

VOTE SUMMARY REPORT

Date range covered : 01/01/2022 to 03/31/2022

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): ALL INSTITUTION
ACCOUNTS

Trigano SA

Meeting Date: 01/07/2022

Country: France

Ticker: TRI

Record Date: 01/05/2022

Meeting Type: Annual/Special

Primary Security ID: F93488108

Shares Voted: 870

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends of EUR 3.20 per Share	Mgmt	For	For	For
5	Approve Remuneration Policy of Chairman of the Supervisory Board	Mgmt	For	For	For
6	Approve Remuneration Policy of Supervisory Board Members	Mgmt	For	For	For
7	Approve Remuneration Policy of Chairman of the Management Board	Mgmt	For	Against	Against
8	Approve Remuneration Policy of CEOs	Mgmt	For	Against	Against
9	Approve Remuneration Policy of Management Board Members	Mgmt	For	Against	Against
10	Approve Remuneration of Supervisory Board Members in the Aggregate Amount of EUR 220,500	Mgmt	For	For	For
11	Approve Compensation Report of Corporate Officers	Mgmt	For	Against	Against
12	Approve Compensation of Alice Cavalier Feuillet, Chairman of the Supervisory Board	Mgmt	For	For	For
13	Approve Compensation of Stephane Gigou, Chairman of the Management Board	Mgmt	For	Against	Against
14	Approve Compensation of Michel Freiche, CEO	Mgmt	For	Against	Against
15	Approve Compensation of Marie-Helene Feuillet, Management Board Member	Mgmt	For	Against	Against
16	Approve Compensation of Paolo Bicci, Management Board Member	Mgmt	For	Against	Against
17	Authorize Repurchase of Up to 9.83 Percent of Issued Share Capital	Mgmt	For	Against	Against
18	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For
	Extraordinary Business	Mgmt			

Trigano SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
19	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For

Jumbo SA

Meeting Date: 01/19/2022	Country: Greece	Ticker: BELA
Record Date: 01/13/2022	Meeting Type: Extraordinary Shareholders	
Primary Security ID: X4114P111		
Shares Voted: 11,010		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Special Meeting Agenda	Mgmt			
1	Approve Special Dividend	Mgmt	For	For	For
2	Elect Directors (Bundled)	Mgmt	For	For	For

Compass Group Plc

Meeting Date: 02/03/2022	Country: United Kingdom	Ticker: CPG
Record Date: 02/01/2022	Meeting Type: Annual	
Primary Security ID: G23296208		
Shares Voted: 9,575		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Policy	Mgmt	For	Against	Against
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Elect Palmer Brown as Director	Mgmt	For	For	For
6	Elect Arlene Isaacs-Lowe as Director	Mgmt	For	For	For
7	Elect Sundar Raman as Director	Mgmt	For	For	For
8	Re-elect Ian Meakins as Director	Mgmt	For	For	For
9	Re-elect Dominic Blakemore as Director	Mgmt	For	For	For
10	Re-elect Gary Green as Director	Mgmt	For	For	For
11	Re-elect Carol Arrowsmith as Director	Mgmt	For	For	For
12	Re-elect Stefan Bomhard as Director	Mgmt	For	For	For
13	Re-elect John Bryant as Director	Mgmt	For	For	For
14	Re-elect Anne-Francoise Nesmes as Director	Mgmt	For	For	For

Compass Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Re-elect Nelson Silva as Director	Mgmt	For	For	For
16	Re-elect Ireena Vittal as Director	Mgmt	For	For	For
17	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
18	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
19	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
20	Authorise Issue of Equity	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
23	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
24	Authorise the Company to Call General Meeting with 14 Clear Days' Notice	Mgmt	For	For	For

PT Bank Rakyat Indonesia (Persero) Tbk

Meeting Date: 03/01/2022	Country: Indonesia	Ticker: BBRI
Record Date: 02/04/2022	Meeting Type: Annual	
Primary Security ID: Y0697U112		

Shares Voted: 786,052

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Financial Statements, Statutory Reports, Annual Report, Report of the Partnership and Community Development Program (PCDP), and Discharge of Directors and Commissioners	Mgmt	For	For	For
2	Approve Allocation of Income	Mgmt	For	For	For
3	Approve Affirmation on the Implementation of the Regulations of the Minister of State-Owned Enterprises of the Republic of Indonesia	Mgmt	For	For	For
4	Approve Remuneration and Tantiem of Directors and Commissioners	Mgmt	For	For	For
5	Appoint Auditors of the Company and the Partnership and Community Development Program (PCDP)	Mgmt	For	For	For
6	Accept Report on the Use of Proceeds	Mgmt	For	For	For
7	Approve Share Repurchase Program	Mgmt	For	Against	Against
8	Approve Changes in the Boards of the Company	Mgmt	For	Against	Against

SalMar ASA

Meeting Date: 03/14/2022

Country: Norway

Ticker: SALM

Record Date:

Meeting Type: Extraordinary
Shareholders

Primary Security ID: R7445C102

Shares Voted: 3,481

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chairman of Meeting; Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
2	Approve Notice of Meeting and Agenda	Mgmt	For	For	For
3	Approve Issuance of Shares in Connection with Acquisition of NTS ASA	Mgmt	For	For	For

Novo Nordisk A/S

Meeting Date: 03/24/2022

Country: Denmark

Ticker: NOVO.B

Record Date: 03/17/2022

Meeting Type: Annual

Primary Security ID: K72807132

Shares Voted: 2,631

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of DKK 6.90 Per Share	Mgmt	For	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
5.1	Approve Remuneration of Directors for 2021 in the Aggregate Amount of DKK 17.1 Million	Mgmt	For	For	For
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	For
6.1	Reelect Helge Lund as Director and Board Chair	Mgmt	For	For	For
6.2	Reelect Henrik Poulsen as Director and Vice Chair	Mgmt	For	For	For
6.3a	Reelect Jeppe Christiansen as Director	Mgmt	For	For	For
6.3b	Reelect Laurence Debroux as Director	Mgmt	For	For	For
6.3c	Reelect Andreas Fibig as Director	Mgmt	For	For	For
6.3d	Reelect Sylvie Gregoire as Director	Mgmt	For	For	For
6.3e	Reelect Kasim Kutay as Director	Mgmt	For	For	For
6.3f	Reelect Martin Mackay as Director	Mgmt	For	Abstain	Abstain

Novo Nordisk A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.3g	Elect Choi La Christina Law as New Director	Mgmt	For	For	For
7	Ratify Deloitte as Auditors	Mgmt	For	For	For
8.1	Approve DKK 6 Million Reduction in Share Capital via B Share Cancellation	Mgmt	For	For	For
8.2	Authorize Share Repurchase Program	Mgmt	For	For	For
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	For
8.4	Amendment to Remuneration Policy for Board of Directors and Executive Management	Mgmt	For	For	For
8.5	Amend Articles Re: Board-Related	Mgmt	For	For	For
9	Other Business	Mgmt			

KT&G Corp.

Meeting Date: 03/29/2022	Country: South Korea	Ticker: 033780
Record Date: 12/31/2021	Meeting Type: Annual	
Primary Security ID: Y49904108		

Shares Voted: 2,190

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For
2	Amend Articles of Incorporation	Mgmt	For	For	For
3.1	Elect Son Gwan-su as Outside Director	Mgmt	For	For	For
3.2	Elect Lee Ji-hui as Outside Director	Mgmt	For	For	For
4	Elect Son Gwan-su as a Member of Audit Committee	Mgmt	For	For	For
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For

Telefonaktiebolaget LM Ericsson

Meeting Date: 03/29/2022	Country: Sweden	Ticker: ERIC.B
Record Date: 03/21/2022	Meeting Type: Annual	
Primary Security ID: W26049119		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For	For	For
2.1	Designate Bengt Kileus as Inspector of Minutes of Meeting	Mgmt	For	For	For
2.2	Designate Anders Oscarsson as Inspector of Minutes of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Speech by the CEO	Mgmt			
8.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8.2	Approve Remuneration Report	Mgmt	For	For	For
8.3.a	Approve Discharge of Board Chairman Ronnie Leten	Mgmt	For	For	For
8.3.b	Approve Discharge of Board Member Helena Stjernholm	Mgmt	For	For	For
8.3.c	Approve Discharge of Board Member Jacob Wallenberg	Mgmt	For	For	For
8.3.d	Approve Discharge of Board Member Jon Fredrik Baksaas	Mgmt	For	For	For
8.3.e	Approve Discharge of Board Member Jan Carlson	Mgmt	For	Against	Against
8.3.f	Approve Discharge of Board Member Nora Denzel	Mgmt	For	For	For
8.3.g	Approve Discharge of Board Member Borje Ekholm	Mgmt	For	Against	Against
8.3.h	Approve Discharge of Board Member Eric A. Elzvik	Mgmt	For	Against	Against
8.3.i	Approve Discharge of Board Member Kurt Jofs	Mgmt	For	Against	Against
8.3.j	Approve Discharge of Board Member Kristin S. Rinne	Mgmt	For	For	For
8.3.k	Approve Discharge of Employee Representative Torbjorn Nyman	Mgmt	For	Against	Against
8.3.l	Approve Discharge of Employee Representative Kjell-Ake Soting	Mgmt	For	For	For
8.3.m	Approve Discharge of Deputy Employee Representative Anders Ripa	Mgmt	For	For	For
8.3.n	Approve Discharge of Employee Representative Roger Svensson	Mgmt	For	For	For
8.3.o	Approve Discharge of Deputy Employee Representative Per Holmberg	Mgmt	For	For	For

Telefonaktiebolaget LM Ericsson

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.3.p	Approve Discharge of Deputy Employee Representative Loredana Roslund	Mgmt	For	For	For
8.3.q	Approve Discharge of Deputy Employee Representative Ulf Rosberg	Mgmt	For	For	For
8.3.r	Approve Discharge of President Borje Ekholm	Mgmt	For	Against	Against
8.4	Approve Allocation of Income and Dividends of SEK 2.5 per Share	Mgmt	For	For	For
9	Determine Number of Directors (11) and Deputy Directors (0) of Board	Mgmt	For	For	For
10	Approve Remuneration of Directors in the Amount of SEK 4.37 Million for Chairman and SEK 1.1 Million for Other Directors, Approve Remuneration for Committee Work	Mgmt	For	For	For
11.1	Reelect Jon Fredrik Baksaas as Director	Mgmt	For	For	For
11.2	Reelect Jan Carlson as Director	Mgmt	For	Against	Against
11.3	Reelect Nora Denzel as Director	Mgmt	For	For	For
11.4	Elect Carolina Dybeck Happe as New Director	Mgmt	For	For	For
11.5	Reelect Borje Ekholm as Director	Mgmt	For	For	For
11.6	Reelect Eric A. Elzvik as Director	Mgmt	For	For	For
11.7	Reelect Kurt Jofs as Director	Mgmt	For	For	For
11.8	Reelect Ronnie Leten as Director	Mgmt	For	For	For
11.9	Reelect Kristin S. Rinne as Director	Mgmt	For	For	For
11.10	Reelect Helena Stjernholm as Director	Mgmt	For	For	For
11.11	Reelect Jacob Wallenberg as Director	Mgmt	For	For	For
12	Reelect Ronnie Leten as Board Chair	Mgmt	For	For	For
13	Determine Number of Auditors (1)	Mgmt	For	For	For
14	Approve Remuneration of Auditors	Mgmt	For	For	For
15	Ratify Deloitte AB as Auditors	Mgmt	For	For	For
16.1	Approve Long-Term Variable Compensation Program 2022 (LTV 2022)	Mgmt	For	For	For
16.2	Approve Equity Plan Financing of LTV 2022	Mgmt	For	For	For
16.3	Approve Alternative Equity Plan Financing of LTV 2022, if Item 16.2 is Not Approved	Mgmt	For	Against	Against
17	Approve Equity Plan Financing of LTV 2021	Mgmt	For	For	For
18	Approve Equity Plan Financing of LTV 2019 and 2020	Mgmt	For	For	For
	Shareholder Proposals Submitted by Carl Axel Bruno	Mgmt			
19	Increase the Production of Semiconductors that was Conducted by Ericsson During the 1980's	SH	None	Against	Against
20	Close Meeting	Mgmt			

SK hynix, Inc.

Meeting Date: 03/30/2022

Country: South Korea

Ticker: 000660

Record Date: 12/31/2021

Meeting Type: Annual

Primary Security ID: Y8085F100

Shares Voted: 1,840

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For
2	Amend Articles of Incorporation	Mgmt	For	For	For
3	Approve Stock Option Grants (To be granted)	Mgmt	For	For	For
4	Approve Stock Option Grants (Previously granted)	Mgmt	For	For	For
5.1	Elect Gwak Noh-jeong as Inside Director	Mgmt	For	For	For
5.2	Elect Noh Jong-won as Inside Director	Mgmt	For	For	For
6	Elect Ha Young-gu as Outside Director	Mgmt	For	For	For
7	Elect Ha Young-gu as a Member of Audit Committee	Mgmt	For	For	For
8	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For

DBS Group Holdings Ltd.

Meeting Date: 03/31/2022

Country: Singapore

Ticker: D05

Record Date:

Meeting Type: Annual

Primary Security ID: Y20246107

Shares Voted: 13,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Adopt Financial Statements and Directors' and Auditors' Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Directors' Remuneration	Mgmt	For	For	For
4	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
5	Elect Bonghan Cho as Director	Mgmt	For	For	For
6	Elect Olivier Lim Tse Ghow as Director	Mgmt	For	For	For
7	Elect Tham Sai Choy as Director	Mgmt	For	For	For
8	Elect Chng Kai Fong as Director	Mgmt	For	For	For
9	Elect Judy Lee as Director	Mgmt	For	For	For
10	Approve Grant of Awards and Issuance of Shares Under the DBSH Share Plan	Mgmt	For	For	For

DBS Group Holdings Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Approve Grant of Awards and Issuance of Shares Under the California Sub-Plan to the DBSH Share Plan	Mgmt	For	For	For
12	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For	For
13	Approve Issuance of Shares Pursuant to the DBSH Scrip Dividend Scheme	Mgmt	For	For	For
14	Authorize Share Repurchase Program	Mgmt	For	For	For