

VOTE SUMMARY REPORT

Date range covered : 01/07/2021 to 30/06/2022

INSTITUTION ACCOUNT(S): ABERDEEN STANDARD
INTERNATIONAL EQUITY FUND

AbbVie Inc.

Meeting Date: 06/05/2022 **Country:** USA **Ticker:** ABBV
Record Date: 07/03/2022 **Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director William H.L. Burnside	Mgmt	For	For	No
1.2	Elect Director Thomas C. Freyman	Mgmt	For	For	No
1.3	Elect Director Brett J. Hart	Mgmt	For	For	No
1.4	Elect Director Edward J. Rapp	Mgmt	For	For	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Yes
4	Eliminate Supermajority Vote Requirement	Mgmt	For	For	No
5	Require Independent Board Chair	SH	Against	For	Yes
6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	For	Yes
7	Report on Board Oversight of Risks Related to Anticompetitive Practices	SH	Against	For	Yes
8	Report on Congruency of Political Spending with Company Values and Priorities	SH	Against	For	Yes

Abcam Plc

Meeting Date: 01/07/2021 **Country:** United Kingdom **Ticker:** ABC
Record Date: 29/06/2021 **Meeting Type:** Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve Remuneration Policy	Mgmt	For	Against	Yes
2	Approve Profitable Growth Incentive Plan	Mgmt	For	Against	Yes
3	Authorise Issue of Equity	Mgmt	For	For	No
4	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
5	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
6	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No

Adyen NV

Meeting Date: 01/06/2022

Country: Netherlands

Ticker: ADYEN

Record Date: 04/05/2022

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
2.b	Approve Remuneration Report	Mgmt	For	For	No
2.c	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	No
3	Approve Discharge of Management Board	Mgmt	For	For	No
4	Approve Discharge of Supervisory Board	Mgmt	For	For	No
5	Reelect Pieter Willem van der Does to Management Board	Mgmt	For	For	No
6	Reelect Roelant Prins to Management Board	Mgmt	For	For	No
7	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	No
8	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	No
9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	No
10	Ratify PwC as Auditors	Mgmt	For	For	No

AIA Group Limited

Meeting Date: 19/05/2022

Country: Hong Kong

Ticker: 1299

Record Date: 13/05/2022

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Final Dividend	Mgmt	For	For	No
3	Elect Sun Jie (Jane) as Director	Mgmt	For	For	No
4	Elect George Yong-Boon Yeo as Director	Mgmt	For	For	No
5	Elect Swee-Lian Teo as Director	Mgmt	For	For	No
6	Elect Narongchai Akrasanee as Director	Mgmt	For	For	No
7	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	No
8A	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	No
8B	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	No

Meeting Date: 01/06/2022

Country: USA

Ticker: GOOGL

Record Date: 05/04/2022

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Larry Page	Mgmt	For	For	No
1b	Elect Director Sergey Brin	Mgmt	For	For	No
1c	Elect Director Sundar Pichai	Mgmt	For	For	No
1d	Elect Director John L. Hennessy	Mgmt	For	Against	Yes
1e	Elect Director Frances H. Arnold	Mgmt	For	For	No
1f	Elect Director L. John Doerr	Mgmt	For	Against	Yes
1g	Elect Director Roger W. Ferguson, Jr.	Mgmt	For	For	No
1h	Elect Director Ann Mather	Mgmt	For	Against	Yes
1i	Elect Director K. Ram Shriram	Mgmt	For	Against	Yes
1j	Elect Director Robin L. Washington	Mgmt	For	For	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Against	Yes
3	Amend Omnibus Stock Plan	Mgmt	For	Against	Yes
4	Increase Authorized Common Stock	Mgmt	For	For	No
5	Report on Lobbying Payments and Policy	SH	Against	For	Yes
6	Report on Climate Lobbying	SH	Against	For	Yes
7	Report on Physical Risks of Climate Change	SH	Against	For	Yes
8	Report on Metrics and Efforts to Reduce Water Related Risk	SH	Against	For	Yes
9	Oversee and Report a Third-Party Racial Equity Audit	SH	Against	For	Yes
10	Report on Risks Associated with Use of Concealment Clauses	SH	Against	Against	No
11	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Against	For	Yes
12	Report on Government Takedown Requests	SH	Against	Against	No
13	Report on Risks of Doing Business in Countries with Significant Human Rights Concerns	SH	Against	For	Yes
14	Report on Managing Risks Related to Data Collection, Privacy and Security	SH	Against	Against	No
15	Disclose More Quantitative and Qualitative Information on Algorithmic Systems	SH	Against	For	Yes
16	Commission Third Party Assessment of Company's Management of Misinformation and Disinformation Across Platforms	SH	Against	For	Yes
17	Report on External Costs of Misinformation and Impact on Diversified Shareholders	SH	Against	Against	No

Alphabet Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
18	Report on Steps to Improve Racial and Gender Board Diversity	SH	Against	Against	No
19	Establish an Environmental Sustainability Board Committee	SH	Against	Against	No
20	Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	SH	Against	Against	No
21	Report on Policies Regarding Military and Militarized Policing Agencies	SH	Against	Against	No

Amazon.com, Inc.

Meeting Date: 25/05/2022 **Country:** USA **Ticker:** AMZN
Record Date: 31/03/2022 **Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Jeffrey P. Bezos	Mgmt	For	For	No
1b	Elect Director Andrew R. Jassy	Mgmt	For	For	No
1c	Elect Director Keith B. Alexander	Mgmt	For	For	No
1d	Elect Director Edith W. Cooper	Mgmt	For	For	No
1e	Elect Director Jamie S. Gorelick	Mgmt	For	For	No
1f	Elect Director Daniel P. Huttenlocher	Mgmt	For	For	No
1g	Elect Director Judith A. McGrath	Mgmt	For	For	No
1h	Elect Director Indra K. Nooyi	Mgmt	For	For	No
1i	Elect Director Jonathan J. Rubinstein	Mgmt	For	For	No
1j	Elect Director Patricia Q. Stonesifer	Mgmt	For	Against	Yes
1k	Elect Director Wendell P. Weeks	Mgmt	For	For	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Against	Yes
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Yes
4	Approve 20:1 Stock Split	Mgmt	For	For	No
5	Report on Retirement Plan Options Aligned with Company Climate Goals	SH	Against	Against	No
6	Commission Third Party Report Assessing Company's Human Rights Due Diligence Process	SH	Against	For	Yes
7	Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	SH	Against	For	Yes
8	Report on Efforts to Reduce Plastic Use	SH	Against	For	Yes

Amazon.com, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
9	Report on Worker Health and Safety Disparities	SH	Against	Against	No
10	Report on Risks Associated with Use of Concealment Clauses	SH	Against	Against	No
11	Report on Charitable Contributions	SH	Against	Against	No
12	Publish a Tax Transparency Report	SH	Against	For	Yes
13	Report on Protecting the Rights of Freedom of Association and Collective Bargaining	SH	Against	For	Yes
14	Report on Lobbying Payments and Policy	SH	Against	For	Yes
15	Require More Director Nominations Than Open Seats	SH	Against	Against	No
16	Commission a Third Party Audit on Working Conditions	SH	Against	For	Yes
17	Report on Median Gender/Racial Pay Gap	SH	Against	For	Yes
19	Commission Third Party Study and Report on Risks Associated with Use of Rekognition	SH	Against	For	Yes

ASML Holding NV

Meeting Date: 29/04/2022 **Country:** Netherlands **Ticker:** ASML
Record Date: 01/04/2022 **Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
3a	Approve Remuneration Report	Mgmt	For	For	No
3b	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	No
3d	Approve Dividends of EUR 5.50 Per Share	Mgmt	For	For	No
4a	Approve Discharge of Management Board	Mgmt	For	For	No
4b	Approve Discharge of Supervisory Board	Mgmt	For	For	No
5	Approve Number of Shares for Management Board	Mgmt	For	For	No
6	Amend Remuneration Policy for Management Board	Mgmt	For	For	No
8d	Reelect T.L. Kelly to Supervisory Board	Mgmt	For	For	No
8e	Elect A.F.M. Everke to Supervisory Board	Mgmt	For	For	No
8f	Elect A.L. Steegen to Supervisory Board	Mgmt	For	For	No
9	Ratify KPMG Accountants N.V. as Auditors for the Reporting Years 2023 and 2024	Mgmt	For	For	No
11	Amend Articles of Association	Mgmt	For	For	No
12a	Grant Board Authority to Issue Shares Up to 5 Percent of Issued Capital Plus Additional 5 Percent in Case of Merger or Acquisition	Mgmt	For	For	No

ASML Holding NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
12b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	No
13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	No
14	Authorize Cancellation of Repurchased Shares	Mgmt	For	For	No

AstraZeneca Plc

Meeting Date: 29/04/2022 **Country:** United Kingdom **Ticker:** AZN
Record Date: 27/04/2022 **Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Dividends	Mgmt	For	For	No
3	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	No
5a	Re-elect Leif Johansson as Director	Mgmt	For	For	No
5b	Re-elect Pascal Soriot as Director	Mgmt	For	For	No
5c	Elect Aradhana Sarin as Director	Mgmt	For	For	No
5d	Re-elect Philip Bradley as Director	Mgmt	For	For	No
5e	Re-elect Euan Ashley as Director	Mgmt	For	For	No
5f	Re-elect Michel Demare as Director	Mgmt	For	For	No
5g	Re-elect Deborah DiSanzo as Director	Mgmt	For	For	No
5h	Re-elect Diana Layfield as Director	Mgmt	For	For	No
5i	Re-elect Sheri McCoy as Director	Mgmt	For	For	No
5j	Re-elect Tony Mok as Director	Mgmt	For	For	No
5k	Re-elect Nazneen Rahman as Director	Mgmt	For	For	No
5l	Elect Andreas Rummelt as Director	Mgmt	For	For	No
5m	Re-elect Marcus Wallenberg as Director	Mgmt	For	For	No
6	Approve Remuneration Report	Mgmt	For	For	No
7	Authorise UK Political Donations and Expenditure	Mgmt	For	For	No
8	Authorise Issue of Equity	Mgmt	For	For	No
9	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No

AstraZeneca Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
10	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
11	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
12	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No
13	Approve Savings Related Share Option Scheme	Mgmt	For	For	No

Atlas Copco AB

Meeting Date: 26/04/2022 **Country:** Sweden **Ticker:** ATCO.A
Record Date: 14/04/2022 **Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Opening of Meeting; Elect Chairman of Meeting	Mgmt	For	For	No
2	Prepare and Approve List of Shareholders	Mgmt	For	For	No
3	Approve Agenda of Meeting	Mgmt	For	For	No
4	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	No
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	No
8.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
8.b1	Approve Discharge of Staffan Bohman	Mgmt	For	For	No
8.b2	Approve Discharge of Tina Donikowski	Mgmt	For	For	No
8.b3	Approve Discharge of Johan Forssell	Mgmt	For	For	No
8.b4	Approve Discharge of Anna Ohlsson-Leijon	Mgmt	For	For	No
8.b5	Approve Discharge of Mats Rahmstrom	Mgmt	For	For	No
8.b6	Approve Discharge of Gordon Riske	Mgmt	For	For	No
8.b7	Approve Discharge of Hans Straberg	Mgmt	For	For	No
8.b8	Approve Discharge of Peter Wallenberg Jr	Mgmt	For	For	No
8.b9	Approve Discharge of Mikael Bergstedt	Mgmt	For	For	No
8.b10	Approve Discharge of Benny Larsson	Mgmt	For	For	No
8.b11	Approve Discharge of CEO Mats Rahmstrom	Mgmt	For	For	No
8.c	Approve Allocation of Income and Dividends of SEK 7.60 Per Share	Mgmt	For	For	No
8.d	Approve Record Date for Dividend Payment	Mgmt	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
9.a	Determine Number of Members (8) and Deputy Members of Board (0)	Mgmt	For	For	No
9.b	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	No
10.a1	Reelect Staffan Bohman as Director	Mgmt	For	Against	Yes
10.a2	Reelect Johan Forssell as Director	Mgmt	For	For	No
10.a3	Reelect Anna Ohlsson-Leijon as Director	Mgmt	For	For	No
10.a4	Reelect Mats Rahmstrom as Director	Mgmt	For	For	No
10.a5	Reelect Gordon Riske as Director	Mgmt	For	For	No
10.a6	Reelect Hans Straberg as Director	Mgmt	For	For	No
10.a7	Reelect Peter Wallenberg Jr as Director	Mgmt	For	For	No
10.b	Elect Helene Mellquist as New Director	Mgmt	For	For	No
10.c	Reelect Hans Straberg as Board Chair	Mgmt	For	For	No
10.d	Ratify Ernst & Young as Auditors	Mgmt	For	For	No
11.a	Approve Remuneration of Directors in the Amount of SEK 3.1 Million to Chair and SEK 1 Million to Other Directors; Approve Remuneration for Committee Work; Approve Delivering Part of Remuneration in form of Synthetic Shares	Mgmt	For	Against	Yes
11.b	Approve Remuneration of Auditors	Mgmt	For	For	No
12.a	Approve Remuneration Report	Mgmt	For	For	No
12.b	Approve Stock Option Plan 2022 for Key Employees	Mgmt	For	For	No
13.a	Acquire Class A Shares Related to Personnel Option Plan for 2022	Mgmt	For	For	No
13.b	Acquire Class A Shares Related to Remuneration of Directors in the Form of Synthetic Shares	Mgmt	For	For	No
13.c	Transfer Class A Shares Related to Personnel Option Plan for 2022	Mgmt	For	For	No
13.d	Sell Class A Shares to Cover Costs Related to Synthetic Shares to the Board	Mgmt	For	For	No
13.e	Sell Class A to Cover Costs in Relation to the Personnel Option Plans for 2016, 2017, 2018 and 2019	Mgmt	For	For	No
14	Amend Articles Re: Notice of General Meeting; Editorial Changes	Mgmt	For	For	No
15	Approve 4:1 Stock Split; Reduction of Share Capital Through Redemption of Shares; Increase of Share Capital through a Bonus Issue without the Issuance of New Shares	Mgmt	For	For	No

Boston Scientific Corporation

Meeting Date: 05/05/2022Country: USATicker: BSX

Record Date: 11/03/2022Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Nelda J. Connors	Mgmt	For	For	No
1b	Elect Director Charles J. Dockendorff	Mgmt	For	For	No
1c	Elect Director Yoshiaki Fujimori	Mgmt	For	For	No
1d	Elect Director Donna A. James	Mgmt	For	For	No
1e	Elect Director Edward J. Ludwig	Mgmt	For	For	No
1f	Elect Director Michael F. Mahoney	Mgmt	For	For	No
1g	Elect Director David J. Roux	Mgmt	For	For	No
1h	Elect Director John E. Sununu	Mgmt	For	For	No
1i	Elect Director David S. Wichmann	Mgmt	For	For	No
1j	Elect Director Ellen M. Zane	Mgmt	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Yes
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Against	Yes
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	No

Costco Wholesale Corporation

Meeting Date: 20/01/2022Country: USATicker: COST

Record Date: 11/11/2021Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Susan L. Decker	Mgmt	For	Against	Yes
1b	Elect Director Kenneth D. Denman	Mgmt	For	For	No
1c	Elect Director Richard A. Galanti	Mgmt	For	For	No
1d	Elect Director Hamilton E. James	Mgmt	For	Against	Yes
1e	Elect Director W. Craig Jelinek	Mgmt	For	For	No
1f	Elect Director Sally Jewell	Mgmt	For	For	No
1g	Elect Director Charles T. Munger	Mgmt	For	Against	Yes
1h	Elect Director Jeffrey S. Raikes	Mgmt	For	For	No
1i	Elect Director John W. Stanton	Mgmt	For	For	No
1j	Elect Director Mary Agnes (Maggie) Wilderotter	Mgmt	For	For	No

Costco Wholesale Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
2	Ratify KPMG LLP as Auditors	Mgmt	For	Against	Yes
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Yes
4	Report on Charitable Contributions	SH	Against	Against	No
5	Report on GHG Emissions Reduction Targets	SH	Against	For	Yes
6	Report on Racial Justice and Food Equity	SH	Against	Against	No

Croda International Plc

Meeting Date: 20/05/2022 **Country:** United Kingdom **Ticker:** CRDA
Record Date: 18/05/2022 **Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Approve Final Dividend	Mgmt	For	For	No
4	Re-elect Roberto Cirillo as Director	Mgmt	For	For	No
5	Re-elect Jacqui Ferguson as Director	Mgmt	For	For	No
6	Re-elect Steve Foots as Director	Mgmt	For	For	No
7	Re-elect Anita Frew as Director	Mgmt	For	For	No
8	Re-elect Helena Ganczakowski as Director	Mgmt	For	For	No
9	Elect Julie Kim as Director	Mgmt	For	For	No
10	Re-elect Keith Layden as Director	Mgmt	For	For	No
11	Re-elect Jez Maiden as Director	Mgmt	For	For	No
12	Elect Nawal Ouzren as Director	Mgmt	For	For	No
13	Re-elect John Ramsay as Director	Mgmt	For	For	No
14	Reappoint KPMG LLP as Auditors	Mgmt	For	For	No
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	No
17	Authorise Issue of Equity	Mgmt	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No

Croda International Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No

CyberArk Software Ltd.

Meeting Date: 28/06/2022 **Country:** Israel **Ticker:** CYBR
Record Date: 20/05/2022 **Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Reelect Gadi Tirosh as Director	Mgmt	For	For	No
1b	Reelect Amnon Shoshani as Director	Mgmt	For	For	No
1c	Elect Avril England as Director	Mgmt	For	For	No
1d	Reelect Francois Auque as Director	Mgmt	For	For	No
2	Approve Compensation Policy for the Directors and Officers of the Company	Mgmt	For	For	No
3	Authorize Ehud (Udi) Mokady to Serve as Chairman and CEO	Mgmt	For	For	No
4	Reappoint Kost Forer Gabbay & Kasierer as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	Against	Yes
A	Vote FOR if you are NOT a controlling shareholder and do NOT have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. If you vote AGAINST, please provide an explanation to your account manager	Mgmt	None	For	No

Dechra Pharmaceuticals PLC

Meeting Date: 21/10/2021 **Country:** United Kingdom **Ticker:** DPH
Record Date: 19/10/2021 **Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Approve Final Dividend	Mgmt	For	For	No
4	Elect Denise Goode as Director	Mgmt	For	For	No

Dechra Pharmaceuticals PLC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
5	Re-elect William Rice as Director	Mgmt	For	For	No
6	Re-elect Ian Page as Director	Mgmt	For	For	No
7	Re-elect Anthony Griffin as Director	Mgmt	For	For	No
8	Re-elect Paul Sandland as Director	Mgmt	For	For	No
9	Re-elect Lisa Bright as Director	Mgmt	For	For	No
10	Re-elect Julian Heslop as Director	Mgmt	For	For	No
11	Re-elect Ishbel Macpherson as Director	Mgmt	For	For	No
12	Re-elect Lawson Macartney as Director	Mgmt	For	For	No
13	Re-elect Alison Platt as Director	Mgmt	For	For	No
14	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
16	Authorise Issue of Equity	Mgmt	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No
21	Approve Deferred Bonus Plan	Mgmt	For	For	No

Diageo Plc

Meeting Date: 30/09/2021	Country: United Kingdom	Ticker: DGE
Record Date: 28/09/2021	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Approve Final Dividend	Mgmt	For	For	No
4	Elect Lavanya Chandrashekar as Director	Mgmt	For	For	No
5	Elect Valerie Chapoulaud-Floquet as Director	Mgmt	For	For	No
6	Elect Sir John Manzoni as Director	Mgmt	For	For	No
7	Elect Ireena Vittal as Director	Mgmt	For	For	No

Diageo Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
8	Re-elect Melissa Bethell as Director	Mgmt	For	For	No
9	Re-elect Javier Ferran as Director	Mgmt	For	For	No
10	Re-elect Susan Kilsby as Director	Mgmt	For	For	No
11	Re-elect Lady Mendelsohn as Director	Mgmt	For	For	No
12	Re-elect Ivan Menezes as Director	Mgmt	For	For	No
13	Re-elect Alan Stewart as Director	Mgmt	For	For	No
14	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	No
17	Authorise Issue of Equity	Mgmt	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No

Genmab A/S

Meeting Date: 29/03/2022

Country: Denmark

Ticker: GMAB

Record Date: 22/03/2022

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
2	Accept Financial Statements and Statutory Reports; Approve Discharge of Management and Board	Mgmt	For	For	No
3	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	No
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against	Yes
5.a	Reelect Deirdre P. Connelly as Director	Mgmt	For	For	No
5.b	Reelect Pernille Erenbjerg as Director	Mgmt	For	For	No
5.c	Reelect Rolf Hoffmann as Director	Mgmt	For	For	No
5.d	Reelect Paolo Paoletti as Director	Mgmt	For	For	No
5.e	Reelect Anders Gersel Pedersen as Director	Mgmt	For	Abstain	Yes
5.f	Elect Elizabeth O'Farrell as New Director	Mgmt	For	For	No
6	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	Abstain	Yes

Genmab A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
7.a	Approve Remuneration of Directors in the Amount of DKK 1.2 Million for Chairman, DKK 900,000 for Vice Chairman, and DKK 600,000 for Other Directors	Mgmt	For	Against	Yes
8	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	No

Genus Plc

Meeting Date: 24/11/2021 **Country:** United Kingdom **Ticker:** GNS
Record Date: 22/11/2021 **Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	No
3	Approve Share Incentive Plan	Mgmt	For	For	No
4	Approve International Share Incentive Plan	Mgmt	For	For	No
5	Approve Final Dividend	Mgmt	For	For	No
6	Elect Jason Chin as Director	Mgmt	For	For	No
7	Re-elect Iain Ferguson as Director	Mgmt	For	For	No
8	Re-elect Stephen Wilson as Director	Mgmt	For	For	No
9	Re-elect Alison Henriksen as Director	Mgmt	For	For	No
10	Re-elect Lysanne Gray as Director	Mgmt	For	For	No
11	Re-elect Lykele van der Broek as Director	Mgmt	For	For	No
12	Re-elect Lesley Knox as Director	Mgmt	For	For	No
13	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	No
14	Authorise Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	No
15	Authorise Issue of Equity	Mgmt	For	For	No
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	No
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	No
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	No
20	Adopt New Articles of Association	Mgmt	For	For	No

Heineken NV

Meeting Date: 21/04/2022

Country: Netherlands

Ticker: HEIA

Record Date: 24/03/2022

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.b	Approve Remuneration Report	Mgmt	For	For	No
1.c	Adopt Financial Statements	Mgmt	For	For	No
1.e	Approve Dividends	Mgmt	For	For	No
1.f	Approve Discharge of Management Board	Mgmt	For	For	No
1.g	Approve Discharge of Supervisory Board	Mgmt	For	For	No
2.a	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	No
2.b	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	Mgmt	For	For	No
2.c	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	No
3	Amend Remuneration Policy for Management Board	Mgmt	For	For	No
4.a	Reelect J.M. Huet to Supervisory Board	Mgmt	For	For	No
4.b	Reelect J.A. Fernandez Carbajal to Supervisory Board	Mgmt	For	For	No
4.c	Reelect M. Helmes to Supervisory Board	Mgmt	For	For	No
4.d	Elect F.J. Camacho Beltran to Supervisory Board	Mgmt	For	For	No
5	Ratify Deloitte Accountants B.V. as Auditors	Mgmt	For	For	No

Housing Development Finance Corporation Limited

Meeting Date: 20/07/2021

Country: India

Ticker: 500010

Record Date: 13/07/2021

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
1.b	Accept Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Dividend	Mgmt	For	For	No
3	Reelect Keki M. Mistry as Director	Mgmt	For	For	No
4	Approve Revision in the Salary Range of Renu Sud Karnad as Managing Director	Mgmt	For	For	No

Housing Development Finance Corporation Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
5	Approve Revision in the Salary Range of V. Srinivasa Rangan as Whole-time Director, Designated as Executive Director	Mgmt	For	For	No
6	Approve Reappointment and Remuneration of Keki M. Mistry as Managing Director, Designated as Vice Chairman & Chief Executive Officer	Mgmt	For	For	No
7	Approve Related Party Transactions with HDFC Bank Limited	Mgmt	For	For	No
8	Approve Borrowing Powers	Mgmt	For	For	No
9	Approve Issuance of Redeemable Non-Convertible Debentures and/or Other Hybrid Instruments on Private Placement Basis	Mgmt	For	For	No

Housing Development Finance Corporation Limited

Meeting Date: 10/11/2021 **Country:** India **Ticker:** 500010
Record Date: 08/10/2021 **Meeting Type:** Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Elect Rajesh Narain Gupta as Director	Mgmt	For	For	No
2	Elect P. R. Ramesh as Director	Mgmt	For	For	No
3	Approve S.R. Batliboi & Co. LLP as Joint Statutory Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	No
4	Approve G. M. Kapadia & Co. as Joint Statutory Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	No

Housing Development Finance Corporation Limited

Meeting Date: 30/06/2022 **Country:** India **Ticker:** 500010
Record Date: 23/06/2022 **Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
1.b	Accept Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Dividend	Mgmt	For	For	No
3	Reelect V. Srinivasa Rangan as Director	Mgmt	For	For	No

Housing Development Finance Corporation Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
4	Authorize Board to Fix Remuneration of S.R. Batliboi & Co. LLP, Chartered Accountants as Auditors	Mgmt	For	For	No
5	Authorize Board to Fix Remuneration of G. M. Kapadia & Co., Chartered Accountants as Auditors	Mgmt	For	For	No
6	Reelect Deepak S. Parekh as Director	Mgmt	For	For	No
7	Approve Reappointment and Remuneration of Renu Sud Karnad as Managing Director	Mgmt	For	For	No
8	Approve Related Party Transactions with HDFC Bank Limited	Mgmt	For	For	No
9	Approve Related Party Transactions with HDFC Life Insurance Company Limited	Mgmt	For	For	No
10	Approve Issuance of Redeemable Non-Convertible Debentures and/or Other Hybrid Instruments on Private Placement Basis	Mgmt	For	For	No

Intercontinental Exchange, Inc.

Meeting Date: 13/05/2022 **Country:** USA **Ticker:** ICE
Record Date: 15/03/2022 **Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Sharon Y. Bowen	Mgmt	For	For	No
1b	Elect Director Shantella E. Cooper	Mgmt	For	For	No
1c	Elect Director Duriya M. Farooqui	Mgmt	For	For	No
1d	Elect Director The Right Hon. the Lord Hague of Richmond	Mgmt	For	For	No
1e	Elect Director Mark F. Mulhern	Mgmt	For	For	No
1f	Elect Director Thomas E. Noonan	Mgmt	For	For	No
1g	Elect Director Caroline L. Silver	Mgmt	For	For	No
1h	Elect Director Jeffrey C. Sprecher	Mgmt	For	For	No
1i	Elect Director Judith A. Sprieser	Mgmt	For	Against	Yes
1j	Elect Director Martha A. Tirinnanzi	Mgmt	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Yes
3	Approve Omnibus Stock Plan	Mgmt	For	For	No
4	Approve Non-Employee Director Stock Option Plan	Mgmt	For	Against	Yes
5	Eliminate Supermajority Vote Requirement to Amend Certificate of Incorporation and Bylaws	Mgmt	For	For	No

Intercontinental Exchange, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
6	Reduce Ownership Threshold for Shareholders to Call Special Meeting to 20%	Mgmt	For	For	No
7	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Against	Yes
8	Reduce Ownership Threshold for Shareholders to Call Special Meeting to 10%	SH	Against	For	Yes

KEYENCE Corp.

Meeting Date: 10/06/2022	Country: Japan	Ticker: 6861
Record Date: 20/03/2022	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 100	Mgmt	For	Against	Yes
2	Amend Articles to Disclose Shareholder Meeting Materials on Internet	Mgmt	For	For	No
3.1	Elect Director Takizaki, Takemitsu	Mgmt	For	For	No
3.2	Elect Director Nakata, Yu	Mgmt	For	For	No
3.3	Elect Director Yamaguchi, Akiji	Mgmt	For	For	No
3.4	Elect Director Miki, Masayuki	Mgmt	For	For	No
3.5	Elect Director Yamamoto, Hiroaki	Mgmt	For	For	No
3.6	Elect Director Yamamoto, Akinori	Mgmt	For	For	No
3.7	Elect Director Taniguchi, Seiichi	Mgmt	For	For	No
3.8	Elect Director Suenaga, Kumiko	Mgmt	For	For	No
3.9	Elect Director Yoshioka, Michifumi	Mgmt	For	For	No
4	Appoint Alternate Statutory Auditor Yamamoto, Masaharu	Mgmt	For	For	No
5	Approve Compensation Ceiling for Directors	Mgmt	For	For	No

Las Vegas Sands Corp.

Meeting Date: 12/05/2022	Country: USA	Ticker: LVS
Record Date: 14/03/2022	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Irwin Chafetz	Mgmt	For	Withhold	Yes
1.2	Elect Director Micheline Chau	Mgmt	For	Withhold	Yes

Las Vegas Sands Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.3	Elect Director Patrick Dumont	Mgmt	For	For	No
1.4	Elect Director Charles D. Forman	Mgmt	For	Withhold	Yes
1.5	Elect Director Robert G. Goldstein	Mgmt	For	For	No
1.6	Elect Director Nora M. Jordan	Mgmt	For	For	No
1.7	Elect Director Charles A. Koppelman	Mgmt	For	Withhold	Yes
1.8	Elect Director Lewis Kramer	Mgmt	For	For	No
1.9	Elect Director David F. Levi	Mgmt	For	Withhold	Yes
1.10	Elect Director Yibing Mao	Mgmt	For	For	No
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Yes

Linde Plc

Meeting Date: 26/07/2021	Country: Ireland	Ticker: LIN
Record Date: 24/07/2021	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Wolfgang H. Reitzle	Mgmt	For	For	No
1b	Elect Director Stephen F. Angel	Mgmt	For	For	No
1c	Elect Director Ann-Kristin Achleitner	Mgmt	For	For	No
1d	Elect Director Clemens A. H. Borsig	Mgmt	For	For	No
1e	Elect Director Nance K. Dicciani	Mgmt	For	For	No
1f	Elect Director Thomas Enders	Mgmt	For	For	No
1g	Elect Director Franz Fehrenbach	Mgmt	For	For	No
1h	Elect Director Edward G. Galante	Mgmt	For	For	No
1i	Elect Director Larry D. McVay	Mgmt	For	For	No
1j	Elect Director Victoria E. Ossadnik	Mgmt	For	For	No
1k	Elect Director Martin H. Richenhagen	Mgmt	For	For	No
1l	Elect Director Robert L. Wood	Mgmt	For	For	No
2a	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	Against	Yes
2b	Authorize Board to Fix Remuneration of Auditors	Mgmt	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Yes
4	Approve Remuneration Policy	Mgmt	For	Abstain	Yes

Linde Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
5	Approve Remuneration Report	Mgmt	For	Against	Yes
6	Approve Omnibus Stock Plan	Mgmt	For	For	No
7	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For	No

LVMH Moët Hennessy Louis Vuitton SE

Meeting Date: 21/04/2022 **Country:** France **Ticker:** MC
Record Date: 19/04/2022 **Meeting Type:** Annual/Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	No
3	Approve Allocation of Income and Dividends of EUR 10 per Share	Mgmt	For	For	No
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	Against	Yes
5	Reelect Bernard Arnault as Director	Mgmt	For	For	No
6	Reelect Sophie Chassat as Director	Mgmt	For	For	No
7	Reelect Clara Gaymard as Director	Mgmt	For	For	No
8	Reelect Hubert Vedrine as Director	Mgmt	For	Against	Yes
9	Renew Appointment of Yann Arthus-Bertrand as Censor	Mgmt	For	Against	Yes
10	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.45 Million	Mgmt	For	For	No
11	Renew Appointment of Mazars as Auditor	Mgmt	For	For	No
12	Appoint Deloitte as Auditor	Mgmt	For	For	No
13	Acknowledge End of Mandate of Auditex and Olivier Lenel as Alternate Auditors and Decision Not to Renew	Mgmt	For	For	No
14	Approve Compensation Report of Corporate Officers	Mgmt	For	Against	Yes
15	Approve Compensation of Bernard Arnault, Chairman and CEO	Mgmt	For	Against	Yes
16	Approve Compensation of Antonio Belloni, Vice-CEO	Mgmt	For	Against	Yes
17	Approve Remuneration Policy of Directors	Mgmt	For	For	No
18	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Against	Yes
19	Approve Remuneration Policy of Vice-CEO	Mgmt	For	Against	Yes

LVMH Moët Hennessy Louis Vuitton SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
20	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	No
21	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	No
22	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Against	Yes
23	Amend Article 16 and 24 of Bylaws Re: Age Limit of CEO and Shareholding Disclosure Thresholds	Mgmt	For	Against	Yes

Mastercard Incorporated

Meeting Date: 21/06/2022 **Country:** USA **Ticker:** MA
Record Date: 22/04/2022 **Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Merit E. Janow	Mgmt	For	For	No
1b	Elect Director Candido Bracher	Mgmt	For	For	No
1c	Elect Director Richard K. Davis	Mgmt	For	For	No
1d	Elect Director Julius Genachowski	Mgmt	For	For	No
1e	Elect Director Choon Phong Goh	Mgmt	For	For	No
1f	Elect Director Oki Matsumoto	Mgmt	For	For	No
1g	Elect Director Michael Miebach	Mgmt	For	For	No
1h	Elect Director Youngme Moon	Mgmt	For	For	No
1i	Elect Director Rima Qureshi	Mgmt	For	For	No
1j	Elect Director Gabrielle Sulzberger	Mgmt	For	For	No
1k	Elect Director Jackson Tai	Mgmt	For	For	No
1l	Elect Director Harit Talwar	Mgmt	For	For	No
1m	Elect Director Lance Uggla	Mgmt	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Yes
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Against	Yes
4	Provide Right to Call a Special Meeting at a 15 Percent Ownership Threshold	Mgmt	For	For	No
5	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	SH	Against	For	Yes
6	Report on Political Contributions	SH	Against	Against	No
7	Report on Charitable Contributions	SH	Against	Against	No

Mastercard Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
8	Report on Risks Associated with Sale and Purchase of Ghost Guns	SH	Against	Against	No

Microsoft Corporation

Meeting Date: 30/11/2021	Country: USA	Ticker: MSFT
Record Date: 30/09/2021	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Reid G. Hoffman	Mgmt	For	For	No
1.2	Elect Director Hugh F. Johnston	Mgmt	For	For	No
1.3	Elect Director Teri L. List	Mgmt	For	For	No
1.4	Elect Director Satya Nadella	Mgmt	For	For	No
1.5	Elect Director Sandra E. Peterson	Mgmt	For	For	No
1.6	Elect Director Penny S. Pritzker	Mgmt	For	For	No
1.7	Elect Director Carlos A. Rodriguez	Mgmt	For	For	No
1.8	Elect Director Charles W. Scharf	Mgmt	For	For	No
1.9	Elect Director John W. Stanton	Mgmt	For	For	No
1.10	Elect Director John W. Thompson	Mgmt	For	For	No
1.11	Elect Director Emma N. Walmsley	Mgmt	For	For	No
1.12	Elect Director Padmasree Warrior	Mgmt	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Yes
3	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For	No
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Against	Yes
5	Report on Gender/Racial Pay Gap	SH	Against	For	Yes
6	Report on Effectiveness of Workplace Sexual Harassment Policies	SH	Against	Against	No
7	Prohibit Sales of Facial Recognition Technology to All Government Entities	SH	Against	Against	No
8	Report on Implementation of the Fair Chance Business Pledge	SH	Against	Against	No
9	Report on Lobbying Activities Alignment with Company Policies	SH	Against	For	Yes

Nestle SA

Meeting Date: 07/04/2022	Country: Switzerland	Ticker: NESN
Record Date:	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
1.2	Approve Remuneration Report	Mgmt	For	Abstain	Yes
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	No
3	Approve Allocation of Income and Dividends of CHF 2.80 per Share	Mgmt	For	For	No
4.1.a	Reelect Paul Bulcke as Director and Board Chairman	Mgmt	For	For	No
4.1.b	Reelect Ulf Schneider as Director	Mgmt	For	For	No
4.1.c	Reelect Henri de Castries as Director	Mgmt	For	For	No
4.1.d	Reelect Renato Fassbind as Director	Mgmt	For	For	No
4.1.e	Reelect Pablo Isla as Director	Mgmt	For	For	No
4.1.f	Reelect Eva Cheng as Director	Mgmt	For	For	No
4.1.g	Reelect Patrick Aebischer as Director	Mgmt	For	For	No
4.1.h	Reelect Kimberly Ross as Director	Mgmt	For	For	No
4.1.i	Reelect Dick Boer as Director	Mgmt	For	For	No
4.1.j	Reelect Dinesh Paliwal as Director	Mgmt	For	For	No
4.1.k	Reelect Hanne Jimenez de Mora as Director	Mgmt	For	For	No
4.1.l	Reelect Lindiwe Sibanda as Director	Mgmt	For	For	No
4.2.1	Elect Chris Leong as Director	Mgmt	For	For	No
4.2.2	Elect Luca Maestri as Director	Mgmt	For	For	No
4.3.1	Appoint Pablo Isla as Member of the Compensation Committee	Mgmt	For	For	No
4.3.2	Appoint Patrick Aebischer as Member of the Compensation Committee	Mgmt	For	For	No
4.3.3	Appoint Dick Boer as Member of the Compensation Committee	Mgmt	For	For	No
4.3.4	Appoint Dinesh Paliwal as Member of the Compensation Committee	Mgmt	For	For	No
4.4	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	No
4.5	Designate Hartmann Dreyer as Independent Proxy	Mgmt	For	For	No
5.1	Approve Remuneration of Directors in the Amount of CHF 10 Million	Mgmt	For	For	No
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 68 Million	Mgmt	For	For	No
6	Approve CHF 6.5 Million Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For	For	No

Nestle SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
7	Transact Other Business (Voting)	Mgmt	Against	Against	No

NIKE, Inc.

Meeting Date: 06/10/2021	Country: USA	Ticker: NKE
Record Date: 06/08/2021	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Alan B. Graf, Jr.	Mgmt	For	Withhold	Yes
1b	Elect Director Peter B. Henry	Mgmt	For	For	No
1c	Elect Director Michelle A. Peluso	Mgmt	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Yes
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Against	Yes
4	Report on Political Contributions Disclosure	SH	Against	For	Yes
5	Report on Human Rights Impact Assessment	SH	Against	Against	No
6	Report on Median Gender/Racial Pay Gap	SH	Against	Against	No
7	Report on Diversity and Inclusion Efforts	SH	Against	For	Yes

Novo Nordisk A/S

Meeting Date: 24/03/2022	Country: Denmark	Ticker: NOVO.B
Record Date: 17/03/2022	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
3	Approve Allocation of Income and Dividends of DKK 6.90 Per Share	Mgmt	For	For	No
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	No
5.1	Approve Remuneration of Directors for 2021 in the Aggregate Amount of DKK 17.1 Million	Mgmt	For	For	No
5.2	Approve Remuneration of Directors for 2022 in the Amount of DKK 2.26 Million for the Chairman, DKK 1.51 Million for the Vice Chairman, and DKK 755,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	No

Novo Nordisk A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
6.1	Reelect Helge Lund as Director and Board Chair	Mgmt	For	For	No
6.2	Reelect Henrik Poulsen as Director and Vice Chair	Mgmt	For	For	No
6.3a	Reelect Jeppe Christiansen as Director	Mgmt	For	For	No
6.3b	Reelect Laurence Debroux as Director	Mgmt	For	For	No
6.3c	Reelect Andreas Fibig as Director	Mgmt	For	For	No
6.3d	Reelect Sylvie Gregoire as Director	Mgmt	For	For	No
6.3e	Reelect Kasim Kutay as Director	Mgmt	For	For	No
6.3f	Reelect Martin Mackay as Director	Mgmt	For	For	No
6.3g	Elect Choi La Christina Law as New Director	Mgmt	For	For	No
7	Ratify Deloitte as Auditors	Mgmt	For	For	No
8.1	Approve DKK 6 Million Reduction in Share Capital via B Share Cancellation	Mgmt	For	For	No
8.2	Authorize Share Repurchase Program	Mgmt	For	For	No
8.3	Approve Creation of DKK 45.6 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 45.6 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 45.6 Million	Mgmt	For	For	No
8.4	Amendment to Remuneration Policy for Board of Directors and Executive Management	Mgmt	For	For	No
8.5	Amend Articles Re: Board-Related	Mgmt	For	For	No

Oversea-Chinese Banking Corporation Limited

Meeting Date: 22/04/2022 **Country:** Singapore **Ticker:** O39
Record Date: **Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Adopt Financial Statements and Directors' and Auditors' Reports	Mgmt	For	For	No
2a	Elect Ooi Sang Kuang as Director	Mgmt	For	For	No
2b	Elect Koh Beng Seng as Director	Mgmt	For	For	No
2c	Elect Christina Hon Kwee Fong (Christina Ong) as Director	Mgmt	For	For	No
2d	Elect Wee Joo Yeow as Director	Mgmt	For	For	No
3a	Elect Chong Chuan Neo as Director	Mgmt	For	For	No
3b	Elect Lee Kok Keng Andrew as Director	Mgmt	For	For	No

Oversea-Chinese Banking Corporation Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
4	Approve Final Dividend	Mgmt	For	For	No
5a	Approve Directors' Remuneration	Mgmt	For	For	No
5b	Approve Allotment and Issuance of Remuneration Shares to the Directors	Mgmt	For	For	No
6	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	No
7	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For	No
8	Approve Grant of Options and/or Rights and Issuance of Shares Pursuant to the OCBC Share Option Scheme 2001, OCBC Employee Share Purchase Plan, and the OCBC Deferred Share Plan 2021	Mgmt	For	For	No
9	Approve Issuance of Shares Pursuant to the Oversea-Chinese Banking Corporation Limited Scrip Dividend Scheme	Mgmt	For	For	No
10	Authorize Share Repurchase Program	Mgmt	For	For	No

Raia Drogasil SA

Meeting Date: 18/11/2021	Country: Brazil	Ticker: RADL3
Record Date:	Meeting Type: Extraordinary Shareholders	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve Acquisition of Dr. Cuco Desenvolvimento de Software Ltda. (Cuco Health)	Mgmt	For	For	No

Raia Drogasil SA

Meeting Date: 14/04/2022	Country: Brazil	Ticker: RADL3
Record Date:	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2021	Mgmt	For	For	No
2	Approve Allocation of Income and Dividends	Mgmt	For	For	No
3	Approve Remuneration of Company's Management	Mgmt	For	For	No
4	Elect Fiscal Council Members	Mgmt	For	Abstain	Yes

Raia Drogasil SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
5	In Case One of the Nominees Leaves the Fiscal Council Slate Due to a Separate Minority Election, as Allowed Under Articles 161 and 240 of the Brazilian Corporate Law, May Your Votes Still Be Counted for the Proposed Slate?	Mgmt	None	Against	No
6	Elect Antonio Edson Maciel dos Santos as Fiscal Council Member and Alessandra Eloy Gadelha as Alternate Appointed by Minority Shareholder	SH	None	For	No
7	Approve Remuneration of Fiscal Council Members	Mgmt	For	For	No

Raia Drogasil SA

Meeting Date: 14/04/2022	Country: Brazil	Ticker: RADL3
Record Date:	Meeting Type: Extraordinary Shareholders	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Amend Article 3 Re: Corporate Purpose	Mgmt	For	For	No
2	Amend Article 5	Mgmt	For	For	No
3	Amend Articles 7 and 12	Mgmt	For	For	No
4	Amend Article 8 Re: Scope of Approval of the Board of Directors for the Execution of Contracts	Mgmt	For	For	No
5	Amend Article 8 Re: Related-Party Transactions	Mgmt	For	For	No
6	Amend Article 8 Re: Scope of Approval of the Board of Directors to Guide Voting in Subsidiaries on Certain Matters	Mgmt	For	For	No
7	Amend Article 8 Re: Creation of Commissions with Permanent or Temporary Functioning by the Board of Directors	Mgmt	For	For	No
8	Amend Article 10	Mgmt	For	For	No
9	Consolidate Bylaws	Mgmt	For	For	No

S&P Global Inc.

Meeting Date: 04/05/2022	Country: USA	Ticker: SPGI
Record Date: 07/03/2022	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Marco Alvera	Mgmt	For	For	No
1.2	Elect Director Jacques Esculier	Mgmt	For	For	No
1.3	Elect Director Gay Huey Evans	Mgmt	For	For	No
1.4	Elect Director William D. Green	Mgmt	For	For	No
1.5	Elect Director Stephanie C. Hill	Mgmt	For	For	No
1.6	Elect Director Rebecca Jacoby	Mgmt	For	For	No
1.7	Elect Director Robert P. Kelly	Mgmt	For	For	No
1.8	Elect Director Ian Paul Livingston	Mgmt	For	For	No
1.9	Elect Director Deborah D. McWhinney	Mgmt	For	For	No
1.10	Elect Director Maria R. Morris	Mgmt	For	For	No
1.11	Elect Director Douglas L. Peterson	Mgmt	For	For	No
1.12	Elect Director Edward B. Rust, Jr.	Mgmt	For	Against	Yes
1.13	Elect Director Richard E. Thornburgh	Mgmt	For	For	No
1.14	Elect Director Gregory Washington	Mgmt	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	No
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Against	Yes

Schneider Electric SE

Meeting Date: 05/05/2022 **Country:** France **Ticker:** SU
Record Date: 03/05/2022 **Meeting Type:** Annual/Special

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	No
3	Approve Allocation of Income and Dividends of EUR 2.90 per Share	Mgmt	For	For	No
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	No
5	Renew Appointment of Mazars as Auditor	Mgmt	For	For	No
6	Appoint PricewaterhouseCoopers Audit as Auditor	Mgmt	For	For	No

Schneider Electric SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
7	Approve Compensation Report of Corporate Officers	Mgmt	For	For	No
8	Approve Compensation of Jean-Pascal Tricoire, Chairman and CEO	Mgmt	For	For	No
9	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	No
10	Approve Remuneration Policy of Directors	Mgmt	For	For	No
11	Reelect Linda Knoll as Director	Mgmt	For	For	No
12	Reelect Anders Runevad as Director	Mgmt	For	For	No
13	Elect Nivedita Krishnamurthy (Nive) Bhagat as Director	Mgmt	For	For	No
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	No
15	Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	No
16	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	No
17	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	No
18	Approve Merger by Absorption of IGE+XAO by Schneider	Mgmt	For	For	No
19	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	No

Shin-Etsu Chemical Co., Ltd.

Meeting Date: 29/06/2022 **Country:** Japan **Ticker:** 4063
Record Date: 31/03/2022 **Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 250	Mgmt	For	For	No
2	Amend Articles to Disclose Shareholder Meeting Materials on Internet	Mgmt	For	For	No
3.1	Elect Director Kanagawa, Chihiro	Mgmt	For	For	No
3.2	Elect Director Akiya, Fumio	Mgmt	For	For	No
3.3	Elect Director Saito, Yasuhiko	Mgmt	For	For	No
3.4	Elect Director Ueno, Susumu	Mgmt	For	For	No
3.5	Elect Director Todoroki, Masahiko	Mgmt	For	For	No
3.6	Elect Director Mori, Shunzo	Mgmt	For	For	No
3.7	Elect Director Miyazaki, Tsuyoshi	Mgmt	For	Against	Yes

Shin-Etsu Chemical Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
3.8	Elect Director Fukui, Toshihiko	Mgmt	For	Against	Yes
3.9	Elect Director Komiyama, Hiroshi	Mgmt	For	Against	Yes
3.10	Elect Director Nakamura, Kuniharu	Mgmt	For	For	No
3.11	Elect Director Michael H. McGarry	Mgmt	For	For	No
4	Appoint Statutory Auditor Kosaka, Yoshihito	Mgmt	For	For	No
5	Approve Stock Option Plan	Mgmt	For	For	No

Taiwan Semiconductor Manufacturing Co., Ltd.

Meeting Date: 08/06/2022 **Country:** Taiwan **Ticker:** 2330
Record Date: 08/04/2022 **Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	No
2	Approve Amendments to Articles of Association	Mgmt	For	For	No
3	Amend Procedures Governing the Acquisition or Disposal of Assets	Mgmt	For	For	No
4	Approve Issuance of Restricted Stocks	Mgmt	For	For	No

Tencent Holdings Limited

Meeting Date: 18/05/2022 **Country:** Cayman Islands **Ticker:** 700
Record Date: 12/05/2022 **Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
2	Approve Final Dividend	Mgmt	For	For	No
3a	Elect Li Dong Sheng as Director	Mgmt	For	Against	Yes
3b	Elect Ian Charles Stone as Director	Mgmt	For	For	No
3c	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	No
4	Approve Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	No
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Yes

Tencent Holdings Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
6	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	No
7	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Yes
8	Approve Proposed Amendments to the Second Amended and Restated Memorandum of Association and Articles of Association and Adopt the Third Amended and Restated Memorandum of Association and Articles of Association	Mgmt	For	For	No

Tencent Holdings Limited

Meeting Date: 18/05/2022	Country: Cayman Islands	Ticker: 700
Record Date: 12/05/2022	Meeting Type: Extraordinary Shareholders	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve Refreshment of Scheme Mandate Limit Under the Share Option Plan	Mgmt	For	For	No

Tetra Tech, Inc.

Meeting Date: 01/03/2022	Country: USA	Ticker: TTEK
Record Date: 03/01/2022	Meeting Type: Annual	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Dan L. Batrack	Mgmt	For	For	No
1b	Elect Director Gary R. Birkenbeuel	Mgmt	For	For	No
1c	Elect Director J. Christopher Lewis	Mgmt	For	Against	Yes
1d	Elect Director Joanne M. Maguire	Mgmt	For	For	No
1e	Elect Director Kimberly E. Ritrievi	Mgmt	For	For	No
1f	Elect Director J. Kenneth Thompson	Mgmt	For	For	No
1g	Elect Director Kirsten M. Volpi	Mgmt	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Yes
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No

The Estee Lauder Companies Inc.

Meeting Date: 12/11/2021

Country: USA

Ticker: EL

Record Date: 13/09/2021

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Rose Marie Bravo	Mgmt	For	Withhold	Yes
1b	Elect Director Paul J. Fribourg	Mgmt	For	For	No
1c	Elect Director Jennifer Hyman	Mgmt	For	For	No
1d	Elect Director Barry S. Sternlicht	Mgmt	For	Withhold	Yes
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	No
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Yes

The Procter & Gamble Company

Meeting Date: 12/10/2021

Country: USA

Ticker: PG

Record Date: 13/08/2021

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director B. Marc Allen	Mgmt	For	For	No
1b	Elect Director Angela F. Braly	Mgmt	For	For	No
1c	Elect Director Amy L. Chang	Mgmt	For	For	No
1d	Elect Director Joseph Jimenez	Mgmt	For	For	No
1e	Elect Director Christopher Kempczinski	Mgmt	For	For	No
1f	Elect Director Debra L. Lee	Mgmt	For	For	No
1g	Elect Director Terry J. Lundgren	Mgmt	For	For	No
1h	Elect Director Christine M. McCarthy	Mgmt	For	For	No
1i	Elect Director Jon R. Moeller	Mgmt	For	For	No
1j	Elect Director David S. Taylor	Mgmt	For	For	No
1k	Elect Director Margaret C. Whitman	Mgmt	For	For	No
1l	Elect Director Patricia A. Woertz	Mgmt	For	For	No
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Against	Yes
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Yes
4	Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	SH	Against	Against	No

The TJX Companies, Inc.

Meeting Date: 07/06/2022

Country: USA

Ticker: TJX

Record Date: 08/04/2022

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Jose B. Alvarez	Mgmt	For	For	No
1b	Elect Director Alan M. Bennett	Mgmt	For	For	No
1c	Elect Director Rosemary T. Berkery	Mgmt	For	For	No
1d	Elect Director David T. Ching	Mgmt	For	For	No
1e	Elect Director C. Kim Goodwin	Mgmt	For	For	No
1f	Elect Director Ernie Herrman	Mgmt	For	For	No
1g	Elect Director Michael F. Hines	Mgmt	For	For	No
1h	Elect Director Amy B. Lane	Mgmt	For	Against	Yes
1i	Elect Director Carol Meyrowitz	Mgmt	For	For	No
1j	Elect Director Jackwyn L. Nemerov	Mgmt	For	For	No
1k	Elect Director John F. O'Brien	Mgmt	For	Against	Yes
2	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	Against	Yes
3	Amend Omnibus Stock Plan	Mgmt	For	For	No
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Yes
5	Report on Assessing Due Diligence on Human Rights in Supply Chain	SH	Against	Against	No
6	Report on Risks from Company Vendors that Misclassify Employees as Independent Contractors	SH	Against	For	Yes
7	Report on Risk Due to Restrictions on Reproductive Rights	SH	Against	Abstain	Yes
8	Adopt Paid Sick Leave Policy for All Associates	SH	Against	Against	No

Visa Inc.

Meeting Date: 25/01/2022

Country: USA

Ticker: V

Record Date: 26/11/2021

Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Elect Director Lloyd A. Carney	Mgmt	For	For	No
1b	Elect Director Mary B. Cranston	Mgmt	For	For	No
1c	Elect Director Francisco Javier Fernandez-Carbajal	Mgmt	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1d	Elect Director Alfred F. Kelly, Jr.	Mgmt	For	For	No
1e	Elect Director Ramon Laguarta	Mgmt	For	For	No
1f	Elect Director John F. Lundgren	Mgmt	For	For	No
1g	Elect Director Robert W. Matschullat	Mgmt	For	For	No
1h	Elect Director Denise M. Morrison	Mgmt	For	For	No
1i	Elect Director Linda J. Rendle	Mgmt	For	For	No
1j	Elect Director Maynard G. Webb, Jr.	Mgmt	For	For	No
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Yes
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	No

Zurich Insurance Group AG

Meeting Date: 06/04/2022 **Country:** Switzerland **Ticker:** ZURN
Record Date: **Meeting Type:** Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	No
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For	Against	Yes
2.1	Approve Allocation of Income and Dividends of CHF 20.35 per Share	Mgmt	For	For	No
2.2	Approve Allocation of Dividends of CHF 1.65 per Share from Capital Contribution Reserves	Mgmt	For	For	No
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	No
4.1a	Reelect Michel Lies as Director and Board Chairman	Mgmt	For	For	No
4.1b	Reelect Joan Amble as Director	Mgmt	For	For	No
4.1c	Reelect Catherine Bessant as Director	Mgmt	For	For	No
4.1d	Reelect Dame Carnwath as Director	Mgmt	For	For	No
4.1e	Reelect Christoph Franz as Director	Mgmt	For	For	No
4.1f	Reelect Michael Halbherr as Director	Mgmt	For	For	No
4.1g	Reelect Sabine Keller-Busse as Director	Mgmt	For	For	No
4.1h	Reelect Monica Maechler as Director	Mgmt	For	For	No
4.1i	Reelect Kishore Mahbubani as Director	Mgmt	For	For	No
4.1j	Reelect Jasmin Staiblin as Director	Mgmt	For	For	No
4.1k	Reelect Barry Stowe as Director	Mgmt	For	For	No

Zurich Insurance Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	Vote Against Mgmt
4.1l	Elect Peter Maurer as Director	Mgmt	For	For	No
4.2.1	Reappoint Michel Lies as Member of the Compensation Committee	Mgmt	For	For	No
4.2.2	Reappoint Catherine Bessant as Member of the Compensation Committee	Mgmt	For	For	No
4.2.3	Reappoint Christoph Franz as Member of the Compensation Committee	Mgmt	For	For	No
4.2.4	Reappoint Sabine Keller-Busse as Member of the Compensation Committee	Mgmt	For	For	No
4.2.5	Reappoint Kishore Mahbubani as Member of the Compensation Committee	Mgmt	For	For	No
4.2.6	Reappoint Jasmin Staiblin as Member of the Compensation Committee	Mgmt	For	For	No
4.3	Designate Keller KLG as Independent Proxy	Mgmt	For	For	No
4.4	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	No
5.1	Approve Remuneration of Directors in the Amount of CHF 6 Million	Mgmt	For	For	No
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 79 Million	Mgmt	For	For	No
6	Approve Extension of Existing Authorized Capital Pool of CHF 4.5 Million with or without Exclusion of Preemptive Rights and Approve Amendment to Existing Conditional Capital Pool	Mgmt	For	For	No
7	Transact Other Business (Voting)	Mgmt	For	Against	Yes