

Proxy Voting Summary

Report Date Range: 01-Sep-19 to 31-Aug-20

SIEMENS HEALTHINEERS AG

ISIN	DE000SHL1006	Meeting Date	12-Feb-20
Ticker		Deadline Date	29-Jan-20
Country	Germany	Record Date	05-Feb-20
Blocking	No	Vote Date	26-Jan-20

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Profits/Dividends	Management	For	For	For
3.A	Ratify Bernhard Montag	Management	For	For	For
3.B	Ratify Jochen Schmitz	Management	For	For	For
3.C	Ratify Michael Reitermann	Management	For	For	For
4.A	Ratify Ralf P. Thomas	Management	For	For	For
4.B	Ratify Michael Sen	Management	For	For	For
4.C	Ratify Norbert Gaus	Management	For	For	For
4.D	Ratify Marion Helmes	Management	For	For	For
4.E	Ratify Andreas C. Hoffmann	Management	For	For	For
4.F	Ratify Philipp Rösler	Management	For	For	For
4.G	Ratify Nathalie von Siemens	Management	For	For	For
4.H	Ratify Gregory Sorensen	Management	For	For	For

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4.1	Ratify Karl-Heinz Streibich	Management	For	For	For
5	Appointment of Auditor	Management	For	For	For
6	Elect Roland Busch as Supervisory Board Member	Management	For	Against	Against
7	Supervisory Board Members' Fees	Management	For	For	For

NOVARTIS AG

ISIN	CH0012005267	Meeting Date	28-Feb-20
Ticker		Deadline Date	14-Feb-20
Country	Switzerland	Record Date	25-Feb-20
Blocking	No	Vote Date	11-Feb-20

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

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4	Cancellation of Shares and Reduction in Share Capital	Management	For	For	For
5.1	Board Compensation	Management	For	For	For
5.2	Executive Compensation	Management	For	For	For
5.3	Compensation Report	Management	For	For	For
6.1	Elect Jörg Reinhardt as Board Chair	Management	For	For	For
6.2	Elect Nancy C. Andrews	Management	For	For	For
6.3	Elect Ton Büchner	Management	For	For	For
6.4	Elect Patrice Bula	Management	For	For	For
6.5	Elect Srikant M. Datar	Management	For	For	For
6.6	Elect Elizabeth Doherty	Management	For	For	For
6.7	Elect Ann M. Fudge	Management	For	For	For
6.8	Elect Frans van Houten	Management	For	For	For
6.9	Elect Andreas von Planta	Management	For	Against	Against
6.10	Elect Charles L. Sawyers	Management	For	Against	Against
6.11	Elect Enrico Vanni	Management	For	Against	Against
6.12	Elect William T. Winters	Management	For	Against	Against

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6.13	Elect Bridgette P. Heller	Management	For	For	For
6.14	Elect Simon Moroney	Management	For	For	For
7.1	Elect Patrice Bula as Compensation Committee Member	Management	For	For	For
7.2	Elect Srikant M. Datar as Compensation Committee Member	Management	For	For	For
7.3	Elect Enrico Vanni as Compensation Committee Member	Management	For	For	For
7.4	Elect William T. Winters as Compensation Committee Member	Management	For	For	For
7.5	Elect Bridgette P. Heller as Compensation Committee Member	Management	For	For	For
8	Appointment of Auditor	Management	For	Against	Against
9	Appointment of Independent Proxy	Management	For	For	For
B	Additional or Amended Proposals	Management	For	Against	Against

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WALT DISNEY CO (THE)

ISIN	US2546871060	Meeting Date	11-Mar-20
Ticker		Deadline Date	26-Feb-20
Country	United States	Record Date	13-Jan-20
Blocking	No	Vote Date	23-Feb-20

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.A	Elect Susan E. Arnold	Management	For	For	For
1.B	Elect Mary T. Barra	Management	For	For	For
1.C	Elect Safra A. Catz	Management	For	For	For
1.D	Elect Francis A. deSouza	Management	For	For	For
1.E	Elect Michael B.G. Froman	Management	For	For	For
1.F	Elect Robert A. Iger	Management	For	For	For
1.G	Elect Maria Elena Lagomasino	Management	For	For	For
1.H	Elect Mark G. Parker	Management	For	For	For
1.I	Elect Derica W. Rice	Management	For	For	For
2	Ratification of Auditor	Management	For	Against	Against

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3	Advisory Vote on Executive Compensation	Management	For	Against	Against
4	Amendment to the 2011 Stock Incentive Plan	Management	For	For	For
5	Shareholder Proposal Regarding Lobbying Report	Shareholder	Against	For	Against

ADOBE INC

ISIN	ARBCOM460192	Meeting Date	09-Apr-20
Ticker	ADBE	Deadline Date	26-Mar-20
Country	United States	Record Date	12-Feb-20
Blocking	No	Vote Date	23-Mar-20

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1A.	Elect Amy L. Banse	Management	For	For	For
1B.	Elect Frank A. Calderoni	Management	For	Against	Against

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1C.	Elect James E. Daley	Management	For	For	For
1D.	Elect Laura Desmond	Management	For	For	For
1E.	Elect Charles M. Geschke	Management	For	For	For
1F.	Elect Shantanu Narayan	Management	For	For	For
1G.	Elect Kathleen Oberg	Management	For	For	For
1H.	Elect Dheeraj Pandey	Management	For	For	For
1I.	Elect David A. Ricks	Management	For	For	For
1J.	Elect Daniel Rosensweig	Management	For	For	For
1K.	Elect John E. Warnock	Management	For	For	For
2.	Approval of the 2020 Employee Stock Purchase Plan	Management	For	For	For
3.	Ratification of Auditor	Management	For	Against	Against
4.	Advisory Vote on Executive Compensation	Management	For	For	For
5.	Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report	Shareholder	Against	For	Against

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VIVENDI

ISIN	FR0000127771	Meeting Date	20-Apr-20
Ticker		Deadline Date	06-Apr-20
Country	France	Record Date	15-Apr-20
Blocking	No	Vote Date	03-Apr-20

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
O.1	Accounts and Reports	Management	For	For	For
O.2	Consolidated Accounts and Reports	Management	For	For	For
O.3	Allocation of Profits/Dividends	Management	For	For	For
O.4	Elect Yannick Bolloré	Management	For	Against	Against
O.5	Elect Laurent Dassault	Management	For	For	For
O.6	Authority to Repurchase and Reissue Shares	Management	For	For	For
O.7	Special Auditors Report on Regulated Agreements	Management	For	For	For
O.8	Remuneration Report	Management	For	For	For
O.9	Remuneration of Yannick Bolloré, Supervisory Board Chair	Management	For	Against	Against
O.10	Remuneration of Arnaud de Puyfontaine, Management Board Chair	Management	For	For	For

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O.11	Remuneration of Gilles Alix, Management Board Member	Management	For	Against	Against
O.12	Remuneration of Cédric de Baillencourt, Management Board Member	Management	For	For	For
O.13	Remuneration of Frédéric Crépin, Management Board Member	Management	For	For	For
O.14	Remuneration of Simon Gillham, Management Board Member	Management	For	For	For
O.15	Remuneration of Hervé Philippe, Management Board Member	Management	For	For	For
O.16	Remuneration of Stéphane Roussel, Management Board Member	Management	For	For	For
O.17	Remuneration Policy (Supervisory Board)	Management	For	For	For
O.18	Remuneration Policy (Management Board Chair)	Management	For	For	For
O.19	Remuneration Policy (Management Board Members)	Management	For	For	For
O.20	Supplementary Retirement Benefits (Arnaud de Puyfontaine, Management Board Chair)	Management	For	For	For
O.21	Supplementary Retirement Benefits (Gilles Alix, Management Board Member)	Management	For	For	For
O.22	Supplementary Retirement Benefits (Cédric de Baillencourt, Management Board Member)	Management	For	For	For
O.23	Supplementary Retirement Benefits (Frédéric Crépin, Management Board Member)	Management	For	For	For
O.24	Supplementary Retirement Benefits (Simon Gillham, Management Board Member)	Management	For	For	For
O.25	Supplementary Retirement Benefits (Hervé Philippe, Management Board Member)	Management	For	For	For
O.26	Supplementary Retirement Benefits (Stéphane Roussel, Management Board Member)	Management	For	For	For
E.27	Authority to Cancel Shares and Reduce Capital	Management	For	For	For
E.28	Authority to Repurchase and Cancel Shares	Management	For	For	For
E.29	Amendments to Articles	Management	For	For	For

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E.30 Authorisation of Legal Formalities Management For For For

JOHNSON & JOHNSON

ISIN	BRJNJBDDR002	Meeting Date	23-Apr-20
Ticker	JNJ	Deadline Date	09-Apr-20
Country	United States	Record Date	25-Feb-20
Blocking	No	Vote Date	06-Apr-20

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1A.	Elect Mary C. Beckerle	Management	For	For	For
1B.	Elect D. Scott Davis	Management	For	For	For
1C.	Elect Ian E.L. Davis	Management	For	For	For
1D.	Elect Jennifer A. Doudna	Management	For	For	For
1E.	Elect Alex Gorsky	Management	For	For	For
1F.	Elect Marilyn A. Hewson	Management	For	For	For

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1G.	Elect Hubert Joly	Management	For	Against	Against
1H.	Elect Mark B. McClellan	Management	For	For	For
1I.	Elect Anne M. Mulcahy	Management	For	For	For
1J.	Elect Charles Prince	Management	For	Against	Against
1K.	Elect A. Eugene Washington	Management	For	For	For
1L.	Elect Mark A. Weinberger	Management	For	For	For
1M.	Elect Ronald A. Williams	Management	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	For	For
3.	Ratification of Auditor	Management	For	Against	Against
4.	Removal of Directors Without Cause	Management	For	For	For
5.	Shareholder Proposal Regarding Independent Chair	Shareholder	Against	For	Against
6.	Shareholder Proposal Regarding Report on Response to Opioid Epidemic	Shareholder	Against	For	Against

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UNILEVER NV

ISIN	NL0000388619	Meeting Date	30-Apr-20
Ticker		Deadline Date	16-Apr-20
Country	Netherlands	Record Date	02-Apr-20
Blocking	No	Vote Date	13-Apr-20

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Accounts and Reports; Allocation of Profits and Dividends	Management	For	For	For
3	Remuneration Report	Management	For	For	For
4	Ratification of Executive Directors' Acts	Management	For	For	For
5	Ratification of Non-Executive Directors' Acts	Management	For	For	For
6	Elect Nils Andersen	Management	For	For	For
7	Elect Laura M.L. Cha	Management	For	For	For
8	Elect Vittorio Colao	Management	For	For	For

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9	Elect Judith Hartmann	Management	For	For	For
10	Elect Alan Jope	Management	For	For	For
11	Elect Andrea Jung	Management	For	For	For
12	Elect Susan Kilsby	Management	For	For	For
13	Elect Strive T. Masiyiwa	Management	For	For	For
14	Elect Youngme E. Moon	Management	For	For	For
15	Elect Graeme D. Pitkethly	Management	For	For	For
16	Elect John Rishton	Management	For	For	For
17	Elect Feike Sijbesma	Management	For	For	For
18	Appointment of Auditor	Management	For	For	For
19	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
20	Authority to Suppress Preemptive Rights	Management	For	For	For
21	Authority to Suppress Preemptive Rights (Acquisition or Investment Purposes)	Management	For	For	For
22	Authority to Repurchase Shares	Management	For	For	For
23	Cancellation of Shares	Management	For	For	For

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GILEAD SCIENCES, INC.

ISIN	US3755581036	Meeting Date	06-May-20
Ticker	GILD	Deadline Date	22-Apr-20
Country	United States	Record Date	13-Mar-20
Blocking	No	Vote Date	19-Apr-20

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1A.	Elect Jacqueline K. Barton	Management	For	For	For
1B.	Elect Sandra J. Horning	Management	For	For	For
1C.	Elect Kelly A. Kramer	Management	For	For	For
1D.	Elect Kevin E. Lofton	Management	For	For	For
1E.	Elect Harish Manwani	Management	For	For	For
1F.	Elect Daniel P. O'Day	Management	For	For	For
1G.	Elect Richard J. Whitley	Management	For	For	For
1H.	Elect Per Wold-Olsen	Management	For	For	For
2.	Ratification of Auditor	Management	For	Against	Against
3.	Advisory Vote on Executive Compensation	Management	For	Against	Against

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4.	Shareholder Proposal Regarding Independent Chair	Shareholder	Against	For	Against
5.	Shareholder Proposal Regarding Reducing Ownership Threshold Required to Act by Written Consent	Shareholder	Against	For	Against

ALLIANZ SE

ISIN	DE0008404005	Meeting Date	06-May-20
Ticker		Deadline Date	22-Apr-20
Country	Germany	Record Date	29-Apr-20
Blocking	Yes	Vote Date	19-Apr-20

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Profits/Dividends	Management	For	For	For
3	Ratification of Management Board Acts	Management	For	For	For
4	Ratification of Supervisory Board Acts	Management	For	For	For
5	Approval of Intra-Company Control Agreement with Allianz Africa Holding GmbH	Management	For	For	For

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SAP SE

ISIN	DE0007164600	Meeting Date	20-May-20
Ticker		Deadline Date	06-May-20
Country	Germany	Record Date	07-May-20
Blocking	No	Vote Date	03-May-20

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Profits/Dividends	Management	For	For	For
3	Ratification of Management Board Acts	Management	For	For	For
4	Ratification of Supervisory Board Acts	Management	For	For	For
5	Appointment of Auditor	Management	For	For	For
6.A	Increase in Authorised Capital I	Management	For	For	For
6.B	Increase in Authorised Capital II	Management	For	For	For
7	Management Board Remuneration Policy	Management	For	For	For
8	Supervisory Board Remuneration Policy	Management	For	For	For

ARISTA NETWORKS INC

ISIN	BRA1NEBDR008	Meeting Date	27-May-20
Ticker	ANET	Deadline Date	13-May-20
Country	United States	Record Date	02-Apr-20
Blocking	No	Vote Date	10-May-20

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.1	Elect Mark B. Templeton	Management	For	For	For
1.2	Elect Nikos Theodosopoulos	Management	For	Withhold	Against
2.	Advisory Vote on Executive Compensation	Management	For	For	For
3.	Ratification of Auditor	Management	For	For	For

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AMAZON.COM INC.

ISIN	ARBCOM460176	Meeting Date	27-May-20
Ticker	AMZN	Deadline Date	13-May-20
Country	United States	Record Date	02-Apr-20
Blocking	No	Vote Date	10-May-20

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1A.	Elect Jeffrey P. Bezos	Management	For	For	For
1B.	Elect Rosalind G. Brewer	Management	For	For	For
1C.	Elect Jamie S. Gorelick	Management	For	For	For
1D.	Elect Daniel P. Huttenlocher	Management	For	For	For
1E.	Elect Judith A. McGrath	Management	For	For	For
1F.	Elect Indra K. Nooyi	Management	For	For	For
1G.	Elect Jonathan J. Rubinstein	Management	For	For	For

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1H.	Elect Thomas O. Ryder	Management	For	Against	Against
1I.	Elect Patricia Q. Stonesifer	Management	For	For	For
1J.	Elect Wendell P. Weeks	Management	For	For	For
2.	Ratification of Auditor	Management	For	Against	Against
3.	Advisory Vote on Executive Compensation	Management	For	For	For
4.	Reduce Ownership Threshold for Shareholders to Call Special Meetings	Management	For	Against	Against
5.	Shareholder Proposal Regarding Report on Food Waste	Shareholder	Against	For	Against
6.	Shareholder Proposal Regarding Report on Customer Due Diligence	Shareholder	Against	For	Against
7.	Shareholder Proposal Regarding the Human Rights Impacts of Facial Recognition Technology	Shareholder	Against	For	Against
8.	Shareholder Proposal Regarding Report on Hate Speech and Sale of Offensive Products	Shareholder	Against	For	Against
9.	Shareholder Proposal Regarding Independent Chair	Shareholder	Against	For	Against
10.	Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report	Shareholder	Against	For	Against
11.	Shareholder Proposal Regarding Report on Community Impacts	Shareholder	Against	For	Against

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12.	Shareholder Proposal Regarding Report on Viewpoint Discrimination	Shareholder	Against	Against	For
13.	Shareholder Proposal Regarding Report on Promotion Data	Shareholder	Against	For	Against
14.	Shareholder Proposal Regarding Right to Call Special Meetings	Shareholder	Against	For	Against
15.	Shareholder Proposal Regarding Human Rights Impact Assessment	Shareholder	Against	For	Against
16.	Shareholder Proposal Regarding Lobbying Report	Shareholder	Against	For	Against

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GOOGLE INC

ISIN	US02079K3059	Meeting Date	03-Jun-20
Ticker		Deadline Date	20-May-20
Country	United States	Record Date	07-Apr-20
Blocking	No	Vote Date	17-May-20

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.1	Elect Larry Page	Management	For	For	For
1.2	Elect Sergey Brin	Management	For	For	For
1.3	Elect Sundar Pichai	Management	For	For	For
1.4	Elect John L. Hennessy	Management	For	Against	Against
1.5	Elect Frances H. Arnold	Management	For	For	For
1.6	Elect L. John Doerr	Management	For	Against	Against
1.7	Elect Roger W. Ferguson, Jr.	Management	For	For	For
1.8	Elect Ann Mather	Management	For	For	For
1.9	Elect Alan R. Mulally	Management	For	Against	Against

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1.10	Elect K. Ram Shriram	Management	For	For	For
1.11	Elect Robin L. Washington	Management	For	For	For
2	Ratification of Auditor	Management	For	Against	Against
3	Amendment to the 2012 Stock Plan	Management	For	Against	Against
4	Advisory Vote on Executive Compensation	Management	For	Against	Against
5	Shareholder Proposal Regarding Recapitalization	Shareholder	Against	For	Against
6	Shareholder Proposal Regarding Report on the Use of Contractual Provisions Requiring Arbitration in Employment-Related Claims	Shareholder	Against	Against	For
7	Shareholder Proposal Regarding the Establishment of a Human Rights Risk Oversight Committee	Shareholder	Against	For	Against
8	Shareholder Proposal Regarding Shareholder Approval of Bylaw Amendments	Shareholder	Against	Against	For
9	Shareholder Proposal Regarding Linking Executive Pay to Sustainability and Diversity	Shareholder	Against	For	Against
10	Shareholder Proposal Regarding Report on Government Takedown Requests	Shareholder	Against	For	Against
11	Shareholder Proposal Regarding Majority Vote for Election of Directors	Shareholder	Against	For	Against
12	Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report	Shareholder	Against	For	Against

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13	Shareholder Proposal Regarding Human Rights/ Civil Rights Expertise on Board	Shareholder	Against	For	Against
14	Shareholder Proposal Regarding Report on Whistleblower Policies	Shareholder	Against	For	Against

MASTERCARD INCORPORATED

ISIN	US57636Q1040	Meeting Date	16-Jun-20
Ticker	MA	Deadline Date	02-Jun-20
Country	United States	Record Date	20-Apr-20
Blocking	No	Vote Date	30-May-20

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1A.	Elect Richard Haythornthwaite	Management	For	Against	Against
1B.	Elect Ajay Banga	Management	For	For	For
1C.	Elect Richard K. Davis	Management	For	For	For
1D.	Elect Steven J. Freiberg	Management	For	For	For
1E.	Elect Julius Genachowski	Management	For	For	For

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1F.	Elect Choon Phong Goh	Management	For	Against	Against
1G.	Elect Merit E. Janow	Management	For	For	For
1H.	Elect Oki Matsumoto	Management	For	For	For
1I.	Elect Youngme E. Moon	Management	For	For	For
1J.	Elect Rima Qureshi	Management	For	For	For
1K.	Elect José Octavio Reyes Lagunes	Management	For	For	For
1L.	Elect Gabrielle Sulzberger	Management	For	For	For
1M.	Elect Jackson P. Tai	Management	For	Against	Against
1N.	Elect Lance Ugglá	Management	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	For	For
3.	Ratification of Auditor	Management	For	Against	Against

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SQUARE INC

ISIN	US8522341036	Meeting Date	16-Jun-20
Ticker	SQ	Deadline Date	02-Jun-20
Country	United States	Record Date	20-Apr-20
Blocking	No	Vote Date	30-May-20

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.1	Elect Roelof F. Botha	Management	For	For	For
1.2	Elect Amy Brooks	Management	For	For	For
1.3	Elect Jim McKelvey	Management	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	For	For
3.	Ratification of Auditor	Management	For	For	For
4.	Shareholder Proposal Regarding Report on Non-Management Employee Representation on the Board	Shareholder	Against	Against	For

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BASF SE

ISIN	DE000BASF111	Meeting Date	18-Jun-20
Ticker		Deadline Date	04-Jun-20
Country	Germany	Record Date	11-Jun-20
Blocking	No	Vote Date	01-Jun-20

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Profits/Dividends	Management	For	For	For
3	Ratification of Supervisory Board Acts	Management	For	For	For
4	Ratification of Management Board Acts	Management	For	For	For
5	Appointment of Auditor	Management	For	For	For
6	Elect Kurt Bock as Supervisory Board Member	Management	For	For	For
7	Management Board Remuneration Policy	Management	For	For	For
8	Amendments to Articles Regarding Supervisory Board Members' Term Length	Management	For	For	For
9	Amendments to Articles Regarding Supervisory Board Members' Fees	Management	For	For	For
10	Supervisory Board Remuneration Policy	Management	For	For	For

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VONOVIA SE

ISIN	DE000A1ML7J1	Meeting Date	30-Jun-20
Ticker		Deadline Date	16-Jun-20
Country	Germany	Record Date	23-Jun-20
Blocking	No	Vote Date	13-Jun-20

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

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SIEMENS AG

ISIN	DE0007236101	Meeting Date	09-Jul-20
Ticker		Deadline Date	25-Jun-20
Country	Germany	Record Date	02-Jul-20
Blocking	No	Vote Date	22-Jun-20

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Spin-Off and Transfer Agreement	Management	For	For	For