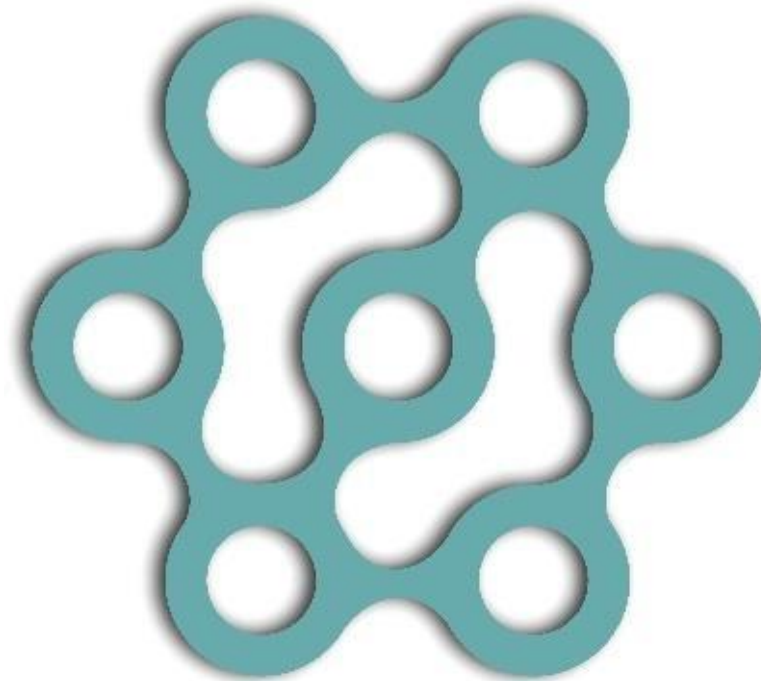


ELEVA European Selection



Votes relatifs aux résolutions présentées en Assemblées – Année 2023

Votes relating to resolutions presented at General Meetings - FY 2023

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 2023 jusqu'au 31 décembre 2023.

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 31/12/2023

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, 2023, until December 31, 2023.

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 31/12/2023

Source: ISS

VOTE SUMMARY REPORT

REPORTING PERIOD: 01/01/2023 to 12/31/2023

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): ELEVA EUROPEAN SELECTION FUND

Compass Group Plc

Meeting Date: 02/09/2023

Country: United Kingdom

Ticker: CPG

Record Date: 02/07/2023

Meeting Type: Annual

Primary Security ID: G23296208

Shares Voted: 2,460,204

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report | Mgmt | For | Refer | Against |
| 3 | Approve Final Dividend | Mgmt | For | For | For |
| 4 | Re-elect Ian Meakins as Director | Mgmt | For | Refer | For |
| 5 | Re-elect Dominic Blakemore as Director | Mgmt | For | Refer | For |
| 6 | Re-elect Palmer Brown as Director | Mgmt | For | Refer | For |
| 7 | Re-elect Gary Green as Director | Mgmt | For | Refer | For |
| 8 | Re-elect Carol Arrowsmith as Director | Mgmt | For | Refer | Against |
| 9 | Re-elect Stefan Bomhard as Director | Mgmt | For | Refer | For |
| 10 | Re-elect John Bryant as Director | Mgmt | For | Refer | For |
| 11 | Re-elect Arlene Isaacs-Lowe as Director | Mgmt | For | Refer | For |
| 12 | Re-elect Anne-Francoise Nesmes as Director | Mgmt | For | Refer | For |
| 13 | Re-elect Sundar Raman as Director | Mgmt | For | Refer | For |
| 14 | Re-elect Nelson Silva as Director | Mgmt | For | Refer | For |
| 15 | Re-elect Ireena Vittal as Director | Mgmt | For | Against | Against |
| 16 | Reappoint KPMG LLP as Auditors | Mgmt | For | For | For |
| 17 | Authorise the Audit Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 18 | Authorise UK Political Donations and Expenditure | Mgmt | For | Against | Against |
| 19 | Authorise Issue of Equity | Mgmt | For | Against | Against |
| 20 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | Against | Against |
| 21 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | Against | Against |
| 22 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |

Compass Group Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 23 | Authorise the Company to Call General Meeting with 14 Clear Days' Notice | Mgmt | For | For | For |

Siemens AG

| | | |
|---------------------------------------|-----------------------------|--------------------|
| Meeting Date: 02/09/2023 | Country: Germany | Ticker: SIE |
| Record Date: 02/02/2023 | Meeting Type: Annual | |
| Primary Security ID: D69671218 | | |

Shares Voted: 690,010

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1 | Receive Financial Statements and Statutory Reports for Fiscal Year 2021/22 (Non-Voting) | Mgmt | | | |
| 2 | Approve Allocation of Income and Dividends of EUR 4.25 per Share | Mgmt | For | Refer | For |
| 3.1 | Approve Discharge of Management Board Member Roland Busch for Fiscal Year 2021/22 | Mgmt | For | Abstain | Abstain |
| 3.2 | Approve Discharge of Management Board Member Cedrik Neike for Fiscal Year 2021/22 | Mgmt | For | Abstain | Abstain |
| 3.3 | Approve Discharge of Management Board Member Matthias Rebellius for Fiscal Year 2021/22 | Mgmt | For | Abstain | Abstain |
| 3.4 | Approve Discharge of Management Board Member Ralf Thomas for Fiscal Year 2021/22 | Mgmt | For | Abstain | Abstain |
| 3.5 | Approve Discharge of Management Board Member Judith Wiese for Fiscal Year 2021/22 | Mgmt | For | Abstain | Abstain |
| 4.1 | Approve Discharge of Supervisory Board Member Jim Snabe for Fiscal Year 2021/22 | Mgmt | For | Abstain | Abstain |
| 4.2 | Approve Discharge of Supervisory Board Member Birgit Steinborn for Fiscal Year 2021/22 | Mgmt | For | Abstain | Abstain |
| 4.3 | Approve Discharge of Supervisory Board Member Werner Brandt for Fiscal Year 2021/22 | Mgmt | For | Abstain | Abstain |
| 4.4 | Approve Discharge of Supervisory Board Member Tobias Baeumler for Fiscal Year 2021/22 | Mgmt | For | Abstain | Abstain |
| 4.5 | Approve Discharge of Supervisory Board Member Michael Diekmann for Fiscal Year 2021/22 | Mgmt | For | Abstain | Abstain |
| 4.6 | Approve Discharge of Supervisory Board Member Andrea Fehrmann for Fiscal Year 2021/22 | Mgmt | For | Abstain | Abstain |

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 4.7 | Approve Discharge of Supervisory Board Member Bettina Haller for Fiscal Year 2021/22 | Mgmt | For | Abstain | Abstain |
| 4.8 | Approve Discharge of Supervisory Board Member Harald Kern for Fiscal Year 2021/22 | Mgmt | For | Abstain | Abstain |
| 4.9 | Approve Discharge of Supervisory Board Member Juergen Kerner for Fiscal Year 2021/22 | Mgmt | For | Abstain | Abstain |
| 4.10 | Approve Discharge of Supervisory Board Member Benoit Potier for Fiscal Year 2021/22 | Mgmt | For | Abstain | Abstain |
| 4.11 | Approve Discharge of Supervisory Board Member Hagen Reimer for Fiscal Year 2021/22 | Mgmt | For | Abstain | Abstain |
| 4.12 | Approve Discharge of Supervisory Board Member Norbert Reithofer for Fiscal Year 2021/22 | Mgmt | For | Abstain | Abstain |
| 4.13 | Approve Discharge of Supervisory Board Member Kasper Roersted for Fiscal Year 2021/22 | Mgmt | For | Abstain | Abstain |
| 4.14 | Approve Discharge of Supervisory Board Member Nemat Shafik for Fiscal Year 2021/22 | Mgmt | For | Abstain | Abstain |
| 4.15 | Approve Discharge of Supervisory Board Member Nathalie von Siemens for Fiscal Year 2021/22 | Mgmt | For | Abstain | Abstain |
| 4.16 | Approve Discharge of Supervisory Board Member Michael Sigmund for Fiscal Year 2021/22 | Mgmt | For | Abstain | Abstain |
| 4.17 | Approve Discharge of Supervisory Board Member Dorothea Simon for Fiscal Year 2021/22 | Mgmt | For | Abstain | Abstain |
| 4.18 | Approve Discharge of Supervisory Board Member Grazia Vittadini for Fiscal Year 2021/22 | Mgmt | For | Abstain | Abstain |
| 4.19 | Approve Discharge of Supervisory Board Member Matthias Zachert for Fiscal Year 2021/22 | Mgmt | For | Abstain | Abstain |
| 4.20 | Approve Discharge of Supervisory Board Member Gunnar Zukunft for Fiscal Year 2021/22 | Mgmt | For | Abstain | Abstain |
| 5 | Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2022/23 | Mgmt | For | Refer | Against |
| 6 | Approve Remuneration Report | Mgmt | For | Refer | For |
| 7.1 | Elect Werner Brandt to the Supervisory Board | Mgmt | For | Refer | For |
| 7.2 | Elect Regina Dugan to the Supervisory Board | Mgmt | For | Refer | For |
| 7.3 | Elect Keryn Lee James to the Supervisory Board | Mgmt | For | Refer | For |
| 7.4 | Elect Martina Merz to the Supervisory Board | Mgmt | For | Against | Against |

Siemens AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 7.5 | Elect Benoit Potier to the Supervisory Board | Mgmt | For | Refer | For |
| 7.6 | Elect Nathalie von Siemens to the Supervisory Board | Mgmt | For | Refer | For |
| 7.7 | Elect Matthias Zachert to the Supervisory Board | Mgmt | For | Refer | For |
| 8 | Approve Virtual-Only Shareholder Meetings Until 2025 | Mgmt | For | For | Against |
| 9 | Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission | Mgmt | For | For | For |
| 10 | Amend Articles Re: Registration in the Share Register | Mgmt | For | For | For |

Novo Nordisk A/S

| | | |
|--------------------------------|----------------------|----------------|
| Meeting Date: 03/23/2023 | Country: Denmark | Ticker: NOVO.B |
| Record Date: 03/16/2023 | Meeting Type: Annual | |
| Primary Security ID: K72807132 | | |

Shares Voted: 1,683,485

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1 | Receive Report of Board | Mgmt | | | |
| 2 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and Dividends of DKK 8.15 Per Share | Mgmt | For | For | For |
| 4 | Approve Remuneration Report (Advisory Vote) | Mgmt | For | Refer | For |
| 5.1 | Approve Remuneration of Directors in the Aggregate Amount of DKK 20.2 Million | Mgmt | For | For | For |
| 5.2 | Approve Remuneration of Directors in the Amount of DKK 3.1 Million for the Chairman, DKK 1.56 Million for the Vice Chairman, and DKK 784,000 for Other Directors; Approve Remuneration for Committee Work | Mgmt | For | For | For |
| 5.3 | Amendment to Remuneration Policy for Board of Directors and Executive Management | Mgmt | For | Refer | For |
| 6.1 | Reelect Helge Lund as Board Chairman | Mgmt | For | Refer | For |
| 6.2 | Reelect Henrik Poulsen as Vice Chairman | Mgmt | For | Refer | For |
| 6.3a | Reelect Laurence Debroux as Director | Mgmt | For | Refer | For |
| 6.3b | Reelect Andreas Fibig as Director | Mgmt | For | Refer | For |

Novo Nordisk A/S

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 6.3c | Reelect Sylvie Gregoire as Director | Mgmt | For | Refer | For |
| 6.3d | Reelect Kasim Kutay as Director | Mgmt | For | Refer | For |
| 6.3e | Reelect Christina Law as Director | Mgmt | For | Refer | For |
| 6.3f | Reelect Martin Mackay as Director | Mgmt | For | Abstain | Abstain |
| 7 | Ratify Deloitte as Auditor | Mgmt | For | For | For |
| 8.1 | Approve DKK 5 Million Reduction in Share Capital via Share Cancellation of B Shares | Mgmt | For | For | For |
| 8.2 | Authorize Share Repurchase Program | Mgmt | For | For | For |
| 8.3 | Approve Creation of DKK 45.1 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 45.1 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 45.1 Million | Mgmt | For | For | For |
| | Shareholder Proposals Submitted by Kritiske Aktionaerer | Mgmt | | | |
| 8.4 | Product Pricing Proposal | SH | Against | Refer | Abstain |
| 9 | Other Business | Mgmt | | | |

Neste Corp.

Meeting Date: 03/28/2023

Country: Finland

Ticker: NESTE

Record Date: 03/16/2023

Meeting Type: Annual

Primary Security ID: X5688A109

Shares Voted: 1,860,786

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | 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 | | | |
| 4 | Acknowledge Proper Convening of Meeting | Mgmt | | | |
| 5 | Prepare and Approve List of Shareholders | Mgmt | | | |
| 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 | For | For |
| 8 | Approve Allocation of Income and Dividends of EUR 1.02 Per Share | Mgmt | For | For | For |

Neste Corp.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 9 | Approve Discharge of Board and President | Mgmt | For | Abstain | Abstain |
| 10 | Approve Remuneration Report (Advisory Vote) | Mgmt | For | Refer | For |
| 11 | Approve Remuneration of Directors in the Amount of EUR 95,000 for Chairman, EUR 60,000 for Vice Chairman, and EUR 45,000 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees | Mgmt | For | For | For |
| 12 | Fix Number of Directors at Nine | Mgmt | For | For | For |
| 13 | Reelect Matti Kahkonen (Chair), John Abbott, Nick Elmslie, Just Jansz, Jari Rosendal, Eeva Sipilä (Vice Chair) and Johanna Soderstrom as Directors; Elect Heikki Malinen and Kimmo Viertola as New Directors | Mgmt | For | Against | Against |
| 14 | Approve Remuneration of Auditors | Mgmt | For | For | For |
| 15 | Ratify KPMG as Auditors | Mgmt | For | For | For |
| 16 | Authorize Share Repurchase Program | Mgmt | For | For | For |
| 17 | Approve Issuance of up to 23 Million Shares without Preemptive Rights | Mgmt | For | For | For |
| 18 | Amend Articles Re: Book-Entry System | Mgmt | For | Against | Against |
| 19 | Close Meeting | Mgmt | | | |

Sika AG

Meeting Date: 03/28/2023Country: SwitzerlandTicker: SIKA

Record Date:Meeting Type: Annual

Primary Security ID: H7631K273

Shares Voted: 243,790

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Allocation of Income and Dividends of CHF 3.20 per Share | Mgmt | For | For | For |
| 3 | Approve Discharge of Board of Directors | Mgmt | For | Against | Against |
| 4.1.1 | Reelect Paul Haelg as Director | Mgmt | For | Refer | For |
| 4.1.2 | Reelect Viktor Balli as Director | Mgmt | For | Refer | Against |
| 4.1.3 | Reelect Lucrece Foufopoulos-De Ridder as Director | Mgmt | For | Refer | For |
| 4.1.4 | Reelect Justin Howell as Director | Mgmt | For | Refer | For |
| 4.1.5 | Reelect Gordana Landen as Director | Mgmt | For | Refer | For |

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 4.1.6 | Reelect Monika Ribar as Director | Mgmt | For | Against | Against |
| 4.1.7 | Reelect Paul Schuler as Director | Mgmt | For | Refer | Against |
| 4.1.8 | Reelect Thierry Vanlancker as Director | Mgmt | For | Refer | For |
| 4.2 | Reelect Paul Haelg as Board Chair | Mgmt | For | Refer | Against |
| 4.3.1 | Reappoint Justin Howell as Member of the Nomination and Compensation Committee | Mgmt | For | Refer | For |
| 4.3.2 | Reappoint Gordana Landen as Member of the Nomination and Compensation Committee | Mgmt | For | Refer | For |
| 4.3.3 | Reappoint Thierry Vanlancker as Member of the Nomination and Compensation Committee | Mgmt | For | Refer | For |
| 4.4 | Ratify KPMG AG as Auditors | Mgmt | For | For | For |
| 4.5 | Designate Jost Windlin as Independent Proxy | Mgmt | For | Against | Against |
| 5.1 | Approve Remuneration Report (Non-Binding) | Mgmt | For | Refer | For |
| 5.2 | Approve Remuneration of Directors in the Amount of CHF 3.4 Million | Mgmt | For | For | For |
| 5.3 | Approve Remuneration of Executive Committee in the Amount of CHF 21.5 Million | Mgmt | For | Refer | For |
| 6 | Approve Creation of Capital Band within the Upper Limit of CHF 1.6 Million and the Lower Limit of CHF 1.5 Million with or without Exclusion of Preemptive Rights; Approve Creation of CHF 76,867.52 Pool of Conditional Capital Within the Capital Band | Mgmt | For | For | For |
| 7.1 | Amend Articles of Association | Mgmt | For | For | For |
| 7.2 | Amend Articles Re: Editorial Changes | Mgmt | For | For | For |
| 7.3 | Amend Articles Re: Share Register | Mgmt | For | For | For |
| 7.4 | Approve Virtual-Only Shareholder Meetings | Mgmt | For | For | For |
| 7.5 | Amend Articles Re: Board Meetings; Electronic Communication | Mgmt | For | For | For |
| 7.6 | Amend Articles Re: External Mandates for Members of the Board of Directors | Mgmt | For | For | For |
| 8 | Transact Other Business (Voting) | Mgmt | For | Against | Against |

Shares Voted: 243,790

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|-------------------------------|-----------|----------|-------------------|------------------|
| 1 | Share Re-registration Consent | Mgmt | For | For | For |

Banco Santander SA

Meeting Date: 03/30/2023Country: SpainTicker: SAN
Record Date: 03/24/2023Meeting Type: Annual
Primary Security ID: E19790109

Shares Voted: 10,313,567

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1.A | Approve Consolidated and Standalone Financial Statements | Mgmt | For | For | For |
| 1.B | Approve Non-Financial Information Statement | Mgmt | For | For | For |
| 1.C | Approve Discharge of Board | Mgmt | For | Abstain | Abstain |
| 2 | Approve Allocation of Income and Dividends | Mgmt | For | For | For |
| 3.A | Fix Number of Directors at 15 | Mgmt | For | For | For |
| 3.B | Ratify Appointment of and Elect Hector Blas Grisi Checa as Director | Mgmt | For | Refer | For |
| 3.C | Ratify Appointment of and Elect Glenn Hogan Hutchins as Director | Mgmt | For | Refer | For |
| 3.D | Reelect Pamela Ann Walkden as Director | Mgmt | For | Refer | For |
| 3.E | Reelect Ana Patricia Botin-Sanz de Sautuola y O'Shea as Director | Mgmt | For | Refer | For |
| 3.F | Reelect Sol Daurella Comadran as Director | Mgmt | For | Refer | For |
| 3.G | Reelect Gina Lorenza Diez Barroso Azcarraga as Director | Mgmt | For | Refer | For |
| 3.H | Reelect Homaira Akbari as Director | Mgmt | For | Refer | For |
| 4 | Ratify Appointment of PricewaterhouseCoopers as Auditor | Mgmt | For | For | For |
| 5.A | Approve Reduction in Share Capital via Amortization of Treasury Shares | Mgmt | For | For | For |
| 5.B | Approve Reduction in Share Capital via Amortization of Treasury Shares | Mgmt | For | For | For |
| 5.C | Authorize Share Repurchase Program | Mgmt | For | For | For |
| 5.D | Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities up to EUR 10 Billion with Exclusion of Preemptive Rights up to 10 Percent of Capital | Mgmt | For | For | For |

Banco Santander SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 6.A | Approve Remuneration Policy | Mgmt | For | Refer | For |
| 6.B | Approve Remuneration of Directors | Mgmt | For | For | For |
| 6.C | Fix Maximum Variable Compensation Ratio | Mgmt | For | Refer | For |
| 6.D | Approve Deferred Multiyear Objectives Variable Remuneration Plan | Mgmt | For | Refer | For |
| 6.E | Approve Buy-out Policy | Mgmt | For | For | For |
| 6.F | Advisory Vote on Remuneration Report | Mgmt | For | Refer | For |
| 7 | Authorize Board to Ratify and Execute Approved Resolutions | Mgmt | For | For | For |

UniCredit SpA

| | | |
|--------------------------------|------------------------------|-------------|
| Meeting Date: 03/31/2023 | Country: Italy | Ticker: UCG |
| Record Date: 03/22/2023 | Meeting Type: Annual/Special | |
| Primary Security ID: T9T23L642 | | |

Shares Voted: 4,036,957

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| | Ordinary Business | Mgmt | | | |
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Allocation of Income | Mgmt | For | For | For |
| 3 | Approve Elimination of Negative Reserves | Mgmt | For | For | For |
| 4 | Authorize Share Repurchase Program | Mgmt | For | Against | For |
| 5 | Approve Remuneration Policy | Mgmt | For | Refer | For |
| 6 | Approve Second Section of the Remuneration Report | Mgmt | For | Refer | For |
| 7 | Approve 2023 Group Incentive System | Mgmt | For | Refer | For |
| 8 | Approve Fixed-Variable Compensation Ratio | Mgmt | For | Refer | For |
| 9 | Approve Decrease in Size of Board from 13 to 12 | Mgmt | For | For | For |
| | Extraordinary Business | Mgmt | | | |
| 1 | Authorize Board to Increase Capital to Service the 2017-2019 LTI Plan and Amend Capital Increases Authorizations to Service the 2018 to 2021 Group Incentive Systems | Mgmt | For | Refer | For |
| 2 | Authorize Board to Increase Capital to Service the 2022 Group Incentive System | Mgmt | For | Refer | For |

UniCredit SpA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 3 | Authorize Cancellation of Treasury Shares without Reduction of Share Capital | Mgmt | For | For | For |
| A | Deliberations on Possible Legal Action Against Directors if Presented by Shareholders | Mgmt | None | Against | Against |

Deutsche Telekom AG

| | | |
|---------------------------------------|-----------------------------|--------------------|
| Meeting Date: 04/05/2023 | Country: Germany | Ticker: DTE |
| Record Date: 03/31/2023 | Meeting Type: Annual | |
| Primary Security ID: D2035M136 | | |

Shares Voted: 3,178,048

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1 | Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting) | Mgmt | | | |
| 2 | Approve Allocation of Income and Dividends of EUR 0.70 per Share | Mgmt | For | For | For |
| 3 | Approve Discharge of Management Board for Fiscal Year 2022 | Mgmt | For | Abstain | Abstain |
| 4 | Approve Discharge of Supervisory Board for Fiscal Year 2022 | Mgmt | For | Abstain | Abstain |
| 5 | Ratify Deloitte GmbH as Auditors for Fiscal Year 2023 and for the Review of the Interim Financial Statements for Fiscal Year 2023 and First Quarter of Fiscal Year 2024 | Mgmt | For | For | For |
| 6.1 | Elect Harald Krueger to the Supervisory Board | Mgmt | For | Refer | For |
| 6.2 | Elect Reinhard Ploss to the Supervisory Board | Mgmt | For | Refer | For |
| 6.3 | Elect Margret Suckale to the Supervisory Board | Mgmt | For | Refer | For |
| 7 | Approve Virtual-Only Shareholder Meetings Until 2025 | Mgmt | For | For | Against |
| 8 | Approve Remuneration Report | Mgmt | For | Refer | For |

Rio Tinto Plc

| | | |
|---------------------------------------|--------------------------------|--------------------|
| Meeting Date: 04/06/2023 | Country: United Kingdom | Ticker: RIO |
| Record Date: 04/04/2023 | Meeting Type: Annual | |
| Primary Security ID: G75754104 | | |

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report for UK Law Purposes | Mgmt | For | Refer | For |
| 3 | Approve Remuneration Report for Australian Law Purposes | Mgmt | For | Refer | For |
| 4 | Approve the Potential Termination of Benefits for Australian Law Purposes | Mgmt | For | For | For |
| 5 | Elect Kaisa Hietala as Director | Mgmt | For | Refer | For |
| 6 | Re-elect Dominic Barton as Director | Mgmt | For | Refer | For |
| 7 | Re-elect Megan Clark as Director | Mgmt | For | Refer | For |
| 8 | Re-elect Peter Cunningham as Director | Mgmt | For | Refer | For |
| 9 | Re-elect Simon Henry as Director | Mgmt | For | Refer | For |
| 10 | Re-elect Sam Laidlaw as Director | Mgmt | For | Refer | For |
| 11 | Re-elect Simon McKeon as Director | Mgmt | For | Refer | For |
| 12 | Re-elect Jennifer Nason as Director | Mgmt | For | Refer | For |
| 13 | Re-elect Jakob Stausholm as Director | Mgmt | For | Refer | For |
| 14 | Re-elect Ngaire Woods as Director | Mgmt | For | Refer | For |
| 15 | Re-elect Ben Wyatt as Director | Mgmt | For | Refer | For |
| 16 | Reappoint KPMG LLP as Auditors | Mgmt | For | For | For |
| 17 | Authorise the Audit and Risk Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 18 | Authorise UK Political Donations and Expenditure | Mgmt | For | Against | Against |
| 19 | Authorise Issue of Equity | Mgmt | For | For | For |
| 20 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 21 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 22 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| | Ordinary Business | Mgmt | | | |
| 1 | Approve Consolidated Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and Dividends of EUR 4 per Share | Mgmt | For | For | For |
| 4 | Reelect Caroline Gregoire Sainte Marie as Director | Mgmt | For | Refer | For |
| 5 | Elect Carlos Aguilar as Director | Mgmt | For | Refer | For |
| 6 | Elect Annette Messemer as Director | Mgmt | For | Refer | For |
| 7 | Elect Dominique Muller as Representative of Employee Shareholders to the Board | Mgmt | For | For | For |
| 8 | Elect Agnes Daney de Marcillac as Representative of Employee Shareholders to the Board | Mgmt | For | Against | Against |
| 9 | Elect Ronald Kouwenhoven as Representative of Employee Shareholders to the Board | Mgmt | For | Against | Against |
| 10 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Mgmt | For | For | For |
| 11 | Approve Remuneration Policy of Directors | Mgmt | For | Refer | For |
| 12 | Approve Remuneration Policy of Xavier Huillard, Chairman and CEO | Mgmt | For | Refer | For |
| 13 | Approve Compensation Report | Mgmt | For | Refer | For |
| 14 | Approve Compensation of Xavier Huillard, Chairman and CEO | Mgmt | For | Refer | For |
| | Extraordinary Business | Mgmt | | | |
| 15 | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares | Mgmt | For | For | For |
| 16 | Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value | Mgmt | For | For | For |
| 17 | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 300 Million | Mgmt | For | For | For |
| 18 | Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 150 Million | Mgmt | For | For | For |
| 19 | Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 150 Million | Mgmt | For | Against | Against |

VINCI SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 20 | Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 17-19 | Mgmt | For | Against | Against |
| 21 | Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind | Mgmt | For | For | For |
| 22 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans | Mgmt | For | For | For |
| 23 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries | Mgmt | For | For | For |
| 24 | Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees With Performance Conditions Attached | Mgmt | For | For | For |
| 25 | Authorize Filing of Required Documents/Other Formalities | Mgmt | For | For | For |

Covestro AG

Meeting Date: 04/19/2023

Country: Germany

Ticker: 1COV

Record Date: 03/28/2023

Meeting Type: Annual

Primary Security ID: D15349109

Shares Voted: 1,441,942

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1 | Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting) | Mgmt | | | |
| 2 | Approve Discharge of Management Board for Fiscal Year 2022 | Mgmt | For | Abstain | Abstain |
| 3 | Approve Discharge of Supervisory Board for Fiscal Year 2022 | Mgmt | For | Abstain | Abstain |
| 4 | Ratify KPMG AG as Auditors for Fiscal Year 2023 and for the Review of the Interim Financial Statements for Fiscal Year 2023 and First Quarter of Fiscal Year 2024 | Mgmt | For | For | For |
| 5 | Approve Remuneration Report | Mgmt | For | Refer | For |
| 6 | Approve Remuneration Policy | Mgmt | For | Refer | For |
| 7 | Approve Virtual-Only Shareholder Meetings Until 2025 | Mgmt | For | For | For |
| 8 | Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission | Mgmt | For | For | For |

Heineken NV

| | | |
|--------------------------------|----------------------|--------------|
| Meeting Date: 04/20/2023 | Country: Netherlands | Ticker: HEIA |
| Record Date: 03/23/2023 | Meeting Type: Annual | |
| Primary Security ID: N39427211 | | |

Shares Voted: 1,317,638

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| | Annual Meeting Agenda | Mgmt | | | |
| 1.a | Receive Report of Executive Board (Non-Voting) | Mgmt | | | |
| 1.b | Approve Remuneration Report | Mgmt | For | Refer | For |
| 1.c | Adopt Financial Statements | Mgmt | For | For | For |
| 1.d | Receive Explanation on Company's Dividend Policy | Mgmt | | | |
| 1.e | Approve Dividends | Mgmt | For | For | For |
| 1.f | Approve Discharge of Executive Directors | Mgmt | For | Against | Against |
| 1.g | Approve Discharge of Supervisory Board | Mgmt | For | Against | Against |
| 2.a | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Mgmt | For | For | For |
| 2.b | Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital | Mgmt | For | For | For |
| 2.c | Authorize Board to Exclude Preemptive Rights from Share Issuances | Mgmt | For | For | For |
| 3.a | Reelect M.R. de Carvalho to Supervisory Board | Mgmt | For | Against | For |
| 3.b | Reelect R.L. Ripley to Supervisory Board | Mgmt | For | Against | For |
| 3.c | Elect B. Pardo to Supervisory Board | Mgmt | For | Refer | For |
| 3.d | Elect L.J. Hijmans van den Bergh to Supervisory Board | Mgmt | For | Refer | For |
| 4 | Ratify Deloitte Accountants B.V. as Auditors | Mgmt | For | For | For |

LVMH Moet Hennessy Louis Vuitton SE

| | | |
|--------------------------------|------------------------------|------------|
| Meeting Date: 04/20/2023 | Country: France | Ticker: MC |
| Record Date: 04/18/2023 | Meeting Type: Annual/Special | |
| Primary Security ID: F58485115 | | |

Shares Voted: 155,466

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| | Ordinary Business | Mgmt | | | |
| 1 | Approve Financial Statements and Statutory Reports | Mgmt | For | For | For |

LVMH Moët Hennessy Louis Vuitton SE

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 2 | Approve Consolidated Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and Dividends of EUR 12.00 per Share | Mgmt | For | For | For |
| 4 | Approve Auditors' Special Report on Related-Party Transactions | Mgmt | For | Against | For |
| 5 | Reelect Delphine Arnault as Director | Mgmt | For | Refer | For |
| 6 | Reelect Antonio Belloni as Director | Mgmt | For | Refer | For |
| 7 | Reelect Marie-Josee Kravis as Director | Mgmt | For | Against | Against |
| 8 | Reelect Marie-Laure Sauty de Chalon as Director | Mgmt | For | Refer | For |
| 9 | Reelect Natacha Valla as Director | Mgmt | For | Refer | For |
| 10 | Elect Laurent Mignon as Director | Mgmt | For | Against | Against |
| 11 | Renew Appointment of Lord Powell of Bayswater as Censor | Mgmt | For | Against | Against |
| 12 | Appoint Diego Della Valle as Censor | Mgmt | For | Against | Against |
| 13 | Approve Compensation Report of Corporate Officers | Mgmt | For | Refer | For |
| 14 | Approve Compensation of Bernard Arnault, Chairman and CEO | Mgmt | For | Refer | For |
| 15 | Approve Compensation of Antonio Belloni, Vice-CEO | Mgmt | For | Refer | For |
| 16 | Approve Remuneration Policy of Directors | Mgmt | For | For | For |
| 17 | Approve Remuneration Policy of Chairman and CEO | Mgmt | For | Against | For |
| 18 | Approve Remuneration Policy of Vice-CEO | Mgmt | For | Against | Against |
| 19 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Mgmt | For | For | For |
| 20 | Extraordinary Business | Mgmt | | | |
| | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares | Mgmt | For | For | For |
| 21 | Authorize Capitalization of Reserves of Up to EUR 20 Million for Bonus Issue or Increase in Par Value | Mgmt | For | For | For |
| 22 | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 20 Million | Mgmt | For | For | For |
| 23 | Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights With Binding Priority Right up to Aggregate Nominal Amount of EUR 20 Million | Mgmt | For | Against | Against |

LVMH Moet Hennessy Louis Vuitton SE

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 24 | Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to Aggregate Nominal Amount of EUR 20 Million | Mgmt | For | Against | Against |
| 25 | Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above | Mgmt | For | Against | Against |
| 26 | Authorize Capital Increase of Up to EUR 20 Million for Future Exchange Offers | Mgmt | For | Against | Against |
| 27 | Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind | Mgmt | For | For | For |
| 28 | Authorize up to 1 Percent of Issued Capital for Use in Stock Option Plans Reserved for Employees and Corporate Officers | Mgmt | For | Refer | Against |
| 29 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans | Mgmt | For | For | For |
| 30 | Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 20 Million | Mgmt | For | For | For |

Nestle SA

Meeting Date: 04/20/2023

Record Date:

Primary Security ID: H57312649

Country: Switzerland

Meeting Type: Annual

Ticker: NESN

Shares Voted: 1,288,098

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1.1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 1.2 | Approve Remuneration Report | Mgmt | For | Refer | For |
| 2 | Approve Discharge of Board and Senior Management | Mgmt | For | Against | Against |
| 3 | Approve Allocation of Income and Dividends of CHF 2.95 per Share | Mgmt | For | Refer | For |
| 4.1.a | Reelect Paul Bulcke as Director and Board Chair | Mgmt | For | Refer | For |
| 4.1.b | Reelect Ulf Schneider as Director | Mgmt | For | Refer | For |
| 4.1.c | Reelect Henri de Castries as Director | Mgmt | For | Refer | For |
| 4.1.d | Reelect Renato Fassbind as Director | Mgmt | For | Refer | For |
| 4.1.e | Reelect Pablo Isla as Director | Mgmt | For | Refer | For |
| 4.1.f | Reelect Patrick Aebischer as Director | Mgmt | For | Refer | For |
| 4.1.g | Reelect Kimberly Ross as Director | Mgmt | For | Refer | For |

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 4.1.h | Reelect Dick Boer as Director | Mgmt | For | Refer | For |
| 4.1.i | Reelect Dinesh Paliwal as Director | Mgmt | For | Against | Against |
| 4.1.j | Reelect Hanne Jimenez de Mora as Director | Mgmt | For | Refer | For |
| 4.1.k | Reelect Lindiwe Sibanda as Director | Mgmt | For | Refer | For |
| 4.1.l | Reelect Chris Leong as Director | Mgmt | For | Refer | For |
| 4.1.m | Reelect Luca Maestri as Director | Mgmt | For | Refer | For |
| 4.2.1 | Elect Rainer Blair as Director | Mgmt | For | Refer | For |
| 4.2.2 | Elect Marie-Gabrielle Ineichen-Fleisch as Director | Mgmt | For | Refer | For |
| 4.3.1 | Reappoint Pablo Isla as Member of the Compensation Committee | Mgmt | For | Refer | For |
| 4.3.2 | Reappoint Patrick Aebischer as Member of the Compensation Committee | Mgmt | For | Refer | For |
| 4.3.3 | Reappoint Dick Boer as Member of the Compensation Committee | Mgmt | For | Refer | For |
| 4.3.4 | Reappoint Dinesh Paliwal as Member of the Compensation Committee | Mgmt | For | Against | Against |
| 4.4 | Ratify Ernst & Young AG as Auditors | Mgmt | For | For | For |
| 4.5 | Designate Hartmann Dreyer as Independent Proxy | Mgmt | For | Against | Against |
| 5.1 | Approve Remuneration of Directors in the Amount of CHF 10.5 Million | Mgmt | For | For | For |
| 5.2 | Approve Remuneration of Executive Committee in the Amount of CHF 72 Million | Mgmt | For | Refer | For |
| 6 | Approve CHF 8 Million Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares | Mgmt | For | For | For |
| 7.1 | Amend Articles Re: General Meeting (Incl. Virtual-Only or Hybrid Shareholder Meetings) | Mgmt | For | For | For |
| 7.2 | Amend Articles of Association | Mgmt | For | For | For |
| 8 | Transact Other Business (Voting) | Mgmt | Against | Against | Against |

Nestle SA

Shares Voted: 1,288,098

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|-------------------------------|-----------|----------|-------------------|------------------|
| 1 | Share Re-registration Consent | Mgmt | For | For | For |

L'Oreal SA

Meeting Date: 04/21/2023Country: FranceTicker: OR

Record Date: 04/19/2023Meeting Type: Annual/Special

Primary Security ID: F58149133

Shares Voted: 310,714

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| | Ordinary Business | Mgmt | | | |
| 1 | Approve Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Consolidated Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and Dividends of EUR 6 per Share and an Extra of EUR 0.60 per Share to Long Term Registered Shares | Mgmt | For | For | For |
| 4 | Reelect Sophie Bellon as Director | Mgmt | For | Refer | For |
| 5 | Reelect Fabienne Dulac as Director | Mgmt | For | Against | Against |
| 6 | Approve Remuneration of Directors in the Aggregate Amount of EUR 1.7 Million | Mgmt | For | For | For |
| 7 | Approve Compensation Report of Corporate Officers | Mgmt | For | Refer | For |
| 8 | Approve Compensation of Jean-Paul Agon, Chairman of the Board | Mgmt | For | For | For |
| 9 | Approve Compensation of Nicolas Hieronimus, CEO | Mgmt | For | Refer | For |
| 10 | Approve Remuneration Policy of Directors | Mgmt | For | For | For |
| 11 | Approve Remuneration Policy of Chairman of the Board | Mgmt | For | For | For |
| 12 | Approve Remuneration Policy of CEO | Mgmt | For | Refer | For |
| 13 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Mgmt | For | For | For |
| | Extraordinary Business | Mgmt | | | |
| 14 | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 149,852,237.36 | Mgmt | For | For | For |

L'Oreal SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 15 | Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value | Mgmt | For | For | For |
| 16 | Authorize Capital Increase of up to 2 Percent of Issued Capital for Contributions in Kind | Mgmt | For | For | For |
| 17 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans | Mgmt | For | For | For |
| 18 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries | Mgmt | For | For | For |
| 19 | Approve Contribution in Kind of 25,383,118 Shares from Affaires Marche France et Domaines d'Excellence and Luxury of Retail, their Valuation and Remuneration | Mgmt | For | Refer | For |
| 20 | Approve Contribution in Kind of 1,277,836 Shares from l'Oreal International Distribution, its Valuation and Remuneration | Mgmt | For | Refer | For |
| 21 | Authorize Filing of Required Documents/Other Formalities | Mgmt | For | For | For |

ING Groep NV

| | | |
|--------------------------------|----------------------|--------------|
| Meeting Date: 04/24/2023 | Country: Netherlands | Ticker: INGA |
| Record Date: 03/27/2023 | Meeting Type: Annual | |
| Primary Security ID: N4578E595 | | |

Shares Voted: 8,543,549

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| | Annual Meeting Agenda | Mgmt | | | |
| 1 | Open Meeting | Mgmt | | | |
| 2A | Receive Report of Executive Board (Non-Voting) | Mgmt | | | |
| 2B | Receive Report of Supervisory Board (Non-Voting) | Mgmt | | | |
| 2C | Approve Remuneration Report | Mgmt | For | Refer | For |
| 2D | Adopt Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3A | Receive Explanation on Dividend and Distribution Policy | Mgmt | | | |
| 3B | Approve Dividends | Mgmt | For | For | For |
| 4A | Approve Discharge of Executive Board | Mgmt | For | Against | Against |
| 4B | Approve Discharge of Supervisory Board | Mgmt | For | Against | Against |

ING Groep NV

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 5 | Ratify KPMG Accountants N.V. (KPMG) as Auditors | Mgmt | For | For | For |
| 6 | Reelect Tanate Phutrakul to Executive Board | Mgmt | For | For | For |
| 7A | Elect Alexandra Reich to Supervisory Board | Mgmt | For | Refer | For |
| 7B | Elect Karl Guha to Supervisory Board | Mgmt | For | Refer | For |
| 7C | Reelect Herna Verhagen to Supervisory Board | Mgmt | For | Against | Against |
| 7D | Reelect Mike Rees to Supervisory Board | Mgmt | For | Refer | For |
| 8A | Grant Board Authority to Issue Shares Up to 40 Percent of Issued Capital | Mgmt | For | For | For |
| 8B | Authorize Board to Exclude Preemptive Rights from Share Issuances | Mgmt | For | For | For |
| 9 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Mgmt | For | For | For |
| 10 | Approve Cancellation of Repurchased Shares Pursuant to the Authority Under Item 9 | Mgmt | For | For | For |

Anglo American Plc

Meeting Date: 04/26/2023

Record Date: 04/24/2023

Primary Security ID: G03764134

Country: United Kingdom

Meeting Type: Annual

Ticker: AAL

Shares Voted: 2,033,761

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Final Dividend | Mgmt | For | For | For |
| 3 | Elect Magali Anderson as Director | Mgmt | For | Refer | For |
| 4 | Re-elect Stuart Chambers as Director | Mgmt | For | Refer | For |
| 5 | Re-elect Duncan Wanblad as Director | Mgmt | For | Refer | For |
| 6 | Re-elect Stephen Pearce as Director | Mgmt | For | Refer | For |
| 7 | Re-elect Ian Ashby as Director | Mgmt | For | Refer | For |
| 8 | Re-elect Marcelo Bastos as Director | Mgmt | For | Refer | For |
| 9 | Re-elect Hilary Maxson as Director | Mgmt | For | Refer | For |
| 10 | Re-elect Hixonia Nyasulu as Director | Mgmt | For | Refer | For |
| 11 | Re-elect Nonkululeko Nyembezi as Director | Mgmt | For | Refer | For |
| 12 | Re-elect Ian Tyler as Director | Mgmt | For | Refer | For |

Anglo American Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 13 | Reappoint PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 14 | Authorise Board to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 15 | Approve Remuneration Policy | Mgmt | For | Refer | For |
| 16 | Approve Remuneration Report | Mgmt | For | Refer | For |
| 17 | Authorise Issue of Equity | Mgmt | For | For | For |
| 18 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 19 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 20 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

ASML Holding NV

| | | |
|--------------------------------|----------------------|--------------|
| Meeting Date: 04/26/2023 | Country: Netherlands | Ticker: ASML |
| Record Date: 03/29/2023 | Meeting Type: Annual | |
| Primary Security ID: N07059202 | | |

Shares Voted: 250,882

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| | Annual Meeting Agenda | Mgmt | | | |
| 1 | Open Meeting | Mgmt | | | |
| 2 | Discuss the Company's Business, Financial Situation and Sustainability | Mgmt | | | |
| 3a | Approve Remuneration Report | Mgmt | For | Refer | For |
| 3b | Adopt Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3c | Receive Explanation on Company's Reserves and Dividend Policy | Mgmt | | | |
| 3d | Approve Dividends | Mgmt | For | For | For |
| 4a | Approve Discharge of Management Board | Mgmt | For | Against | Against |
| 4b | Approve Discharge of Supervisory Board | Mgmt | For | Against | Against |
| 5 | Approve Number of Shares for Management Board | Mgmt | For | For | For |
| 6a | Amend Remuneration Policy for the Supervisory Board | Mgmt | For | For | For |
| 6b | Amend Remuneration of the Members of the Supervisory Board | Mgmt | For | For | For |

ASML Holding NV

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 7 | Receive Information on the Composition of the Management Board and Announce Intention to Appoint W.R. Allan to Management Board | Mgmt | | | |
| 8 | Elect N.S. Andersen to Supervisory Board | Mgmt | For | Refer | For |
| 8b | Elect J.P. de Kreij to Supervisory Board | Mgmt | For | Refer | For |
| 8c | Discuss Composition of the Supervisory Board | Mgmt | | | |
| 9 | Ratify PricewaterhouseCoopers Accountants N.V. as Auditors | Mgmt | For | For | For |
| 10a | Grant Board Authority to Issue Shares Up to 5 Percent of Issued Capital Plus Additional 5 Percent in Case of Merger or Acquisition | Mgmt | For | For | For |
| 10b | Authorize Board to Exclude Preemptive Rights from Share Issuances | Mgmt | For | For | For |
| 11 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Mgmt | For | For | For |
| 12 | Authorize Cancellation of Repurchased Shares | Mgmt | For | For | For |
| 13 | Other Business (Non-Voting) | Mgmt | | | |
| 14 | Close Meeting | Mgmt | | | |

AstraZeneca Plc

Meeting Date: 04/27/2023

Record Date: 04/25/2023

Primary Security ID: G0593M107

Country: United Kingdom

Meeting Type: Annual

Ticker: AZN

Shares Voted: 1,687,495

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Dividends | Mgmt | For | Refer | For |
| 3 | Reappoint PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 4 | Authorise Board to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 5a | Re-elect Michel Demare as Director | Mgmt | For | Refer | For |
| 5b | Re-elect Pascal Soriot as Director | Mgmt | For | Refer | For |
| 5c | Re-elect Aradhana Sarin as Director | Mgmt | For | Refer | For |
| 5d | Re-elect Philip Broadley as Director | Mgmt | For | Refer | For |
| 5e | Re-elect Euan Ashley as Director | Mgmt | For | Refer | For |

AstraZeneca Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 5f | Re-elect Deborah DiSanzo as Director | Mgmt | For | Refer | For |
| 5g | Re-elect Diana Layfield as Director | Mgmt | For | Refer | For |
| 5h | Re-elect Sheri McCoy as Director | Mgmt | For | Refer | Against |
| 5i | Re-elect Tony Mok as Director | Mgmt | For | Refer | For |
| 5j | Re-elect Nazneen Rahman as Director | Mgmt | For | Refer | For |
| 5k | Re-elect Andreas Rummelt as Director | Mgmt | For | Refer | For |
| 5l | Re-elect Marcus Wallenberg as Director | Mgmt | For | Against | Against |
| 6 | Approve Remuneration Report | Mgmt | For | Refer | For |
| 7 | Authorise UK Political Donations and Expenditure | Mgmt | For | Against | Against |
| 8 | Authorise Issue of Equity | Mgmt | For | Against | Against |
| 9 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | Against | Against |
| 10 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | Against | Against |
| 11 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 12 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |
| 13 | Adopt New Articles of Association | Mgmt | For | For | For |

AXA SA

Meeting Date: 04/27/2023

Record Date: 04/25/2023

Primary Security ID: F06106102

Country: France

Meeting Type: Annual/Special

Ticker: CS

Shares Voted: 3,989,858

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| | Ordinary Business | Mgmt | | | |
| 1 | Approve Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Consolidated Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and Dividends of EUR 1.70 per Share | Mgmt | For | For | For |
| 4 | Approve Compensation Report of Corporate Officers | Mgmt | For | Refer | For |
| 5 | Approve Compensation of Denis Duverne, Chairman of the Board until April 28, 2022 | Mgmt | For | For | For |

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 6 | Approve Compensation of Antoine Gosset-Grainville, Chairman of the Board since April 28, 2022 | Mgmt | For | For | For |
| 7 | Approve Compensation of Thomas Buberl, CEO | Mgmt | For | Refer | For |
| 8 | Approve Remuneration Policy of CEO | Mgmt | For | Refer | For |
| 9 | Approve Remuneration Policy of Chairman of the Board | Mgmt | For | For | For |
| 10 | Approve Remuneration Policy of Directors | Mgmt | For | For | For |
| 11 | Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions | Mgmt | For | For | For |
| 12 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Mgmt | For | For | For |
| | Extraordinary Business | Mgmt | | | |
| 13 | Authorize Capitalization of Reserves of Up to EUR 1 Billion for Bonus Issue or Increase in Par Value | Mgmt | For | For | For |
| 14 | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 2 Billion | Mgmt | For | For | For |
| 15 | Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 500 Million | Mgmt | For | For | For |
| 16 | Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 500 Million | Mgmt | For | Against | Against |
| 17 | Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights | Mgmt | For | Against | Against |
| 18 | Authorize Capital Increase of Up to EUR 500 Million for Future Exchange Offers | Mgmt | For | For | For |
| 19 | Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind | Mgmt | For | For | For |
| 20 | Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities without Preemptive Rights for Up to EUR 500 Million | Mgmt | For | For | For |
| 21 | Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities with Preemptive Rights for Up to EUR 2 Billion | Mgmt | For | For | For |
| 22 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans | Mgmt | For | For | For |

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 23 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries | Mgmt | For | For | For |
| 24 | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares | Mgmt | For | For | For |
| 25 | Authorize Filing of Required Documents/Other Formalities | Mgmt | For | For | For |

Sandvik Aktiebolag

Meeting Date: 04/27/2023

Record Date: 04/19/2023

Primary Security ID: W74857165

Country: Sweden

Meeting Type: Annual

Ticker: SAND

Shares Voted: 4,471,215

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1 | Open Meeting | Mgmt | | | |
| 2 | Elect Patrik Marcelius as Chairman of Meeting | Mgmt | For | For | For |
| 3 | Prepare and Approve List of Shareholders | Mgmt | For | For | For |
| 4 | Designate Inspector(s) of Minutes of Meeting | Mgmt | | | |
| 5 | Approve Agenda of Meeting | Mgmt | For | For | For |
| 6 | Acknowledge Proper Convening of Meeting | Mgmt | For | For | For |
| 7 | Receive Financial Statements and Statutory Reports | Mgmt | | | |
| 8 | Receive President's Report | Mgmt | | | |
| 9 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 10.1 | Approve Discharge of Johan Molin | Mgmt | For | Abstain | Abstain |
| 10.2 | Approve Discharge of Jennifer Allerton | Mgmt | For | Abstain | Abstain |
| 10.3 | Approve Discharge of Claes Boustedt | Mgmt | For | Abstain | Abstain |
| 10.4 | Approve Discharge of Marika Fredriksson | Mgmt | For | Abstain | Abstain |
| 10.5 | Approve Discharge of Andreas Nordbrandt | Mgmt | For | Abstain | Abstain |
| 10.6 | Approve Discharge of Helena Stjernholm | Mgmt | For | Abstain | Abstain |
| 10.7 | Approve Discharge of Stefan Widing | Mgmt | For | Abstain | Abstain |
| 10.8 | Approve Discharge of Kai Warn | Mgmt | For | Abstain | Abstain |

Sandvik Aktiebolag

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 10.9 | Approve Discharge of Thomas Andersson | Mgmt | For | Abstain | Abstain |
| 10.10 | Approve Discharge of Thomas Lilja | Mgmt | For | Abstain | Abstain |
| 10.11 | Approve Discharge of Fredrik Haf | Mgmt | For | Abstain | Abstain |
| 10.12 | Approve Discharge of Erik Knebel | Mgmt | For | Abstain | Abstain |
| 10.13 | Approve Discharge of Tomas Karnstrom | Mgmt | For | Abstain | Abstain |
| 11 | Approve Allocation of Income and Dividends of SEK 5.00 Per Share | Mgmt | For | For | For |
| 12 | Determine Number of Directors (8) and Deputy Directors (0) of Board; Determine Number of Auditors (1) and Deputy Auditors | Mgmt | For | For | For |
| 13 | Approve Remuneration of Directors in the Amount of SEK 2.88 Million for Chairman and SEK 770,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration for Auditor | Mgmt | For | For | For |
| 14.1 | Reelect Jennifer Allerton as Director | Mgmt | For | Refer | For |
| 14.2 | Reelect Claes Boustedt as Director | Mgmt | For | Against | Against |
| 14.3 | Reelect Marika Fredriksson as Director | Mgmt | For | Refer | For |
| 14.4 | Reelect Johan Molin as Director | Mgmt | For | Refer | For |
| 14.5 | Reelect Andreas Nordbrandt as Director | Mgmt | For | Refer | For |
| 14.6 | Reelect Helena Stjernholm as Director | Mgmt | For | Against | Against |
| 14.7 | Reelect Stefan Widing as Director | Mgmt | For | Refer | For |
| 14.8 | Reelect Kai Warn as Director | Mgmt | For | Refer | For |
| 15 | Reelect Johan Molin as Chair of the Board | Mgmt | For | Refer | For |
| 16 | Ratify PricewaterhouseCoopers as Auditors | Mgmt | For | For | For |
| 17 | Approve Remuneration Report | Mgmt | For | Refer | For |
| 18 | Approve Performance Share Matching Plan LTIP 2023 for Key Employees | Mgmt | For | Refer | Against |
| 19 | Authorize Share Repurchase Program | Mgmt | For | For | For |
| 20 | Close Meeting | Mgmt | | | |

Iberdrola SA

| | | |
|--------------------------------|----------------------|-------------|
| Meeting Date: 04/28/2023 | Country: Spain | Ticker: IBE |
| Record Date: 04/21/2023 | Meeting Type: Annual | |
| Primary Security ID: E6165F166 | | |

Iberdrola SA

Shares Voted: 10,874,958

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1 | Approve Consolidated and Standalone Financial Statements | Mgmt | For | For | For |
| 2 | Approve Consolidated and Standalone Management Reports | Mgmt | For | For | For |
| 3 | Approve Non-Financial Information Statement | Mgmt | For | For | For |
| 4 | Approve Discharge of Board | Mgmt | For | Abstain | Abstain |
| 5 | Amend Preamble and Heading of the Preliminary Title of the Bylaws | Mgmt | For | For | For |
| 6 | Amend Articles Re: Corporate Structure of the Iberdrola Group | Mgmt | For | For | For |
| 7 | Amend Article 8 Re: Internal Regulations and Compliance System | Mgmt | For | For | For |
| 8 | Approve Engagement Dividend | Mgmt | For | For | For |
| 9 | Approve Allocation of Income and Dividends | Mgmt | For | For | For |
| 10 | Approve Scrip Dividends | Mgmt | For | For | For |
| 11 | Approve Scrip Dividends | Mgmt | For | For | For |
| 12 | Approve Reduction in Share Capital via Amortization of Treasury Shares | Mgmt | For | For | For |
| 13 | Advisory Vote on Remuneration Report | Mgmt | For | Refer | For |
| 14 | Approve Restricted Stock Plan | Mgmt | For | For | For |
| 15 | Reelect Maria Helena Antolin Raybaud as Director | Mgmt | For | Refer | For |
| 16 | Ratify Appointment of and Elect Armando Martinez Martinez as Director | Mgmt | For | Refer | For |
| 17 | Reelect Manuel Moreu Munaiz as Director | Mgmt | For | Refer | For |
| 18 | Reelect Sara de la Rica Goiricelaya as Director | Mgmt | For | Refer | For |
| 19 | Reelect Xabier Sagredo Ormaza as Director | Mgmt | For | Refer | For |
| 20 | Reelect Jose Ignacio Sanchez Galan as Director | Mgmt | For | Refer | For |
| 21 | Fix Number of Directors at 14 | Mgmt | For | For | For |
| 22 | Authorize Board to Ratify and Execute Approved Resolutions | Mgmt | For | For | For |

Merck KGaA

Meeting Date: 04/28/2023

Country: Germany

Ticker: MRK

Record Date: 04/06/2023

Meeting Type: Annual

Primary Security ID: D5357W103

Shares Voted: 556,915

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1 | Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting) | Mgmt | | | |
| 2 | Accept Financial Statements and Statutory Reports for Fiscal Year 2022 | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and Dividends of EUR 2.20 per Share | Mgmt | For | For | For |
| 4 | Approve Discharge of Management Board for Fiscal Year 2022 | Mgmt | For | Abstain | Abstain |
| 5 | Approve Discharge of Supervisory Board for Fiscal Year 2022 | Mgmt | For | Abstain | Abstain |
| 6 | Approve Remuneration Report | Mgmt | For | Refer | For |
| 7 | Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 2.5 Billion; Approve Creation of EUR 16.8 Million Pool of Capital to Guarantee Conversion Rights | Mgmt | For | For | For |
| 8.1 | Approve Virtual-Only Shareholder Meetings Until 2025 | Mgmt | For | For | Against |
| 8.2 | Amend Articles Re: Participation of Supervisory Board Members in the Virtual Annual General Meeting by Means of Audio and Video Transmission | Mgmt | For | For | For |

Mercedes-Benz Group AG

Meeting Date: 05/03/2023

Record Date: 04/28/2023

Primary Security ID: D1668R123

Country: Germany

Meeting Type: Annual

Ticker: MBG

| Shares Voted: 718,489 | | | | | |
|-----------------------|---|-----------|----------|-------------------|------------------|
| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
| 1 | Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting) | Mgmt | | | |
| 2 | Approve Allocation of Income and Dividends of EUR 5.20 per Share | Mgmt | For | For | For |
| 3 | Approve Discharge of Management Board for Fiscal Year 2022 | Mgmt | For | Abstain | Abstain |
| 4 | Approve Discharge of Supervisory Board for Fiscal Year 2022 | Mgmt | For | Abstain | Abstain |
| 5.1 | Ratify KPMG AG as Auditors for Fiscal Year 2023 | Mgmt | For | Refer | Against |
| 5.2 | Ratify PricewaterhouseCoopers GmbH as Auditors for the 2024 Interim Financial Statements until the 2024 AGM | Mgmt | For | For | For |

Mercedes-Benz Group AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 5.3 | Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements after the 2024 AGM | Mgmt | For | For | For |
| 6 | Elect Stefan Pierer to the Supervisory Board | Mgmt | For | Against | Against |
| 7 | Approve Remuneration of Supervisory Board | Mgmt | For | For | For |
| 8 | Approve Remuneration Policy | Mgmt | For | Refer | For |
| 9 | Approve Remuneration Report | Mgmt | For | Refer | For |
| 10 | Approve Creation of EUR 1 Billion Pool of Authorized Capital with or without Exclusion of Preemptive Rights | Mgmt | For | For | For |
| 11 | Approve Virtual-Only Shareholder Meetings Until 2025 | Mgmt | For | For | For |
| 12 | Amend Articles Re: Participation of Supervisory Board Members in the Virtual Annual General Meeting by Means of Audio and Video Transmission | Mgmt | For | For | For |

KBC Group SA/NV

Meeting Date: 05/04/2023

Country: Belgium

Ticker: KBC

Record Date: 04/20/2023

Meeting Type: Annual

Primary Security ID: B5337G162

Shares Voted: 1,379,102

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| | Annual Meeting Agenda | 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 4 per Share | Mgmt | For | For | For |
| 5 | Approve Remuneration Report | Mgmt | For | Refer | For |
| 6 | Approve Discharge of Directors | Mgmt | For | Against | Against |
| 7 | Approve Discharge of Auditors | Mgmt | For | Against | Against |
| 8 | Approve Auditors' Remuneration | Mgmt | For | For | For |
| 9.1 | Reelect Koenraad Debackere as Independent Director | Mgmt | For | Against | Against |

KBC Group SA/NV

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--------------------------------------|-----------|----------|-------------------|------------------|
| 9.2 | Reelect Alain Bostoën as Director | Mgmt | For | Against | Against |
| 9.3 | Reelect Franky Depickere as Director | Mgmt | For | Against | Against |
| 9.4 | Reelect Frank Donck as Director | Mgmt | For | Against | Against |
| 9.5 | Elect Marc De Ceuster as Director | Mgmt | For | Against | Against |
| 9.6 | Elect Raf Sels as Director | Mgmt | For | Against | Against |
| 10 | Transact Other Business | Mgmt | | | |

KBC Group SA/NV

Meeting Date: 05/04/2023

Record Date: 04/20/2023

Primary Security ID: B5337G162

Country: Belgium

Meeting Type: Extraordinary Shareholders

Ticker: KBC

Shares Voted: 1,379,102

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| | Extraordinary General Meeting Agenda | Mgmt | | | |
| 1 | Receive Special Board Report Re: Article 7:199 of the Belgian Companies and Associations Code | Mgmt | | | |
| 2.1 | Authorization to Increase Share Capital within the Framework of Authorized Capital Without Preemptive Rights | Mgmt | For | For | For |
| 2.2 | Approve Issuance of Shares with Preemptive Rights | Mgmt | For | For | For |
| 3 | Amend Article 7 Re: Insert Transitional Provision | Mgmt | For | For | For |
| 4 | Amend Article 8 Re: Allocation of Share Premiums | Mgmt | For | For | For |
| 5 | Authorize Cancellation of Treasury Shares | Mgmt | For | For | For |
| 6 | Amend Article 17 Re: Signing of Reports Recording the Decisions of the Board of Directors | Mgmt | For | For | For |
| 7 | Amend Article 20 Re: Powers of the Executive Committee | Mgmt | For | For | For |
| 8 | Amend Article 23 Re: Deletion of Transitional Provision | Mgmt | For | For | For |
| 9 | Approve Coordination of the Articles of Association and Authorize Filing of Required Documents/Formalities at Trade Registry | Mgmt | For | For | For |
| 10 | Authorize Implementation of Approved Resolutions | Mgmt | For | For | For |
| 11 | Authorize Filing of Required Documents/Formalities at Trade Registry | Mgmt | For | For | For |

Schneider Electric SE

Meeting Date: 05/04/2023

Country: France

Ticker: SU

Record Date: 05/02/2023

Meeting Type: Annual/Special

Primary Security ID: F86921107

Shares Voted: 454,395

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| | Ordinary Business | Mgmt | | | |
| 1 | Approve Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Consolidated Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3 | Approve Treatment of Losses and Dividends of EUR 3.15 per Share | Mgmt | For | For | For |
| 4 | Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions | Mgmt | For | For | For |
| 5 | Approve Compensation Report of Corporate Officers | Mgmt | For | Refer | For |
| 6 | Approve Compensation of Jean-Pascal Tricoire, Chairman and CEO | Mgmt | For | Refer | For |
| 7 | Approve Remuneration Policy of Jean-Pascal Tricoire, Chairman and CEO from January 1, 2023 until May 3, 2023 | Mgmt | For | Refer | For |
| 8 | Approve Remuneration Policy of Peter Herweck, CEO since May 4, 2023 | Mgmt | For | Refer | For |
| 9 | Approve Remuneration Policy of Jean-Pascal Tricoire, Chairman of the Board since May 4, 2023 | Mgmt | For | For | For |
| 10 | Approve Remuneration of Directors in the Aggregate Amount of EUR 2.8 Million | Mgmt | For | For | For |
| 11 | Approve Remuneration Policy of Directors | Mgmt | For | For | For |
| 12 | Reelect Leo Apotheker as Director | Mgmt | For | Refer | For |
| 13 | Reelect Gregory Spierkel as Director | Mgmt | For | Refer | For |
| 14 | Reelect Lip-Bu Tan as Director | Mgmt | For | Refer | For |
| 15 | Elect Abhay Parasnis as Director | Mgmt | For | Refer | For |
| 16 | Elect Giulia Chierchia as Director | Mgmt | For | Refer | For |
| 17 | Approve Company's Climate Transition Plan | Mgmt | For | Refer | For |
| 18 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Mgmt | For | For | For |
| | Extraordinary Business | Mgmt | | | |
| 19 | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 800 Million | Mgmt | For | For | For |

Schneider Electric SE

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 20 | Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 224 Million | Mgmt | For | For | For |
| 21 | Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 120 Million | Mgmt | For | Against | Against |
| 22 | Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 19-21 | Mgmt | For | Against | Against |
| 23 | Authorize Capital Increase of up to 9.81 Percent of Issued Capital for Contributions in Kind | Mgmt | For | For | For |
| 24 | Authorize Capitalization of Reserves of Up to EUR 800 Million for Bonus Issue or Increase in Par Value | Mgmt | For | For | For |
| 25 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans | Mgmt | For | For | For |
| 26 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries | Mgmt | For | For | For |
| 27 | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares | Mgmt | For | For | For |
| 28 | Ordinary Business | Mgmt | | | |
| | Authorize Filing of Required Documents/Other Formalities | Mgmt | For | For | For |

Alcon Inc.

| | | |
|---------------------------------------|-----------------------------|--------------------|
| Meeting Date: 05/05/2023 | Country: Switzerland | Ticker: ALC |
| Record Date: | Meeting Type: Annual | |
| Primary Security ID: H01301128 | | |

Shares Voted: 1,519,169

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Discharge of Board and Senior Management | Mgmt | For | Abstain | Abstain |
| 3 | Approve Allocation of Income and Dividends of CHF 0.21 per Share | Mgmt | For | For | For |
| 4.1 | Approve Remuneration Report (Non-Binding) | Mgmt | For | Refer | For |
| 4.2 | Approve Remuneration of Directors in the Amount of CHF 3.9 Million | Mgmt | For | For | For |

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 4.3 | Approve Remuneration of Executive Committee in the Amount of CHF 41.9 Million | Mgmt | For | Refer | For |
| 5.1 | Reelect Michael Ball as Director and Board Chair | Mgmt | For | Refer | For |
| 5.2 | Reelect Lynn Bleil as Director | Mgmt | For | Refer | For |
| 5.3 | Reelect Raquel Bono as Director | Mgmt | For | Refer | For |
| 5.4 | Reelect Arthur Cummings as Director | Mgmt | For | Refer | For |
| 5.5 | Reelect David Endicott as Director | Mgmt | For | Refer | For |
| 5.6 | Reelect Thomas Glanzmann as Director | Mgmt | For | Refer | For |
| 5.7 | Reelect Keith Grossman as Director | Mgmt | For | Against | Against |
| 5.8 | Reelect Scott Maw as Director | Mgmt | For | Refer | For |
| 5.9 | Reelect Karen May as Director | Mgmt | For | Refer | For |
| 5.10 | Reelect Ines Poeschel as Director | Mgmt | For | Refer | For |
| 5.11 | Reelect Dieter Spaelti as Director | Mgmt | For | Refer | For |
| 6.1 | Reappoint Thomas Glanzmann as Member of the Compensation Committee | Mgmt | For | Refer | For |
| 6.2 | Reappoint Scott Maw as Member of the Compensation Committee | Mgmt | For | Refer | For |
| 6.3 | Reappoint Karen May as Member of the Compensation Committee | Mgmt | For | Refer | For |
| 6.4 | Reappoint Ines Poeschel as Member of the Compensation Committee | Mgmt | For | Refer | For |
| 7 | Designate Hartmann Dreyer as Independent Proxy | Mgmt | For | Against | Against |
| 8 | Ratify PricewaterhouseCoopers SA as Auditors | Mgmt | For | For | For |
| 9.1 | Approve Creation of Capital Band within the Upper Limit of CHF 22 Million and the Lower Limit of CHF 19 Million with or without Exclusion of Preemptive Rights | Mgmt | For | For | For |
| 9.2 | Approve Creation of CHF 2 Million Pool of Conditional Capital for Financings, Mergers and Acquisitions | Mgmt | For | For | For |
| 9.3 | Amend Articles Re: Conversion of Shares; Subscription Rights | Mgmt | For | For | For |
| 9.4 | Amend Articles Re: General Meetings | Mgmt | For | For | For |
| 9.5 | Amend Articles Re: Board Meetings; Powers of the Board of Directors | Mgmt | For | For | For |
| 9.6 | Amend Articles Re: Compensation; External Mandates for Members of the Board of Directors and Executive Committee | Mgmt | For | For | For |
| 10 | Transact Other Business (Voting) | Mgmt | For | Against | Against |

Alcon Inc.

| | | |
|---------------------------------------|-----------------------------|--------------------|
| Meeting Date: 05/05/2023 | Country: Switzerland | Ticker: ALC |
| Record Date: | Meeting Type: Annual | |
| Primary Security ID: H01301128 | | |

Shares Voted: 1,519,169

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|-------------------------------|-----------|----------|-------------------|------------------|
| 1 | Share Re-registration Consent | Mgmt | For | For | For |

Spirax-Sarco Engineering Plc

| | | |
|---------------------------------------|--------------------------------|--------------------|
| Meeting Date: 05/10/2023 | Country: United Kingdom | Ticker: SPX |
| Record Date: 05/05/2023 | Meeting Type: Annual | |
| Primary Security ID: G83561129 | | |

Shares Voted: 402,161

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Policy | Mgmt | For | Refer | For |
| 3 | Approve Remuneration Report | Mgmt | For | Refer | For |
| 4 | Approve Final Dividend | Mgmt | For | For | For |
| 5 | Reappoint Deloitte LLP as Auditors | Mgmt | For | For | For |
| 6 | Authorise Board to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 7 | Re-elect Jamie Pike as Director | Mgmt | For | Refer | For |
| 8 | Re-elect Nicholas Anderson as Director | Mgmt | For | Refer | For |
| 9 | Re-elect Nimesh Patel as Director | Mgmt | For | Refer | For |
| 10 | Re-elect Angela Archon as Director | Mgmt | For | Refer | For |
| 11 | Re-elect Peter France as Director | Mgmt | For | Refer | For |
| 12 | Re-elect Richard Gillingwater as Director | Mgmt | For | Refer | For |
| 13 | Re-elect Caroline Johnstone as Director | Mgmt | For | Refer | For |
| 14 | Re-elect Jane Kingston as Director | Mgmt | For | Refer | For |
| 15 | Re-elect Kevin Thompson as Director | Mgmt | For | Refer | For |
| 16 | Authorise Issue of Equity | Mgmt | For | For | For |
| 17 | Approve Scrip Dividend Program | Mgmt | For | For | For |
| 18 | Approve Performance Share Plan | Mgmt | For | For | For |
| 19 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |

Spirax-Sarco Engineering Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 20 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |

Technip Energies NV

| | | |
|--------------------------------|----------------------|------------|
| Meeting Date: 05/10/2023 | Country: Netherlands | Ticker: TE |
| Record Date: 04/12/2023 | Meeting Type: Annual | |
| Primary Security ID: N8486R101 | | |

Shares Voted: 2,820,286

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| | Annual Meeting Agenda | Mgmt | | | |
| 1 | Open Meeting | Mgmt | | | |
| 2 | Presentation by the CEO | Mgmt | | | |
| 3 | Adopt Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 4 | Approve Dividends | Mgmt | For | For | For |
| 5 | Approve Remuneration Report | Mgmt | For | Refer | For |
| 6 | Approve Remuneration Policy | Mgmt | For | Refer | For |
| 7 | Ratify PricewaterhouseCoopers Accountants N.V. as Auditors | Mgmt | For | For | For |
| 8a | Approve Discharge of Executive Directors | Mgmt | For | Against | Against |
| 8b | Approve Discharge of Non-Executive Directors | Mgmt | For | Against | Against |
| 9a | Reelect Arnaud Pieton as Executive Director | Mgmt | For | Refer | For |
| 9b | Reelect Joseph Rinaldi as Non-Executive Director | Mgmt | For | Refer | For |
| 9c | Reelect Arnaud Caudoux as Non-Executive Director | Mgmt | For | Refer | For |
| 9d | Reelect Colette Cohen as Non-Executive Director | Mgmt | For | Refer | For |
| 9e | Reelect Marie-Ange Debon as Non-Executive Director | Mgmt | For | Refer | For |
| 9f | Reelect Simon Eysers as Non-Executive Director | Mgmt | For | Refer | For |
| 9g | Reelect Alison Goligher as Non-Executive Director | Mgmt | For | Refer | For |
| 9h | Reelect Nello Uccelletti as Non-Executive Director | Mgmt | For | Refer | For |
| 9i | Reelect Francesco Venturini as Non-Executive Director | Mgmt | For | Refer | For |
| 9j | Elect Stephanie Cox as Non-Executive Director | Mgmt | For | Refer | For |

Technip Energies NV

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 10 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Mgmt | For | For | For |
| 11 | Approve Cancellation of Shares | Mgmt | For | For | For |
| 12 | Close Meeting | Mgmt | | | |

Arkema SA

| | | |
|--------------------------------|------------------------------|-------------|
| Meeting Date: 05/11/2023 | Country: France | Ticker: AKE |
| Record Date: 05/09/2023 | Meeting Type: Annual/Special | |
| Primary Security ID: F0392W125 | | |

Shares Voted: 859,010

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| | Ordinary Business | Mgmt | | | |
| 1 | Approve Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Consolidated Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and Dividends of EUR 3.40 per Share | Mgmt | For | For | For |
| 4 | Approve Auditors' Special Report on Related-Party Transactions | Mgmt | For | For | For |
| 5 | Reelect Helene Moreau-Leroy as Director | Mgmt | For | Refer | For |
| 6 | Reelect Ian Hudson as Director | Mgmt | For | Refer | For |
| 7 | Elect Florence Lambert as Director | Mgmt | For | Refer | For |
| 8 | Elect Severin Cabannes as Director | Mgmt | For | Refer | For |
| 9 | Approve Remuneration Policy of Directors | Mgmt | For | For | For |
| 10 | Approve Remuneration Policy of Chairman and CEO | Mgmt | For | Refer | For |
| 11 | Approve Compensation Report of Corporate Officers | Mgmt | For | Refer | For |
| 12 | Approve Compensation of Thierry Le Henaff, Chairman and CEO | Mgmt | For | Refer | For |
| 13 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Mgmt | For | For | For |
| | Extraordinary Business | Mgmt | | | |
| 14 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans | Mgmt | For | For | For |
| 15 | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares | Mgmt | For | For | For |
| 16 | Authorize Filing of Required Documents/Other Formalities | Mgmt | For | For | For |

Eleva Sustainable Impact Europe Fund

Meeting Date: 05/12/2023

Record Date: 05/05/2023

Primary Security ID: L29661359

Country: Luxembourg

Meeting Type: Annual

Ticker: N/A

Shares Voted: 0

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1 | Receive Board's Report | Mgmt | | | |
| 2 | Receive Auditor's Report | Mgmt | | | |
| 3 | Approve Financial Statements | Mgmt | For | | |
| 4 | Approve Allocation of Income and Dividends | Mgmt | For | | |
| 5 | Approve Discharge of Directors | Mgmt | For | | |
| 6 | Re-elect Bertrand Gibeau as Director | Mgmt | For | | |
| 7 | Re-elect Sophie Mosnier as Director | Mgmt | For | | |
| 8 | Re-elect Armand Suchet as Director | Mgmt | For | | |
| 9 | Re-elect Aglae Touchard Le Drian as Director | Mgmt | For | | |
| 10 | Approve Remuneration of Directors | Mgmt | For | | |
| 11 | Approve Discharge of Deloitte as Auditor | Mgmt | For | | |
| 12 | Renew Appointment of Deloitte as Auditor | Mgmt | For | | |
| 13 | Transact Other Business (Voting) | Mgmt | For | | |

Capgemini SE

Meeting Date: 05/16/2023

Record Date: 05/12/2023

Primary Security ID: F4973Q101

Country: France

Meeting Type: Annual/Special

Ticker: CAP

Shares Voted: 392,761

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| | Ordinary Business | Mgmt | | | |
| 1 | Approve Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Consolidated Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and Dividends of EUR 3.25 per Share | Mgmt | For | For | For |
| 4 | Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions | Mgmt | For | For | For |
| 5 | Approve Compensation Report of Corporate Officers | Mgmt | For | Refer | For |

Capgemini SE

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 6 | Approve Compensation of Paul Hermelin, Chairman of the Board | Mgmt | For | For | For |
| 7 | Approve Compensation of Aiman Ezzat, CEO | Mgmt | For | Refer | For |
| 8 | Approve Remuneration Policy of Chairman of the Board | Mgmt | For | For | For |
| 9 | Approve Remuneration Policy of CEO | Mgmt | For | Refer | For |
| 10 | Approve Remuneration Policy of Directors | Mgmt | For | For | For |
| 11 | Elect Megan Clarken as Director | Mgmt | For | Refer | For |
| 12 | Elect Ulrica Fearn as Director | Mgmt | For | Refer | For |
| 13 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Mgmt | For | For | For |
| 14 | Extraordinary Business | Mgmt | For | For | For |
| | Authorize up to 1.2 Percent of Issued Capital for Use in Restricted Stock Plans Under Performance Conditions Reserved for Employees and Corporate Officers | Mgmt | | | |
| 15 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans | Mgmt | For | For | For |
| 16 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries | Mgmt | For | For | For |
| 17 | Authorize Filing of Required Documents/Other Formalities | Mgmt | For | For | For |

Lloyds Banking Group Plc

Meeting Date: 05/18/2023

Country: United Kingdom

Ticker: LLOY

Record Date: 05/16/2023

Meeting Type: Annual

Primary Security ID: G5533W248

Shares Voted: 199,655,014

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Elect Cathy Turner as Director | Mgmt | For | Refer | For |
| 3 | Elect Scott Wheway as Director | Mgmt | For | Refer | For |
| 4 | Re-elect Robin Budenberg as Director | Mgmt | For | Refer | For |
| 5 | Re-elect Charlie Nunn as Director | Mgmt | For | Refer | For |
| 6 | Re-elect William Chalmers as Director | Mgmt | For | Refer | For |
| 7 | Re-elect Alan Dickinson as Director | Mgmt | For | Refer | For |

Lloyds Banking Group Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 8 | Re-elect Sarah Legg as Director | Mgmt | For | Refer | For |
| 9 | Re-elect Lord Lupton as Director | Mgmt | For | Refer | For |
| 10 | Re-elect Amanda Mackenzie as Director | Mgmt | For | Refer | For |
| 11 | Re-elect Harmeen Mehta as Director | Mgmt | For | Refer | For |
| 12 | Re-elect Catherine Woods as Director | Mgmt | For | Refer | For |
| 13 | Approve Remuneration Policy | Mgmt | For | Refer | For |
| 14 | Approve Remuneration Report | Mgmt | For | Refer | For |
| 15 | Approve Final Dividend | Mgmt | For | For | For |
| 16 | Reappoint Deloitte LLP as Auditors | Mgmt | For | For | For |
| 17 | Authorise the Audit Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 18 | Approve Long-Term Incentive Plan | Mgmt | For | For | For |
| 19 | Authorise UK Political Donations and Expenditure | Mgmt | For | Against | Against |
| 20 | Authorise Issue of Equity | Mgmt | For | Against | Against |
| 21 | Authorise Issue of Equity in Relation to the Issue of Regulatory Capital Convertible Instruments | Mgmt | For | For | For |
| 22 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | Against | Against |
| 23 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | Against | Against |
| 24 | Authorise Issue of Equity without Pre-Emptive Rights in Relation to the Issue of Regulatory Capital Convertible Instruments | Mgmt | For | For | For |
| 25 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 26 | Authorise Market Purchase of Preference Shares | Mgmt | For | For | For |
| 27 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

Dassault Systemes SA

Meeting Date: 05/24/2023

Country: France

Ticker: DSY

Record Date: 05/22/2023

Meeting Type: Annual/Special

Primary Security ID: F24571451

Shares Voted: 3,261,324

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| | Ordinary Business | Mgmt | | | |
| 1 | Approve Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Consolidated Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and Dividends of EUR 0.21 per Share | Mgmt | For | For | For |
| 4 | Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions | Mgmt | For | For | For |
| 5 | Renew Appointment of PricewaterhouseCoopers Audit as Auditor | Mgmt | For | For | For |
| 6 | Approve Remuneration Policy of Corporate Officers | Mgmt | For | Against | Against |
| 7 | Approve Compensation of Charles Edelstenne, Chairman of the Board Until January 8, 2023 | Mgmt | For | Refer | For |
| 8 | Approve Compensation of Bernard Charles, Vice-Chairman of the Board and CEO Until January 8, 2023 | Mgmt | For | Refer | For |
| 9 | Approve Compensation Report of Corporate Officers | Mgmt | For | Refer | Against |
| 10 | Reelect Catherine Dassault as Director | Mgmt | For | Refer | For |
| 11 | Elect Genevieve Berger as Director | Mgmt | For | Refer | For |
| 12 | Authorize Repurchase of Up to 25 Million Issued Share Capital | Mgmt | For | For | For |
| | Extraordinary Business | Mgmt | | | |
| 13 | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares | Mgmt | For | For | For |
| 14 | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 12 Million | Mgmt | For | For | For |
| 15 | Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 12 Million | Mgmt | For | For | For |
| 16 | Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 12 Million | Mgmt | For | Against | Against |
| 17 | Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 14-16 | Mgmt | For | Against | Against |

Dassault Systemes SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 18 | Authorize Capitalization of Reserves of Up to EUR 12 Million for Bonus Issue or Increase in Par Value | Mgmt | For | For | For |
| 19 | Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind | Mgmt | For | For | For |
| 20 | Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans | Mgmt | For | Against | Against |
| 21 | Authorize up to 3 Percent of Issued Capital for Use in Stock Option Plans | Mgmt | For | Against | Against |
| 22 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans | Mgmt | For | For | For |
| 23 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries | Mgmt | For | For | For |
| 24 | Authorize Filing of Required Documents/Other Formalities | Mgmt | For | For | For |

Prudential Plc

Meeting Date: 05/25/2023

Record Date: 05/23/2023

Primary Security ID: G72899100

Country: United Kingdom

Meeting Type: Annual

Ticker: PRU

Shares Voted: 9,742,949

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report | Mgmt | For | Refer | For |
| 3 | Approve Remuneration Policy | Mgmt | For | Refer | For |
| 4 | Elect Arijit Basu as Director | Mgmt | For | Refer | For |
| 5 | Elect Claudia Dyckerhoff as Director | Mgmt | For | Refer | For |
| 6 | Elect Anil Wadhvani as Director | Mgmt | For | Refer | For |
| 7 | Re-elect Shriti Vadera as Director | Mgmt | For | Refer | For |
| 8 | Re-elect Jeremy Anderson as Director | Mgmt | For | Refer | For |
| 9 | Re-elect Chua Sock Koong as Director | Mgmt | For | Refer | For |
| 10 | Re-elect David Law as Director | Mgmt | For | Refer | For |
| 11 | Re-elect Ming Lu as Director | Mgmt | For | Refer | For |
| 12 | Re-elect George Sartorel as Director | Mgmt | For | Refer | For |
| 13 | Re-elect Jeanette Wong as Director | Mgmt | For | Refer | For |
| 14 | Re-elect Amy Yip as Director | Mgmt | For | Refer | For |

Prudential Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 15 | Appoint Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 16 | Authorise the Audit Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 17 | Authorise UK Political Donations and Expenditure | Mgmt | For | Against | Against |
| 18 | Approve Sharesave Plan | Mgmt | For | For | For |
| 19 | Approve Long Term Incentive Plan | Mgmt | For | For | For |
| 20 | Approve International Savings-Related Share Option Scheme for Non-Employees | Mgmt | For | For | For |
| 21 | Approve the ISSOSNE Service Provider Sublimit | Mgmt | For | For | For |
| 22 | Approve Agency Long Term Incentive Plan | Mgmt | For | For | For |
| 23 | Approve the Agency LTIP Service Provider Sublimit | Mgmt | For | For | For |
| 24 | Authorise Issue of Equity | Mgmt | For | Against | Against |
| 25 | Authorise Issue of Equity to Include Repurchased Shares | Mgmt | For | For | For |
| 26 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | Against | Against |
| 27 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | Against | Against |
| 28 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 29 | Adopt New Articles of Association | Mgmt | For | For | For |
| 30 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

Safran SA

Meeting Date: 05/25/2023

Record Date: 05/23/2023

Primary Security ID: F4035A557

Country: France

Meeting Type: Annual/Special

Ticker: SAF

Shares Voted: 761,320

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| | Ordinary Business | Mgmt | | | |
| 1 | Approve Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Consolidated Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and Dividends of EUR 1.35 per Share | Mgmt | For | Refer | For |

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 4 | Approve Transaction with Airbus SE, Tikehau ACE Capital, AD Holding and the State | Mgmt | For | For | For |
| 5 | Ratify Appointment of Alexandre Lahousse as Director | Mgmt | For | Refer | For |
| 6 | Ratify Appointment of Robert Peugeot as Director | Mgmt | For | Refer | For |
| 7 | Reelect Ross McInnes as Director | Mgmt | For | Refer | For |
| 8 | Reelect Olivier Andries as Director | Mgmt | For | Refer | For |
| 9 | Elect Fabrice Bregier as Director | Mgmt | For | Refer | For |
| 10 | Reelect Laurent Guillot as Director | Mgmt | For | Refer | For |
| 11 | Reelect Alexandre Lahousse as Director | Mgmt | For | Refer | For |
| 12 | Approve Compensation of Ross McInnes, Chairman of the Board | Mgmt | For | For | For |
| 13 | Approve Compensation of Olivier Andries, CEO | Mgmt | For | Refer | For |
| 14 | Approve Compensation Report of Corporate Officers | Mgmt | For | Refer | For |
| 15 | Approve Remuneration Policy of Chairman of the Board | Mgmt | For | For | For |
| 16 | Approve Remuneration Policy of CEO | Mgmt | For | Refer | For |
| 17 | Approve Remuneration Policy of Directors | Mgmt | For | For | For |
| 18 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Mgmt | For | For | For |
| | Extraordinary Business | Mgmt | | | |
| 19 | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 20 Million | Mgmt | For | For | For |
| 20 | Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 8 Million | Mgmt | For | For | For |
| 21 | Authorize Capital Increase of Up to EUR 8 Million for Future Exchange Offers | Mgmt | For | For | For |
| 22 | Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 8 Million | Mgmt | For | Against | Against |
| 23 | Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 19-22 | Mgmt | For | Against | Against |
| 24 | Authorize Capitalization of Reserves of Up to EUR 12.5 Million for Bonus Issue or Increase in Par Value | Mgmt | For | For | For |

Safran SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 25 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans | Mgmt | For | For | For |
| 26 | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares | Mgmt | For | For | For |
| 27 | Authorize up to 0.4 Percent of Issued Capital for Use in Restricted Stock Plans With Performance Conditions Attached | Mgmt | For | For | For |
| 28 | Authorize up to 0.3 Percent of Issued Capital for Use in Restricted Stock Plans | Mgmt | For | For | For |
| 29 | Authorize Filing of Required Documents/Other Formalities | Mgmt | For | For | For |

TotalEnergies SE

Meeting Date: 05/26/2023
Record Date: 05/24/2023
Primary Security ID: F92124100

Country: France
Meeting Type: Annual/Special

Ticker: TTE

Shares Voted: 2,182,632

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| | Ordinary Business | Mgmt | | | |
| 1 | Approve Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Consolidated Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and Dividends of EUR 3.81 per Share | Mgmt | For | For | For |
| 4 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Mgmt | For | For | For |
| 5 | Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions | Mgmt | For | For | For |
| 6 | Reelect Marie-Christine Coisne-Roquette as Director | Mgmt | For | Refer | For |
| 7 | Reelect Mark Cutifani as Director | Mgmt | For | Refer | For |
| 8 | Elect Dierk Paskert as Director | Mgmt | For | Refer | For |
| 9 | Elect Anelise Lara as Director | Mgmt | For | Refer | For |
| 10 | Approve Compensation Report of Corporate Officers | Mgmt | For | Refer | For |
| 11 | Approve Remuneration Policy of Directors; Approve Remuneration of Directors in the Aggregate Amount of EUR 1.95 Million | Mgmt | For | For | For |
| 12 | Approve Compensation of Patrick Pouyanne, Chairman and CEO | Mgmt | For | Refer | For |

TotalEnergies SE

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 13 | Approve Remuneration Policy of Chairman and CEO | Mgmt | For | Refer | For |
| 14 | Approve the Company's Sustainable Development and Energy Transition Plan | Mgmt | For | Refer | For |
| 15 | Extraordinary Business | Mgmt | For | For | For |
| | Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans | Mgmt | | | |
| 16 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans | Mgmt | For | For | For |
| 17 | Remove Double-Voting Rights for Long-Term Registered Shareholders and Amend Article 18 of Bylaws Accordingly | Mgmt | For | For | For |
| A | Shareholder Proposal | Mgmt | Against | Refer | Against |
| | Align Targets for Indirect Scope 3 Emissions with the Paris Climate Agreement (Advisory) | SH | | | |

Cellnex Telecom SA

Meeting Date: 05/31/2023
Record Date: 05/26/2023
Primary Security ID: E2R41M104

Country: Spain
Meeting Type: Annual

Ticker: CLNX

Shares Voted: 2,598,250

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1 | Approve Consolidated and Standalone Financial Statements | Mgmt | For | For | For |
| 2 | Approve Non-Financial Information Statement | Mgmt | For | For | For |
| 3 | Approve Treatment of Net Loss | Mgmt | For | For | For |
| 4 | Approve Discharge of Board | Mgmt | For | Abstain | Abstain |
| 5 | Approve Dividends Charged Against Reserves | Mgmt | For | Refer | For |
| 6 | Renew Appointment of Deloitte, S.L. as Auditor | Mgmt | For | For | For |
| 7.1 | Approve Annual Maximum Remuneration | Mgmt | For | For | For |
| 7.2 | Amend Remuneration Policy | Mgmt | For | Refer | For |
| 8.1 | Fix Number of Directors at 13 | Mgmt | For | For | For |
| 8.2 | Reelect Concepcion del Rivero Bermejo as Director | Mgmt | For | Refer | For |
| 8.3 | Reelect Christian Coco as Director | Mgmt | For | Against | Against |

Cellnex Telecom SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 8.4 | Ratify Appointment by Co-option of Ana Garcia Fau as Director | Mgmt | For | Refer | For |
| 8.5 | Ratify Appointment by Co-option of Jonathan Amouyal as Director | Mgmt | For | Refer | For |
| 8.6 | Ratify Appointment by Co-option of Maria Teresa Ballester Fornes as Director | Mgmt | For | Refer | For |
| 8.7 | Elect Oscar Fanjul Martin as Director | Mgmt | For | Refer | For |
| 8.8 | Elect Dominique D'Hinnin as Director | Mgmt | For | Against | Against |
| 8.9 | Elect Marco Patuano as Director | Mgmt | For | Refer | For |
| 9 | Authorize Share Repurchase Program and Reissuance of Repurchased Shares | Mgmt | For | For | For |
| 10 | 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 | For | For |
| 11 | Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities with Exclusion of Preemptive Rights up to 10 Percent of Capital | Mgmt | For | For | For |
| 12 | Authorize Board to Ratify and Execute Approved Resolutions | Mgmt | For | For | For |
| 13 | Advisory Vote on Remuneration Report | Mgmt | For | Refer | For |

Centrica Plc

Meeting Date: 06/13/2023

Record Date: 06/09/2023

Primary Security ID: G2018Z143

Country: United Kingdom

Meeting Type: Annual

Ticker: CNA

Shares Voted: 47,352,623

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report | Mgmt | For | Refer | For |
| 3 | Approve Final Dividend | Mgmt | For | For | For |
| 4 | Elect Chandereet Duggal as Director | Mgmt | For | Refer | For |
| 5 | Elect Russell O'Brien as Director | Mgmt | For | Refer | For |
| 6 | Re-elect Carol Arrowsmith as Director | Mgmt | For | Refer | For |
| 7 | Re-elect Nathan Bostock as Director | Mgmt | For | Refer | For |
| 8 | Re-elect Heidi Mottram as Director | Mgmt | For | Refer | For |
| 9 | Re-elect Kevin O'Byrne as Director | Mgmt | For | Refer | For |
| 10 | Re-elect Chris O'Shea as Director | Mgmt | For | Refer | For |

Centrica Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 11 | Re-elect Amber Rudd as Director | Mgmt | For | Refer | For |
| 12 | Re-elect Scott Wheway as Director | Mgmt | For | Refer | For |
| 13 | Reappoint Deloitte LLP as Auditors | Mgmt | For | For | For |
| 14 | Authorise the Audit and Risk Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 15 | Authorise UK Political Donations and Expenditure | Mgmt | For | Against | Against |
| 16 | Authorise Issue of Equity | Mgmt | For | Against | Against |
| 17 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | Against | Against |
| 18 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | Against | Against |
| 19 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 20 | Adopt New Articles of Association | Mgmt | For | For | For |
| 21 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

Whitbread Plc

Meeting Date: 06/22/2023

Country: United Kingdom

Ticker: WTB

Record Date: 06/20/2023

Meeting Type: Annual

Primary Security ID: G9606P197

Shares Voted: 1,927,766

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report | Mgmt | For | Refer | For |
| 3 | Approve Final Dividend | Mgmt | For | For | For |
| 4 | Elect Dominic Paul as Director | Mgmt | For | Refer | For |
| 5 | Elect Karen Jones as Director | Mgmt | For | Refer | For |
| 6 | Elect Cilla Snowball as Director | Mgmt | For | Refer | For |
| 7 | Re-elect David Atkins as Director | Mgmt | For | Refer | For |
| 8 | Re-elect Kal Atwal as Director | Mgmt | For | Refer | For |
| 9 | Re-elect Horst Baier as Director | Mgmt | For | Refer | For |
| 10 | Re-elect Fumbi Chima as Director | Mgmt | For | Refer | For |
| 11 | Re-elect Adam Crozier as Director | Mgmt | For | Refer | For |
| 12 | Re-elect Frank Fiskers as Director | Mgmt | For | Refer | For |

Whitbread Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 13 | Re-elect Richard Gillingwater as Director | Mgmt | For | Refer | For |
| 14 | Re-elect Chris Kennedy as Director | Mgmt | For | Refer | For |
| 15 | Re-elect Hemant Patel as Director | Mgmt | For | Refer | For |
| 16 | Reappoint Deloitte LLP as Auditors | Mgmt | For | For | For |
| 17 | Authorise Board to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 18 | Authorise UK Political Donations and Expenditure | Mgmt | For | Against | Against |
| 19 | Authorise Issue of Equity | Mgmt | For | Against | Against |
| 20 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | Against | Against |
| 21 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | Against | Against |
| 22 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 23 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |
| 24 | Amend Articles of Association Re: Articles 3A(B) and 3B(B) | Mgmt | For | For | For |
| 25 | Amend Articles of Association Re: Articles 1 to 3 and 4 to 133 | Mgmt | For | For | For |

3i Group PLC

Meeting Date: 06/29/2023
Record Date: 06/27/2023
Primary Security ID: G88473148

Country: United Kingdom
Meeting Type: Annual

Ticker: III

Shares Voted: 3,623,528

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report | Mgmt | For | Refer | For |
| 3 | Approve Remuneration Policy | Mgmt | For | Refer | For |
| 4 | Approve Increase in Limit on the Aggregate Amount of Fees Payable to Directors | Mgmt | For | For | For |
| 5 | Approve Dividend | Mgmt | For | For | For |
| 6 | Re-elect Simon Borrows as Director | Mgmt | For | Refer | For |
| 7 | Re-elect Stephen Daintith as Director | Mgmt | For | Refer | For |
| 8 | Re-elect Jasi Halai as Director | Mgmt | For | Refer | For |

3i Group PLC

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 9 | Re-elect James Hatchley as Director | Mgmt | For | Refer | For |
| 10 | Re-elect David Hutchison as Director | Mgmt | For | Refer | For |
| 11 | Re-elect Lesley Knox as Director | Mgmt | For | Refer | For |
| 12 | Re-elect Coline McConville as Director | Mgmt | For | Refer | For |
| 13 | Re-elect Peter McKellar as Director | Mgmt | For | Against | Against |
| 14 | Re-elect Alexandra Schaapveld as Director | Mgmt | For | Refer | For |
| 15 | Reappoint KPMG LLP as Auditors | Mgmt | For | For | For |
| 16 | Authorise Board Acting Through the Audit and Compliance Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 17 | Authorise UK Political Donations and Expenditure | Mgmt | For | Against | Against |
| 18 | Authorise Issue of Equity | Mgmt | For | Against | Against |
| 19 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | Against | Against |
| 20 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | Against | Against |
| 21 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 22 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

National Grid Plc

Meeting Date: 07/10/2023
Record Date: 07/06/2023
Primary Security ID: G6S9A7120

Country: United Kingdom
Meeting Type: Annual

Ticker: NG

Shares Voted: 4,381,415

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Final Dividend | Mgmt | For | For | For |
| 3 | Re-elect Paula Reynolds as Director | Mgmt | For | Refer | For |
| 4 | Re-elect John Pettigrew as Director | Mgmt | For | Refer | For |
| 5 | Re-elect Andy Agg as Director | Mgmt | For | Refer | For |
| 6 | Re-elect Therese Esperdy as Director | Mgmt | For | Refer | For |
| 7 | Re-elect Liz Hewitt as Director | Mgmt | For | Refer | For |
| 8 | Re-elect Ian Livingston as Director | Mgmt | For | Refer | For |

National Grid Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 9 | Re-elect Iain Mackay as Director | Mgmt | For | Refer | For |
| 10 | Re-elect Anne Robinson as Director | Mgmt | For | Refer | For |
| 11 | Re-elect Earl Shipp as Director | Mgmt | For | Refer | For |
| 12 | Re-elect Jonathan Silver as Director | Mgmt | For | Against | Against |
| 13 | Re-elect Tony Wood as Director | Mgmt | For | Refer | For |
| 14 | Re-elect Martha Wyrsh as Director | Mgmt | For | Refer | For |
| 15 | Reappoint Deloitte LLP as Auditors | Mgmt | For | For | For |
| 16 | Authorise the Audit & Risk Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 17 | Approve Remuneration Report | Mgmt | For | Refer | For |
| 18 | Authorise UK Political Donations and Expenditure | Mgmt | For | Against | Against |
| 19 | Authorise Issue of Equity | Mgmt | For | For | For |
| 20 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 21 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | For | For |
| 22 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 23 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

Linde Plc

Meeting Date: 07/24/2023

Country: Ireland

Ticker: LIN

Record Date: 04/27/2023

Meeting Type: Annual

Primary Security ID: G54950103

Shares Voted: 291,266

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---------------------------------------|-----------|----------|-------------------|------------------|
| 1a | Elect Director Stephen F. Angel | Mgmt | For | Refer | For |
| 1b | Elect Director Sanjiv Lamba | Mgmt | For | Refer | For |
| 1c | Elect Director Ann-Kristin Achleitner | Mgmt | For | Refer | For |
| 1d | Elect Director Thomas Enders | Mgmt | For | Refer | For |
| 1e | Elect Director Hugh Grant | Mgmt | For | Refer | For |
| 1f | Elect Director Joe Kaeser | Mgmt | For | Against | Against |
| 1g | Elect Director Victoria E. Ossadnik | Mgmt | For | Refer | For |
| 1h | Elect Director Martin H. Richenhagen | Mgmt | For | Refer | For |

Linde Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1i | Elect Director Alberto Weisser | Mgmt | For | Refer | For |
| 1j | Elect Director Robert L. Wood | Mgmt | For | Refer | For |
| 2a | Ratify PricewaterhouseCoopers as Auditors | Mgmt | For | Refer | For |
| 2b | Authorise Board to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 3 | Advisory Vote to Ratify Named Executive Officers' Compensation | Mgmt | For | Refer | For |
| 4 | Reduce Supermajority Vote Requirement | Mgmt | For | For | For |

Ashtead Group Plc

Meeting Date: 09/06/2023Country: United KingdomTicker: AHT

Record Date: 09/04/2023Meeting Type: Annual

Primary Security ID: G05320109

Shares Voted: 831,350

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report | Mgmt | For | Refer | For |
| 3 | Approve Final Dividend | Mgmt | For | For | For |
| 4 | Re-elect Paul Walker as Director | Mgmt | For | Refer | For |
| 5 | Re-elect Brendan Horgan as Director | Mgmt | For | Refer | For |
| 6 | Re-elect Michael Pratt as Director | Mgmt | For | Refer | For |
| 7 | Re-elect Angus Cockburn as Director | Mgmt | For | Refer | For |
| 8 | Re-elect Lucinda Riches as Director | Mgmt | For | Refer | For |
| 9 | Re-elect Tanya Fratto as Director | Mgmt | For | Refer | For |
| 10 | Re-elect Lindsley Ruth as Director | Mgmt | For | Refer | For |
| 11 | Re-elect Jill Easterbrook as Director | Mgmt | For | Refer | For |
| 12 | Re-elect Renata Ribeiro as Director | Mgmt | For | Refer | For |
| 13 | Appoint PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 14 | Authorise Audit Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 15 | Authorise Issue of Equity | Mgmt | For | Against | Against |
| 16 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | Against | Against |

Ashtead Group Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 17 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | Against | Against |
| 18 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 19 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

Compagnie Financiere Richemont SA

| | | |
|--------------------------------|----------------------|-------------|
| Meeting Date: 09/06/2023 | Country: Switzerland | Ticker: CFR |
| Record Date: | Meeting Type: Annual | |
| Primary Security ID: H25662182 | | |

Shares Voted: 262,617

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| | Management Proposals for All Shareholders | Mgmt | | | |
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Allocation of Income and Ordinary Dividends of CHF 2.50 per Registered A Share and CHF 0.25 per Registered B Share and a Special Dividend of CHF 1.00 per Registered A Share and CHF 0.10 per Registered B Share | Mgmt | For | Refer | For |
| 3 | Approve Discharge of Board and Senior Management | Mgmt | For | Against | Against |
| | Management Proposal for Holders of A Registered Shares | Mgmt | | | |
| 4 | Elect Wendy Luhabe as Representative of Category A Registered Shares | Mgmt | For | Refer | For |
| | Management Proposals for All Shareholders | Mgmt | | | |
| 5.1 | Reelect Johann Rupert as Director and Board Chair | Mgmt | For | Refer | For |
| 5.2 | Reelect Josua Malherbe as Director | Mgmt | For | Against | Against |
| 5.3 | Reelect Nikesh Arora as Director | Mgmt | For | Refer | For |
| 5.4 | Reelect Clay Brendish as Director | Mgmt | For | Refer | For |
| 5.5 | Reelect Jean-Blaise Eckert as Director | Mgmt | For | Against | Against |
| 5.6 | Reelect Burkhardt Grund as Director | Mgmt | For | Refer | For |
| 5.7 | Reelect Keyu Jin as Director | Mgmt | For | Refer | For |
| 5.8 | Reelect Jerome Lambert as Director | Mgmt | For | Refer | For |
| 5.9 | Reelect Wendy Luhabe as Director | Mgmt | For | Refer | For |

Compagnie Financiere Richemont SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 5.10 | Reelect Jeff Moss as Director | Mgmt | For | Refer | For |
| 5.11 | Reelect Vesna Nevistic as Director | Mgmt | For | Refer | For |
| 5.12 | Reelect Guillaume Pictet as Director | Mgmt | For | Against | Against |
| 5.13 | Reelect Maria Ramos as Director | Mgmt | For | Refer | For |
| 5.14 | Reelect Anton Rupert as Director | Mgmt | For | Refer | For |
| 5.15 | Reelect Patrick Thomas as Director | Mgmt | For | Refer | For |
| 5.16 | Reelect Jasmine Whitbread as Director | Mgmt | For | Refer | For |
| 5.17 | Elect Fiona Druckenmiller as Director | Mgmt | For | Refer | For |
| 5.18 | Elect Bram Schot as Director | Mgmt | For | Refer | For |
| 6.1 | Reappoint Clay Brendish as Member of the Compensation Committee | Mgmt | For | Refer | For |
| 6.2 | Reappoint Keyu Jin as Member of the Compensation Committee | Mgmt | For | Refer | For |
| 6.3 | Reappoint Guillaume Pictet as Member of the Compensation Committee | Mgmt | For | Against | Against |
| 6.4 | Reappoint Maria Ramos as Member of the Compensation Committee | Mgmt | For | Refer | For |
| 6.5 | Appoint Fiona Druckenmiller as Member of the Compensation Committee | Mgmt | For | Refer | For |
| 6.6 | Appoint Jasmine Whitbread as Member of the Compensation Committee | Mgmt | For | Refer | For |
| 7 | Ratify PricewaterhouseCoopers SA as Auditors | Mgmt | For | Refer | Against |
| 8 | Designate Etude Gampert Demierre Moreno as Independent Proxy | Mgmt | For | Against | Against |
| 9.1 | Approve Remuneration of Directors in the Amount of CHF 8.3 Million | Mgmt | For | For | For |
| 9.2 | Approve Fixed Remuneration of Executive Committee in the Amount of CHF 8 Million | Mgmt | For | Refer | For |
| 9.3 | Approve Variable Remuneration of Executive Committee in the Amount of CHF 17.2 Million | Mgmt | For | Refer | Against |
| 10.1 | Amend Articles Re: Registration Threshold for Nominees | Mgmt | For | For | Against |
| 10.2 | Amend Articles Re: Restriction on Empty Voting | Mgmt | For | For | For |
| 10.3 | Amend Articles Re: General Meeting | Mgmt | For | Against | Against |
| 10.4 | Approve Virtual-Only or Hybrid Shareholder Meetings | Mgmt | For | For | Against |
| 10.5 | Amend Articles Re: Board of Directors; External Mandates for Members of the Board of Directors and Executive Committee | Mgmt | For | For | For |
| 10.6 | Amend Articles Re: Editorial Changes | Mgmt | For | For | For |

Compagnie Financiere Richemont SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|----------------------------------|-----------|----------|-------------------|------------------|
| 11 | Transact Other Business (Voting) | Mgmt | For | Against | Against |

Compagnie Financiere Richemont SA

Meeting Date: 09/06/2023

Country: Switzerland

Ticker: CFR

Record Date:

Meeting Type: Annual

Primary Security ID: H25662182

Shares Voted: 427,643

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|-------------------------------|-----------|----------|-------------------|------------------|
| 1 | Share Re-registration Consent | Mgmt | For | For | For |

Ryanair Holdings Plc

Meeting Date: 09/14/2023

Country: Ireland

Ticker: RYA

Record Date: 09/10/2023

Meeting Type: Annual

Primary Security ID: G7727C186

Shares Voted: 6,941,363

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report | Mgmt | For | Refer | For |
| 3 | Approve Remuneration Policy | Mgmt | For | Refer | For |
| 4a | Elect Eamonn Brennan as Director | Mgmt | For | Refer | For |
| 4b | Elect Elisabeth Kostinger as Director | Mgmt | For | Refer | For |
| 4c | Elect Anne Nolan as Director | Mgmt | For | Refer | For |
| 4d | Re-elect Stan McCarthy as Director | Mgmt | For | Refer | For |
| 4e | Re-elect Louise Phelan as Director | Mgmt | For | Against | Against |
| 4f | Re-elect Roisin Brennan as Director | Mgmt | For | Against | Against |
| 4g | Re-elect Michael Cawley as Director | Mgmt | For | Against | Against |
| 4h | Re-elect Emer Daly as Director | Mgmt | For | Against | Against |
| 4i | Re-elect Geoff Doherty as Director | Mgmt | For | Refer | For |
| 4j | Re-elect Howard Millar as Director | Mgmt | For | Against | For |
| 4k | Re-elect Michael O'Brien as Director | Mgmt | For | Against | For |
| 4l | Re-elect Michael O'Leary as Director | Mgmt | For | Refer | For |
| 5 | Authorise Board to Fix Remuneration of Auditors | Mgmt | For | For | For |

Ryanair Holdings Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 6 | Authorise Board to Fix Remuneration of Directors | Mgmt | For | For | For |
| 7 | Authorise Issue of Equity | Mgmt | For | For | For |
| 8 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | For | For |
| 9 | Authorise Market Purchase and/or Overseas Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 10 | Approve Proposed Purchase of Up to 300 Boeing 737-MAX-10 Aircraft | Mgmt | For | Refer | For |

Novartis AG

Meeting Date: 09/15/2023

Country: Switzerland

Ticker: NOVN

Record Date:

Meeting Type: Extraordinary Shareholders

Primary Security ID: H5820Q150

Shares Voted: 1,979,943

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1 | Approve Special Distribution by Way of a Dividend in Kind to Effect the Spin-Off of Sandoz Group AG | Mgmt | For | Refer | For |
| 2 | Approve CHF 22.8 Million Reduction in Share Capital via Reduction of Nominal Value in Connection with the Spin-Off | Mgmt | For | Refer | For |
| 3 | Transact Other Business (Voting) | Mgmt | For | Against | Against |

Novartis AG

Meeting Date: 09/15/2023

Country: Switzerland

Ticker: NOVN

Record Date:

Meeting Type: Extraordinary Shareholders

Primary Security ID: H5820Q150

Shares Voted: 1,979,943

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|-------------------------------|-----------|----------|-------------------|------------------|
| 1 | Share Re-registration Consent | Mgmt | For | For | For |

UniCredit SpA

Meeting Date: 10/27/2023

Country: Italy

Ticker: UCG

Record Date: 10/18/2023

Meeting Type: Extraordinary Shareholders

Primary Security ID: T9T23L642

Shares Voted: 5,740,633

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| | Ordinary Business | Mgmt | | | |
| 1 | Authorize Share Repurchase Program | Mgmt | For | For | For |
| | Extraordinary Business | Mgmt | | | |
| 1 | Authorize Cancellation of Treasury Shares without Reduction of Share Capital; Amend Article 5 | Mgmt | For | For | For |
| 2 | Amend Company Bylaws | Mgmt | For | For | For |

Pernod Ricard SA

Meeting Date: 11/10/2023Country: FranceTicker: RI

Record Date: 11/08/2023Meeting Type: Annual/Special

Primary Security ID: F72027109

Shares Voted: 549,091

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| | Ordinary Business | Mgmt | | | |
| 1 | Approve Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Consolidated Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and Dividends of EUR 4.70 per Share | Mgmt | For | For | For |
| 4 | Reelect Kory Sorenson as Director | Mgmt | For | Refer | For |
| 5 | Reelect Philippe Petitcolin as Director | Mgmt | For | Refer | For |
| 6 | Elect Max Koeune as Director | Mgmt | For | Refer | For |
| 7 | Renew Appointment of Deloitte & Associes as Auditor | Mgmt | For | For | For |
| 8 | Approve Remuneration of Directors in the Aggregate Amount of EUR 1,350,000 | Mgmt | For | For | For |
| 9 | Approve Compensation of Alexandre Ricard, Chairman and CEO | Mgmt | For | Refer | For |
| 10 | Approve Remuneration Policy of Alexandre Ricard, Chairman and CEO | Mgmt | For | Refer | For |
| 11 | Approve Compensation Report of Corporate Officers | Mgmt | For | Refer | For |
| 12 | Approve Remuneration Policy of Directors | Mgmt | For | For | For |
| 13 | Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions | Mgmt | For | For | For |

Pernod Ricard SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 14 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Mgmt | For | For | For |
| | Extraordinary Business | Mgmt | | | |
| 15 | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares | Mgmt | For | For | For |
| 16 | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 130 Million | Mgmt | For | For | For |
| 17 | Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 39 Million | Mgmt | For | For | For |
| 18 | Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 16, 17 and 19 | Mgmt | For | Against | Against |
| 19 | Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 39 Million | Mgmt | For | Against | Against |
| 20 | Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind | Mgmt | For | For | For |
| 21 | Authorize Capitalization of Reserves of Up to EUR 130 Million for Bonus Issue or Increase in Par Value | Mgmt | For | For | For |
| 22 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans | Mgmt | For | For | For |
| 23 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of the Group's Subsidiaries | Mgmt | For | For | For |
| 24 | Authorize Filing of Required Documents/Other Formalities | Mgmt | For | For | For |