limit for non-preemptive issues. A vote AGAINST this item is warranted because the board has not improved the terms of the company's remuneration policy.
			Management	7	Advisory Vote on Remuneration Report	For		A vote AGAINST this item is warranted because the board is not responsive to minority concerns over disclosure and pay practice, including the following items: * The CEO's pay mix is suboptimal: at-risk, performance-based pay represents c. 7.2 percent of the former CEO's pay package (salary + bonus + pension) and 11.2 percent of the new CEO's package. * Information on performance outcome under the STI scheme is insufficient. * Pension contributions to the former CEO's have been excessive.
Di i i	1104	4411.00	Management	9	Authorize Board to Ratify and Execute Approved Resolutions	For	For	
Block, Inc.	USA	14-juin-22	Management	1.1	Elect Director Jack Dorsey	For	Withhold	WITHOLD votes are warranted for director nominees Jack Dorsey and Lord Paul Deighton given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.
			Management	1.2	Elect Director Paul Deighton	For	Withhold	WITHHOLD votes are warranted for director nominees Jack Dorsey and Lord Paul Deighton given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder inghts.
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	, ,,
			Management	3	Advisory Vote on Say on Pay Frequency	One Year	One Year	
			Management	4	Ratify Ernst & Young LLP as Auditors	For	For	[, , ₅₀₀ , , , , , , , , , , , , , , , , , ,
		1	Shareholder	5	Approve Recapitalization Plan for all Stock to Have One-vote per Share	Against	For	A vote FOR this proposal is warranted, as it would provide all shareholders with equal voting rights on all matters and would make the company eliqible for inclusion in the S&P 500 index.
Delta Electronics, Inc.	Taiwan	14-juin-22	Management	1	Approve Financial Statements	For	For	mano dio company digitito foi intridutati in the Odi Toto Indox.
<u>'</u>		I	Management	2	Approve Plan on Profit Distribution	For	For	
			Management	3	Approve Amendments to Articles of Association	For	For	
			Management	4	Approve Amendments to Rules and Procedures Regarding Shareholder's General Meeting	For	For	
			Management	5	Approve Amendments to Procedures Governing the Acquisition or Disposal of Assets	For	For	
			Management	6	Amend Procedures for Lending Funds to Other Parties	For	For	
			Management	7.1	Elect SS Guo, with SHAREHOLDER NO.5436 as Non-independent Director	For	For	
			Management	7.2	Elect Audrey Tseng, with SHAREHOLDER NO.A220289XXX as Independent Director	For	For	
	<u> </u>	<u> </u>	Management	8	Approve Release of Restrictions of Competitive Activities of Directors	For	For	
Afyren SAS	France	15-juin-22	Management Management	1 2	Approve Financial Statements and Statutory Reports Approve Treatment of Losses	For For	For For	
			Management Management	3	Approve Treatment of Losses Approve Discharge of Chairman, CEO and Directors	For	For	
1	•		wanayement		propriore bisonarge or chairman, GEO and birectors	1 101	1 101	ı

Normalization of the Committee of the Co	Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
Marganest Marg				Management	Number 4	Approve Auditors' Special Report on Related-Party Transactions	rtooommonaation		
Marginetic Part				Management		Approve Non-Deductible Evnenses	For	For	gram or warrants the consulting agreement with the non-executive chairman lacks a compelling rationale.
Management Man		1		managomon	ľ				A vote AGAINST is warranted as the share repurchase program can be continued during a takeover period.
Management		1			7				
Mongamonia de Carlos Carlos (Carlos Carlos C		1		-	l '		, - -	-	
Agregate have decided and count of 11 for 20 pp. Unarregated to the control of the count of the		1			-				
Management 1 September 1 Septe		1		Management	9		For	Against	
Management 10 special description of Early 19 years of terror for part of part of the court of Early 19 years of E		1				Aggregate Nominal Amount of EUR 225,000			
Absorption 10 Appears a large of the part									
Management 10 Ma		1		Management	10	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries.	For	Against	
Administration of the comment of the		1		J				ľ	
Management 11 Authority between Capital in the Security of Securit		1							
Seament to Boundaries Visua About 1 Seament to Boundaries Visua About 1 Seament and 1							_	l	
Nongement 1 1 Autore to the n Employee Stock Proteins Place 1 1 Autore Dated Nonemark 1 1 Autore		1		Management	11		For	Against	
Hangapour 27 Hanga		1				Submitted to Shareholder Vote Above			
Aborgane 1		1							
Nongement 15 Andreas Posses in State Cognitive of Connection of Processing State Cognitive of Connection of Processing State Cognitive Country of Processing Cognitive Country of Processing State Cognitive Country of Proces		1		Management	12	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For	
Management 15 Absorption 15 Ab		1		Management	13		For	For	
Management 15 Absorption 15 Ab		1					_	_	
Management of Specific Beardination of Specifi		1							L
Management 18 Affaurch bearance of 12/12/97 Werends (SPSC2022) without Prevention Right and Management of Right Intended to Right Intended		1		Management	15		For	Against	
Authorized Business of Lings Williams (1997) Appeared to the Companies (1997) Appeared to the Compa		1				ioi specific bettericiaries			
Reserved for Specific Bestfacilises Total Specific Process Total		1		Management	16	Authorize Issuance of 1,679,297 Warrants (BSPCE2022) without Preemptive Rights	For	Against	
Management 17 both Total Limit for Copyale Persons to Request to Mortal Persons 2012 Copyale Persons 20		1		, and the second				ľ	recommended guidelines. * The total aggregate volume would be in excess of recommended guidelines. * There is no sufficient
Section 1.5 months 1.5 mo						·			information on performance criteria
Management 1 33.05.9.9 For Page February State 1 1 1 1 1 1 1 1 1		1		Management	17		For	For	
Management 18 Management 18 Authorise Fining of Research Document School Document Colleges For Part		1							
CFM Polither Commandation Spin				Management	18		For	For	
Management	CTP NV	Netherlands	15-juin-22		2		For	For	
Maragement Maragement American Maragement American Maragement Maragement Maragement Maragement Part Part Maragement Pa	Parade Technologies Ltd.	Cayman Islands	15-juin-22		1				
Management 1 2 Bed Dreck Name Processing For		1			2				
Management 5 American Procedures Generality Relaxation of Topical Assets From Hamiltonian Control (Control Application Septical Septication Septicatio		1							
Maragement 5 6 Americ Rules and Procedure Registring Staterholder's General Meeting For For Maragement 7 1 Each LI JACA (with ID NA ACK29900X as to a Non-Independent Director For For Maragement 7 1 Septiment 1 1		1			5				
Management 7.2 Beek MING QU, with DN ACX03272XXX, as Non-independent Director For For Management 7.4 Beek MING, TALL WI, with MED NO ENDERN POIL AND NO AND		1			6	Amend Rules and Procedures Regarding Shareholder's General Meeting		For	
Management Namagement 7.3 Elect HUANG, TALLUM, with SHAREHOLDER NO. 9, as Non-independent Director For F		1							
Management 7.5 Elect YANG, JUNG KUNG, with SHAREHOLDER NO.6, as Non-Independent Director Management 7.5 Elect SHEN JL-NN SECRET NO.6, as Non-Independent Director For For For Management 7.5 Elect SHEN JL-NN SECRET NO.6, as Independent Director For For For For For For For For For F									
Management Angele		1							
Management 7,7 Elect SHEN, LISH LIN, with DIA OF 103573XXX, as Independent Director For		1							
Second Companies, Inc. USA 15-juin-22 Management 1.1 Elect Director Dan Gilbert Elect Dir						Elect SHEN, JEN LIN, with ID NO.F103573XXX, as Independent Director			
failure to remove, or subject to a sunsert requirement, the multi-class capital structure, the classified board and the pop-up supermignify vote requirements to the governing documents, each of which and wersely impacts shareholder rights. WITHHOLD votes are further warranted for non-inneae Daniel (Dan) Glabert for laring to establish a board on which an alignify of the directors. WITHHOLD votes are shown arranted for non-inneae Daniel (Dan) Glabert for laring to establish a board on which an alignify of the directors are independent directors. WITHHOLD votes are also warranted for withhold withhold the pop-up supermignify vote requirements to enter careful charges the pop-up of the directors will have been also warranted for pop-up supermignify vote requirements to enter certain changes to the governing documents, each of which adversely impacts shareholder rights. WITHHOLD votes are warranted for non-independent enterior on non-independent directors. WITHHOLD votes are a further warranted for non-independent director non-independent non-independent director non-independent director non-independent director non-independent director non-independent dire					7.7		1 01	. 0.	
spermajority vote requirements to enant cartain charges to the governing documents, each of which adversely impacts shareholder rights. WITH-IDU. by teas are independent directors. With a shareholder rights. WITH-IDU. by teas are independent directors. With the state of the shareholder rights. WITH-IDU. by teas are independent directors. With the state of which adversely impacts of shareholder rights. WITH-IDU. by teas are independent director. With IDU by teas are independent directors. With IDU by teas are independent director. With IDU by teas are independent director. With IDU by teas are independent director norm methor of a key board committee. **Beech Technologies**, Inc.** **USA***	Rocket Companies, Inc.	USA	15-juin-22	Management	1.1	Elect Director Dan Gilbert	For	Withhold	
Management 1.2 Elect Director Nancy Tellem For Withhold Select or Commission and									
Management Management USA 15-jun-22 Management Management 1 Select Director Nancy Tellem Source Management Management Management 1 Select Director Nancy Tellem Source Management Management 1 Select Director Nancy Tellem Source Management Mana		1							
Management Lange of the Company of t									
Roper Technologies, Inc. USA 15-juin-22 Management M									
Roper Technologies, Inc. USA I5-juin-22 Management M		1		Management	1.2	Elect Director Nancy Tellem	For	Withhold	
Roper Technologies, Inc. USA 15-juin-22 Ratify Ernst & Young LLP as Auditors Amend Nonqualified Employee Stock Purchase Plan 1.1 Elect Director Amy Woods Brinkley Hanagement Management Managemen		1							
Management Management USA 15-juin-22 Management 1.1 Elect Director Amy Woods Brinkley Hold Director Foor For Management 1.2 Elect Director Amy Woods Brinkley For For Management 1.4 Elect Director For Hold Director Foor Holding AG Switzerland Sistement 1.8 Wanagement 1.8 Sonova Holding AG Switzerland Sistement 1.9 Management 1.9 Management 1.8 Management 1.8 Management 1.8 Management 1.8 Management 1.8 Management 1.8 Elect Director Fixed Foor Holding AG Switzerland 15-juin-22 Management 1.8 Management 1.9 Management 1.9 Management 1.9 Management 1.9 Management 1.9 Manage		1							
Management Amanagement Amend Monoqualified Employee Stock Purchase Plan For For For Management Amend Monoqualified Employee Stock Purchase Plan For For For Management Management L2 Elect Director Amy Woods Brinkley For For Management Management L3 Elect Director Amy Woods Brinkley For For Management L4 Elect Director Amy Woods Brinkley For For Management L4 Elect Director New Human For For For Management L5 Elect Director Robert D. Johnson For For Management L6 Elect Director Robert D. Johnson For For Management L6 Elect Director Claura G. Thatcher For For Management L9 Elect Director Laura G. Thatcher For For Management L9 Elect Director Richard F. Wallman For For For Management L9 Elect Director Richard F. Wallman For For For Management L9 Elect Director Richard F. Wallman For For For Management L9 Elect Director Richard F. Wallman For For For For Management L9 Elect Director Richard F. Wallman For For For For Management L9 Elect Director Richard F. Wallman For For For For Management L9 Elect Director Richard F. Wallman For For For For Management L9 Elect Director Christopher Wright For For For Management L9 Management L9 Elect Director Richard F. Wallman For For For For Management L9 Management L9 Advisory Vote to Ratify Named Executive Officers' Compensation For For For For Management L9 Advisory Vote to Ratify Named Executive Officers' Compensation For		1			l			I	to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are also warranted for
Roper Technologies, Inc. USA 15-juin-22 Management Management 1.2 Elect Director Shelly e L Archambeau For For For Management Management Management 1.3 Elect Director Amy Woods Brinkley For For Management Management 1.4 Elect Director Nem Woods Brinkley For For Management Management 1.5 Elect Director Nem Woods Brinkley For For Management Management 1.5 Elect Director Nem Member Shell Provided Management Management 1.6 Elect Director Management 1.7 Elect Director Management 1.7 Elect Director Management 1.8 Elect Director Laura G. Thatcher For For Management Management 1.9 Management 1.9 Elect Director Mistopher Wright Management 2 Advisory Vole to Raiffy Named Executive Officers Compensation For For Sor Management Management 1.1 Accept Financial Statements and Statutory Reports For For Management Management 1.2 Approve Remuneration Report (Non-Binding) For For For Management Management 1.1 Management 1.2 Approve Memuneration Report (Non-Binding) For For For Management 1.1 Management 1.2 Approve Memuneration Report (Non-Binding) For For For For Management 1.1 Management 2 Approve Memuneration Report (Non-Binding) For For For For For Management 1.1 Management 2 Approve Memuneration Report (Non-Binding) For For For For For For Management 1.1 Management 1.1 Management 2 Approve Memuneration Report (Non-Binding) For		1			l			I	Daniel (Dan) Gilbert for serving as a non-independent member of a key board committee.
Roper Technologies, Inc. USA 15-juin-22 Management Management Management I.3 Elect Director Shellye L. Archambeau For					2				
Management Management 1.2 Elect Director Amy Woods Brinkley For For For Management Manag	Roper Technologies, Inc.	USA	15-juin-22		11				
Management Management 1.3 Elect Director Irene M. Esteves For For For For For Management	Topor Toomiologica, IIIo.		10-juni-22		1.2				
Management Management 1.5 Elect Director Robert D. Johnson For For For Management 1.6 Elect Director Inomas P. Joyce, Jr. For For For Management Management 1.7 Elect Director Laura G. Thatcher For For Management Management 1.8 Elect Director Richard F. Wallman For For For Management 1.9 Elect Director Christopher Wright For For Management Management 2 Advisory Vote to Ratify Named Executive Officers' Compensation For For Sonova Holding AG Switzerland 15-juin-22 Management 1.1 Accept Financial Statements and Statutory Reports For For Management 1.2 Approve Remuneration Report (Non-Binding) For For For Management 2 Approve Remuneration Report (Non-Binding) For For For For For For Management 2 Approve Remuneration Report (Non-Binding) For For For For For For Management 2 Approve Remuneration Report (Non-Binding) For		1		Management		Elect Director Irene M. Esteves	For		
Management Management 1.6 Elect Director Thomas P, Joyce, Jr. Management Management 1.8 Elect Director Chiatopher Wright Management		1							
Management Management 1.7 Elect Director Laura G. Thatcher For For For Management Management 1.9 Elect Director Christopher Wright For For Management Management Management 2 Advisory Vote to Ratify Named Executive Officers' Compensation For For For Management 3 Ratify PricewaterhouseCoopers LLP as Auditors For For Sonova Holding AG Switzerland 15-juin-22 Management 1.1 Accept Financial Statements and Statutory Reports For For Management 1.2 Approve Remuneration Report (Non-Binding) For For For For Management 2 Approve Remuneration Report (Non-Binding) For For For For For For Management 2 Approve Remuneration Report (Non-Binding) For For For For For For Management 2 Approve Management 2 Approve Remuneration Report (Non-Binding) For		1							
Management Management 1.8 Elect Director Richard F. Wallman For For For For For Management 4.4 Advisory Vote to Ratify Named Executive Officers' Compensation For For For Sonova Holding AG Switzerland 15-juin-22 Management 1.1 Accept Financial Statements and Statutory Reports For For Management 1.2 Approve Remuneration Report (Non-Binding) For For For For Management 1.2 Approve Remuneration Report (Non-Binding) For		1							
Management Management Management Management Sonova Holding AG Switzerland Solution Management Manag		1							
Management 2 Advisory Vote to Ratify Named Executive Officers' Compensation For For Management 3 Ratify PricewaterhouseCoopers LLP as Auditors For For Sonova Holding AG Switzerland 15-juin-22 Management 1.1 Accept Financial Statements and Statutory Reports For For Management 1.2 Approve Remuneration Report (Non-Binding) For For For Management 2 Approve Remuneration Report (Non-Binding) For For For Management 2 Approve Alpocation of Income and Dividends of CHF 4.40 per Share For For		1				Elect Director Christopher Wright	For		
Sonova Holding AG Switzerland 15-juin-22 Management 1.1 Accept Financial Statements and Statutory Reports For For Management 1.2 Approve Remuneration Report (Non-Finding) For For For Management 2 Approve Allocation of Income and Dividends of CHF 4.40 per Share For For		1		Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
Management 1.2 Approve Remuneration Report (Non-Binding) For For Management 2 Approve Allocation of Income and Dividends of CHF 4.40 per Share For For	Community AC	Double 1 :	45 5 5 00		3			1 0.	
Management 2 Approve Allocation of Income and Dividends of CHF 4.40 per Share For For	Sonova Holding AG	Switzerland	15-juin-22		1.1				
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CN	Country.	Martina Data	Doggan	Dunnand	Proceed Toy	Management	V-4-	Cimificant value Balicania
Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
		i	Management	4	Approve Increase in Minimum Size of Board to Five Members and Maximum Size to Ten	For	For	
			ľ		Members			
		1	Management	5.1.1	Reelect Robert Spoerry as Director and Board Chair	For	For	
		1	Management	5.1.2	Reelect Stacy Seng as Director	For	For	
		1	Management	5.1.3	Reelect Lynn Bleil as Director	For	For	
		1	Management Management	5.1.4 5.1.5	Reelect Gregory Behar as Director Reelect Lukas Braunschweiler as Director	For For	For For	
		1	Management	5.1.6	Reelect Roland Diggelmann as Director	For	For	
		1	Management	5.1.7	Reelect Ronald van der Vis as Director	For	For	
		1	Management	5.1.8	Reelect Jinlong Wang as Director	For	For	
		1	Management	5.1.9	Reelect Adrian Widmer as Director	For	For	
		1	Management	5.2	Elect Julie Tay as Director	For	For	
		1	Management	5.3.1	Reappoint Stacy Seng as Member of the Nomination and Compensation Committee	For	For	
		1	Management	5.3.2	Reappoint Lukas Braunschweiler as Member of the Nomination and Compensation Committee	For	For	
			Management	5.3.3	Reappoint Roland Diggelmann as Member of the Nomination and Compensation Committee	For	For	
		1	Management	5.4	Ratify Ernst & Young AG as Auditors	For	For	
		1	Management	5.5	Designate Keller KLG as Independent Proxy	For	For	
		1	Management	6.1	Approve Remuneration of Directors in the Amount of CHF 3.5 Million	For	For	
		I	Management	6.2	Approve Remuneration of Executive Committee in the Amount of CHF 16 Million	For	For	
		I	Management	7.1	Approve CHF 100,621.90 Reduction in Share Capital as Part of the Share Buyback	For	For	
			Management	7.2	Program via Cancellation of Repurchased Shares Approve Extension of Existing Authorized Capital Pool of CHF 305,798.59 with or without	For	For	
		I	Management	8	Exclusion of Preemptive Rights Transact Other Business (Voting)	For	Against	A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case
		1	ivianagement	٥	Transact Other Business (Voting)	FOI	Against	new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content
		1	1					of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against
			1					this item on a precautionary basis.
Veolia Environnement SA	France	15-juin-22	Management	1	Approve Financial Statements and Statutory Reports	For	For	
		1	Management	2	Approve Consolidated Financial Statements and Statutory Reports	For	For	
		1	Management	3	Approve Non-Deductible Expenses	For	For	
		1	Management	4	Approve Allocation of Income and Dividends of EUR 1 per Share	For	For	
		1	Management Management	5	Approve Auditors' Special Report on Related-Party Transactions Reelect Antoine Frerot as Director	For For	For For	
		1	Management	7	Elect Estelle Brachlianoff as Director	For	For	
		1	Management	8	Elect Agata Mazurek-Bak as Director	For	For	
		1	Management	9	Approve Compensation of Antoine Frerot, Chairman and CEO	For	For	
		1	Management	10	Approve Compensation Report of Corporate Officers	For	For	
		1	Management	11	Approve Remuneration Policy of Chairman and CEO From 1 January 2022 to 30 June 2022	For	For	
			Management	12	Approve Remuneration Policy of Chairman and CEO From 1 January 2022 to 30 June 2022 (Stock Bonus)	For	Against	A vote AGAINST this exceptional remuneration policy is warranted as it seems that the Suez acquisition achievement is rewarded twice, by the exceptional grant of 30,000 shares and the decision to maintain full potential vesting of the 2020 and 2021 plans without prorata temporis despite Antoine Frérot not being an executive anymore after July, 1st.
			Management	13	Approve Remuneration Policy of Chairman of the Board From 1 July to 31 December 2022	For	For	2021 pails without protata temporis despite vitaline i rater not being an excedure anymore and day, ret.
		I	Management	14	Approve Remuneration Policy of CEO From 1 July to 31 December 2022	For	For	
		I	Management	15	Approve Remuneration Policy of Corporate Officers	For	For	
		I	Management	16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	
			Management	17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 1,049,587,899	For	For	
			Management	18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 349,862,633	For	For	
			Management	19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 349,862,633	For	For	
]		I	Management Management	20 21	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation	For For	For For	
			ľ		Submitted to Shareholder Vote Under Items 17 and 18			
			Management	22	Authorize Capitalization of Reserves of Up to EUR 400 Million for Bonus Issue or Increase in Par Value	For	For	
		I	Management Management	23 24	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for	For For	For For	
		I	ivianagement	24	Employees and Corporate Officers of International Subsidiaries	FUI	FUI	
		I	Management	25	Authorize up to 0.35 Percent of Issued Capital for Use in Restricted Stock Plans	For	For	
		I	Management	26	Authorize dip to 0.35 Percent of Issued Capital for Ose in Resultated Stock Plans Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For	
			Management	27	Authorize Filing of Required Documents/Other Formalities	For	For	
Befesa SA	Luxembourg	16-juin-22	Management	2	Approve Consolidated Financial Statements	For	For	
		I	Management	3	Approve Financial Statements	For	For	
		I	Management	4	Approve Allocation of Income and Dividends	For	For	
]		I	Management Management	5 6	Approve Discharge of Directors Reelect Georg Graf von Waldersee as Non-Executive Director	For For	For	
		I	Management Management	7	Reelect Georg Graf von Waldersee as Non-Executive Director Reelect Frauke Heistermann as Non-Executive Director	For	For For	
,	•	•	Management	'	Toolean Talana Tooleannan as Nor-Exceeding Director	1 01		ı

Management Man	Intel because: "The nominees are ssary qualifications for board IST the reelection of chairman of insufficiently diverse. Idlation to market standards. disclosure and best market sed LTI plan (30 percent RSUs) e payout. Furthermore, the ration policy framework. In the properties of the payout. Furthermore was sesses the stringency ves; "Executive members received antum of pay;" One-off awards vest and's vole on the remuneration
Lehman, Georg Graf von Waldersee, Herburk Wieser and Asier Zarraonanda Ayo is swar elected for a period not exceeding four years, "The candidates appear to possess the new membership; and "There is no known controversy concerning the candidates A vote AGAI the nominating committee Romeo Kreinberg is warranted because the board composition of the nominating committee Romeo Kreinberg is warranted because the board composition of the nominating committee Romeo Kreinberg is warranted because the board composition of the nominating committee Romeo Kreinberg is warranted because the board composition of the nominating committee Romeo Kreinberg is warranted because the board composition of the nominating committee Romeo Kreinberg is warranted because the board composition of For For Roman and the Herburk Wiseer as Non-Executive Director For For Roman and the Herburk Wiseer as Non-Executive Director For For Roman and the Romeous Roman and R	Intel because: * The nominees are ssary qualifications for board IST the reelection of chairman of insufficiently diverse. Idation to market standards. disclosure and best market sed LTI plan (30 percent RSUs) e payout. Furthermore, the ration policy framework. Irreholders to assess the stringency vers; * Executive members received antum of pay; * One-off awards vest and so you want to pay; * One-off awards vest and so you want on pay; * One-off awards vest and so you want on pay; * One-off awards vest and so you want on pay; * One-off awards vest and so you want on the remuneration are so you want of the remuneration and you want of the part of
Realect Javier Molina Mortes as Executive Director Haragement Management Mana	lisclosure and best market seed LTI plan (30 percent RSUs) e payout. Furthermore, the eration policy framework. reholders to assess the stringency ves; * Executive members received antum of pay; * One-off awards vest and so you have the remuneration
Management	lisclosure and best market seed LTI plan (30 percent RSUs) e payout. Furthermore, the eration policy framework. reholders to assess the stringency ves; * Executive members received antum of pay; * One-off awards vest and so you have the remuneration
Management Management 12 Relect Asier Zarraonandia Ayo as Executive Director For For For Management	lisclosure and best market seed LTI plan (30 percent RSUs) e payout. Furthermore, the eration policy framework. reholders to assess the stringency ves; * Executive members received antum of pay; * One-off awards vest and so you have the remuneration
Management	lisclosure and best market seed LTI plan (30 percent RSUs) e payout. Furthermore, the eration policy framework. reholders to assess the stringency ves; * Executive members received antum of pay; * One-off awards vest and so you have the remuneration
Management	lisclosure and best market seed LTI plan (30 percent RSUs) e payout. Furthermore, the eration policy framework. reholders to assess the stringency ves; * Executive members received antum of pay; * One-off awards vest and so you on the remunerations
Management 15 Approve Fixed Remuneration of Non-Executive Directors Aprove Remuneration of Non-Executive Directors For Against Management 16 Approve Remuneration Policy Service S	lisclosure and best market seed LTI plan (30 percent RSUs) e payout. Furthermore, the eration policy framework. reholders to assess the stringency ves; * Executive members received antum of pay; * One-off awards vest and so you on the remunerations
Management 16 Approve Remuneration Policy For Against A vote AGAINST is warranted, because the proposed remuneration policy is below par in Whereas the company implemented several improvements to address concerns regarding practices, we still highlight concerns as the company moved to a more non-performance by while the TSR performance metric (50 percent weight) allows for below median performance by while the TSR performance metric (50 percent weight) allows for below median performance by while the TSR performance metric (50 percent weight) allows for below median performance by while the TSR performance metric (50 percent weight) allows for below median performance by while the TSR performance metric (50 percent weight) allows for below median performance based wardsource is still not sufficient for exposed remuneration policy with experimence by while the TSR performance metric (50 percent weight) allows for below median performance by while the TSR performance metric (50 percent weight) allows for below median performance by while the TSR performance metric (50 percent weight) allows for below median performance by while the TSR performance metric (50 percent weight) allows for below median performance by while the TSR performance metric (50 percent weight) allows for below median performance by while the TSR performance bear deviationally sufficient for the short and long-term plans, "Performance-based disclosure is still not sufficient for the short and long-term plans," Performance-based disclosure is still not sufficient for the short and long-term plans, and performance by while the TSR performance by while the TSR performance by while the TSR performance bear disclosure is still not sufficient for the short and long-term plans, and the time TSR performance metric (50 percent weight) allows for below the formance bear disclosure in still practice. Full Standard Type Allows for the Standard Performance the proper and that the company provided increased disclosure or achievement leve within three years	lisclosure and best market seed LTI plan (30 percent RSUs) e payout. Furthermore, the eration policy framework. reholders to assess the stringency ves; * Executive members received antum of pay; * One-off awards vest and so you on the remunerations
Management 17 Approve Remuneration Report 17 Approve Remuneration Report 18 Renew Appointment of KPMG Loxembourg as Auditor Full table and the company provided increased disclosure on achievement leve 19 Management 1 Approve Appointment of KPMG Loxembourg as Auditor For Management 1 Approve Appointment of Management 2 Amanagement 3.1 Elect Director Salto, Elsuro Management 3.2 Elect Director Niwayama, Hiroshi For For For Management 3.2 Elect Director Sakemaki, Hisashi For	sed LTI plan (30 percent RSUs) e payout. Furthermore, the ration policy framework. ireholders to assess the stringency ves; "Executive members received antum of pay;" One-off awards vest ear's vote on the remuneration
Fujitsu General Ltd. Japan 16-juin-22 Management Management Management 3.1 Elect Director Niwayama, Hiroshi Management Managemen	of the STI and LTI plan.
Fujitsu General Ltd. Japan 16-juin-22 Management 1 Approve Allocation of Income, with a Final Dividend of JPY 16 For For Management 2 Amend Articles to Disclose Shareholder Meeting Materials on Internet For For Management 3.1 Elect Director Saito, Etsuro For For Management 3.2 Elect Director Sakamaki, Hisashi For For For Management 3.3 Elect Director Sakamaki, Hisashi For For For	
Management 2 Amend Articles to Disclose Shareholder Meeting Materials on Internet For For Management 3.1 Elect Director Salto, Elsuro For For Management 3.2 Elect Director Niwayama, Hiroshi For For Management 3.3 Elect Director Sakamaki, Hisashi For For	
Management 3.2 Elect Director Niwayama, Hiroshi For For Management 3.3 Elect Director Sakamaki, Hisashi For For	
Management 3.3 Elect Director Sakamaki, Hisashi For For	
Management 3.4 Elect Director Terasaka, Fumiaki For For	
Management 3.5 Elect Director Kuwayama, Mieko For For	
Management 3.6 Elect Director Maehara, Osami For For	
Management 3.7 Elect Director Yamaguchi, Hirohisa For For	
Management 3.8 Elect Director Kosuda, Tsunenao For For	
Management 3.9 Elect Director Hasegawa, Tadashi For For	
Management 3.10 Elect Director Yokoyama, Hiroyuki For For Management 3.11 Elect Director Sugiyama, Masaki For For	
Management 4 Appoint Alternate Statutory Auditor Nishimura, Yasuo For For	
Management 5 Approve Annual Bonus For For	
Management 6 Approve Restricted Stock Plan For For	
liberdrola SA Spain 16-juin-22 Management 1 Approve Consolidated and Standalone Financial Statements For For	
Management 2 Approve Consolidated and Standalone Management Reports For For Management 3 Approve Non-Financial Information Statement For For For	
Management 3 Approve Non-i-inancial information Statement. Pror For Management 4 Approve Non-inancial information Statement. Pror For For	
Management 5 Renew Appointment of KPMG Auditores as Auditor For For	
Management 6 Amend Preamble and Article 7 Re: Company's Purpose, Values and Social Dividend For For	
Management 7 Amend Article 16 Re: Engagement Dividend For For	
Management 8 Amend Article 11 of General Meeting Regulations Re: Engagement Dividend For For	
Management 9 Approve Engagement Dividend For For Management 10 Approve Allocation of Income and Dividends For For	
Management 10 Approve Allocation of Income and Dividends For For Management 11 Approve Scrip Dividends For For	
Management 12 Approve Scrip Dividends For For	
Management 13 Approve Reduction in Share Capital via Amortization of Treasury Shares For For	
Management 14 Advisory Vote on Remuneration Report For For	l
Management 15 Reelect Anthony L. Gardner as Director For For	
Management 16 Ratify Appointment of and Elect Maria Angeles Alcala Diaz as Director For For Management 17 Ratify Appointment of and Elect Isabel Garcia Tejerina as Director For For	
Management 18 Fix Number of Directors at 14 For Superior	
Management 19 Authorize Share Repurchase Program For For	
Management 20 Authorize Board to Ratify and Execute Approved Resolutions For For	
Oatly Group AB Sweden 16-juin-22 Management 2 Elect Chairman of Meeting For For	
Management 3 Prepare and Approve List of Shareholders For For	
Management 4 Approve Agenda of Meeting For For Management 5 Designate Inspector(s) of Minutes of Meeting For For	I
Management 5 Designate inspector(s) of Minutes or Meeting For For Management 6 Acknowledge Proper Conventing of Meeting For For	l
Management 8 Accept Financial Statements and Statutory Reports For For	
Management 9 Approve Allocation of Income and Omission of Dividends For For	l
Management 10 Approve Discharge of Board and President For For	l
Management 11 Determine Number of Members (12) and Deputy Members (0) of Board For For	
Management 12 Approve Remuneration of Directors in the Amount of USD 60,000 for Each Directors; For For Approve Remuneration for Committee Work	
Approve Remuneration of Committee Work Management 13 Approve Remuneration of Auditors For For	
Management 14 Ratify Ernst & Young as Auditors For For	l
Management 15 Amend Articles Re: Set Minimum (250 Million) and Maximum (1 Billion) Number of Shares For For	
Management 16 Approve Issuance of up to 20 Percent of Share Capital without Preemptive Rights For Against A vote AGAINST this issuance authorization is warranted because the potential share capit	1

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management Recommendation	Vote	Significant votes - Rationales
Toyoda Gosei Co., Ltd.	Japan	16-juin-22	Management	Number 1	Amend Articles to Amend Business Lines - Disclose Shareholder Meeting Materials on	For	For	
' ' ' '		,	, and the second		Internet			
		1	Management	2.1	Elect Director Koyama, Toru	For	For	
		1	Management Management	2.2 2.3	Elect Director Yamada, Tomonobu Elect Director Yasuda, Hiroshi	For For	For For	
		1	Management	2.3	Elect Director Yasuda, Hiroshi Elect Director Oka, Masaki	For	For	
		1	Management	2.5	Elect Director Ishikawa, Takashi	For	For	
			Management	2.6	Elect Director Miyazaki, Naoki	For	For	
		1	Management	2.7	Elect Director Tsuchiya, Sojiro	For	For	
		1	Management Management	2.8 2.9	Elect Director Yamaka, Kimio Elect Director Matsumoto, Mayumi	For For	For For	
		1	Management	3	Appoint Statutory Auditor Kuwayama, Hitoshi	For	For	
TURKCELL lletisim Hizmetleri AS	Turkey	16-juin-22	Management	1	Open Meeting and Elect Presiding Council of Meeting	For	For	
			Management	2	Accept Board Report	For	For	
		1	Management Management	3	Accept Audit Report	For For	For For	
			Management	5	Accept Financial Statements Approve Discharge of Board	For	For	
		1	Management	6	Amend Company Articles 9, 17 and 19	For	For	
			Management	7	Approve Upper Limit of Donations for 2022 and Receive Information on Donations Made in	For	For	
		1			2021	_	l	
		1	Management	8	Ratify Director Appointments	For	Against	A vote AGAINST this item is warranted, as no director nominees have been proposed at the time of writing, and it is uncertain
		1						that an independent director would be appointed at the general meeting under this item whereas the board is not one third independent.
		1	Management	9	Approve Director Remuneration	For	Against	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from
	l		-					making an informed voting decision.
		1	Management	10	Approve Working Principles of the General Assembly	For	For	
			Management	11	Ratify External Auditors	For	For	
		1	Management Management	12 13	Approve Allocation of Income Grant Permission for Board Members to Engage in Commercial Transactions with Company	For For	For For	
		1	Wanagement	10	and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles	101	1 01	
					395 and 396 of Turkish Commercial Law			
Aon plc	Ireland	17-juin-22	Management	1.1	Elect Director Lester B. Knight	For	For	
			Management	1.2	Elect Director Gregory C. Case	For	For	
		1	Management Management	1.3 1.4	Elect Director Jin-Yong Cai Elect Director Jeffrey C. Campbell	For For	For For	
		1	Management	1.5	Elect Director Fulvio Conti	For	For	
		1	Management	1.6	Elect Director Cheryl A. Francis	For	For	
		1	Management	1.7	Elect Director J. Michael Losh	For	For	
		1	Management	1.8 1.9	Elect Director Richard C. Notebaert	For	For	
		1	Management Management	1.10	Elect Director Gloria Santona Elect Director Byron O. Spruell	For For	For For	
		1	Management	1.11	Elect Director Carolyn Y. Woo	For	For	
		1	Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
		1	Management	3	Ratify Ernst & Young LLP as Auditors	For	For	
		1	Management Management	4	Ratify Ernst & Young Chartered Accountants as Statutory Auditor	For For	For For	
Cathay Financial Holdings Co. Ltd.	Taiwan	17-juin-22	Management	1	Authorize Board to Fix Remuneration of Auditors Approve Business Operations Report and Financial Statements	For	For	
Salita) i manisiar risiaringo Se. Eta.	raman	17 Juin 22	Management	2	Approve Profit Distribution	For	For	
		1	Management	3	Approve Amendments to Articles of Association	For	For	
		1	Management	4	Approve Amendments to Rules and Procedures Regarding Shareholder's General Meeting	For	For	
		1		٠.	Annual Branch and Committee the Annuicities on Binness Lef Annuic	F	F	
		1	Management Management	5 6	Amend Procedures Governing the Acquisition or Disposal of Assets Approve to Raise Long-term Capital	For For	For For	
	l		Management	7.1	Elect CHENG-TA TSAI, a Representative of CHIA YI CAPITAL CO., LTD., with	For	For	
	l		-		SHAREHOLDER NO.572870, as Non-Independent Director			
	l		Management	7.2	Elect HONG-TU TSAI, with SHAREHOLDER NO.1372, as Non-Independent Director	For	For	
	l		Management	7.3	Elect CHENG-CHIU TSAI, a Representative of CHEN-SHENG INDUSTRIAL CO., LTD., with SHAREHOLDER NO.552922, as Non-Independent Director	For	For	
	l		Management	7.4	Elect CHI-WEI JOONG, a Representative of CHIA YI CAPITAL CO., LTD., with	For	For	
	l			l	SHAREHOLDER NO.572870,as Non-Independent Director		1	
	l		Management	7.5	Elect ANDREW MING-JIAN KUO, a Representative of CATHAY UNITED BANK	For	For	
	l			1 7.0	FOUNDATION, with SHAREHOLDER NO.579581, as Non-Independent Director	F	l	
	l		Management	7.6	Elect TIAO-KUEI HUANG, a Representative of CATHAY LIFE INSURANCE CO., LTD. EMPLOYEES WELFARE COMMITTEE, with SHAREHOLDER NO.1237, as Non-	For	For	
	l			l	Independent Director			
	l		Management	7.7	Elect MING- HO HSIUNG, a Representative of CATHAY LIFE INSURANCE CO., LTD.	For	For	
	l			l	EMPLOYEES WELFARE COMMITTEE, with SHAREHOLDER NO.1237, as Non-			
	l			l	Independent Director	F	F	
	l		Management	7.8	Elect CHANG-KEN LEE, a Representative of CATHAY LIFE INSURANCE CO., LTD. EMPLOYEES WELFARE COMMITTEE, with SHAREHOLDER NO.1237, as Non-	For	For	
	l				Independent Director			
	l		Management	7.9	Elect FENG-CHIANG MIAU, with ID NO.A131723XXX, as Independent Director	For	Against	A vote AGAINST Feng-Chiang Miau and Edward Yung Do Way under Items 7.9 and 7.10 as they serve on a total of more than
			-				1	six public company boards. A vote FOR the other nominees under Items 7.1-7.8 and 7.11-7.13 is warranted given the absence
	l		Managara	7.40	Floor FDWARD VINC DO WAY with ID NO A400440VVV I-11	F	A	of any known issues concerning the nominees.
	l		Management	7.10	Elect EDWARD YUNG DO WAY, with ID NO.A102143XXX, as Independent Director	For	Against	A vote AGAINST Feng-Chiang Miau and Edward Yung Do Way under Items 7.9 and 7.10 as they serve on a total of more than six public company boards. A vote FOR the other nominees under Items 7.1-7.8 and 7.11-7.13 is warranted given the absence
	l			l				of any known issues concerning the nominees.
-	-	- '	-	-	•	•	-	•

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management	Vote	Significant votes - Rationales
		Julio		Number		Recommendation	Decision	
			Management	7.11	Elect LI-LING WANG, with ID NO.M220268XXX, as Independent Director	For	For	
		1	Management	7.12	Elect TANG-CHIEH WU, with ID NO.R120204XXX, as Independent Director	For	For	
		1	Management	7.13	Elect PEI-PEI YU, with ID NO.F220938XXX, as Independent Director	For	For	
Comture Corp.	Japan	17-juin-22	Management Management	8	Approve Release of Restrictions of Competitive Activities of Directors Approve Allocation of Income, with a Final Dividend of JPY 11.25	For For	For For	
Comture Corp.	Japan	17-juin-22	Management	2	Amend Articles to Adopt Board Structure with Audit Committee - Disclose Shareholder	For	For	
		1	wanagement	_	Meeting Materials on Internet - Amend Provisions on Number of Directors	101	1 01	
		1	Management	3.1	Elect Director Mukai, Koichi	For	Abstain	A vote ABSTAIN this nominee is warranted because: * The nominee passed away on May 19 and this item was withdrawn.
		1	· ·	l				· · · ·
		1	Management	3.2	Elect Director Sawada, Chihiro	For	For	
		1	Management	3.3 3.4	Elect Director Noma, Osamu	For	For For	
		1	Management Management	3.4	Elect Director Kamei, Takahiro Elect Director Nakatani, Ryuta	For For	For	
		1	Management	3.6	Elect Director Dochi, Junko	For	For	
		1	Management	3.7	Elect Director Yamashita, Akio	For	For	
		1	Management	4.1	Elect Director and Audit Committee Member Tamura, Seiji	For	For	
		1	Management	4.2	Elect Director and Audit Committee Member Sasaki, Hitoshi	For	For	
		1	Management	4.3	Elect Director and Audit Committee Member Tsuzuki, Masayuki	For	For	
		1	Management Management	4.4 4.5	Elect Director and Audit Committee Member Ishihara, Akira Elect Director and Audit Committee Member Harada, Yutaka	For For	For For	
		1	Management	5	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	For	For	
		1	Management	6	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	For	For	
CTBC Financial Holding Co., Ltd.	Taiwan	17-juin-22	Management	1	Approve Financial Statements	For	For	
· ·		I	Management	2	Approve Profit Distribution	For	For	
		1	Management	3	Approve Amendments to Articles of Association	For	For	
		1	Management Management	4 5	Amend Rules and Procedures Regarding Shareholder's General Meeting	For For	For For	
		1	Management Management	6	Amend Procedures Governing the Acquisition or Disposal of Assets Approve Issuance of Restricted Stocks	For For	Against	A vote AGAINST is warranted because there is limited disclosure of the performance hurdles to be applied.
		1	Management	7.1	Elect SHENG-YUNG YANG, with SHAREHOLDER NO.1018764, as Independent Director	For	For	A vote Against is warranted because there is innited disclosure of the performance nurues to be applied.
		1	Managomoni	l	Election Enter 1 one 17 the, with one that the Election on, as made and the Election	""		
		1	Management	7.2	Elect CHEUNG-CHUN LAU, with ID NO.507605XXX, as Independent Director	For	For	
		1	Management	7.3	Elect WEN-YEN HSU, with ID NO.C120287XXX, as Independent Director	For	For	
		1	Management	7.4	Elect CHUNG-HUI JIH, with ID NO.H220212XXX, as Independent Director	For	For	
		1	Management	7.5	Elect WEN-LONG YEN, a Representative of WEI FU INVESTMENT CO., LTD, with	For	For	
		1	Management	7.6	SHAREHOLDER NO.4122, as Non-Independent Director Elect THOMAS K.S. CHEN, a Representative of YI CHUAN INVESTMENT CO., LTD., with	For	For	
		1	wanagement	7.0	SHAREHOLDER NO.883341, as Non-Independent Director	101	1 01	
		1	Management	7.7	Elect CHUN-KO CHEN, a Representative of CHUNG YUAN INVESTMENT CO., LTD., with	For	For	
		1		l	SHAREHOLDER NO.883288, as Non-Independent Director			
		1	Shareholder	7.8	Elect HSIU-CHIH WANG, a Representative of BANK OF TAIWAN CO., LTD, with	Against	Against	A vote FOR all the nominees under Items 7.1-7.7 is warranted given the absence of any known issues concerning the nominees
				l	SHAREHOLDER NO.771829, as Non-Independent Director			and the company's board and committee dynamics. A vote AGAINST the nominee under Item 7.8 is warranted because the nominating shareholder has failed to provide a rationale for their nomination.
Feng Tay Enterprises Co., Ltd.	Taiwan	17-juin-22	Management	1	Approve Business Operations Report and Financial Statements	For	For	Infilling shale folder has falled to provide a fationale for their formination.
1		,	Management	2	Approve Profit Distribution	For	For	
Fortinet, Inc.	USA	17-juin-22	Management	1.1	Elect Director Ken Xie	For	For	
		1	Management	1.2	Elect Director Michael Xie	For	For	
		1	Management	1.3	Elect Director Kenneth A. Goldman	For	For	
		1	Management Management	1.4 1.5	Elect Director Ming Hsieh Elect Director Jean Hu	For For	For For	
		1	Management	1.6	Elect Director William H. Neukom	For	For	
		1	Management	1.7	Elect Director Judith Sim	For	For	
		1	Management	1.8	Elect Director James Stavridis	For	For	
		I	Management	2	Ratify Deloitte & Touche LLP as Auditors	For	For	
		1	Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Management Shareholder	4 5	Approve Stock Split Adopt Simple Majority Vote	For None	For For	A vote FOR this proposal is warranted given that elimination of the supermajority vote requirement would enhance shareholder
	1		Silarenoidel		Proopt online majority vote	Notic	101	rights.
Members Co., Ltd.	Japan	17-juin-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 25	For	For	
	· ·	1	Management	2	Amend Articles to Disclose Shareholder Meeting Materials on Internet - Allow Virtual Only	For	Against	A vote AGAINST this proposal is warranted because: * The passage of this proposal will authorize the company to hold virtual
		1		l	Shareholder Meetings			only meetings permanently, without further need to consult shareholders, even after the current health crisis is resolved, and the
		1	l., ,		51 18: 1 17 11:	_	۱ ـ	proposed language fails to specify situations under which virtual meetings will be held.
		I	Management Management	3.1 3.2	Elect Director Kemmochi, Tadashi Elect Director Takano. Akihiko	For For	For For	
		I	Management	4	Approve Restricted Stock Plan	For	For	
NIDEC Corp.	Japan	17-juin-22	Management	1	Amend Articles to Change Company Name - Clarify Director Authority on Shareholder	For	For	
1	1	Ι΄.	ľ	1	Meetings - Disclose Shareholder Meeting Materials on Internet			
		I	Management	2.1	Elect Director Nagamori, Shigenobu	For	For	
		I	Management	2.2	Elect Director Kobe, Hiroshi	For	For	
		I	Management Management	2.3 2.4	Elect Director Seki, Jun Elect Director Sato, Shinichi	For For	For For	
		I	Management	2.4	Elect Director Sato, Sninichi Elect Director Komatsu, Yayoi	For	For	
1		I	Management	2.6	Elect Director Sakai, Takako	For	For	
		I	Management	3.1	Elect Director and Audit Committee Member Murakami, Kazuya	For	For	
		I	Management	3.2	Elect Director and Audit Committee Member Ochiai, Hiroyuki	For	For	
		I	Management	3.3	Elect Director and Audit Committee Member Nakane, Takeshi	For	For	
		I	Management	3.4	Elect Director and Audit Committee Member Yamada, Aya	For	For	
I	I	1	Management	3.5	Elect Director and Audit Committee Member Akamatsu, Tamame	For	For	I I

	Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management		Significant votes - Rationales
March Marc									
Marcagness Mar	N 8 11 17 11 11		47		4				
Mayor Mayo	inomura Research Institute Ltd.	Japan	17-juin-22	management	l 1		For	For	
Management Man	1	1		Management	2.1		For	For	
March Marc	1				2.2	Elect Director Fukami, Yasuo	For	For	
March Marc	1	1							
March Marc		1							
March Marc		1							
March Marc									
Management 1		1		Management	2.8	Elect Director Sakata, Shinoi	For	For	
Management 1	1								
		1							
Table		1							
Management Man	Voltronic Power Technology Corp.	Taiwan	17-juin-22		1				
Management Man	-9,		'	Management	2	Approve Profit Distribution	For	For	
Page					3				
Management 1 August 1	V 1 0 1115 123	<u> </u>	45		4				
Merganet Same Same Same Same Same Same Same Same	Yadea Group Holdings Ltd.	Cayman Islands	17-juin-22		I 1				
Mergament Absorptions of the Control of Process of Process of the Control of Process of		1							
A the Mining and Minin	1								
Auguste 1 August	1				3A3	Elect Wong Lung Ming as Director		For	
Management 2 50 Authors Responsible of Egypt or Egypt United Securition without Precomptile Rights A Approximate of Egypt or Egypt United Securition without Precomptile Rights A Approximate of Egypt or Egypt United Securition without Precomptile Rights A Approximate of Egypt or Egypt United Securition without Egypt or Egypt United Securition with Egypt or Egypt United Securition with Egypt or Egypt United Securition without Egypt United Securition with Egypt United Securities with Egypt United		1				Authorize Board to Fix Remuneration of Directors			We prefer to vote AGAINST since the remuneration policy lacks concrete sustainability focused non-financial KPIs
Angement So. A Approve biaser of Equity of Early Left Control to the Secretary Experts which Precipion Rights 1 Approve biaser of Equity of Early Left Control to the Secretary Experts of the Secretary and specified to decide Time. The Approvement of the Secretary and Secretary Inc. 1 Approvement of the Secretary and Secretary Inc. 1 Approvement of the Secretary and Secretary Inc. 2 Japan 2 Japan 2 Japan 3 J	1			Management	4		For	For	
Addressed to the control class of the referent class of the refere	1			Management	5.0		For	Against	A vote ACAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10
Authorizement Sp. Author	1			wanayement	J 3A	reperove issuance or Equity or Equity-Linked Securities without Freeinplive Rights	1.01	Ayanıst	
Averagement 5 Authoritie Resistance of Reputitives Disease For Against Averagement Averagement 5 Authoritie Resistance of Reputitives Disease For Against Averagement 7 Authorities Averagement 3 Auragement 4 Auragement 4 Auragement 4 Auragement 4 Auragement 4 Auragement 4 Auragement 5 Auragement 6 Auragement 7 Agence Performance Auragement 6 Auragement 6 Auragement 7 Agence Performance Auragement 6 Auragement 7 Agence Performance Auragement 7 Agence Performance Auragement 6 Auragement 7 Agence Performance Agence Performance Agence Per	1			Management	5B	Authorize Repurchase of Issued Share Capital	For	For	,
Davies Life Holdings, Yr.C. Japan J	1				5C		For		
Search Life Hotdings. Inc. Japan 25 Japan 26 Japan 26 Japan 27 Management Managemen	1			l			-	l _	percent of the relevant class of shares. * The company has not specified the discount limit.
Appeal A	1			Management	6	Approve Amendments to the Existing Articles of Association and Adopt Amended and	For	For	
Management 2 Amend Article by Amend Euclines Lives - Curlify Director Authority on Sheeholder Management All Production on Number of Management All Production on Number of Management All Production on Number of Management All Production Amendment All Production on Number of Management All Production Amendment	Dai-ichi Life Holdings, Inc	Janan	20-juin-22	Management	1		For	For	
Meragement Management	San ion End Floraings, inc.	Vapair	20-juni-22		2				
Management 3 1 Each Circleton Waterable, Acade to Management 4 2 Each Circleton Shank, Management 5 Each Circleton Shank, Management 6 Shank, Management 7 Agrown Corporation Shank Cornilles Member Shank, Rock 1 For	1]		Meetings - Allow Virtual Only Shareholder Meetings - Amend Provisions on Number of	1	I	
Management 3.2 Bed Director haipski, Sejul For	1						_	I _	
Management 3.3 Elect Director Kishua, Tessory For For For Management 3.5 Elect Director Kasan, Management 4.5 Elect Director Kasan, Management 5.5 Elect Director Kasan, Management 6.5 Elect Director Kasan, Management 7.5 Elect Director Management 7.5 Elect Director Management 8.5 Elect Director Management 8.5 Elect Director Management 8.5 Elect Director Management 8.5 Elect Director Industry Vivo B For For For For For Management 4.5 Elect Director and Austral Committee Member Stab, Relator 1.5 Elect Director and Austral Committee Member Stab, Relator 1.5 Elect Director and Austral Committee Member Stab, Relator 1.5 Elect Director and Austral Committee Member Stab, Relator 1.5 Elect Director and Austral Committee Member Stab, Relator 1.5 Elect Director and Austral Committee Member Stab, Relator 1.5 Elect Director and Austral Committee Member Stab, Relator 1.5 Elect Director and Austral Committee Member Stab, Relator 1.5 Elect Director and Austral Committee Member Stab, Relator 1.5 Elect Director and Austral Committee Member Stab, Relator 1.5 Elect Director and Austral Committee Member Stab, Relator 1.5 Elect Director and Austral Committee Member Stab, Relator 1.5 Elect Director and Austral Committee Member Stab, Relator 1.5 Elect Director Stab Relator 1.5 Elect Director Topological Nation 1.5 Elect Director	1					Elect Director Watanabe, Koichiro			
Management	1								
Best Director Assairs, Mamoru Amagement An Best Director Samin, Toolbisis For	1								
Management Management Amanagement Management	1								
Management 2 2 Belt Director Discourse Shareholder Meeting Materials on Management Management 2 2 Belt Director Discourse Shareholder Meeting Materials on Management Management 2 2 Belt Director Discourse Shareholder Meeting Materials on Management 2 2 Belt Director Discourse Shareholder Meeting Materials on Management 2 2 Belt Director Discourse Shareholder Meeting Materials on Management 2 2 Belt Director Discourse Shareholder Meeting Materials on Management 2 2 Be	1			Management	3.6	Elect Director Sumino, Toshiaki	For	For	
Management	1								
Management	1								
Management 4.1 Elect Director and Audit Committee Member Phisagaki, Tashahiro For For For For For For For For For F	1								
Management	1								
Management	1								
Management A 5 Elect Director and Audit Committee Member Masuds, Koich) Management Mana	1				4.3	Elect Director and Audit Committee Member Sato, Rieko		For	
Management	1			Management	4.4	Elect Director and Audit Committee Member Ungyong Shu	For	Against	
Management Job Elect Director Airina, Koji For For For For For For For For For Management Management Job Elect Director Misury, Visubo For For For For For For For For For Fo	1					Flack Diseases and Audit Committee Manufacture	l -		
Management 2.3 Elect Director Airmin, Koji Elect Director Airmin	1			Management	4.5	Elect Director and Audit Committee Member Masuda, Kolchi	For	Against	
Management 2.6 Elect Director Missia, Yasushi For For For For Management Management 2.6 Elect Director Missia, Yasushi For	1			Management	5	Elect Alternate Director and Audit Committee Member Tsuchiva, Fumiaki	For	For	тотьствого посретовное.
Against Management 2.6 Elect Director Missur, Yukobi For	1								
SolarEdge Technologies, Inc. USA 20-juin-22 Management 1b Elect Director Betsy Atkins Elect Director Betsy Atkins For Against A vote AGAINST Betsy Atkins is warranted given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. Dirk Hoke joined the board in April 2022 and should not be held accountable for these issues at this time. Management Management Amend Articles to Amend Business Lines - Disclose Shareholder Meeting Materials on Internet Arima, Kogi For	1			Management			I	For	
SolarEdge Technologies, Inc. USA 20-juin-22 Management Managem	1			Management	8		For	For	
Management Anagement Management Management Management Anagement Management Anagement Management Management Anagement Management Anagement Anage	SolarEdge Technologies Inc	HEA	20 juin 22	Managamart	10		F	Againat	A vote ACAINST Ratey Affine is warranted given the heard's failure to remove or subject to a support requirement.
Management S Elect Director Dirk Carsten Hoke For	SolarEuge Technologies, Inc.	USA	20-juin-22	wanagement	l la	Elect Director Detay Atkins	For	Against	
Management	1						l		adversely impacts shareholder rights. Dirk Hoke joined the board in April 2022 and should not be held accountable for these
Management 2 Ratify Ernst & Young LLP as Auditors DENSO Corp. Japan 21-juin-22 Management 1 Management 2.1 Elect Director Arima, Koji Hanagement 2.2 Elect Director Shinohara, Yukihiro For For Management Z-5 Elect Director Toyoda, Akio For For For For For For For For For Fo	1						l		
DENSO Corp. Japan 21-juin-22 Management Z-7 Elect Director Kushida, Shigeki For For For Management Management Z-7 Elect Director Kushida, Shigeki For For For Management Z-7 Elect Director Missuay, Yuko	1								
DENSO Corp. Japan 21-juin-22 Management M	1				2				
Internet Management 2.1 Elect Director Arima, Koji Belet Director Shinohara, Yukihiro Anagement 2.2 Elect Director Internet Management 2.3 Elect Director Internet Management 2.4 Elect Director Internet Management 2.5 Elect Director Internet Management 2.5 Elect Director Toyoda, Akio Management 2.6 Elect Director Kushida, Shigeki Management 2.7 Elect Director Kushida, Shigeki Management 2.7 Elect Director Kushida, Shigeki For For For	DENSO Corp	Janan	21-iµin-22		1				
Management 2.2 Elect Director Shinohara, Yukihiro For For Management 2.3 Elect Director Ito, Kenichiro For For Management 2.4 Elect Director Matsu, Yasushi For For Management 2.5 Elect Director Mosta, Vasushi For For Management 2.6 Elect Director Kushida, Shigeki For For Management 2.7 Elect Director Kushida, Shigeki For For For Management 2.7 Elect Director Kushida, Shigeki For For For Management 2.7 Elect Director Kushida, Shigeki For	БЕЛОО ОПР.	Japan	21-juii1-22	wanayement	l '		'''	101	
Management 2.3 Elect Director Mot Kenichiro For For Management 2.4 Elect Director Matsui, Yasushi For For For Management 2.5 Elect Director Toyoda, Akiro For For Management 2.6 Elect Director Kushida, Shigeki For For Management 2.7 Elect Director Missuya, Yuko For For For Management 2.7 Elect Director Missuya, Yuko	1			Management	2.1	Elect Director Arima, Koji	For	For	
Management 2.4 Elect Director Matsui, Yasushi For For Management 2.5 Elect Director Toyoda, Akio For For Management 2.6 Elect Director Kushida, Shigeki For For Management 2.7 Elect Director Mitsuya, Yuko For For						Elect Director Shinohara, Yukihiro	For		
Management 2.5 Elect Director Toyoda, Akio For For Management 2.6 Elect Director Kushida, Shigeki For For Management 2.7 Elect Director Missupa, Yuko For For									
Management 2.6 Elect Director Kushida, Shigeki For For Management 2.7 Elect Director Mitsuya, Yuko For For	1								
Management 2.7 Elect Director Mitsuya, Yuko For For	1								
		1							

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management	Vote	Significant votes - Rationales
			- Op-Snorte	Number		Recommendation	Decision	
			Management	3	Appoint Alternate Statutory Auditor Kitagawa, Hiromi	For	For	
Mastercard Incorporated	USA	21-juin-22	Management	1a	Elect Director Merit E. Janow	For	For	
	I		Management Management	1b 1c	Elect Director Candido Bracher Elect Director Richard K. Davis	For For	For For	
			Management	1d	Elect Director Julius Genachowski	For	For	
			Management	1e	Elect Director Choon Phong Goh	For	For	
			Management	1f	Elect Director Oki Matsumoto	For	For	
			Management	1g	Elect Director Michael Miebach	For	For	
			Management	1h	Elect Director Youngme Moon	For	For	
			Management	1i	Elect Director Rima Qureshi	For	For	
			Management Management	1j 1k	Elect Director Gabrielle Sulzberger Elect Director Jackson Tai	For For	For For	
			Management	11	Elect Director Harit Talwar	For	For	
			Management	1m	Elect Director Lance Uggla	For	For	
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Management	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	
			Management	4	Provide Right to Call a Special Meeting at a 15 Percent Ownership Threshold	For	For	
			Shareholder	5	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	Against	For	A vote FOR this proposal is warranted. This shareholder proposal includes a 10 percent ownership threshold which shareholders may view as a more reasonable threshold than the 15 percent threshold proposed by management. This proposal
				l				would also represent an enhancement to shareholder rights, as shareholders do not currently have the right to call special
				l				meetings.
			Shareholder	6	Report on Political Contributions	Against	For	A vote FOR this resolution is warranted, as additional reporting on the company's political contributions and policies would
				l '		ľ	I	benefit shareholders in assessing its management of related risks.
			Shareholder	7	Report on Charitable Contributions	Against	Against	A vote AGAINST this proposal is warranted because the company provides sufficient information regarding its charitable
				l				contributions, and absent self-dealing or gross negligence, management should be afforded discretion in determining the
				l .	L	l	l _	company's charitable giving strategy.
			Shareholder	8	Report on Risks Associated with Sale and Purchase of Ghost Guns	Against	For	Votes FOR this proposal are warranted as additional information regarding the processes the company uses to assess and evaluate the effectiveness of its risk management system as it relates to the management of risks associated the processing of
				l				payments involving its cards and/or its electronic payment system services for the sale and purchase of untraceable firearms,
				l				including Buy, Build, Shoot firearm kits, components, and/or accessories used to assemble privately made firearms known as
								Ghost Guns.
Nien Made Enterprise Co., Ltd.	Taiwan	21-juin-22	Management	1	Approve Business Operations Report and Financial Statements	For	For	
			Management	2	Approve Plan on Profit Distribution	For	For	L. L. CANNOTT
			Management	3	Approve Amendments to Articles of Association	For	Against	A vote AGAINST is warranted as the proposed amendments would grant the board full authority to decide on the company's cash dividend distribution plan without shareholder approval. Such amendment will undermine shareholder's right in deciding on
				l				cash dividend distribution plan without shareholder approval. Such amendment will direct time shareholder's right in deciding on cash dividend payments.
Nippon Shokubai Co., Ltd.	Japan	21-juin-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 100	For	For	
			Management	2	Amend Articles to Change Company Name - Amend Business Lines - Limit Rights of Odd-	For	For	
				l	Lot Holders - Disclose Shareholder Meeting Materials on Internet - Remove Provisions on			
				3.1	Takeover Defense Elect Director Goto, Yujiro	F		
			Management Management		Elect Director Goto, Yujiro Elect Director Iriquchi, Jiro	For For	For For	
			Management	3.3	Elect Director Noda, Kazuhiro	For	For	
			Management	3.4	Elect Director Takagi, Kuniaki	For	For	
			Management	3.5	Elect Director Watanabe, Masahiro	For	For	
			Management	3.6	Elect Director Sumida, Yasutaka	For	For	
			Management	3.7	Elect Director Hasebe, Shinji	For	For	
			Management	3.8 3.9	Elect Director Setoguchi, Tetsuo	For For	For For	
			Management Management	3.9	Elect Director Sakurai, Miyuki Appoint Statutory Auditor Kobayashi. Takashi	For	For	
			Management	5	Approve Annual Bonus	For	For	
			Management	6	Approve Compensation Ceiling for Directors	For	For	
			Management	7	Approve Trust-Type Equity Compensation Plan	For	For	
			Management	8	Approve Compensation Ceiling for Statutory Auditors	For	For	
Okta, Inc.	USA	21-juin-22	Management	1.1	Elect Director Jeff Epstein	For	Withhold	WITHHOLD votes are warranted for director nominees Jeffrey (Jeff) Epstein, J. Frederic Kerrest, and Rebecca (Becky) Saeger
				l				given the board's failure to remove, or subject to a sunset requirement, the classified board structure and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights.
				l				WITHHOLD votes are further warranted for incumbent nominating and governance committee member Rebecca (Becky)
				I		I	I	Saeger given the board's failure to remove the problematic capital structure or subject it to a less onerous sunset requirement.
	I			1		1	I	
	I		Management	1.2	Elect Director J. Frederic Kerrest	For	Withhold	WITHHOLD votes are warranted for director nominees Jeffrey (Jeff) Epstein, J. Frederic Kerrest, and Rebecca (Becky) Saeger
				l		1		given the board's failure to remove, or subject to a sunset requirement, the classified board structure and the supermajority vote
				l		1		requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights.
				I		I	I	WITHHOLD votes are further warranted for incumbent nominating and governance committee member Rebecca (Becky) Saeger given the board's failure to remove the problematic capital structure or subject it to a less onerous sunset requirement.
	I			1		1	I	===g== g==============================
			Management	1.3	Elect Director Rebecca Saeger	For	Withhold	WITHHOLD votes are warranted for director nominees Jeffrey (Jeff) Epstein, J. Frederic Kerrest, and Rebecca (Becky) Saeger
			_	I		I	I	given the board's failure to remove, or subject to a sunset requirement, the classified board structure and the supermajority vote
				I		I	I	requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights.
				I		I	I	WITHHOLD votes are further warranted for incumbent nominating and governance committee member Rebecca (Becky)
	l					l		Saeger given the board's failure to remove the problematic capital structure or subject it to a less onerous sunset requirement.
	I		Management	2	Ratify Ernst & Young LLP as Auditors	For	For	
			Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	A vote AGAINST this proposal is warranted. The CEO and other NEOs received significant equity awards, all of which were
	I			1		1	ľ	entirely time-based. Shareholders generally expect that a significant portion of equity awards be subject to rigorous performance
I	I	1		l		l	l	criteria.

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management		Significant votes - Rationales
Virbac SA	France	21-juin-22	Management	Number	Approve Financial Statements and Discharge Directors	Recommendation For	Decision For	
VIIDAC SA	Trance	21-juii1-22	Management	2	Approve Consolidated Financial Statements and Statutory Reports	For	For	
		1	Management	3	Approve Allocation of Income and Dividends of EUR 1.25 per Share	For	For	
			Management	4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of	For	For	
			Management	5	New Transactions Reelect Pierre Madelpuech as Director	For	A:	A vote FOR the reelection of this independent nominee is warranted in the absence of specific concerns (Item 6). A vote
			wanagement	5	Reelect Pierre Madelpuech as Director	For	Against	AGAINST the reelection of this non-independent nominee is warranted given the lack of independence at the board level
								(including all board members: 28.6 percent vs 33.3 percent recommended; excluding employee representatives: 33.3 percent
								vs 50 percent recommended) (Item 5). A vote AGAINST the non-independent audit committee member on ballot is warranted
				_		_	l _	as the level of independence at the audit committee level lies below recommended guidelines (Item 5).
			Management Management	6 7	Reelect Cyrille Petit Conseil as Director Renew Appointment of Xavier Yon Consulting Unipessoal Lda as Censor	For For	For Against	Votes AGAINST these items are warranted because the company has failed to provide an adequate rationale on the proposed
			wanagement	'	The new Appointment of Navier 1011 oursaining offipessoal Eda as oction	101	Agamst	nominations.
			Management	8	Renew Appointment of Rodolphe Durand as Censor	For	Against	Votes AGAINST these items are warranted because the company has failed to provide an adequate rationale on the proposed
				9	D	For	For	nominations.
			Management Management	10	Renew Appointment of Deloitte & Associes as Auditor Renew Appointment of Novances-David & Associes as Auditor	For	For	
			Management	11	Approve Compensation Report of Directors	For	For	
			Management	12	Approve Compensation Report of CEO and Vice-CEOs	For	For	
			Management	13	Approve Compensation of Marie-Helene Dick-Madelpuech, Chairwoman of the Board	For	For	L
			Management	14	Approve Compensation of Sebastien Huron, CEO	For	Against	Votes AGAINST Items 14 and 15 are warranted because as last year: * The level of disclosure on the bonus remains limited; and * The level of information on vested performance shares is extremely low and it appears that retesting was used to
								assess performance conditions. * The allocation of an exceptional remuneration without a compelling rationale. A vote FOR
								Item 16 is warranted, although it raises concern as: * The level of disclosure on the bonus remains limited. * The allocation of an
								exceptional remuneration without a compelling rationale. The main reasons for support are: * The relatively limited amount of
				15	Approve Compensation of Habib Ramdani, Vice-CEO	For	A	the exceptional remuneration; and * The absence of any other significant concern. Votes AGAINST Items 14 and 15 are warranted because as last year: * The level of disclosure on the bonus remains limited;
			Management	15	Approve Compensation of Habib Ramdani, vice-CEO	For	Against	and * The level of information on vested performance shares is extremely low and it appears that retesting was used to
								assess performance conditions. * The allocation of an exceptional remuneration without a compelling rationale. A vote FOR
								Item 16 is warranted, although it raises concern as: * The level of disclosure on the bonus remains limited. * The allocation of an
								exceptional remuneration without a compelling rationale. The main reasons for support are: * The relatively limited amount of the exceptional remuneration; and * The absence of any other significant concern.
			Management	16	Approve Compensation of Marc Bistuer, Vice-CEO	For	For	the exceptional remuneration; and "The absence of any other significant concern.
			Management	17	Approve Remuneration Policy of Chairwoman of the Board	For	Against	A vote AGAINST this remuneration policy is warranted because the company does not disclose that the base salary will remain
					· · · · · · · · · · · · · · · · · · ·			unchanged for FY2022.
			Management	18	Approve Remuneration Policy of Directors	For	For	
			Management	19	Approve Remuneration Policy of Sebastien Huron, CEO	For	Against	A vote AGAINST the CEO's remuneration policy (Item 19) is warranted because: * The repeated increase of the base salary and the bonus cap has not been justified. * The company grants an additional LTI to the CEO, increasing the amount of the LTI
								grant without any compelling rationale * There is no information on the fate of unvested instrument at the time of departure. *
								The company grants an additional LTI to the CEO, increasing the amount of the LTI grant without any compelling rationale. *
								The exceptional remuneration is not capped. Votes FOR the vice-CEOs' remuneration policies are warranted although they
								raise concerns: * The repeated increase of the base salaries without justification; * There is no information on the fate of unvested instrument at the time of departure. * The exceptional remuneration is not capped. The main reasons for support are: *
								The increase of the base salaries is relatively limited. * The absence of any significant concern.
			Management	20	Approve Remuneration Policy of Habib Ramdani, Vice-CEO	For	For	
			Management Management	21 22	Approve Remuneration Policy of Marc Bistuer, Vice-CEO Approve Remuneration of Directors in the Aggregate Amount of EUR 198,500	For For	For For	
			Management	23	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	Against	This resolution warrants a vote AGAINST as the share repurchase program can be continued during a takeover period.
			Management	24	Authorize Filing of Required Documents/Other Formalities	For	For	
Zuora, Inc.	USA	21-juin-22	Management	1.1	Elect Director Amy Guggenheim Shenkan	For	For	
			Management	1.2	Elect Director Timothy Haley	For	Withhold	WITHHOLD votes are warranted for incumbent directors Timothy (Tim) Haley and Magdalena Yesil given the board's failure to remove, or subject to a reasonable sunset requirement, the problematic capital structure, the supermajority vote requirement to
								enact certain changes to the governing documents, and the classified board, each of which adversely impact shareholder rights.
	I	1						A vote FOR new director Amy Shenkan is warranted.
			Management	1.3	Elect Director Magdalena Yesil	For	Withhold	WITHHOLD votes are warranted for incumbent directors Timothy (Tim) Haley and Magdalena Yesil given the board's failure to
								remove, or subject to a reasonable sunset requirement, the problematic capital structure, the supermajority vote requirement to enact certain changes to the governing documents, and the classified board, each of which adversely impact shareholder rights.
	I	1						A vote FOR new director Amy Shenkan is warranted.
	I	1	Management	2	Ratify KPMG LLP as Auditors	For	For	'
			Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
Amadeus IT Group SA	Spain	22-juin-22	Management	1 2	Approve Consolidated and Standalone Financial Statements Approve Non-Financial Information Statement	For	For For	
1	l	1	Management Management	3	Advisory Vote on Remuneration Report	For For	For	
	l		Management	4	Approve Treatment of Net Loss	For	For	
	I	1	Management	5	Approve Discharge of Board	For	For	
	I	1	Management	6	Renew Appointment of Ernst & Young as Auditor	For	For	
1	l	1	Management Management	8.1	Fix Number of Directors at 11 Ratify Appointment of and Elect Eriikka Soderstrom as Director	For For	For For	
	I	1	Management	8.2	Elect David Vegara Figueras as Director	For	For	
	I	1	Management	8.3	Reelect William Connelly as Director	For	For	
	I	1	Management	8.4	Reelect Luis Maroto Camino as Director	For	For	
	l		Management Management	8.5 8.6	Reelect Pilar Garcia Ceballos-Zuniga as Director Reelect Stephan Gemkow as Director	For For	For For	
	l		Management	8.7	Reelect Stephan Gernkow as Director Reelect Peter Kuerpick as Director	For	For For	
	I	1	Management	8.8	Reelect Francesco Loredan as Director	For	For	
1	I	I	Management	9	Approve Remuneration of Directors	For	For	l l

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management	Vote	Significant votes - Rationales
Company Name	oountry.	mooting Date	Порологи	Number	Troposal Toxi	Recommendation	Decision	Olympian 1900 Radionalso
			Management	10	Authorize Share Repurchase Program	For	For	
			Management	11	Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities without Preemptive Rights up to EUR 5 Billion	For	For	
			Management	12	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked	For	For	
			l		Securities, Excluding Preemptive Rights of up to 10 Percent	_	_	
Carbios SA	France	22-juin-22	Management	13	Authorize Board to Ratify and Execute Approved Resolutions	For For	For For	
Carbios SA	France	22-juin-22	Management Management	2	Approve Financial Statements and Discharge Directors Approve Consolidated Financial Statements and Statutory Reports	For	For	
			Management	3	Approve Non-Deductible Expenses	For	For	
			Management	4	Approve Treatment of Losses	For	For	
			Management Management	5 6	Approve Auditors' Special Report on Related-Party Transactions Ratify Appointment of Philippe Pouletty as Director	For For	For Against	A vote AGAINST Philippe Pouletty is warranted, as the overall level of independence lies below one-third of board members
			Managomoni	ľ	Tally Appointment of Annippe Actions, as Billotte.		/ tguillot	(Item 6). The number of outside mandates held by Philippe Pouletty is in excess of recommended guidelines for non-executive
			1					chairman. Therefore, his election warrants a vote AGAINST. (Item 6) In absence of specific concern, a vote FOR is warranted
			Management	7	Ratify Appointment of Emmanuel Ladent as Director	For	For	for this election. (Item 7)
			Management	8	Appoint Copernicus Wealth Management as Censor	For	Against	A vote AGAINST is warranted because the nomination is not proposed on a short-term basis and lacks rationale.
			Management	9	Approve Remuneration of Directors in the Aggregate Amount of EUR 250,000	For	For	
			Management Management	10 11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to	For For	For For	
			Wanagement		Aggregate Nominal Amount of EUR 3.906 Million	'0'	1 01	
1			Management	12	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation	For	For	
			Management	13	Submitted to Shareholder Vote Under Item 11 Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to	For	Against	Votes FOR the authorizations under Items 11 to 16 are warranted as their proposed volumes respect the recommended
			iviariagement	13	Aggregate Nominal Amount of EUR 780,000	Lot.	Ayainst	votes FOR the authorizations under items 11 to 16 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights (and with a binding priority right).
			Management	14	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to	For	Against	Votes FOR the authorizations under Items 11 to 16 are warranted as their proposed volumes respect the recommended
			Manageres	45	Aggregate Nominal Amount of EUR 780,000	F	F	guidelines for issuances with and without preemptive rights (and with a binding priority right).
			Management	15	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 780,000	For	For	
			Management	16	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation	For	Against	Votes FOR the authorizations under Items 11 to 16 are warranted as their proposed volumes respect the recommended
			l	l	Submitted to Shareholder Vote Under Items 13 to 15	l <u>-</u>		guidelines for issuances with and without preemptive rights (and with a binding priority right).
			Management	17	Approve Issuance of up to 220,000 Warrants (BSPCE) Reserved for Employees and Executives	For	For	
			Management	18	Approve Issuance of up to 55,000 Warrants (BSA) Reserved for Directors, Consultants, and	For	Against	A vote AGAINST this resolution is warranted because: * Grants of equity-based instruments to non-executives goes against
			ľ		Managers		ľ	recommended guidelines. * No information is available on the existence of performance conditions. * Both vesting and
			Management	19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For	performance periods are not disclosed.
			Management	20	Authorize Capital issuances for Ose in Employee Stock Purchase Plans Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For	
			Management	21	Authorize Filing of Required Documents/Other Formalities	For	For	
Daimler Truck Holding AG	Germany	22-juin-22	Management	2	Approve Allocation of Income and Omission of Dividends	For	For	
			Management Management	3 4	Approve Discharge of Management Board for Fiscal Year 2021 Approve Discharge of Supervisory Board for Fiscal Year 2021	For For	For For	
			Management	5.1	Ratify KPMG AG as Auditors for Fiscal Year 2022	For	For	
			Management	5.2	Ratify KPMG AG as Auditors for a Review of Interim Financial Statements for Fiscal Year	For	For	
			Management	6.1	2023 until the Next AGM Elect Michael Brosnan to the Supervisory Board	For	For	
			Management	6.2	Elect Jacques Esculier to the Supervisory Board	For	For	
			Management	6.3	Elect Akihiro Eto to the Supervisory Board	For	For	
			Management Management	6.4 6.5	Elect Laura Ipsen to the Supervisory Board Elect Renata Bruengger to the Supervisory Board	For For	For For	
			Management Management	6.6	Elect Renata Bruengger to the Supervisory Board Elect Joe Kaeser to the Supervisory Board	For For	For	
1			Management	6.7	Elect John Krafcik to the Supervisory Board	For	For	
1			Management	6.8	Elect Martin Richenhagen to the Supervisory Board	For	For	
1			Management Management	6.9 6.10	Elect Marie Wieck to the Supervisory Board Elect Harald Wilhelm to the Supervisory Board	For For	For For	
			Management	7	Approve Remuneration of Supervisory Board	For	For	
1			Management	8	Approve Remuneration Policy	For	For For	
E Ink Holdings, Inc.	Taiwan	22-juin-22	Management Management	1	Approve Remuneration Report Approve Financial Statements	For For	For	
90,		1 , 22	Management	2	Approve Plan on Profit Distribution	For	For	
1			Management	3	Approve Amendments to Articles of Association	For	For	
1			Management	4	Approve Amendments to Rules and Procedures Regarding Shareholder's General Meeting	For	For	
1			Management	5	Approve Amendments to Procedures Governing the Acquisition or Disposal of Assets	For	For	
			Management	6	Approve Release of Restrictions of Competitive Activities of Newly Appointed Directors and	For	For	
East Japan Railway Co.	Japan	22-juin-22	Management	<u> </u>	Representatives Approve Allocation of Income, with a Final Dividend of JPY 50	For	For	
сая зарап канжау со.	Japan	22-juin-22	Management Management	1 2	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For For	For For	
			Management	3.1	Elect Director Tomita, Tetsuro	For	For	
			Management	3.2	Elect Director Fukasawa, Yuji	For	For	
			Management Management	3.3 3.4	Elect Director Kise, Yoichi Elect Director Ise, Katsumi	For For	For For	
			Management	3.5	Elect Director Ichikawa, Totaro	For	For	
1			Management	3.6	Elect Director Ouchi, Atsushi	For	For	
			Management Management	3.7 3.8	Elect Director Ito, Atsuko Elect Director Watari. Chiharu	For For	For	
			Management Management	3.8	Elect Director Watari, Chinaru Elect Director Ito, Motoshige	For For	For For	
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Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management Recommendation	Vote	Significant votes - Rationales
			Management	Number 3.10	Elect Director Amano, Reiko	For	Decision For	
			Management	3.11	Elect Director Kawamoto, Hiroko	For	For	
			Management	3.12	Elect Director Iwamoto, Toshio	For	For	
EIZO Corp.	Japan	22-juin-22	Management Management	4	Appoint Statutory Auditor Koike, Hiroshi Amend Articles to Disclose Shareholder Meeting Materials on Internet	For For	For For	
Elzo Corp.	Јарап	22-juii 1-22	Management	2.1	Elect Director Jitsumori, Yoshitaka	For	For	
		1	Management	2.2	Elect Director Ebisu, Masaki	For	For	
		1	Management	2.3	Elect Director Arise, Manabu	For	For	
		1	Management	3.1	Elect Director and Audit Committee Member Suzuki, Masaaki	For	For	
		1	Management Management	3.2 3.3	Elect Director and Audit Committee Member Deminami, Kazuhiko Elect Director and Audit Committee Member Takino, Hiroji	For For	For Against	A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee
		1	Wanagement	0.0	Elect Director and Addit Committee Weimber Takino, Tilloji	101	Agamot	member lacks independence.
		1	Management	3.4	Elect Director and Audit Committee Member Inoue, Toru	For	For	
		1	Management	3.5 4	Elect Director and Audit Committee Member Osuna, Masako	For	For	
Evotec SE	Germany	22-juin-22	Management Management	2	Approve Restricted Stock Plan Approve Discharge of Management Board for Fiscal Year 2021	For For	For For	
Evolet 3E	Germany	22-juii 1-22	Management	3	Approve Discharge of Management Board for Fiscal Year 2021 Approve Discharge of Supervisory Board for Fiscal Year 2021	For	For	
		1	Management	4	Ratify BDO AG as Auditors for Fiscal Year 2022 and for the Review of Interim Financial	For	For	
		1	1	l	Statements			
		1	Management Management	5 6	Elect Camilla Languille to the Supervisory Board Approve Creation of EUR 35.3 Million Pool of Authorized Capital with or without Exclusion of	For For	For For	
		1	ivianagement	٥	Preemptive Rights	FOI	For	
		1	Management	7	Approve Stock Option Plan for Key Employees; Approve Creation of EUR 6 Million Pool of	For	For	
		1	ľ	l	Conditional Capital to Guarantee Conversion Rights			
		1	Management	8	Approve Remuneration Report	For	Against	A vote AGAINST the remuneration report is warranted because: * During the year, two executives received discretionary one-
		1	1	l				off awards with a substantial opportunity level under the restricted share plan without an accompanying and compelling justification. * Only limited ex-post disclosure is provided to explain achievement against non-financial performance metrics.
		1	1	l				justification. Only limited ex-post disclosure is provided to explain achievement against not rimarcial performance metrics.
			Management	9	Approve Remuneration Policy	For	For	
Expensify, Inc.	USA	22-juin-22	Management	1.1	Elect Director David Barrett	For	Withhold	WITHHOLD votes are warranted for non-independent director nominees David Barrett, Jason Mills, Anuradha (Anu)
		1	1	l				Muralidharan, Ryan Schaffer, and Daniel Vidal for failing to establish a board on which a majority of the directors are
		1	1	l				independent and due to the company's lack of a formal nominating committee, and for serving as non-independent members of a key board committee. WITHHOLD votes are also warranted for David Barrett and Ryan Schaffer for the implementation of a
		1	1	l				multi-class capital structure without subjecting it to a time-based sunset provision. Votes FOR the remaining director nominees
		1	1	l				are warranted.
		1	Management	1.2	Elect Director Ryan Schaffer	For	Withhold	WITHHOLD votes are warranted for non-independent director nominees David Barrett, Jason Mills, Anuradha (Anu)
		1	1	l				Muralidharan, Ryan Schaffer, and Daniel Vidal for failing to establish a board on which a majority of the directors are independent and due to the company's lack of a formal nominating committee, and for serving as non-independent members of
		1	1	l				a key board committee. WITHHOLD votes are also warranted for David Barrett and Ryan Schaffer for the implementation of a
		1	1	l				multi-class capital structure without subjecting it to a time-based sunset provision. Votes FOR the remaining director nominees
			1					are warranted.
			Management	1.3	Elect Director Anu Muralidharan	For	Withhold	WITHHOLD votes are warranted for non-independent director nominees David Barrett, Jason Mills, Anuradha (Anu)
		1	1	l				Muralidharan, Ryan Schaffer, and Daniel Vidal for failing to establish a board on which a majority of the directors are independent and due to the company's lack of a formal nominating committee, and for serving as non-independent members of
		1	1	l				a key board committee. WITHHOLD votes are also warranted for David Barrett and Ryan Schaffer for the implementation of a
		1	1	l				multi-class capital structure without subjecting it to a time-based sunset provision. Votes FOR the remaining director nominees
		1	1	l				are warranted.
		1	Management	1.4	Elect Director Jason Mills	For	Withhold	WITHHOLD votes are warranted for non-independent director nominees David Barrett, Jason Mills, Anuradha (Anu) Muralidharan, Ryan Schaffer, and Daniel Vidal for failing to establish a board on which a majority of the directors are
			1					independent and due to the company's lack of a formal nominating committee, and for serving as non-independent members of
		1	1	l				a key board committee. WITHHOLD votes are also warranted for David Barrett and Ryan Schaffer for the implementation of a
		1	1	l				multi-class capital structure without subjecting it to a time-based sunset provision. Votes FOR the remaining director nominees
		1	l	l		_		are warranted.
		1	Management	1.5	Elect Director Daniel Vidal	For	Withhold	WITHHOLD votes are warranted for non-independent director nominees David Barrett, Jason Mills, Anuradha (Anu) Muralidharan, Ryan Schaffer, and Daniel Vidal for failing to establish a board on which a majority of the directors are
		1	1	l				independent and due to the company's lack of a formal nominating committee, and for serving as non-independent members of
		1	1	l				a key board committee. WITHHOLD votes are also warranted for David Barrett and Ryan Schaffer for the implementation of a
	1	1	l	1		1		multi-class capital structure without subjecting it to a time-based sunset provision. Votes FOR the remaining director nominees
	1	1	Management	1.6	Elect Director Timothy L. Christen	For	For	are warranted.
	1	1	Management	1.0	Elect Director Timothy L. Christen Elect Director Ying (Vivian) Liu	For	For	
	1	1	Management	1.8	Elect Director Ellen Pao	For	For	
		1	Management	2	Ratify Ernst & Young LLP as Auditors	For	For	
hGears AG	Germany	22-juin-22	Management Management	2	Approve Discharge of Management Board for Fiscal Year 2021 Approve Discharge of Supervisory Board for Fiscal Year 2021	For For	For For	
1	1	1	Management Management	4	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2022	For	For	
1	1	1	Management	5	Approve Remuneration Policy	For	Against	A vote AGAINST the proposed policy is warranted because the policy contains significant scope for discretionary adjustment by
	1	1	l	l .	l	l .	l _	the board via special bonus payments and an STI modifier.
	1	1	Management Management	6	Approve Remuneration of Supervisory Board	For	For Against	A vote ACAINST the remuneration report is warranted because a one off IDO beauty was paid to the CEO and the relevant
1	1	1	Management	l ′	Approve Remuneration Report	For	Against	A vote AGAINST the remuneration report is warranted because a one-off IPO bonus was paid to the CFO and the relevant parameters of the bonus are not disclosed.
1	1	1	Management	8	Approve Reduction of Conditional Capital 2021/II to EUR 547,900	For	For	P
	1	1	Management	9	Approve Stock Option Plan for Key Employees; Approve Creation of EUR 190,500 Pool of	For	For	
	1104	1	<u> </u>	Ļ	Conditional Capital 2022/I to Guarantee Conversion Rights		Ļ	
Nasdaq, Inc.	USA	22-juin-22	Management Management	1a 1b	Elect Director Melissa M. Arnoldi Elect Director Charlene T. Begley	For For	For For	
ı	•	•	ivianagement	םו וו	Licot Director Charletic 1. Degley	1'01	1.01	·

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management		Significant votes - Rationales
			Managament	Number	Elect Director Steven D. Black	Recommendation	Decision	
			Management Management	1c 1d	Elect Director Steven D. Black Elect Director Adena T. Friedman	For For	For For	
			Management	1e	Elect Director Essa Kazim	For	For	
			Management	1f	Elect Director Thomas A. Kloet	For	For	
			Management	1g	Elect Director John D. Rainey	For	For	
			Management	1h	Elect Director Michael R. Splinter	For	For	
			Management	1i 1i	Elect Director Toni Townes-Whitley Elect Director Alfred W. Zollar	For	For	
			Management Management	1 1 2	Advisory Vote to Ratify Named Executive Officers' Compensation	For For	For For	
			Management	3	Ratify Ernst & Young LLP as Auditors	For	For	
			Management	4	Approve Stock Split	For	For	
			Shareholder	5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	For	A vote FOR this proposal is warranted as a lower ownership threshold to call a special meeting would improve shareholder
NEC Corp.	Japan	22-juin-22	Management	.1	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	ngris.
			Management	2.1	Elect Director Niino, Takashi Elect Director Morita, Takayuki	For	For	
			Management Management	2.2 2.3	Elect Director Monta, Takayuki Elect Director Matsukura, Hajime	For For	For For	
			Management	2.4	Elect Director Nishihara, Moto	For	For	
			Management	2.5	Elect Director Fujikawa, Osamu	For	For	
			Management	2.6	Elect Director Iki, Noriko	For	For	
		1	Management	2.7	Elect Director Ito, Masatoshi	For	For	
			Management Management	2.8 2.9	Elect Director Nakamura, Kuniharu Elect Director Christina Ahmadjian	For For	For For	
		1	Management Management	2.9	Elect Director Christina Anmadjian Elect Director Oka, Masashi	For For	For	
		1	Management	3.1	Appoint Statutory Auditor Obata, Shinobu	For	For	
			Management	3.2	Appoint Statutory Auditor Okada, Kyoko	For	For	
Xinjiang Goldwind Science & Technology Co., Ltd.	China	22-juin-22	Management	1	Approve Report of the Board of Directors	For	For	
			Management	2	Approve Report of the Supervisory Committee	For	For	
			Management	3	Approve Audited Consolidated Financial Statements and Auditors' Report	For	For	
			Management Management	5	Approve Final Dividend Distribution Approve Annual Report	For For	For For	
			Management	6	Approve Proposed Operation of Exchange Rate Hedging Business	For	For	
			Management	7	Approve Provision of New Guarantees by the Company for its Subsidiaries	For	For	
			Management	8	Approve Provision of Letter of Guarantee by the Company for the Benefit of Its Subsidiaries	For	Against	A vote AGAINST this resolution is warranted as the company has failed to disclose pertinent details regarding this proposal.
			Management	9	Approve Deloitte Touche Tohmatsu Certified Public Accountants LLP as PRC Auditors and Deloitte Touche Tohmatsu as International Auditors and Authorize Board to Fix Their	For	For	
					Remuneration			
			Management	10	Approve Remuneration of Directors	For	Against	We prefer to vote AGAINST since the remuneration policy lacks concrete sustainability focused non-financial KPIs
			Management	11	Approve Remuneration of Supervisors	For		We prefer to vote AGAINST since the remuneration policy lacks concrete sustainability focused non-financial KPIs
			Management	12.1	Elect Wu Gang as Director	For	For	
			Management Management	12.2 12.3	Elect Cao Zhigang as Director Elect Wang Haibo as Director	For For	For	A vote AGAINST the elections of Gao Jianjun, Lu Hailin, and Wang Haibo is warranted for failing to attend at least 75 percent
			wanagement	12.3	Lieu wang Haibo as Director	101	Against	of board and committee meetings in the most recent fiscal year, without a satisfactory explanation. In the absence of any significant issues concerning other nominees, a vote FOR their election is warranted.
			Management	12.4	Elect Lu Hailin as Director	For	Against	A vote AGAINST the elections of Gao Jianjun, Lu Hailin, and Wang Haibo is warranted for failing to attend at least 75 percent of board and committee meetings in the most recent fiscal year, without a satisfactory explanation. In the absence of any
			Management	12.5	Elect Gao Jianjun as Director	For	Against	significant issues concerning other nominees, a vote FOR their election is warranted. A vote AGAINST the elections of Gao Jianjun, Lu Hailin, and Wang Haibo is warranted for failing to attend at least 75 percent of board and committee meetings in the most recent fiscal year, without a satisfactory explanation. In the absence of any significant issues concerning other nominees, a vote FOR their election is warranted.
			Management	12.6	Elect Wang Kaiguo as Director	For	For	V V
		1	Management	13.1	Elect Yang Jianping as Director	For	For	
			Management	13.2	Elect Zeng Xianfen as Director	For	For	
			Management Management	13.3 14.1	Elect Wei Wei as Director Elect Li Tiefeng as Supervisor	For For	For For	
			Management	14.1	Elect Lio Jun as Supervisor	For	For	
			Management	14.2	Elect Wang Yan as Supervisor	For	For	
Ajinomoto Co., Inc.	Japan	23-juin-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 28	For	For	
			Management	2	Amend Articles to Disclose Shareholder Meeting Materials on Internet - Allow Virtual Only Shareholder Meetings	For	For	
			Management Management	3.1 3.2	Elect Director Iwata, Kimie Elect Director Nawa, Takashi	For For	For For	
			Management Management	3.2	Elect Director Nawa, Takashi Elect Director Nakayama, Joii	For For	For	
			Management	3.3	Elect Director Nakayama, Joji Elect Director Toki, Atsushi	For	For	
			Management	3.5	Elect Director Indo, Mami	For	For	
			Management	3.6	Elect Director Hatta, Yoko	For	For	
			Management	3.7	Elect Director Fujie, Taro	For	For	
			Management	3.8	Elect Director Shiragami, Hiroshi	For	For	
			Management Management	3.9 3.10	Elect Director Nosaka, Chiaki Elect Director Sasaki, Tatsuya	For For	For For	
			Management Management	3.10	Elect Director Sasaki, Tatsuya Elect Director Tochio, Masaya	For For	For	
Giant Manufacturing Co., Ltd.	Taiwan	23-juin-22	Management	1	Approve Financial Statements	For	For	
1		' '	Management	2	Approve Plan on Profit Distribution	For	For	
			Management	3	Approve Amendments to Articles of Association	For	For	
			Management	4	Approve Amendments to Procedures Governing the Acquisition or Disposal of Assets	For	For	
I	I	1 1	Management	5	Approve Amendments to Lending Procedures and Caps	For	For	ı

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management	Vote	Significant votes - Rationales
,				Number		Recommendation	Decision	
Marvell Technology, Inc.	USA	23-juin-22	Management	1a	Elect Director Sara Andrews	For	For	
			Management Management	1b 1c	Elect Director W. Tudor Brown Elect Director Brad W. Buss	For For	For For	
			Management	1d	Elect Director Edward H. Frank	For	For	
			Management	1e	Elect Director Richard S. Hill	For	For	
			Management	1f	Elect Director Marachel L. Knight	For	For	
			Management	1g 1h	Elect Director Matthew J. Murphy Elect Director Michael G. Strachan	For For	For For	
			Management Management	in 1i	Elect Director Michael G. Strachan Elect Director Robert E. Switz	For	For	
			Management	1j	Elect Director Ford Tamer	For	For	
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Management	3	Amend Qualified Employee Stock Purchase Plan	For	For	
Nihon M&A Center Holdings Inc.	Japan	23-juin-22	Management Management	4	Ratify Deloitte & Touche LLP as Auditors Approve Allocation of Income, with a Final Dividend of JPY 9	For For	For For	
Trailor Was Center Flordings Inc.	Japan	20-jun-22	Management	2	Amend Articles to Disclose Shareholder Meeting Materials on Internet - Amend Provisions on	For	For	
			-		Number of Directors			
1			Management	3.1	Elect Director Wakebayashi, Yasuhiro	For	For	
			Management Management	3.2 3.3	Elect Director Miyake, Suguru Elect Director Naraki, Takamaro	For For	For For	
			Management	3.3	Elect Director Naraki, Takamaro Elect Director Otsuki, Masahiko	For	For	
			Management	3.5	Elect Director Takeuchi, Naoki	For	For	
			Management	3.6	Elect Director Watanabe, Tsuneo	For	For	
			Management	3.7	Elect Director Kumagai, Hideyuki	For	For	
	I		Management	3.8 3.9	Elect Director Mori, Tokihiko Elect Director Anna Dingley	For For	For For	
			Management Management	3.10	Elect Director Anna Dingley Elect Director Takeuchi, Minako	For	For	
			Management		Elect Director Keneth George Smith	For	For	
1			Management	3.12	Elect Director Nishikido, Keiichi	For	For	
			Management	4.1	Elect Director and Audit Committee Member Hirayama, Iwao	For	For	
			Management	4.2	Elect Director and Audit Committee Member Yamada, Yoshinori	For	For	
			Management Management	4.3 5	Elect Director and Audit Committee Member Matsunaga, Takayuki Elect Alternate Director and Audit Committee Member Shiga, Katsumasa	For For	For For	
NIPPON STEEL CORP.	Japan	23-juin-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 90	For	For	
	'		Management	2	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	
			Management	3.1	Elect Director Shindo, Kosei	For	For	
1			Management	3.2	Elect Director Hashimoto, Eiji	For	For	
1			Management Management	3.3 3.4	Elect Director Migita, Akio Elect Director Sato, Naoki	For For	For For	
1			Management	3.5	Elect Director Mori. Takahiro	For	For	
			Management	3.6	Elect Director Hirose, Takashi	For	For	
			Management	3.7	Elect Director Imai, Tadashi	For	For	
			Management	3.8	Elect Director Tomita, Tetsuro	For	For	
			Management Management	3.9 4.1	Elect Director Urano, Kuniko Elect Director and Audit Committee Member Furumoto, Shozo	For For	For For	
			Management	4.2	Elect Director and Audit Committee Member Huranito, 31020	For	For	
			Management	4.3	Elect Director and Audit Committee Member Azuma, Seiichiro	For	For	
			Management	4.4	Elect Director and Audit Committee Member Yoshikawa, Hiroshi	For	For	
Ohanirahi Oani	Japan	00 inio 00	Management	4.5	Elect Director and Audit Committee Member Kitera, Masato	For	For	
Obayashi Corp.	Japan	23-juin-22	Management Management	2	Approve Allocation of Income, with a Final Dividend of JPY 16 Amend Articles to Clarify Director Authority on Shareholder Meetings - Disclose Shareholder	For For	For For	
			Wanagement	_	Meeting Materials on Internet	101	1 01	
			Management	3.1	Elect Director Obayashi, Takeo	For	Against	A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital
						_		misallocation.
			Management	3.2	Elect Director Hasuwa, Kenji	For	Against	A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation.
	I	1	Management	3.3	Elect Director Kotera, Yasuo	For	For	ITIISAIIOCAUOTI.
	1		Management	3.4	Elect Director Murata, Toshihiko	For	For	
			Management	3.5	Elect Director Sasagawa, Atsushi	For	For	1
								l '
			Management	3.6	Elect Director Nohira, Akinobu	For	For	
			Management Management	3.6 3.7	Elect Director Sato, Toshimi	For	For	
			Management Management Management	3.6 3.7 3.8	Elect Director Sato, Toshimi Elect Director Izumiya, Naoki	For For	For For	
			Management Management	3.6 3.7	Elect Director Sato, Toshimi	For For For	For For For	
			Management Management Management Management Management Management Management	3.6 3.7 3.8 3.9 3.10 3.11	Elect Director Sato, Toshimi Elect Director Izumiya, Naoki Elect Director Kobayashi, Yoko Elect Director Orii, Masako Elect Director Kato, Hiroyuki	For For For For	For For For For	
			Management Management Management Management Management Management Management Management	3.6 3.7 3.8 3.9 3.10 3.11 3.12	Elect Director Sato, Toshimi Elect Director Izumiya, Naoki Elect Director Kobayashi, Yoko Elect Director Orli, Masako Elect Director Kato, Hiroyuki Elect Director Kuroda, Yukiko	For For For For For	For For For For For	
			Management Management Management Management Management Management Management Management Management	3.6 3.7 3.8 3.9 3.10 3.11 3.12 4.1	Elect Director Sato, Toshimi Elect Director Izumiya, Naoki Elect Director Kobayashi, Yoko Elect Director Orii, Masako Elect Director Kato, Hiroyuki Elect Director Kuroda, Yukiko Appoint Statutory Auditor Watanabe, Isao	For For For For For For	For For For For For For	
			Management	3.6 3.7 3.8 3.9 3.10 3.11 3.12 4.1 4.2	Elect Director Sato, Toshimi Elect Director Izumiya, Naoki Elect Director Kobayashi, Yoko Elect Director Orii, Masako Elect Director Kato, Hiroyuki Elect Director Kato, Hiroyuki Elect Director Kuroda, Yukiko Appoint Statutory Auditor Watanabe, Isao Appoint Statutory Auditor Yamaguchi, Yoshihiro	For For For For For For For	For For For For For For For	
QIAGEN NV	Netherlands	23-juin-22	Management	3.6 3.7 3.8 3.9 3.10 3.11 3.12 4.1	Elect Director Sato, Toshimi Elect Director Izumiya, Naoki Elect Director Kobayashi, Yoko Elect Director Kobayashi, Yoko Elect Director Orii, Masako Elect Director Kuroda, Yukiko Appoint Statutory Auditor Watanabe, Isao Appoint Statutory Auditor Yamaguchi, Yoshihiro Appoint Statutory Auditor Mizutani, Eji	For For For For For For For For	For For For For For For For For	
QIAGEN NV	Netherlands	23-juin-22	Management	3.6 3.7 3.8 3.9 3.10 3.11 3.12 4.1 4.2 4.3	Elect Director Sato, Toshimi Elect Director Izumiya, Naoki Elect Director Kobayashi, Yoko Elect Director Kobayashi, Yoko Elect Director Kato, Hiroyuki Elect Director Kuroda, Yukiko Appoint Statutory Auditor Watanabe, Isao Appoint Statutory Auditor Waranguchi, Yoshihiro Appoint Statutory Auditor Mizutani, Eiji Adopt Financial Statements and Statutory Reports Approve Remuneration Report	For For For For For For For	For For For For For For For	
QIAGEN NV	Netherlands	23-juin-22	Management	3.6 3.7 3.8 3.9 3.10 3.11 3.12 4.1 4.2 4.3	Elect Director Sato, Toshimi Elect Director Izumiya, Naoki Elect Director Kobayashi, Yoko Elect Director Kobayashi, Yoko Elect Director Kato, Hiroyuki Elect Director Kuroda, Yukiko Appoint Statutory Auditor Watanabe, Isao Appoint Statutory Auditor Yamaguchi, Yoshihiro Appoint Statutory Auditor Mizutani, Ejii Adopt Financial Statements and Statutory Reports Approve Remuneration Report Approve Discharge of Management Board	For	For For For For For For For For For For	
QIAGEN NV	Netherlands	23-juin-22	Management	3.6 3.7 3.8 3.9 3.10 3.11 3.12 4.1 4.2 4.3	Elect Director Sato, Toshimi Elect Director Izumiya, Naoki Elect Director Kobayashi, Yoko Elect Director Orii, Masako Elect Director Kato, Hiroyuki Elect Director Kato, Hiroyuki Elect Director Kuroda, Yukiko Appoint Statutory Auditor Watanabe, Isao Appoint Statutory Auditor Watanabe, Isao Appoint Statutory Auditor Mizutani, Ejii Adopt Financial Statements and Statutory Reports Approve Discharge of Management Board Approve Discharge of Management Board Approve Discharge of Supervisory Board	For	For For For For For For For For For For	
QIAGEN NV	Netherlands	23-juin-22	Management	3.6 3.7 3.8 3.9 3.10 3.11 3.12 4.1 4.2 4.3 1 2 3 4 5a	Elect Director Sato, Toshimi Elect Director Izurniya, Naoki Elect Director Kobayashi, Yoko Elect Director Kobayashi, Yoko Elect Director Kohayashi, Yoko Elect Director Kato, Hiroyuki Elect Director Kuroda, Yukiko Appoint Statutory Auditor Watanabe, Isao Appoint Statutory Auditor Waranaguchi, Yoshihiro Appoint Statutory Auditor Mizutani, Eiji Adopt Financial Statements and Statutory Reports Approve Remuneration Report Approve Discharge of Management Board Approve Discharge of Supervisory Board Elect Metin Colpan to Supervisory Board	For	For For For For For For For For For For	
QIAGEN NV	Netherlands	23-juin-22	Management	3.6 3.7 3.8 3.9 3.10 3.11 3.12 4.1 4.2 4.3 1 2 3 4 5 5 5	Elect Director Sato, Toshimi Elect Director Izumiya, Naoki Elect Director Kobayashi, Yoko Elect Director Orii, Masako Elect Director Kato, Hiroyuki Elect Director Kato, Hiroyuki Elect Director Kato, Hiroyuki Elect Director Kuroda, Yukiko Appoint Statutory Auditor Watanabe, Isao Appoint Statutory Auditor Watanabe, Isao Appoint Statutory Auditor Mizutani, Ejii Adopt Financial Statements and Statutory Reports Approve Pemuneration Report Approve Discharge of Management Board Approve Discharge of Supervisory Board Elect Metin Colpan to Supervisory Board Elect Thomas Ebeling to Supervisory Board	For	For For For For For For For For For For	
QIAGEN NV	Netherlands	23-juin-22	Management	3.6 3.7 3.8 3.9 3.10 3.11 3.12 4.1 4.2 4.3 1 2 3 4 5a 5b 5c 5d	Elect Director Sato, Toshimi Elect Director Izurniya, Naoki Elect Director Kobayashi, Yoko Elect Director Kobayashi, Yoko Elect Director Kohayashi, Yoko Elect Director Kato, Hiroyuki Elect Director Kuroda, Yukiko Appoint Statutory Auditor Watanabe, Isao Appoint Statutory Auditor Waranaguchi, Yoshihiro Appoint Statutory Auditor Mizutani, Eiji Adopt Financial Statements and Statutory Reports Approve Remuneration Report Approve Discharge of Management Board Approve Discharge of Supervisory Board Elect Metin Colpan to Supervisory Board	For	For For For For For For For For For For	

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management	Vote	Significant votes - Rationales
			.,	Number	let us as a second	Recommendation	Decision	
	I		Management	5f	Elect Eva Pisa to Supervisory Board	For	For	
	I	1	Management Management	5g 5h	Elect Lawrence A. Rosen to Supervisory Board Elect Elizabeth E. Tallett to Supervisory Board	For For	For For	
			Management	6a	Reelect Thierry Bernard to Management Board	For	For	
	I	1	Management	6b	Reelect Roland Sackers to Management Board	For	For	
			Management	7	Ratify KPMG Accountants N.V. as Auditors	For	For	
			Management	8a	Grant Supervisory Board Authority to Issue Shares	For	For	
			Management	8b	Authorize Supervisory Board to Exclude Preemptive Rights from Share Issuances	For	For	
			Management	9	Authorize Repurchase of Shares	For	For	
			Management	10	Approve Discretionary Rights for the Managing Board to Implement Capital Repayment by	For	For	
			Management	11	Means of Synthetic Share Repurchase Approve Cancellation of Shares	For	For	
Soltec Power Holdings SA	Spain	23-juin-22	Management	111	Approve Consolidated and Standalone Financial Statements	For	For	
Sollec Fower Holdings SA	Opain	20-juii-22	Management	, ,	Approve Consolidated and Standalone Management Reports	For	For	
			Management	3	Approve Non-Financial Information Statement	For	For	
			Management	4	Approve Discharge of Board	For	For	
			Management	5	Approve Treatment of Net Loss	For	For	
			Management	6	Approve Remuneration Policy	For	Against	We prefer to vote AGAINST since the remuneration policy lacks concrete sustainability focused non-financial KPIs
			Management	7	Appoint Ernst & Young as Auditor	For	For	l.,
			Management Management	8 9	Advisory Vote on Remuneration Report Authorize Board to Ratify and Execute Approved Resolutions	For For	Against For	We prefer to vote AGAINST since the remuneration policy lacks concrete sustainability focused non-financial KPIs
Sumitomo Mitsui Trust Holdings, Inc.	Japan	23-juin-22	Management	9	Approve Allocation of Income, with a Final Dividend of JPY 90	For	For	
Summonio Milisur Trusi Frolungs, Inc.	Japan	23-juii1-22	Management	2	Amend Articles to Disclose Shareholder Meeting Materials on Internet - Allow Virtual Only	For	For	
1			anagement	l [*]	Shareholder Meetings	1 51	''	
1			Management	3.1	Elect Director Takakura, Toru	For	Against	A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital
	I			I	·		l -	misallocation.
	I	1	Management	3.2	Elect Director Araumi, Jiro	For	For	
	I		Management	3.3	Elect Director Yamaguchi, Nobuaki	For	For	
			Management	3.4	Elect Director Oyama, Kazuya	For	For	L
			Management	3.5	Elect Director Okubo, Tetsuo	For	Against	A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation.
			Management	3.6	Elect Director Hashimoto, Masaru	For	For	misailocation.
			Management	3.7	Elect Director Shudo, Kuniyuki	For	For	
			Management	3.8	Elect Director Tanaka, Koji	For	For	
			Management	3.9	Elect Director Matsushita, Isao	For	For	
			Management	3.10	Elect Director Saito, Shinichi	For	Against	A vote AGAINST this director nominee is warranted because: * The board after this meeting will not be majority independent
								and this outside director nominee lacks independence.
			Management	3.11	Elect Director Kawamoto, Hiroko	For	Against	A vote AGAINST this director nominee is warranted because: * The board after this meeting will not be majority independent
			Management	3.12	Elect Director Aso, Mitsuhiro	For	For	and this outside director nominee lacks independence.
			Management	3.12	Elect Director Aso, Milsuniro Elect Director Kato, Nobuaki	For	For	
			Management	3.13	Elect Director Yangi, Masanori	For	For	
			Management	3.15	Elect Director Kashima, Kaoru	For	For	
The Kroger Co.	USA	23-juin-22	Management	1.1	Elect Director Nora A. Aufreiter	For	For	
			Management	1.2	Elect Director Kevin M. Brown	For	For	
			Management	1.3	Elect Director Elaine L. Chao	For	For	
			Management	1.4	Elect Director Anne Gates	For	For	
			Management	1.5	Elect Director Karen M. Hoguet	For	For	
			Management Management	1.6 1.7	Elect Director W. Rodney McMullen Elect Director Clyde R. Moore	For For	For For	
	I	1	Management	1.7	Elect Director Clyde R. Moore Elect Director Ronald L. Sargent	For	For	
	I		Management	1.9	Elect Director J. Amanda Sourry Knox (Amanda Sourry)	For	For	
			Management	1.10	Elect Director Mark S. Sutton	For	For	
			Management	1.11	Elect Director Ashok Vemuri	For	For	
	I	1	Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
	I		Management	3	Ratify PricewaterhouseCoopers LLC as Auditor	For	For	
	I	1	Management	4	Amend Omnibus Stock Plan	For	For	A set FOR this assessment of a set of the second set of the second secon
	I		Shareholder	5	Report on Efforts to Reduce Plastic Use	Against	For	A vote FOR this proposal is warranted, as additional disclosure on metrics and targets related to the use of plastic packaging
	I	1		l			I	would allow shareholders to better assess the company's management of associated financial, environmental, and reputational
	I		Shareholder	6	Report on Human Rights and Protection of Farmworkers	Against	For	A vote FOR this proposal is warranted, as additional information regarding policies the company has implemented to address
	I	1	S.I.G. STIOIGGI	l ĭ		, igainst	I,	human rights impacts and protection of farmworkers in its supply chain would allow shareholders to better gauge how well
1				l			I	Kroger is managing human rights related risks.
	I		Shareholder	7	Report on Efforts to Eliminate HFCs in Refrigeration and Reduce GHG Emissions	Against	For	A vote FOR this proposal is warranted, as investors would benefit from greater disclosure around the management of HFC
	I			l .	L		l _	emissions, especially in light of regulatory and competitive pressure.
	l		Shareholder	8	Report on Risks to Business Due to Increased Labor Market Pressure	Against	For	A vote FOR this proposal is warranted as additional reporting and information regarding the company's potential exposure to
Toray Industries, Inc.	Japan	23 juin 22	Management	H 1	Approve Allocation of Income, with a Final Dividend of JPY 8	For	For	risks related to increased labor market pressure would be beneficial to shareholders.
Toray industries, Inc.	Japan	23-juin-22	Management Management	2	Amend Articles to Disclose Shareholder Meeting Materials on Internet - Reduce Directors'	For For	For	
1			anagement	l [*]	Term	1 51	''	
	I		Management	3.1	Elect Director Nikkaku, Akihiro	For	Against	A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack
	I	1	· ·				-	of diversity on the board.
			Management	3.2	Elect Director Oya, Mitsuo	For	Against	A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack
				l	L		l	of diversity on the board.
			Management	3.3	Elect Director Hagiwara, Satoru	For	Against	A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack
			Management	3.4	Elect Director Adachi, Kazuyuki	For	For	of diversity on the board.
1	•		wanagement	3.4	Lieu Director Adadrii, Nazuyuki	I FUI	FUI	ı

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management	Vote	Significant votes - Rationales
Company Name	Country	Meeting Date	Fropolient	Number	FTOPOSAL TEXT	Recommendation	Decision	Significant votes - Nationales
			Management	3.5	Elect Director Yoshinaga, Minoru	For	For	
			Management Management	3.6 3.7	Elect Director Suga, Yasuo Elect Director Shuto. Kazuhiko	For For	For For	
			Management	3.7	Elect Director Shuto, Kazuniko Elect Director Okamoto, Masahiko	For	For	
			Management	3.9	Elect Director Ito, Kunio	For	For	
			Management	3.10	Elect Director Noyori, Ryoji	For	For	
			Management	3.11	Elect Director Kaminaga, Susumu	For	For	
			Management Management	3.12 4	Elect Director Futagawa, Kazuo	For For	For For	
			Management	5	Approve Annual Bonus Approve Compensation Ceiling for Directors	For	For	
Bureau Veritas SA	France	24-juin-22	Management	1	Approve Financial Statements and Statutory Reports	For	For	
		1	Management	2	Approve Consolidated Financial Statements and Statutory Reports	For	For	
			Management	3	Approve Allocation of Income and Dividends of EUR 0.53 per Share	For	For	
			Management	4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	For	
			Management	5	Reelect Aldo Cardoso as Director	For	For	
			Management	6	Reelect Pascal Lebard as Director	For	For	
			Management	7	Elect Jean-Francois Palus as Director	For	For	
			Management	8	Approve Compensation Report of Corporate Officers	For	For	
			Management Management	10	Approve Compensation of Aldo Cardoso, Chairman of the board Approve Compensation of Didier Michaud-Daniel, CEO	For For	For Against	A vote AGAINST this remuneration report is warranted because: * The level of disclosure surrounding the achievement of the
			Wanagement	"	Approve compensation of Blatch Wildhaud-Barriet, GEO	1 01	Agamot	bonus performance criteria is limited; * The 2021 LTIPs grant exceeds the cap voted in the policy with no explanation; * The
				l				performance targets attached to the granted LTIPs are not disclosed; * The LTIPs granted in 2021 are not subject to a
				l				presence condition; * The adjustment proposed under the 2018 and 2019 LTI plans decided by the board would erase entirely
				l				the effects of the Covid-19 crisis on these two years and enable a total acquisition of the performance shares and options under the 2018 plans. The long-term remuneration under these plans would therefore be in disconnection with the company's
				l				performance and shareholders' interests.
	I	1	Management	11	Approve Remuneration Policy of Directors	For	For	
	l	1	Management	12	Approve Remuneration Policy of Chairman of the Board	For	For	
			Management	13	Approve Remuneration Policy of CEO	For	Against	A vote AGAINST this remuneration policy is warranted: * The LTIP cap significantly and repeatedly increases without a
				l				compelling rationale; * The policy allows for the post-mandate vesting of awards; and * The derogation policy is too large and
			Management	14	Renew Appointment of PricewaterhouseCoopers as Auditor	For	For	vague. * There is not cap to potential exceptional remunerations.
			Management	15	Renew Appointment of Findewaterhouse Coopers as Additor	For	For	
			Management	16	Acknowledge End of Mandate of Jean-Christophe Georghiou as Alternate Auditor and	For	For	
				l	Decision Not to Replace or Renew			
			Management	17	Acknowledge End of Mandate of Auditex as Alternate Auditor and Decision Not to Replace	For	For	
			Management	18	or Renew Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	
			Management	19	Authorize Filing of Required Documents/Other Formalities	For	For	
EXEO Group, Inc.	Japan	24-juin-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 52	For	For	
			Management	2	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	
			Management Management	3.1 3.2	Elect Director Watabe, Noriyuki Elect Director Imaizumi, Fumitoshi	For For	For For	
			Management	3.2	Appoint Statutory Auditor Otsubo, Yasuo	For	For	
Japan Medical Dynamic Marketing, Inc.	Japan	24-juin-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 12	For	For	
		1	Management	2	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	
			Management	3.1	Elect Director Okawa, Masao	For	Against	A vote AGAINST this nominee is warranted because the nominee is an incumbent representative director and there is a lack of
	l	1	Management	3.2	Elect Director Hironaka, Toshiyuki	For	For	diversity on the board.
	I	1	Management	3.3	Elect Director Brent Allen Bartholomew	For	For	
	I	1	Management	3.4	Elect Director Okamura, Tomoyuki	For	For	
	I	1	Management	3.5	Elect Director Ishikawa, Hiroshi	For	For	
	I	1	Management Management	3.6 4	Elect Director Saburi, Toshio Appoint Statutory Auditor Tsuchiya, Takeaki	For For	For Against	A vote AGAINST this nominee is warranted because: * The outside statutory auditor nominee's affiliation with the company
	I	1	ivianagement	4	Appoint Statutory Additor Tsucrilya, Takeaki	For	Against	A vote AGAINS1 this nominee is warranted because: * The outside statutory auditor nominee's affiliation with the company could compromise independence.
Kotobuki Spirits Co., Ltd.	Japan	24-juin-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 30	For	For	
	l '	1 '	Management	2	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	
	I	1	Management	3.1	Elect Director Kawagoe, Seigo	For	For	
	l	1	Management	3.2	Elect Director Matsumoto, Shinji	For	For	
	I	1	Management Management	3.3 3.4	Elect Director Shirochi, Masayuki Elect Director Sakamoto, Rvoichi	For For	For For	
1	l	1	Management	3.5	Elect Director Iwata, Matsuo	For	For	
	I	1	Management	3.6	Elect Director Yoshimoto, Megumi	For	For	
			Management	4.1	Elect Director and Audit Committee Member Yamane, Masamichi	For	For	
				4.2	Elect Director and Audit Committee Member Noguchi, Koichi	For	For	ı
			Management					ı
Matching Service Janan Co. Ltd	Janan	24-iuin-22	Management	4.2 4.3	Elect Director and Audit Committee Member Tanaka, Yasuhiro	For For	For For	
Matching Service Japan Co., Ltd.	Japan	24-juin-22				For For For	For For	
Matching Service Japan Co., Ltd.	Japan	24-juin-22	Management Management	4.3	Elect Director and Audit Committee Member Tanaka, Yasuhiro Approve Allocation of Income, with a Final Dividend of JPY 15	For	For	A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack
Matching Service Japan Co., Ltd.	Japan	24-juin-22	Management Management Management Management	4.3 1 2 3.1	Elect Director and Audit Committee Member Tanaka, Yasuhiro Approve Allocation of Income, with a Final Dividend of JPY 15 Amend Articles to Disclose Shareholder Meeting Materials on Internet Elect Director Arimoto, Takahiro	For For For	For For Against	A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.
Matching Service Japan Co., Ltd.	Japan	24-juin-22	Management Management Management Management Management Management	4.3 1 2 3.1	Elect Director and Audit Committee Member Tanaka, Yasuhiro Approve Allocation of Income, with a Final Dividend of JPY 15 Amend Articles to Disclose Shareholder Meeting Materials on Internet Elect Director Arimoto, Takahiro Elect Director Fujie, Mayuki	For For For	For For Against For	
Matching Service Japan Co., Ltd.	Japan	24-juin-22	Management Management Management Management Management Management Management	4.3 1 2 3.1 3.2 3.3	Elect Director and Audit Committee Member Tanaka, Yasuhiro Approve Allocation of Income, with a Final Dividend of JPY 15 Amend Articles to Disclose Shareholder Meeting Materials on Internet Elect Director Arimoto, Takahiro Elect Director Fujie, Mayuki Elect Director Yamamoto, Taku	For For For For	For For Against For For	
Matching Service Japan Co., Ltd.	Japan	24-juin-22	Management Management Management Management Management Management	4.3 1 2 3.1	Elect Director and Audit Committee Member Tanaka, Yasuhiro Approve Allocation of Income, with a Final Dividend of JPY 15 Amend Articles to Disclose Shareholder Meeting Materials on Internet Elect Director Arimoto, Takahiro Elect Director Fujie, Mayuki	For For For	For For Against For For For	
Matching Service Japan Co., Ltd.	Japan	24-juin-22	Management Management Management Management Management Management Management Management	4.3 1 2 3.1 3.2 3.3 4.1	Elect Director and Audit Committee Member Tanaka, Yasuhiro Approve Allocation of Income, with a Final Dividend of JPY 15 Amend Articles to Disclose Shareholder Meeting Materials on Internet Elect Director Arimoto, Takahiro Elect Director Fujie, Mayuki Elect Director Yamamoto, Taku Elect Director Yamamoto, Taku Elect Director and Audit Committee Member Sugawara, Masanori	For For For For For	For For Against For For For	of diversity on the board.

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
Nippon Telegraph & Telephone Corp.	Japan	24-juin-22	Management	1 1	Approve Allocation of Income, with a Final Dividend of JPY 60	For	For	
	V	,	Management	2	Amend Articles to Disclose Shareholder Meeting Materials on Internet - Allow Virtual Only	For	For	
1			ľ	l	Shareholder Meetings - Amend Provisions on Number of Statutory Auditors		1	
1			Management	3.1	Elect Director Sawada, Jun	For	For	
1		1	Management Management	3.2 3.3	Elect Director Shimada, Akira Elect Director Kawazoe. Katsuhiko	For For	For For	
1			Management	3.3	Elect Director Kawazoe, Katsuniko Elect Director Hiroi. Takashi	For	For	
1			Management	3.5	Elect Director Kudo, Akiko	For	For	
1			Management	3.6	Elect Director Sakamura, Ken	For	For	
1			Management	3.7	Elect Director Uchinaga, Yukako	For	For	
1			Management	3.8	Elect Director Chubachi, Ryoji	For	For	
1			Management	3.9	Elect Director Watanabe, Koichiro	For	For	
1			Management	3.10	Elect Director Endo, Noriko	For	For	
1			Management Management	4.1 4.2	Appoint Statutory Auditor Yanagi, Keiichiro Appoint Statutory Auditor Koshiyama, Kensuke	For For	For For	
Olympus Corp.	Japan	24-juin-22		4.2	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	
Olympus Corp.	Japan	24-juii-22	Management	2.1	Elect Director Takeuchi, Yasuo	For	For	
1			Management	2.2	Elect Director Fujita, Sumitaka	For	For	
1			Management	2.3	Elect Director Iwamura, Tetsuo	For	For	
1			Management	2.4	Elect Director Masuda, Yasumasa	For	For	
1			Management	2.5	Elect Director David Robert Hale	For	For	
i	I	I	Management	2.6	Elect Director Jimmy C. Beasley	For	For	
i		I	Management	2.7	Elect Director Ichikawa, Sachiko	For	For	
1	I	I	Management	2.8	Elect Director Shingai, Yasushi	For	For	
1	I	I	Management Management	2.9 2.10	Elect Director Kan Kohei Elect Director Garv John Pruden	For For	For For	
1			Management	2.10	Elect Director Stefan Kaufmann	For	For	
1			Management	2.12	Elect Director Koga, Nobuyuki	For	For	
Relo Group, Inc.	Japan	24-juin-22	Management	1	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	
1		,	Management	2.1	Elect Director Sasada, Masanori	For	Against	A vote AGAINST this director nominee is warranted because: * Top management bears responsibility for the board composition
1			ľ	l			ľ	at the company with statutory auditors.
1			Management	2.2	Elect Director Nakamura, Kenichi	For	Against	A vote AGAINST this director nominee is warranted because: * Top management bears responsibility for the board composition
1				l				at the company with statutory auditors. * The nominee is an incumbent representative director and there is a lack of diversity on
1				l		_	l _	the board.
1			Management	2.3	Elect Director Kadota, Yasushi	For	For	
1			Management	2.4 2.5	Elect Director Koshinaga, Kenji Elect Director Kawano, Takeshi	For For	For For	
1			Management Management	2.5	Elect Director Kawano, Takesni Elect Director Koyama, Katsuhiko	For	For	
1			Management	2.0	Elect Director Onogi, Takashi	For	For	
1			Management	2.8	Elect Director Udagawa, Kazuya	For	For	
Rion Co., Ltd.	Japan	24-juin-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 23	For	For	
1	· .	'	Management	2	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	
			Management	3	Appoint Statutory Auditor Nakanowatari, Makoto	For	For	
SAWAI GROUP HOLDINGS Co., Ltd.	Japan	24-juin-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 65	For	For	
1			Management	2	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	
1			Management Management	3.1 3.2	Elect Director Sawai, Mitsuo Elect Director Sawai, Kenzo	For For	For For	
1			Management Management	3.2	Elect Director Sawai, Kenzo Elect Director Sueyoshi, Kazuhiko	For	For	
1			Management	3.4	Elect Director Terashima, Toru	For	For	
1			Management	3.5	Elect Director Ohara, Masatoshi	For	For	
1			Management	3.6	Elect Director Todo, Naomi	For	For	
1	I	I	Management	4.1	Appoint Alternate Statutory Auditor Somi, Satoshi	For	For	
1	I	I	Management	4.2	Appoint Alternate Statutory Auditor Nishimura, Yoshitsugu	For	For	
1	I	I	Management	5	Approve Compensation Ceiling for Directors	For	For	
1		1	Management	6	Approve Compensation Ceiling for Statutory Auditors	For	For	
OLOMANO, THE LET	⊢	0411.55	Management	7	Approve Deep Discount Stock Option Plan	For	For	
SIGMAXYZ Holdings, Inc.	Japan	24-juin-22	Management	l 1	Amend Articles to Disclose Shareholder Meeting Materials on Internet Approve Capital Reduction	For For	For For	
1		I	Management Management	2 3	Approve Capital Reduction Approve Accounting Transfers	For For	For For	
1		I	Management	4.1	Elect Director Kurashige, Hideki	For	For	
1				4.1			For	l .
1		1		42	Flect Director Tomimura, Ryuichi	⊢or		
			Management Management	4.2 4.3	Elect Director Tomimura, Ryuichi Elect Director Tabata, Shinya	For For	For	
			Management					
			Management Management	4.3	Elect Director Tabata, Shinya Elect Director Uchiyama, Sono Elect Director Ota, Hiroshi	For	For	
			Management Management Management Management Management	4.3 4.4 4.5 4.6	Elect Director Tabata, Shinya Elect Director Uchiyama, Sono Elect Director Ota, Hiroshi Elect Director Shibanuma, Shunichi	For For For For	For For For	
			Management Management Management Management Management Management	4.3 4.4 4.5 4.6 4.7	Elect Director Tabata, Shinya Elect Director Uchiyama, Sono Elect Director Ota, Hiroshi Elect Director Shibanuma, Shunichi Elect Director Okubo, Joji	For For For For For	For For For For	
			Management Management Management Management Management Management Management Management	4.3 4.4 4.5 4.6 4.7 4.8	Elect Director Tabata, Shinya Elect Director Uchiyamra, Sono Elect Director Ota, Hiroshi Elect Director Shibanuma, Shunichi Elect Director Shibanuma, Shunichi Elect Director Okubo, Joji Elect Director Kondo, Shuichi	For For For For For	For For For For For	
			Management Management Management Management Management Management Management Management	4.3 4.4 4.5 4.6 4.7 4.8 4.9	Elect Director Tabata, Shinya Elect Director Uchiyama, Sono Elect Director Ota, Hiroshi Elect Director Shibanuma, Shunichi Elect Director Okubo, Joji Elect Director Kondo, Shuichi Elect Director Yamaguchi, Komei	For For For For For For	For For For For For For	
			Management	4.3 4.4 4.5 4.6 4.7 4.8 4.9 4.10	Elect Director Tabata, Shinya Elect Director Uchiyama, Sono Elect Director Ota, Hiroshi Elect Director Shibanuma, Shunichi Elect Director Okubo, Joli Elect Director Okubo, Joli Elect Director Kondo, Shuichi Elect Director Yamaguchi, Komei Elect Director Yamamoto, Makiko	For For For For For For For	For For For For For For For	
			Management Management Management Management Management Management Management Management	4.3 4.4 4.5 4.6 4.7 4.8 4.9	Elect Director Tabata, Shinya Elect Director Uchiyama, Sono Elect Director Ota, Hiroshi Elect Director Shibanuma, Shunichi Elect Director Okubo, Joji Elect Director Kondo, Shuichi Elect Director Yamaguchi, Komei	For For For For For For	For For For For For For	A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee
			Management Management Management Management Management Management Management Management Management	4.3 4.4 4.5 4.6 4.7 4.8 4.9 4.10 5.1	Elect Director Tabata, Shinya Elect Director Uchiyama, Sono Elect Director Ota, Hiroshi Elect Director Ota, Hiroshi Elect Director Okubo, Joji Elect Director Kundo, Shuichi Elect Director Yamaguchi, Komei Elect Director Yamaguchi, Komei Elect Director Yamaguchi, Komei Elect Director Yamaguchi, Komei Elect Director and Audit Committee Member Sunami, Fumio	For For For For For For For For	For For For For For For Against	member lacks independence.
			Management	4.3 4.4 4.5 4.6 4.7 4.8 4.9 4.10	Elect Director Tabata, Shinya Elect Director Uchiyama, Sono Elect Director Ota, Hiroshi Elect Director Shibanuma, Shunichi Elect Director Okubo, Joli Elect Director Okubo, Joli Elect Director Kondo, Shuichi Elect Director Yamaguchi, Komei Elect Director Yamamoto, Makiko	For For For For For For For	For For For For For For For	member lacks independence. A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee
			Management Management Management Management Management Management Management Management Management	4.3 4.4 4.5 4.6 4.7 4.8 4.9 4.10 5.1	Elect Director Tabata, Shinya Elect Director Uchiyama, Sono Elect Director Ota, Hiroshi Elect Director Ota, Hiroshi Elect Director Okubo, Joji Elect Director Kundo, Shuichi Elect Director Yamaguchi, Komei Elect Director Yamaguchi, Komei Elect Director Yamaguchi, Komei Elect Director Yamaguchi, Komei Elect Director and Audit Committee Member Sunami, Fumio	For For For For For For For For	For For For For For For Against	member lacks independence.
			Management Management Management Management Management Management Management Management Management Management	4.3 4.4 4.5 4.6 4.7 4.8 4.9 4.10 5.1	Elect Director Tabata, Shinya Elect Director Uchiyama, Sono Elect Director Ota, Hiroshi Elect Director Ota, Hiroshi Elect Director Shibanuma, Shunichi Elect Director Kondo, Shuichi Elect Director Yamaguchi, Komei Elect Director Yamamoto, Makiko Elect Director Yamamoto, Makiko Elect Director and Audit Committee Member Sunami, Fumio	For For For For For For For For	For For For For For For For Against	member lacks independence. A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management		Significant votes - Rationales
			Management	Number	Amend Articles to Disclose Shareholder Meeting Materials on Internet - Allow Virtual Only	Recommendation For	Decision Against	A vote AGAINST this proposal is warranted because: * The passage of this proposal will authorize the company to hold virtual
			wanagement	2	Shareholder Meetings	For	Against	only meetings permanently, without further need to consult shareholders, even after the current health crisis is resolved, and the
	1							proposed language fails to specify situations under which virtual meetings will be held.
	1		Management	3.1	Elect Director Goto, Natsuki	For	For	
	1		Management	3.2	Elect Director Sugizaki, Masato	For	For	
	1		Management	4.1	Elect Director and Audit Committee Member Matsubayashi, Tomoki	For	For	
	1		Management	4.2	Elect Director and Audit Committee Member Suzumura, Toyotaro	For	For	
	1		Management Management	4.3 5	Elect Director and Audit Committee Member Takagi, Nobuko Elect Alternate Director and Audit Committee Member Mizunuma. Taro	For For	For For	
STRABAG SE	Austria	24-juin-22	Management	2	Approve Allocation of Income and Dividends of EUR 2.00 per Share	For	For	
STRABAG SE	Austria	24-Juin-22	Management Management	3	Approve Allocation of income and Dividences of EUR 2.00 per share Approve Discharge of Management Board for Fiscal Year 2021	For	Against	Votes AGAINST the discharge of the management and supervisory boards are warranted because: * On July 14, 2021, the Austrian Federal Competition Authority reported that STRABAC had violated EU and Austrian antitrust rules prohibiting anticompetitive agreements by partaking in illegal price fixing, market divisions, and sharing of information with competitors regarding public and private construction tenders in Austria. A fine of EUR 45.37 million was imposed by the Austrian Federal Cartel Court in October 2021. * Concerns are raised with respect to the fact that a culture existed within this company which led to collusion with the other major Austrian construction companies to the detriment of the company and its akreholders and stakeholders worldwide. While no specific member of the company's management board or supervisory board has thus far been found guilty of misconduct or negligence, the fact remains that for many years, there existed a corporate culture that allowed for the described facts to happen. *The discharge resolutions are currently bundled, which does not allow shareholders to target individuals who may have been involved in or accountable for failures of oversight from 2002 until 2017.
			Management	4	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	Against	Votes AGAINST the discharge of the management and supervisory boards are warranted because: * On July 14, 2021, the Austrian Federal Competition Authority reported that STRABAG had violated EU and Austrian antitrust rules prohibiting anticompetitive agreements by partaking in illegal price fixing, market divisions, and sharing of information with competitors regarding public and private construction tenders in Austria. A fine of EUR 45.37 million was imposed by the Austrian Federal Cartel Court in October 2021. * Concerns are raised with respect to the fact that a culture existed within this company which led to collusion with the other major Austrian construction companies to the detriment of the company and its shareholders and stakeholders worldwide. While no specific member of the company's management board or supervisory board has thus far been found guilty of misconduct or negligence, the fact remains that for many years, there existed a coprate culture that allowed for the described facts to happen. * The discharge resolutions are currently bundled, which does not allow shareholders to target individuals who may have been involved in or accountable for failures of oversight from 2002 until 2017.
			Management	5	Ratify KPMG Austria GmbH as Auditors for Fiscal Year 2022	For	For	
			Management	6	Approve Remuneration Report	For	For	
			Shareholder	7.1	Approve Increase in Size of Supervisory Board to Four Members	For	Against	Item 7.1: Board Size Increase A vote AGAINST this proposal is warranted as it is tied to the board elections, which do not warrant support. Items 7.2-7.5: Board Elections Votes AGAINST the non-independent nominees, Erwin Hameseder, Andreas Brandstetter, and Kerstin Gelbmann are warranted because of the failure to establish a sufficiently independent board. Moreover, votes AGAINST all nominees are warranted as the proposed term lengths exceed four years.
			Shareholder	7.2	Elect Erwin Hameseder as Supervisory Board Member	For	Against	Item 7.1: Board Size Increase A vote AGAINST this proposal is warranted as it is tied to the board elections, which do not warrant support. Items 7.2-7.5: Board Elections Votes AGAINST the non-independent nominees, Erwin Hameseder, Andreas Brandstetter, and Kerstin Gelbmann are warranted because of the failure to establish a sufficiently independent board. Moreover, votes AGAINST all nominees are warranted as the proposed term lengths exceed four years.
			Shareholder	7.3	Reelect Andreas Brandstetter as Supervisory Board Member	For	Against	Item 7.1: Board Size Increase A vote AGAINST this proposal is warranted as it is tied to the board elections, which do not warrant support. Items 7.2-7.5: Board Elections Votes AGAINST the non-independent nominees, Erwin Hameseder, Andreas Brandstetter, and Kerstin Gelbmann are warranted because of the failure to establish a sufficiently independent board. Moreover, votes AGAINST all nominees are warranted as the proposed term lengths exceed four years.
			Shareholder	7.4	Reelect Kerstin Gelbmann as Supervisory Board Member	For	Against	Item 7.1: Board Size Increase A vote AGAINST this proposal is warranted as it is tied to the board elections, which do not warrant support. Items 7.2-7.5: Board Elections Votes AGAINST the non-independent nominees, Erwin Hameseder, Andreas Brandstetter, and Kerstin Gelbmann are warranted because of the failure to establish a sufficiently independent board. Moreover, votes AGAINST all nominees are warranted as the proposed term lengths exceed four years.
			Shareholder	7.5	Elect Gabriele Schallegger as Supervisory Board Member	For	Against	Item 7.1: Board Size Increase A vote AGAINST this proposal is warranted as it is tied to the board elections, which do not warrant support. Items 7.2-7.5: Board Elections Votes AGAINST the non-independent nominees, Erwin Hameseder, Andreas Brandstetter, and Kerstin Gelbmann are warranted because of the failure to establish a sufficiently independent board. Moreover, votes AGAINST all nominees are warranted as the proposed term lengths exceed four years.
			Shareholder	8.1	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	For	Votes FOR these resolutions concerning the share repurchase program are warranted.
			Shareholder	8.2	Approve Exclusion of Proportionate Selling Rights in Connection with Share Repurchase Program	For	For	Votes FOR these resolutions concerning the share repurchase program are warranted.
1	1	1	Shareholder	8.3	Authorize Cancellation of Repurchased Shares	For	For	Votes FOR these resolutions concerning the share repurchase program are warranted.
1	1	1	Shareholder	8.4	Authorize Reissuance of Repurchased Shares	For	For	Votes FOR these resolutions concerning the share repurchase program are warranted.
1	1	1	Management Management	9.1 9.2	New/Amended Proposals from Shareholders New/Amended Proposals from Management and Supervisory Board	None None	Against Against	
Sumitomo Electric Industries I td.	Japan	24-juin-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 25	For	For	
Same License industries Liu.	Japan	24-juii 1-22	Management	2	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	
1	1		Management	3.1	Elect Director Matsumoto, Masayoshi	For	For	
1	1		Management	3.2	Elect Director Inoue, Osamu	For	For	
1	1	1	Management	3.3	Elect Director Nishida, Mitsuo	For	For	
1	1		Management	3.4	Elect Director Nishimura, Akira	For	For	
		1	Management	3.5	Elect Director Hato, Hideo	For	For	
1	1				Elect Director Shirayama, Masaki	For	For	ı
			Management	3.6		En-	Eor.	
			Management	3.7	Elect Director Kobayashi, Nobuyuki	For For	For	
			Management Management		Elect Director Kobayashi, Nobuyuki Elect Director Miyata, Yasuhiro	For	For	
			Management Management Management	3.7 3.8	Elect Director Kobayashi, Nobuyuki	For For	For For	
			Management Management	3.7 3.8 3.9	Elect Director Kobayashi, Nobuyuki Elect Director Miyata, Yasuhiro Elect Director Sahashi, Toshiyuki	For	For For For	
			Management Management Management Management	3.7 3.8 3.9 3.10	Elect Director Kobayashi, Nobuyuki Elect Director Miyata, Yasuhiro Elect Director Sahashi, Toshiyuki Elect Director Sato, Hiroshi	For For For	For For	

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management	Vote	Significant votes - Rationales
			Management	Number 3.14	Elect Director Horiba, Atsushi	Recommendation For	Decision For	
			Management	3.15	Elect Director Nakajima, Shigeru	For	For	
			Management	4.1	Appoint Statutory Auditor Kasui, Yoshitomo	For	For	
			Management	4.2	Appoint Statutory Auditor Yoshikawa, Ikuo	For	For For	
TOCALO Co., Ltd.	Japan	24-juin-22	Management Management	5	Approve Annual Bonus Approve Allocation of Income, with a Final Dividend of JPY 25	For For	For	
TOCALO Co., Etd.	Јарап	24-juli 1-22	Management	2	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	
Infosys Limited	India	25-juin-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
			Management	2	Approve Final Dividend	For	For	
			Management	3	Reelect Nandan M. Nilekani as Director	For	For	
			Management	4	Approve Deloitte Haskins & Sells LLP, Chartered Accountants as Auditors and Authorize Board to Fix Their Remuneration	For	For	
			Management	5	Reelect D. Sundaram as Director	For	For	
			Management	6	Approve Reappointment and Remuneration of Salil S. Parekh as Chief Executive Officer and	For	For	
			ŭ		Managing Director			
ROUND ONE Corp.	Japan	25-juin-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 10	For	For	
			Management	2	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	
			Management Management	3.1 3.2	Elect Director Sugino, Masahiko Elect Director Sasae, Shinji	For For	For For	
			Management	3.2	Elect Director Sasae, Sninji Elect Director Nishimura, Naoto	For	For	
			Management	3.4	Elect Director Teramoto, Toshitaka	For	For	
			Management	3.5	Elect Director Tsuzuruki, Tomoko	For	For	
			Management	3.6	Elect Director Takaguchi, Ayako	For	For	
			Management	4.1	Appoint Alternate Statutory Auditor Shimizu, Hideki	For	For	
			Management	4.2	Appoint Alternate Statutory Auditor Kawabata, Satomi	For	For	
Applus Services SA	Spain	27-juin-22	Management	1	Approve Consolidated and Standalone Financial Statements	For	For	
			Management	2	Approve Non-Financial Information Statement	For	For	
			Management Management	3 4	Approve Allocation of Income and Dividends Approve Discharge of Board	For For	For For	
			Management	5	Renew Appointment of Deloitte as Auditor	For	For	
			Management	6.1	Ratify Appointment of and Elect Brendan Connolly as Director	For	For	
			Management	6.2	Ratify Appointment of and Elect Marie-Francoise Madeleine Damesin as Director	For	For	
			Management	6.3	Reelect Christopher Cole as Director	For	For	
			Management	6.4	Reelect Ernesto Gerardo Mata Lopez as Director	For	For	
			Management	7	Advisory Vote on Remuneration Report	For	For	
			Management	8	Approve Remuneration Policy	For	For	
			Management Management	9 10	Approve Reduction in Share Capital via Amortization of Treasury Shares Authorize Share Repurchase Program	For For	For For	
			Management	11	Authorize Share Reputchase Program Authorize Board to Ratify and Execute Approved Resolutions	For	For	
Daiichi Sankyo Co., Ltd.	Japan	27-juin-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 13.5	For	For	
, , , ,	1 '	1 '	Management	2	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	
			Management	3.1	Elect Director Manabe, Sunao	For	For	
			Management	3.2	Elect Director Hirashima, Shoji	For	For	
			Management	3.3	Elect Director Otsuki, Masahiko	For	For	
			Management Management	3.4 3.5	Elect Director Okuzawa, Hiroyuki Elect Director Uji, Noritaka	For For	For For	
			Management	3.6	Elect Director Kama, Kazuaki	For	For	
			Management	3.7	Elect Director Nohara, Sawako	For	For	
			Management	3.8	Elect Director Fukuoka, Takashi	For	For	
			Management	3.9	Elect Director Komatsu, Yasuhiro	For	For	
			Management	4.1	Appoint Statutory Auditor Imazu, Yukiko	For	For	
			Management	4.2	Appoint Statutory Auditor Matsumoto, Mitsuhiro	For	For	
eBASE Co., Ltd.	lanan	07 inio 00	Management	5	Approve Trust-Type Equity Compensation Plan Approve Allocation of Income, with a Final Dividend of JPY 5.8	For	For	
ebase Co., Lid.	Japan	27-juin-22	Management Management	2	Amend Articles to Disclose Shareholder Meeting Materials on Internet - Authorize Board to	For For	For For	
			ivianagement		Determine Income Allocation	Foi	FOI	
			Management	3.1	Elect Director Tsunekane, Koji	For	Against	A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack
			ľ				ľ	of diversity on the board.
			Management	3.2	Elect Director Iwata, Takao	For	Against	A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack
						1		of diversity on the board.
			Management	3.3	Elect Director Kubota, Katsuyasu	For	For	
			Management Management	3.4 3.5	Elect Director Nishiyama, Takashi Elect Director Ueno. Masahiko	For For	For For	
Fujitsu Ltd.	Japan	27-juin-22	Management	3.5	Amend Articles to Change Company Name - Disclose Shareholder Meeting Materials on	For	For	
i grada Eta.	Japan	27-juni-22	anagement	l '	Internet	'"	'	
			Management	2.1	Elect Director Tokita, Takahito	For	For	
	1		Management	2.2	Elect Director Furuta, Hidenori	For	For	
	1		Management	2.3	Elect Director Isobe, Takeshi	For	For	
	1		Management	2.4	Elect Director Yamamoto, Masami	For	For	
	1		Management	2.5	Elect Director Mukai, Chiaki	For	For	
	1		Management	2.6	Elect Director Abe, Atsushi	For	For	
	1		Management	2.7 2.8	Elect Director Kojo, Yoshiko Elect Director Scott Callon	For For	For For	
	1		Management Management	2.8	Elect Director Scott Callon Elect Director Sasae, Kenichiro	For For	For	
	1		Management	3	Appoint Statutory Auditor Catherine OConnell	For	For	
	1		Management	4	Approve Performance Share Plan	For	For	
•	•	- '		•	• **	•		•

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
Maruwa Unyu Kikan Co., Ltd.	Japan	27-juin-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 9.5	For	For	
	'	'	Management	2	Approve Adoption of Holding Company Structure and Transfer of Operations to Wholly	For	For	
					Owned Subsidiary	_	l _	
			Management	3	Amend Articles to Change Company Name - Amend Business Lines - Disclose Shareholder Meeting Materials on Internet	For	For	
			Management	4.1	Elect Director Wasami, Masaru	For	Against	A vote AGAINST this director nominee is warranted because: * the nominee is an incumbent representative director and there is
			wanagement	4.1	Elect Director Wasairii, Wasairi	1 01	Agamst	a lack of diversity on the board. * Top management bears responsibility for the board composition at the company with statutory
								auditors. * Top management should be held responsible for the board composition at the controlled company, which will not
								have at least two independent directors and board independence of at least one-third. * Top management is responsible for the
			l		L	_	۱ ـ	company's capital misallocation.
			Management Management	4.2 4.3	Elect Director Yamamoto, Teruaki Elect Director Kuzuno, Masanao	For For	For For	
			Management	4.3	Elect Director Fuita. Tsutomu	For	For	
			Management	4.5	Elect Director Kawada, Kazumi	For	For	
			Management	4.6	Elect Director Iwasaki, Akinori	For	For	
			Management	4.7	Elect Director Ogura, Tomoki	For	For	
			Management Management	4.8 4.9	Elect Director Hashimoto, Hideo Elect Director Tanaka. Hiroshi	For For	For For	
			Management	4.10	Elect Director Tanaka, Hiroshi Elect Director Hirose, Hakaru	For	For	
			Management	4.11	Elect Director Yamakawa, Yukio	For	For	
			Management	4.12	Elect Director Motohashi, Katsunobu	For	For	
			Management	4.13	Elect Director Tachi, Itsushi	For	For	
Solasto Corp.	Japan	27-juin-22	Management	1	Amend Articles to Amend Business Lines - Disclose Shareholder Meeting Materials on	For	For	
		1	Management	2.1	Internet Elect Director Fujikawa, Yoshikazu	For	For	
			Management	2.1	Elect Director Fujikawa, Yoshikazu Elect Director Kawanishi. Masateru	For	For	
			Management	2.3	Elect Director Tamai, Masumi	For	For	
			Management	2.4	Elect Director Fukushima, Shigeru	For	For	
			Management	2.5	Elect Director Kubota, Yukio	For	For	
			Management	2.6	Elect Director Chishiki, Kenji	For	For	
			Management Management	2.7 2.8	Elect Director Noda, Toru Elect Director Mitsunari, Miki	For For	For For	
			Management	2.0	Elect Director Uchida, Kanitsu	For	For	
			Management	3	Appoint Alternate Statutory Auditor Fukushima, Kanae	For	For	
Tokio Marine Holdings, Inc.	Japan	27-juin-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 135	For	For	
			Management	2	Amend Articles to Amend Business Lines - Disclose Shareholder Meeting Materials on	For	For	
				2.4	Internet	F	Ai	A such ACANICT this disease are in successful because at Tarana and the successful facility and the successful because at
			Management	3.1	Elect Director Nagano, Tsuyoshi	For	Against	A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation.
			Management	3.2	Elect Director Komiya, Satoru	For	Against	A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital
			Ĭ		, ,		ľ	misallocation.
			Management	3.3	Elect Director Harashima, Akira	For	For	
			Management	3.4	Elect Director Okada, Kenji	For	For	
			Management Management	3.5 3.6	Elect Director Moriwaki, Yoichi Elect Director Hirose. Shinichi	For For	For For	
			Management	3.6	Elect Director Mimura, Akio	For	For	
			Management	3.8	Elect Director Egawa, Masako	For	For	
			Management	3.9	Elect Director Mitachi, Takashi	For	For	
			Management	3.10	Elect Director Endo, Nobuhiro	For	For	
			Management	3.11	Elect Director Katanozaka, Shinya	For	For	
	1	1	Management Management	3.12 3.13	Elect Director Osono, Emi Elect Director Ishii, Yoshinori	For For	For For	
	1	1	Management	3.13	Elect Director Ishii, Yoshinon Elect Director Wada, Kiyoshi	For	For	
	1	1	Management	4.1	Appoint Statutory Auditor Wani, Akihiro	For	For	
	1	1	Management	4.2	Appoint Statutory Auditor Otsuki, Nana	For	For	
Deposit One les	<u> </u>	00 1 05	Management	4.3	Appoint Statutory Auditor Yuasa, Takayuki	For	For	
Benefit One Inc.	Japan	28-juin-22	Management	1	Amend Articles to Change Location of Head Office - Disclose Shareholder Meeting Materials on Internet	For	For	
	1	1	Management	2.1	Elect Director Fukasawa, Junko	For	For	
	1	1	Management	2.2	Elect Director Shiraishi, Norio	For	For	
	1	1	Management	2.3	Elect Director Tanaka, Hideyo	For	For	
			Management	2.4	Elect Director Ozaki, Kenji	For	For	
Citizen Watch Co., Ltd.	Japan	28-juin-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 9	For	For	
			Management Management	2 3.1	Amend Articles to Disclose Shareholder Meeting Materials on Internet Elect Director Sato. Toshihiko	For For	For For	
	1	1	Management	3.1	Elect Director Sato, Toshiriko Elect Director Furukawa. Toshivuki	For	For	
	1	1	Management	3.3	Elect Director Oji, Yoshitaka	For	For	
			Management	3.4	Elect Director Nakajima, Keiichi	For	For	
			Management	3.5	Elect Director Shirai, Shinji	For	For	
	1	1	Management	3.6	Elect Director Miyamoto, Yoshiaki	For	For	
	1	1	Management Management	3.7 3.8	Elect Director Kuboki, Toshiko Elect Director Osawa, Yoshio	For For	For For	
	1	1	Management	3.9	Elect Director Yoshida, Katsuhiko	For	For	
			Management	4.1	Appoint Statutory Auditor Akatsuka, Noboru	For		A vote AGAINST this nominee is warranted because: * The outside statutory auditor nominee's affiliation with the company
					"		-	could compromise independence.
I	I	1	Management	4.2	Appoint Statutory Auditor Yanagi, Kazunori	For	For	ı

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management Recommendation		Significant votes - Rationales
			Shareholder	Number 5	Amend Articles to Require Individual Compensation Disclosure for Directors	Recommendation Against	Decision For	A vote FOR this shareholder proposal is recommended because: * The proposed disclosure would promote accountability and
	1		Shareholder	6	Amend Articles to Conduct Shareholder Meetings in Fair and Clear Way	· ·		help shareholders make better-informed decisions. A vote AGAINST this shareholder proposal is warranted because: * The proposed language is vague, and there no particular
			Snarenoider	٥	Amend Articles to Conduct Shareholder Meetings in Fair and Clear Way	Against	Against	concerns about the company's management of shareholder meetings.
			Shareholder	7	Amend Articles to Separate Chairman of the Board and CEO, and Appoint Outside Director as Board Chair	Against	For	A vote FOR this shareholder proposal is recommended because: * The addition of the language to the articles will add credence to the company that it will have a better governance structure as the roles of board chair and chief executive are separate.
			Shareholder	8	Remove Incumbent Director Sato, Toshihiko	Against	Against	A vote AGAINST this shareholder proposal is recommended because: * The dissident's motivations are unclear and he fails to make a case for the ouster.
			Shareholder	9	Remove Incumbent Director Miyamoto, Yoshiaki	Against	Against	A vote AGAINST this shareholder proposal is recommended because: * The dissident's motivations are unclear and he fails to make a case for the ouster.
Fuji Electric Co., Ltd.	Japan	28-juin-22	Management	1	Amend Articles to Clarify Director Authority on Shareholder Meetings - Disclose Shareholder Meeting Materials on Internet	For	For	
			Management	2.1	Elect Director Kitazawa, Michihiro	For	For	
			Management	2.2	Elect Director Kondo, Shiro	For	For	
			Management Management	2.3 2.4	Elect Director Abe, Michio Elect Director Arai, Junichi	For For	For For	
			Management	2.4	Elect Director Hosen, Toru	For	For	
			Management	2.6	Elect Director Tetsutani, Hiroshi	For	For	
			Management	2.7	Elect Director Tamba, Toshihito	For	For	
			Management	2.8	Elect Director Tachikawa, Naomi	For	For	
			Management	2.9	Elect Director Hayashi, Yoshitsugu	For	For	
			Management Management	2.10 3	Elect Director Tominaga, Yukari Appoint Statutory Auditor Okuno, Yoshio	For For	For For	
	1		Management	4	Approve Compensation Ceiling for Directors	For	For	
Hokuto Corp.	Japan	28-juin-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 50	For	For	
	1		Management	2	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	
			Management	3.1	Appoint Statutory Auditor Ikezawa, Minoru	For	Against	A vote AGAINST this nominee is warranted because: * The outside statutory auditor nominee's affiliation with the company
				3.2	Appoint Statutory Auditor Tsuchiya, Koji	For	For	could compromise independence.
HOYA Corp.	Japan	28-juin-22	Management Management	1.1	Elect Director Urano, Mitsudo	For	For	
HOTA Colp.	Japan	20-juii 1-22	Management	1.1	Elect Director Grand, Mitsudo Elect Director Kaihori, Shuzo	For	For	
			Management	1.3	Elect Director Yoshihara, Hiroaki	For	For	
			Management	1.4	Elect Director Abe, Yasuyuki	For	For	
			Management	1.5	Elect Director Hasegawa, Takayo	For	For	
			Management	1.6	Elect Director Nishimura, Mika	For	For	
			Management	1.7	Elect Director Ikeda, Elichiro	For	For	
			Management Management	1.8	Elect Director Hiroka, Ryo Amend Articles to Disclose Shareholder Meeting Materials on Internet	For For	For For	
Isuzu Motors Ltd.	Japan	28-juin-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 37	For	For	
iodes models eta.	Jupan	20 juii 22	Management	2	Amend Articles to Change Location of Head Office - Disclose Shareholder Meeting Materials on Internet	For	For	
			Management	3.1	Elect Director Katayama, Masanori	For	For	
			Management	3.2	Elect Director Takahashi, Shinichi	For	For	
			Management	3.3	Elect Director Minami, Shinsuke	For	For	
			Management Management	3.4 3.5	Elect Director Ikemoto, Tetsuya Elect Director Fulimori. Shun	For For	For For	
			Management	3.6	Elect Director Pajirion, Shan Elect Director Yamaguchi, Naohiro	For	For	
			Management	3.7	Elect Director Shibata, Mitsuyoshi	For	For	
			Management	3.8	Elect Director Nakayama, Kozue	For	For	
M3, Inc.	Japan	28-juin-22	Management	1	Amend Articles to Disclose Shareholder Meeting Materials on Internet - Allow Virtual Only	For	Against	A vote AGAINST this proposal is warranted because: * The passage of this proposal will authorize the company to hold virtual
					Shareholder Meetings			only meetings permanently, without further need to consult shareholders, even after the current health crisis is resolved, and the proposed language fails to specify situations under which virtual meetings will be held.
	1		Management	2.1	Elect Director Tanimura, Itaru	For	For	
	1		Management Management	2.2 2.3	Elect Director Tomaru, Akihiko Elect Director Tsuchiya, Eiji	For For	For For	
	1		Management	2.3	Elect Director Tsucniya, Elji Elect Director Izumiya, Kazuyuki	For	For	
	1		Management	2.5	Elect Director Nakamura, Rie	For	For	
	1		Management	2.6	Elect Director Yoshida, Kenichiro	For	For	
	1		Management	3.1	Elect Director and Audit Committee Member Yamazaki, Mayuka	For	For	
	1		Management	3.2	Elect Director and Audit Committee Member Ebata, Takako	For	For	
Nittoku Co., Ltd.	Japan	20 juin 20	Management Management	3.3	Elect Director and Audit Committee Member Toyama, Ryoko Approve Allocation of Income, with a Final Dividend of JPY 25	For For	For For	
INILIOKU CO., LIG.	Japan	28-juin-22	Management Management	1 2	Approve Allocation of Income, with a Final Dividend of JPY 25 Amend Articles to Disclose Shareholder Meeting Materials on Internet	For For	For For	
	1		Management	3.1	Elect Director Kato, Toshizumi	For	For	
	1		Management	3.2	Elect Director Takatsuji, Naruhiko	For	For	
			Management	4	Appoint Alternate Statutory Auditor Honda, Joji	For	For	
			Management	5	Appoint Kanade Partnership Audit Co. as New External Audit Firm	For	For	
Pharma Mar SA	Spain	28-juin-22	Management	1.1	Approve Consolidated and Standalone Financial Statements	For	For	
	1		Management Management	1.2 1.3	Approve Non-Financial Information Statement Approve Allocation of Income and Dividends	For For	For For	
	1		Management	1.3	Approve Allocation of Income and Dividends Approve Discharge of Board	For	For	
			Management	2	Renew Appointment of PricewaterhouseCoopers as Auditor	For	For	
			Management	3.1	Fix Number of Directors at 12	For	For	
	1		Management	3.2	Elect Rosa Maria Sanchez-Yebra Alonso as Director	For	For	
	1		Management	3.3	Elect Mariano Esteban Rodriguez as Director	For	For	
I	I	1	Management	3.4	Elect Emiliano Calvo Aller as Director	For	For	ı

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management	Voto	Significant votes - Rationales
Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
		i i	Management	3.5	Elect Sandra Ortega Mera as Director	For	For	
			Management	3.6	Reelect Jose Maria Fernandez Sousa-Faro as Director	For	Against	A vote FOR Items 3.2-3.4 is warranted due to a lack of concerns about the independent director nominees. A vote FOR the
								election of NI-NED Sandra Ortega and executive vice chairman Fernandez Puentes under Items 3.5 and 3.6 is warranted
								because the board meets the 50 percent guideline applicable to Spain-incorporated, non-controlled companies, and the outside
								directorship held by Fernandez Puentes is unlikely to restrict his time commitment to his directorship in Pharma Mar. A vote AGAINST the reelection of Fernandez Sousa-Faro under Item 3.7 is warranted because he combines the roles of chairman and
								CEO, and the company has not disclosed any plan to separate these functions in the near term.
								description and the company rate to especially plant to especially discontinuous and the company rate rate.
			Management	3.7	Reelect Pedro Fernandez Puentes as Director	For	For	
			Management	4.1	Amend Article 7 Re: Shares	For	For	
			Management	4.2	Amend Articles Re: General Meeting, Right to Attendance, List of Attendees, Resolutions	For	For	
			Management	4.3	and Voting Add New Article 16 bis Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	For	For	
			iviariagement	4.3	Add New Article 16 bis Re. Allow Shareholder Meetings to be Held III Virtual-Only Format	FOI	FOI	
			Management	4.4	Amend Article 37 Re: Director Remuneration	For	For	
			Management	4.5	Amend Articles Re: Board Committees	For	For	
			Management	4.6	Amend Article 44 Re: Fiscal Year and Annual Accounts	For	For	
			Management Management	5.1 5.2	Amend Article 2 of General Meeting Regulations Re: Competences Amend Articles of General Meeting Regulations Re: Publicity, Information Prior to the	For For	For For	
			iviariagement	5.2	Meeting, Right to Attendance and Representation	FOI	FOI	
			Management	5.3	Amend Article 14 of General Meeting Regulations Re: Voting and Adoption of Resolutions	For	For	
			-					
1			Management	5.4	Amend Articles of General Meeting Regulations Re: Allow Shareholder Meetings to be Held	For	For	
			l., .		in Virtual-Only Format	_	l	L
1			Management	6	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 20 Percent	For	Against	A vote AGAINST Items 6 and 7 is warranted because the potential dilution exceeds the 10-percent guideline for non-rights placements.
			Management	7	Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities	For	Against	A vote AGAINST Items 6 and 7 is warranted because the potential dilution exceeds the 10-percent guideline for non-rights
			Managomoni	· ·	up to EUR 200 Million with Exclusion of Preemptive Rights up to 20 Percent of Capital		/ tguillot	placements.
			Management	8	Authorize Share Repurchase and Capital Reduction via Amortization of Repurchased	For	For	
			Management	9	Shares Approve Bonus Matching Plan	For	For	
			Management	10	Approve Benuneration Policy	For		A vote AGAINST this item is warranted because the board does not address minority concerns, as evidenced by: * The board
			Managomoni		T pprove trainantialist t and		/ tguiriot	again increases the chair/CEO's salary, without providing a compelling rationale. * The board may further increase the
								chair/CEO's by 15 percent per year until 2025. * 60 percent of the chair/CEO's annual bonus is based on non-quantifiable,
								qualitative objectives. * The board has not amended the chair/CEO's contract to include a malus /clawback provision, which falls
				l	l	_	l	short of market standards. Mitigating, any new joiner's contract shall include a clawback provision.
			Management	11	Advisory Vote on Remuneration Report	For	Against	A vote AGAINST this item is warranted because: * 60 percent of the chair/CEO's annual bonus (corresponding to 60 percent of his base salary) is based on the board's qualitative assessment, which is considered excessive, and the board does not provide
								meaningful information of performance outcome; * The board does not substantiate significant, repeated increase in the
								chair/CEO's base salary.
			Management	12	Authorize Board to Ratify and Execute Approved Resolutions	For	For	
SECOM Co., Ltd.	Japan	28-juin-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 90	For	For	
			Management	2	Amend Articles to Disclose Shareholder Meeting Materials on Internet - Indemnify Directors - Indemnify Statutory Auditors	For	For	
			Management	3.1	Elect Director Nakayama, Yasuo	For	For	
			Management	3.2	Elect Director Ozeki, Ichiro	For	For	
			Management	3.3	Elect Director Yoshida, Yasuyuki	For	For	
			Management Management	3.4 3.5	Elect Director Fuse, Tatsuro Elect Director Izumida, Tatsuya	For For	For For	
			Management	3.5	Elect Director Izumida, Tatsuya Elect Director Kurihara, Tatsushi	For	For	
			Management	3.7	Elect Director Hirose, Takaharu	For	For	
			Management	3.8	Elect Director Kawano, Hirobumi	For	For	
			Management	3.9 3.10	Elect Director Watanabe, Hajime Elect Director Hara. Miri	For	For For	
Seiko Epson Corp.	Japan	28-juin-22	Management Management	3.10	Approve Allocation of Income, with a Final Dividend of JPY 31	For For	For	
Como Epodri Corp.	Jupan	20 juiii 22	Management	2	Amend Articles to Disclose Shareholder Meeting Materials on Internet - Allow Virtual Only	For	Against	A vote AGAINST this proposal is warranted because: * The passage of this proposal will authorize the company to hold virtual
					Shareholder Meetings			only meetings permanently, without further need to consult shareholders, even after the current health crisis is resolved, and the
1					Florat Discrete Heri Missey	_	۱ ـ	proposed language fails to specify situations under which virtual meetings will be held.
1			Management Management	3.1 3.2	Elect Director Usui, Minoru Elect Director Ogawa, Yasunori	For For	For For	
1			Management	3.2	Elect Director Ogawa, Yasunon Elect Director Kubota, Koichi	For	For	
1			Management	3.4	Elect Director Seki, Tatsuaki	For	For	
1			Management	3.5	Elect Director Omiya, Hideaki	For	For	
1			Management	3.6	Elect Director Matsunaga, Mari	For	For	
1			Management Management	4.1 4.2	Elect Director and Audit Committee Member Kawana, Masayuki Elect Director and Audit Committee Member Shirai. Yoshio	For For	For For	
	I		Management	4.2	Elect Director and Audit Committee Member Shiral, Foshio	For	For	
				4.4	Elect Director and Audit Committee Member Otsuka, Michiko	For	For	
			Management	4.4				
			Management	5	Approve Annual Bonus	For	For	I I
Assertance CA	Lange	20 : : 25	Management Management		Approve Annual Bonus Approve Restricted Stock Plan	For	For	
Aroundtown SA	Luxembourg	29-juin-22	Management Management Management	5	Approve Annual Borus Approve Restricted Stock Plan Approve Financial Statements	For For	For For	
Aroundtown SA	Luxembourg	29-juin-22	Management Management	5 6 3	Approve Annual Bonus Approve Restricted Stock Plan	For	For For For	
Aroundtown SA	Luxembourg	29-juin-22	Management Management Management Management Management Management	5 6 3 4	Approve Annual Bonus Approve Restricted Stock Plan Approve Financial Statements Approve Consolidated Financial Statements and Statutory Reports Approve Allocation of Income Approve Discharge of Directors	For For For For	For For For For	
Aroundtown SA	Luxembourg	29-juin-22	Management Management Management Management Management	5 6 3 4 5	Approve Annual Bonus Approve Restricted Stock Plan Approve Financial Statements Approve Consolidated Financial Statements and Statutory Reports Approve Allocation of Income	For For For	For For For	

Management of the Management o	Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management	Vote	Significant votes - Rationales
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Mongarius 1			1		9				
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Management 1									
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Monagement 15 Agreed (International Triangle) Monagement 1 Agreed (International Triangle) Monagement 2 Agreed (Inter									A victo ACAINICT is warranted, because * The everall displacars level in below per in relation to market standards, not are idial
August 15 August				iviariagement	15	Approve Remuneration Report	FUI	Against	
Management 2 Agree of the control of									
Management 18 Agency Montrol Co. Ltd. Agency									
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Appear Allower from the share of a TRUE in concorned to get a TRUE in conco									
Appear Allower from the share of a TRUE in concorned to get a TRUE in conco				Management	16	Approve Remuneration Policy	For	Against	A vote AGAINST is warranted, because: * The at-target and maximum award levels for the variable incentive plans are not
speech Measured 10-1312 Jupon 19, process Alexander of Section 10-1312 Jupon 29, process Alexander of Section 10-1312 Management 2 Management 3 Management 4 Management 3 Management 3 Management 3 Management 3 Management 3 Management 3 Management 4 Management 4 Management 5 Managem				3		[''		ľ	
And Appeared 1 Japan 78 pin 17 All Agency 1 And Agency									extraordinary awards; * Absence of clear and compelling response to 2021 AGM result on the rejection of the remuneration
Seal Material Co. LLS Appare Display 20 Recognition 1 Recognition 2 Recognition 3 Recogniti									policy proposal; * The proposed fee structure for non-executive directors is not disclosed; and * No disclosure regarding non-
Mongement 2 Avairable Allerings in American Security and Authorized Controlled Security and Authorized Controlled American Security (Controlled American Security American Security Controlled									executive directors' compensation.
Management 1 Management 2 Management 3 Mana	Japan Material Co., Ltd.	Japan	29-juin-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 18			
Merapener 1 1 Per Christe Frigor Fr				Management	2	Amend Articles to Amend Business Lines - Adopt Board Structure with Audit Committee -	For	For	
Management 32 Biotification for July 12 Management 33 Biotification for July 12 Management 34 Biotification for July 12 Management 35 Biotification for July 12 Management 35 Biotification for July 12 Management 36 Biotification for July 12 Management 37 Biotification for July 12 Management 37 Biotification for July 12 Management 38 Biotification for July 12 Management 39 Biotification for July 12 Management 30 Biotification for July 12 Manage						Amend Provisions on Number of Directors - Authorize Board to Determine Income Allocation			
Management 32 Biotification for July 12 Management 33 Biotification for July 12 Management 34 Biotification for July 12 Management 35 Biotification for July 12 Management 35 Biotification for July 12 Management 36 Biotification for July 12 Management 37 Biotification for July 12 Management 37 Biotification for July 12 Management 38 Biotification for July 12 Management 39 Biotification for July 12 Management 30 Biotification for July 12 Manage	l							I]
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Maragement As Per Time of Author Time of Author Time A									
Accordance of the second of th									
Masagement									A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee
Management Against April Application of the director candidate with will be an audit committee from the first and				wanagement	4.0	Elect Director and Addit Committee Member imacda, 13dycom	1 01	Against	
Management				Management	5	Flect Alternate Director and Audit Committee Member Havashi, Mikio	For	Against	
Management 7 Management 8 Management 8 Management 9 Management 10 Managem								9	
Management 1 Agent Psylum 22 (Agent Compression Celling For Decision Who Are Audit Committee Members Prof For				Management	6	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	For	For	· ·
### Abrugement 1.1 Bed Director Hasograns, Alazami For For Management 1.2 Bed Director Hasograns, Alazami For For Management 1.2 Bed Director Full, Flashman 1.2 Bed Director Full, Management 2.2 Bed Director and Audit Committee Member Klamura, Yasuo For For Management 2.2 Bed Director and Audit Committee Member Klamura, Yasuo For For Management 2.3 Bed Director and Audit Committee Member Klamura, Yasuo For For Management 2.3 Bed Director and Audit Committee Member Klamura, Yasuo For For Management 2.3 Bed Director and Audit Committee Member Klamura, Yasuo For For For Management 2.3 Bed Director and Audit Committee Member Klamura, Yasuo For For For For For For For For For Fo					7			For	
Management	LITALICO, Inc. (7366)	Japan	29-juin-22		1.1	Elect Director Hasegawa, Atsumi	For	For	
Management 2.1 Elect Director and Audit Committee Member Kranua, Yasuvo For Against Management Management Management 2.2 Elect Director and Audit Committee Member Kromun, Yorkin Management Managemen			· ·	Management	1.2	Elect Director Yamaguchi, Fumihiro	For	For	
Management 2.2 Elect Director and Audit Committee Member Yano, Yasuhiro For Agant Management 2.3 Management 2.3 Elect Director and Audit Committee Member Yano, Vasuhiro For For For For For For For For For F				Management	1.3	Elect Director Tsuji, Takahiro	For	For	
Management Management 2 2 Elect Director and Audit Committee Member Komuz v Yoshie For				Management	2.1	Elect Director and Audit Committee Member Kitamura, Yasuo	For	Against	A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee
Management 2.3 Elect Director and Austi Committee Member Komuro, Yoshie For									
Management Management Management Management Special Section of Management Man				Management	2.2	Elect Director and Audit Committee Member Yano, Yasuhiro	For	Against	
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Internet Management 2-2 Japan 29-juin-22 Management 4 2-1 Management 4 2-1 Elect Director Milo, Koichiro For For For For For For For For For F									
Agrice Discose Shareholder Meeting Materials on Internet Management Managemen				Management	3		For	For	
Management 2.1 Elect Director 7 For For For For For For For Management Manage	and the latiness of the	+	20:: 25	Mana				<u> </u>	
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Management Age Elect Director and Audit Committee Member Tomissawa, Issei Management 3.3 Elect Director and Audit Committee Member Oxi, Kazuu For For For Management 2.5 Management 2.5 Management 2.5 Management 3.4 Elect Director and Audit Committee Member Kathleen H. Connelly For For For Management 2.5 Management 2.5 Management 3.4 Elect Director and Audit Committee Member Kathleen H. Connelly For For For Management 2.5 Management 3.4 Elect Director and Audit Committee Member Kathleen H. Connelly For For For Management 2.5 Management 3.4 Approve Remuneration Policy Approve Remuneration Policy Approve Remuneration Policy Approve Remuneration Report 8.5 Management 4.5 Management 4.5 Management 5.5 Manage	1								
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Management 2.4 Management 2.5 Management 3.4 Elect Director and Audit Committee Member Kathleen H. Connelly For For Management Manag	1		1						I
Management	1		1						<u> </u>
Management 2c Approve Remuneration Policy Approve Remuneration Report For For Management Value of	MFE-MEDIAFOREUROPE NV	Netherlands	29-juin-22						
Approve Remuneration Report Approve Pischarge of Remarket standards report of executive disclosure regarding the ITI performance metrics Approve Dividends approve posture of the times was analyzed disclosure regarding the ITI performance metrics Approve Dividends approve proving approve proving disclosure regarding the ITI performance metrics approved disclos	I I I I I I I I I I I I I I I I I I I	Neutonands	20-juni-22						
regard to: "the company failed to disclose a rationale for the increase in base salary on all own shareholders to assess the part of all children framework and details on the rationale for granting this one-off award, granting exceptional awards is not considered market best practice. Management	1								A vote AGAINST is warranted because the proposed remuneration is below par in relation to market standards, particularly with
lacking retrospective disclosure regarding the STI performance metrics which does not allow shareholders to assess the pay I lacking retrospective disclosure regarding the LTI performance metrics allow shareholders to assess the pay I lacking disclosure regarding the LTI performance metrics the respective forms of the company provided disclosure on the achievement level, failing to disclosure on the achievement				Managomoni		7 pprovo resinanorazion report	. 51	/ tguiriot	
Management Management 3.a Approve Discharge of Fedele Confalonieri as Non-Executive Director Management Management Management Management Management Management Management Management Management 3.b Approve Discharge of Fedele Confalonieri as Non-Executive Director Management Management Management 3.c Approve Discharge of Fedele Confalonieri as Non-Executive Director For Management Management 3.d Approve Discharge of Stefania Bariatti as Non-Executive Director For For Management 3.d Approve Discharge of Stefania Bariatti as Non-Executive Director For For For Management 3.d Approve Discharge of Stefania Bariatti as Non-Executive Director For For For For Management 3.d Approve Discharge of Stefania Bariatti as Non-Executive Director For For For For For For For For For F									
lacking disclosure regarding the LTI performance metrics' targets for the 2018-2020 cycle. Whereas the company provided disclosure on the achievement level, failing to disclosure or part of the company provided disclosure on the achievement level, failing to disclosure or part of the disclosure on the achievement level, failing to disclosure or part of the disclosure or part of the company provided disclosure or part of the achievement level, failing to disclosure or part of the company provided disclosure or part of the achievement level, failing to disclosure or part of the company provided disclosure or part of the formany harded or part of the achievement level, failing to disclosure or part of the fail achievement level, failing to disclosure or part of the fail achievement level, fail and the part of the fail achievement level,							l		
disclosure on the achievement level, failing to disclose targets over the three year performance period does not allow shareholders to assess the stringency* the company provided an extraordinary bonus of EUR 200,000 to each executive director (excluding CEO). While the company provided an extraordinary bonus of EUR 200,000 to each executive director (excluding CEO). While the company provided an extraordinary bonus of EUR 200,000 to each executive director (excluding CEO). While the company provided an extraordinary bonus of EUR 200,000 to each executive director (excluding CEO). While the company provided an extraordinary bonus of EUR 200,000 to each executive director (excluding CEO). While the company provided an extraordinary bonus of EUR 200,000 to each executive director (excluding CEO). While the company provided an extraordinary bonus of EUR 200,000 to each executive director (excluding CEO). While the company provided an extraordinary bonus of EUR 200,000 to each executive director (excluding CEO). While the company provided an extraordinary bonus of EUR 200,000 to each executive best practice. For For For Honaux and details on the rationale for granting this one-off award, granting exceptional awards is not considered market best practice. For For For Honaux and details on the rationale for granting this one-off award, granting exceptional awards is not considered market best practice. For For For Honaux and details on the rationale for granting this one-off award, granting exceptional awards is not considered market best practice. ### Approve Discharge of Fedele Confalonier as Non-Executive Director For For For Honaux and details on the rationale for granting this one-off award, granting exceptional awards is not considered market best practice. ### Approve Discharge of Fedele Confalonier as Non-Executive Director For For For For For For For For For F	I		1					I	
Shareholders to assess the stringency * the company provided an extraordinary borus of EUR 200,000 to each executive director (excluding CEO). While the company provided a justification for this deviation from the regular STI and LTI performant framework and details on the rationale for granting this one-off award, granting exceptional awards is not considered market best practice. Management	I		1					I	
Management 3.a Approve Dividends For Hanagement Management Management Management Management Management Management 3.b Approve Discharge of Fedele Confalonieri as Non-Executive Director For Hanagement Management Management 3.c Approve Discharge of Stefania Bariatti as Non-Executive Director For For Hanagement Management 3.d Approve Discharge of Marina Berlusconi as Non-Executive Director For For For Hanagement 3.d Approve Discharge of Marina Berlusconi as Non-Executive Director For For For For For For For For For F	I		1					I	
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Management 2f Approve Dividends 3.a Approve Dividends 5.b Approve Discharge of Fedele Confalonieri as Non-Executive Director For For Management 3.b Approve Discharge of Pier Silvio Berlusconi as Executive Director For For Management 3.c Approve Discharge of Stefania Bariatti as Non-Executive Director For For Management 3.d Approve Discharge of Marina Derlusconi as Non-Executive Director For For For Management 3.e Approve Discharge of Marina Derlusconi as Non-Executive Director For For For Management 3.e Approve Discharge of Marina Derlusconi For	1		1					I	
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Management 3.b Approve Discharge of Pier Silvio Berlusconi as Executive Director For For Management 3.c Approve Discharge of Stefania Bariatti as Non-Executive Director For For Management 3.d Approve Discharge of Marina Berlusconi as Non-Executive Director For For Management 3.e Approve Discharge of Marina Berlusconi as Non-Executive Director For For	1				2f				
Management 3.c Approve Discharge of Stefania Bariatti as Non-Executive Director For For Management 3.d Approve Discharge of Marina Berlusconi as Non-Executive Director For For Management 3.e Approve Discharge of Marina Berlusconi as Non-Executive Director For For For	l								
Management 3.d Approve Discharge of Marina Berlusconi as Non-Executive Director For For Management 3.e Approve Discharge of Marina Brogi as Non-Executive Director For For	I		1						
Management 3.e Approve Discharge of Marina Brogi as Non-Executive Director For For	1								
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Management 3.f Approve Discharge of Raffaele Cappiello as Non-Executive Director For For	1		1						I
	1	I	1	Management	3.f	Approve Discharge of Raffaele Cappiello as Non-Executive Director	For	For	ı

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management	Vote	Significant votes - Rationales
			sponone	Number		Recommendation	Decision	
			Management	3.g	Approve Discharge of Costanza Esclapon de Villeneuve as Non-Executive Director	For	For	
			Management	3.h	Approve Discharge of Giulio Gallazzi as Non-Executive Director	For	For	
		1	Management Management	3.i	Approve Discharge of Marco Giordani as Executive Director Approve Discharge of Gina Nieri as Executive Director	For For	For For	
		1	Management	3.j 3.k	Approve Discharge of Offia Nierras Executive Director Approve Discharge of Danilo Pellegrino as Non-Executive Director	For	For	
		1	Management	3.k 3.l	Approve Discharge of Alessandra Piccinino as Non-Executive Director	For	For	
		1	Management	3.m	Approve Discharge of Niccolo Querci as Executive Director	For	For	
		1	Management	3.n	Approve Discharge of Stefano Sala as Executive Director	For	For	
		1	Management	3.0	Approve Discharge of Carlo Secchi as Non-Executive Director	For	For	
		1	Management	3.p	Approve Discharge of Andrea Canepa as Non-Executive Director	For	For	
		1	Management	3.q	Approve Discharge of Francesca Mariotti as Non-Executive Director	For	For	
		1	Management	4	Authorize Repurchase of Up to 20 Percent of Issued Share Capital	For	Against	A vote AGAINST is warranted because: * This proposal is not in line with commonly used safeguards regarding volume and
		1	1	l				pricing; * The authorization would allow MFE-MEDIAFOREUROPE to repurchase up to 20.00 percent of the issued share capital; and * The authorization would allow the company to repurchase shares for less or up to 110 percent of the share price
	1		1					prior to the repurchase.
Mitsubishi Estate Co., Ltd.	Japan	29-juin-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 20	For	For	
	,	1	Management	2	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	
		1	Management	3.1	Elect Director Sugiyama, Hirotaka	For	For	
		1	Management	3.2	Elect Director Yoshida, Junichi	For	For	
		1	Management	3.3	Elect Director Tanisawa, Junichi	For	For	
		1	Management Management	3.4 3.5	Elect Director Nakajima, Atsushi Elect Director Umeda, Naoki	For For	For For	
		1	Management	3.5	Elect Director Omeda, Naoki Elect Director Kubo, Hitoshi	For	For	
		1	Management	3.7	Elect Director Nabo, Filosiii Elect Director Nishigai. Noboru	For	For	
		1	Management	3.8	Elect Director Katayama, Hiroshi	For	For	
		1	Management	3.9	Elect Director Okamoto, Tsuyoshi	For	For	
		1	Management	3.10	Elect Director Narukawa, Tetsuo	For	Against	A vote AGAINST this director nominee is warranted because: * The board after this meeting will not be majority independent
			Ĭ		· ·		-	and this outside director nominee lacks independence.
		1	Management	3.11	Elect Director Shirakawa, Masaaki	For	For	
		1	Management	3.12	Elect Director Nagase, Shin	For	For	
		1	Management	3.13	Elect Director Egami, Setsuko	For	Against	A vote AGAINST this director nominee is warranted because: * The board after this meeting will not be majority independent
		1	l., .		51 (8) (7)	_	l _	and this outside director nominee lacks independence.
		1	Management Management	3.14 3.15	Elect Director Taka, Iwao Elect Director Melanie Brock	For For	For For	
Morinaga Milk Industry Co., Ltd.	Japan	29-juin-22	Management	3.13	Approve Allocation of Income, with a Final Dividend of JPY 80	For	For	
Worlings Wilk Industry Co., Etc.	Japan	29-juii 1-22	Management	2	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	
		1	Management	3.1	Elect Director Mivahara, Michio	For	For	
		1	Management	3.2	Elect Director Onuki, Yoichi	For	For	
		1	Management	3.3	Elect Director Okawa, Teiichiro	For	For	
		1	Management	3.4	Elect Director Minato, Tsuyoshi	For	For	
		1	Management	3.5	Elect Director Yanagida, Yasuhiko	For	For	
		1	Management	3.6	Elect Director Hyodo, Hitoshi	For	For	
		1	Management	3.7	Elect Director Nozaki, Akihiro	For	For	
		1	Management	3.8	Elect Director Yoneda, Takatomo	For	For	
		1	Management	3.9 3.10	Elect Director Tominaga, Yukari Elect Director Nakamura, Hiroshi	For For	For For	
		1	Management Management	3.10	Elect Director Nakamura, Hiroshi Elect Director Ikeda, Takayuki	For	For	
		1	Management	4	Appoint Statutory Auditor Hirota, Keiki	For	For	
		1	Management	5	Appoint Alternate Statutory Auditor Suzuki, Michio	For	For	
Murata Manufacturing Co. Ltd.	Japan	29-juin-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 70	For	For	
I -	,	1	Management	2	Amend Articles to Disclose Shareholder Meeting Materials on Internet - Amend Provisions on	For	For	
		1	1	l	Number of Directors			
	1	I	Management	3.1	Elect Director Murata, Tsuneo	For	For	
	1	I	Management	3.2	Elect Director Nakajima, Norio	For	For	
	1	I	Management Management	3.3 3.4	Elect Director Iwatsubo, Hiroshi Elect Director Minamide, Masanori	For For	For For	
	1	I	Management	3.4	Elect Director Minamide, Masanon Elect Director Yasuda, Yuko	For	For	
	1	I	Management	3.6	Elect Director Nishijima, Takashi	For	For	
1	1	I	Management	4.1	Elect Director and Audit Committee Member Ozawa, Yoshiro	For	For	
	1	I	Management	4.2	Elect Director and Audit Committee Member Kambayashi, Hiyo	For	For	
1	1	I	Management	4.3	Elect Director and Audit Committee Member Yamamoto, Takatoshi	For	For	
			Management	4.4	Elect Director and Audit Committee Member Munakata, Naoko	For	For	
Nintendo Co., Ltd.	Japan	29-juin-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 1410	For	For	
	1	I	Management	2	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	
	1	I	Management	3.1	Elect Director Furukawa, Shuntaro	For	For	
	1	I	Management Management	3.2 3.3	Elect Director Miyamoto, Shigeru Elect Director Takahashi. Shinva	For For	For For	
	1	I	Management Management	3.3 3.4	Elect Director Takahashi, Shinya Elect Director Shiota, Ko	For	For	
1	1	I	Management Management	3.4	Elect Director Shiota, Ko Elect Director Shibata Satoru	For	For	
	1	I	Management	3.6	Elect Director Chris Meledandri	For	For	
	1	I	Management	4.1	Elect Director and Audit Committee Member Yoshimura, Takuya	For	For	
	1	I	Management	4.2	Elect Director and Audit Committee Member Umeyama, Katsuhiro	For	For	
	1	I	Management	4.3	Elect Director and Audit Committee Member Yamazaki, Masao	For	For	
	1	I	Management	4.4	Elect Director and Audit Committee Member Shinkawa, Asa	For	For	
1	1	I	Management	5	Approve Fixed Cash Compensation Ceiling and Performance-Based Cash Compensation	For	For	
1	1	I	l	l .	Ceiling for Directors Who Are Not Audit Committee Members		I _	
1	I	I	Management	6	Approve Restricted Stock Plan	For	For	ı

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management		Significant votes - Rationales
Sumitomo Mitsui Financial Group, Inc.	lanan	20 juin 22	Management	Number	Approve Allocation of Income, with a Final Dividend of JPY 105	Recommendation For	Decision For	
Sumitomo Mitsui Financiai Group, Inc.	Japan	29-juin-22	Management	2	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	
			Management	3.1	Elect Director Kunibe, Takeshi	For	Against	A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital
			iviariagement	3.1	Elect Director Kurlibe, Takesiii	FOI	Against	misallocation.
			Managamant	3.2	Elect Director Ota, Jun	For	Against	
			Management	3.2	Elect Director Ota, Jun	For	Against	A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation.
			Management	3.3	Elect Director Takashima, Makoto	For	For	misalocatori.
			Management	3.4	Elect Director Nakashima, Toru	For	For	
					Elect Director Nakashima, Toru Elect Director Kudo, Teiko			
			Management	3.5	Elect Director Rudo, Telko Elect Director Inoue, Atsuhiko	For	For For	
			Management	3.6		For		
			Management	3.7	Elect Director Isshiki, Toshihiro	For	For	
			Management	3.8	Elect Director Kawasaki, Yasuyuki	For	For	l
			Management	3.9	Elect Director Matsumoto, Masayuki	For	Against	A vote AGAINST this director nominee is warranted because: * The board after this meeting will not be majority independent
				3.10	51 1 1 52 1 A 11 A 14 A 15 1 1 1	l -	_	and this outside director nominee lacks independence.
			Management		Elect Director Arthur M. Mitchell	For	For	
			Management	3.11	Elect Director Yamazaki, Shozo	For	For	
			Management	3.12	Elect Director Kono, Masaharu	For	For	
			Management	3.13	Elect Director Tsutsui, Yoshinobu	For	For	
			Management	3.14	Elect Director Shimbo, Katsuyoshi	For	For	
			Management	3.15	Elect Director Sakurai, Eriko	For	For	
			Shareholder	4	Amend Articles to Disclose Plan Outlining Company's Business Strategy to Align Investments	Against	For	A vote FOR this proposal is warranted, as it should serve to enhance the company's current commitments to net zero activities
				l	with Goals of Paris Agreement	l	l	and help ensure stronger alignment between the company's net zero goals and its policies and actions. Adoption of the
				l		1		resolution would also provide shareholders with a better understanding of the company's management and oversight of related
				l		l	l	risks.
			Shareholder	5	Amend Articles to Disclose Measures to be Taken to Make Sure that the Company's Lending	Against	Against	A vote AGAINST this shareholder proposal is recommended because: * The proposed content appears too prescriptive, and is
				l	and Underwriting are not Used for Expansion of Fossil Fuel Supply or Associated	ľ	ľ	of a kind best left to management under the board's appropriate supervision, rather than incorporating it into the articles of
				l	Infrastructure			incorporation.
Fakeda Pharmaceutical Co., Ltd.	Japan	29-juin-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 90	For	For	·
		1 '	Management	2	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	
			Management	3.1	Elect Director Christophe Weber	For	For	
			Management	3.2	Elect Director Iwasaki, Masato	For	For	
			Management	3.3	Elect Director Andrew Plump	For	For	
			Management	3.4	Elect Director Constantine Saroukos	For	For	
			Management	3.5	Elect Director Olivier Bohuon	For	For	
				3.6	Elect Director Jean-Luc Butel	For	For	
			Management	3.7	Elect Director Ian Clark	For	For	
			Management					
			Management	3.8	Elect Director Steven Gillis	For	For	
			Management	3.9	Elect Director lijima, Masami	For	For	
			Management	3.10	Elect Director John Maraganore	For	For	
			Management	3.11	Elect Director Michel Orsinger	For	For	
			Management	4.1	Elect Director and Audit Committee Member Hatsukawa, Koji	For	For	
			Management	4.2	Elect Director and Audit Committee Member Higashi, Emiko	For	For	
			Management	4.3	Elect Director and Audit Committee Member Fujimori, Yoshiaki	For	For	
			Management	4.4	Elect Director and Audit Committee Member Kimberly Reed	For	For	
			Management	5	Approve Annual Bonus	For	For	
Ushio, Inc.	Japan	29-juin-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 50	For	For	
			Management	2	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	
			Management	3.1	Elect Director Naito, Koji	For	For	
			Management	3.2	Elect Director Kawamura, Naoki	For	For	I
			Management	3.3	Elect Director Kamiyama, Kazuhisa	For	For	
			Management	3.4	Elect Director Asahi, Takabumi	For	For	I
			Management	3.5	Elect Director Kanemaru, Yasufumi	For	For	I
			Management	3.6	Elect Director Sakie Tachibana Fukushima	For	For	I .
			Management	3.7	Elect Director Sasaki, Toyonari	For	For	I .
			Management	3.8	Elect Director Matsuzaki, Masatoshi	For	For	I
			Management	3.0 4.1	Elect Director Matsuzaki, Masatoshi Elect Director and Audit Committee Member Kobayashi, Nobuyuki	For	For	I
			Management	4.1	Elect Director and Audit Committee Member Robayashi, Nobuyuki Elect Director and Audit Committee Member Sugihara, Rei	For	For	I .
				4.2				I
			Management	4.3	Elect Director and Audit Committee Member Sunaga, Akemi	For	For	I .
M		00:: 00	Management	4.4	Elect Director and Audit Committee Member Ariizumi, Chiaki	For	For	<u> </u>
Vacoal Holdings Corp.	Japan	29-juin-22	Management	I 1	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	In the ACADIOT Windows in the standard in the
			Management	2.1	Elect Director Yasuhara, Hironobu	For	Against	A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital
				l	L	l _	I _	misallocation.
			Management	2.2	Elect Director Ito, Tomoyasu	For	For	I .
			Management	2.3	Elect Director Miyagi, Akira	For	For	I
			Management	2.4	Elect Director Yajima, Masaaki	For	For	I
			Management	2.5	Elect Director Mayuzumi, Madoka	For	For	I
			Management	2.6	Elect Director Saito, Shigeru	For	For	I
			Management	2.7	Elect Director Iwai, Tsunehiko	For	For	1
			Management	3	Appoint Statutory Auditor Shimada, Minoru	For	Against	A vote AGAINST this nominee is warranted because: * The outside statutory auditor nominee's affiliation with the company
						<u> </u>	<u>_</u> _	could compromise independence.
Plug Power Inc.	USA	30-juin-22	Management	1.1	Elect Director George C. McNamee	For	For	
-		' '	Management	1.2	Elect Director Gregory L. Kenausis	For	For	I
			Management	1.3	Elect Director Jean A. Bua	For	For	I
								•
			Management	2	Amend Omnibus Stock Plan	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management		Significant votes - Rationales
			Management	Number 3	Advisory Vote to Ratify Named Executive Officers' Compensation	Recommendation For	Decision Against	A vote AGAINST this proposal is warranted. Although the compensation committee demonstrated adequate responsiveness to last year's relatively low support for the say-on-pay proposal by changing the LTI award mix to entirely performance-based options, an unmitigated pay-for-performance concern exists for the year under review. While the performance options contain several positive features, the magnitude of the target option grant values for all NEOs is outsized and not substantiated by company performance. In addition, an NEO received a new-hire grant of equity that lacks a strong performance basis and it is
			,,	Ι,	Date Dalate & Taraka II Dan Araten	F		unclear what portion of the award was intended to replace forfeited equity.
SalMar ASA	Norway	30-juin-22	Management Management	1	Ratify Deloitte & Touche LLP as Auditors Elect Chairman of Meeting; Designate Inspector(s) of Minutes of Meeting	For For	For For	
Saliviai ASA	Norway	30-juli 1-22	Management	2	Approve Notice of Meeting and Agenda	For	For	
			Management	3	Approve Merger Agreement with Norway Royal Salmon	For	For	
			Management	4	Approve Share Capital Increase in Connection with The Merger	For	For	
Dottikon ES Holding AG	Switzerland	01-juil-22	Management	1 3	Accept Financial Statements and Statutory Reports	For For	For For	
			Management Management	4	Approve Discharge of Board and Senior Management Approve Allocation of Income and Omission of Dividends	For	For	
			Management	5.1	Reelect Markus Blocher as Director and Board Chair	For	For	We are comfortable with the current composition of the Board
			Management	5.2	Reelect Alfred Scheidegger as Director	For	For	We are comfortable with the current composition of the Board
			Management	5.3	Reelect Bernhard Urwyler as Director	For	For	We are comfortable with the current composition of the Board
			Management Management	6.1 6.2	Reappoint Markus Blocher as Member of the Compensation Committee Reappoint Alfred Scheidegger as Member of the Compensation Committee	For For	For For	We are comfortable with the current composition of the Board We are comfortable with the current composition of the Board
			Management	6.3	Reappoint Bernhard Urwyler as Member of the Compensation Committee	For	For	We are comfortable with the current composition of the Board
			Management	7	Approve Remuneration of Directors	For	For	The die commenced with the composition of the Sound
			Management	8	Approve Remuneration of Executive Committee	For	For	
			Management	9	Ratify KPMG AG as Auditors	For	For	
			Management Management	10 11	Designate Michael Wicki as Independent Proxy Transact Other Business (Voting)	For For	For Against	A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case
			wanagement	''	Transact Outer Dusiness (Young)	101	Against	The word in the shall refer to the place of the shall be and the shall be s
GSK Plc	United Kingdom	06-juil-22	Management	1	Approve Matters Relating to the Demerger of Haleon Group from the GSK Group	For	For	
			Management	2	Approve the Related Party Transaction Arrangements	For	For	
Turk Tuborg Bira ve Malt Sanayii AS	Turkey	06-juil-22	Management	1	Open Meeting, Elect Presiding Council of Meeting and Authorize Presiding Council to Sign Meeting Minutes	For	For	
			Management	2	Accept Board Report	For	For	
			Management	3	Accept Audit Report	For	For	
			Management	4	Accept Financial Statements	For	For	
			Management	5	Approve Discharge of Board	For	For	
			Management	6	Approve Allocation of Income	For	For	A set a CABICT is supported as the second side of displays the second based for subject according to the second side of the sec
			Management	l ′	Approve Director Remuneration	For	Against	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision.
			Management	8	Ratify External Auditors	For	For	making an informed voting decision.
			Management	10	Approve Remuneration Policy and Director Remuneration for 2021	For	For	
			Management	12	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	For	For	
Baader Bank AG	Germany	07-juil-22	Management	2	Approve Allocation of Income and Dividends of EUR 0.35 per Share	For	For	
			Management	3	Approve Discharge of Management Board for Fiscal Year 2021	For	For	
			Management Management	4	Approve Discharge of Supervisory Board for Fiscal Year 2021 Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2022	For For	For For	
			Management	6	Amend Articles of Association	For	For	
Gentera SAB de CV	Mexico	08-juil-22	Management	1	Elect or Ratify Directors and Approve Their Remuneration; Verify Independence	For	Against	Vote AGAINST since the remuneration policy lacks concrete sustainability focused non-financial KPIs that are properly
					Classification			communicated with the minority shareholders and combining a few items under a single item.
		00 : 11 00	Management	2	Authorize Board to Ratify and Execute Approved Resolutions	For	For	
Sector Healthcare Value Fund	Ireland	08-juil-22	Management Management	2	Accept Financial Statements and Statutory Reports and Review the Company's Affairs Ratify Deloitte as Auditors	For For	For For	
			Management	3	Authorise Board to Fix Remuneration of Auditors	For	For	
LondonMetric Property Plc	United Kingdom	13-juil-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
1			Management	2	Approve Remuneration Report	For	For	
1			Management Management	3 4	Reappoint Deloitte LLP as Auditors Authorise Board to Fix Remuneration of Auditors	For For	For For	
			Management	5	Re-elect Patrick Vaughan as Director	For	Against	Votes AGAINST incumbent Nominating Committee chair Lionel Vaughan are warranted for lack of diversity on the board.
			Wanagement		Technol I dina Vadgadi ili Briccioi	1 01	Against	Concerns are further raised regarding the re-election of Patrick Vaughan because: *He has served on the Board for 14 years, a tenure that is longer than what is recommended by the UK Code. Votes FOR the remaining nominees are warranted.
l			Management	6	Re-elect Andrew Jones as Director	For	For	
1			Management	7	Re-elect Martin McGann as Director	For	For	
1			Management Management	8 9	Re-elect James Dean as Director Re-elect Rosalyn Wilton as Director	For For	For For	
1			Management	10	Re-elect Rosalyn Willon as Director Re-elect Andrew Livingston as Director	For	For	
l			Management	11	Re-elect Suzanne Avery as Director	For	For	
l			Management	12	Re-elect Robert Fowlds as Director	For	For	
l			Management	13	Re-elect Katerina Patmore as Director	For	For	
1			Management Management	14 15	Elect Alistair Elliott as Director Authorise Issue of Equity	For For	For For	
		1						l .
	l l		Management	16	Authorise Board to Offer Scrip Dividend	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management	Vote	Significant votes - Rationales
1.1	,	ř	·	Number		Recommendation	Decision	
			Management	18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	
			Management	19	Authorise Market Purchase of Ordinary Shares	For	For	
			Management	20	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	
DCC Plc	Ireland	15-juil-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
	1		Management Management	2 3	Approve Final Dividend Approve Remuneration Report	For For	For For	
			Management	4(a)	Elect Laura Angelini as Director	For	For	
			Management	4(b)	Re-elect Mark Breuer as Director	For	Against	Votes AGAINST incumbent nomination committee chair Mark Breuer are warranted for lack of diversity on the board. Votes
	1		l		L	l _	l _	FOR the remaining director nominees are warranted.
	1		Management Management	4(c) 4(d)	Re-elect Caroline Dowling as Director Re-elect Tufan Erginbilgic as Director	For For	For For	
			Management	4(u) 4(e)	Re-elect Tutan Eighbligic as Director Re-elect David Jukes as Director	For	For	
			Management	4(f)	Elect Lily Liu as Director	For	For	
	1		Management	4(g)	Re-elect Kevin Lucey as Director	For	For	
	1		Management Management	4(h) 4(i)	Re-elect Donal Murphy as Director Elect Alan Ralph as Director	For For	For For	
	1		Management	4(i) 4(j)	Re-elect Mark Ryan as Director	For	For	
	1		Management	5	Authorise Board to Fix Remuneration of Auditors	For	For	
			Management	6	Authorise Issue of Equity	For	For	
	1		Management	7	Authorise Issue of Equity without Pre-emptive Rights	For	For	
	1		Management	8	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	
	1		Management	9	Authorise Market Purchase of Shares	For	For	
			Management	10	Authorise Reissuance Price Range of Treasury Shares	For	For	
Advanced Drainage Systems, Inc.	USA	21-juil-22	Management	1a	Elect Director Anesa T. Chaibi	For	For	
	1		Management Management	1b 1c	Elect Director Robert M. Eversole Elect Director Alexander R. Fischer	For For	For For	
	1		Management	1d	Elect Director Kelly S. Gast	For	For	
			Management	1e	Elect Director M.A. (Mark) Haney	For	For	
			Management	1f	Elect Director Ross M. Jones	For	For	
	1		Management	1g	Elect Director Manuel J. "Manny" Perez de la Mesa	For	For	
	1		Management Management	1h 2	Elect Director Anil Seetharam Ratify Deloitte & Touche LLP as Auditors	For For	For For	
	1		Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	We prefer to vote AGAINST since the remuneration policy lacks concrete sustainability focused non-financial KPIs
			Management	4	Advisory Vote on Say on Pay Frequency	One Year	One Year	
	1		Management	5	Approve Qualified Employee Stock Purchase Plan	For	For	
Pennon Group Plc	United Kingdom	21-juil-22	Management	1 2	Accept Financial Statements and Statutory Reports Approve Final Dividend	For For	For For	
	1		Management Management	3	Approve Remuneration Report	For	For	
	1		Management	4	Re-elect Gill Rider as Director	For	For	
			Management	5	Re-elect Susan Davy as Director	For	For	
			Management Management	6	Re-elect Paul Boote as Director Re-elect Neil Cooper as Director	For For	For For	
	1		Management	8	Re-elect lain Evans as Director	For	For	
	1		Management	9	Re-elect Claire Ighodaro as Director	For	For	
	1		Management	10	Re-elect Jon Butterworth as Director	For	For	
	1		Management	11	Reappoint Ernst & Young LLP as Auditors Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	
			Management Management	12 13	Authorise the Audit Committee to FIX Remuneration of Auditors Authorise UK Political Donations and Expenditure	For For	For For	
	1		Management	14	Authorise Issue of Equity	For	For	
	1		Management	15	Authorise Issue of Equity without Pre-emptive Rights	For	For	
	1		Management	16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or	For	For	
	1		Management	17	Other Capital Investment Authorise Market Purchase of Ordinary Shares	For	For	
	1		Management	18	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	
l	1		Management	19	Approve Climate-Related Financial Disclosures	For	For	
Dancas Haldinas Inc	ļ .	00: 700	Management	20	Amend Articles of Association	For	For	
Raccoon Holdings, Inc.	Japan	23-juil-22	Management Management	1 2	Approve Allocation of Income, with a Final Dividend of JPY 10 Amend Articles to Disclose Shareholder Meeting Materials on Internet	For For	For For	
	1		Management	3.1	Elect Director Ogata, Isao	For	For	
			Management	3.2	Elect Director Konno, Satoshi	For	For	
	1		Management	3.3	Elect Director Abe, Tomoki	For	For	
	1		Management Management	3.4 3.5	Elect Director Tamura, Tomohiro Elect Director Okubo, Ryuka	For For	For For	
	1		Management	3.5 4.1	Elect Director Okubo, Ryuka Elect Director and Audit Committee Member Hayashi, Tokichiro	For	For	
l	1		Management	4.2	Elect Director and Audit Committee Member Komiyama, Sumie	For	For	
	1		Management	4.3	Elect Director and Audit Committee Member Takita, Jiro	For	For	
	1		Management	4.4	Elect Director and Audit Committee Member Fukuda, Motohiro	For	Against	A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.
Linde Plc	Ireland	25-juil-22	Management	1a	Elect Director Stephen F. Angel	For	For	птептрет моло впререпрепре
		20 juii-22	Management	1b	Elect Director Sanjiv Lamba	For	For	
	1		Management	1c	Elect Director Ann-Kristin Achleitner	For	For	
l	1		Management	1d	Elect Director Thomas Enders	For	For	
l	1		Management Management	1e 1f	Elect Director Edward G. Galante Elect Director Joe Kaeser	For For	For For	
I	1	1	Management	1g	Elect Director Victoria E. Ossadnik	For	For	
	•	• '	. 3		•			•

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management	Vote	Significant votes - Rationales
			Management	Number 1h	Elect Director Martin H. Richenhagen	Recommendation For	Decision For	
	l		Management	1in 1i	Elect Director Martin H. Richennagen Elect Director Alberto Weisser	For	For	
	I		Management	1j	Elect Director Robert L. Wood	For	For	
	l		Management	2a	Ratify PricewaterhouseCoopers as Auditors	For	For	
			Management	2b	Authorise Board to Fix Remuneration of Auditors	For	For	
	l		Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Management	5	Approve Remuneration Report	For	For	
	l		Management Shareholder	6	Determine Price Range for Reissuance of Treasury Shares Adopt Simple Majority Vote	For Against	For For	A vote FOR this proposal is warranted given that elimination of the supermajority vote requirement, where legally permissible,
				_		-	101	would enhance shareholder rights.
ICON plc	Ireland	26-juil-22	Management	1.1	Elect Director Steve Cutler	For	For	
			Management Management	1.2 1.3	Elect Director John Climax Elect Director Ronan Murphy	For For	For For	
			Management	2	Accept Financial Statements and Statutory Reports	For	For	
			Management	3	Authorise Board to Fix Remuneration of Auditors	For	For	
			Management	4	Authorize Issue of Equity	For	For	
			Management	5	Authorize Issue of Equity without Pre-emptive Rights	For	For	
			Management	6	Authorize Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	
			Management	7	Authorize Share Repurchase Program	For	For	
		<u> </u>	Management	8	Approve the Price Range for the Reissuance of Shares	For	For	
Booz Allen Hamilton Holding Corporation	USA	27-juil-22	Management	1a	Elect Director Horacio D. Rozanski	For	For	
	l		Management	1b	Elect Director Mark E. Gaumond	For	For	
	l		Management Management	1c 1d	Elect Director Gretchen W. McClain Elect Director Melody C. Barnes	For For	For For	
			Management Management	10 1e	Elect Director Melody C. Barnes Elect Director Ellen Jewett	For	For	
	I		Management	1f	Elect Director Eilen Jeweit Elect Director Arthur E. Johnson	For	For	
			Management	1g	Elect Director Charles O. Rossotti	For	For	
			Management	2	Ratify Ernst & Young LLP as Auditors	For	For	
			Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Management	4	Provide Right to Call Special Meeting	For	For	l
			Shareholder	5	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	Against	For	A vote FOR this proposal is warranted as the right to call special meetings at a 10 percent ownership threshold would enhance shareholders' rights.
Wavestone SA	France	28-juil-22	Management	1	Approve Financial Statements and Statutory Reports	For	For	· ·
			Management	2	Approve Consolidated Financial Statements and Statutory Reports	For	For	
			Management	3 4	Approve Allocation of Income and Dividends of EUR 0.38 per Share	For	For	
			Management	4	Acknowledge Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	For	
			Management	5	Approve Compensation Report	For	For	
			Management	6	Approve Compensation (Cepart) Approve Compensation of Pascal Imbert, Chairman of the Management Board	For	For	
			Management	7	Approve Compensation of Patrick Hirigoyen, CEO and Member of the Management Board	For	Against	A vote AGAINST is warranted given: * The lack of transparency on the achievement levels of the bonus' performance criteria; *
								The absence of disclosure relative to the achievement levels under the LTI plan that vested during FY under review.
			Management	8	Approve Compensation of Michel Dancoisne, Chairman of the Supervisory Board	For	For	
			Management	9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	
			Management	10	Adopt One-Tiered Board Structure and Amend Bylaws Accordingly	For	For	
			Management	11	Pursuant to Item 10, Authorize Decrease in Share Capital via Cancellation of Repurchased	For	For	
			Management	12	Shares Pursuant to Item 10, Authorize Issuance of Equity or Equity-Linked Securities with	For	For	
			-		Preemptive Rights up to Aggregate Nominal Amount of EUR 151,474		l	
	l		Management	13	Pursuant to Item 10, Authorize Issuance of Equity or Equity-Linked Securities without	For	For	
			Management	14	Preemptive Rights up to Aggregate Nominal Amount of EUR 100,982 Pursuant to Item 10, Approve Issuance of Equity or Equity-Linked Securities for Private	For	For	
	l		gomont		Placements, up to 10 Percent of Issued Capital		1	
			Management	15	Pursuant to Item 10, Authorize Board to Increase Capital in the Event of Additional Demand	For	For	
	l		Management	16	Related to Delegation Submitted to Shareholder Vote Under Item 12 Pursuant to Item 10, Authorize Board to Increase Capital in the Event of Additional Demand	For	For	
	l			l "	Related to Delegation Submitted to Shareholder Vote Under Item 13	l	l	
			Management	17	Pursuant to Item 10, Authorize Board to Increase Capital in the Event of Additional Demand	For	For	
			Management	18	Related to Delegation Submitted to Shareholder Vote Under Item 14 Pursuant to Item 10, Authorize Capital Increase of up to 10 Percent of Issued Capital for	For	Against	* Votes FOR the authorizations under Items 12 to 17 are warranted as their proposed volumes respect the recommended
			Managomoni		Contributions in Kind		/ tguinot	guidelines for issuances with and without preemptive rights (and with a binding priority right). * Votes AGAINST the
							l	authorizations under Items 18 and 19 are warranted as, taking into account the authorization proposed under Item 14 of the
	l			l		1	I	general meeting, it would bring the total volume for issuances without preemptive rights above the recommended limit of 10 percent of the outstanding capital. * A vote FOR the total limit proposed under Item 23 is warranted as it limits shareholder
	l					l		dilution under all authorizations together.
	l		Management	19	Pursuant to Item 10, Authorize Capital Increase of up to 10 Percent of Issued Capital for	For	Against	* Votes FOR the authorizations under Items 12 to 17 are warranted as their proposed volumes respect the recommended
	l		Ĭ		Contributions in Kind	l	ľ	guidelines for issuances with and without preemptive rights (and with a binding priority right). * Votes AGAINST the
	l			l		1	I	authorizations under Items 18 and 19 are warranted as, taking into account the authorization proposed under Item 14 of the
	l			l		1	I	general meeting, it would bring the total volume for issuances without preemptive rights above the recommended limit of 10 percent of the outstanding capital. * A vote FOR the total limit proposed under Item 23 is warranted as it limits shareholder
	l			l		1	I	dilution under all authorizations together.
			Management	20	Pursuant to Item 10, Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Against	For	A vote FOR is warranted given the absence of any concerns.
	l		l	J		l _	_	
	l		Management Management	21 22	Authorize up to 5 Percent of Issued Capital for Use in Restricted Stock Plans Authorize up to 0.5 Percent of Issued Capital for Use in Restricted Stock Plans	For For	For Against	A vote AGAINST this resolution is warranted because: * The performance conditions are vague * The vesting period is not
	l		wanayement	"	Padition 20 dp to 0.01 Greens or issued Capital for Ose in Nestroted Glock Fidits	'0	Ayanısı	sufficiently long-term oriented * The performance period is not disclosed.
•	•		1	•	•	•	•	. , , , , , , , , , , , , , , , , , , ,

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management	Vote	Significant votes - Rationales
	•	,		Number		Recommendation	Decision	
		1 1	Management	23	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 151,474	For	For	
		1 1	Management	24	Pursuant to Item 10, Authorize Capitalization of Reserves of Up to EUR 400,000 for Bonus	For	For	
		1 1	iviariagement	24	Issue or Increase in Par Value	1 01	101	
1		1 1	Management	25	Pursuant to Item 10, Elect Marlene Ribeiro as Director	For	For	
1		1 1	Management	26	Pursuant to Item 10, Elect Veronique Beaumont as Director	For	For	
1		1 1	Management	27	Pursuant to Item 10, Elect Marie-Ange Verdickt as Director	For	For	
1		1 1	Management	28	Pursuant to Item 10, Elect Sarah Lamigeon as Director	For	For	
1		1 1	Management	29 30	Pursuant to Item 10, Elect Rafael Vivier as Director Pursuant to Item 10, Elect Christophe Aulnette as Director	For For	For For	
1		1 1	Management Management		Pursuant to Item 10, Elect FDCH as Director	For	For	
1		1 1	Management		Pursuant to Item 10, Elect Pascal Imbert as Director	For		* Votes FOR the elections of these independent nominees are warranted in the absence of specific concerns (Items 25-27 and
			a.a.geo.a.	ŭ.	Taradan to ton 10, Elos (desa in bot de Directo)	. 5	, riguillot	29-30). * Votes FOR the (re)elections of these non-independent nominees are warranted given the satisfactory level of board independence (38.5 percent vs 33.3 percent recommended) and the absence of specific concerns (Items 28. 31, 33 and 39). * As the functions of chairman and CEO are combined, and due to a lack of guarantees to commit to limit this situation strictly temporally, a vote AGAINST the reelection of Pascal Imbert (Item 32) is warranted. * A vote FOR Pierre Allard (Item 34) is warranted as the candidate is proposed by the FCPE Wavestone Actions, which holds more company shares than the other proposed candidate for being employee shareholder representative, Raphael Brun. As such, the election of Raphael Brun as employee shareholder representative warrants a vote AGAINST (Item 35).
1		1 1	Management	33	Pursuant to Item 10, Elect Patrick Hirigoyen as Director	For	For	
1			Management	34	Pursuant to Item 10, Elect Pierre Allard as Representative of Employee Shareholders to the	For	For	
1		1 1	Management	35	Board Pursuant to Item 10, Elect Raphael Brun as Representative of Employee Shareholders to the	For	Against	* Votes FOR the elections of these independent nominees are warranted in the absence of specific concerns (Items 25-27 and
			wanagement	35	Pursuant to trem 10, Elect Raphael Brun as Representative of Employee Sharrenolders to the Board	FOT	Against	Votes FUR the elections of these independent nominees are warranted in the absence of specific concerns (tiens 25-27 and 29-30). *Votes FOR the (re)elections of these non-independent nominees are warranted given the satisfactory level of board independence (38.5 percent vs 33.3 percent recommended) and the absence of specific concerns (Items 28, 31, 33 and 39). * As the functions of chairman and CEO are combined, and due to a lack of guarantees to commit to limit this situation strictly temporally, a vote AGAINST the reelection of Pascal Imbert (Item 32) is warranted. *A vote FOR Pierre Allard (Item 34) is warranted as the candidate is proposed by the FCPE Wavestone Actions, which holds more company shares than the other proposed candidate for being employee shareholder representative, Raphael Brun. As such, the election of Raphael Brun as employee shareholder representative warrants a vote AGAINST (Item 35).
1		1 1	Management	36	Approve Remuneration of Directors and Supervisory Board Members in the Aggregate	For	For	, , , , , , , , , , , , , , , , , , , ,
		1 1			Amount of EUR 271,000			
			Management	37	Pursuant to Item 10, Approve Remuneration Policy of Pascal Imbert as Chairman and CEO	For	For	
			Management	38	Pursuant to Item 10, Approve Remuneration Policy of Patrick Hirigoyen as CEO and Vice- CEO	For	For	
			Management	39	Subject to the Rejection of Item 10, Reelect Michel Dancoisne as Supervisory Board Member	For	For	
			Management	40	Subject to the Rejection of Item 10, Approve Remuneration Policy of Pascal Imbert, Chairman of the Management Board	For	For	
			Management	41	Subject to the Rejection of Item 10, Approve Remuneration Policy of Patrick Hirigoyen, Management Board Member	For	For	
			Management	42	Subject to the Rejection of Item 10, Approve Remuneration of Supervisory Board Members in the Aggregate Amount of EUR 261,000	For	For	
			Management	43	Subject to the Rejection of Item 10, Approve Remuneration Policy of Chairman and Supervisory Board Members	For	For	
			Management	44	Authorize Filing of Required Documents/Other Formalities	For	For	
Safaricom Plc	Kenya	29-juil-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
1		1)	Management	2	Note Interim Dividend of KES 0.64 Per Share; Approve Final Dividend of KES 0.75 Per Share	For	For	
1		1 1	Management	3	Snare Reelect Rose Ogega as Director	For	For	
1		1 1	Management	4	Elect Rose Ogega, Bitange Ndemo, Winnie Ouko, Raisibe Morathi, and Sitholizwe Mdlalose,	For	For	
1		1)	"		as Members of the Audit, Risk and Compliance Committee (Bundled)		I	
1		1 1	Management	5	Approve Remuneration of Directors and Approve Director's Remuneration Report	For	Against	We prefer to vote AGAINST since the remuneration policy lacks concrete sustainability focused non-financial KPIs
0.6.1.8		1 201 11 22	Management	6	Ratify Ernst & Young as Auditors and Fix Their Remuneration	For	For	
Shaftesbury Plc	United Kingdom	29-juil-22	Management	1	Approve Matters Relating to the All-Share Merger of Shaftesbury plc and Capital & Counties Properties plc	For	For	
1		1 1	Management	1	Approve Scheme of Arrangement	For	For	
Pinduoduo Inc.	Cayman Islands	31-juil-22	Management	1	Elect Director Lei Chen	For	For	
		,	Management	2	Elect Director Anthony Kam Ping Leung	For	For	
1		1 1	Management	3	Elect Director Haifeng Lin	For	For	
1		1 1	Management	4	Elect Director Qi Lu	For	For	L
1		1 1	Management	5	Elect Director Nanpeng Shen	For	Against	A vote AGAINST Nanpeng (Neil) Shen is warranted for serving as a director on more than five public company boards. A vote
1		1 1						AGAINST incumbent nominating committee chair Yong-Boon (George) Yeo is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
			Management	6	Elect Director George Yong-Boon Yeo	For	Against	A vote AGAINST Nanpeng (Neil) Shen is warranted for serving as a director on more than five public company boards. A vote
								AGAINST incumbent nominating committee chair Yong-Boon (George) Yeo is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
NFL ASA	Norway	02-août-22	Management	2	Flect Chairman of Meeting: Designate Inspector(s) of Minutes of Meeting	For	For	AGAINS I incumbers nominating committee driair rong-boon (George) red is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
NEL ASA	Norway	02-août-22	Management Management	2 3	Elect Chairman of Meeting; Designate Inspector(s) of Minutes of Meeting Approve Notice of Meeting and Agenda	For For	For For	

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management		Significant votes - Rationales
Tesla, Inc.	USA	04-août-22	Management	Number 1.1	Elect Director Ira Ehrenpreis	Recommendation	Decision Against	Votes AGAINST Ira Ehrenpreis and Kathleen Wilson-Thompson are warranted, in lieu of any audit committee member on
Tesia, III	USA	04-auut-22	Management	1.2	Elect Director Kathleen Wilson-Thompson	For		which is Acutivated in Elimitipries and Natinetia Wissin-Horippion are availantee, in lieu of any audit committee interinuous ballot, given continuing concerns about the board's risk oversight in light of the pledging of a significant amount of the company's stock by certain directors. Votes AGAINST fra Ehrenpreis and Kathleen Wilson-Thompson are further warranted, in the capacity as members of the Nominating and Corporate Governance Committee, given the board's insufficient responsiveness to a majority-supported shareholder proposal. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. Votes AGAINST fra Ehrenpreis and Kathleen Wilson-Thompson are warranted for the following reasons: "Given that board chair, Robyn Denholm, who shoulders the greatest responsibility amongst the board members for failing to effectively supervise the management of risks to the company and its shareholders not up for election at this year's annual meeting, all board members should be held accountable for poor board and management oversight of ESG risk exposures at the firm. Votes AGAINST fra Ehrenpreis and Kathleen Wilson-Thompson are warranted, in lieu of any audit committee member on
			манадентел	1.2		FOI	Against	ballot, given continuing concerns about the board's risk oversight in light of the pledging of a significant amount of the company's stock by certain directors. Votes AGAINST fra Ehrenpreis and Kathleen Wilson-Thompson are further warranted, in their capacity as members of the Nominating and Corporate Governance Committee, given the board's insufficient responsiveness to a majority-supported shareholder proposal. Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. Votes AGAINST Ira Ehrenpreis and Kathleen Wilson-Thompson are warranted for the following reasons: "Given that board chair, Robyn Denholm, who shoulders the greatest responsibility amongst the board members for failing to effectively supervise the management of risks to the company and its shareholders is not up for election at this year's annual meeting, all board members should be held accountable for poor board and management oversight of ESG risk exposures at the firm.
			Management	2	Reduce Director Terms from Three to Two Years	For	For	
			Management	3	Eliminate Supermajority Voting Provisions	For	For	
			Management	4	Increase Authorized Common Stock	For	For	
			Management	5	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	L
			Shareholder Shareholder	6	Adopt Proxy Access Right Report on Efforts to Prevent Harassment and Discrimination in the Workplace	Against Against	For For	A vote FOR this proposal is warranted, as adoption of proxy access will enhance shareholder rights. A vote FOR this resolution is warranted, as the company has faced recent attention for allegations of harassment and
			Shareholder	8	Report on Racial and Gender Board Diversity	Against		A vote To Yu usi secundor is warranted as the company has radict electric activation to assegned whether any discrimination in the workplace, and increased transparency would help shareholders assess how the company is managing associated risks. A vote FOR this resolution is warranted as shareholders would benefit from additional information about how the company is
			Shareholder	9	Report on Recial and Gender Board Diversity Report on the Impacts of Using Mandatory Arbitration	Against		A vote FOR this resolution is warranted as snareriolates would be reint from a disclosural minoritation about how the company's board nomination. A vote FOR this proposal is warranted because more information on the impact that the company's standard arbitration
			Shareholder	10	Report on Corporate Climate Lobbying in line with Paris Agreement	Against		provision has on Tesla's employees would allow shareholders to better evaluate risks related to several recent controversies; and may bring information to light that could result in improved recruitment, development and retention. A vote FOR this resolution is warranted, because an evaluation of how the company's lobbying activities align with the Paris
			Shareholder	11	Adopt a Policy on Respecting Rights to Freedom of Association and Collective Bargaining	Against	For	Agreement goals would provide information that would allow shareholders to better evaluate the company's risk related to its lobbying activities. A vote FOR this proposal is warranted, because this policy may benefit shareholders by improving the company's management
			Shareholder	12	Report on Eradicating Child Labor in Battery Supply Chain	Against	For	A vote FOR this proposal is warranted, as additional information on the company's floring the company already has a similar policy in place for its suppliers. A vote FOR this proposal is warranted, as additional information on the company's efforts to eliminate child labor would allow
			Shareholder	13	Report on Water Risk Exposure	Against	For	investors to better understand how the company is managing human rights related risks in its supply chain. A vote FOR this proposal is warranted. Shareholders would benefit from increased disclosure regarding how the company is
AND A STATE OF THE		05 11 00			A 15: 110:1 A 10:11 B	-		managing water risks.
Alibaba Health Information Technology Limited	Bermuda	05-août-22	Management Management	1 2a1	Accept Financial Statements and Statutory Reports Elect 7hu Shunyan as Director	For For	For For	
			Management	2a1 2a2	Elect Shen Difan as Director	For	For	
			Management	2a3	Elect Li Faguang as Director	For	For	
			Management	2a4	Elect Luo Tong as Director	For	For	
			Management	2a5	Elect Wong King On, Samuel as Director	For	For	
			Management	3	Authorize Board to Fix Remuneration of Directors	For	For	
			Management	4	Approve Ernst & Young as Auditor and Authorize Board to Fix Their Remuneration	For	For	
			Management	5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	Against	A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares. * The company has not specified the discount limit.
			Management Management	6	Authorize Repurchase of Issued Share Capital Authorize Reissuance of Repurchased Shares	For For	For Against	A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10
			Management	8	Approve Grant of Mandate Authorizing the Directors to Grant Awards of Options and/or	For	Against	A vote AGAINST this resolution is warranted given that the directors eligible to receive options and/or RSUs under the SAS are
			-		Restricted Share Units Pursuant to the Share Award Scheme and Related Transactions		-	involved in the administration of the scheme.
			Management	9a	Amend Bye-laws	For	For	l l
			Management	9b	Authorize Board to Deal with All Matters in Relation to the Proposed Amendments to the Bye- laws	For	For	
Bandhan Bank Limited	India	10-août-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
			Management	2	Reelect Holger Dirk Michaelis as Director	For	For	
			Management	3	Approve Singhi & Co., Chartered Accountants as Joint Statutory Auditors and Authorize Board to Fix Their Remuneration	For	For	
			Management	4	Board to Fix Their Remuneration Elect Divya Krishnan as Director	For	For	l l
1			Management	5	Elect Philip Mathew as Director	For	For	į l
			Management	6	Elect Aparajita Mitra as Director	For	For	
			Management	7	Reelect Narayan Vasudeo Prabhutendulkar as Director	For	For	l l
			Management	8	Reelect Vijay Nautamlal Bhatt as Director	For	For	
			Management	9	Approve Fixed Remuneration for Non-Executive Directors Except Part-time Non-Executive Chairperson	For	For	
			Management	10	Approve Remuneration Payable to Chandra Shekhar Ghosh as Managing Director and CEO	For	Against	Vote AGAINST since the remuneration policy lacks concrete sustainability focused non-financial KPIs that are properly communicated with the minority shareholders and combining a few items under a single item.
			Management	11	Approve Material Related Party Transactions with Promoter Entities for Banking Transactions	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Vote Decision	Significant votes - Rationales
Danimer Scientific, Inc.	USA	11-août-22	Management	1.1	Elect Director Stephen E. Croskrey	For	For	
			Management	1.2	Elect Director John P. Amboian	For	Withhold	WITHHOLD votes are warranted for governance committee members John Amboian and Isao Noda given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to amend the bylaws which adversely impacts shareholder rights. Votes FOR the remaining director nominees are warranted.
			Management	1.3	Elect Director Richard Hendrix	For	For	
			Management	1.4	Elect Director Philip Gregory Calhoun	For	For	
			Management	1.5	Elect Director Gregory Hunt	For	For	MITTURE D. C.
			Management	1.6	Elect Director Isao Noda	For	Withhold	WITHHOLD votes are warranted for governance committee members John Amboian and Isao Noda given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to amend the bylaws which adversely impacts shareholder rights. Votes FOR the remaining director nominees are warranted.
			Management	1.7	Elect Director Stuart W. Pratt	For	For	
			Management Management	1.8 1.9	Elect Director Cynthia Cohen Elect Director Allison M. Leopold Tilley	For For	For For	
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For		A vote AGAINST this proposal is warranted. The NEOs received outsized equity awards, the magnitude of which is considered
				_				to be excessive. Moreover, majority of the equity awards lack objective performance criteria and the stock price goals associated with certain awards are considered to be non-rigorous. In addition, annual incentives are discretionary in nature and the CEO's base salary is outsized as compared to peers.
			Management	3	Advisory Vote on Say on Pay Frequency	Three Years	One Year	
			Management	4	Ratify KPMG LLP as Auditors	For	For	3 11 7 1 17
Electronic Arts Inc.	USA	11-août-22	Management	1a	Elect Director Kofi A. Bruce	For	For	
			Management Management	1b 1c	Elect Director Rachel A. Gonzalez Elect Director Jeffrey T. Huber	For For	For For	
			Management	1c 1d	Elect Director Talbott Roche	For	For	
			Management	1e	Elect Director Richard A. Simonson	For	For	
			Management	1f	Elect Director Luis A. Ubinas	For	For	
			Management	1g	Elect Director Heidi J. Ueberroth	For	For	
			Management	1h	Elect Director Andrew Wilson	For	For	
		1	Management Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation Ratify KPMG LLP as Auditors	For For	For For	
			Management	4	Amend Omnibus Stock Plan	For	For	
		1	Management	5	Reduce Ownership Threshold for Shareholders to Call Special Meetings to 15%	For	For	
			Shareholder	6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against	For	A vote FOR this proposal is warranted given that the request applies only to future severance arrangements, the current
								agreements will not be affected, the request offers flexibility as to when the board may seek shareholder approval of a new or renewed severance arrangement, such as at the next annual meeting, and it is positive for shareholders to have the ability to vote on severance amounts that exceed market norms.
Klingelnberg AG	Switzerland	23-août-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
			Management	2	Approve Allocation of Income and Omission of Dividends	For	For	
		1	Management Management	3 4	Approve Discharge of Board and Senior Management Approve Remuneration of Directors in the Amount of CHF 700,000	For For	For For	
			Management	5	Approve Remuneration of Directors in the Amount of CHF 700,000 Approve Remuneration of Executive Committee in the Amount of EUR 4.5 Million	For	For	
			Management	6.1.1	Reelect Joerg Wolle as Director	For	For	
		1	Management	6.1.2	Reelect Roger Baillod as Director	For	For	
			Management	6.1.3	Reelect Michael Hilb as Director	For	For	
			Management	6.1.4	Reelect Hans-Martin Schneeberger as Director	For	For	
			Management Management	6.2.1 6.2.2	Elect Kalina Scott as Director Elect Philipp Buhofer as Director	For For	For For	
			Management	7	Reelect Joerg Wolle as Board Chair	For	For	
			Management	8.1.1	Reappoint Joerg Wolle as Member of the Nomination and Compensation Committee	For	For	
	1	I	Management	8.1.2	Reappoint Hans-Martin Schneeberger as Member of the Nomination and Compensation	For	For	
	1		Management	8.2	Committee Appoint Philipp Buhofer as Member of the Nomination and Compensation Committee	For	For	
	1		Management	9	Ratify PwC as Auditors	For	For	
1	1	I	Management	10	Designate Ernst Widmer as Independent Proxy	For	For	
			Management	11	Transact Other Business (Voting)	For	Against	A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case
								new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of these any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.
INTER ACTION Corp.	Japan	24-août-22	Management Management	1 2	Approve Allocation of Income, with a Final Dividend of JPY 20 Amend Articles to Disclose Shareholder Meeting Materials on Internet	For For	For For	
Koc Holding A.S.	Turkey	25-août-22	Management Management	1 3	Open Meeting and Elect Presiding Council of Meeting Approve Spin-Off Agreement	For For	For For	
NatWest Group Plc	United Kingdom	25-août-22	Management	1	Approve Special Dividend	For	For	
		1	Management	2	Approve Share Consolidation and Share Sub-Division	For	For	
	1	I	Management	3	Authorise Issue of Equity	For	For	
	1	I	Management	4	Authorise Issue of Equity without Pre-emptive Rights	For	For	
	1	I	Management	5	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	
	1	I	Management	6	Authorise Market Purchase of New Ordinary Shares	For	For	
	1	I	Management	7	Approve Amendments to Directed Buyback Contract	For	For	
	1	I	Management	8	Adopt New Articles of Association	For	For	
	1		Management	1	Sanction and Consent to Every Variation, Alteration, Modification or Abrogation of the	For	For	
Turkiye Petrol Rafinerileri AS	Turkey	25 000+ 20	Managamart	1	Special Rights Attached to the Ordinary Shares Open Meeting and Elect Presiding Council of Meeting	For	For	
Turkiye F 6001 Ralliletileti AO	Turkey	25-août-22	Management Management	3	Approve Acquisition	For	For For	
	1	I	Management	4	Amend Company Articles 6 and 7	For	For	
•	•	•		•		•		•

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management	Vote	Significant votes - Rationales
Cipla Limited	India	26-août-22	Management	Number	Accept Standalone Financial Statements and Statutory Reports	Recommendation For	Decision For	
Cipia Limited	iriula	20-a0ut-22	Management	2	Accept Consolidated Financial Statements and Statutory Reports	For	For	
			Management	3	Approve Final Dividend	For	For	
			Management	4	Reelect Samina Hamied as Director	For	For	
			Management	5	Elect Mandar Purushottam Vaidya as Director	For	For	
			Management	6	Approve Grant of Employee Stock Appreciation Rights / Share-Based Benefits to Umang	For	Against	We prefer to vote AGAINST since the remuneration policy lacks concrete sustainability focused non-financial KPIs
			ľ		Vohra as Managing Director and Global Chief Executive Officer		"	
			Management	7	Approve Remuneration of Cost Auditors	For	For	
Petkim Petrokimya Holding AS	Turkey	05-sept-22	Management	1	Open Meeting and Elect Presiding Council of Meeting	For	For	
			Management	2	Accept Board Report	For	For	
			Management	3	Accept Audit Report	For	For	
			Management	4	Accept Financial Statements	For	For	
			Management	5	Approve Discharge of Board	For	For	
			Management	6	Approve Allocation of Income	For	For	
			Management	7	Elect Directors	For	For	
			Management	8	Approve Director Remuneration	For	Against	A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from
			l	l .		_	1	making an informed voting decision.
			Management	9	Ratify External Auditors	For	Against	A vote AGAINST is warranted as auditor fees for non-audit services exceed 100 percent of standard audit-related fees.
			Management	11	Approve Upper Limit of Donations for 2022	For	Against	This item warrants a vote AGAINST due to a lack of disclosure on the resolution.
			Management	13	Grant Permission for Board Members to Engage in Commercial Transactions with Company	For	For	
					and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles		1	
Aless Nichal NIV	Netherlands	00+ 00	M :		395 and 396 of Turkish Commercial Law Elect G. Poux-Guillaume to Management Board	For	For	
Akzo Nobel NV	United Kingdom	06-sept-22	Management Management	2		For For	For	
Ashtead Group Plc	United Kingdom	06-sept-22		1 2	Accept Financial Statements and Statutory Reports			A vote ACAINST this item is considered warranted: * The actions taken by the Demuneration Committee in
	1	1	Management	l	Approve Remuneration Report	For	Against	A vote AGAINST this item is considered warranted: * The actions taken by the Remuneration Committee in response to the significant levels of dissent recorded against the remuneration-related resolutions at the 2021 AGM are not considered to
							1	sufficiently address the underlying concerns raised.
			Management	3	Approve Final Dividend	For	For	sufficiently address the underlying concerns raised.
			Management	4	Re-elect Paul Walker as Director	For	For	
			Management	5	Re-elect Paul Walker as Director Re-elect Brendan Horgan as Director	For	For	
			Management	6	Re-elect Michael Pratt as Director	For	For	
			Management	7	Re-elect Angus Cockburn as Director	For	For	
			Management	8 8	Re-elect Lucinda Riches as Director	For		Item 4-7 & 9-12 A vote FOR these Directors is warranted as no significant concerns have been identified. Item 8 A vote
			ivianagement	l °	Re-elect Lucinda Riches as Director	FOI	Against	AGAINST the re-election of Lucinda Riches is considered warranted. As the Chair of the Remuneration Committee, she is
							1	considered to be ultimately responsible for the Company's remuneration practices. The negative voting recommendation was
							1	driven by the Remuneration Committee's lack of action towards the shareholders' concerns voice over the Company's
							1	remuneration practices at the last AGM.
				9	Do alast Tancia Footta da Discatas	F	For	Termineration practices at the last Advis.
			Management		Re-elect Tanya Fratto as Director	For		
			Management	10 11	Re-elect Lindsley Ruth as Director	For	For	
			Management		Re-elect Jill Easterbrook as Director	For	For	
			Management	12	Elect Renata Ribeiro as Director	For	For	
			Management	13	Reappoint Deloitte LLP as Auditors	For	For	
			Management	14	Authorise Board to Fix Remuneration of Auditors	For	For	
			Management	15	Authorise Issue of Equity	For	For	
			Management	16	Authorise Issue of Equity without Pre-emptive Rights	For	For	
			Management	17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	
				40	Authorise Market Purchase of Ordinary Shares	F	l	
			Management Management	18 19	Authorise the Company to Call General Meeting with Two Weeks' Notice	For For	For For	
Berkeley Group Holdings Plc	United Kingdom	06-sept-22	Management	19	Accept Financial Statements and Statutory Reports	For	For	
Derkeley Group Holdings Fic	Officed Kingdom	00-sept-22	Management	2	Approve Remuneration Report	For	For	
			Management	3	Approve Remuneration Policy	For	Against	VOTE RECOMMENDATION A vote AGAINST the remuneration policy is warranted on account of: * The Remuneration
			Wanagement	ľ	Paper of territarional oriety	1 01	Against	Committee has not provided a compelling rationale for the introduction of the RSP and the LTOP, * Awards under the LTOP are
							1	significant and further exacerbate concerns with the total quantum of variable remuneration available to executives. Further, for
							1	new executives who receive RSP awards, the Committee has discretion to accelerate the vesting of awards made in the first
							1	three years since appointment.
1	1	1	Management	4	Approve Restricted Share Plan	For	Against	A vote AGAINST the Restricted Share Plan is warranted on account of: * The Remuneration Committee has not provided a
	1	1		I '	'	I	1	compelling rationale for the introduction of the RSP. * For new executives, the Committee has discretion to accelerate the
	1	1	l	I		I	ı	vesting of RSP awards made in the first three years since appointment.
			Management	5	Approve Long-Term Option Plan	For	Against	A vote AGAINST the proposed Long-Term Option Plan is warranted on account of: * The Remuneration Committee has not
1	1	1	l ~ ¨	l .	1" · '	I	I * *	provided a compelling rationale for the introduction of the LTOP. * Awards under the LTOP are significant and further
			l	l			I	exacerbate concerns with the total quantum of variable remuneration available to executives.
	1	1	Management	6	Elect Michael Dobson as Director	For	For	·
	1	1	Management	7	Re-elect Diana Brightmore-Armour as Director	For	For	
1	1	1	Management	8	Re-elect Rob Perrins as Director	For	For	
1	1	1	Management	9	Re-elect Richard Stearn as Director	For	For	
			Management	10	Re-elect Andy Myers as Director	For	For	
	1	1	Management	11	Re-elect Andy Kemp as Director	For	For	
			Management	12	Re-elect Sir John Armitt as Director	For	For	
1	1	1	Management	13	Re-elect Rachel Downey as Director	For	For	
1	1	1	Management	14	Re-elect William Jackson as Director	For	For	
1	1	1	Management	15	Re-elect Elizabeth Adekunle as Director	For	For	
1	1	1	Management	16	Re-elect Sarah Sands as Director	For	For	
1			Management	17	Elect Natasha Adams as Director	For	For	
			Management	18	Re-elect Karl Whiteman as Director	For	For	
1	1	1	Management	19	Re-elect Justin Tibaldi as Director	For	For	
1	1	1	Management	20	Re-elect Paul Vallone as Director	For	For	
1	1		wanayement	1 20	Tro-Glock Facility Validate do Diffector	1 10	101	·

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management	Vote	Significant votes - Rationales
	Journ's	mooting Date	Порологи	Number	· · · · · · · · · · · · · · · · · · ·	Recommendation	Decision	Olymnounk 19165 Thurst halo
			Management	21	Reappoint KPMG LLP as Auditors	For	For	
	1		Management	22	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	
	1		Management	23	Authorise Issue of Equity	For	For	
	1		Management Management	24 25	Authorise Issue of Equity without Pre-emptive Rights Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or	For For	For For	
	1		ivianagement	23	Other Capital Investment	1 01	1 01	
	1		Management	26	Authorise Market Purchase of Ordinary Shares	For	For	
			Management	27	Authorise UK Political Donations and Expenditure	For	For	
			Management	28	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	
DS Smith Plc	United Kingdom	06-sept-22	Management Management	1 2	Accept Financial Statements and Statutory Reports Approve Final Dividend	For For	For For	
	1		Management	3	Approve Remuneration Report	For	For	
	1		Management	4	Re-elect Geoff Drabble as Director	For	For	
	1		Management	5	Re-elect Miles Roberts as Director	For	For	
			Management	6	Re-elect Adrian Marsh as Director	For	For	
	1		Management Management	7 8	Re-elect Celia Baxter as Director Elect Alan Johnson as Director	For For	For For	
	1		Management	9	Re-elect Alan Johnson as Director Re-elect Alina Kessel as Director	For	For	
	1		Management	10	Re-elect David Robbie as Director	For	For	
	1		Management	11	Re-elect Louise Smalley as Director	For	For	
	1		Management	12	Appoint Ernst & Young LLP as Auditors	For	For	
1	1	l	Management	13	Authorise The Audit Committee to Fix Remuneration of Auditors	For	For	
1	1	l	Management Management	14 15	Authorise Issue of Equity Authorise Issue of Equity without Pre-emptive Rights	For For	For For	
	1		Management	16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or	For	For	
1	1		anagomon	l	Other Capital Investment]		
			Management	17	Authorise Market Purchase of Ordinary Shares	For	For	
	<u> </u>		Management	18	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	
ABB Ltd.	Switzerland	07-sept-22	Management Management	1 2	Approve Spin-Off of Accelleron Industries AG Transact Other Business (Voting)	For For	For Against	A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case
			ivianagement		Transact Other Business (Voling)	101	Agairist	new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content
	1							of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against
								this item on a precautionary basis.
NIKE, Inc.	USA	09-sept-22	Management	1a	Elect Director Alan B. Graf, Jr.	For	For	
	1		Management Management	1b 1c	Elect Director Peter B. Henry Elect Director Michelle A. Peluso	For For	For For	
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	There are significant concerns identified regarding LTI program structure and STI adjustments for the year in review. For FY22,
			Managomoni	-	Transity vote to trainly realise Executive emocile compensation			the committee replaced the long-term cash component of the pay program with PSUs. Due to disclosure requirements, total
								CEO pay includes closing-cycle long-term cash award payouts and PSUs granted in FY22. Although PSUs are based on clearly
	1							disclosed multi-year goals that target outperformance, the relatively small weighting of performance-conditioned long-term
								incentives remains an ongoing concern. The large majority of FY22 LTI awards lack performance-vesting criteria, and the weighting of time-vesting awards was increased in FY22. While the committee committed to increase the weighting of PSUs to
	1							50 percent, the proxy indicates the weighting of PSUs will increase to this percentage "phased in over multiple years." Such
								vague language makes it difficult to assess the impact of this commitment or the structure of the LTI program going forward.
	1							Given that many investors expect at least 50 percent of long-term incentives to carry rigorous performance-vesting criteria,
	1							some investors may expect this transition to occur more rapidly. In addition, the committee adjusted the STI performance period
								from an annual period to two six-month periods at the end of FY22 due to pandemic-related impacts, when threshold goals under the original structure were not achieved. While the committee's decision to not provide the CEO a payout provides some
								mitigating weight to this decision, the action nevertheless resulted in payouts for other NEOs that would have otherwise been
	1							forfeited. Concerns are heightened given the timing of the decision. Given that the surprise element of the pandemic in early
	1							2020 is generally no longer applicable, there is an expectation that companies maintain incentive program structures without the
								use of significant adjustments once performance has been assessed. In light of the concerns noted above, the quantitative pay- for-performance misalignment is not mitigated and support for this proposal is not warranted.
1		l		1			I	nor-performance misaligniment is not miligated and support for this proposal is not warranted.
1			Management	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	
	1	l	Management	4	Amend Qualified Employee Stock Purchase Plan	For	For	
			Shareholder	5	Adopt a Policy on China Sourcing	Against	For	A vote FOR this proposal is warranted as: * Adoption of this proposal would serve to further enhance the company's stated
								commitment to addressing labor issues, including forced labor, in its supply chain; * Implementing the proposal could serve to
Logitech International S.A.	Switzerland	14-sept-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	further safeguard shareholder value.
Logicon international G.A.	Swizerland	14-36bt-22	Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
1	1	l	Management	3	Appropriation of Retained Earnings and Declaration of Dividend	For	For	
	1	l	Management	4	Approve Creation of CHF 4.3 Million Pool of Authorized Capital with or without Exclusion of	For	For	
	1	l	I	5	Preemptive Rights	F		
	1		Management Management	6	Amend Articles Re: Virtual General Meeting Change Location of Registered Office to Hautemorges, Switzerland	For For	For For	
	1	l	Management	7	Amend Omnibus Stock Plan	For	For	
	1	l	Management	8	Approve Discharge of Board and Senior Management	For	For	
1	1	l	Management	9A	Elect Director Patrick Aebischer	For	For	
1	1		Management	9B	Elect Director Wendy Becker	For	For	
1	1		Management Management	9C 9D	Elect Director Edouard Bugnion Elect Director Bracken Darrell	For For	For For	
1	1	l	Management	9D 9E	Elect Director Bracken Darreil Elect Director Guy Gecht	For	For	
1		l	Management	9F	Elect Director Marjorie Lao	For	For	
	1		Management	9G	Elect Director Neela Montgomery	For	For	
1			Management	9H	Elect Director Michael Polk	For	For	
1	ı	ı	Management	91	Elect Director Deborah Thomas	For	For	ı

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management	Vote	Significant votes - Rationales
	Country	meeting Date	Поролен	Number	Troposui Text	Recommendation	Decision	Organicant votes - reaconales
			Management	9J	Elect Director Christopher Jones	For	For	
			Management	9K 9L	Elect Director Kwok Wang Ng Elect Director Sascha Zahnd	For For	For For	
		1	Management Management	9L 10	Elect Wendy Becker as Board Chairman	For	For	
			Management	11A	Appoint Edouard Bugnion as Member of the Compensation Committee	For	For	
			Management	11B	Appoint Neela Montgomery as Member of the Compensation Committee	For	For	
			Management	11C	Appoint Michael Polk as Member of the Compensation Committee	For	For	
			Management Management	11D 12	Appoint Kwok Wang Ng as Member of the Compensation Committee Approve Remuneration of Board of Directors in the Amount of CHF 3,900,000	For For	For For	
			Management	13	Approve Remuneration of Board of Directors in the Amount of CHF 3,900,000 Approve Remuneration of the Group Management Team in the Amount of USD 24,900,000	For	For	
			Managomoni		Approve Neumanoration of the Group management real management of the English of t			
			Management	14	Ratify KPMG AG as Auditors and Ratify KPMG LLP as Independent Registered Public Accounting Firm for Fiscal Year 2023	For	For	
			Management	15	Designate Etude Regina Wenger & Sarah Keiser-Wuger as Independent Representative	For	For	
			Management	Α	Authorize Independent Representative to Vote on Any Amendment to Previous Resolutions	For	Against	A vote AGAINST this proposal is warranted because: * This item concerns additional instructions from the shareholder to the
								proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and *The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to yote against this item on a precautionary basis.
Civitas Social Housing PLC	United Kingdom	15-sept-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	vote against this item on a precautionary basis.
g			Management	2	Approve Remuneration Report	For	For	
			Management	3	Approve Remuneration Policy	For	For	
			Management	4	Re-elect Michael Wrobel as Director	For	For	L
			Management	5	Re-elect Peter Baxter as Director	For	Against	Votes AGAINST incumbent nomination committee chair Peter Baxter are warranted for lack of diversity on the board. Votes
1	1	I	Management	6	Re-elect Caroline Gulliver as Director	For	For	FOR the remaining nominees are warranted at this time.
			Management	7	Re-elect Alison Hadden as Director	For	For	
		1	Management	8	Re-elect Alastair Moss as Director	For	For	
			Management	9	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For	
			Management	10	Authorise the Audit and Management Engagement Committee to Fix Remuneration of Auditors	For	For	
		1	Management	11	Approve the Company's Dividend Payment Policy	For	For	
		1	Management	12	Approve Continuation of Company as Presently Constituted	For	For	
		1	Management Management	13 14	Authorise Issue of Equity Authorise Issue of Equity without Pre-emptive Rights	For For	For For	
		1	Management	15	Authorise Issue of Equity without Pre-emptive Rights Authorise Market Purchase of Ordinary Shares	For	For	
		1	Management	16	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	
Zhejiang Chint Electrics Co., Ltd.	China	19-sept-22	Management	1	Approve Provision of Financial Assistance	For	Against	A vote AGAINST is warranted because the level of loan to be provided to the receiving entity is disproportionate to the
1,3		l ' '	Ĭ					company's ownership in the said entity. The company has failed to provide any justifications in the meeting circular.
		1	Management	2	Approve Amendments to Articles of Association	For	For	
			Management	3	Amend Rules and Procedures Regarding General Meetings of Shareholders	For	Against	A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.
			Management	4	Amend Rules and Procedures Regarding Meetings of Board of Directors	For	Against	A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed
			Management	5	Amend Rules and Procedures Regarding Meetings of Board of Supervisors	For	Against	A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed
			Management	6	Amend Working System for Independent Directors	For	Against	A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.
User Local, Inc.	Japan	22-sept-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 3	For	For	
			Management	2	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	
			Management	3.1	Elect Director Ito, Masao	For	ľ	A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack of diversity on the board.
1	1	I	Management	3.2	Elect Director Watanabe, Kazuyuki	For	For	
1		I	Management Management	3.3 3.4	Elect Director Iwamoto, Daisuke Elect Director Matsuzaki, Ryota	For For	For For	
1	1	I	Management Management	3.4	Elect Director Matsuzaki, Ryota Elect Director Ito, Taku	For For	For	
Biffa Plc	United Kingdom	23-sept-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
1	1	1	Management	2	Approve Final Dividend	For	For	
1		I	Management	3	Approve Remuneration Report	For	For	
1	1	I	Management	4	Elect Linda Morant as Director	For	For	
1	1	I	Management	5	Re-elect Carol Chesney as Director	For	For	
1		I	Management Management	6 7	Re-elect Kenneth Lever as Director Re-elect David Martin as Director	For For	For For	
1	1	I	Management	8	Re-elect Claire Miles as Director	For	For	
1		I	Management	9	Re-elect Richard Pike as Director	For	For	
1	1	I	Management	10	Re-elect Michael Topham as Director	For	For	
1	1	I	Management	11	Reappoint Deloitte LLP as Auditors	For	For	
1		I	Management	12	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	
1		I	Management Management	13 14	Authorise Issue of Equity Authorise Issue of Equity without Pre-emptive Rights	For For	For For	
			Management Management	14 15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or	For	For	
	1		Management	16	Specified Capital Investment Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	
Avant Group Corp.	Japan	27-sept-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 13	For	For	
1 ' '	1	1	Management	2	Amend Articles to Change Company Name - Adopt Board Structure with Audit Committee -	For	For	
	1				Disclose Shareholder Meeting Materials on Internet - Amend Provisions on Number of Directors			
1	I		Management	3.1	Elect Director Morikawa, Tetsuji	For	For	

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management		Significant votes - Rationales
			Management	Number 3.2	Elect Director Kasuga, Naoyoshi	Recommendation For	Decision For	
		1	Management	3.3	Elect Director Fukutani, Naohisa	For	For	
		1	Management	3.4	Elect Director Jon Robertson	For	For	
		1	Management	4.1	Elect Director and Audit Committee Member Noshiro, Tsuyoshi	For	For	
		1	Management	4.2 4.3	Elect Director and Audit Committee Member Goto, Chie Elect Director and Audit Committee Member Nakano. Makoto	For For	For For	
		1	Management Management	4.3 5	Approve Fixed Cash Compensation Ceiling and Performance-Based Cash Compensation	For For	For	
			Managomoni		Ceiling for Directors Who Are Not Audit Committee Members and Performance Share Plan	'*		
			Management	6	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	For	For	
KeePer Technical Laboratory Co., Ltd.	Japan	27-sept-22	Management	1	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	
	1 ''	1	Management	2.1	Elect Director Tani, Yoshimichi	For	For	
		1	Management	2.2	Elect Director Kaku, Toshiyuki	For	For	
		1	Management Management	2.3 2.4	Elect Director Suzuoki, Chikashi Elect Director Yajima, Hiroshi	For For	For For	
		1	Management	2.5	Elect Director Miura, Kensuke	For	For	
		1	Management	2.6	Elect Director Nozaki, Keisuke	For	For	
		1	Management	2.7	Elect Director Okada, Kunihiko	For	For	
		1	Management	2.8 2.9	Elect Director Fukaya, Masatoshi Elect Director Oshima, Moe	For For	For For	
		1	Management Management	2.9	Elect Director Osnima, Moe Elect Director and Audit Committee Member Mizushima, Tadashi	For	Against	A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee
					· ·		-	member lacks independence.
Lacortec Corp.	lonon	28-sept-22	Management Management	4	Elect Alternate Director and Audit Committee Member Haruna, Junya Approve Allocation of Income, with a Final Dividend of JPY 65	For	For	
Lasertec Corp.	Japan	28-sept-22	Management	2	Amend Articles to Clarify Director Authority on Shareholder Meetings - Disclose Shareholder	For For	For For	
	I	1		_	Meeting Materials on Internet - Clarify Director Authority on Board Meetings - Clarify	l	l	
		1			Provisions on Alternate Statutory Auditors	l _	_	
1	I	1	Management	3.1	Elect Director Kusunose, Haruhiko Elect Director Okabayashi, Osamu	For	For	
		1	Management Management	3.2 3.3	Elect Director Okabayasni, Osamu Elect Director Moriizumi, Koichi	For For	For For	
		1	Management	3.4	Elect Director Mihara, Koji	For	For	
		1	Management	3.5	Elect Director Kamide, Kunio	For	For	
		1	Management	3.6	Elect Director Iwata, Yoshiko	For	For	
		1	Management Management	4	Appoint Alternate Statutory Auditor Michi, Ayumi Approve Annual Bonus	For For	For For	
Maeda Kosen Co., Ltd.	Japan	28-sept-22	Management	1	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	
	1	1	Management	2.1	Elect Director Maeda, Yukitoshi	For	For	
		1	Management	2.2	Elect Director Maeda, Takahiro	For	For	
		1	Management Management	2.3 2.4	Elect Director Saito, Yasuo Elect Director Akiyama, Shigenobu	For For	For For	
		1	Management	2.5	Elect Director Yamada, Masaru	For	For	
		1	Management	2.6	Elect Director Mayumi, Mitsufumi	For	For	
		1	Management	2.7	Elect Director Fukuda, Fukiko	For	For	
		1	Management Management	3.1 3.2	Appoint Statutory Auditor Mimura, Tomo Appoint Statutory Auditor Yamakawa, Hitoshi	For For	For For	
		1	Management	3.3	Appoint Statutory Auditor Funaki, Yukio	For		A vote AGAINST this nominee is warranted because: * The outside statutory auditor nominee's affiliation with the company
		<u> </u>						could compromise independence.
Shandong Weigao Group Medical Polymer Company Limited	China	28-sept-22	Management	1	Elect Meng Hong as Director	For	For	
			Management	2	Approve Distribution of Interim Dividend	For	For	
	 		Management	3	Amend Articles of Association	For	For	
Asahi Intecc Co., Ltd.	Japan	29-sept-22	Management Management	1 2	Approve Allocation of Income, with a Final Dividend of JPY 11.99 Amend Articles to Disclose Shareholder Meeting Materials on Internet	For For	For For	
		1	Management	3.1	Elect Director Miyata, Masahiko	For	For	
	I	1	Management	3.2	Elect Director Miyata, Kenji	For	For	
			Management	3.3	Elect Director Kato, Tadakazu	For	For	
			Management Management	3.4 3.5	Elect Director Matsumoto, Munechika Elect Director Terai, Yoshinori	For For	For For	
	I	1	Management	3.5	Elect Director Teral, Yoshinon Elect Director Ito, Mizuho	For	For	
	I	1	Management	3.7	Elect Director Nishiuchi, Makoto	For	For	
	I	1	Management	3.8	Elect Director Ito, Kiyomichi	For	For	
			Management Management	3.9 4.1	Elect Director Kusakari, Takahiro Elect Director and Audit Committee Member Tomida, Ryuji	For For	For For	
	I	1	Management Management	4.1 4.2	Elect Director and Audit Committee Member Tomida, Ryuji Elect Director and Audit Committee Member Hanano, Yasunari	For For	For	
	I	1	Management	4.3	Elect Director and Audit Committee Member Fukaya, Ryoko	For	For	
			Management	5	Elect Alternate Director and Audit Committee Member Moriguchi, Shigeki	For	Against	A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee
Koninklijke Philips NV	Netherlands	30-sept-22	Management	1	Elect R.W.O. Jakobs as President / Chief Executive Officer and Member of the Management Board	For	For	member lacks independence.
Diageo Plc	United Kingdom	06-oct-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
-	1		Management	2	Approve Remuneration Report	For	For	
	I	1	Management	3	Approve Final Dividend	For	For	
	I	1	Management Management	4 5	Elect Karen Blackett as Director Re-elect Melissa Bethell as Director	For For	For For	
	I	1	Management	6	Re-elect Lavanya Chandrashekar as Director	For	For	
			Management	7	Re-elect Valerie Chapoulaud-Floquet as Director	For	For	
Į.	I	I	Management	8	Re-elect Javier Ferran as Director	For	For	l l

165 | 174

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management		Significant votes - Rationales
			Management	Number	Re-elect Susan Kilsby as Director	Recommendation For	Decision For	
		1	Management	10	Re-elect Sir John Manzoni as Director	For	For	
		1	Management	11	Re-elect Lady Mendelsohn as Director	For	For	
		1	Management	12	Re-elect Ivan Menezes as Director	For	For	
		1	Management Management	13 14	Re-elect Alan Stewart as Director Re-elect Ireena Vittal as Director	For For	For For	
		1	Management	15	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For	
			Management	16	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	
		1	Management	17	Authorise UK Political Donations and Expenditure	For	For	
		1	Management	18	Amend Irish Share Ownership Plan	For	For	
		1	Management Management	19 20	Authorise Issue of Equity Authorise Issue of Equity without Pre-emptive Rights	For For	For For	
		1	Management	21	Authorise Issue of Equity Without Pre-empire Rights Authorise Market Purchase of Ordinary Shares	For	For	
			Management	22	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	
Elastic N.V.	Netherlands	06-oct-22	Management	1a	Elect Director Sohaib Abbasi	For	For	
			Management	1b	Elect Director Caryn Marooney	For	Against	A vote AGAINST incumbent governance committee members Chetan Puttagunta and Caryn Marooney is warranted given the
		1						board's failure to remove, or subject to a sunset requirement, the classified board structure which adversely impacts shareholder rights. A vote FOR the remaining director nominees is warranted.
		1	Management	1c	Elect Director Chetan Puttagunta	For	Against	
		1	Managomoni		2000 Shootof Orbitally dilaguna		, tguinot	board's failure to remove, or subject to a sunset requirement, the classified board structure which adversely impacts shareholder
		1						rights. A vote FOR the remaining director nominees is warranted.
	1	I	Management	1d	Elect Director Steven Schuurman	For	For	
	1	I	Management Management	2 3	Adopt Financial Statements and Statutory Reports Appoint PricewaterhouseCoopers Accountants N.V. as External Auditor	For For	For For	
			Management	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	
	1	I	Management	5	Approve Discharge of Executive Directors	For	For	
			Management	6	Approve Discharge of Non-Executive Directors	For	For	
			Management	7	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	
		1	Management	8	Approve Qualified Employee Stock Purchase Plan	For	For	
Van Lanschot Kempen NV	Netherlands	06-oct-22	Management Management	9 3a	Advisory Vote to Ratify Named Executive Officers' Compensation Amend Articles of Association (Part 1) Re: Increase Nominal Value Per Share	For For	For For	
van Lanschot Kempen NV	ivetneriands	06-0CI-22	Management	3b	Amend Articles of Association (Part 1) Re: Increase Nominal Value Per Share Amend Articles of Association (Part 2) and Pay an Amount of EUR 1.50 per Class A	For	For	
		1	Wanagement	J 55	Ordinary Share to the Shareholders	101	1 01	
Wuxi Lead Intelligent Equipment Co., Ltd.	China	10-oct-22	Management	1	Approve Draft and Summary of Performance Shares Incentive Plan	For	Against	A vote AGAINST is warranted because: * the performance hurdles are proposed in the second half of the year which also take
								into consideration of that from the first half of year. Its fairness may be questionable. * A director eligible to receive performance
			l	l _	l	_	1	shares under the scheme is involved in the administration of the scheme.
		1	Management	2	Approve Methods to Assess the Performance of Plan Participants	For	Against	A vote AGAINST is warranted because: * the performance hurdles are proposed in the second half of the year which also take into consideration of that from the first half of year. Its fairness may be questionable. * A director eliqible to receive performance
		1						shares under the scheme is involved in the administration of the scheme.
		1	Management	3	Approve Authorization of the Board to Handle All Related Matters	For	Against	A vote AGAINST is warranted because: * the performance hurdles are proposed in the second half of the year which also take
		1	_				-	into consideration of that from the first half of year. Its fairness may be questionable. * A director eligible to receive performance
		1	l	Ι.		_	۱ ـ	shares under the scheme is involved in the administration of the scheme.
			Management Management	4 5	Approve Change in Registered Capital Amend Articles of Association	For For	For For	
			Shareholder	6	Approve Provision of Guarantee for Wholly-owned Subsidiaries	For	For	VOTE RECOMMENDATION A vote FOR is warranted because no concerns have been identified.
		1	Shareholder	7	Approve Wholly-owned Subsidiary's Provision of Guarantee for Wholly-owned Indirect	For	For	VOTE RECOMMENDATION A vote FOR is warranted because no concerns have been identified.
					Subsidiaries			
Rio Tinto Plc	United Kingdom	25-oct-22	Management Management	1 2	Approve Proposed Joint Venture with China Baowu Steel Group Co., Ltd Approve Any Acquisition or Disposal of a Substantial Asset from or to China Baowu Steel	For For	For For	
		1	Management		Group Co., Ltd or its Associates Pursuant to a Future Transaction	FOR	For	
CREALOGIX Holding AG	Switzerland	26-oct-22	Management	1	Accept Financial Statements and Statutory Reports	For	For	
			Management	2	Approve Treatment of Net Loss	For	For	
			Management	3	Approve Discharge of Board and Senior Management	For	For	
	1	I	Management	4.1.1	Reelect Bruno Richle as Director	For	Against	Votes AGAINST incumbent nominating committee chair Bruno Richle are warranted for lack of diversity on the board. Votes
	1	I	Management	4.1.2	Reelect Richard Dratva as Director	For	For	FOR the remaining nominees are warranted at this time.
	1	I	Management	4.1.2	Reelect Richard Dratva as Director Reelect Ralph Mogicato as Director	For	For	
	1	I	Management	4.1.4	Reelect Rudolf Noser as Director	For	For	
	1	I	Management	4.1.5	Elect Joerg Zulauf as Director	For	For	
	1	I	Management	4.2	Reelect Bruno Richle as Board Chair	For	Against	Votes AGAINST incumbent nominating committee chair Bruno Richle are warranted for lack of diversity on the board. Votes
			Management	4.3.1	Reappoint Bruno Richle as Member of the Nomination and Compensation Committee	For	Against	FOR the remaining nominees are warranted at this time. Votes AGAINST incumbent nominating committee chair Bruno Richle are warranted for lack of diversity on the board. Votes
			Management	4.3.2	Appoint Joerg Zulauf as Member of the Nomination and Compensation Committee	For	For	FOR the remaining nominees are warranted at this time.
	1	I	Management	4.4	Ratify PriceWaterhouseCoopers AG as Auditors	For	For	
	1	1	Management	4.5	Designate Marc Russenberger as Independent Proxy	For	For	
	1	I	Management	5.1	Approve Remuneration of Directors in the Amount of CHF 460,000	For	For	
	1	I	Management	5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 1.3 Million	For	For	
	1	I	Management	5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 800,000	For	For	
1	1	I	Management Management	5.4 6	Approve Remuneration Report Transact Other Business (Voting)	For For	For Against	A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case
	1	1	wanayement	ľ	Transact Catal Dualities (Voting)	1	Against	new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content
	1	1				1		of these any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote
	1	<u> </u>					<u> </u>	against this item on a precautionary basis.
Raksul, Inc.	Japan	27-oct-22	Management	1 1	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	
	1	1	Management Management	2.1 2.2	Elect Director Matsumoto, Yasukane Elect Director Nagami, Yo	For For	For For	
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Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management	Vote	Significant votes - Rationales
			Management	Number 2.3	Elect Director Miyauchi, Yoshihiko	Recommendation For	Decision For	
	1		Management	2.4	Elect Director Kobayashi, Kenji	For	For	
	 	L	Management	2.5	Elect Director Murakami, Yumiko	For	For	
SalMar ASA	Norway	27-oct-22	Management Management	1 2	Elect Chairman of Meeting; Designate Inspector(s) of Minutes of Meeting Approve Notice of Meeting and Agenda	For For	For For	
	1		Management	3	Remove Deadline for the Merger with Norway Royal Salmon ASA	For	For	
Wesfarmers Limited	Australia	27-oct-22	Management	2a	Elect Jennifer Anne Westacott as Director	For	For	
			Management	2b	Elect Michael (Mike) Roche as Director	For	For	
			Management	2c	Elect Sharon Lee Warburton as Director	For	For	
			Management Management	3 4	Approve Remuneration Report Approve Grant of KEEPP Deferred Shares and KEEPP Performance Shares to Robert	For For	For For	
	1		Wanagement		Scott	101	1 101	
Meyer Burger Technology AG	Switzerland	28-oct-22	Management	1	Approve CHF 250 Million Ordinary Share Capital Increase with Preemptive Rights	For	For	
			Management	2	Transact Other Business (Voting)	For	Against	A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content
								of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against
								this item on a precautionary basis.
Countryside Partnerships Plc	United Kingdom	01-nov-22	Management	1	Approve Matters Relating to the Recommended Cash and Share Combination of	For	For	
	1		Management	1	Countryside Partnerships plc and Vistry Group plc Approve Scheme of Arrangement	For	For	
Wuxi Lead Intelligent Equipment Co., Ltd.	China	04-nov-22	Management	1	Approve Scheme of Arrangement Approve Issuance of GDR and Listing on SIX Swiss Exchange/London Stock Exchange as	For	For	
3 11 27			_		well as Conversion to an Overseas Fundraising Company			
			Management	2.1	Approve Share Type and Par Value	For	For	
			Management	2.2	Approve Issue Time Approve Issue Manner	For	For For	
	1		Management Management	2.3 2.4	Approve Issue Manner Approve Issue Size	For For	For	
			Management	2.5	Approve Scale of GDR in its Lifetime	For	For	
			Management	2.6	Approve Conversion Rate of GDR and Underlying A Shares	For	For	
			Management	2.7	Approve Manner of Pricing	For	For	
			Management Management	2.8 2.9	Approve Target Subscribers Approve Listing Location	For For	For For	
	1		Management	2.10	Approve Conversion Restriction Period of GDR and Underlying Securities A Shares	For	For	
	1		Management	2.11	Approve Underwriting Manner	For	For	
	1		Management	3	Approve Issuance of GDR for Fund-raising Use Plan	For	For	
	1		Management Management	4 5	Approve Roll-forward Profit Distribution Plan Approve Authorization of Board to Handle All Related Matters	For For	For For	
	1		Management	6	Approve Authorization of Board to Handle All Related Matters Approve Amendments to Articles of Association, Rules and Procedures Regarding General	For	For	
	1		Managomoni	Ů	Meetings of Shareholders and Rules and Procedures Regarding Meetings of Board of		'"	
	1		l., ,	_	Directors	_	l _	
			Management Management	8	Amend Rules and Procedures Regarding Meetings of Board of Supervisors Approve Resolution Validity Period	For For	For For	
			Management	9	Approve Resolution Validity Period Approve Report on the Usage of Previously Raised Funds	For	For	
Lam Research Corporation	USA	08-nov-22	Management	1a	Elect Director Sohail U. Ahmed	For	For	
			Management	1b	Elect Director Timothy M. Archer	For	For	
			Management Management	1c 1d	Elect Director Eric K. Brandt Elect Director Michael R. Cannon	For For	For For	
	1		Management	1e	Elect Director Bethany J. Mayer	For	For	
			Management	1f	Elect Director Jyoti K. Mehra	For	For	
	1		Management Management	1g 1h	Elect Director Abhijit Y. Talwalkar	For For	For For	
	1		Management Management	1n 1i	Elect Director Lih Shyng (Rick L.) Tsai Elect Director Leslie F. Varon	For For	For	
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
	1		Management	3	Ratify Ernst & Young LLP as Auditors	For	For	
Sims Limited	Australia	08-nov-22	Management	1	Elect Deborah O'Toole as Director	For	For	
	1		Management Management	2	Elect Hiroyuki Kato as Director Elect Philip Bainbridge as Director	For For	For For	
	1		Management	4	Approve Renewal of Proportional Takeover Provisions	For	For	
	1		Management	5	Approve Remuneration Report	For	Against	We prefer to vote AGAINST since individual performance goals for Executives remuneration are not industry-specific and
	1		Management	6	Approve Grant of Performance Rights to Alistair Field	For	For	sustainability/biodiversity related.
	1		Management Management	7	Approve Grant of Performance Rights to Alistair Field Approve Climate Transition Plan	For For	For	Vote FOR due to the team believes initiatives presented at the AGM to achieve climate commitments and the objectives of the
			anagomont					Paris Agreement should be supported, and also given that climate items are rarely on the agenda for most companies.
Broadridge Financial Solutions, Inc.	USA	10-nov-22	Management	1a	Elect Director Leslie A. Brun	For	For	
	1		Management Management	1b 1c	Elect Director Pamela L. Carter Elect Director Richard J. Daly	For For	For For	
	1		Management Management	1c 1d	Elect Director Richard J. Daily Elect Director Robert N. Duelks	For	For	
	1	I	Management	1e	Elect Director Melvin L. Flowers	For	For	
	1	I	Management	1f	Elect Director Timothy C. Gokey	For	For	
	1		Management	1g	Elect Director Brett A. Keller	For	For	
	1		Management Management	1h 1i	Elect Director Maura A. Markus Elect Director Eileen K. Murray	For For	For For	
	1	I	Management	.; 1j	Elect Director Annette L. Nazareth	For	For	
	1		Management	1k	Elect Director Thomas J. Perna	For	For	
	1		Management	11	Elect Director Amit K. Zavery	For	For	
	1		Management Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation Ratify Deloitte & Touche LLP as Auditors	For For	For For	
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		Meeting Date	Proponent		Proposal Text	Management		Significant votes - Rationales
D 10: 104	_	40 65		Number		Recommendation	Decision	
Pernod Ricard SA	France	10-nov-22	Management	1	Approve Financial Statements and Statutory Reports Approve Consolidated Financial Statements and Statutory Reports	For	For	
			Management	2		For	For	
1			Management Management	3	Approve Allocation of Income and Dividends of EUR 4.12 per Share Reelect Patricia Barbizet as Director	For For	For For	
1			Management	5	Reelect Ian Gallienne as Director	For	For	I
			Management	6	Renew Appointment of KPMG SA as Auditor	For	For	
			Management	7	Acknowledge End of Mandate of Salustro Reydel as Alternate Auditor and Decision Not to	For	For	
			J		Replace and Renew			
			Management	8	Approve Compensation of Alexandre Ricard, Chairman and CEO	For	For	
			Management	9	Approve Remuneration Policy of Alexandre Ricard, Chairman and CEO	For	For	
			Management	10	Approve Compensation Report of Corporate Officers	For	For	
			Management	11	Approve Remuneration Policy of Corporate Officers	For	For	
			Management	12 13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	
			Management Management	13	Approve Auditors' Special Report on Related-Party Transactions Authorize Filing of Required Documents/Other Formalities	For For	For For	
Gentera SAB de CV	Mexico	11-nov-22	Management	14	Approve Dividends of MXN 469.4 Million	For	For	
Gentera SAB de CV	IVIEXICO	11-1104-22	Management	2	Authorize Board to Ratify and Execute Approved Resolutions	For	For	
Zhejiang Chint Electrics Co., Ltd.	China	14-nov-22	Management	1	Elect Chen Guoliang as Non-independent Director	For	For	
			Management	2	Approve Provision of Guarantee	For	For	
Biffa Plc	United Kingdom	15-nov-22	Management	1	Approve Matters Relating to the Recommended Cash Acquisition of Biffa plc by Bears Bidco	For	For	
			Management	1	Approve Scheme of Arrangement	For	For	
Jack Henry & Associates, Inc.	USA	15-nov-22	Management	1.1	Elect Director David B. Foss	For	For	
,			Management	1.2	Elect Director Matthew C. Flanigan	For	For	
			Management	1.3	Elect Director Thomas H. Wilson, Jr.	For	For	
			Management		Elect Director Jacque R. Fiegel	For	For	
			Management	1.5	Elect Director Thomas A. Wimsett	For	For	
			Management	1.6	Elect Director Laura G. Kelly	For	For	
			Management	1.7	Elect Director Shruti S. Miyashiro	For	For	
			Management	1.8 1.9	Elect Director Wesley A. Brown	For	For	
			Management Management	1.9	Elect Director Curtis A. Campbell Advisory Vote to Ratify Named Executive Officers' Compensation	For For	For For	
			Management	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	
Oracle Corporation	USA	16-nov-22	Management	1.1	Elect Director Awo Ablo	For	For	
oradio corporation	00,1	10 1107 22	Management	1.2	Elect Director Jeffrey S. Berg	For	Withhold	WITHHOLD votes are warranted for the incumbent members of the board of directors due to multiple consecutive years of
			Management	1.3	Elect Director Michael J. Boskin	For	Withhold	insufficient responsiveness to low say-on-pay vote results. WITHHOLD votes are further warranted from incumbent governance committee members Bruce Chizen, Leon Panetta, William Parrett, and Jeffrey Berg for the substantial pledging activity and significant concerns regarding risk oversight. Votes FOR new director nominee Awo Ablo are warranted. WITHHOLD votes are warranted for the incumbent members of the board of directors due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results. WITHHOLD votes are further warranted from incumbent governance committee members Bruce Chizen, Leon Panetta, William Parrett, and Jeffrey Berg for the substantial pledging activity and significant concerns regarding risk oversight. Votes FOR new director nominee Awo Ablo are warranted.
			Management	1.4	Elect Director Safra A. Catz	For	Withhold	WITHHOLD votes are warranted for the incumbent members of the board of directors due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results. WITHHOLD votes are further warranted from incumbent governance committee members Bruce Chizen, Leon Panetta, William Parrett, and Jeffrey Berg for the substantial pledging activity and significant concerns regarding risk oversight. Votes FOR new director nominee Awo Ablo are warranted.
			Management	1.5	Elect Director Bruce R. Chizen	For	Withhold	WITHHOLD votes are warranted for the incumbent members of the board of directors due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results. WITHHOLD votes are further warranted from incumbent governance committee members Bruce Chizen, Leon Panetta, William Parrett, and Jeffrey Berg for the substantial pledging activity and significant concerns regarding risk oversight. Votes FOR new director nominee Awo Ablo are warranted.
			Management	1.6	Elect Director George H. Conrades	For	Withhold	WITHHOLD votes are warranted for the incumbent members of the board of directors due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results. WITHHOLD votes are further warranted from incumbent governance committee members Bruce Chizen, Leon Panetta, William Parrett, and Jeffrey Berg for the substantial pledging activity and significant concerns regarding risk oversight. Votes FOR new director nominee Awo Ablo are warranted.
			Management	1.7	Elect Director Lawrence J. Ellison	For	Withhold	WITHHOLD votes are warranted for the incumbent members of the board of directors due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results. WITHHOLD votes are further warranted from incumbent governance committee members Bruce Chizen, Leon Panetta, William Parrett, and Jeffrey Berg for the substantial pledging activity and significant concerns regarding risk oversight. Votes FOR new director nominee Awo Ablo are warranted.
			Management	1.8	Elect Director Rona A. Fairhead	For	Withhold	WITHHOLD votes are warranted for the incumbent members of the board of directors due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results. WITHHOLD votes are further warranted from incumbent governance committee members Bruce Chizen, Leon Panetta, William Parrett, and Jefferg Berg for the substantial pledging activity and significant concerns regarding risk oversight. Votes FOR new director nominee Awo Ablo are warranted.
			Management	1.9	Elect Director Jeffrey O. Henley	For	Withhold	WITHHOLD votes are warranted for the incumbent members of the board of directors due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results. WITHHOLD votes are further warranted from incumbent governance committee members Bruce Chizen, Leon Panetta, William Parrett, and Jeffrey Berg for the substantial pledging activity and significant concerns regarding risk oversight. Votes FOR new director nominee Awo Ablo are warranted.

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management	Vote	Significant votes - Rationales
Company Name	Country	meeting Date	Proponent	Number	Proposal rext	Recommendation	Decision	olgimicanit votes • Kanonales
			Management	1.10	Elect Director Renee J. James	For	Withhold	WITHHOLD votes are warranted for the incumbent members of the board of directors due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results. WITHHOLD votes are further warranted from incumbent governance committee members Bruce Chizen, Leon Panetta, William Parrett, and Jeffrey Berg for the substantial pledging activity and significant concerns regarding risk oversight. Votes FOR new director nominee Awo Ablo are warranted.
			Management	1.11	Elect Director Charles W. Moorman	For	Withhold	WITHHOLD votes are warranted for the incumbent members of the board of directors due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results. WITHHOLD votes are further warranted from incumbent governance committee members Bruce Chizen, Leon Panetta, William Parrett, and Jeffrey Berg for the substantial pledging activity and significant concerns regarding risk oversight. Votes FOR new director nominee Awo Ablo are warranted.
			Management	1.12	Elect Director Leon E. Panetta	For	Withhold	WITHHOLD votes are warranted for the incumbent members of the board of directors due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results. WITHHOLD votes are further warranted from incumbent governance committee members Bruce Chizen, Leon Panetta, William Parrett, and Jeffrey Berg for the substantial pledging activity and significant concerns regarding risk oversight. Votes FOR new director nominee Awo Ablo are warranted.
			Management	1.13	Elect Director William G. Parrett	For	Withhold	WITHHOLD votes are warranted for the incumbent members of the board of directors due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results. WITHHOLD votes are further warranted from incumbent governance committee members Bruce Chizen, Leon Panetta, William Parrett, and Jeffrey Berg for the substantial pledging activity and significant concerns regarding risk oversight. Votes FOR new director nominee Awo Ablo are warranted.
			Management	1.14	Elect Director Naomi O. Seligman	For	Withhold	WITHHOLD votes are warranted for the incumbent members of the board of directors due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results. WITHHOLD votes are further warranted from incumbent governance committee members Bruce Chizen, Leon Panetta, William Parrett, and Jeffrey Berg for the substantial pledging activity and significant concerns regarding risk oversight. Votes FOR new director nominee Awo Ablo are warranted.
			Management	1.15	Elect Director Vishal Sikka	For	Withhold	WITHHOLD votes are warranted for the incumbent members of the board of directors due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results. WITHHOLD votes are further warranted from incumbent governance committee members Bruce Chizen, Leon Panetta, William Parrett, and Jeffrey Berg for the substantial pledging activity and significant concerns regarding risk oversight. Votes FOR new director nominee Awo Ablo are warranted.
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	A vote AGAINST the proposal is warranted. Following multiple consecutive years of low say-on-pay vote results, the proxy only vaguely disclosed Oracle's engagement efforts with shareholders but does disclose certain concerns heard from shareholders. As in prior years, however, no substantial positive changes nor commitments were made to the pay program to address significant shareholder dissatisfaction. Additionally, concerns remain within the annual pay program, as one NEO's annual bonus was entirely discretionary. In addition, although the annual bonus program for the CEO and Executive Chairman utilizes a present objective growth goal, there is only limited disclosure regarding the year-over-year changes in the target opportunity for that goal. Furthermore, the annual equity grants for two NEOs were entirely in time-vested equity, which is inconsistent with prevailing market practices. Finally, while the decision to modify in-progress performance equity grants to the CEO and Executive Chairman was disclosed in last year's proxy, the resulting incremental value disclosed in this year's proxy was substantial, in excess of \$100 million for each executive's respective award.
			Management	3	Ratify Ernst & Young LLP as Auditors	For	For	
The Hain Celestial Group, Inc.	USA	17-nov-22	Management	1a	Elect Director Richard A. Beck	For	For	
	1	1	Management Management	1b 1c	Elect Director Celeste A. Clark Elect Director Dean Hollis	For For	For For	
	1		Management	1d	Elect Director Shervin J. Korangy	For	For	
	1		Management	1e	Elect Director Mark L. Schiller	For	For	
	1		Management	1f	Elect Director Michael B. Sims	For	For	
	1		Management Management	1g 1h	Elect Director Carlyn R. Taylor Elect Director Dawn M. Zier	For For	For For	
	1		Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	Vote FOR due to the team believes initiatives presented at the AGM to achieve climate commitments and the objectives of the
	1		_	l				Paris Agreement should be supported, and also given that climate items are rarely on the agenda for most companies.
1	1	1	Management	3	Ratify Ernst & Young LLP as Auditors Approve Omnibus Stock Plan	For For	For For	
The Estee Lauder Companies Inc.	USA	18-nov-22	Management Management	1a	Approve Omnibus Stock Plan Elect Director Ronald S. Lauder	For	For For	
cadao. companied inc.	1	1 .5 .101-22	Management	1b	Elect Director William P. Lauder	For	Withhold	WITHHOLD votes are warranted for William Lauder and Richard Parsons for serving as non-independent members of a key
			Management	1c	Elect Director Richard D. Parsons	For		board committee. A vote FOR the remaining director nominees is warranted. WITHHOLD votes are warranted for William Lauder and Richard Parsons for serving as non-independent members of a key board committee. A vote FOR the remaining director nominees is warranted.
	1	1	Management Management	1d 1e	Elect Director Lynn Forester de Rothschild Elect Director Jennifer Teiada	For For	For For	
	1		Management	1f	Elect Director Richard F. Zannino	For	For	
1	1	1	Management	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	
	L	1	Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
LONGi Green Energy Technology Co., Ltd.	China	21-nov-22	Management	1	Approve Issuance of GDR and Listing on SIX Swiss Exchange as well as Conversion to an Overseas Fundraising Company	For	For	
1	1		Management	2.1	Approve Share Type and Par Value	For	For	
1	1	1	Management	2.2	Approve Issue Time	For	For	
1	1	1	Management	2.3	Approve Issue Manner	For	For	
	1	1	Management	2.4	Approve Issue Size	For	For	
	1	1	Management Management	2.5 2.6	Approve Scale of GDR in its Lifetime Approve Conversion Rate of GDR and Underlying A Shares	For For	For For	
	1		Management	2.0	Approve Conversion Rate of GDR and Underlying A Shares Approve Manner of Pricing	For	For	
	1		Management	2.8	Approve Target Subscribers	For	For	
1	1	1	Management	2.9	Approve Conversion Restriction Period of GDR and Underlying Securities A Shares	For	For	
1	1	1	Management	2.10	Approve Underwriting Manner	For	For	
I	ı	1	Management	3	Approve Resolution Validity Period	For	For	I

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management	Vote	Significant votes - Rationales
11,7				Number		Recommendation	Decision	•
		1	Management	4	Approve Report on the Usage of Previously Raised Funds	For	For	
		1	Management Management	6	Approve Raised Funds Usage Plan Approve Forward Rollover Profit Distribution Plan	For For	For For	
		1	Management	7	Approve Authorization of Board to Handle All Related Matters	For	For	
		1	Management	8	Amend Articles of Association and Its Annexes	For	Against	A vote AGAINST is warranted because the proposed articles amendments are not considered to adequately provide for
		1	-			1	'	accountability and transparency to shareholders.
		1	Management	9	Approve Purchase of Liability Insurance and Prospectus Liability Insurance for Directors,	For	For	
		1	Monogomont	10	Supervisors and Senior Management Members Approve Adjustment of Repurchase Quantity and Price of Performance Share Incentive Plan	For	For	
		1	Management	10	Approve Adjustment of Reputchase Quantity and Fince of Performance Share incentive Fian	For	For	
		1	Management	11	Approve Repurchase and Cancellation of Performance Shares	For	For	
			Management	12	Amend Working System for Independent Directors	For	For	ISS proposes to vote "AGAINST" because the company has not specified the details and the provisions covered under the
		1						proposed amendments (e.g., a comparison table or a summary). We raised this issue and the company replied to us with a
		1						detailed explanation and supplementary documents. The company sent us detailed information (including a comparison table). We think that these items are operational issues and since the company disclosed detailed information and explanations we are
		1						okay to vote FOR .
		1	Management	13	Amend Special Management System of Raised Funds	For	For	ISS proposes to vote "AGAINST" because the company has not specified the details and the provisions covered under the
		1	_					proposed amendments (e.g., a comparison table or a summary). We raised this issue and the company replied to us with a
							1	detailed explanation and supplementary documents. The company sent us detailed information (including a comparison table).
		1						We think that these items are operational issues and since the company disclosed detailed information and explanations we are okay to vote FOR.
		1	Management	14	Amend External Investment Management System	For	For	ISS proposes to vote "AGAINST" because the company has not specified the details and the provisions covered under the
		1	Managomoni	l	A TIONA EXAMINE INTOCUTION MAINEGOTTON O JOSEPH	l	1	proposed amendments (e.g., a comparison table or a summary). We raised this issue and the company replied to us with a
							1	detailed explanation and supplementary documents. The company sent us detailed information (including a comparison table).
		1						We think that these items are operational issues and since the company disclosed detailed information and explanations we are
		1		45	Amend Related Party Transaction System	F		okay to vote FOR .
			Management	15	Amend Related Party Transaction System	For	For	ISS proposes to vote "AGAINST" because the company has not specified the details and the provisions covered under the proposed amendments (e.g., a comparison table or a summary). We raised this issue and the company replied to us with a
		1						detailed explanation and supplementary documents. The company sent us detailed information (including a comparison table).
							1	We think that these items are operational issues and since the company disclosed detailed information and explanations we are
		1				_	l _	okay to vote FOR .
			Management	16	Amend External Guarantee System	For	For	ISS proposes to vote "AGAINST" because the company has not specified the details and the provisions covered under the proposed amendments (e.g., a comparison table or a summary). We raised this issue and the company replied to us with a
		1						detailed explanation and supplementary documents. The company sent us detailed information (including a comparison table).
							1	We think that these items are operational issues and since the company disclosed detailed information and explanations we are
		1						okay to vote FOR .
		1	Management	17	Approve Formulation of Entrusted Financial Management System	For	For	
		1	Management	18	Approve Formulation of Securities Investment and Derivatives Transaction Management System	For	For	
u-blox Holding AG	Switzerland	21-nov-22	Management	1.1	Elect Karin Sonnenmoser as Director	For	For	
a block Holding / to	Ownzoriana	1 211101 22	Management	1.2	Elect Elke Eckstein as Director	For	For	
		1	Management	2	Transact Other Business (Voting)	For	Against	A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case
		1						new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content
		1						of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.
Australian Ethical Investment Limited	Australia	23-nov-22	Management	1	Approve Remuneration Report	For	Against	We prefer to vote AGAINST since the remuneration policy lacks concrete sustainability focused non-financial KPIs
, tastralian Ethisal invocation Elimica	/ table and	20 1.01 22	Management	2	Elect Kate Greenhill as Director	For	For	The proof to take the time are terminated party acres contains accounting to the terminated to the
			Management	3	Elect Julie Orr as Director	For	For	
Chr. Hansen Holding A/S	Denmark	23-nov-22	Management	2	Accept Financial Statements and Statutory Reports	For	For	
		1	Management Management	3 4	Approve Allocation of Income and Dividends of DKK 7.04 Per Share Approve Remuneration Report (Advisory Vote)	For For	For For	
		1	Management	5	Approve Remuneration (Report (Advisory Vote) Approve Remuneration of Directors in the Amount of DKK 1.3 Million for Chair, DKK	For	For	
				1	840,000 for Vice-Chair and DKK 420,000 for Other Directors; Approve Remuneration for		'	
		1			Committee Work	l	1	
		I	Management	6.a	Approve Creation of 10 Percent of Pool of Capital without Preemptive Rights	For For	For	
		I	Management Management	6.b 6.c	Authorize Share Repurchase Program Amend Articles Re: Board of Directors	For For	For For	
		1	Management	7a	Reelect Dominique Reiniche (Chair) as Director	For	For	
		I	Management	7b.a	Reelect Jesper Brandgaard as Director	For	For	
		1	Management	7b.b	Reelect Luis Cantarell as Director	For	For	
		1	Management	7b.c	Reelect Lise Kaae as Director	For	For	
		1	Management Management	7b.d 7b.e	Reelect Heidi Kleinbach-Sauter as Director Reelect Kevin Lane as Director	For For	For For	
		I	Management Management	/b.e 8	Reelect Revin Lane as Director Reelect PricewaterhouseCoopers as Auditor	For For	For	
		I	Management	9	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with	For	For	
			_		Danish Authorities			
SHIFT, Inc.	Japan	25-nov-22	Management	1	Amend Articles to Amend Business Lines - Disclose Shareholder Meeting Materials on	For	For	
		I	Management	2.1	Internet Elect Director Tange, Masaru	For	For	
		1	Management	2.1	Elect Director Tange, Masaru Elect Director Sasaki. Michio	For	For	
		I	Management	2.3	Elect Director Kobayashi, Motoya	For	For	
1		I	Management	2.4	Elect Director Hattori, Taichi	For	For	
		I	Management	2.5	Elect Director Murakami, Takafumi	For	For	
		I	Management	2.6	Elect Director Motoya, Furniko	For	For	
		I	Management Management	3 4	Elect Director and Audit Committee Member Nakagaki, Tetsujiro Approve Restricted Stock Plan	For For	For For	
1		I	Management	5	Approve Capital Reduction	For	For	
•	•	•		•	• • •	•	•	· '

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management		Significant votes - Rationales
				Number		Recommendation	Decision	
Xinyi Solar Holdings Limited	Cayman Islands	25-nov-22	Management	1	Approve First Amendments and Adopt First Amended and Restated Articles	For	For	
			Management	2	Approve Second Amendments and Adopt Second Amended and Restated Memorandum	For	For	
			l., .		and the Second Amended and Restated Articles	_	_ ا	
			Management	3	Approve RMB Ordinary Share Issue and Specific Mandate	For	For	
			Management	4 5	Approve Plan for Distribution of Profits Approve Stabilization Plan	For For	For	
			Management	6	Approve Stabilization Plan Approve Profit Distribution and Return Policy	For	For For	
			Management	7				
			Management Management	8	Approve the Plan for the Use of the Net Proceeds Approve Remedial Measures for Potential Dilution	For For	For For	
			Management	9	Approve Seven Letters of Commitment and Undertakings	For	For	
			Management	10	Approve Adoption of General Meeting Procedures	For	For	
			Management	11	Approve Adoption of Board Meeting Procedures	For	For	
			Management	12	Authorize Board to Deal with Matters in Relation to the RMB Ordinary Share Issue and PRC	For	For	
				l	Listing		'	
Ford Otomotiv Sanayi AS	Turkey	28-nov-22	Management	1	Open Meeting and Elect Presiding Council of Meeting	For	For	
'	1 ′		Management	2	Ratify Director Appointment	For	For	
			Management	3	Authorize Board to Distribute Advance Dividends	For	For	
HITO-Communications Holdings, Inc.	Japan	29-nov-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 17.5	For	For	
j ,	'		Management	2	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	
			Management	3.1	Elect Director Yasui, Toyomi	For	For	
			Management	3.2	Elect Director Fukuhara, Naomichi	For	For	
			Management	3.3	Elect Director Tamura, Jun	For	For	
			Management	3.4	Elect Director Koga, Tetsuo	For	For	
			Management	3.5	Elect Director Mori, Tadatsugu	For	For	
			Management	3.6	Elect Director Nomura, Yasuko	For	For	
I	1	1	Management	4.1	Appoint Statutory Auditor Hotta, Shozo	For	For	
I	1		Management	4.2	Appoint Statutory Auditor Matsuda, Takako	For	For	
I	1	1	Management	4.3	Appoint Statutory Auditor Nakano, Masayuki	For	For	
			Management	5	Approve Statutory Auditor Retirement Bonus	For	Against	A vote AGAINST this proposal is warranted because: * The bonus amount is not disclosed.
Transaction Co., Ltd.	Japan	29-nov-22	Management	1	Amend Articles to Clarify Director Authority on Shareholder Meetings - Disclose Shareholder	For	For	
· ·			ľ	l	Meeting Materials on Internet - Clarify Director Authority on Board Meetings	1	1	
			Management	2.1	Elect Director Ishikawa, Satoshi	For	For	
			Management	2.2	Elect Director Chiba, Keiichi	For	For	
			Management	2.3	Elect Director Kitayama, Yoshinari	For	For	
			Management	2.4	Elect Director Iguchi, Yukiko	For	For	
			Management	3.1	Elect Director and Audit Committee Member Sasaki, Toshiro	For	For	
			Management	3.2	Elect Director and Audit Committee Member Tochimoto, Takeo	For	For	
			Management	3.3	Elect Director and Audit Committee Member Matsuo, Yumiko	For	For	
			Management	4	Elect Alternate Director and Audit Committee Member Sakuma, Koji	For	For	
			Management	5	Appoint Grant Thornton Taiyo LLC as New External Audit Firm	For	For	
Coloplast A/S	Denmark	01-déc-22	Management	1	Approve General Meeting Materials and Reports to be Drafted in English	For	For	
			Management	3	Accept Financial Statements and Statutory Reports	For	For	
			Management	4	Approve Allocation of Income	For	For	
			Management	5	Approve Remuneration Report	For	For	
			Management	6	Approve Remuneration of Directors in the Amount of DKK 1.35 Million for Chairman, DKK	For	For	
				l	787,500 for Deputy Chairman, and DKK 450,000 for Other Directors; Approve	1	1	
				l	Remuneration for Committee Work	1	1	
			Management	7.1	Amend Articles Re: Extend Current Authorizations in Articles 5(a) and 5(b)	For	For	
I	1		Management	7.2	Amend Articles Re: Corporate Language	For	For	
I	1		Management	8.1	Reelect Lars Soren Rasmussen as Director	For	For	
			Management	8.2	Reelect Niels Peter Louis-Hansen as Director	For	For	
I	1	1	Management	8.3	Reelect Annette Bruls as Director	For	For	
I	1	I	Management	8.4	Reelect Carsten Hellmann as Director	For	For	
I	1	I	Management	8.5	Reelect Jette Nygaard-Andersen as Director	For	For	
I	1	I	Management	8.6	Reelect Marianne Wiinholt as Director	For	For	
I	1	I	Management	9	Ratify PricewaterhouseCoopers as Auditors	For	For	
I	1	I	Management	10	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with	For	For	
On the size America CORO CA	- B	05 27 05	M	<u> </u>	Danish Authorities		├ -	
Corticeira Amorim SGPS SA	Portugal	05-déc-22	Management	I 1	Accept Interim Individual Financial Statements as of Sept. 30, 2022	For	For	
Ciara Contanta Inc	1104	00 47 00	Management	2	Approve Dividends from Reserves	For	For	
Cisco Systems, Inc.	USA	08-déc-22	Management	1a	Elect Director M. Michele Burns	For	For	
			Management	1b	Elect Director Wesley G. Bush	For	For	
I	1	1	Management	1c	Elect Director Michael D. Capellas	For	For	
I	1	I	Management	1d	Elect Director Mark Garrett	For	For	
I	1	I	Management	1e 1f	Elect Director John D. Harris, II	For	For	
I	1	I	Management		Elect Director Kristina M. Johnson	For	For	
			Management	1g	Elect Director Roderick C. McGeary	For	For	
			Management	1h 1i	Elect Director Sarah Rae Murphy Elect Director Charles H. Robbins	For For	For	
	1	1	Management				For	
			Management	1j	Elect Director Brenton L. Saunders	For	For	
	1	1	Management	1k	Elect Director Lisa T. Su	For	For	
	1	I	Management	11	Elect Director Marianna Tessel	For	For	
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
	1	I	Management	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	La contra de la contra del contra de la contra del la contra del la contra del la contra de la contra del la contra de la contra del la con
	1		Shareholder	I 4	Report on Tax Transparency Set Forth in the Global Reporting Initiative's Tax Standard	Against	For	A vote FOR this proposal is warranted as the proposed GRI Tax Standard would enhance the company's transparency in
			L	I—		<u> </u>		communicating its tax practices to investors globally.
Microsoft Corporation	USA	13-déc-22	Management	1.1	Elect Director Reid G. Hoffman	For	For	1

Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management	Vote	Significant votes - Rationales
- Surprise of the state of the		mooting Butc	Торологи	Number		Recommendation	Decision	
		i e	Management	1.2	Elect Director Hugh F. Johnston	For	For	
			Management	1.3	Elect Director Teri L. List	For	For	
			Management	1.4	Elect Director Satya Nadella	For	For	
			Management	1.5	Elect Director Sandra E. Peterson	For	For	
			Management	1.6	Elect Director Penny S. Pritzker	For	For	
			Management	1.7	Elect Director Carlos A. Rodriguez	For	For	
			Management	1.8	Elect Director Charles W. Scharf	For	For	
			Management	1.9	Elect Director John W. Stanton	For	For	
			Management	1.10	Elect Director John W. Thompson	For	For	
			Management	1.11	Elect Director Emma N. Walmsley	For	For	
			Management	1.12	Elect Director Padmasree Warrior	For	For	
			Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
			Management	3	Ratify Deloitte & Touche LLP as Auditors	For	For	L
			Shareholder	4	Report on Cost/Benefit Analysis of Diversity and Inclusion	Against	Against	A vote AGAINST this proposal is warranted, as it is not standard industry practice for a company to disclose a detailed cost-
			1					benefit analysis of its diversity and inclusion efforts, and Microsoft already provides shareholders with sufficient information to assess its diversity and inclusion efforts.
			Shareholder	5	Report on Hiring of Persons with Arrest or Incarceration Records	Against	For	A vote FOR this proposal is warranted because additional information could help shareholders better understand how the
			Shareholder	l	Report of Filling of Fersons with Afrest of incarceration Records	Against	1 01	company is assessing and managing the progress of its various diversity and inclusion initiatives.
			Shareholder	6	Assess and Report on the Company's Retirement Funds' Management of Systemic Climate	Against	For	A vote FOR this resolution is warranted. While Microsoft may not be responsible for its employees' investment decisions, the
			Onarcholaci	ľ	Risk	riganist	1 01	information requested in the report would not only complement and enhance Microsoft's existing commitments regarding climate
			1		TION			change, but also allow shareholders to better evaluate the company's strategies and management of related risks.
			1					orango, sacaro aron orangonosa o socio orangonosa por orangonosa da managonosa o rolaco nono.
1	I	I	Shareholder	7	Report on Government Use of Microsoft Technology	Against	For	A vote FOR this proposal is warranted as additional disclosure of the company's policies, procedures and oversight mechanisms
1	I	I	I	l '		J	I	would aid shareholders in understanding how the company is managing and mitigating cyber risks and oversight related to
1	I	I	I	I			I	government use of its technology.
1	I	I	Shareholder	8	Report on Development of Products for Military	Against	For	A vote FOR this resolution is warranted as shareholders would benefit from the requested report by allowing them to better
1			I	l	<u>'</u>	ľ	I	understand the company's management and oversight of risks related to its production and development of military products.
1	I	I	I	I			I	BACKGROUND INFORMATION Policies: Weapons and Military Sales
1			Shareholder	9	Report on Tax Transparency	Against	For	A vote FOR this proposal is warranted as the proposed GRI Tax Standard would enhance the company's transparency in
								communicating its tax practices to investors globally.
Vanguard Funds PLC - Vanguard S&P 500 UCITS	Ireland	13-déc-22	Management	1	Accept Financial Statements and Statutory Reports and Review the Company's Affairs	For	For	
 EIF	I	I	l	l .	B 17 17 17 17 17 17 17 17 17 17 17 17 17	_	۱ ـ	
0 11 140			Management	2	Ratify KPMG Ireland as Auditors and Authorise Their Remuneration	For	For	
Barry Callebaut AG	Switzerland	14-déc-22	Management	1.1	Accept Annual Report	For	For	
			Management	1.2	Approve Remuneration Report	For	For	
			Management	1.3	Accept Financial Statements and Consolidated Financial Statements	For	For For	
			Management Management	3	Approve Allocation of Income and Dividends of CHF 28.00 per Share Approve Discharge of Board and Senior Management	For For	For	
			Management	4.1.1	Reelect Patrick De Maeseneire as Director	For	For	
			Management	4.1.1	Reelect Markus Neuhaus as Director	For		Board elections (Items 4.1.1-4.2) Votes AGAINST Markus Neuhaus are warranted because he is non-independent and serves
			iviariagement	4.1.2	Neelect Markus Neuriaus as Director	101	Agairist	as the chair of the audit committee. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Board
			1					chair election (Item 4.3) Votes FOR Patrick De Maeseneire as board chair are warranted due to a lack of concerns. Committee
			1					elections (Items 4.4.1-4.4.5) We note that the company has a combined nomination and compensation committee. As such,
			1					votes AGAINST the reappointment of the committee chair, Tim Minges, are warranted as a signal of concern to the board
			1					because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further
			1					concerns.
			Management	4.1.3	Reelect Fernando Aguirre as Director	For	For	
1	I	I	Management	4.1.4	Reelect Angela Wei Dong as Director	For	For	
	I	I	Management	4.1.5	Reelect Nicolas Jacobs as Director	For	For	
1	l		Management	4.1.6	Reelect Elio Sceti as Director	For	For	
1	l		Management	4.1.7	Reelect Tim Minges as Director	For	For	
	I	I	Management	4.1.8	Reelect Antoine de Saint-Affrique as Director	For	For	
	I	I	Management	4.1.9	Reelect Yen Tan as Director	For	For	
1	l		Management	4.2	Elect Thomas Intrator as Director	For	For	
1	l		Management	4.3 4.4.1	Reelect Patrick De Maeseneire as Board Chair	For For	For For	
1	l		Management		Appoint Fernando Aguirre as Member of the Nomination and Compensation Committee			
1	l		Management	4.4.2 4.4.3	Appoint Elio Sceti as Member of the Nomination and Compensation Committee	For	For	Board elections (Items 4.1.1-4.2) Votes AGAINST Markus Neuhaus are warranted because he is non-independent and serves
			Management	4.4.3	Appoint Tim Minges as Member of the Nomination and Compensation Committee	For	Against	as the chair of the audit committee. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Board
			1					chair election (Item 4.3) Votes FOR Patrick De Maeseneire as board chair are warranted due to a lack of concerns. Board chair election (Item 4.3) Votes FOR Patrick De Maeseneire as board chair are warranted due to a lack of concerns. Committee
1	l		I	l		l	I	elections (Items 4.4.1-4.4.5) We note that the company has a combined nomination and compensation committee. As such,
1	l		I	l		l	I	votes AGAINST the reappointment of the committee chair, Tim Minges, are warranted as a signal of concern to the board
1	I	I	I	I			I	because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further
1	I	I	I	I			I	concerns.
1	l		Management	4.4.4	Appoint Antoine de Saint-Affrique as Member of the Nomination and Compensation	For	For	
1	l		I ,	l	Committee	l	I	
1	l		Management	4.4.5	Appoint Yen Tan as Member of the Nomination and Compensation Committee	For	For	
1	l		Management	4.5	Designate Keller KLG as Independent Proxy	For	For	
1	I	I	Management	4.6	Ratify KPMG AG as Auditors	For	For	
1	I	I	Management	5.1	Approve Remuneration of Board of Directors in the Amount of CHF 6.2 Million	For	For	
1	I	I	Management	5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 6.5 Million	For	For	
	I	I	Management	5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 13.6 Million	For	For	
1	I	I	I	I			I	
	I	I	Management	6	Transact Other Business (Voting)	For	Against	A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case
ı	I	I	I	I			I	new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content
i			I	l		l	I	of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against
I	ı	I	ı	ı		I	I	this item on a precautionary basis.

Control Cont	Company Name	Country	Meeting Date	Proponent	Proposal	Proposal Text	Management		Significant votes - Rationales
Monground 2 Agrown of Smorth Colored Fig. Fig.	Valution Croup Dia	United Kingd	14 dáo 00	Managamant	Number	Assent Financial Statements and Statuton, Panerts	Recommendation	Decision	
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Management A September A					3				
Monophore					4				
Management					5				
Management Section S					6	Re-elect Andy O'Brien as Director	For	For	
Management 9 Report Description 1 Report Descriptio					7				
Magazinet 1 Deck Opposed - 10 Deck Opp					-				
Monground 1 Management 1 Management 1 Management 2 Management 2 Management 2 Management 2 Management 2 Management 2 Management 3 Management 3 Management 3 Management 3 Management 3 Management 3 Management 4 Manage									
Magagineri 1 Magagineri 2 Magagineri 3 Magag									
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Angeneric Selection (Colors of Selection Selec	Aroundtown SA	Luxembourg	16-déc-22		1				
Alsen W. Alsen D. Alsen				Management	1	Approve the Use of Treasury Shares Acquired Through the Buy-Back Programme for Share	For	For	
Mesperier 2 2 1 Secretary (1997)		<u> </u>	12.11.22	<u> </u>					
Management Management Alangement Solders (Management Management Ma	Airae, inc.	Japan	16-déc-22		1 1				
Management 3 Colored Subject Vision (Colored Subject Vision and Auto-Colored Subject Vision and Auto-Colored Subject Vision and Auto-Colored Subject Vision and Auto-Colored Subject Vision and Subject Vision Subject V	1								
Management 15-00-02 Management 2 July 200 Management 2 Ma	1	1							
GMO Payment Galeway, Inc. Japan 19-de-22 Management 2 Management 2 Management 2 Management 3 Management 3 Cell Review Arious, Note Management 3 Cell Review Arious,	1	1							
Maragament Maraga	GMO Payment Gateway, Inc.	Japan	18-déc-22		1				
Autogenent 3 2 Eact Director Kumpani, Massalothis For American Ame	, , , , , , , , , , , , , , , , , , , ,	l ''			2			For	
Management 3.2 Dect Director Kurnagak, Mestadown Fro Application of Author Application o	1	1		Management	3.1		For	Against	A vote AGAINST this director nominee is warranted because: * Top management should be held responsible for the board
Management									composition at the controlled company, which will not have at least two independent directors and board independence of at
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Management 3.11 Elect Director Salo, Akto For For									
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Management 2 Approve Accosolidated Financial Statements and Statutory Reports For For For Approve Accosolidated Financial Statements and Statutory Reports For					3.11		For	For	
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	1	1		Management Management	3	Provide Right to Call Special Meeting	For	For	
Management 5 Amend Certificate of Incorporation to Permit the Exculpation of Officers For For	1	1			5				
Management 6 Amend Omibus Stock Plan For For	1				I 6	Amend Omnibus Stock Plan			
Fixstars Corp. Japan 21-déc-22 Management 1 Approve Allocation of Income, with a Final Dividend of JPY 10 For For	Fixstars Corp.	Japan	21-déc-22		1 1				
Management 2 Amend Articles to Disclose Shareholder Meeting Materials on Internet For For	1				2				
Management 3.1 Elect Director Miki, Satoshi For For	1	1				Elect Director Miki, Satoshi			
Management 3.2 Elect Director Hori, Minako For For	1	I	l l			Elect Director Hori, Minako			

Company Name	Country	Meeting Date	Dropopont	Droposal	Dranged Toyt	Monagament	Vote	Significant votes - Rationales
Company Name	Country	Meeting Date	Proponent	Proposal Number	Proposal Text	Management Recommendation	Decision	
			Management	3.3	Elect Director Hachisuka, Toshiyuki	For	For	
			Management	3.4	Elect Director Ishii. Makoto	For	For	
			Management	3.4	Elect Director Isnii, Makoto Elect Director Endo, Naoki	For	For	
				3.5	Elect Director Endo, Naoki Elect Director Kabashima, Hiroaki	For	For	
, I			Management					
(Management	3.7	Elect Director Enomoto, Yukino	For	For	
CrowdWorks, Inc.	Japan	22-déc-22	Management	1	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	l
, I			Management	2.1	Elect Director Yoshida, Koichiro	For	Against	A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack
, I					L	l _	l _	of diversity on the board.
, I			Management	2.2	Elect Director Orui, Koichi	For	For	
, I			Management	2.3	Elect Director Tsukii, Takatsugu	For	For	
, I			Management	2.4	Elect Director Nomura, Shinichi	For	For	
, I			Management	2.5	Elect Director Ito, Junichi	For	For	
, I			Management	2.6	Elect Director Taketani, Yuya	For	For	
, I			Management	2.7	Elect Director Masuyama, Masami	For	For	
,			Management	2.8	Elect Director Niinami, Takeshi	For	For	
Amvis Holdings, Inc.	Japan	23-déc-22	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 6	For	For	
, I			Management	2.1	Elect Director Shibahara, Keiichi	For	Against	A vote AGAINST this nominee is warranted because: * The nominee is an incumbent representative director and there is a lack
, I			· ·		· ·	1	ľ	of diversity on the board.
, I			Management	2.2	Elect Director Nakagawa, Tetsuya	For	For	l '
ı			Management	2.3	Elect Director Yamaguchi, Shingo	For	For	
, I			Management	2.4	Elect Director Ushigome, Nobutaka	For	For	
, I			Management	2.5	Elect Director Yamada, Tsuyoshi	For	For	
ı			Management	3.1	Appoint Statutory Auditor Arai, Ryoji	For	For	
, I			Management	3.2	Appoint Statutory Auditor Matsuo, Shinkichi	For	For	
, I			Management	3.3	Appoint Statutory Auditor Sugawara, Takahiro	For	For	
ı			Management	0.0	Amend Articles to Disclose Shareholder Meeting Materials on Internet	For	For	
, I			Management	4	Approve Capital Reduction	For	For	
JD Health International Inc.	O	00 44- 00	J	3	Approve 2023 Technology and Traffic Support Services Framework Agreement and Related	For	For	
JD Health International Inc.	Cayman Islands	23-déc-22	Management	'	Transactions	For	FOI	
, I				_		l _	_	
, I			Management	2	Approve 2023 JD Sales Framework Agreement, Annual Caps and Related Transactions	For	For	
ı			Management	3	Approve 2023 Marketing Services Framework Agreement, Annual Caps and Related	For	For	
, I					Transactions	l _	l _	
, I			Management	4	Approve 2023 Supply Chain Solutions and Logistics Services Framework Agreement,	For	For	
					Annual Caps and Related Transactions			
Xinjiang Goldwind Science & Technology Co., Ltd.	China	23-déc-22	Management	1	Amend Articles of Association	For	Against	A vote AGAINST is warranted due to lack of transparency, as no disclosure on the proposed article amendments regarding
						I	I	CPC organization has been made as of this writing.
, I			Management	2	Amend Rules and Procedures Regarding General Meetings of Shareholders	For	For	1
, I			Management	3	Approve Remuneration of the Chairman of the Eighth Session of the Board	For	For	I
			Management	4	Approve Application for the Estimated Annual Cap for Connected Transactions	For	For	I
, I			Shareholder	5	Elect Wang Yili as Director	For	For	A vote FOR the election of Wang Yili is warranted given the absence of any known issues concerning the nominee and the
,								company's board and committee dynamics.
Wuxi Lead Intelligent Equipment Co., Ltd.	China	29-déc-22	Management	1	Approve Change in Usage of Raised Funds	For	For	
Shandong Weigao Group Medical Polymer Company	China	30-déc-22	Management	1	Elect Li Qiang as Director	For	For	
Limited			· · · ·		l *	I	I	I
Limited								

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