

# Proxy Voting Report

1st Quarter 2020

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
Micron Technology, Inc. 16.01.20	1.1	Elect Director Robert L. Bailey	For	No	96.72%	3.27%
	1.2	Elect Director Richard M. Beyer	For	No	97.12%	2.87%
	1.3	Elect Director Steven J. Gomo	For	No	98.65%	1.34%
	1.4	Elect Director Mary Pat McCarthy	For	No	99.09%	0.90%
	1.5	Elect Director Sanjay Mehrotra	For	No	99.74%	0.25%
	1.6	Elect Director Robert E. Switz	For	No	96.05%	3.94%
	1.7	Elect Director MaryAnn Wright	For	No	97.88%	2.11%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	93.69%	6.08%
	3	Ratify PricewaterhouseCoopers LLP as Auditors	Against	Yes	93.90%	5.92%
Accenture plc 30.01.20	1	Elect Director Jaime Ardila	For	No	99.88%	0.11%
	1b	Elect Director Herbert Hainer	For	No	99.80%	0.19%
	1c	Elect Director Nancy McKinstry	For	No	88.63%	11.36%
	1d	Elect Director Gilles C. Pelisson	For	No	99.63%	0.36%
	1e	Elect Director Paula A. Price	For	No	99.58%	0.41%
	1f	Elect Director Venkata (Murthy) Renduchintala	For	No	99.87%	0.12%
	1g	Elect Director David Rowland	For	No	99.12%	0.87%
	1h	Elect Director Arun Sarin	For	No	99.00%	0.99%
	1i	Elect Director Julie Sweet	For	No	99.87%	0.12%
	1j	Elect Director Frank K. Tang	For	No	99.85%	0.14%
	1k	Elect Director Tracey T. Travis	For	No	99.86%	0.13%
	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	93.67%	6.32%
	3	Amend Omnibus Stock Plan	For	No	95.09%	4.74%
	4	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	For	No	97.50%	2.49%
5	Authorize Board to Allot and Issue Shares	For	No	98.28%	1.71%	
6	Authorize Board to Opt-Out of Statutory Pre-Emption Rights	For	No	99.53%	0.46%	
7	Determine Price Range for Reissuance of Treasury Shares	For	No	99.57%	0.42%	
Rockwell Automation, Inc. 04.02.20	A1	Elect Director Steven R. Kalmanson	For	No	97.29%	2.70%
	A2	Elect Director James P. Keane	For	No	97.58%	2.41%
	A3	Elect Director Pam Murphy	For	No	99.43%	0.56%
	A4	Elect Director Donald R. Parfet	For	No	99.23%	0.76%
	B	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Yes	86.53%	9.22%
	C	Ratify Deloitte & Touche LLP as Auditors	Against	Yes	94.20%	5.39%
D	Approve Omnibus Stock Plan	For	No	85.57%	10.25%	
Woongjin Coway Co., Ltd. 07.02.20	1.1	Elect Bang Jun-hyeok as Inside Director	For	No		
	1.2	Elect Lee Hae-seon as Inside Director	For	No		
	1.3	Elect Seo Jang-won as Inside Director	For	No		
	1.4	Elect Kim Jin-bae as Outside Director	For	No		
	1.5	Elect Kim Gyu-ho as Outside Director	For	No		
	1.6	Elect Yoon Bu-hyeon as Outside Director	For	No		
	1.7	Elect Lee Da-woo as Outside Director	For	No		
	2.1	Elect Kim Jin-bae as a Member of Audit Committee	For	No		
	2.2	Elect Yoon Bu-hyeon as a Member of Audit Committee	For	No		
	2.3	Elect Lee Da-woo as a Member of Audit Committee	For	No		
3	Amend Articles of Incorporation	For	No			
OSRAM Licht AG 18.02.20	1	Receive Financial Statements and Statutory Reports for Fiscal 2018/19 (Non-Voting)	Refer	No		
	2	Approve Allocation of Income and Omission of Dividends	For	No	98.79%	1.20%
	3.1	Approve Discharge of Management Board Member Olaf Berlien for Fiscal 2018/19	Against	Yes	98.34%	1.65%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	3.2	Approve Discharge of Management Board Member Ingo Bank for Fiscal 2018/19	Against	Yes	98.37%	1.62%
	3.3	Approve Discharge of Management Board Member Stefan Kampmann for Fiscal 2018/19	Against	Yes	98.37%	1.62%
	4.1	Approve Discharge of Supervisory Board Member Peter Bauer for Fiscal 2018/19	Against	Yes	98.18%	1.81%
	4.2	Approve Discharge of Supervisory Board Member Klaus Abel (from May 7, 2019) for Fiscal 2018/19	Against	Yes	95.04%	4.95%
	4.3	Approve Discharge of Supervisory Board Member Roland Busch for Fiscal 2018/19	Against	Yes	98.40%	1.59%
	4.4	Approve Discharge of Supervisory Board Member Christine Bortenlaenger for Fiscal 2018/19	Against	Yes	98.44%	1.55%
	4.5	Approve Discharge of Supervisory Board Member Margarete Haase for Fiscal 2018/19	Against	Yes	98.44%	1.55%
	4.6	Approve Discharge of Supervisory Board Member Michael Knuth (until May 7, 2019) for Fiscal 2018/19	Against	Yes	98.45%	1.54%
	4.7	Approve Discharge of Supervisory Board Member Frank Lakerveld for Fiscal 2018/19	Against	Yes	98.44%	1.55%
	4.8	Approve Discharge of Supervisory Board Member Arunjai Mittal for Fiscal 2018/19	Against	Yes	98.42%	1.57%
	4.9	Approve Discharge of Supervisory Board Member Alexander Mueller for Fiscal 2018/19	Against	Yes	98.44%	1.55%
	4.10	Approve Discharge of Supervisory Board Member Ulrike Salb for Fiscal 2018/19	Against	Yes	98.44%	1.55%
	4.11	Approve Discharge of Supervisory Board Member Irene Schulz for Fiscal 2018/19	Against	Yes	98.44%	1.55%
	4.12	Approve Discharge of Supervisory Board Member Irene Weininger for Fiscal 2018/19	Against	Yes	98.44%	1.55%
	4.13	Approve Discharge of Supervisory Board Member Thomas Wetzel for Fiscal 2018/19	Against	Yes	98.44%	1.55%
	5	Ratify Ernst & Young GmbH as Auditors for Fiscal 2019/20	For	No	99.93%	0.06%
Infinion Technologies AG 20.02.20	1	Receive Financial Statements and Statutory Reports for Fiscal 2019 (Non-Voting)	Refer	No		
	2	Approve Allocation of Income and Dividends of EUR 0.27 per Share	For	No	99.95%	0.04%
	3	Approve Discharge of Management Board for Fiscal 2019	For	No		
	4	Approve Discharge of Supervisory Board for Fiscal 2019	For	No		
	5	Ratify KPMG AG as Auditors for Fiscal 2020	For	No	96.09%	3.90%
	6.1	Elect Xiaoqun Clever to the Supervisory Board	For	No	88.82%	11.17%
	6.2	Elect Friedrich Eichiner to the Supervisory Board	For	No	90.47%	9.52%
	6.3	Elect Hans-Ulrich Holdenried to the Supervisory Board	For	No	95.18%	4.81%
	6.4	Elect Manfred Puffer to the Supervisory Board	For	No	80.17%	19.82%
	6.5	Elect Ulrich Spiesshofer to the Supervisory Board	For	No	95.75%	4.24%
	6.6	Elect Margret Suckale to the Supervisory Board	For	No	95.45%	4.54%
	7	Approve Cancellation of Conditional Capital 2010/I	For	No	99.94%	0.05%
	8	Approve Creation of EUR 750 Million Pool of Capital with Partial Exclusion of Preemptive Rights	For	No	93.44%	6.55%

Company / Meeting Date	Item No.	Proposal	Voting Instr.	Vote against Mgmt. Rec.	% For	% Against
	9	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 4 Billion; Approve Creation of EUR 260 Million Pool of Capital to Guarantee Conversion Rights	For	No	95.15%	4.84%
Apple Inc. 26.02.20	1a	Elect Director James Bell	For	No	98.66%	1.33%
	1b	Elect Director Tim Cook	For	No	98.86%	1.13%
	1c	Elect Director Al Gore	For	No	94.87%	5.12%
	1d	Elect Director Andrea Jung	For	No	93.85%	6.14%
	1e	Elect Director Art Levinson	For	No	95.06%	4.93%
	1f	Elect Director Ron Sugar	For	No	96.31%	3.68%
	1g	Elect Director Sue Wagner	For	No	99.20%	0.79%
	2	Ratify Ernst & Young LLP as Auditors	For	No	98.62%	1.37%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	94.23%	5.76%
	4	Proxy Access Amendments	For	Yes	31.12%	<b>68.87%</b>
	5	Assess Feasibility of Including Sustainability as a Performance Measure for Senior Executive Compensation	For	Yes	12.05%	<b>87.94%</b>
	6	Report on Freedom of Expression and Access to Information Policies	For	Yes	40.64%	<b>59.35%</b>
Novartis AG 28.02.20	1	Accept Financial Statements and Statutory Reports	For	No	99.58%	0.06%
	2	Approve Discharge of Board and Senior Management	For	No	98.25%	0.72%
	3	Approve Allocation of Income and Dividends of CHF 2.95 per Share	For	No	99.84%	0.08%
	4	Approve CHF 30.2 Million Reduction in Share Capital via Cancellation of Repurchased Shares	For	No	99.70%	0.16%
	5.1	Approve Remuneration of Directors in the Amount of CHF 9 Million	For	No	96.84%	2.84%
	5.2	Approve Maximum Remuneration of Executive Committee in the Amount of CHF 93 Million	For	No	91.82%	7.84%
	5.3	Approve Remuneration Report	For	No	92.18%	7.49%
	6.1	Reelect Joerg Reinhardt as Director and Board Chairman	For	No	96.22%	3.21%
	6.2	Reelect Nancy Andrews as Director	For	No	99.57%	0.18%
	6.3	Reelect Ton Buechner as Director	For	No	98.23%	1.54%
	6.4	Reelect Patrice Bula as Director	For	No	91.86%	5.68%
	6.5	Reelect Srikant Datar as Director	For	No	86.51%	<b>13.22%</b>
	6.6	Reelect Elizabeth Doherty as Director	For	No	98.78%	0.99%
	6.7	Reelect Ann Fudge as Director	For	No	97.79%	1.98%
	6.8	Reelect Frans van Houten as Director	For	No	98.63%	1.13%
	6.9	Reelect Andreas von Planta as Director	For	No	82.00%	<b>11.03%</b>
	6.10	Reelect Charles Sawyers as Director	For	No	98.40%	1.33%
	6.11	Reelect Enrico Vanni as Director	For	No	97.69%	2.04%
	6.12	Reelect William Winters as Director	For	No	98.38%	1.34%
	6.13	Elect Bridgette Heller as Director	For	No	99.35%	0.24%
	6.14	Elect Simon Moroney as Director	For	No	98.28%	1.47%
	7.1	Reappoint Patrice Bula as Member of the Compensation Committee	For	No	91.97%	5.37%
	7.2	Reappoint Srikant Datar as Member of the Compensation Committee	For	No	87.36%	<b>12.17%</b>
	7.3	Reappoint Enrico Vanni as Member of the Compensation Committee	For	No	97.35%	2.38%
	7.4	Reappoint William Winters as Member of the Compensation Committee	For	No	98.05%	1.51%
	7.5	Appoint Bridgette Heller as Member of the Compensation Committee	For	No	98.59%	0.95%

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	8	Ratify PricewaterhouseCoopers AG as Auditors	For	No	93.19%	6.35%
	9	Designate Peter Zahn as Independent Proxy	For	No	99.68%	0.09%
	10	Transact Other Business (Voting)	Against	Yes		
Samsung Electronics Co., Ltd. 18.03.20	1	Approve Financial Statements and Allocation of Income	For	No		
	2.1	Elect Han Jong-hee as Inside Director	For	No		
	2.2	Elect Choi Yoon-ho as Inside Director	For	No		
	3	Approve Total Remuneration of Inside Directors and Outside Directors	For	No		
Keysight Technologies, Inc. 19.03.20	1.1	Elect Director Paul N. Clark	For	No	95.53%	4.46%
	1.2	Elect Director Richard P. Hamada	For	No	99.16%	0.83%
	1.3	Elect Director Paul A. Lacouture	For	No	99.23%	0.76%
	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	No	99.55%	0.32%
	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	No	95.73%	4.11%
SK hynix, Inc. 20.03.20	1	Approve Financial Statements and Allocation of Income	For	No		
	2	Amend Articles of Incorporation	For	No		
	3	Elect Lee Seok-hee as Inside Director	Against	Yes		
	4	Elect Park Jung-ho as Non-Independent Non-Executive Director	For	No		
	5.1	Elect Shin Chang-hwan as Outside Director	For	No		
	5.2	Elect Han Ae-ra as Outside Director	For	No		
	6.1	Elect Ha Young-gu as a Member of Audit Committee	For	No		
	6.2	Elect Shin Chang-hwan as a Member of Audit Committee	For	No		
	6.3	Elect Han Ae-ra as a Member of Audit Committee	For	No		
	7	Approve Total Remuneration of Inside Directors and Outside Directors	For	No		
	8	Approve Stock Option Grants	For	No		
	9	Approve Stock Option Grants	For	No		
	10	Approve Terms of Retirement Pay	For	No		
Implenia AG 24.03.20	1.1	Accept Financial Statements and Statutory Reports	For	No		
	1.2	Approve Remuneration Report (Non-Binding)	For	No		
	2	Approve Allocation of Income and Dividends of CHF 0.75 per Share	For	No		
	3	Approve Special Distribution by Way of a Dividend in Kind to Effect the Spin-Off of Ina Invest Holding AG	For	No		
	4	Approve Discharge of Board and Senior Management	For	No		
	5.1	Approve Remuneration of Directors in the Amount of CHF 1.5 Million	For	No		
	5.2	Approve Remuneration of Executive Committee in the Amount of CHF 13 Million	For	No		
	6.1.1	Reelect Hans Meister as Director and as Board Chairman	For	No		
	6.1.2	Reelect Henner Mahlstedt as Director	For	No		
	6.1.3	Reelect Ines Poeschel as Director	For	No		
	6.1.4	Reelect Kyrre Johansen as Director	For	No		
	6.1.5	Reelect Laurent Vulliet as Director	For	No		
	6.1.6	Reelect Martin Fischer as Director	For	No		
	6.1.7	Reelect Barbara Lambert as Director	For	No		
	6.2.1	Reappoint Ines Poeschel as Member of the Compensation Committee	For	No		
	6.2.2	Reappoint Laurent Vulliet as Member of the Compensation Committee	For	No		

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	6.2.3	Reappoint Martin Fischer as Member of the Compensation Committee	For	No		
	6.3	Designate Keller KLG as Independent Proxy	For	No		
	6.4	Ratify PricewaterhouseCoopers AG as Auditors	For	No		
	7	Change Location of Registered Office/Headquarters to Opfikon, Switzerland	For	No		
	8	Transact Other Business (Voting)	Against	Yes		
Givaudan SA 25.03.20	1	Accept Financial Statements and Statutory Reports	For	No		
	2	Approve Remuneration Report	For	No		
	3	Approve Allocation of Income and Dividends of CHF 62 per Share	For	No		
	4	Approve Discharge of Board and Senior Management	For	No		
	5.1.1	Reelect Victor Balli as Director	For	No		
	5.1.2	Reelect Werner Bauer as Director	For	No		
	5.1.3	Reelect Lilian Biner as Director	For	No		
	5.1.4	Reelect Michael Carlos as Director	For	No		
	5.1.5	Reelect Ingrid Deltenre as Director	For	No		
	5.1.6	Reelect Calvin Grieder as Director	For	No		
	5.1.7	Reelect Thomas Rufer as Director	For	No		
	5.2.1	Elect Olivier Filliol as Director	For	No		
	5.2.2	Elect Sophie Gasperment as Director	For	No		
	5.3	Reelect Calvin Grieder as Board Chairman	For	No		
	5.4.1	Reappoint Werner Bauer as Member of the Compensation Committee	For	No		
	5.4.2	Reappoint Ingrid Deltenre as Member of the Compensation Committee	For	No		
	5.4.3	Reappoint Victor Balli as Member of the Compensation Committee	For	No		
	5.5	Designate Manuel Isler as Independent Proxy	For	No		
	5.6	Ratify Deloitte AG as Auditors	For	No		
	6.1	Approve Remuneration of Directors in the Amount of CHF 3.4 Million	For	No		
	6.2.1	Approve Short Term Variable Remuneration of Executive Committee in the Amount of CHF 4.3 Million	For	No		
	6.2.2	Approve Fixed and Long Term Variable Remuneration of Executive Committee in the Amount of CHF 15.3 Million	Against	Yes		
	7	Transact Other Business (Voting)	Against	Yes		
ABB Ltd. 26.03.20	1	Accept Financial Statements and Statutory Reports	For	No		
	2	Approve Remuneration Report (Non-Binding)	For	No		
	3	Approve Discharge of Board and Senior Management	For	No		
	4	Approve Allocation of Income and Dividends of CHF 0.80 per Share	For	No		
	5	Amend Articles Re: Annual Report	For	No		
	6.1	Approve Remuneration of Directors in the Amount of CHF 4.7 Million	For	No		
	6.2	Approve Remuneration of Executive Committee in the Amount of CHF 39.5 Million	For	No		
	7.1	Reelect Matti Alahuhta as Director	For	No		
	7.2	Reelect Gunnar Brock as Director	For	No		
	7.3	Reelect David Constable as Director	For	No		
	7.4	Reelect Frederico Curado as Director	For	No		
	7.5	Reelect Lars Foerberg as Director	For	No		
	7.6	Reelect Jennifer Xin-Zhe Li as Director	For	No		

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	7.7	Reelect Geraldine Matchett as Director	For	No		
	7.8	Reelect David Meline as Director	For	No		
	7.9	Reelect Satish Pai as Director	For	No		
	7.10	Reelect Jacob Wallenberg as Director	For	No		
	7.11	Reelect Peter Voser as Director and Board Chairman	For	No		
	8.1	Appoint David Constable as Member of the Compensation Committee	For	No		
	8.2	Appoint Frederico Curado as Member of the Compensation Committee	For	No		
	8.3	Appoint Jennifer Xin-Zhe Li as Member of the Compensation Committee	For	No		
	9	Designate Hans Zehnder as Independent Proxy	For	No		
	10	Ratify KPMG AG as Auditors	For	No		
	11	Transact Other Business (Voting)	Against	Yes		
Shimano, Inc. 26.03.20	1	Approve Allocation of Income, with a Final Dividend of JPY 77.5	For	No	92.87%	
	2.1	Elect Director Shimano, Yoza	For	No	82.81%	
	2.2	Elect Director Shimano, Taizo	For	No	94.25%	
	2.3	Elect Director Toyoshima, Takashi	For	No	94.22%	
	2.4	Elect Director Tsuzaki, Masahiro	For	No	94.23%	
	2.5	Elect Director Tarutani, Kiyoshi	For	No	94.23%	
	2.6	Elect Director Matsui, Hiroshi	For	No	92.58%	
	2.7	Elect Director Otake, Masahiro	For	No	92.57%	
	2.8	Elect Director Kiyotani, Kinji	For	No	92.58%	
	2.9	Elect Director Kanai, Takuma	For	No	86.92%	
	3	Appoint Statutory Auditor Hirata, Yoshihiro	For	No	94.70%	
	4	Appoint Alternate Statutory Auditor Kondo, Yukihiko	For	No	99.59%	
BELIMO Holding AG 30.03.20	1	Accept Financial Statements and Statutory Reports	For	No		
	2	Approve Allocation of Income and Dividends of CHF 150 per Share	For	No		
	3	Approve Remuneration Report (Non-Binding)	For	No		
	4	Approve Discharge of Board and Senior Management	For	No		
	5.1	Approve Fixed Remuneration of Directors in the Amount of CHF 950,000	For	No		
	5.2	Approve Fixed and Variable Remuneration of Executive Committee in the Amount of CHF 5.8 Million	For	No		
	6.1.1	Reelect Adrian Altenburger as Director	For	No		
	6.1.2	Reelect Patrick Burkhalter as Director	For	No		
	6.1.3	Reelect Sandra Emme as Director	For	No		
	6.1.4	Reelect Urban Linsi as Director	For	No		
	6.1.5	Reelect Martin Zwyszig as Director	For	No		
	6.2.1	Elect Stefan Ranstrand as Director	For	No		
	6.3.1	Reelect Patrick Burkhalter as Board Chairman	For	No		
	6.3.2	Reelect Martin Zwyszig as Deputy Chairman	For	No		
	6.4.1	Reappoint Adrian Altenburger as Member of the Compensation Committee	For	No		
	6.4.2	Reappoint Sandra Emme as Member of the Compensation Committee	For	No		
	6.5	Designate Proxy Voting Services GmbH as Independent Proxy	For	No		
	6.6	Ratify KPMG AG as Auditors	For	No		
	7	Transact Other Business (Voting)	Against	Yes		
Vontobel Holding AG 30.03.20	1	Accept Financial Statements and Statutory Reports	For	No		

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	2	Approve Discharge of Board and Senior Management	For	No		
	3	Approve Allocation of Income and Dividends of CHF 2.25 per Share	For	No		
	4.1	Reelect Herbert Scheidt as Director and as Board Chairman	For	No		
	4.2	Reelect Bruno Basler as Director and as Member of the Nomination and Compensation Committee	For	No		
	4.3	Reelect Maja Baumann as Director	For	No		
	4.4	Reelect Elisabeth Bourqui as Director and as Member of the Nomination and Compensation Committee	For	No		
	4.5	Reelect David Cole as Director	For	No		
	4.6	Reelect Stefan Loacker as Director	For	No		
	4.7	Reelect Frank Schnewlin as Director	For	No		
	4.8	Reelect Clara Streit as Director and as Member of the Nomination and Compensation Committee	For	No		
	4.9	Reelect Bjoern Wettergren as Director and as Member of the Nomination and Compensation Committee	For	No		
	5	Designate VISCHER AG as Independent Proxy	For	No		
	6	Ratify Ernst & Young AG as Auditors	Against	Yes		
	7.1	Approve Remuneration Report (Non-Binding)	Against	Yes		
	7.2	Approve Fixed Remuneration of Directors in the Amount of CHF 4.9 Million	For	No		
	7.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 5.7 Million for the Period July 1, 2020 - June 30, 2021	For	No		
	7.4	Approve Variable Remuneration of Executive Committee in the Amount of CHF 12 Million for Fiscal 2019	Against	Yes		
	7.5	Approve Performance Share Awards to the Executive Committee in the Amount of CHF 8.7 Million	For	No		
	7.6	Approve Additional Amount of Performance Share Awards to the Executive Committee in the Amount of CHF 347,271	Against	Yes		
	8	Transact Other Business (Voting)	Against	Yes		

Data source: ISS

The result of the ballots (% FOR, % AGAINST) are not available for all issuers and/or each meeting. Please consider when interpreting the data that in some cases some particular majority quotas apply.