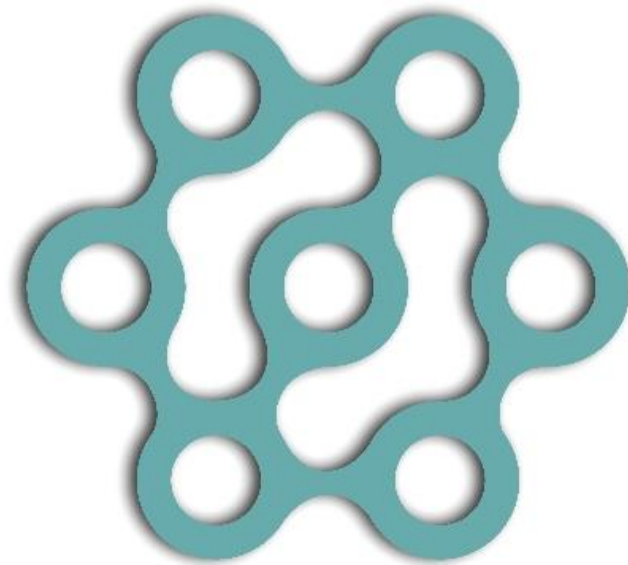


ELEVA European Selection



Votes relatifs aux résolutions présentées en Assemblées Générales – Année 2020

Votes relating to resolutions presented at General Meetings – FY 2020

Introduction

Conformément aux critères du cahier des charges du label ISR français, ce document répertorie l'ensemble des votes que nous avons instruits pour chaque assemblée générale à laquelle nous avons été conviés à participer. La période couverte par ce document s'étend du 1^{er} janvier 2020 jusqu'au 31 décembre 2020.

Les valeurs citées dans ce document étaient présentes dans le fonds à la date à laquelle nous avons soumis nos votes. Ni leur présence dans le portefeuille géré, ni leur performance ne sont garanties.

Données au 31/12/2020

Source : ISS

Introduction

In accordance with the criteria of the French SRI label requirements, this document lists all the votes that we have instructed for each general meeting in which we have been invited to participate. The period covered by this document extends from January 1, 2020 until December 31, 2020.

The securities cited in this document were present in the fund on the date on which we submitted our votes. Neither their presence in the managed portfolio nor their performance is guaranteed.

Data as at 31/12/2020

Source: ISS

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Admiral Group Plc

Meeting Date: 04/30/2020

Country: United Kingdom

Record Date: 04/28/2020

Meeting Type: Annual

Ticker: ADM

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For
2	Approve Remuneration Report	Mgmt	For
3	Approve Final Dividend	Mgmt	For
4	Re-elect David Stevens as Director	Mgmt	For
5	Re-elect Geraint Jones as Director	Mgmt	For
6	Re-elect Annette Court as Director	Mgmt	For
7	Re-elect Jean Park as Director	Mgmt	For
8	Re-elect George Manning Rountree as Director	Mgmt	For
9	Re-elect Owen Clarke as Director	Mgmt	For
10	Re-elect Justine Roberts as Director	Mgmt	For
11	Re-elect Andrew Crossley as Director	Mgmt	For
12	Re-elect Michael Brierley as Director	Mgmt	For
13	Re-elect Karen Green as Director	Mgmt	For
14	Reappoint Deloitte LLP as Auditors	Mgmt	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For
16	Amend Discretionary Free Share Scheme	Mgmt	For
17	Authorise EU Political Donations and Expenditure	Mgmt	For
18	Authorise Issue of Equity	Mgmt	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Akzo Nobel NV

Meeting Date: 04/23/2020

Country: Netherlands

Record Date: 03/26/2020

Meeting Type: Annual

Ticker: AKZA

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Annual Meeting Agenda	Mgmt	
1	Open Meeting	Mgmt	
2.a	Receive Report of Management Board(Non-Voting)	Mgmt	
3.a	Adopt Financial Statements	Mgmt	For
3.b	Discuss on the Company's Dividend Policy	Mgmt	
3.c	Approve Dividends of EUR 1.90 Per Share	Mgmt	For
3.d	Approve Remuneration Report	Mgmt	For
4.a	Approve Discharge of Management Board	Mgmt	For
4.b	Approve Discharge of Supervisory Board	Mgmt	For
5	Reelect P. Kirby to Supervisory Board	Mgmt	For
6.a	Amend Remuneration Policy for ManagementBoard	Mgmt	For
6.b	Amend Remuneration Policy for Supervisory Board	Mgmt	For
7	Amend Articles Re: Implementation of the Act on the Conversion of BearerShares and the Dutch Provisions Implementing the Shareholder Rights Directive II	Mgmt	For
8.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For
8.b	Authorize Board to Exclude Preemptive Rightsfrom Share Issuances	Mgmt	For
9	Authorize Repurchase of Up to 10 Percent ofIssued Share Capital	Mgmt	For
10	Authorize Cancellation of Repurchased Shares	Mgmt	For
11	Close Meeting	Mgmt	

Anglo American Plc

Meeting Date: 05/05/2020

Country: United Kingdom

Record Date: 05/01/2020

Meeting Type: Annual

Ticker: AAL

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Anglo American Plc

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For
2	Approve Final Dividend	Mgmt	For
3	Elect Hixonia Nyasulu as Director	Mgmt	For
4	Elect Nonkululeko Nyembezi as Director	Mgmt	For
5	Re-elect Ian Ashby as Director	Mgmt	For
6	Re-elect Marcelo Bastos as Director	Mgmt	For
7	Re-elect Stuart Chambers as Director	Mgmt	For
8	Re-elect Mark Cutifani as Director	Mgmt	For
9	Re-elect Byron Grote as Director	Mgmt	For
10	Re-elect Tony O'Neill as Director	Mgmt	For
11	Re-elect Stephen Pearce as Director	Mgmt	For
12	Re-elect Jim Rutherford as Director	Mgmt	For
13	Re-elect Anne Stevens as Director	Mgmt	For
14	Appoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For
15	Authorise Board to Fix Remuneration of Auditors	Mgmt	For
16	Approve Remuneration Policy	Mgmt	For
17	Approve Remuneration Report	Mgmt	For
18	Approve Long Term Incentive Plan	Mgmt	For
19	Approve Bonus Share Plan	Mgmt	For
20	Authorise Issue of Equity	Mgmt	For
21	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For

AstraZeneca Plc

Meeting Date: 04/29/2020

Country: United Kingdom

Record Date: 04/27/2020

Meeting Type: Annual

Ticker: AZN

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

AstraZeneca Plc

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For
2	Approve Dividends	Mgmt	For
3	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For
5a	Re-elect Leif Johansson as Director	Mgmt	For
5b	Re-elect Pascal Soriot as Director	Mgmt	For
5c	Re-elect Marc Dunoyer as Director	Mgmt	For
5d	Re-elect Genevieve Berger as Director	Mgmt	For
5e	Re-elect Philip Broadley as Director	Mgmt	For
5f	Re-elect Graham Chipchase as Director	Mgmt	For
5g	Elect Michel Demare as Director	Mgmt	For
5h	Re-elect Deborah DiSanzo as Director	Mgmt	For
5i	Re-elect Sheri McCoy as Director	Mgmt	For
5j	Re-elect Tony Mok as Director	Mgmt	For
5k	Re-elect Nazneen Rahman as Director	Mgmt	For
5l	Re-elect Marcus Wallenberg as Director	Mgmt	For
6	Approve Remuneration Report	Mgmt	For
7	Approve Remuneration Policy	Mgmt	For
8	Authorise EU Political Donations and Expenditure	Mgmt	For
9	Authorise Issue of Equity	Mgmt	For
10	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For
11	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For
12	Authorise Market Purchase of Ordinary Shares	Mgmt	For
13	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For
14	Approve Performance Share Plan	Mgmt	For

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Bayerische Motoren Werke AG

Meeting Date: 05/14/2020

Country: Germany

Record Date: 04/22/2020

Meeting Type: Annual

Ticker: BMW

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal 2019 (Non-Voting)	Mgmt	
2	Approve Allocation of Income and Dividends of EUR 2.50 per Ordinary Share and EUR 2.52 per Preferred Share	Mgmt	Against
3	Approve Discharge of Management Board for Fiscal 2019	Mgmt	For
4	Approve Discharge of Supervisory Board for Fiscal 2019	Mgmt	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal 2020	Mgmt	For
6.1	Elect Norbert Reithofer to the Supervisory Board	Mgmt	Against
6.2	Elect Anke Schaeferkordt to the Supervisory Board	Mgmt	For
7	Approve Remuneration of Supervisory Board	Mgmt	Against

BE Semiconductor Industries NV

Meeting Date: 04/30/2020

Country: Netherlands

Record Date: 04/02/2020

Meeting Type: Annual

Ticker: BESI

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Annual Meeting Agenda	Mgmt	
1	Open Meeting	Mgmt	
2	Receive Annual Report	Mgmt	
3	Approve Remuneration Report	Mgmt	For
4	Adopt Financial Statements and Statutory Reports	Mgmt	For
5.a	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt	
5.b	Approve Dividends of EUR 1.01 Per Share	Mgmt	For
6.a	Approve Discharge of Management Board	Mgmt	For

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

BE Semiconductor Industries NV

Proposal Number	Proposal Text	Proponent	Vote Instruction
6.b	Approve Discharge of Supervisory Board	Mgmt	For
7.a	Approve Remuneration Policy for Management Board	Mgmt	For
7.b	Approve Remuneration Policy for Supervisory Board	Mgmt	For
8	Reelect Mona Elnaggar to Supervisory Board	Mgmt	For
9	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Pre-emptive Rights	Mgmt	For
10	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
11	Approve Reduction in Share Capital through Cancellation of Shares	Mgmt	For
12	Other Business (Non-Voting)	Mgmt	
13	Close Meeting	Mgmt	

BNP Paribas SA

Meeting Date: 05/19/2020

Country: France

Record Date: 05/15/2020

Meeting Type: Annual/Special

Ticker: BNP

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Ordinary Business	Mgmt	
1	Approve Financial Statements and Statutory Reports	Mgmt	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For
3	Approve Allocation of Income and Absence of Dividends	Mgmt	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For
5	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
6	Reelect Jean Lemierre as Director	Mgmt	For
7	Reelect Jacques Aschenbroich as Director	Mgmt	For

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

8	Reelect Monique Cohen as Director	Mgmt	For
9	Reelect Daniela Schwarzer as Director	Mgmt	For

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

BNP Paribas SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
10	Reelect Fields Wicker-Miurin as Director	Mgmt	For
11	Approve Remuneration Policy of Directors	Mgmt	For
12	Approve Remuneration Policy of Chairman of the Board	Mgmt	For
13	Approve Remuneration Policy of CEO and Vice-CEO	Mgmt	For
14	Approve Compensation of Corporate Officers	Mgmt	For
15	Approve Compensation of Jean Lemierre, Chairman of the Board	Mgmt	For
16	Approve Compensation of Jean-Laurent Bonnafé, CEO	Mgmt	For
17	Approve Compensation of Philippe Bordenave, Vice-CEO	Mgmt	For
18	Approve the Overall Envelope of Compensation of Certain Senior Management, Responsible Officers and the Risk-takers	Mgmt	For
	Extraordinary Business	Mgmt	
19	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 1 Billion	Mgmt	For
20	Authorize Capital Increase of Up to EUR 240 Million for Future Exchange Offers	Mgmt	For
21	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For
22	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 20-21 at EUR 240 Million	Mgmt	For
23	Authorize Capitalization of Reserves of Up to EUR 1 Billion for Bonus Issue or Increase in Par Value	Mgmt	For
24	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 19-21 at EUR 1 Billion	Mgmt	For
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For
26	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For
27	Amend Article 7 of Bylaws Re: Employee Shareholder Representative	Mgmt	For
28	Amend Article 15 of Bylaws Re: Board Members Deliberation via Written Consultation	Mgmt	For
29	Amend Articles 7, 10, 11, 19 of Bylaws to Comply with Legal Changes	Mgmt	For

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

BNP Paribas SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
30	Authorize Filing of Required Documents/Other Formalities	Mgmt	For

boohoo group Plc

Meeting Date: 06/19/2020 Country: Jersey
Record Date: 06/17/2020 Meeting Type: Annual Ticker: BOO

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For
2	Approve Remuneration Report	Mgmt	Against
3	Re-elect Pierre Cuilleret as Director	Mgmt	For
4	Re-elect Iain McDonald as Director	Mgmt	For
5	Re-elect Brian Small as Director	Mgmt	For
6	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For
7	Authorise Board to Fix Remuneration of Auditors	Mgmt	For
8	Authorise EU Political Donations and Expenditure	Mgmt	For
9	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For
10	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For
11	Authorise Market Purchase of Ordinary Shares	Mgmt	For

Bouygues SA

Meeting Date: 04/23/2020 Country: France
Record Date: 04/21/2020 Meeting Type: Annual/Special Ticker: EN

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

BNP Paribas SA

Proposal
Number

Vote
Instruction

Proposal Text

Proponent

Ordinary Business

Mgmt

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Bouygues SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Approve Financial Statements and Statutory Reports	Mgmt	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For
3	Approve Allocation of Income and Absence of Dividend	Mgmt	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	Against
5	Approve Remuneration Policy of Corporate Officers	Mgmt	Against
6	Approve Remuneration Policy of Directors	Mgmt	For
7	Approve Compensation Report of Corporate Officers	Mgmt	For
8	Approve Compensation of Martin Bouygues	Mgmt	Against
9	Approve Compensation of Olivier Bouygues	Mgmt	Against
10	Approve Compensation of Philippe Marien	Mgmt	Against
11	Approve Compensation of Olivier Roussat	Mgmt	Against
12	Reelect Alexandre de Rothschild as Director	Mgmt	For
13	Elect Benoit Maes as Director	Mgmt	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Against
	Extraordinary Business	Mgmt	
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For
16	Authorize Board to Issue Free Warrants with Preemptive Rights During a Public Tender Offer	Mgmt	Against
17	Amend Articles 4, 8, 13, 12, 14, 15 and 16 of Bylaws to Comply with Legal Changes	Mgmt	For
18	Delegate Power to the Board of Directors to Amend the Bylaws to Comply with Legal Changes	Mgmt	Against
19	Authorize Filing of Required Documents/Other Formalities	Mgmt	For

Carlsberg A/S

Meeting Date: 03/16/2020

Country: Denmark

Record Date: 03/09/2020

Meeting Type: Annual

Ticker: CARL.B

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Carlsberg A/S

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Receive Report of Board	Mgmt	
2	Accept Financial Statements and Statutory Reports; Approve Discharge of Management and Board	Mgmt	For
3	Approve Allocation of Income and Dividends of DKK 21 Per Share	Mgmt	For
4a	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For
4b	Approve Remuneration of Directors	Mgmt	For
4c	Approve DKK 88 Million Reduction in Share Capital via Share Cancellation	Mgmt	For
4d	Amend Articles Re: Voting on the Company's Remuneration Report	Mgmt	For
4e	Amend Articles Re: Change of Name and CVR Number of the Provider of Share Registration Services	Mgmt	For
5a	Reelect Flemming Besenbacher as Director	Mgmt	For
5b	Reelect Lars Fruergaard Jorgensen as Director	Mgmt	For
5c	Reelect Carl Bache as Director	Mgmt	For
5d	Reelect Magdi Batato as Director	Mgmt	For
5e	Reelect Domitille Doat-Le Bigot as Director	Mgmt	For
5f	Reelect Lilian Fossum Biner as Director	Mgmt	For
5g	Reelect Richard Burrows as Director	Mgmt	For
5h	Reelect Soren-Peter Fuchs Olesen as Director	Mgmt	For
5i	Reelect Majken Schultz as Director	Mgmt	For
5j	Reelect Lars Stemmerik as Director	Mgmt	For
6	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For

Coca-Cola HBC AG

Meeting Date: 06/16/2020

Country: Switzerland

Record Date:

Meeting Type: Annual

Ticker: CCH

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Coca-Cola HBC AG

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For
2.1	Approve Allocation of Income	Mgmt	For
2.2	Approve Dividend from Reserves	Mgmt	For
3	Approve Discharge of Board and Senior Management	Mgmt	For
4.1.1	Re-elect Anastassis David as Director and as Board Chairman	Mgmt	For
4.1.2	Re-elect Zoran Bogdanovic as Director	Mgmt	For
4.1.3	Re-elect Charlotte Boyle as Director and as Member of the Remuneration Committee	Mgmt	For
4.1.4	Re-elect Reto Francioni as Director and as Member of the Remuneration Committee	Mgmt	For
4.1.5	Re-elect Olusola David-Borha as Director	Mgmt	For
4.1.6	Re-elect William Douglas III as Director	Mgmt	For
4.1.7	Re-elect Anastasios Leventis as Director	Mgmt	For
4.1.8	Re-elect Christodoulos Leventis as Director	Mgmt	For
4.1.9	Re-elect Alexandra Papalexopoulou as Director	Mgmt	For
4.1.A	Re-elect Jose Octavio Reyes as Director	Mgmt	For
4.1.B	Re-elect Alfredo Rivera as Director	Mgmt	For
4.1.C	Re-elect Ryan Rudolph as Director	Mgmt	For
4.2	Elect Anna Diamantopoulou as Director and as Member of the Remuneration Committee	Mgmt	For
5	Designate Ines Poeschel as Independent Proxy	Mgmt	For
6.1	Reappoint PricewaterhouseCoopers AG as Auditors	Mgmt	For
6.2	Advisory Vote on Reappointment of the Independent Registered Public Accounting Firm PricewaterhouseCoopers SA for UK Purposes	Mgmt	For
7	Approve UK Remuneration Report	Mgmt	For
8	Approve Remuneration Policy	Mgmt	For
9	Approve Swiss Remuneration Report	Mgmt	For
10.1	Approve Maximum Aggregate Amount of Remuneration for Directors	Mgmt	For

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Coca-Cola HBC AG

Proposal Number	Proposal Text	Proponent	Vote Instruction
10.2	Approve Maximum Aggregate Amount of Remuneration for the Operating Committee	Mgmt	For
11	Authorise Market Purchase of Ordinary Shares	Mgmt	For

Compagnie de Saint-Gobain SA

Meeting Date: 06/04/2020

Country: France

Record Date: 06/02/2020

Meeting Type: Annual/Special

Ticker: SGO

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Ordinary Business	Mgmt	
1	Approve Financial Statements and Statutory Reports	Mgmt	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For
3	Approve Allocation of Income and Absence of Dividends	Mgmt	For
4	Reelect Ieda Gomes Yell as Director	Mgmt	For
5	Reelect Jean-Dominique Senard as Director	Mgmt	For
6	Ratify Appointment of Sibylle Daunis as Representative of Employee Shareholders to the Board	Mgmt	For
7	Elect Jean-Francois Cirelli as Director	Mgmt	For
8	Approve Compensation of Pierre-Andre de Chalendar, Chairman and CEO	Mgmt	For
9	Approve Compensation of Benoit Bazin, Vice-CEO	Mgmt	For
10	Approve Compensation Report of Corporate Officers	Mgmt	For
11	Approve Remuneration Policy of Chairman and CEO	Mgmt	For
12	Approve Remuneration Policy of Vice-CEO	Mgmt	For
13	Approve Remuneration Policy of Directors	Mgmt	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
15	Ratify Change Location of Registered Office to Saint-Gobain Tower, 12 Place de l'Iris, 92400 Courbevoie and Amend Article 4 of Bylaws Accordingly	Mgmt	For

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Compagnie de Saint-Gobain SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Extraordinary Business	Mgmt	
16	Amend Article 9 of Bylaws Re: Employee Representative	Mgmt	For
17	Authorize Filing of Required Documents/Other Formalities	Mgmt	For

Covestro AG

Meeting Date: 07/30/2020

Country: Germany

Record Date: 07/08/2020

Meeting Type: Annual

Ticker: 1COV

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal 2019 (Non-Voting)	Mgmt	
2	Approve Allocation of Income and Dividends of EUR 1.20 per Share	Mgmt	For
3	Approve Discharge of Management Board for Fiscal 2019	Mgmt	For
4	Approve Discharge of Supervisory Board for Fiscal 2019	Mgmt	For
5	Ratify KPMG AG as Auditors for Fiscal 2020	Mgmt	For
6.1	Elect Christine Bortenlaenger to the Supervisory Board	Mgmt	For
6.2	Elect Rolf Nonnenmacher to the Supervisory Board	Mgmt	For
6.3	Elect Richard Pott to the Supervisory Board	Mgmt	For
6.4	Elect Regine Stachelhaus to the Supervisory Board	Mgmt	For
6.5	Elect Patrick Thomas to the Supervisory Board	Mgmt	For
6.6	Elect Ferdinando Falco Beccalli to the Supervisory Board	Mgmt	For
7	Approve Creation of EUR 73.2 Million Pool of Capital with Partial Exclusion of Preemptive Rights	Mgmt	For
8	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds with Partial Exclusion of Preemptive Rights up to Aggregate Nominal Amount of EUR 2 Billion; Approve Creation of EUR 18.3 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Covestro AG

Proposal Number	Proposal Text	Proponent	Vote Instruction
9	Amend Articles Re: Fiscal Year, Announcements, Transmission of Information, Place of Jurisdiction; AGM Convocation; Proof of Entitlement	Mgmt	For
10	Amend Articles Re: Passing Supervisory Board Resolutions by Electronic Means of Communication	Mgmt	For

Delivery Hero SE

Meeting Date: 06/18/2020

Country: Germany

Record Date:

Meeting Type: Annual

Ticker: DHER

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal 2019 (Non-Voting)	Mgmt	
2	Approve Allocation of Income and Omission of Dividends	Mgmt	For
3	Approve Discharge of Management Board for Fiscal 2019	Mgmt	For
4.1	Approve Discharge of Supervisory Board Member Martin Enderle for Fiscal 2019	Mgmt	For
4.2	Approve Discharge of Supervisory Board Member Hilary Goshier for Fiscal 2019	Mgmt	For
4.3	Approve Discharge of Supervisory Board Member Patrick Kolek for Fiscal 2019	Mgmt	For
4.4	Approve Discharge of Supervisory Board Member Bjoern Ljungberg for Fiscal 2019	Mgmt	For
4.5	Approve Discharge of Supervisory Board Member Vera Stachowiak for Fiscal 2019	Mgmt	For
4.6	Approve Discharge of Supervisory Board Member Christian Graf von Hardenberg for Fiscal 2019	Mgmt	For
4.7	Approve Discharge of Supervisory Board Member Semih Yalcin for Fiscal 2019	Mgmt	For
5	Ratify KPMG AG as Auditors for Fiscal 2020	Mgmt	For
6.1	Elect Jeanette Gorgas to the Supervisory Board as Shareholder Representative	Mgmt	For
6.2	Elect Martin Enderle to the Supervisory Board as Shareholder Representative	Mgmt	For
6.3	Elect Patrick Kolek to the Supervisory Board as Shareholder Representative	Mgmt	Against

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Delivery Hero SE

Proposal Number	Proposal Text	Proponent	Vote Instruction
6.4	Elect Nils Engvall to the Supervisory Board as Employee Representative	Mgmt	For
6.5	Elect Gabriella Ardbo to the Supervisory Board as Employee Representative	Mgmt	For
6.6	Elect Gerald Taylor to the Supervisory Board as Employee Representative	Mgmt	For
6.7	Elect Gabriela Chavez as Alternate Supervisory Board Member	Mgmt	For
6.8	Elect Vera Stachowiak as Alternate Supervisory Board Member	Mgmt	For
7	Approve Creation of EUR 20 Million Pool of Capital without Preemptive Rights	Mgmt	Against
8	Approve Creation of EUR 18.7 Million Pool of Capital without Preemptive Rights	Mgmt	Against
9	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 2 Billion; Approve Creation of EUR 20 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	Against
10	Amend Articles Re: Shareholder Register	Mgmt	For
11	Amend Articles Re: General Meeting Chairman	Mgmt	For
12	Amend Articles Re: Majority Requirement for Passing Resolutions at General Meetings	Mgmt	For
13	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For
14	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	Against
15	Approve Remuneration of the Supervisory Board Chairman	Mgmt	For

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Diageo Plc

Meeting Date: 09/28/2020

Country: United Kingdom

Record Date: 09/24/2020

Meeting Type: Annual

Ticker: DGE

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For
2	Approve Remuneration Report	Mgmt	For

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Diageo Plc

Proposal Number	Proposal Text	Proponent	Vote Instruction
3	Approve Remuneration Policy	Mgmt	For
4	Approve Final Dividend	Mgmt	For
5	Elect Melissa Bethell as Director	Mgmt	For
6	Re-elect Javier Ferran as Director	Mgmt	For
7	Re-elect Susan Kilsby as Director	Mgmt	For
8	Re-elect Lady Mendelsohn as Director	Mgmt	For
9	Re-elect Ivan Menezes as Director	Mgmt	For
10	Re-elect Kathryn Mikells as Director	Mgmt	For
11	Re-elect Alan Stewart as Director	Mgmt	For
12	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For
13	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For
14	Authorise EU Political Donations and Expenditure	Mgmt	For
15	Authorise Issue of Equity	Mgmt	For
16	Amend Diageo 2001 Share Incentive Plan	Mgmt	For
17	Approve Diageo 2020 Sharesave Plan	Mgmt	For
18	Approve Diageo Deferred Bonus Share Plan	Mgmt	For
19	Authorise the Company to Establish International Share Plans	Mgmt	For
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For
23	Adopt New Articles of Association	Mgmt	For
24	Authorise 2019 Share Buy-backs and Employee Benefit and Share Ownership Trust Transactions	Mgmt	For

Edenred SA

Meeting Date: 05/07/2020

Country: France

Record Date: 05/05/2020

Meeting Type: Annual/Special

Ticker: EDEN

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Edenred SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Ordinary Business	Mgmt	
1	Approve Financial Statements and Statutory Reports	Mgmt	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For
3	Approve Allocation of Income and Dividends of EUR 0.70 per Share	Mgmt	For
4	Approve Stock Dividend Program	Mgmt	For
5	Reelect Jean-Paul Bailly as Director	Mgmt	For
6	Reelect Dominique D Hinnin as Director	Mgmt	For
7	Elect Alexandre de Juniac as Director	Mgmt	For
8	Approve Remuneration Policy of Chairman and CEO	Mgmt	For
9	Approve Remuneration Policy of Board Members	Mgmt	For
10	Approve Remuneration of Directors in the Aggregate Amount of EUR 700,000	Mgmt	For
11	Approve Compensation Report of Corporate Officers	Mgmt	For
12	Approve Compensation of Bertrand Dumazy, Chairman and CEO	Mgmt	For
13	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Conventions	Mgmt	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
	Extraordinary Business	Mgmt	
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For
16	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 160,515,205	Mgmt	For
17	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 24,320,485	Mgmt	For
18	Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to Aggregate Nominal Amount of EUR 24,320,485	Mgmt	For

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Edenred SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
19	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For
20	Authorize Capital Increase of up to 5 Percent of Issued Capital for Contributions in Kind	Mgmt	For
21	Authorize Capitalization of Reserves of Up to EUR 160,515,205 for Bonus Issue or Increase in Par Value	Mgmt	For
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For
23	Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans Within Performance Conditions Attached	Mgmt	For
24	Amend Article 15 of Bylaws Re: Board Deliberation	Mgmt	For
25	Amend Articles 1, 3, 4, 5, 7, 8, 9, 10, 12, 13, 14, 16, 17, 18, 19, 20, 21, 22, 23, 24, 26, 27 of Bylaws to Comply with Legal Changes	Mgmt	For
26	Authorize Filing of Required Documents/Other Formalities	Mgmt	For

ELEVA UCITS Fund - Eleva Leaders Small & Mid-Cap Europe fund

Meeting Date: 04/09/2020

Country: Luxembourg

Record Date: 04/03/2020

Meeting Type: Annual

Ticker: N/A

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Receive Board's Report	Mgmt	
2	Receive Auditor's Report	Mgmt	
3	Approve Financial Statements	Mgmt	For
4	Approve Discharge of Directors	Mgmt	For
5	Elect Armand Suchet as Director	Mgmt	For
6	Re-elect Sophie Mosnier as Director	Mgmt	For
7	Re-elect Bertrand Gibeau as Director	Mgmt	For
8	Re-elect Andrea Morrall as Director	Mgmt	For
9	Renew Appointment of PricewaterhouseCoopers as Auditor	Mgmt	For

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

ELEVA UCITS Fund - Eleva Leaders Small & Mid-Cap Europe fund

Proposal Number	Proposal Text	Proponent	Vote Instruction
10	Approve Allocation of Income and Dividends	Mgmt	For
11	Approve Remuneration of Directors	Mgmt	For
12	Transact Other Business (Voting)	Mgmt	For

ELEVA UCITS Fund - Eleva Leaders Small & Mid-Cap Europe fund

Meeting Date: 10/27/2020

Country: Luxembourg

Record Date:

Meeting Type: Special

Ticker: N/A

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Remove All References to Bearer Shares and Subsequently Amend Article 6 Re: Issue of Shares and Article 11 Re: Notices, Quorum and Votes	Mgmt	For
2	Amend Article 6 Re: Issue of Shares for Consistency with the Law of 12 November 2004 on the Fight Against Money Laundering and Terrorist Financing	Mgmt	For
3	Amend Articles 4, 6, 10, 11, 13 and 16 Re: Registered Office, Issue of Shares, General Meeting, Notices, Quorums and Votes, Proceedings of the Board of Directors and Director's Interest for Consistency with the Law of 1915 on Commercial Companies	Mgmt	For
4	Amend Article 22 Re: Determination of Net Asset Value, Second Paragraph	Mgmt	For
5	Amend Article 22 Re: Determination of Net Asset Value in Order to Provide Swing Pricing Mechanism	Mgmt	For

Evonik Industries AG

Meeting Date: 08/31/2020

Country: Germany

Record Date:

Meeting Type: Annual

Ticker: EVK

Proposal Number	Proposal Text	Proponent	Vote Instruction
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Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020
1 Receive Financial Statements and Statutory
Reports for Fiscal 2019 (Non-Voting)

Mgmt

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Evonik Industries AG

Proposal Number	Proposal Text	Proponent	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 0.58 per Share	Mgmt	For
3	Approve Discharge of Management Board for Fiscal 2019	Mgmt	For
4	Approve Discharge of Supervisory Board for Fiscal 2019	Mgmt	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal 2020; Ratify KPMG AG as Auditors for Interim Financial Statements 2021	Mgmt	For
6	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For
7	Approve Remuneration Policy for the Management Board	Mgmt	For
8	Approve Remuneration of Supervisory Board	Mgmt	For

Gamma Communications Plc

Meeting Date: 06/05/2020

Country: United Kingdom

Record Date: 06/03/2020

Meeting Type: Annual

Ticker: GAMA

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For
2	Approve Final Dividend	Mgmt	For
3	Approve Remuneration Report	Mgmt	For
4	Reappoint Deloitte LLP as Auditors and Authorise Their Remuneration	Mgmt	For
5	Re-elect Richard Last as Director	Mgmt	Abstain
6	Re-elect Andrew Belshaw as Director	Mgmt	For
7	Re-elect Alan Gibbins as Director	Mgmt	For
8	Re-elect Martin Lea as Director	Mgmt	For
9	Re-elect Andrew Stone as Director	Mgmt	For
10	Re-elect Wu Long Peng as Director	Mgmt	For
11	Re-elect Andrew Taylor as Director	Mgmt	For
12	Re-elect Henrietta Marsh as Director	Mgmt	For

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Gamma Communications Plc

Proposal Number	Proposal Text	Proponent	Vote Instruction
13	Authorise Issue of Equity	Mgmt	For
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For

GN Store Nord A/S

Meeting Date: 03/11/2020

Country: Denmark

Record Date: 03/04/2020

Meeting Type: Annual

Ticker: GN

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Receive Report of Board	Mgmt	
2	Accept Financial Statements and Statutory Reports	Mgmt	For
3	Approve Discharge of Management and Board	Mgmt	For
4	Approve Allocation of Income and Dividends of DKK 1.45 Per Share	Mgmt	For
5	Approve Remuneration of Directors in the Amount of DKK 870,000 for Chairman, DKK 580,000 for Vice Chairman, and DKK 290,000 for Other Members; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For
6.1	Reelect Per Wold-Olsen as Director	Mgmt	For
6.2	Reelect Wolfgang Reim as Director	Mgmt	For
6.3	Reelect Helene Barnekow as Director	Mgmt	For
6.4	Reelect Ronica Wang as Director	Mgmt	For
6.5	Elect Jukka Pekka Pertola as New Director	Mgmt	Abstain
6.6	Elect Montserrat Maresch Pascual as New Director	Mgmt	For
6.7	Elect Anette Weber as New Director	Mgmt	For
7	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For
8.1	Authorize Share Repurchase Program	Mgmt	For
8.2	Approve DKK 16.7 Million Reduction in Share Capital via Share Cancellation	Mgmt	For

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

GN Store Nord A/S

Proposal Number	Proposal Text	Proponent	Vote Instruction
8.3	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For
8.4	Amend Articles Re: Advisory Vote on Remuneration Report on Annual General Meetings	Mgmt	For
9	Other Business (Non-Voting)	Mgmt	

Iberdrola SA

Meeting Date: 04/02/2020

Country: Spain

Record Date: 03/27/2020

Meeting Type: Annual

Ticker: IBE

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For
2	Approve Consolidated and Standalone Management Reports	Mgmt	For
3	Approve Non-Financial Information Statement	Mgmt	For
4	Approve Discharge of Board	Mgmt	For
5	Renew Appointment of KPMG Auditores as Auditor	Mgmt	For
6	Amend Articles Re: Corporate Interest and Social Dividend	Mgmt	For
7	Amend Article 8 Re: Compliance System and Compliance Unit	Mgmt	For
8	Amend Article 10 to Reflect Changes in Capital	Mgmt	For
9	Amend Article 9 of General Meeting Regulations Re: Shareholders' Power to Approve the Non-Financial Information Statement	Mgmt	For
10	Amend Articles of General Meeting Regulations Re: Right to Information and Remote Participation	Mgmt	For
11	Amend Articles of General Meeting Regulations Re: Technical Improvements	Mgmt	For
12	Approve Allocation of Income and Dividends	Mgmt	For
13	Approve Scrip Dividends	Mgmt	For
14	Approve Scrip Dividends	Mgmt	For

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Iberdrola SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
15	Advisory Vote on Remuneration Report	Mgmt	For
16	Approve Restricted Stock Plan	Mgmt	For
17	Elect Nicola Mary Brewer as Director	Mgmt	For
18	Elect Regina Helena Jorge Nunes as Director	Mgmt	For
19	Reelect Inigo Victor de Oriol Ibarra as Director	Mgmt	For
20	Reelect Samantha Barber as Director	Mgmt	For
21	Fix Number of Directors at 14	Mgmt	For
22	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 10 Percent	Mgmt	For
23	Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities up to EUR 5 Billion with Exclusion of Preemptive Rights up to 10 Percent of Capital	Mgmt	For
24	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For

Infineon Technologies AG

Meeting Date: 02/20/2020

Country: Germany

Record Date:

Meeting Type: Annual

Ticker: IFX

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal 2019 (Non-Voting)	Mgmt	
2	Approve Allocation of Income and Dividends of EUR 0.27 per Share	Mgmt	For
3	Approve Discharge of Management Board for Fiscal 2019	Mgmt	For
4	Approve Discharge of Supervisory Board for Fiscal 2019	Mgmt	For
5	Ratify KPMG AG as Auditors for Fiscal 2020	Mgmt	For
6.1	Elect Xiaoqun Clever to the Supervisory Board	Mgmt	For
6.2	Elect Friedrich Eichiner to the Supervisory Board	Mgmt	For

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Infineon Technologies AG

Proposal Number	Proposal Text	Proponent	Vote Instruction
6.3	Elect Hans-Ulrich Holdenried to the Supervisory Board	Mgmt	For
6.4	Elect Manfred Puffer to the Supervisory Board	Mgmt	For
6.5	Elect Ulrich Spiesshofer to the Supervisory Board	Mgmt	For
6.6	Elect Margret Suckale to the Supervisory Board	Mgmt	For
7	Approve Cancellation of Conditional Capital 2010/I	Mgmt	For
8	Approve Creation of EUR 750 Million Pool of Capital with Partial Exclusion of Preemptive Rights	Mgmt	For
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	Mgmt	For

JD Sports Fashion Plc

Meeting Date: 07/31/2020

Country: United Kingdom

Record Date: 07/29/2020

Meeting Type: Annual

Ticker: JD

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For
2	Approve Remuneration Report	Mgmt	Against
3	Approve Remuneration Policy	Mgmt	Against
4	Re-elect Peter Cowgill as Director	Mgmt	For
5	Re-elect Neil Greenhalgh as Director	Mgmt	For
6	Re-elect Andrew Leslie as Director	Mgmt	Against
7	Re-elect Martin Davies as Director	Mgmt	For
8	Re-elect Heather Jackson as Director	Mgmt	For
9	Re-elect Kath Smith as Director	Mgmt	For
10	Re-elect Andrew Rubin as Director	Mgmt	For
11	Reappoint KPMG LLP as Auditors	Mgmt	Against

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

JD Sports Fashion Plc

Proposal Number	Proposal Text	Proponent	Vote Instruction
12	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For
13	Approve Long Term Incentive Plan 2020	Mgmt	Against
14	Authorise EU Political Donations and Expenditure	Mgmt	For
15	Authorise Issue of Equity	Mgmt	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For

JDE Peet's BV

Meeting Date: 11/18/2020

Country: Netherlands

Record Date: 10/21/2020

Meeting Type: Special

Ticker: JDEP

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Special Meeting Agenda	Mgmt	
1	Open Meeting	Mgmt	
2	Elect Fabien Simon as Director	Mgmt	For
3	Amend Directors' Remuneration Policy	Mgmt	Against
4	Elect Frank Engelen as Non-Executive Director	Mgmt	For
5	Close Meeting	Mgmt	

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

KBC Group SA/NV

Meeting Date: 05/07/2020

Country: Belgium

Record Date: 04/23/2020

Meeting Type: Annual

Ticker: KBC

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Annual Meeting Agenda	Mgmt	
1	Receive Directors' Reports (Non-Voting)	Mgmt	
2	Receive Auditors' Reports (Non-Voting)	Mgmt	

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

KBC Group SA/NV

Proposal Number	Proposal Text	Proponent	Vote Instruction
3	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt	
4	Adopt Financial Statements	Mgmt	For
5a	Approve Allocation of Income	Mgmt	For
5b	Approve Dividends of EUR 1.00 Per Share	Mgmt	For
6	Approve Remuneration Report	Mgmt	For
7	Approve Discharge of Directors	Mgmt	For
8	Approve Discharge of Auditors	Mgmt	For
9	Approve Auditors' Remuneration	Mgmt	For
10a	Indicate Koenraad Debackere as Independent Director	Mgmt	For
10b	Elect Erik Clinck as Director	Mgmt	Against
10c	Elect Liesbet Okkerse as Director	Mgmt	Against
10d	Reelect Theodoros Roussis as Director	Mgmt	Against
10e	Reelect Sonja De Becker as Director	Mgmt	Against
10f	Reelect Johan Thijs as Director	Mgmt	For
10g	Reelect Vladimira Papirnik as Independent Director	Mgmt	For
11	Transact Other Business	Mgmt	

London Stock Exchange Group Plc

Meeting Date: 04/21/2020

Country: United Kingdom

Record Date: 04/17/2020

Meeting Type: Annual

Ticker: LSE

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For
2	Approve Final Dividend	Mgmt	For
3	Approve Remuneration Report	Mgmt	For
4	Approve Remuneration Policy	Mgmt	For
5	Re-elect Jacques Aigrain as Director	Mgmt	For
6	Re-elect Marshall Bailey as Director	Mgmt	For

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

London Stock Exchange Group Plc

Proposal Number	Proposal Text	Proponent	Vote Instruction
7	Re-elect Kathleen DeRose as Director	Mgmt	For
8	Re-elect Cressida Hogg as Director	Mgmt	For
9	Re-elect Raffaele Jerusalmi as Director	Mgmt	For
10	Re-elect Stephen O'Connor as Director	Mgmt	For
11	Re-elect Val Rahmani as Director	Mgmt	For
12	Re-elect Don Robert as Director	Mgmt	For
13	Re-elect David Schwimmer as Director	Mgmt	For
14	Re-elect Andrea Sironi as Director	Mgmt	For
15	Re-elect David Warren as Director	Mgmt	For
16	Elect Dominic Blakemore as Director	Mgmt	For
17	Reappoint Ernst & Young LLP as Auditors	Mgmt	For
18	Authorise Board to Fix Remuneration of Auditors	Mgmt	For
19	Authorise Issue of Equity	Mgmt	For
20	Authorise EU Political Donations and Expenditure	Mgmt	For
21	Approve Deferred Bonus Plan	Mgmt	For
22	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For
23	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For
24	Authorise Market Purchase of Ordinary Shares	Mgmt	For
25	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For

London Stock Exchange Group Plc

Meeting Date: 11/03/2020

Country: United Kingdom

Record Date: 10/30/2020

Meeting Type: Special

Ticker: LSE

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Approve Matters Relating to the Proposed Divestment of London Stock Exchange Group Holdings Italia S.p.A. to Euronext N.V.	Mgmt	For

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Neste Corp.

Meeting Date: 05/18/2020

Country: Finland

Record Date: 05/06/2020

Meeting Type: Annual

Ticker: NESTE

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Open Meeting	Mgmt	
2	Call the Meeting to Order	Mgmt	
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt	For
4	Acknowledge Proper Convening of Meeting	Mgmt	For
5	Prepare and Approve List of Shareholders	Mgmt	For
6	Receive Financial Statements and Statutory Reports; Receive Board's Report; Receive Auditor's Report	Mgmt	
7	Accept Financial Statements and Statutory Reports	Mgmt	For
8	Approve Allocation of Income and Dividends of EUR 0.46 Per Share	Mgmt	For
9	Approve Discharge of Board and President	Mgmt	For
10	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For
	Shareholder Proposal Submitted by The Finnish State	Mgmt	
11	Approve Remuneration of Directors in the Amount of EUR 67,900 for Chairman, EUR 49,600 for Vice Chairman, and EUR 35,700 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	SH	For
	Management Proposals	Mgmt	
12	Fix Number of Directors at Eight	Mgmt	For
13	Reelect Matti Kahkonen (Chair), Sonat Burman Olsson, Martina Floel, Jean-Baptiste Renard, Jari Rosendal and Marco Wiren (ViceChair) as Directors; Elect Nick Elmslie and Johanna Soderstrom as New Directors	Mgmt	For
14	Approve Remuneration of Auditors	Mgmt	For
15	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For
16	Authorize Share Repurchase Program	Mgmt	For
17	Approve Issuance of up to 23 Million Shares without Preemptive Rights	Mgmt	For
18	Close Meeting	Mgmt	

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Nestle SA

Meeting Date: 04/23/2020

Country: Switzerland

Record Date:

Meeting Type: Annual

Ticker: NESN

Proposal Number	Proposal Text	Proponent	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For
1.2	Approve Remuneration Report	Mgmt	For
2	Approve Discharge of Board and Senior Management	Mgmt	For
3	Approve Allocation of Income and Dividends of CHF 2.70 per Share	Mgmt	For
4.1.a	Reelect Paul Bulcke as Director and Board Chairman	Mgmt	For
4.1.b	Reelect Ulf Schneider as Director	Mgmt	For
4.1.c	Reelect Henri de Castries as Director	Mgmt	For
4.1.d	Reelect Renato Fässbind as Director	Mgmt	For
4.1.e	Reelect Ann Veneman as Director	Mgmt	For
4.1.f	Reelect Eva Cheng as Director	Mgmt	For
4.1.g	Reelect Patrick Aebischer as Director	Mgmt	For
4.1.h	Reelect Ursula Burns as Director	Mgmt	For
4.1.i	Reelect Kasper Rorsted as Director	Mgmt	For
4.1.j	Reelect Pablo Isla as Director	Mgmt	For
4.1.k	Reelect Kimberly Ross as Director	Mgmt	For
4.1.l	Reelect Dick Boer as Director	Mgmt	For
4.1.m	Reelect Dinesh Paliwal as Director	Mgmt	For
4.2	Elect Hanne Jimenez de Mora as Director	Mgmt	For
4.3.1	Appoint Patrick Aebischer as Member of the Compensation Committee	Mgmt	For
4.3.2	Appoint Ursula Burns as Member of the Compensation Committee	Mgmt	For
4.3.3	Appoint Pablo Isla as Member of the Compensation Committee	Mgmt	For
4.3.4	Appoint Dick Boer as Member of the Compensation Committee	Mgmt	For
4.4	Ratify Ernst & Young AG as Auditors	Mgmt	For
4.5	Designate Hartmann Dreyer as Independent Proxy	Mgmt	For

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Nestle SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
5.1	Approve Remuneration of Directors in the Amount of CHF 10 Million	Mgmt	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 55 Million	Mgmt	For
6	Approve CHF 9.5 Million Reduction in Share Capital via Cancellation of Repurchased Shares	Mgmt	For
7	Transact Other Business (Voting)	Mgmt	Against

Nestle SA

Meeting Date: 04/23/2020

Country: Switzerland

Record Date:

Meeting Type: Annual

Ticker: NESN

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Share Re-registration Consent	Mgmt	For

Novo Nordisk A/S

Meeting Date: 03/26/2020

Country: Denmark

Record Date: 03/19/2020

Meeting Type: Annual

Ticker: NOVO.B

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Receive Report of Board	Mgmt	
2	Accept Financial Statements and Statutory Reports	Mgmt	For
3.1	Receive Remuneration Report 2019	Mgmt	
3.2a	Approve Remuneration of Directors for 2019 in the Aggregate Amount of DKK 19.4 Million	Mgmt	For

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

3.2b Approve Remuneration of Directors for 2020 in the Amount of DKK 2.2 Million for the Chairman, DKK 1.4 Million for the Vice Chairman, and DKK 720,000 for Other Directors; Approve Remuneration for Committee Work

Mgmt

For

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Novo Nordisk A/S

Proposal Number	Proposal Text	Proponent	Vote Instruction
3.3	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For
3.4	Amend Articles Re: Voting on the Company's Remuneration Report at Annual General Meetings	Mgmt	For
4	Approve Allocation of Income and Dividends	Mgmt	For
5.1	Reelect Helge Lund as Director and Chairman	Mgmt	For
5.2	Reelect Jeppe Christiansen as Director and Deputy Chairman	Mgmt	For
5.3a	Reelect Brian Daniels as Director	Mgmt	For
5.3b	Reelect Laurence Debroux as Director	Mgmt	For
5.3c	Reelect Andreas Fibig as Director	Mgmt	For
5.3d	Reelect Sylvie Gregoire as Director	Mgmt	For
5.3e	Reelect Liz Hewitt as Director	Mgmt	For
5.3f	Reelect Kasim Kutay as Director	Mgmt	For
5.3g	Reelect Martin Mackay as Director	Mgmt	For
6	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For
7.1	Approve DKK 10 Million Reduction in Share Capital via B Share Cancellation	Mgmt	For
7.2	Authorize Share Repurchase Program	Mgmt	For
7.3a	Approve Creation of Pool of Capital for the Benefit of Employees	Mgmt	Against
7.3b	Approve Creation of Pool of Capital with Preemptive Rights	Mgmt	For
7.3c	Approve Creation of Pool of Capital without Preemptive Rights	Mgmt	For
7.4	Approve Donation to the World Diabetes Foundation	Mgmt	For
8	Shareholder Proposal Submitted by Frank Aaen	Mgmt	
9	Other Business	Mgmt	
	Disclosure of the Ratio between Executive and Employee Remuneration in the Annual Reports	SH	Against

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Ocado Group Plc

Meeting Date: 05/06/2020

Country: United Kingdom

Record Date: 05/04/2020

Meeting Type: Annual

Ticker: OCDO

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Ocado Group Plc

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For
2	Approve Remuneration Report	Mgmt	Against
3	Re-elect Lord Rose as Director	Mgmt	For
4	Re-elect Tim Steiner as Director	Mgmt	For
5	Re-elect Duncan Tatton-Brown as Director	Mgmt	For
6	Re-elect Neill Abrams as Director	Mgmt	For
7	Re-elect Mark Richardson as Director	Mgmt	For
8	Re-elect Luke Jensen as Director	Mgmt	For
9	Re-elect Jorn Rausing as Director	Mgmt	Against
10	Re-elect Andrew Harrison as Director	Mgmt	Against
11	Re-elect Emma Lloyd as Director	Mgmt	For
12	Re-elect Julie Southern as Director	Mgmt	For
13	Elect John Martin as Director	Mgmt	For
14	Elect Claudia Arney as Director	Mgmt	For
15	Reappoint Deloitte LLP as Auditors	Mgmt	For
16	Authorise Board to Fix Remuneration of Auditors	Mgmt	For
17	Authorise EU Political Donations and Expenditure	Mgmt	For
18	Amend Executive Share Option Scheme	Mgmt	For
19	Approve Employee Share Purchase Plan	Mgmt	For
20	Approve Restricted Share Plan	Mgmt	For
21	Authorise Issue of Equity	Mgmt	For
22	Authorise Issue of Equity in Connection with a Rights Issue	Mgmt	For
23	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For
24	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For
25	Authorise Market Purchase of Ordinary Shares	Mgmt	For
26	Adopt New Articles of Association	Mgmt	For

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Ocado Group Plc

Proposal Number	Proposal Text	Proponent	Vote Instruction
27	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For

OneSavings Bank Plc

Meeting Date: 05/07/2020 Country: United Kingdom
Record Date: 05/05/2020 Meeting Type: Annual Ticker: OSB

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For
2	Approve Remuneration Report	Mgmt	For
3	Approve Remuneration Policy	Mgmt	For
4	Approve Maximum Ratio of Variable to Fixed Remuneration	Mgmt	For
5	Approve Final Dividend	Mgmt	For
6a	Elect Noel Harwerth as Director	Mgmt	For
6b	Elect Rajan Kapoor as Director	Mgmt	For
6c	Re-elect David Weymouth as Director	Mgmt	For
6d	Re-elect John Allatt as Director	Mgmt	For
6e	Re-elect Sarah Hedger as Director	Mgmt	For
6f	Re-elect Mary McNamara as Director	Mgmt	For
6g	Re-elect Andrew Golding as Director	Mgmt	For
6h	Re-elect April Talintyre as Director	Mgmt	For
7	Reappoint Deloitte LLP as Auditors	Mgmt	For
8	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For
9	Authorise EU Political Donations and Expenditure	Mgmt	For
10	Authorise Issue of Equity	Mgmt	For
11	Authorise Issue of Equity in Relation to the Issue of Regulatory Capital Convertible Instruments	Mgmt	For
12	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

OneSavings Bank Plc

Proposal Number	Proposal Text	Proponent	Vote Instruction
13	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For
14	Authorise Issue of Equity without Pre-emptive Rights in Relation to the Issue of Regulatory Capital Convertible Instruments	Mgmt	For
15	Authorise Market Purchase of Ordinary Shares	Mgmt	For
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For

OneSavings Bank Plc

Meeting Date: 11/02/2020 Country: United Kingdom
Record Date: 10/29/2020 Meeting Type: Court Ticker: OSB

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Court Meeting	Mgmt	
1	Approve Scheme of Arrangement	Mgmt	For

OneSavings Bank Plc

Meeting Date: 11/02/2020 Country: United Kingdom
Record Date: 10/29/2020 Meeting Type: Special Ticker: OSB

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Approve Matters Relating to the Scheme	Mgmt	For
2	Amend Articles of Association with Matters Relating to the Scheme	3 Amend Articles of Association	

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

For

Mgmt

Mgmt

For

Partners Group Holding AG

Meeting Date: 05/13/2020

Country: Switzerland

Record Date:

Meeting Type: Annual

Ticker: PGHN

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Partners Group Holding AG

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For
2	Approve Allocation of Income and Dividends of CHF 25.50 per Share	Mgmt	For
3	Approve Discharge of Board and Senior Management	Mgmt	For
4	Amend Articles Re: Remuneration of the Board of Directors and Executive Committee	Mgmt	For
5	Approve Remuneration Report	Mgmt	Against
6.1	Approve Short-Term Remuneration of Directors in the Amount of CHF 3 Million	Mgmt	For
6.2	Approve Long-Term Remuneration of Directors in the Amount of CHF 4.5 Million	Mgmt	For
6.3	Approve Technical Non-Financial Remuneration of Directors in the Amount of CHF 5.7 Million	Mgmt	For
6.4	Approve Short-Term Remuneration of Executive Committee in the Amount of CHF 7.5 Million	Mgmt	For
6.5	Approve Long-Term Remuneration of Executive Committee in the Amount of CHF 16.5 Million	Mgmt	For
6.6	Approve Technical Non-Financial Remuneration of Executive Committee in the Amount of CHF 10,000	Mgmt	For
7.1.1	Elect Steffen Meister as Director and as Board Chairman	Mgmt	For
7.1.2	Elect Marcel Erni as Director	Mgmt	For
7.1.3	Elect Alfred Gantner as Director	Mgmt	For
7.1.4	Elect Lisa Hook as Director	Mgmt	For
7.1.5	Elect Grace del Rosario-Castano as Director	Mgmt	For
7.1.6	Elect Martin Strobel as Director	Mgmt	For
7.1.7	Elect Eric Strutz as Director	Mgmt	For
7.1.8	Elect Urs Wietlisbach as Director	Mgmt	For
7.2.1	Appoint Lisa Hook as Member of the Nomination and Compensation Committee	Mgmt	For
7.2.2	Appoint Grace del Rosario-Castano as Member of the Nomination and Compensation Committee	Mgmt	For

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Partners Group Holding AG

Proposal Number	Proposal Text	Proponent	Vote Instruction
7.2.3	Appoint Martin Strobel as Member of the Nomination and Compensation Committee	Mgmt	For
7.3	Designate Hotz & Goldmann as Independent Proxy	Mgmt	For
7.4	Ratify KPMG AG as Auditors	Mgmt	For
8	Transact Other Business (Voting)	Mgmt	Against

Partners Group Holding AG

Meeting Date: 05/13/2020

Country: Switzerland

Record Date:

Meeting Type: Annual

Ticker: PGHN

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Share Re-registration Consent	Mgmt	For

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Partners Group Holding AG Peugeot SA

Meeting Date: 06/25/2020

Country: France

Record Date: 06/23/2020

Meeting Type: Annual/Special

Ticker: UG

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Ordinary Business	Mgmt	
1	Approve Financial Statements and Statutory Reports	Mgmt	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For
3	Approve Allocation of Income and Absence of Dividends	Mgmt	For
4	Ratify Appointment of Zhang Zutong as Supervisory Board Member	Mgmt	Against
5	Reelect Catherine Bradley as Supervisory Board Member	Mgmt	For
6	Approve Remuneration Policy of Carlos Tavares, Chairman of the Management Board	Mgmt	Against

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Peugeot SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
7	Approve Remuneration Policy of Olivier Bourges, Michael Lohscheller, Maxime Picat as Members of the Management Board	Mgmt	For
8	Approve Remuneration Policy of Louis Gallois, Chairman of the Supervisory Board	Mgmt	For
9	Approve Remuneration Policy of Members of the Supervisory Board	Mgmt	For
10	Approve Compensation Report of Corporate Officers	Mgmt	For
11	Approve Compensation of Carlos Tavares, Chairman of the Management Board	Mgmt	For
12	Approve Compensation of Olivier Bourges, Member of the Management Board Since March 1, 2019	Mgmt	For
13	Approve Compensation of Michael Lohscheller, Member of the Management Board Since Sept. 1, 2019	Mgmt	For
14	Approve Compensation of Maxime Picat, Member of the Management Board	Mgmt	For
15	Approve Compensation of Jean-Christophe Quemard, Member of the Management Board Until Aug. 31, 2019	Mgmt	For
16	Approve Compensation of Louis Gallois, Chairman of the Supervisory Board	Mgmt	For
17	Approve Transaction with Etablissements Peugeot Freres and FFP Re: Engagement Letter	Mgmt	For
18	Approve Transaction with Bpifrance Participations and Lion Participations Re: Engagement Letter	Mgmt	For
19	Approve Transaction with Dongfeng Motor Group Re: Buyout Agreement	Mgmt	For
20	Waiver of the Establishment of a Special Negotiation Group Re: Merger Agreement Between Company and Fiat Chrysler Automobiles	Mgmt	For
21	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
	Extraordinary Business	Mgmt	
22	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For
23	Authorize Board to Issue Free Warrants with Preemptive Rights During a Public Tender Offer	Mgmt	Against
24	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Peugeot SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
25	Amend Article 10 of Bylaws Re: Employee Representative	Mgmt	For
26	Amend Article 12 of Bylaws Re: Payment of Dividends	Mgmt	For
27	Ratify Change Location of Registered Office to Centre Technique de Velizy, Route de Gisy, 78140 Velizy-Villacoublay and Amend Article 4 of Bylaws Accordingly	Mgmt	For
28	Authorize Filing of Required Documents/Other Formalities	Mgmt	For

Prudential Plc

Meeting Date: 05/14/2020

Country: United Kingdom

Record Date: 05/12/2020

Meeting Type: Annual

Ticker: PRU

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For
2	Approve Remuneration Report	Mgmt	For
3	Approve Remuneration Policy	Mgmt	For
4	Elect Jeremy Anderson as Director	Mgmt	For
5	Elect Shriti Vadera as Director	Mgmt	For
6	Re-elect Mark Fitzpatrick as Director	Mgmt	For
7	Re-elect David Law as Director	Mgmt	For
8	Re-elect Paul Manduca as Director	Mgmt	For
9	Re-elect Kaikhushru Nargolwala as Director	Mgmt	For
10	Re-elect Anthony Nightingale as Director	Mgmt	Against
11	Re-elect Philip Remnant as Director	Mgmt	For
12	Re-elect Alice Schroeder as Director	Mgmt	For
13	Re-elect James Turner as Director	Mgmt	For
14	Re-elect Thomas Watjen as Director	Mgmt	For
15	Re-elect Michael Wells as Director	Mgmt	For
16	Re-elect Fields Wicker-Miurin as Director	Mgmt	For
17	Re-elect Amy Yip as Director	Mgmt	For

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Prudential Plc

Proposal Number	Proposal Text	Proponent	Vote Instruction
18	Reappoint KPMG LLP as Auditors	Mgmt	For
19	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For
20	Authorise EU Political Donations and Expenditure	Mgmt	For
21	Authorise Issue of Equity	Mgmt	For
22	Authorise Issue of Equity to Include Repurchased Shares	Mgmt	For
23	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For
24	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For
25	Authorise Issue of Equity in Connection with the Issue of Mandatory Convertible Securities	Mgmt	For
26	Authorise Issue of Equity without Pre-emptive Rights in Connection with the Issue of Mandatory Convertible Securities	Mgmt	For
27	Authorise Market Purchase of Ordinary Shares	Mgmt	For
28	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For

PUMA SE

Meeting Date: 05/07/2020

Country: Germany

Record Date: 04/24/2020

Meeting Type: Annual

Ticker: PUM

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal 2019 (Non-Voting)	Mgmt	
2	Approve Allocation of Income and Omission of Dividends	Mgmt	For
3	Approve Discharge of Management Board for Fiscal 2019	Mgmt	For
4	Approve Discharge of Supervisory Board for Fiscal 2019	Mgmt	For

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

5	Ratify Deloitte GmbH as Auditors for Fiscal 2020	Mgmt	For
6	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

PUMA SE

Proposal Number	Proposal Text	Proponent	Vote Instruction
7	Amend Articles Re: Annulment of the Variable Supervisory Board Remuneration Clause	Mgmt	For
8	Amend Articles Re: Proof of Entitlement	Mgmt	For

Reckitt Benckiser Group Plc

Meeting Date: 05/12/2020

Country: United Kingdom

Record Date: 05/07/2020

Meeting Type: Annual

Ticker: RB

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For
2	Approve Remuneration Report	Mgmt	Against
3	Approve Final Dividend	Mgmt	For
4	Re-elect Andrew Bonfield as Director	Mgmt	For
5	Re-elect Nicandro Durante as Director	Mgmt	For
6	Re-elect Mary Harris as Director	Mgmt	For
7	Re-elect Mehmood Khan as Director	Mgmt	For
8	Re-elect Pam Kirby as Director	Mgmt	For
9	Re-elect Chris Sinclair as Director	Mgmt	For
10	Re-elect Elane Stock as Director	Mgmt	For
11	Elect Jeff Carr as Director	Mgmt	For
12	Elect Sara Mathew as Director	Mgmt	For
13	Elect Laxman Narasimhan as Director	Mgmt	For
14	Reappoint KPMG LLP as Auditors	Mgmt	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For
16	Authorise EU Political Donations and Expenditure	Mgmt	For
17	Authorise Issue of Equity	Mgmt	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Reckitt Benckiser Group Plc

Proposal Number	Proposal Text	Proponent	Vote Instruction
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For

Remy Cointreau SA

Meeting Date: 07/23/2020

Country: France

Record Date: 07/21/2020

Meeting Type: Annual/Special

Ticker: RCO

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Ordinary Business	Mgmt	
1	Approve Financial Statements and Statutory Reports	Mgmt	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For
3	Approve Allocation of Income and Dividends of EUR 1 per Share	Mgmt	For
4	Approve Stock Dividend Program	Mgmt	For
5	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	Against
6	Approve Termination Package of Eric Vallat, CEO	Mgmt	Against
7	Reelect Dominique Heriard Dubreuil as Director	Mgmt	For
8	Reelect Laure Heriard Dubreuil as Director	Mgmt	For
9	Reelect Emmanuel de Geuser as Director	Mgmt	For
10	Appoint Mazars as Auditor	Mgmt	For
11	Approve Remuneration Policy of Chairman of the Board	Mgmt	Against
12	Approve Remuneration Policy of CEO	Mgmt	Against
13	Approve Remuneration Policy of Directors	Mgmt	For
14	Approve Compensation Report of Corporate Officers	Mgmt	For
15	Approve Compensation of Marc Heriard Dubreuil, Chairman of the Board	Mgmt	For
16	Approve Compensation of Valerie Chapoulaud-Floquet, CEO	Mgmt	Against

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Remy Cointreau SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
17	Approve Compensation of Eric Vallat, CEO	Mgmt	Against
18	Approve Remuneration of Directors in the Aggregate Amount of EUR 620,000	Mgmt	For
19	Authorize Repurchase of Up to 10 Percent of Issued Share Capital Extraordinary Business	Mgmt Mgmt	For
20	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For
21	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 20 Million	Mgmt	For
22	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 15 Million	Mgmt	For
23	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to 10 Percent of Issued Capital	Mgmt	Against
24	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	Against
25	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	Against
26	Authorize Capital Increase of Up to EUR 15 Million for Future Exchange Offers	Mgmt	Against
27	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For
28	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Mgmt	For
29	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For
30	Authorize Filing of Required Documents/Other Formalities	Mgmt	For

Renault SA

Meeting Date: 06/19/2020

Country: France

Record Date: 06/17/2020

Meeting Type: Annual/Special

Ticker: RNO

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Renault SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Ordinary Business	Mgmt	
1	Approve Financial Statements and Statutory Reports	Mgmt	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For
3	Approve Allocation of Income and Absence of Dividends	Mgmt	For
4	Receive Auditors' Report on Equity Securities Remuneration	Mgmt	For
5	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For
6	Ratify Appointment of Joji Tagawa as Director	Mgmt	For
7	Renew Appointment of KPMG as Auditor	Mgmt	For
8	Appoint Mazars as Auditor	Mgmt	For
9	Approve Compensation of Corporate Officers	Mgmt	For
10	Approve Compensation of Jean-Dominique Senard, Chairman of the Board	Mgmt	For
11	Approve Compensation of Thierry Bollore, CEO	Mgmt	For
12	Approve Compensation of Clotilde Delbos, Interim-CEO	Mgmt	For
13	Approve Remuneration Policy of Chairman of the Board	Mgmt	For
14	Approve Remuneration Policy of CEO	Mgmt	For
15	Approve Remuneration Policy of Interim-CEO	Mgmt	For
16	Approve Remuneration Policy of Directors	Mgmt	For
17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
	Extraordinary Business	Mgmt	
18	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For
19	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 350 Million	Mgmt	For

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Renault SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
20	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 120 Million	Mgmt	For
21	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 60 Million	Mgmt	For
22	Authorize Capital Increase of Up to EUR 120 Million for Future Exchange Offers	Mgmt	For
23	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For
24	Authorize Capitalization of Reserves of Up to EUR 1 Billion for Bonus Issue or Increase in Par Value	Mgmt	For
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For
26	Amend Article 11 of Bylaws Re: Employee Shareholder Representative	Mgmt	For
27	Amend Article 20 of Bylaws Re: Alternate Auditors	Mgmt	For
	Ordinary Business	Mgmt	
28	Authorize Filing of Required Documents/Other Formalities	Mgmt	For

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Renault SA

Repsol SA

Meeting Date: 05/07/2020

Country: Spain

Record Date: 05/01/2020

Meeting Type: Annual

Ticker: REP

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For
2	Approve Non-Financial Information Statement	Mgmt	For
3	Approve Treatment of Net Loss	Mgmt	For
4	Approve Creation of Reserves Not Arising from Profits and Approve Transfer of Reserves for the Transition to the 2007 Spanish General Accounting Plan Account to Voluntary Reserves	Mgmt	For
5	Approve Discharge of Board	Mgmt	For
6	Approve Scrip Dividends	Mgmt	For

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Repsol SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
7	Approve Scrip Dividends	Mgmt	For
8	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For
9	Approve Share Matching Program	Mgmt	For
10	Approve Long-Term Incentive Plan	Mgmt	For
11	Advisory Vote on Remuneration Report	Mgmt	Against
12	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For

RWE AG

Meeting Date: 06/26/2020

Country: Germany

Record Date: 06/04/2020

Meeting Type: Annual

Ticker: RWE

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal 2019 (Non-Voting)	Mgmt	
2	Approve Allocation of Income and Dividends of EUR 0.80 per Share	Mgmt	For
3	Approve Discharge of Management Board for Fiscal 2019	Mgmt	For
4	Approve Discharge of Supervisory Board for Fiscal 2019	Mgmt	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal 2020	Mgmt	Against
6	Approve Affiliation Agreement with GBV Vierunddreissigste Gesellschaft fuer Beteiligungsverwaltung mbH	Mgmt	For

Sandvik Aktiebolag

Meeting Date: 04/28/2020

Country: Sweden

Record Date: 04/22/2020

Meeting Type: Annual

Ticker: SAND

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

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Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Sandvik Aktiebolag

Proposal Number	Proposal Text	Proponent	Vote Instruction
2	Elect Chairman of Meeting	Mgmt	For
3	Prepare and Approve List of Shareholders	Mgmt	For
4	Designate Inspector(s) of Minutes of Meeting	Mgmt	For
5	Approve Agenda of Meeting	Mgmt	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For
7	Receive Financial Statements and Statutory Reports	Mgmt	
8	Accept Financial Statements and Statutory Reports	Mgmt	For
9	Approve Discharge of Board and President	Mgmt	For
10	Approve Allocation of Income and Omission of Dividends	Mgmt	For
11	Determine Number of Directors (8) and Deputy Directors (0) of Board; Determine Number of Auditors (1) and Deputy Auditors	Mgmt	For
12	Approve Remuneration of Directors in the Amount of SEK 2.55 Million for Chairman and SEK 690,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration for Auditor	Mgmt	For
13.1	Elect Stefan Widing as New Director	Mgmt	For
13.2	Elect Kai Warn as New Director	Mgmt	For
13.3	Reelect Jennifer Allerton as Director	Mgmt	For
13.4	Reelect Claes Boustedt as Director	Mgmt	For
13.5	Reelect Marika Fredriksson as Director	Mgmt	Against
13.6	Reelect Johan Karlstrom as Director	Mgmt	For
13.7	Reelect Johan Molin as Director	Mgmt	For
13.8	Reelect Helena Stjernholm as Director	Mgmt	For
14	Reelect Johan Molin as Chairman of the Board	Mgmt	For
15	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For
16	Authorize Chairman of Board and Representatives of Four of Company's Largest Shareholders to Serve on Nominating Committee	Mgmt	For
17	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For
18	Approve Performance Share Matching Plan LTI 2020	Mgmt	Against

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Sandvik Aktiebolag

Proposal Number	Proposal Text	Proponent	Vote Instruction
19	Authorize Share Repurchase Program	Mgmt	For
20	Close Meeting	Mgmt	

Sanofi

Meeting Date: 04/28/2020

Country: France

Record Date: 04/24/2020

Meeting Type: Annual

Ticker: SAN

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Ordinary Business	Mgmt	
1	Approve Financial Statements and Statutory Reports	Mgmt	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For
3	Approve Treatment of Losses and Dividends of EUR 3.15 per Share	Mgmt	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For
5	Ratify Appointment of Paul Hudson as Director	Mgmt	For
6	Reelect Laurent Attal as Director	Mgmt	For
7	Reelect Carole Pivnica as Director	Mgmt	For
8	Reelect Diane Souza as Director	Mgmt	For
9	Reelect Thomas Sudhof as Director	Mgmt	For
10	Elect Rachel Duan as Director	Mgmt	For
11	Elect Lise Kingo as Director	Mgmt	For
12	Approve Remuneration of Directors in the Aggregate Amount of EUR 2 Million	Mgmt	For
13	Approve Remuneration Policy of Directors	Mgmt	For
14	Approve Remuneration Policy of Chairman of the Board	Mgmt	For
15	Approve Remuneration Policy of CEO	Mgmt	For
16	Approve Compensation Report of Corporate Officers	Mgmt	For
17	Approve Compensation of Serge Weinberg, Chairman of the Board	Mgmt	For

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Sanofi

Proposal Number	Proposal Text	Proponent	Vote Instruction
18	Approve Compensation of Paul Hudson, CEO Since Sept. 1, 2019	Mgmt	For
19	Approve Compensation of Olivier Brandicourt, CEO Until Aug. 31, 2019	Mgmt	Against
20	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
21	Authorize Filing of Required Documents/Other Formalities	Mgmt	For

SAP SE

Meeting Date: 05/20/2020

Country: Germany

Record Date: 05/07/2020

Meeting Type: Annual

Ticker: SAP

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal 2019 (Non-Voting)	Mgmt	
2	Approve Allocation of Income and Dividends of EUR 1.58 per Share	Mgmt	For
3	Approve Discharge of Management Board for Fiscal 2019	Mgmt	For
4	Approve Discharge of Supervisory Board for Fiscal 2019	Mgmt	For
5	Ratify KPMG AG as Auditors for Fiscal 2020	Mgmt	For
6.1	Approve Creation of EUR 250 Million Pool of Capital with Preemptive Rights	Mgmt	For
6.2	Approve Creation of EUR 250 Million Pool of Capital with Partial Exclusion of Preemptive Rights	Mgmt	For
7	Approve Remuneration Policy for the Management Board	Mgmt	For
8	Approve Remuneration Policy for the Supervisory Board	Mgmt	For

Schneider Electric SE

Meeting Date: 04/23/2020

Country: France

Record Date: 04/21/2020

Meeting Type: Annual/Special

Ticker: SU

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Schneider Electric SE

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Ordinary Business	Mgmt	
1	Approve Financial Statements and Statutory Reports	Mgmt	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For
3	Approve Allocation of Income and Dividends of EUR 2.55 per Share	Mgmt	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For
5	Approve Termination Package of Emmanuel Babeau, Vice-CEO	Mgmt	For
6	Approve Compensation Report	Mgmt	For
7	Approve Compensation of Jean-Pascal Tricoire, Chairman and CEO	Mgmt	For
8	Approve Compensation of Emmanuel Babeau, Vice-CEO	Mgmt	For
9	Approve Remuneration Policy of Chairman and CEO	Mgmt	For
10	Approve Remuneration Policy of Emmanuel Babeau, Vice-CEO	Mgmt	For
11	Approve Remuneration Policy of Board Members	Mgmt	For
12	Reelect Leo Apotheker as Director	Mgmt	For
13	Reelect Cecile Cabanis as Director	Mgmt	For
14	Reelect Fred Kindle as Director	Mgmt	For
15	Reelect Willy Kissling as Director	Mgmt	For
16	Elect Jill Lee as Director	Mgmt	For
17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
	Extraordinary Business	Mgmt	
18	Amend Article 11 of Bylaws to Comply with New Regulation Re: Employee Representatives	Mgmt	For
19	Amend Articles 13 and 16 of Bylaws to Comply with New Regulation	Mgmt	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Schneider Electric SE

Proposal Number	Proposal Text	Proponent	Vote Instruction
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For
22	Authorize Filing of Required Documents/Other Formalities	Mgmt	For

SEGRO Plc

Meeting Date: 04/21/2020

Country: United Kingdom

Record Date: 04/17/2020

Meeting Type: Annual

Ticker: SGRO

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For
2	Approve Final Dividend	Mgmt	For
3	Approve Remuneration Report	Mgmt	For
4	Re-elect Gerald Corbett as Director	Mgmt	For
5	Re-elect Mary Barnard as Director	Mgmt	For
6	Re-elect Sue Clayton as Director	Mgmt	For
7	Re-elect Soumen Das as Director	Mgmt	For
8	Re-elect Carol Fairweather as Director	Mgmt	For
9	Re-elect Christopher Fisher as Director	Mgmt	For
10	Re-elect Andy Gulliford as Director	Mgmt	For
11	Re-elect Martin Moore as Director	Mgmt	For
12	Re-elect David Sleath as Director	Mgmt	For
13	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For
15	Authorise EU Political Donations and Expenditure	Mgmt	For
16	Authorise Issue of Equity	Mgmt	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

SEGRO Plc

Proposal Number	Proposal Text	Proponent	Vote Instruction
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For
21	Adopt New Articles of Association	Mgmt	For

Siemens AG

Meeting Date: 07/09/2020

Country: Germany

Record Date:

Meeting Type: Special

Ticker: SIE

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Approve Spin-Off and Takeover Agreement with Siemens Energy AG	Mgmt	For

Symrise AG

Meeting Date: 06/17/2020

Country: Germany

Record Date: 05/26/2020

Meeting Type: Annual

Ticker: SY1

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal 2019 (Non-Voting)	Mgmt	
2	Approve Allocation of Income and Dividends of EUR 0.95 per Share	Mgmt	For
3	Approve Discharge of Management Board for Fiscal 2019	Mgmt	For
4	Approve Discharge of Supervisory Board for Fiscal 2019	Mgmt	For
5	Ratify Ernst & Young GmbH as Auditors for Fiscal 2020	Mgmt	For

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

6.1	Elect Michael Koenig to the Supervisory Board	Mgmt	For
6.2	Elect Peter Vanacker to the Supervisory Board	Mgmt	For

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Symrise AG

Proposal Number	Proposal Text	Proponent	Vote Instruction
7	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For
8	Amend Articles Re: Participation and Voting Right	Mgmt	For

TeamViewer AG

Meeting Date: 05/29/2020 Country: Germany
Record Date: 05/07/2020 Meeting Type: Annual Ticker: TMV

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal 2019 (Non-Voting)	Mgmt	
2	Approve Discharge of Management Board for Fiscal 2019	Mgmt	For
3	Approve Discharge of Supervisory Board for Fiscal 2019	Mgmt	For
4.1	Ratify Ernst & Young GmbH as Auditors for Fiscal 2020	Mgmt	For
4.2	Ratify Ernst & Young GmbH as Auditors for Fiscal 2021 until the Next AGM	Mgmt	For
5	Amend Articles Re: Proof of Entitlement	Mgmt	For

Telecom Italia SpA

Meeting Date: 04/23/2020 Country: Italy
Record Date: 04/14/2020 Meeting Type: Annual/Special Ticker: TIT

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Ordinary Business	Mgmt	

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

1.1	Accept Financial Statements and Statutory Reports	Mgmt	For
1.2	Approve Allocation of Income	Mgmt	For
2.1	Elect Salvatore Rossi as Director	Mgmt	For
2.2	Elect Franck Cadoret as Director	Mgmt	For

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Telecom Italia SpA

Proposal Number	Proposal Text	Proponent	Vote Instruction
3.1	Approve Remuneration Policy	Mgmt	For
3.2	Approve Second Section of the Remuneration Report	Mgmt	For
4	Approve Long Term Incentive Plan	Mgmt	For
	Extraordinary Business	Mgmt	
5	Authorize Board to Increase Capital to Service Long Term Incentive Plan	Mgmt	For
6	Approve Employee Share Plan; Authorize Board to Increase Capital to Service Employee Share Plan	Mgmt	For
7	Amend Company Bylaws Re: Article 9	Mgmt	For

UCB SA

Meeting Date: 04/30/2020

Country: Belgium

Record Date: 04/16/2020

Meeting Type: Annual/Special

Ticker: UCB

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Annual/Special Meeting Agenda	Mgmt	
	Annual Meeting Agenda	Mgmt	
	Ordinary Part	Mgmt	
1	Receive Directors' Reports (Non-Voting)	Mgmt	
2	Receive Auditors' Reports (Non-Voting)	Mgmt	
3	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt	
4	Approve Financial Statements, Allocation of Income, and Dividends of EUR 1.24 per Share	Mgmt	For
5	Approve Remuneration Report	Mgmt	For
6	Approve Remuneration Policy	Mgmt	For
7	Approve Discharge of Directors	Mgmt	For
8	Approve Discharge of Auditors	Mgmt	For
9.1A	Reelect Pierre Gurdjian as Director	Mgmt	For

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

9.1B	Indicate Pierre Gurdjian as Independent Director	Mgmt	For
9.2A	Reelect Ulf Wiinberg as Director	Mgmt	For

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

UCB SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
9.2B	Indicate Ulf Wiinberg as Independent Director	Mgmt	For
9.3	Reelect Charles-Antoine Janssen as Director	Mgmt	For
	Special Part	Mgmt	
10	Approve Long-Term Incentive Plan	Mgmt	For
11.1	Approve Change-of-Control Clause Re: Renewal of EMTN Program	Mgmt	For
11.2	Approve Change-of-Control Clause Re: Term Facility Agreement	Mgmt	For
11.3	Approve Change-of-Control Clause Re: Revolving Facility Agreement	Mgmt	For
	Special Meeting Agenda	Mgmt	
1	Amend Articles Re: New Belgian Code of Companies and Associations	Mgmt	For
2	Receive Special Board Report Re: Renewal of Authorized Capital	Mgmt	
3	Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	Mgmt	For
4	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For

Veolia Environnement SA

Meeting Date: 04/22/2020

Country: France

Record Date: 04/20/2020

Meeting Type: Annual/Special

Ticker: VIE

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Ordinary Business	Mgmt	
1	Approve Financial Statements and Statutory Reports	Mgmt	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For
3	Approve Non-Deductible Expenses	Mgmt	For
4	Approve Allocation of Income and Dividends of EUR 0.50 per Share	Mgmt	For
5	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Veolia Environnement SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
6	Reelect Jacques Aschenbroich as Director	Mgmt	For
7	Reelect Isabelle Courville as Director	Mgmt	For
8	Reelect Nathalie Rachou as Director	Mgmt	For
9	Reelect Guillaume Texier as Director	Mgmt	For
10	Approve Compensation of Antoine Frerot, Chairman and CEO	Mgmt	For
11	Approve Compensation Report of Corporate Officers	Mgmt	For
12	Approve Remuneration Policy of Chairman and CEO	Mgmt	For
13	Approve Remuneration Policy of Corporate Officers	Mgmt	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
	Extraordinary Business	Mgmt	
15	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 850 Million	Mgmt	For
16	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 283 Million	Mgmt	For
17	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 283 Million	Mgmt	For
18	Authorize Capital Increase of up to Aggregate Nominal Amount of EUR 283 Million for Contributions in Kind	Mgmt	For
19	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote	Mgmt	For
20	Authorize Capitalization of Reserves of Up to EUR 400 Million for Bonus Issue or Increase in Par Value	Mgmt	For
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of the Group's Subsidiaries	Mgmt	For
23	Authorize up to 0.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For
24	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Veolia Environnement SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
25	Amend Articles 8, 11, 12, 15, 17, 18 and 20 of Bylaws Re: Shares, Board Composition, Chairman of the Board, Board Power, Remuneration of the Board, Censor and Vice-CEO	Mgmt	For
26	Authorize Filing of Required Documents/Other Formalities	Mgmt	For

Verallia SAS

Meeting Date: 06/10/2020

Country: France

Record Date: 06/08/2020

Meeting Type: Annual/Special

Ticker: VRLA

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Ordinary Business	Mgmt	
1	Approve Financial Statements and Statutory Reports	Mgmt	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For
3	Approve Allocation of Income and Dividends of EUR 0.85 per Share	Mgmt	For
4	Approve Stock Dividend Program	Mgmt	For
5	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For
6	Approve Compensation of Michel Giannuzzi, Chairman and CEO	Mgmt	Against
7	Approve Remuneration Policy of Michel Giannuzzi, Chairman and CEO	Mgmt	For
8	Approve Compensation Report	Mgmt	For
9	Approve Remuneration Policy of Directors	Mgmt	For
10	Renew Appointment of PricewaterhouseCoopers Audit as Auditor	Mgmt	For
11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
	Extraordinary Business	Mgmt	
12	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For
13	Authorize Capitalization of Reserves of Up to EUR 80 Million for Bonus Issue or Increase in Par Value	Mgmt	For

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Verallia SAS

Proposal Number	Proposal Text	Proponent	Vote Instruction
14	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 200 Million	Mgmt	For
15	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 80 Million	Mgmt	Against
16	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 80 Million	Mgmt	Against
17	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	Against
18	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above Under Items 14-16	Mgmt	Against
19	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and/or Corporate Officers and/or Employees of the Group's Subsidiaries	Mgmt	For
22	Authorize up to 3 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	Against
23	Amend Article 15 of Bylaws Re: Board	Mgmt	For
24	Amend Article 16 of Bylaws Re: Employees of the Group's Subsidiaries	Mgmt	For
25	Authorize Filing of Required Documents/Other Formalities	Mgmt	For

VINCI SA

Meeting Date: 06/18/2020

Country: France

Record Date: 06/15/2020

Meeting Type: Annual/Special

Ticker: DG

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Ordinary Business	Mgmt	

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

1	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For
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Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

VINCI SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
2	Approve Financial Statements and Statutory Reports	Mgmt	For
3	Approve Allocation of Income and Dividends of EUR 2.04 per Share	Mgmt	For
4	Approve Stock Dividend Program	Mgmt	For
5	Elect Benoit Bazin as Director	Mgmt	For
6	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
7	Approve Remuneration Policy of Board Members	Mgmt	For
8	Approve Remuneration Policy of Xavier Huillard, Chairman and CEO	Mgmt	For
9	Approve Compensation Report of Corporate Officers	Mgmt	For
10	Approve Compensation of Xavier Huillard, Chairman and CEO	Mgmt	For
	Extraordinary Business	Mgmt	
11	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For
12	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For
13	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For
14	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees With Performance Conditions Attached	Mgmt	For
15	Amend Article 13 of Bylaws Re: Board Members Deliberation via Written Consultation	Mgmt	For
16	Amend Article 14 of Bylaws Re: Board Members Remuneration	Mgmt	For
17	Amend Article 15 of Bylaws Re: Board Powers	Mgmt	For
18	Authorize Filing of Required Documents/Other Formalities	Mgmt	For

Vonovia SE

Meeting Date: 06/30/2020

Country: Germany

Record Date:

Meeting Type: Annual

Ticker: VNA

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Vonovia SE

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal 2019 (Non-Voting)	Mgmt	
2	Approve Allocation of Income and Dividends of EUR 1.57 per Share	Mgmt	For
3	Approve Discharge of Management Board for Fiscal 2019	Mgmt	For
4	Approve Discharge of Supervisory Board for Fiscal 2019	Mgmt	For
5	Ratify KPMG AG as Auditors for Fiscal 2020	Mgmt	For

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Wienerberger AG

Meeting Date: 05/05/2020

Record Date: 04/25/2020

Country: Austria

Meeting Type: Annual

Ticker: WIE

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal 2019 (Non-Voting)	Mgmt	
2	Approve Allocation of Income and Dividends of EUR 0.60 per Share	Mgmt	For
3	Approve Discharge of Management Board for Fiscal 2019	Mgmt	For
4	Approve Discharge of Supervisory Board for Fiscal 2019	Mgmt	For
5	Ratify Deloitte GmbH as Auditors for Fiscal 2020	Mgmt	For
6	Approve Remuneration Policy for Management Board	Mgmt	Against
7.1	Approve Remuneration Policy for Supervisory Board	Mgmt	For
7.2	Approve Remuneration of Supervisory Board Members	Mgmt	For
8	Authorize Share Repurchase Program with Reverse Exclusion of Preemptive Rights	Mgmt	For
9	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For



ELEVA
CAPITAL

ELEVA Capital SAS

32, rue de Monceau 75008 Paris - Capital 8 – Immeuble Murat Sud
au capital de 670 000€

RCS PARIS 829 373 075 – TVA INTRACOM FR 76 829 373 075

Tél : +33 (0)1 40 69 28 70

Société de gestion agréée par l’Autorité des Marchés Financiers sous le numéro GP-17000015