

Proxy Voting Summary

Report Date Range: 01-Jan-21 to 31-Dec-21

VISA INC

Annual

ISIN	US92826C7974	Meeting Date	26-Jan-21	Contested	No
Ticker	V	Deadline Date	12-Jan-21	Agenda Type	Mgmt
Country	United States	Record Date	27-Nov-20	Ballot Status	Confirmed
Blocking	No	Vote Date	11-Jan-21	Dec Status	Approved
Ballot SecID	US92826C8394	Created Date	20-Dec-20		

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1A.	Elect Lloyd A. Carney	Management	For	For	For	For	For
1B.	Elect Mary B. Cranston	Management	For	For	For	For	For
1C.	Elect Francisco Javier Fernández-Carbajal	Management	For	For	For	For	For
1D.	Elect Alfred F. Kelly, Jr.	Management	For	For	For	For	For
1E.	Elect Ramon L. Laguarda	Management	For	For	For	For	For
1F.	Elect John F. Lundgren	Management	For	For	For	For	For
1G.	Elect Robert W. Matschullat	Management	For	For	For	For	For
1H.	Elect Denise M. Morrison	Management	For	For	For	For	For
1I.	Elect Suzanne Nora Johnson	Management	For	For	For	For	For
1J.	Elect Linda J. Rendle	Management	For	For	For	For	For
1K.	Elect John A.C. Swainson	Management	For	For	For	For	For
1L.	Elect Maynard G. Webb	Management	For	For	For	For	For

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2.	Advisory Vote on Executive Compensation	Management	For	For	For	For	For
3.	Ratification of Auditor	Management	For	For	For	For	For
4.	Amendment to the 2007 Equity Incentive Plan	Management	For	For	For	For	For
5.	Shareholder Right to Call Special Meetings	Management	For	For	For	For	For
6.	Shareholder Proposal Regarding Right to Act by Written Consent	Shareholder	Against	Against	Against	Against	For
7.	Shareholder Proposal Regarding Improvement of Guiding Principles of Executive Compensation	Shareholder	Against	Against	Against	Against	For

INFINEON TECHNOLOGIES AG

Annual

ISIN	DE0006231004	Meeting Date	25-Feb-21	Contested	No
Ticker		Deadline Date	11-Feb-21	Agenda Type	Mgmt
Country	Germany	Record Date	18-Feb-21	Ballot Status	Confirmed
Blocking	No	Vote Date	04-Feb-21	Dec Status	Approved
Ballot SecID	DE0006231004	Created Date	03-Feb-21		

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
2	Allocation of Profits/Dividends	Management	For	For	For	For	For
3.1	Ratify Reinhard Ploss	Management	For	For	For	For	For

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3.2	Ratify Helmut Gassel	Management	For	For	For	For	For
3.3	Ratify Jochen Hanebeck	Management	For	For	For	For	For
3.4	Ratify Sven Schneider	Management	For	For	For	For	For
4.1	Ratify Wolfgang Eder	Management	For	For	For	For	For
4.2	Ratify Peter Bauer	Management	For	For	For	For	For
4.3	Ratify Xiaoqun Clever	Management	For	For	For	For	For
4.4	Ratify Johann Dechant	Management	For	For	For	For	For
4.5	Ratify Herbert Diess	Management	For	For	For	For	For
4.6	Ratify Friedrich Eichiner	Management	For	For	For	For	For
4.7	Ratify Annette Engelfried	Management	For	For	For	For	For
4.8	Ratify Peter Gruber	Management	For	For	For	For	For
4.9	Ratify Gerhard Hobbach	Management	For	For	For	For	For
4.10	Ratify Hans-Ulrich Holdenried	Management	For	For	For	For	For
4.11	Ratify Renate Köcher	Management	For	For	For	For	For
4.12	Ratify Susanne Lachenmann	Management	For	For	For	For	For
4.13	Ratify Géraldine Picaud	Management	For	For	For	For	For
4.14	Ratify Manfred Puffer	Management	For	For	For	For	For
4.15	Ratify Melanie Riedl	Management	For	For	For	For	For
4.16	Ratify Kerstin Schulzendorf	Management	For	For	For	For	For
4.17	Ratify Jürgen Scholz	Management	For	For	For	For	For

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4.18	Ratify Ulrich Spiesshofer	Management	For	For	For	For	For
4.19	Ratify Margret Suckale	Management	For	For	For	For	For
4.20	Ratify Eckart Sünner	Management	For	For	For	For	For
4.21	Ratify Diana Vitale	Management	For	For	For	For	For
5	Appointment of Auditor	Management	For	For	For	For	For
6	Management Board Remuneration Policy	Management	For	For	For	For	For
7	Supervisory Board Remuneration Policy	Management	For	For	For	For	For
8	Increase in Authorised Capital for Employee Share Purchase Plan	Management	For	For	For	For	For
9	Amendments to Articles (SRD II)	Management	For	For	For	For	For
10	Amendments to Articles (Supervisory Board's Rules of Procedure)	Management	For	For	For	For	For

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AGILENT TECHNOLOGIES INC.

Annual

ISIN	US00846U1016	Meeting Date	17-Mar-21	Contested	No
Ticker		Deadline Date	03-Mar-21	Agenda Type	Mgmt
Country	United States	Record Date	19-Jan-21	Ballot Status	Confirmed
Blocking	No	Vote Date	25-Feb-21	Dec Status	Approved
Ballot SecID	US00846U1016	Created Date	15-Feb-21		

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1.1	Elect Mala Anand	Management	For	For	For	For	For
1.2	Elect KOH Boon Hwee	Management	For	For	For	For	For
1.3	Elect Michael R. McMullen	Management	For	For	For	For	For
1.4	Elect Daniel K. Podolsky	Management	For	For	For	For	For
2	Advisory Vote on Executive Compensation	Management	For	For	For	For	For
3	Ratification of Auditor	Management	For	For	For	For	For

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NOVO NORDISK

Annual

ISIN	DK0060534915	Meeting Date	25-Mar-21	Contested	No
Ticker		Deadline Date	11-Mar-21	Agenda Type	Mgmt
Country	Denmark	Record Date	18-Mar-21	Ballot Status	Confirmed
Blocking	No	Vote Date	09-Mar-21	Dec Status	Approved
Ballot SecID	DK0060534915	Created Date	08-Mar-21		

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
2	Accounts and Reports	Management	For	For	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For	For	For
4	Remuneration Report	Management	For	For	For	For	For
5.1	Directors' Fees 2020	Management	For	For	For	For	For
5.2	Directors' Fees 2021	Management	For	For	For	For	For
6.1	Elect Helge Lund as chair	Management	For	For	For	For	For
6.2	Elect Jeppe Christiansen as vice chair	Management	For	For	For	For	For
6.3.A	Elect Laurence Debroux	Management	For	For	For	For	For
6.3.B	Elect Andreas Fibig	Management	For	For	For	For	For
6.3.C	Elect Sylvie Grégoire	Management	For	For	For	For	For
6.3.D	Elect Kasim Kutay	Management	For	For	For	For	For
6.3.E	Elect Martin Mackay	Management	For	For	For	For	For

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6.3.F	Elect Henrik Poulsen	Management	For	For	For	For	For
7	Appointment of Auditor	Management	For	For	For	For	For
8.1	Authority to Reduce Share Capital	Management	For	For	For	For	For
8.2	Authority to Repurchase Shares	Management	For	For	For	For	For
8.3.A	Amendments to Articles (Share Capital)	Management	For	For	For	For	For
8.3.B	Authority to Issue Shares w/ or w/o Preemptive Rights for Existing Shareholders	Management	For	For	For	For	For
8.4.A	Indemnification of the Board of Directors and Executive Management	Management	For	For	For	For	For
8.4.B	Indemnification of the Executive Management	Management	For	For	For	For	For
8.5	Amendments to Remuneration Policy	Management	For	For	For	For	For
8.6.A	Amendments to Articles (Virtual Meetings)	Management	For	For	For	For	For
8.6.B	Amendments to Articles (Language in documents prepared for General Meetings)	Management	For	For	For	For	For
8.6.C	Amendments to Articles (Differentiation of votes)	Management	For	For	For	For	For
8.7.A	Shareholder's Proposal Regarding Allocation of Profits	Shareholder	Against	Against	Against	Against	For

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NESTE CORPORATION

Annual

ISIN	F10009013296	Meeting Date	30-Mar-21	Contested	No
Ticker		Deadline Date	16-Mar-21	Agenda Type	Mgmt
Country	Finland	Record Date	18-Mar-21 16-Mar-21 to 24-Mar-21	Ballot Status	Confirmed
Blocking	No	Vote Date		Dec Status	Approved
Ballot SecID	F10009013296	Created Date	24-Mar-21		

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
7	Accounts and Reports	Management	For	For	For	For	For
8	Allocation of Profits/Dividends	Management	For	For	For	For	For
9	Ratification of Board and CEO Acts	Management	For	For	For	For	For
10	REMUNERATION REPORT	Management	For	For	For	For	For
11	Directors' Fees	Management	For	For	For	For	For
12	Board Size	Management	For	For	For	For	For
13	Election of Directors	Management	For	For	For	For	For
14	Authority to Set Auditor's Fees	Management	For	For	For	For	For
15	Appointment of Auditor	Management	For	For	For	For	For
16	Authority to Repurchase Shares	Management	For	For	For	For	For
17	Amendments to Articles	Management	For	For	For	For	For

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DBS GROUP HOLDINGS LTD

Annual

ISIN	SG1L01001701	Meeting Date	30-Mar-21	Contested	No
Ticker		Deadline Date	16-Mar-21	Agenda Type	Mgmt
Country	Singapore	Record Date	26-Mar-21	Ballot Status	Confirmed
Blocking	No	Vote Date	24-Mar-21	Dec Status	Approved
Ballot SecID	SG1L01001701	Created Date	23-Mar-21		

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For	For	For
2	Allocation of Profits/Dividends	Management	For	For	For	For	For
3	Directors' Fees	Management	For	For	For	For	For
4	Appointment of Auditor and Authority to Set Fees	Management	For	For	For	For	For
5	Elect Piyush Gupta	Management	For	For	For	For	For
6	Elect Punita Lal	Management	For	For	For	For	For
7	Elect Anthony LIM Weng Kin	Management	For	For	For	For	For
8	AUTHORITY TO GRANT AWARDS AND ISSUE SHARES UNDER THE DBSH SHARE PLAN	Management	For	For	For	For	For

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9	Authority to Issues Share under The California Sub-Plan	Management	For	For	For	For	For
10	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	For	For	For
11	AUTHORITY TO ISSUE SHARES PURSUANT TO THE DBSH SCRIP DIVIDEND SCHEME	Management	For	For	For	For	For
12	Authority to Repurchase and Reissue Shares	Management	For	For	For	For	For

ADOBE INC

Annual

ISIN	US00724F1012	Meeting Date	20-Apr-21	Contested	No
Ticker	ADBE	Deadline Date	06-Apr-21	Agenda Type	Mgmt
Country	United States	Record Date	22-Feb-21	Ballot Status	Confirmed
Blocking	No	Vote Date	30-Mar-21	Dec Status	Approved
Ballot SecID	US00724F1012	Created Date	30-Mar-21		

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1A.	Elect Amy L. Banse	Management	For	For	For	For	For
1B.	Elect Melanie Boulden	Management	For	For	For	For	For
1C.	Elect Frank A. Calderoni	Management	For	For	For	For	For
1D.	Elect James E. Daley	Management	For	For	For	For	For

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1E.	Elect Laura Desmond	Management	For	For	For	For	For
1F.	Elect Shantanu Narayen	Management	For	For	For	For	For
1G.	Elect Kathleen Oberg	Management	For	For	For	For	For
1H.	Elect Dheeraj Pandey	Management	For	For	For	For	For
1I.	Elect David A. Ricks	Management	For	For	For	For	For
1J.	Elect Daniel Rosensweig	Management	For	For	For	For	For
1K.	Elect John E. Warnock	Management	For	For	For	For	For
2.	Amendment to the 2019 Equity Incentive Plan	Management	For	For	For	For	For
3.	Ratification of Auditor	Management	For	For	For	For	For
4.	Advisory Vote on Executive Compensation	Management	For	For	For	For	For

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L'OREAL

Mix

ISIN	FR0000120321	Meeting Date	20-Apr-21	Contested	No
Ticker		Deadline Date	06-Apr-21	Agenda Type	Mgmt
Country	France	Record Date	15-Apr-21	Ballot Status	Confirmed
Blocking	No	Vote Date	30-Mar-21	Dec Status	Approved
Ballot SecID	FR0000120321	Created Date	23-Mar-21		

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For	For	For
2	Consolidated Accounts and Reports	Management	For	For	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For	For	For
4	Elect Nicolas Hieronimus	Management	For	For	For	For	For
5	Elect Alexandre Ricard	Management	For	For	For	For	For
6	Elect Françoise Bettencourt Meyers	Management	For	For	For	For	For
7	Elect Paul Bulcke	Management	For	For	For	For	For
8	Elect Virginie Morgon	Management	For	For	For	For	For
9	2020 Remuneration Report	Management	For	For	For	For	For
10	2020 Remuneration of Jean-Paul Agon, Chair and CEO	Management	For	For	For	For	For
11	2021 Remuneration Policy (Board)	Management	For	For	For	For	For
12	2021 Remuneration Policy (Chair and CEO)	Management	For	For	For	For	For

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13	2021 Remuneration Policy (CEO)	Management	For	For	For	For	For
14	2021 Remuneration Policy (Chair)	Management	For	For	For	For	For
15	Related Party Transaction (Nicolas Hieronimus, Incoming CEO)	Management	For	For	For	For	For
16	Authority to Repurchase and Reissue Shares	Management	For	For	For	For	For
17	Authority to Increase Capital Through Capitalisations	Management	For	For	For	For	For
18	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For	For	For
19	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For	For	For	For	For
20	Employee Stock Purchase Plan	Management	For	For	For	For	For
21	Stock Purchase Plan for Overseas Employees	Management	For	For	For	For	For
22	Amendments to Articles Regarding Written Consultation	Management	For	For	For	For	For
23	Authorisation of Legal Formalities	Management	For	For	For	For	For

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SIKA AG

Annual

ISIN	CH0418792922	Meeting Date	20-Apr-21	Contested	No
Ticker		Deadline Date	06-Apr-21	Agenda Type	Mgmt
Country	Switzerland	Record Date	15-Apr-21	Ballot Status	Unsent
Blocking	No	Vote Date	01-Apr-21	Dec Status	Take No Action
Ballot SecID	CH0418792922	Created Date	23-Mar-21		

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For	TNA	N/A
2	Allocation of Profits/Dividends	Management	For	For	For	TNA	N/A
3	Ratification of Board and Management Acts	Management	For	For	For	TNA	N/A
4.1.1	Elect Paul J. Hälg	Management	For	For	For	TNA	N/A
4.1.2	Elect Monika Ribar	Management	For	For	For	TNA	N/A
4.1.3	Elect Daniel J. Sauter	Management	For	For	For	TNA	N/A
4.1.4	Elect Christoph Tobler	Management	For	For	For	TNA	N/A
4.1.5	Elect Justin M. Howell	Management	For	For	For	TNA	N/A
4.1.6	Elect Thierry Vanlancker	Management	For	For	For	TNA	N/A
4.1.7	Elect Victor Balli	Management	For	For	For	TNA	N/A
4.2	Elect Paul Schuler	Management	For	For	For	TNA	N/A
4.3	Appoint Paul J. Hälg as Board Chair	Management	For	For	For	TNA	N/A

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4.4.1	Elect Daniel J. Sauter as Nominating and Compensation Committee Member	Management	For	For	For	TNA	N/A
4.4.2	Elect Justin M. Howell as Nominating and Compensation Committee Member	Management	For	For	For	TNA	N/A
4.4.3	Elect Thierry Vanlancker as Nominating and Compensation Committee Member	Management	For	For	For	TNA	N/A
4.5	Appointment of Auditor	Management	For	For	For	TNA	N/A
4.6	Appointment of Independent Proxy	Management	For	For	For	TNA	N/A
5.1	Compensation Report	Management	For	For	For	TNA	N/A
5.2	Board Compensation	Management	For	For	For	TNA	N/A
5.3	Executive Compensation	Management	For	For	For	TNA	N/A
6	Additional or Amended Proposals	Management		Against	Against	TNA	N/A

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SVB FINANCIAL GROUP

Annual

ISIN	US78486Q1013	Meeting Date	22-Apr-21	Contested	No
Ticker	SIVB	Deadline Date	08-Apr-21	Agenda Type	Mgmt
Country	United States	Record Date	22-Feb-21	Ballot Status	Confirmed
Blocking	No	Vote Date	30-Mar-21	Dec Status	Approved
Ballot SecID	US78486Q1013	Created Date	30-Mar-21		

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1.1	Elect Greg W. Becker	Management	For	For	For	For	For
1.2	Elect Eric A. Benhamou	Management	For	For	For	For	For
1.3	Elect John Clendening	Management	For	For	For	For	For
1.4	Elect Richard Daniels	Management	For	For	For	For	For
1.5	Elect Alison Davis	Management	For	For	For	For	For
1.6	Elect Roger F. Dunbar	Management	For	For	For	For	For
1.7	Elect Joel P. Friedman	Management	For	For	For	For	For
1.8	Elect Jeffrey N. Maggioncalda	Management	For	For	For	For	For
1.9	Elect Kay Matthews	Management	For	For	For	For	For
1.10	Elect Mary J. Miller	Management	For	For	For	For	For
1.11	Elect Kate D. Mitchell	Management	For	For	For	For	For
1.12	Elect Garen K. Staglin	Management	For	For	For	For	For

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2.	Advisory Vote on Executive Compensation	Management	For	For	For	For	For
3.	Ratification of Auditor	Management	For	For	For	For	For

MERCK KGAA

Annual

ISIN	DE0006599905	Meeting Date	23-Apr-21	Contested	No
Ticker		Deadline Date	09-Apr-21	Agenda Type	Mgmt
Country	Germany	Record Date	01-Apr-21	Ballot Status	Confirmed
Blocking	No	Vote Date	06-Apr-21	Dec Status	Approved
Ballot SecID	DE0006599905	Created Date	31-Mar-21		

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
2	Accounts and Reports	Management	For	For	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For	For	For
4	Ratification of Management Board Acts	Management	For	For	For	For	For
5	Ratification of Supervisory Board Acts	Management	For	For	For	For	For
6	Appointment of Auditor	Management	For	For	For	For	For
7	Amendments to Articles	Management	For	For	For	For	For

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8	Management Board Remuneration Policy	Management	For	For	For	For	For
9	Supervisory Board Remuneration Policy	Management	For	For	For	For	For
10	Approval of Intra-Company Control Agreements	Management	For	For	For	For	For

METSO OUTOTEC CORPORATION

Annual

ISIN	F10009014575	Meeting Date	23-Apr-21	Contested	No
Ticker		Deadline Date	09-Apr-21	Agenda Type	Mgmt
Country	Finland	Record Date	13-Apr-21	Ballot Status	Confirmed
Blocking	No	Vote Date	01-Apr-21	Dec Status	Approved
Ballot SecID	F10009014575	Created Date	31-Mar-21		

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
7	Accounts and Reports	Management	For	For	For	For	For
8	Allocation of Profits/Dividends	Management	For	For	For	For	For
9	Ratification of Board and CEO Acts	Management	For	For	For	For	For
10	Remuneration Report	Management	For	For	For	For	For
11	Directors' Fees	Management	For	For	For	For	For

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12	Board Size	Management	For	For	For	For	For
13	Election of Directors	Management	For	For	For	For	For
14	Authority to Set Auditor's Fees	Management	For	For	For	For	For
15	Appointment of Auditor	Management	For	For	For	For	For
16	Authority to Repurchase Shares	Management	For	For	For	For	For
17	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	For	For	For

PNC FINANCIAL SERVICES GROUP

Annual

ISIN	US693475AM77	Meeting Date	27-Apr-21	Contested	No
Ticker	PNC	Deadline Date	13-Apr-21	Agenda Type	Mgmt
Country	United States	Record Date	29-Jan-21	Ballot Status	Confirmed
Blocking	No	Vote Date	06-Apr-21	Dec Status	Approved
Ballot SecID	US6934751057	Created Date	06-Apr-21		

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1A.	Elect Joseph Alvarado	Management	For	For	For	For	For

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1B.	Elect Charles E. Bunch	Management	For	Against	Against	Against	Against
1C.	Elect Debra A. Cafaro	Management	For	For	For	For	For
1D.	Elect Marjorie Rodgers Cheshire	Management	For	For	For	For	For
1E.	Elect David L. Cohen	Management	For	For	For	For	For
1F.	Elect William S. Demchak	Management	For	For	For	For	For
1G.	Elect Andrew T. Feldstein	Management	For	For	For	For	For
1H.	Elect Richard J. Harshman	Management	For	For	For	For	For
1I.	Elect Daniel R. Hesse	Management	For	For	For	For	For
1J.	Elect Linda R. Medler	Management	For	For	For	For	For
1K.	Elect Martin Pfinsgraff	Management	For	For	For	For	For
1L.	Elect Toni Townes-Whitley	Management	For	For	For	For	For
1M.	Elect Michael J. Ward	Management	For	For	For	For	For
2.	Ratification of Auditor	Management	For	For	For	For	For
3.	Advisory Vote on Executive Compensation	Management	For	For	For	For	For
4.	Shareholder Proposal Regarding Report on Risks Associated with Nuclear Weapons Financing	Shareholder	Against	Against	Against	Against	For

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AMERIPRISE FINANCIAL INC

Annual

ISIN	US03076C1062	Meeting Date	28-Apr-21	Contested	No
Ticker	AMP	Deadline Date	14-Apr-21	Agenda Type	Mgmt
Country	United States	Record Date	01-Mar-21	Ballot Status	Confirmed
Blocking	No	Vote Date	06-Apr-21	Dec Status	Approved
Ballot SecID	US03076C1062	Created Date	06-Apr-21		

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1A.	Elect James M. Cracchiolo	Management	For	For	For	For	For
1B.	Elect Dianne Neal Blixt	Management	For	For	For	For	For
1C.	Elect Amy DiGeso	Management	For	For	For	For	For
1D.	Elect Lon R. Greenberg	Management	For	For	For	For	For
1E.	Elect Jeffrey Noddle	Management	For	For	For	For	For
1F.	Elect Robert F. Sharpe, Jr.	Management	For	Against	Against	Against	Against
1G.	Elect Brian T. Shea	Management	For	For	For	For	For
1H.	Elect W. Edward Walter	Management	For	For	For	For	For
1I.	Elect Christopher J. Williams	Management	For	For	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	For	For	For	For
3.	Ratification of Auditor	Management	For	For	For	For	For

SCHNEIDER ELECTRIC SE

Mix

ISIN	FR0000121972	Meeting Date	28-Apr-21	Contested	No
Ticker		Deadline Date	14-Apr-21	Agenda Type	Mgmt
Country	France	Record Date	23-Apr-21	Ballot Status	Confirmed
Blocking	No	Vote Date	07-Apr-21	Dec Status	Approved
Ballot SecID	FR0000121972	Created Date	06-Apr-21		

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For	For	For	For	For
2	Consolidated Accounts and Reports	Management	For	For	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For	For	For
4	Special Auditors Report on Regulated Agreements	Management	For	For	For	For	For
5	2020 Remuneration Report	Management	For	For	For	For	For
6	2020 Remuneration of Jean-Pascal Tricoire, Chair and CEO	Management	For	For	For	For	For
7	2021 Remuneration Policy (Chair and CEO)	Management	For	For	For	For	For
8	2021 Remuneration Policy (Board of Directors)	Management	For	For	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-21 to 31-Dec-21

9	Elect Jean-Pascal Tricoire	Management	For	For	For	For	For
10	Elect Anna Ohlsson-Leijon	Management	For	For	For	For	For
11	Election of Thierry Jacquet (Employee Shareholder Representatives)	Management	Against	Against	Against	Against	For
12	Election of Zennia Csikos (Employee Shareholder Representatives)	Management	Against	Against	Against	Against	For
13	Elect Xiaoyun Ma (Employee Shareholder Representatives)	Management	For	For	For	For	For
14	Election of Malene Kvist Kristensen (Employee Shareholder Representatives)	Management	Against	Against	Against	Against	For
15	Authority to Repurchase and Reissue Shares	Management	For	For	For	For	For
16	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For	For	For
17	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	For	For	For
18	Authority to Issue Shares Through Private Placement	Management	For	For	For	For	For
19	Greenshoe	Management	For	For	For	For	For
20	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For	For	For	For	For
21	Authority to Increase Capital Through Capitalisations	Management	For	For	For	For	For
22	Employee Stock Purchase Plan	Management	For	For	For	For	For
23	Stock Purchase Plan for Overseas Employees	Management	For	For	For	For	For
24	Authority to Cancel Shares and Reduce Capital	Management	For	For	For	For	For
25	Amendments to Article Regarding Board Powers	Management	For	For	For	For	For
26	Authorisation of Legal Formalities	Management	For	For	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-21 to 31-Dec-21

ASML HOLDING NV

Annual

ISIN	NL0010273215	Meeting Date	29-Apr-21	Contested	No
Ticker		Deadline Date	15-Apr-21	Agenda Type	Mgmt
Country	Netherlands	Record Date	01-Apr-21	Ballot Status	Confirmed
Blocking	No	Vote Date	07-Apr-21	Dec Status	Approved
Ballot SecID	NL0010273215	Created Date	06-Apr-21		

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
3.a	Remuneration Report	Management	For	Against	Against	Against	Against
3.b	Accounts and Reports	Management	For	For	For	For	For
3.d	Allocation of Profits/Dividends	Management	For	For	For	For	For
4.a	Ratification of Management Board Acts	Management	For	For	For	For	For
4.b	Ratification of Supervisory Board Acts	Management	For	For	For	For	For
5.	Long-Term Incentive Plan; Authority to Issue Shares	Management	For	For	For	For	For

Proxy Voting Summary

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6.	Management Board Remuneration Policy	Management	For	For	For	For	For
7.	Supervisory Board Remuneration Policy	Management	For	For	For	For	For
9.a	Elect Birgit Conix to the Supervisory Board	Management	For	For	For	For	For
10.	Appointment of Auditor	Management	For	For	For	For	For
11.a	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For	For	For
11.b	Authority to Suppress Preemptive Rights	Management	For	For	For	For	For
11.c	Authority to Issue Shares w/ Preemptive Rights in Connection with Mergers and Acquisitions	Management	For	For	For	For	For
11.d	Authority to Suppress Preemptive Rights in Connection with Mergers and Acquisitions	Management	For	For	For	For	For
12.a	Authority to Repurchase Shares	Management	For	For	For	For	For
12.b	Authority to Repurchase Additional Shares	Management	For	For	For	For	For
13.	Authority to Cancel Repurchased Shares	Management	For	For	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-21 to 31-Dec-21

APTIV PLC

Annual

ISIN	JE00B783TY65	Meeting Date	30-Apr-21	Contested	No
Ticker		Deadline Date	16-Apr-21	Agenda Type	Mgmt
Country	Jersey	Record Date	02-Mar-21	Ballot Status	Confirmed
Blocking	No	Vote Date	23-Apr-21	Dec Status	Approved
Ballot SecID	JE00B783TY65	Created Date	22-Apr-21		

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1.A	Elect Kevin P. Clark	Management	For	For	For	For	For
1.B	Elect Richard L. Clemmer	Management	For	For	For	For	For
1.C	Elect Nancy E. Cooper	Management	For	For	For	For	For
1.D	Elect Nicholas M. Donofrio	Management	For	For	For	For	For
1.E	Elect Rajiv L. Gupta	Management	For	For	For	For	For
1.F	Elect Joseph L. Hooley	Management	For	For	For	For	For
1.G	Elect Merit E. Janow	Management	For	For	For	For	For
1.H	Elect Sean O. Mahoney	Management	For	For	For	For	For
1.I	Elect Paul M. Meister	Management	For	For	For	For	For
1.J	Elect Robert K. Ortberg	Management	For	For	For	For	For
1.K	Elect Colin J. Parris	Management	For	For	For	For	For
1.L	Elect Ana G. Pinczuk	Management	For	For	For	For	For

Proxy Voting Summary

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2	Appointment of Auditor and Authority to Set Fees	Management	For	For	For	For	For
3	Advisory Vote on Executive Compensation	Management	For	For	For	For	For

TERNA - TRASMISSIONE ELETTRICITA RETE NAZIONALE

Annual

ISIN	IT0003242622	Meeting Date	30-Apr-21	Contested	No
Ticker		Deadline Date	16-Apr-21	Agenda Type	Mgmt
Country	Italy	Record Date	21-Apr-21	Ballot Status	Unsent RequiresApproval
Blocking	No	Vote Date		Dec Status	
Ballot SecID	IT0003242622	Created Date	22-Apr-21		

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
O.1	Accounts and Reports	Management	For	For	For		N/A
O.2	Allocation of Profits/Dividends	Management	For	For	For		N/A
O.3	2021-2025 Performance Share Plan	Management	For	For	For		N/A
O.4	Authority to Repurchase and Reissue Shares	Management	For	For	For		N/A
O.5.1	Remuneration Policy (Binding)	Management	For	For	For		N/A
O.5.2	Remuneration Report (Advisory)	Management	For	Against	Against		N/A

Proxy Voting Summary

Report Date Range: 01-Jan-21 to 31-Dec-21

PEPSICO INC

Annual

ISIN	US7134481081	Meeting Date	05-May-21	Contested	No
Ticker	PEP	Deadline Date	21-Apr-21	Agenda Type	Mgmt
Country	United States	Record Date	01-Mar-21	Ballot Status	Confirmed
Blocking	No	Vote Date	12-Apr-21	Dec Status	Approved
Ballot SecID	US7134481081	Created Date	12-Apr-21		

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1A.	Elect Segun Agbaje	Management	For	For	For	For	For
1B.	Elect Shona L. Brown	Management	For	For	For	For	For
1C.	Elect Cesar Conde	Management	For	For	For	For	For
1D.	Elect Ian M. Cook	Management	For	For	For	For	For
1E.	Elect Dina Dublon	Management	For	For	For	For	For
1F.	Elect Michelle D. Gass	Management	For	For	For	For	For
1G.	Elect Ramon L. Laguarta	Management	For	For	For	For	For
1H.	Elect Dave Lewis	Management	For	For	For	For	For

Proxy Voting Summary

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1I.	Elect David C. Page	Management	For	For	For	For	For
1J.	Elect Robert C. Pohlad	Management	For	For	For	For	For
1K.	Elect Daniel L. Vasella	Management	For	For	For	For	For
1L.	Elect Darren Walker	Management	For	For	For	For	For
1M.	Elect Alberto Weisser	Management	For	For	For	For	For
2.	Ratification of Auditor	Management	For	For	For	For	For
3.	Advisory Vote on Executive Compensation	Management	For	For	For	For	For
4.	Shareholder Proposal Regarding Right to Call Special Meetings	Shareholder	Against	For	For	For	Against
5.	Shareholder Proposal Regarding Report on Sugar and Public Health	Shareholder	Against	Against	Against	Against	For
6.	Shareholder Proposal Regarding Report on External Public Health Costs	Shareholder	Against	Against	Against	Against	For

Proxy Voting Summary

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ALLIANZ SE

Annual

ISIN	DE0008404005	Meeting Date	05-May-21	Contested	No
Ticker		Deadline Date	21-Apr-21	Agenda Type	Mgmt
Country	Germany	Record Date	28-Apr-21	Ballot Status	Unsent
Blocking	Yes	Vote Date		Dec Status	RequiresApproval
Ballot SecID	DE0008404005	Created Date	22-Apr-21		

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
2	Allocation of Profits/Dividends	Management	For	For	For		N/A
3	Ratification of Management Board Acts	Management	For	For	For		N/A
4	Ratification of Supervisory Board Acts	Management	For	For	For		N/A
5	Management Board Remuneration Policy	Management	For	For	For		N/A
6	Supervisory Board Remuneration Policy	Management	For	For	For		N/A
7	Amendments to Articles (Supervisory Board Election Term)	Management	For	For	For		N/A

Proxy Voting Summary

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CADENCE DESIGN SYSTEMS, INC.

Annual

ISIN	BRC1DNBDR008	Meeting Date	06-May-21	Contested	No
Ticker	CDNS	Deadline Date	22-Apr-21	Agenda Type	Mgmt
Country	United States	Record Date	08-Mar-21	Ballot Status	Confirmed
Blocking	No	Vote Date	20-Apr-21	Dec Status	Approved
Ballot SecID	US1273871087	Created Date	13-Apr-21		

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1A	Elect Mark W. Adams	Management	For	Against	Against	Against	Against
1B	Elect Ita M. Brennan	Management	For	For	For	For	For
1C	Elect Lewis Chew	Management	For	For	For	For	For
1D	Elect Julia Liuson	Management	For	For	For	For	For
1E	Elect James D. Plummer	Management	For	For	For	For	For
1F	Elect Alberto Sangiovanni-Vincentelli	Management	For	For	For	For	For
1G	Elect John B. Shoven	Management	For	For	For	For	For
1H	Elect Young K. Sohn	Management	For	For	For	For	For
1I	Elect Lip-Bu Tan	Management	For	For	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	For	For	For	For
3.	Ratification of Auditor	Management	For	For	For	For	For

Proxy Voting Summary

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4.	Shareholder Proposal Regarding Reducing Ownership Threshold Required to Act by Written Consent	Shareholder		Against	Against	Against	Against	For
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COLGATE-PALMOLIVE CO.

Annual

ISIN	US1941621039	Meeting Date	07-May-21	Contested	No
Ticker	CL	Deadline Date	23-Apr-21	Agenda Type	Mgmt
Country	United States	Record Date	08-Mar-21	Ballot Status	Confirmed
Blocking	No	Vote Date	20-Apr-21	Dec Status	Approved
Ballot SecID	US1941621039	Created Date	14-Apr-21		

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1a.	Elect John P. Bilbrey	Management	For	For	For	For	For
1b.	Elect John T. Cahill	Management	For	For	For	For	For
1c.	Elect Lisa M. Edwards	Management	For	For	For	For	For
1d.	Elect C. Martin Harris	Management	For	For	For	For	For
1e.	Elect Martina Hund-Mejean	Management	For	For	For	For	For
1f.	Elect Kimberly A. Nelson	Management	For	For	For	For	For
1g.	Elect Lorrie M. Norrington	Management	For	For	For	For	For

Proxy Voting Summary

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1h.	Elect Michael B. Polk	Management	For	For	For	For	For
1i.	Elect Stephen I. Sadove	Management	For	For	For	For	For
1j.	Elect Noel R. Wallace	Management	For	For	For	For	For
2.	Ratification of Auditor	Management	For	For	For	For	For
3.	Advisory Vote on Executive Compensation	Management	For	For	For	For	For
4.	Shareholder Proposal Regarding Independent Chair	Shareholder	Against	For	For	For	Against
5.	Shareholder Proposal Regarding Right to Call Special Meetings	Shareholder	Against	For	For	For	Against

Proxy Voting Summary

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AMERICAN WATER WORKS CO. INC.

Annual

ISIN	US0304201033	Meeting Date	12-May-21	Contested	No
Ticker	AWK	Deadline Date	28-Apr-21	Agenda Type	Mgmt
Country	United States	Record Date	17-Mar-21	Ballot Status	Confirmed
Blocking	No	Vote Date	21-Apr-21	Dec Status	Approved
Ballot SecID	US0304201033	Created Date	19-Apr-21		

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1A.	Elect Jeffrey N. Edwards	Management	For	For	For	For	For
1B.	Elect Martha Clark Goss	Management	For	For	For	For	For
1C.	Elect Veronica M. Hagen	Management	For	For	For	For	For
1D.	Elect Kimberly J. Harris	Management	For	For	For	For	For
1E.	Elect Julia L. Johnson	Management	For	For	For	For	For
1F.	Elect Patricia L. Kampling	Management	For	For	For	For	For
1G.	Elect Karl F. Kurz	Management	For	For	For	For	For
1H.	Elect Walter J. Lynch	Management	For	For	For	For	For
1I.	Elect George MacKenzie	Management	For	For	For	For	For
1J.	Elect James G. Stavridis	Management	For	For	For	For	For
1K.	Elect Lloyd M. Yates	Management	For	For	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	For	For	For	For

Proxy Voting Summary

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3. Ratification of Auditor Management For For For For For

ADIDAS AG

Annual

ISIN	DE000A1EWWW0	Meeting Date	12-May-21	Contested	No
Ticker		Deadline Date	28-Apr-21	Agenda Type	Mgmt
Country	Germany	Record Date	05-May-21	Ballot Status	Confirmed
Blocking	No	Vote Date	26-Apr-21	Dec Status	Approved
Ballot SecID	DE000A1EWWW0	Created Date	22-Apr-21		

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
2	Allocation of Profits/Dividends	Management	For	For	For	For	For
3	Ratification of Management Board Acts	Management	For	For	For	For	For
4	Ratification of Supervisory Board Acts	Management	For	For	For	For	For
5	Elect Jackie Joyner-Kersee as Supervisory Board Member	Management	For	For	For	For	For
6	Management Board Remuneration Policy	Management	For	For	For	For	For
7	Supervisory Board Remuneration Policy	Management	For	For	For	For	For
8	Amendments to Articles	Management	For	For	For	For	For

Proxy Voting Summary

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9	Increase in Authorised Capital (Authorised Capital 2021/I)	Management	For	For	For	For	For
10	Increase in Authorised Capital (Authorised Capital III)	Management	For	For	For	For	For
11	Cancellation of Authorised Capital	Management	For	For	For	For	For
12	Authority to Repurchase and Reissue Shares	Management	For	For	For	For	For
13	Authority to Repurchase Shares Using Equity Derivatives	Management	For	For	For	For	For
14	Appointment of Auditor	Management	For	For	For	For	For

PARTNERS GROUP HOLDING

Annual

ISIN	CH0024608827	Meeting Date	12-May-21	Contested	No
Ticker		Deadline Date	28-Apr-21	Agenda Type	Mgmt
Country	Switzerland	Record Date	03-May-21	Ballot Status	Confirmed
Blocking	No	Vote Date	05-May-21	Dec Status	Approved
Ballot SecID	CH0024608827	Created Date	23-Apr-21		

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For	For	For
2	Allocation of Profits/Dividends	Management	For	For	For	For	For

Proxy Voting Summary

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3	Ratification of Board and Management Acts	Management	For	For	For	For	For
4	Amendments to Articles	Management	For	For	For	For	For
5	Compensation Report	Management	For	For	For	For	For
6.1	Board Compensation (Short-Term)	Management	For	For	For	For	For
6.2	Board Compensation (Long-Term)	Management	For	For	For	For	For
6.3	Board Compensation ('Technical Non-Financial')	Management	For	For	For	For	For
6.4	Executive Compensation (Revision: Fixed FY2021)	Management	For	For	For	For	For
6.5	Executive Compensation (Fixed FY2022)	Management	For	For	For	For	For
6.6	Executive Compensation (Long-Term)	Management	For	For	For	For	For
6.7	Executive Compensation ('Technical Non-Financial')	Management	For	For	For	For	For
7.1.1	Elect Steffen Meister as Board Chair	Management	For	For	For	For	For
7.1.2	Elect Marcel Erni	Management	For	For	For	For	For
7.1.3	Elect Alfred Gantner	Management	For	For	For	For	For
7.1.4	Elect Lisa A. Hook	Management	For	For	For	For	For
7.1.5	Elect Joseph P. Landy	Management	For	For	For	For	For
7.1.6	Elect Grace del Rosario-Castaño	Management	For	For	For	For	For
7.1.7	Elect Martin Strobel	Management	For	For	For	For	For
7.1.8	Elect Urs Wietlisbach	Management	For	For	For	For	For
7.2.1	Elect Grace del Rosario-Castaño as Nominating and Compensation Committee Chair	Management	For	For	For	For	For
7.2.2	Elect Lisa A. Hook as Nominating and Compensation Committee Member	Management	For	For	For	For	For

Proxy Voting Summary

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7.2.3	Elect Martin Strobel as Nominating and Compensation Committee Member	Management	For	For	For	For	For
7.3	Appointment of Independent Proxy	Management	For	For	For	For	For
7.4	Appointment of Auditor	Management	For	For	For	For	For

TELADOC HEALTH INC

Annual

ISIN	US87918A1051	Meeting Date	17-May-21	Contested	No
Ticker	TDOC	Deadline Date	03-May-21	Agenda Type	Mgmt
Country	United States	Record Date	23-Mar-21	Ballot Status	Confirmed
Blocking	No	Vote Date	27-Apr-21	Dec Status	Approved
Ballot SecID	US87918A1051	Created Date	20-Apr-21		

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1A.	Elect Christopher Bischoff	Management	For	For	For	For	For
1B.	Elect Karen L. Daniel	Management	For	For	For	For	For
1C.	Elect Sandra Fenwick	Management	For	For	For	For	For
1D.	Elect William H. Frist	Management	For	For	For	For	For
1E.	Elect Jason Gorevic	Management	For	For	For	For	For

Proxy Voting Summary

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1F.	Elect Catherine A. Jacobson	Management	For	For	For	For	For
1G.	Elect Thomas G. McKinley	Management	For	For	For	For	For
1H.	Elect Kenneth H. Paulus	Management	For	For	For	For	For
1I.	Elect David L. Shedlarz	Management	For	For	For	For	For
1J.	Elect Mark Douglas Smith	Management	For	For	For	For	For
1K.	Elect David B. Snow, Jr.	Management	For	For	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	For	For	For	For
3.	Ratification of Auditor	Management	For	For	For	For	For

Proxy Voting Summary

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THERMO FISHER SCIENTIFIC INC.

Annual

ISIN	US8835561023	Meeting Date	19-May-21	Contested	No
Ticker	TMO	Deadline Date	05-May-21	Agenda Type	Mgmt
Country	United States	Record Date	26-Mar-21	Ballot Status	Confirmed
Blocking	No	Vote Date	28-Apr-21	Dec Status	Approved
Ballot SecID	US8835561023	Created Date	20-Apr-21		

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1A.	Elect Marc N. Casper	Management	For	For	For	For	For
1B.	Elect Nelson J. Chai	Management	For	For	For	For	For
1C.	Elect C. Martin Harris	Management	For	For	For	For	For
1D.	Elect Tyler Jacks	Management	For	For	For	For	For
1E.	Elect R. Alexandra Keith	Management	For	For	For	For	For
1F.	Elect Thomas J. Lynch	Management	For	For	For	For	For
1G.	Elect Jim P. Manzi	Management	For	For	For	For	For
1H.	Elect James C. Mullen	Management	For	For	For	For	For
1I.	Elect Lars Rebien Sørensen	Management	For	For	For	For	For
1J.	Elect Debora L. Spar	Management	For	For	For	For	For
1K.	Elect Scott M. Sperling	Management	For	For	For	For	For
1L.	Elect Dion J. Weisler	Management	For	For	For	For	For

Proxy Voting Summary

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2.	Advisory Vote on Executive Compensation	Management	For	Against	Against	Against	Against
3.	Ratification of Auditor	Management	For	For	For	For	For
4.	Shareholder Proposal Regarding Right to Call Special Meetings	Shareholder	Against	For	For	For	Against

DEUTSCHE BOERSE AG

Annual

ISIN	DE0005810055	Meeting Date	19-May-21	Contested	No
Ticker		Deadline Date	05-May-21	Agenda Type	Mgmt
Country	Germany	Record Date	12-May-21	Ballot Status	Confirmed
Blocking	No	Vote Date	29-Apr-21	Dec Status	Approved
Ballot SecID	DE0005810055	Created Date	26-Apr-21		

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
2	Allocation of Profits/Dividends	Management	For	For	For	For	For
3	Ratification of Management Board Acts	Management	For	For	For	For	For
4	Ratification of Supervisory Board Acts	Management	For	For	For	For	For

Proxy Voting Summary

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5.1	Elect Karl-Heinz Flöther	Management	For	For	For	For	For
5.2	Elect Andreas Gottschling	Management	For	For	For	For	For
5.3	Elect Martin Jetter	Management	For	For	For	For	For
5.4	Elect Barbara Lambert	Management	For	For	For	For	For
5.5	Elect Michael Martin Rüdiger	Management	For	For	For	For	For
5.6	Elect Charles G.T. Stonehill	Management	For	For	For	For	For
5.7	Elect Clara-Christina Streit	Management	For	For	For	For	For
5.8	Elect Tan Chong Lee	Management	For	For	For	For	For
6	Increase in Authorised Capital	Management	For	For	For	For	For
7	Management Board Remuneration Policy	Management	For	For	For	For	For
8	Amendments to Articles (Location of AGM)	Management	For	For	For	For	For
9	Appointment of Auditor	Management	For	For	For	For	For

Proxy Voting Summary

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ZALANDO SE

Annual

ISIN	DE000ZAL1111	Meeting Date	19-May-21	Contested	No
Ticker		Deadline Date	05-May-21	Agenda Type	Mgmt
Country	Germany	Record Date	27-Apr-21	Ballot Status	Confirmed
Blocking	No	Vote Date	29-Apr-21	Dec Status	Approved
Ballot SecID	DE000ZAL1111	Created Date	26-Apr-21		

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
2	Allocation of Profits/Dividends	Management	For	For	For	For	For
3	Ratification of Management Board Acts	Management	For	For	For	For	For
4	Ratification of Supervisory Board Acts	Management	For	For	For	For	For
5.1	Appointment of Auditor for Fiscal Year 2021	Management	For	For	For	For	For
5.2	Appointment of Auditor for Interim Statements until 2022 AGM	Management	For	For	For	For	For
6.1	Elect Kelly Bennett	Management	For	For	For	For	For
6.2	Elect Jennifer Hyman	Management	For	For	For	For	For
6.3	Elect Niklas Östberg	Management	For	For	For	For	For
6.4	Elect Anders Holch Povlsen	Management	For	For	For	For	For
6.5	Elect Mariella Röhm-Kottmann	Management	For	For	For	For	For
6.6	Elect Cristina Stenbeck	Management	For	Against	Against	Against	Against

Proxy Voting Summary

Report Date Range: 01-Jan-21 to 31-Dec-21

7	Management Board Remuneration Policy	Management	For	Against	Against	Against	Against
8	Supervisory Board Remuneration Policy	Management	For	For	For	For	For

HOME DEPOT, INC.

Annual

ISIN	US4370761029	Meeting Date	20-May-21	Contested	No
Ticker	HD	Deadline Date	06-May-21	Agenda Type	Mgmt
Country	United States	Record Date	22-Mar-21	Ballot Status	Confirmed
Blocking	No	Vote Date	29-Apr-21	Dec Status	Approved
Ballot SecID	US4370761029	Created Date	20-Apr-21		

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1A.	Elect Gerard J. Arpey	Management	For	For	For	For	For
1B.	Elect Ari Bousbib	Management	For	For	For	For	For
1C.	Elect Jeffery H. Boyd	Management	For	For	For	For	For
1D.	Elect Gregory D. Brenneman	Management	For	For	For	For	For
1E.	Elect J. Frank Brown	Management	For	For	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-21 to 31-Dec-21

1F.	Elect Albert P. Carey	Management	For	For	For	For	For
1G.	Elect Helena B. Foulkes	Management	For	For	For	For	For
1H.	Elect Linda R. Gooden	Management	For	For	For	For	For
1I.	Elect Wayne M. Hewett	Management	For	For	For	For	For
1J.	Elect Manuel Kadre	Management	For	For	For	For	For
1K.	Elect Stephanie C. Linnartz	Management	For	For	For	For	For
1L.	Elect Craig A. Menear	Management	For	For	For	For	For
2.	Ratification of Auditor	Management	For	For	For	For	For
3.	Advisory Vote on Executive Compensation	Management	For	For	For	For	For
4.	Shareholder Proposal Regarding Reducing Ownership Threshold Required to Act by Written Consent	Shareholder	Against	Against	Against	Against	For
5.	Shareholder Proposal Regarding Report on Political Expenditures and Values Congruency	Shareholder	Against	Against	Against	Against	For
6.	Shareholder Proposal Regarding Prison Labor	Shareholder	Against	Against	Against	Against	For

Proxy Voting Summary

Report Date Range: 01-Jan-21 to 31-Dec-21

MORGAN STANLEY

Annual

ISIN	XS0282583722	Meeting Date	20-May-21	Contested	No
Ticker	MPQ	Deadline Date	06-May-21	Agenda Type	Mgmt
Country	United States	Record Date	22-Mar-21	Ballot Status	Confirmed
Blocking	No	Vote Date	27-Apr-21	Dec Status	Approved
Ballot SecID	US6174464486	Created Date	20-Apr-21		

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1A.	Elect Elizabeth Corley	Management	For	For	For	For	For
1B.	Elect Alistair Darling	Management	For	For	For	For	For
1C.	Elect Thomas H. Glocer	Management	For	For	For	For	For
1D.	Elect James P. Gorman	Management	For	For	For	For	For
1E.	Elect Robert H. Herz	Management	For	For	For	For	For
1F.	Elect Nobuyuki Hirano	Management	For	For	For	For	For
1G.	Elect Hironori Kamezawa	Management	For	For	For	For	For
1H.	Elect Shelley B. Leibowitz	Management	For	For	For	For	For
1I.	Elect Stephen J. Luczo	Management	For	For	For	For	For
1J.	Elect Judith A. Miscik	Management	For	For	For	For	For
1K.	Elect Dennis M. Nally	Management	For	For	For	For	For
1L.	Elect Mary L. Schapiro	Management	For	For	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-21 to 31-Dec-21

1M.	Elect Perry M. Traquina	Management	For	For	For	For	For
1N.	Elect Rayford Wilkins Jr.	Management	For	For	For	For	For
2.	Ratification of Auditor	Management	For	For	For	For	For
3.	Advisory Vote on Executive Compensation	Management	For	For	For	For	For
4.	Amendment to the Equity Incentive Compensation Plan	Management	For	For	For	For	For

ZOETIS INC

Annual

ISIN	US98978V1035	Meeting Date	20-May-21	Contested	No
Ticker	ZTS	Deadline Date	06-May-21	Agenda Type	Mgmt
Country	United States	Record Date	26-Mar-21	Ballot Status	Confirmed
Blocking	No	Vote Date	29-Apr-21	Dec Status	Approved
Ballot SecID	US98978V1035	Created Date	20-Apr-21		

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1A.	Elect Sanjay Khosla	Management	For	For	For	For	For
1B.	Elect Antoinette R. Leatherberry	Management	For	For	For	For	For
1C.	Elect Willie M. Reed	Management	For	For	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-21 to 31-Dec-21

1D.	Elect Linda Rhodes	Management	For	For	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	For	For	For	For
3.	Ratification of Auditor	Management	For	For	For	For	For
4.	Shareholder Proposal Regarding Simple Majority Vote	Shareholder	Against	For	For	For	Against

AIA GROUP LIMITED

Annual

ISIN	HK0000069689	Meeting Date	20-May-21	Contested	No
Ticker		Deadline Date	06-May-21	Agenda Type	Mgmt
Country	Hong Kong	Record Date	13-May-21	Ballot Status	Confirmed
Blocking	No	Vote Date	27-Apr-21	Dec Status	Approved
Ballot SecID	HK0000069689	Created Date	27-Apr-21		

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For	For	For
2	Allocation of Profits/Dividends	Management	For	For	For	For	For
3	Elect LEE Yuan Siong	Management	For	For	For	For	For

Proxy Voting Summary

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4	Elect CHOW Chung Kong	Management	For	For	For	For	For
5	Elect John B. Harrison	Management	For	For	For	For	For
6	Elect Lawrence LAU Juen-Yee	Management	For	For	For	For	For
7	Elect Cesar V. Purisima	Management	For	For	For	For	For
8	Appointment of Auditor and Authority to Set Fees	Management	For	For	For	For	For
9.A	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	For	For	For
9.B	Authority to Repurchase Shares	Management	For	For	For	For	For

MICHELIN (CGDE)-B

Mix

ISIN	FR0000121261	Meeting Date	21-May-21	Contested	No
Ticker		Deadline Date	07-Apr-21	Agenda Type	Mgmt
Country	France	Record Date	18-May-21	Ballot Status	Unsent RequiresApproval
Blocking	No	Vote Date		Dec Status	
Ballot SecID	FR0000121261	Created Date	01-May-21		

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For		N/A

Proxy Voting Summary

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2	Allocation of Profits/Dividends	Management	For	For	For	N/A
3	Consolidated Accounts and Reports	Management	For	For	For	N/A
4	Special Auditors Report on Regulated Agreements	Management	For	For	For	N/A
5	Authority to Repurchase and Reissue Shares	Management	For	For	For	N/A
6	2021 Remuneration Policy (Managers)	Management	For	For	For	N/A
7	2021 Remuneration Policy (Supervisory Board)	Management	For	For	For	N/A
8	2020 Remuneration Report	Management	For	For	For	N/A
9	2020 Remuneration of Florent Menegaux, General Managing Partner and CEO	Management	For	For	For	N/A
10	2020 Remuneration of Yves Chapot, General Manager	Management	For	For	For	N/A
11	2020 Remuneration of Michel Rollier, Supervisory Board Chair	Management	For	For	For	N/A
12	Ratification of Co-Option of Jean-Michel Severino	Management	For	For	For	N/A
13	Elect Wolf-Henning Scheider	Management	For	For	For	N/A
14	Authority to Cancel Shares and Reduce Capital	Management	For	For	For	N/A
15	Amendments to Articles Regarding Rights of the Managing Partners in the Company's Profits	Management	For	For	For	N/A
16	Amendments to Articles Regarding Managers' Remuneration	Management	For	For	For	N/A
17	Authorisation of Legal Formalities	Management	For	For	For	N/A

Proxy Voting Summary

Report Date Range: 01-Jan-21 to 31-Dec-21

PAYPAL HOLDINGS INC

Annual

ISIN	US70450Y1038	Meeting Date	26-May-21	Contested	No
Ticker	PYPL	Deadline Date	12-May-21	Agenda Type	Mgmt
Country	United States	Record Date	30-Mar-21	Ballot Status	Confirmed
Blocking	No	Vote Date	12-May-21	Dec Status	Approved
Ballot SecID	US70450Y1038	Created Date	20-Apr-21		

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1A.	Elect Rodney C. Adkins	Management	For	For	For	For	For
1B.	Elect Jonathan Christodoro	Management	For	For	For	For	For
1C.	Elect John J. Donahoe II	Management	For	For	For	For	For
1D.	Elect David W. Dorman	Management	For	For	For	For	For
1E.	Elect Belinda J. Johnson	Management	For	For	For	For	For
1F.	Elect Gail J. McGovern	Management	For	For	For	For	For
1G.	Elect Deborah M. Messemer	Management	For	For	For	For	For
1H.	Elect David M. Moffett	Management	For	For	For	For	For
1I.	Elect Ann M. Sarnoff	Management	For	For	For	For	For
1J.	Elect Daniel H. Schulman	Management	For	For	For	For	For
1K.	Elect Frank D. Yeary	Management	For	For	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	For	For	For	For

Proxy Voting Summary

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3.	Ratification of Auditor	Management	For	For	For	For	For
4.	Shareholder Proposal Regarding Right to Act by Written Consent	Shareholder	Against	For	For	For	Against
5.	Shareholder Proposal Regarding Report on Racism in Company Culture	Shareholder	Against	Against	Against	Against	For

EQUINIX INC

Annual

ISIN	US29444U7000	Meeting Date	26-May-21	Contested	No
Ticker		Deadline Date	12-May-21	Agenda Type	Mgmt
Country	United States	Record Date	01-Apr-21	Ballot Status	Confirmed
Blocking	No	Vote Date	05-May-21	Dec Status	Approved
Ballot SecID	US29444U7000	Created Date	20-Apr-21		

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1.1	Elect Thomas Bartlett	Management	For	For	For	For	For
1.2	Elect Nanci E. Caldwell	Management	For	For	For	For	For
1.3	Elect Adaire Fox-Martin	Management	For	For	For	For	For
1.4	Elect Gary F. Hromadko	Management	For	For	For	For	For

Proxy Voting Summary

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1.5	Elect Irving F. Lyons, III	Management	For	For	For	For	For
1.6	Elect Charles Meyers	Management	For	For	For	For	For
1.7	Elect Christopher B. Paisley	Management	For	For	For	For	For
1.8	Elect Sandra Rivera	Management	For	For	For	For	For
1.9	Elect Peter F. Van Camp	Management	For	For	For	For	For
2	Advisory Vote on Executive Compensation	Management	For	Against	Against	Against	Against
3	Ratification of Auditor	Management	For	For	For	For	For
4	Shareholder Proposal Regarding Reducing Ownership Threshold Required to Act by Written Consent	Shareholder	Against	For	For	For	Against

Proxy Voting Summary

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ST MICROELECTRONICS

Annual

ISIN	NL0000226223	Meeting Date	27-May-21	Contested	No
Ticker		Deadline Date	13-May-21	Agenda Type	Mgmt
Country	Netherlands	Record Date	29-Apr-21	Ballot Status	Confirmed
Blocking	No	Vote Date	12-May-21	Dec Status	Approved
Ballot SecID	NL0000226223	Created Date	06-May-21		

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
3	REMUNERATION REPORT	Management	For	Against	Against	Against	Against
4	Management Board Remuneration Policy	Management	For	For	For	For	For
5	Accounts and Reports	Management	For	For	For	For	For
6	Allocation of Profits/Dividends	Management	For	For	For	For	For
7	Ratification of Management Board Acts	Management	For	For	For	For	For
8	Ratification of Supervisory Board Acts	Management	For	For	For	For	For
9	Elect Jean-Marc Chery to the Management Board	Management	For	For	For	For	For
10	Equity Grant (CEO)	Management	For	For	For	For	For
11	Equity Grant (Senior Management)	Management	For	For	For	For	For
12	Elect Nicolas Dufourcq to the Supervisory Board	Management	For	Against	Against	Against	Against

Proxy Voting Summary

Report Date Range: 01-Jan-21 to 31-Dec-21

13	Authority to Repurchase Shares	Management	For	For	For	For	For
14	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	For	For	For

DOCUSIGN INC

Annual

ISIN	BRD1OCBDR007	Meeting Date	28-May-21	Contested	No
Ticker	DOCU	Deadline Date	14-May-21	Agenda Type	Mgmt
Country	United States	Record Date	08-Apr-21	Ballot Status	Confirmed
Blocking	No	Vote Date	13-May-21	Dec Status	Approved
Ballot SecID	US2561631068	Created Date	20-Apr-21		

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1.1	Elect Enrique T. Salem	Management	For	For	For	For	For
1.2	Elect Peter Solvik	Management	For	For	For	For	For
1.3	Elect Inhi Cho Suh	Management	For	For	For	For	For
1.4	Elect Mary Agnes Wilderotter	Management	For	For	For	For	For
2.	Ratification of Auditor	Management	For	For	For	For	For
3.	Advisory Vote on Executive Compensation	Management	For	For	For	For	For

Proxy Voting Summary

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RECKITT BENCKISER GROUP PLC

Annual

ISIN	GB00B24CGK77	Meeting Date	28-May-21	Contested	No
Ticker		Deadline Date	14-May-21	Agenda Type	Mgmt
Country	United Kingdom	Record Date	26-May-21	Ballot Status	Confirmed
Blocking	No	Vote Date	05-May-21	Dec Status	Approved
Ballot SecID	GB00B24CGK77	Created Date	05-May-21		

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For	For	For
2	Remuneration Report (Advisory)	Management	For	For	For	For	For
3	Final Dividend	Management	For	For	For	For	For
4	Elect Andrew RJ Bonfield	Management	For	For	For	For	For
5	Elect Jeff Carr	Management	For	For	For	For	For
6	Elect Nicandro Durante	Management	For	For	For	For	For
7	Elect Mary Harris	Management	For	For	For	For	For
8	Elect Mehmood Khan	Management	For	For	For	For	For

Proxy Voting Summary

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9	Elect Pamela J. Kirby	Management	For	For	For	For	For
10	Elect Sara Mathew	Management	For	For	For	For	For
11	Elect Laxman Narasimhan	Management	For	For	For	For	For
12	Elect Christopher A. Sinclair	Management	For	For	For	For	For
13	Elect Elane B. Stock	Management	For	For	For	For	For
14	Elect Olivier Bohuon	Management	For	For	For	For	For
15	Elect Margherita Della Valle	Management	For	For	For	For	For
16	Appointment of Auditor	Management	For	For	For	For	For
17	Authority to Set Auditor's Fees	Management	For	For	For	For	For
18	Authorisation of Political Donations	Management	For	For	For	For	For
19	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For	For	For
20	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	For	For	For
21	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	For	For	For
22	Authority to Repurchase Shares	Management	For	For	For	For	For
23	Amendments to Articles	Management	For	For	For	For	For
24	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	For	For	For

Proxy Voting Summary

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DEUTSCHE WOHNEN SE

Annual

ISIN	DE000A0HN5C6	Meeting Date	01-Jun-21	Contested	No
Ticker		Deadline Date	18-May-21	Agenda Type	Mgmt
Country	Germany	Record Date	10-May-21	Ballot Status	Confirmed
Blocking	No	Vote Date	16-May-21	Dec Status	Approved
Ballot SecID	DE000A0HN5C6	Created Date	10-May-21		

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
2	Allocation of Profits/Dividends	Management	For	For	For	For	For
3.1	Ratify Michael Zahn	Management	For	For	For	For	For
3.2	Ratify Philip Grosse	Management	For	For	For	For	For
3.3	Ratify Henrik Thomsen	Management	For	For	For	For	For
3.4	Ratify Lars Urbansky	Management	For	For	For	For	For
4.1	Ratify Matthias Hünlein	Management	For	For	For	For	For
4.2	Ratify Jürgen Fenk	Management	For	For	For	For	For
4.3	Ratify Arwed Fischer	Management	For	For	For	For	For
4.4	Ratify Kerstin Günther	Management	For	For	For	For	For
4.5	Ratify Tina Kleingarn	Management	For	For	For	For	For
4.6	Ratify Andreas Kretschmer	Management	For	For	For	For	For
4.7	Ratify Florian Stetter	Management	For	For	For	For	For

Proxy Voting Summary

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5	Appointment of Auditor	Management	For	For	For	For	For
6	Elect Florian Stetter as Supervisory Board Member	Management	For	For	For	For	For
7	Management Board Remuneration Policy	Management	For	For	For	For	For
8	Supervisory Board Remuneration Policy	Management	For	For	For	For	For
9	Amendments to Articles (Virtual Supervisory Board Member Participation at General Meetings)	Management	For	Against	Against	Against	Against
10	Authority to Repurchase and Reissue Shares	Management	For	For	For	For	For
11	Authority to Repurchase Shares Using Equity Derivatives	Management	For	For	For	For	For

Proxy Voting Summary

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OMV AG

Annual

ISIN	AT0000743059	Meeting Date	02-Jun-21	Contested	No
Ticker		Deadline Date	19-May-21	Agenda Type	Mgmt
Country	Austria	Record Date	23-May-21	Ballot Status	Confirmed
Blocking	No	Vote Date	16-May-21	Dec Status	Approved
Ballot SecID	AT0000743059	Created Date	10-May-21		

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
2	Allocation of Profits/Dividends	Management	For	For	For	For	For
3	Ratification of Management Board Acts	Management	For	For	For	For	For
4	Ratification of Supervisory Board Acts	Management	For	For	For	For	For
5	Supervisory Board Members' Fees	Management	For	For	For	For	For
6	Appointment of Auditor	Management	For	For	For	For	For
7	Remuneration Report	Management	For	For	For	For	For
8.1	Long-Term Incentive Plan 2021	Management	For	For	For	For	For
8.2	Share Part of Annual Bonus 2021	Management	For	For	For	For	For
9	Elect Saeed Mohamed Al Mazrouei as Supervisory Board Member	Management	For	For	For	For	For
10	Authority to Reissue Treasury Shares	Management	For	For	For	For	For

Proxy Voting Summary

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COMPAGNIE DE SAINT-GOBAIN S.A.

Mix

ISIN	FR0000125007	Meeting Date	03-Jun-21	Contested	No
Ticker		Deadline Date	20-May-21	Agenda Type	Mgmt
Country	France	Record Date	31-May-21	Ballot Status	Confirmed
Blocking	No	Vote Date	14-May-21	Dec Status	Approved
Ballot SecID	FR0000125007	Created Date	13-May-21		

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For	For	For
2	Consolidated Accounts and Reports	Management	For	For	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For	For	For
4	Elect Benoît Bazin	Management	For	For	For	For	For
5	Elect Pamela Knapp	Management	For	For	For	For	For
6	Elect Agnès Lemarchand	Management	For	For	For	For	For
7	Elect Gilles Schnepf	Management	For	For	For	For	For

Proxy Voting Summary

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8	Elect Sibylle Daunis	Management	For	For	For	For	For
9	2020 Remuneration of Pierre-André de Chalendar, Chair and CEO	Management	For	Against	Against	Against	Against
10	2020 Remuneration of Benoit Bazin, Deputy CEO	Management	For	Against	Against	Against	Against
11	2020 Remuneration Report	Management	For	For	For	For	For
12	2021 Remuneration Policy (Chair and CEO Until June 30, 2021)	Management	For	For	For	For	For
13	2021 Remuneration Policy (Deputy CEO Until June 30, 2021)	Management	For	For	For	For	For
14	2021 Remuneration Policy (CEO From July 1, 2021)	Management	For	For	For	For	For
15	2021 Remuneration Policy (Chair From July 1, 2021)	Management	For	For	For	For	For
16	2021 Remuneration Policy (Board of Directors)	Management	For	For	For	For	For
17	Authority to Repurchase and Reissue Shares	Management	For	For	For	For	For
18	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For	For	For	For	For
19	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For	For	For	For	For
20	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	For	For	For	For	For
21	Greenshoe	Management	For	For	For	For	For
22	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For	For	For	For	For
23	Authority to Increase Capital Through Capitalisations	Management	For	For	For	For	For
24	Authority to Set Offering Price of Shares	Management	For	For	For	For	For
25	Employee Stock Purchase Plan	Management	For	Against	Against	Against	Against

Proxy Voting Summary

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26	Authority to Cancel Shares and Reduce Capital	Management	For	For	For	For	For
27	Authorisation of Legal Formalities	Management	For	For	For	For	For

SERVICENOW INC

Annual

ISIN	US81762P1021	Meeting Date	07-Jun-21	Contested	No
Ticker	NOW	Deadline Date	24-May-21	Agenda Type	Mgmt
Country	United States	Record Date	09-Apr-21	Ballot Status	Confirmed
Blocking	No	Vote Date	19-May-21	Dec Status	Approved
Ballot SecID	US81762P1021	Created Date	17-May-21		

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1A.	Elect Susan L. Bostrom	Management	For	For	For	For	For
1B.	Elect Jonathan C. Chadwick	Management	For	For	For	For	For
1C.	Elect Lawrence J Jackson, Jr.	Management	For	For	For	For	For
1D.	Elect Frederic B. Luddy	Management	For	For	For	For	For
1E.	Elect Jeffrey A. Miller	Management	For	For	For	For	For

Proxy Voting Summary

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2.	Advisory Vote on Executive Compensation	Management	For	For	For	For	For
3.	Ratification of Auditor	Management	For	For	For	For	For
4.	Adoption of Shareholder Right to Call Special Meetings	Management	For	For	For	For	For
5.	Approval of the 2021 Equity Incentive Plan	Management	For	For	For	For	For
6.	Amendment to the 2012 Employee Stock Purchase Plan	Management	For	For	For	For	For

WORKDAY INC

Annual

ISIN	US98138H1014	Meeting Date	08-Jun-21	Contested	No
Ticker	WDAY	Deadline Date	25-May-21	Agenda Type	Mgmt
Country	United States	Record Date	12-Apr-21	Ballot Status	Confirmed
Blocking	No	Vote Date	24-May-21	Dec Status	Approved
Ballot SecID	US98138H1014	Created Date	17-May-21		

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1.1	Elect Aneel Bhusri	Management	For	For	For	For	For
1.2	Elect Ann-Marie Campbell	Management	For	For	For	For	For
1.3	Elect David A. Duffield	Management	For	For	For	For	For

Proxy Voting Summary

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1.4	Elect Lee J. Styslinger III	Management	For	For	For	For	For
2.	Ratification of Auditor	Management	For	For	For	For	For
3.	Advisory Vote on Executive Compensation	Management	For	Against	Against	Against	Against
4.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	1 Year	1 Year	For

MERCADOLIBRE INC

Annual

ISIN	US58733R1023	Meeting Date	08-Jun-21	Contested	No
Ticker	MELI	Deadline Date	25-May-21	Agenda Type	Mgmt
Country	United States	Record Date	12-Apr-21	Ballot Status	Confirmed
Blocking	No	Vote Date	24-May-21	Dec Status	Approved
Ballot SecID	US58733R1023	Created Date	17-May-21		

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1.1	Elect Nicolás Galperin	Management	For	For	For	For	For
1.2	Elect Henrique Dubugras	Management	For	For	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	For	For	For	For

Proxy Voting Summary

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3. Ratification of Auditor Management For For For For For

TAIWAN SEMICONDUCTOR MANUFACTURING

Annual

ISIN	US8740391003	Meeting Date	08-Jun-21	Contested	No
Ticker	TSM	Deadline Date	25-May-21	Agenda Type	Mgmt
Country	Taiwan	Record Date	09-Apr-21	Ballot Status	Confirmed
Blocking	No	Vote Date	19-May-21	Dec Status	Approved
Ballot SecID	US8740391003	Created Date	17-May-21		

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1)	Accounts and Reports	Management	for	for	For	For	For
2)	Amendments to Procedural Rules: Election of Directors	Management	for	for	For	For	For
3)	Adoption of Employee Restricted Stock Plan	Management	for	for	For	For	For
4.1	Elect Mark LIU	Management	for	for	For	For	For
4.2	Elect Che-Chia WEI	Management	for	for	For	For	For
4.3	Elect Fan-Cheng TSENG	Management	for	for	For	For	For
4.4	Elect Ming-Hsin KUNG	Management	for	for	For	For	For

Proxy Voting Summary

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4.5	Elect Peter L. Bonfield	Management	for	for	For	For	For
4.6	Elect Kok-Choo CHEN	Management	for	for	For	For	For
4.7	Elect Michael R. Splinter	Management	for	for	For	For	For
4.8	Elect Moshe N.Gavriellov	Management	for	for	For	For	For
4.9	Elect Yancey HAI	Management	for	for	For	For	For
4.10	Elect L. Rafael Reif	Management	for	for	For	For	For

TARGET CORP

Annual

ISIN	US87612E1064	Meeting Date	09-Jun-21	Contested	No
Ticker	TGT	Deadline Date	26-May-21	Agenda Type	Mgmt
Country	United States	Record Date	12-Apr-21	Ballot Status	Confirmed
Blocking	No	Vote Date	19-May-21	Dec Status	Approved
Ballot SecID	US87612E1064	Created Date	17-May-21		

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1A.	Elect Douglas M. Baker, Jr.	Management	For	For	For	For	For
1B.	Elect George S. Barrett	Management	For	For	For	For	For

Proxy Voting Summary

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1C.	Elect Brian C. Cornell	Management	For	For	For	For	For
1D.	Elect Robert L. Edwards	Management	For	For	For	For	For
1E.	Elect Melanie L. Healey	Management	For	For	For	For	For
1F.	Elect Donald R. Knauss	Management	For	For	For	For	For
1G.	Elect Christine A. Leahy	Management	For	For	For	For	For
1H.	Elect Monica C. Lozano	Management	For	For	For	For	For
1I.	Elect Mary E. Minnick	Management	For	For	For	For	For
1J.	Elect Derica W. Rice	Management	For	For	For	For	For
1K.	Elect Kenneth L. Salazar	Management	For	For	For	For	For
1L.	Elect Dmitri L. Stockton	Management	For	For	For	For	For
2.	Ratification of Auditor	Management	For	For	For	For	For
3.	Advisory Vote on Executive Compensation	Management	For	For	For	For	For
4.	Shareholder Proposal Regarding Proxy Access Bylaw Amendment	Shareholder	Against	Against	Against	Against	For

Proxy Voting Summary

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BRENNTAG SE

Annual

ISIN	DE000A1DAH0	Meeting Date	10-Jun-21	Contested	No
Ticker		Deadline Date	27-May-21	Agenda Type	Mgmt
Country	Germany	Record Date	03-Jun-21	Ballot Status	Confirmed
Blocking	No	Vote Date	25-May-21	Dec Status	Approved
Ballot SecID	DE000A1DAH0	Created Date	18-May-21		

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
2	Allocation of Profits/Dividends	Management	For	For	For	For	For
3	Ratification of Management Board Acts	Management	For	For	For	For	For
4	Ratification of Supervisory Board Acts	Management	For	For	For	For	For
5	Appointment of Auditor	Management	For	For	For	For	For
6	Management Board Remuneration Policy	Management	For	For	For	For	For
7.1	Supervisory Board Members' Fees	Management	For	For	For	For	For
7.2	Supervisory Board Remuneration Policy	Management	For	For	For	For	For

Proxy Voting Summary

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AUTODESK INC.

Annual

ISIN	US0527691069	Meeting Date	16-Jun-21	Contested	No
Ticker	ADSK	Deadline Date	02-Jun-21	Agenda Type	Mgmt
Country	United States	Record Date	19-Apr-21	Ballot Status	Confirmed
Blocking	No	Vote Date	28-May-21	Dec Status	Approved
Ballot SecID	US0527691069	Created Date	24-May-21		

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1A.	Elect Andrew Anagnost	Management	For	For	For	For	For
1B.	Elect Karen Blasing	Management	For	For	For	For	For
1C.	Elect Reid French	Management	For	For	For	For	For
1D.	Elect Ayanna Howard	Management	For	For	For	For	For
1E.	Elect Blake J. Irving	Management	For	For	For	For	For
1F.	Elect Mary T. McDowell	Management	For	For	For	For	For
1G.	Elect Stephen D. Milligan	Management	For	For	For	For	For
1H.	Elect Lorrie M. Norrington	Management	For	For	For	For	For
1I.	Elect Elizabeth S. Rafael	Management	For	For	For	For	For
1J.	Elect Stacy J. Smith	Management	For	For	For	For	For
2.	Ratification of Auditor	Management	For	For	For	For	For
3.	Advisory Vote on Executive Compensation	Management	For	For	For	For	For

Proxy Voting Summary

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OKTA INC

Annual

ISIN	BRO1KTBD006	Meeting Date	17-Jun-21	Contested	No
Ticker	OKTA	Deadline Date	03-Jun-21	Agenda Type	Mgmt
Country	United States	Record Date	19-Apr-21	Ballot Status	Confirmed
Blocking	No	Vote Date	03-Jun-21	Dec Status	Approved
Ballot SecID	US6792951054	Created Date	25-May-21		

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1.1	Elect Todd McKinnon	Management	For	For	For	For	For
1.2	Elect Michael Stankey	Management	For	For	For	For	For
2.	Ratification of Auditor	Management	For	For	For	For	For
3.	Advisory Vote on Executive Compensation	Management	For	For	For	For	For

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INFOSYS LTD

Annual

ISIN	US4567881085	Meeting Date	19-Jun-21	Contested	No
Ticker	INFY	Deadline Date	05-Jun-21	Agenda Type	Mgmt
Country	India	Record Date	17-May-21	Ballot Status	Confirmed
Blocking	No	Vote Date	09-Jun-21	Dec Status	Approved
Ballot SecID	US4567881085	Created Date	04-Jun-21		

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
O1	Accounts and Reports	Management	For	For	For	For	For
O2	Allocation of Profits/Dividends	Management	For	For	For	For	For
O3	Elect U. B. Pravin Rao	Management	For	For	For	For	For
S4	Authority to Repurchase Shares	Management	For	For	For	For	For
S5	Elect Michael Gibbs	Management	For	For	For	For	For
S6	Elect Bobby Kanu Parikh	Management	For	For	For	For	For
S7	Elect Chitra Nayak	Management	For	For	For	For	For
S8	Revision of Remuneration of U.B. Pravin Rao (COO)	Management	For	Against	Against	Against	Against

Proxy Voting Summary

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MASTERCARD INCORPORATED

Annual

ISIN	US57636Q1040	Meeting Date	22-Jun-21	Contested	No
Ticker	MA	Deadline Date	08-Jun-21	Agenda Type	Mgmt
Country	United States	Record Date	23-Apr-21	Ballot Status	Confirmed
Blocking	No	Vote Date	03-Jun-21	Dec Status	Approved
Ballot SecID	US57636Q1040	Created Date	31-May-21		

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1A.	Elect Ajay Banga	Management	For	For	For	For	For
1B.	Elect Merit E. Janow	Management	For	For	For	For	For
1C.	Elect Richard K. Davis	Management	For	For	For	For	For
1D.	Elect Steven J. Freiberg	Management	For	For	For	For	For
1E.	Elect Julius Genachowski	Management	For	For	For	For	For
1F.	Elect GOH Choon Phong	Management	For	For	For	For	For
1G.	Elect Oki Matsumoto	Management	For	For	For	For	For

Proxy Voting Summary

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1H.	Elect Michael Miebach	Management	For	For	For	For	For
1I.	Elect Youngme E. Moon	Management	For	For	For	For	For
1J.	Elect Rima Qureshi	Management	For	For	For	For	For
1K.	Elect José Octavio Reyes Lagunes	Management	For	For	For	For	For
1L.	Elect Gabrielle Sulzberger	Management	For	For	For	For	For
1M.	Elect Jackson P. Tai	Management	For	For	For	For	For
1N.	Elect Lance Uggla	Management	For	For	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	For	For	For	For
3.	Ratification of Auditor	Management	For	For	For	For	For
4.	Amendment to the 2006 Long-Term Incentive Plan	Management	For	For	For	For	For
5.	Amendment to the 2006 Non-Employee Director Equity Compensation Plan	Management	For	For	For	For	For
6.	Elimination of Supermajority Requirements	Management	For	For	For	For	For

Proxy Voting Summary

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DENSO CORPORATION

Annual

ISIN	JP3551500006	Meeting Date	22-Jun-21	Contested	No
Ticker		Deadline Date	08-Jun-21	Agenda Type	Mgmt
Country	Japan	Record Date	31-Mar-21	Ballot Status	Confirmed
Blocking	No	Vote Date	02-Jun-21	Dec Status	Approved
Ballot SecID	JP3551500006	Created Date	31-May-21		

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1.1	Elect Koji Arima	Management	For	For	For	For	For
1.2	Elect Yukihiro Shinohara	Management	For	For	For	For	For
1.3	Elect Kenichiro Ito	Management	For	For	For	For	For
1.4	Elect Yasushi Matsui	Management	For	For	For	For	For
1.5	Elect Akio Toyoda	Management	For	For	For	For	For
1.6	Elect George Olcott	Management	For	For	For	For	For
1.7	Elect Shigeki Kushida	Management	For	For	For	For	For
1.8	Elect Yuko Mitsuya	Management	For	For	For	For	For
2.1	Elect Shingo Kuwamura	Management	For	Against	Against	Against	Against
2.2	Elect Motomi Niwa	Management	For	For	For	For	For
3	Elect Hiromi Kitagawa as Alternate Statutory Auditor	Management	For	For	For	For	For

Proxy Voting Summary

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SONY GROUP CORPORATION

Annual

ISIN	JP3435000009	Meeting Date	22-Jun-21	Contested	No
Ticker		Deadline Date	08-Jun-21	Agenda Type	Mgmt
Country	Japan	Record Date	31-Mar-21	Ballot Status	Confirmed
Blocking	No	Vote Date	08-Jun-21	Dec Status	Approved
Ballot SecID	JP3435000009	Created Date	31-May-21		

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1.1	Elect Kenichiro Yoshida	Management	For	For	For	For	For
1.2	Elect Hiroki Totoki	Management	For	For	For	For	For
1.3	Elect Shuzo Sumi	Management	For	For	For	For	For
1.4	Elect Tim Schaaff	Management	For	For	For	For	For
1.5	Elect Toshiko Oka	Management	For	For	For	For	For
1.6	Elect Sakie Akiyama	Management	For	For	For	For	For
1.7	Elect Wendy Becker	Management	For	For	For	For	For
1.8	Elect Yoshihiko Hatanaka	Management	For	For	For	For	For

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1.9	Elect Adam Crozier	Management	For	For	For	For	For
1.10	Elect Keiko Kishigami	Management	For	For	For	For	For
1.11	Elect Joseph A. Kraft Jr.	Management	For	For	For	For	For
2	Equity Compensation Plan	Management	For	For	For	For	For

NIDEC CORPORATION

Annual

ISIN	JP3734800000	Meeting Date	22-Jun-21	Contested	No
Ticker		Deadline Date	08-Jun-21	Agenda Type	Mgmt
Country	Japan	Record Date	31-Mar-21	Ballot Status	Confirmed
Blocking	No	Vote Date	02-Jun-21	Dec Status	Approved
Ballot SecID	JP3734800000	Created Date	31-May-21		

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1.1	Elect Shigenobu Nagamori	Management	For	For	For	For	For
1.2	Elect Jun Seki	Management	For	For	For	For	For
1.3	Elect Teiichi Sato	Management	For	For	For	For	For
1.4	Elect Osamu Shimizu	Management	For	For	For	For	For

Proxy Voting Summary

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2	Amendment to the Trust Equity Plan	Management	For	For	For	For	For
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DAIKIN INDUSTRIES LTD

Annual

ISIN	JP3481800005	Meeting Date	29-Jun-21	Contested	No
Ticker		Deadline Date	15-Jun-21	Agenda Type	Mgmt
Country	Japan	Record Date	31-Mar-21	Ballot Status	Confirmed
Blocking	No	Vote Date	13-Jun-21	Dec Status	Approved
Ballot SecID	JP3481800005	Created Date	07-Jun-21		

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1	Allocation of Profits/Dividends	Management	For	For	For	For	For
2.1	Elect Noriyuki Inoue	Management	For	Against	Against	Against	Against
2.2	Elect Masanori Togawa	Management	For	For	For	For	For
2.3	Elect Tatsuo Kawada	Management	For	Against	Against	Against	Against
2.4	Elect Akiji Makino	Management	For	For	For	For	For

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2.5	Elect Shingo Torii	Management	For	For	For	For	For
2.6	Elect Yuko Arai	Management	For	For	For	For	For
2.7	Elect Ken Tayano	Management	For	For	For	For	For
2.8	Elect Masatsugu Minaka	Management	For	For	For	For	For
2.9	Elect Takashi Matsuzaki	Management	For	For	For	For	For
2.10	Elect Kanwal Jeet Jawa	Management	For	For	For	For	For
2.11	Elect Yoshihiro Mineno	Management	For	For	For	For	For
3	Elect Ryu Yano as Statutory Auditor	Management	For	Against	Against	Against	Against
4	Elect Ichiro Ono as Alternate Statutory Auditor	Management	For	For	For	For	For
5	Amendment to the Equity Compensation Plan	Management	For	For	For	For	For

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NINTENDO CO. LTD

Annual

ISIN	JP3756600007	Meeting Date	29-Jun-21	Contested	No
Ticker		Deadline Date	15-Jun-21	Agenda Type	Mgmt
Country	Japan	Record Date	31-Mar-21	Ballot Status	Confirmed
Blocking	No	Vote Date	13-Jun-21	Dec Status	Approved
Ballot SecID	JP3756600007	Created Date	07-Jun-21		

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1	Allocation of Profits/Dividends	Management	For	For	For	For	For
2.1	Elect Shuntaro Furukawa	Management	For	For	For	For	For
2.2	Elect Shigeru Miyamoto	Management	For	For	For	For	For
2.3	Elect Shinya Takahashi	Management	For	For	For	For	For
2.4	Elect Ko Shiota	Management	For	For	For	For	For
2.5	Elect Satoru Shibata	Management	For	For	For	For	For
2.6	Elect Chris Meledandri	Management	For	For	For	For	For

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LINDE PLC

Annual

ISIN	IE00BZ12WP82	Meeting Date	26-Jul-21	Contested	No
Ticker		Deadline Date	12-Jul-21	Agenda Type	Mgmt
Country	Ireland	Record Date	23-Jul-21	Ballot Status	Confirmed
Blocking	No	Vote Date	12-Jul-21	Dec Status	Approved
Ballot SecID	G5494J103	Created Date	07-Jul-21		

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1a	Elect Wolfgang Reitzle	Management	For	For	For	For	For
1b	Elect Stephen F. Angel	Management	For	For	For	For	For
1c	Elect Ann-Kristin Achleitner	Management	For	For	For	For	For
1d	Elect Clemens A.H. Börsig	Management	For	For	For	For	For
1e	Elect Nance K. Dicciani	Management	For	For	For	For	For
1f	Elect Thomas Enders	Management	For	For	For	For	For
1g	Elect Franz Fehrenbach	Management	For	For	For	For	For
1h	Elect Edward G. Galante	Management	For	For	For	For	For
1i	Elect Larry D. McVay	Management	For	For	For	For	For
1j	Elect Victoria Ossadnik	Management	For	For	For	For	For
1k	Elect Martin H. Richenhagen	Management	For	For	For	For	For
1l	Elect Robert L. Wood	Management	For	For	For	For	For

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2a	Ratification of Auditor	Management	For	For	For	For	For
2b	Authority to Set Auditor's Fees	Management	For	For	For	For	For
3	Advisory Vote on Executive Compensation	Management	For	For	For	For	For
4	Remuneration Policy	Management	For	For	For	For	For
5	Remuneration Report	Management	For	For	For	For	For
6	Approval of the 2021 Long Term Incentive Plan	Management	For	For	For	For	For
7	Determination of Price Range for Re-allotment of Treasury Shares	Management	For	For	For	For	For

LOGITECH INTERNATIONAL S.A.

Annual

ISIN	CH0025751329	Meeting Date	08-Sep-21	Contested	No
Ticker		Deadline Date	25-Aug-21	Agenda Type	Mgmt
Country	Switzerland	Record Date	02-Sep-21	Ballot Status	Rejected
Blocking	No	Vote Date	19-Aug-21	Dec Status	Approved
Ballot SecID	H50430232	Created Date	05-Aug-21		

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For	For	For

Proxy Voting Summary

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2	Compensation Report	Management	For	For	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For	For	For
4	Ratification of Board and Management Acts	Management	For	For	For	For	For
5A	Elect Patrick Aebischer	Management	For	For	For	For	For
5B	Elect Wendy Becker	Management	For	For	For	For	For
5C	Elect Edouard Bugnion	Management	For	For	For	For	For
5D	Elect Riet Cadonau	Management	For	For	For	For	For
5E	Elect Bracken P. Darrell	Management	For	For	For	For	For
5F	Elect Guy Gecht	Management	For	For	For	For	For
5G	Elect Neil Hunt	Management	For	For	For	For	For
5H	Elect Marjorie Lao	Management	For	For	For	For	For
5I	Elect Neela Montgomery	Management	For	For	For	For	For
5J	Elect Michael B. Polk	Management	For	For	For	For	For
5K	Elect Deborah M. Thomas	Management	For	For	For	For	For
6	Appoint Wendy Becker as Board Chair	Management	For	For	For	For	For
7A	Elect Edouard Bugnion as Compensation Committee Member	Management	For	For	For	For	For
7B	Elect Riet Cadonau as Compensation Committee Member	Management	For	For	For	For	For
7C	Elect Neil Hunt as Compensation Committee Member	Management	For	For	For	For	For
7D	Elect Michael B. Polk as Compensation Committee Member	Management	For	For	For	For	For
7E	Elect Neela Montgomery as Compensation Committee Member	Management	For	For	For	For	For

Proxy Voting Summary

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8	Board Compensation	Management	For	For	For	For	For
9	Executive Compensation	Management	For	For	For	For	For
10	Appointment of Auditor	Management	For	For	For	For	For
11	Appointment of Independent Proxy	Management	For	For	For	For	For

LOGITECH INTERNATIONAL S.A.

Annual

ISIN	CH0025751329	Meeting Date	08-Sep-21	Contested	No
Ticker		Deadline Date	25-Aug-21	Agenda Type	Mgmt
Country	Switzerland	Record Date	02-Sep-21	Ballot Status	Confirmed
Blocking	No	Vote Date	19-Aug-21	Dec Status	Approved
Ballot SecID	H50430232	Created Date	11-Aug-21		

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For	For	For
2	Compensation Report	Management	For	For	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For	For	For
4	Ratification of Board and Management Acts	Management	For	For	For	For	For

Proxy Voting Summary

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5A	Elect Patrick Aebischer	Management	For	For	For	For	For
5B	Elect Wendy Becker	Management	For	For	For	For	For
5C	Elect Edouard Bugnion	Management	For	For	For	For	For
5D	Elect Riet Cadonau	Management	For	For	For	For	For
5E	Elect Bracken P. Darrell	Management	For	For	For	For	For
5F	Elect Guy Gecht	Management	For	For	For	For	For
5G	Elect Neil Hunt	Management	For	For	For	For	For
5H	Elect Marjorie Lao	Management	For	For	For	For	For
5I	Elect Neela Montgomery	Management	For	For	For	For	For
5J	Elect Michael B. Polk	Management	For	For	For	For	For
5K	Elect Deborah M. Thomas	Management	For	For	For	For	For
6	Appoint Wendy Becker as Board Chair	Management	For	For	For	For	For
7A	Elect Edouard Bugnion as Compensation Committee Member	Management	For	For	For	For	For
7B	Elect Riet Cadonau as Compensation Committee Member	Management	For	For	For	For	For
7C	Elect Neil Hunt as Compensation Committee Member	Management	For	For	For	For	For
7D	Elect Michael B. Polk as Compensation Committee Member	Management	For	For	For	For	For
7E	Elect Neela Montgomery as Compensation Committee Member	Management	For	For	For	For	For
8	Board Compensation	Management	For	For	For	For	For
9	Executive Compensation	Management	For	For	For	For	For
10	Appointment of Auditor	Management	For	For	For	For	For

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11 Appointment of Independent Proxy Management For For For For For

COMPAGNIE FINANCIERE RICHEMONT SA

Annual

ISIN	CH0210483332	Meeting Date	08-Sep-21	Contested	No
Ticker		Deadline Date	25-Aug-21	Agenda Type	Mgmt
Country	Switzerland	Record Date	30-Aug-21	Ballot Status	Confirmed
Blocking	No	Vote Date	23-Aug-21	Dec Status	Approved
Ballot SecID	CH0210483332	Created Date	13-Aug-21		

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For	For	For
2	Allocation of Profits/Dividends	Management	For	For	For	For	For
3	Ratification of Board and Management Acts	Management	For	For	For	For	For
4.1	Elect Johann Rupert as Board Chair	Management	For	For	For	For	For
4.2	Elect Josua (Dillie) Malherbe	Management	For	Against	Against	Against	Against

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4.3	Elect Nikesh Arora	Management	For	Against	Against	Against	Against
4.4	Elect Clay Brendish	Management	For	For	For	For	For
4.5	Elect Jean-Blaise Eckert	Management	For	Against	Against	Against	Against
4.6	Elect Burkhart Grund	Management	For	For	For	For	For
4.7	Elect Keyu Jin	Management	For	For	For	For	For
4.8	Elect Jérôme Lambert	Management	For	For	For	For	For
4.9	Elect Wendy Luhabe	Management	For	For	For	For	For
4.10	Elect Ruggero Magnoni	Management	For	Against	Against	Against	Against
4.11	Elect Jeff Moss	Management	For	For	For	For	For
4.12	Elect Vesna Nevistic	Management	For	For	For	For	For
4.13	Elect Guillaume Pictet	Management	For	For	For	For	For
4.14	Elect Maria Ramos	Management	For	For	For	For	For
4.15	Elect Anton Rupert	Management	For	For	For	For	For
4.16	Elect Jan Rupert	Management	For	For	For	For	For
4.17	Elect Patrick Thomas	Management	For	For	For	For	For
4.18	Elect Jasmine Whitbread	Management	For	Against	Against	Against	Against

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5.1	Elect Clay Brendish as Compensation Committee Member	Management	For	For	For	For	For
5.2	Elect Keyu Jin as Compensation Committee Member	Management	For	For	For	For	For
5.3	Elect Guillaume Pictet as Compensation Committee Member	Management	For	For	For	For	For
5.4	Elect Maria Ramos as Compensation Committee Member	Management	For	For	For	For	For
6	Appointment of Auditor	Management	For	For	For	For	For
7	Appointment of Independent Proxy	Management	For	For	For	For	For
8.1	Board Compensation	Management	For	For	For	For	For
8.2	Executive Compensation (Fixed)	Management	For	For	For	For	For
8.3	Executive Compensation (Variable)	Management	For	For	For	For	For

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LAM RESEARCH CORP.

Annual

ISIN	US5128071082	Meeting Date	08-Nov-21	Contested	No
Ticker	LRCX	Deadline Date	02-Nov-21	Agenda Type	Mgmt
Country	United States	Record Date	09-Sep-21	Ballot Status	Confirmed
Blocking	No	Vote Date	25-Oct-21	Dec Status	Approved
Ballot SecID	512807	Created Date	12-Oct-21		

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1.1	Elect Sohail U. Ahmed	Management	For	For	For	For	For
1.2	Elect Timothy M. Archer	Management	For	For	For	For	For
1.3	Elect Eric K. Brandt	Management	For	For	For	For	For
1.4	Elect Michael R. Cannon	Management	For	For	For	For	For
1.5	Elect Catherine P. Lego	Management	For	For	For	For	For
1.6	Elect Bethany J. Mayer	Management	For	For	For	For	For
1.7	Elect Abhijit Y. Talwalkar	Management	For	For	For	For	For
1.8	Elect Rick Lih-Shyng TSAI	Management	For	For	For	For	For
1.9	Elect Leslie F. Varon	Management	For	For	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	For	For	For	For
3.	Ratification of Auditor	Management	For	For	For	For	For

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AUTOMATIC DATA PROCESSING INC.

Annual

ISIN	US0530151036	Meeting Date	10-Nov-21	Contested	No
Ticker	ADP	Deadline Date	04-Nov-21	Agenda Type	Mgmt
Country	United States	Record Date	13-Sep-21	Ballot Status	Confirmed
Blocking	No	Vote Date	25-Oct-21	Dec Status	Approved
Ballot SecID	053015	Created Date	14-Oct-21		

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1A.	Elect Peter Bisson	Management	For	For	For	For	For
1B.	Elect Richard T. Clark	Management	For	For	For	For	For
1C.	Elect Linnie M. Haynesworth	Management	For	For	For	For	For
1D.	Elect John P. Jones	Management	For	For	For	For	For
1E.	Elect Francine S. Katsoudas	Management	For	For	For	For	For
1F.	Elect Nazzic S. Keene	Management	For	For	For	For	For
1G.	Elect Thomas J. Lynch	Management	For	For	For	For	For
1H.	Elect Scott F. Powers	Management	For	For	For	For	For

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1I.	Elect William J. Ready	Management	For	For	For	For	For
1J.	Elect Carlos A. Rodriguez	Management	For	For	For	For	For
1K.	Elect Sandra S. Wijnberg	Management	For	For	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	For	For	For	For
3.	Ratification of Auditor	Management	For	For	For	For	For
4.	Shareholder Proposal Regarding Report on Non-Management Employee Representation on the Board	Shareholder	Against	Against	Against	Against	For

MICROSOFT CORPORATION

Annual

ISIN	CA59516M1041	Meeting Date	30-Nov-21	Contested	No
Ticker	MSFT	Deadline Date	25-Nov-21	Agenda Type	Mgmt
Country	United States	Record Date	30-Sep-21	Ballot Status	Confirmed
Blocking	No	Vote Date	22-Nov-21	Dec Status	Approved
Ballot SecID	594918	Created Date	04-Nov-21		

Proposal Number	Proposal	Proponent	Mgmt Rec	GL Rec	Policy Rec	Vote	For/Against Mgmt
1A.	Elect Reid G. Hoffman	Management	For	For	For	For	For
1B.	Elect Hugh F. Johnston	Management	For	For	For	For	For

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1C.	Elect Teri L. List	Management	For	For	For	For	For
1D.	Elect Satya Nadella	Management	For	For	For	For	For
1E.	Elect Sandra E. Peterson	Management	For	For	For	For	For
1F.	Elect Penny S. Pritzker	Management	For	For	For	For	For
1G.	Elect Carlos A. Rodriguez	Management	For	For	For	For	For
1H.	Elect Charles W. Scharf	Management	For	For	For	For	For
1I.	Elect John W. Stanton	Management	For	For	For	For	For
1J.	Elect John W. Thompson	Management	For	Against	Against	Against	Against
1K.	Elect Emma N. Walmsley	Management	For	For	For	For	For
1L.	Elect Padmasree Warrior	Management	For	For	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	For	For	For	For
3.	Approval of the Employee Stock Purchase Plan	Management	For	For	For	For	For
4.	Ratification of Auditor	Management	For	For	For	For	For
5.	Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report	Shareholder	Against	Against	Against	Against	For
6.	Shareholder Proposal Regarding Report on Effectiveness of Workplace Sexual Harassment Policies	Shareholder	Against	For	For	For	Against
7.	Shareholder Proposal Regarding Prohibition of Facial Recognition Technology Sales to Government Entities	Shareholder	Against	Against	Against	Against	For
8.	Shareholder Proposal Regarding Implementation of the Fair Chance Business Pledge	Shareholder	Against	Against	Against	Against	For
9.	Shareholder Proposal Regarding Report on Alignment of Shareholder Lobbying Activities with Company Policies	Shareholder	Against	Against	Against	Against	For

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