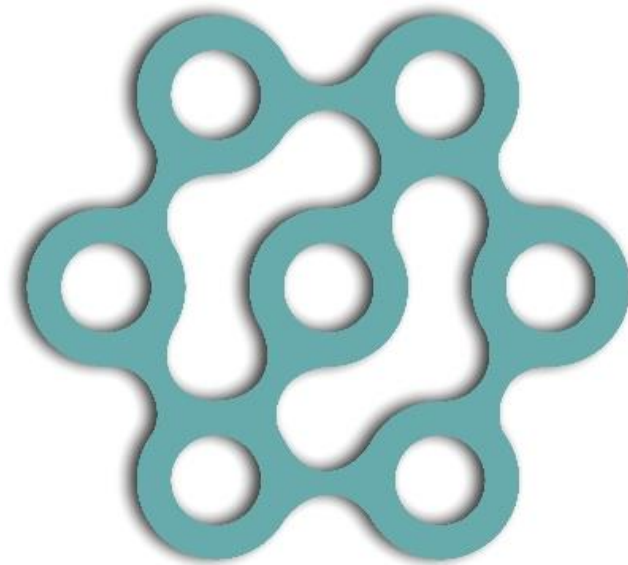


ELEVA Euroland Selection



Votes relatifs aux résolutions présentées en Assemblées – Année 2020

Votes relating to resolutions presented at General Meetings - FY 2020

Introduction

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

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

Données au 31/12/2020

Source : ISS

Introduction

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

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

Data as at 31/12/2020

Source: ISS

Vote Summary Report

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

Akzo Nobel NV

Meeting Date: 04/23/2020

Country: Netherlands

Record Date: 03/26/2020

Meeting Type: Annual

Ticker: AKZA

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

BAWAG Group AG

Meeting Date: 10/30/2020

Country: Austria

Record Date: 10/20/2020

Meeting Type: Annual

Ticker: BG

Vote Summary Report

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

BAWAG Group AG

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal 2019 (Non-Voting)	Mgmt	
2	Approve Allocation of Income and Omission of Dividends	Mgmt	For
3	Approve Discharge of Management Board for Fiscal 2019	Mgmt	For
4	Approve Discharge of Supervisory Board for Fiscal 2019	Mgmt	For
5	Ratify KPMG Austria GmbH as Auditors for Fiscal 2021	Mgmt	For
6	Amend Articles Re: Shareholders' Right to Delegate Supervisory Board Members	Mgmt	For
7	Approve Remuneration Policy for the Management Board	Mgmt	For
8	Approve Remuneration Policy for the Supervisory Board	Mgmt	For
9	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For

Bayerische Motoren Werke AG

Meeting Date: 05/14/2020

Country: Germany

Record Date: 04/22/2020

Meeting Type: Annual

Ticker: BMW

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

Vote Summary Report

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

Bayerische Motoren Werke AG

Proposal Number	Proposal Text	Proponent	Vote Instruction
6.2	Elect Anke Schaeferkordt to the Supervisory Board	Mgmt	For
7	Approve Remuneration of Supervisory Board	Mgmt	Against

BE Semiconductor Industries NV

Meeting Date: 04/30/2020

Country: Netherlands

Record Date: 04/02/2020

Meeting Type: Annual

Ticker: BESI

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Annual Meeting Agenda	Mgmt	
1	Open Meeting	Mgmt	
2	Receive Annual Report	Mgmt	
3	Approve Remuneration Report	Mgmt	For
4	Adopt Financial Statements and Statutory Reports	Mgmt	For
5.a	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt	
5.b	Approve Dividends of EUR 1.01 Per Share	Mgmt	For
6.a	Approve Discharge of Management Board	Mgmt	For
6.b	Approve Discharge of Supervisory Board	Mgmt	For
7.a	Approve Remuneration Policy for Management Board	Mgmt	For
7.b	Approve Remuneration Policy for Supervisory Board	Mgmt	For
8	Reelect Mona Elnaggar to Supervisory Board	Mgmt	For
9	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Pre-emptive Rights	Mgmt	For
10	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
11	Approve Reduction in Share Capital through Cancellation of Shares	Mgmt	For
12	Other Business (Non-Voting)	Mgmt	
13	Close Meeting	Mgmt	

Vote Summary Report

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

BNP Paribas SA

Meeting Date: 05/19/2020

Country: France

Record Date: 05/15/2020

Meeting Type: Annual/Special

Ticker: BNP

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Ordinary Business	Mgmt	
1	Approve Financial Statements and Statutory Reports	Mgmt	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For
3	Approve Allocation of Income and Absence of Dividends	Mgmt	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For
5	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
6	Reelect Jean Lemierre as Director	Mgmt	For
7	Reelect Jacques Aschenbroich as Director	Mgmt	For
8	Reelect Monique Cohen as Director	Mgmt	For
9	Reelect Daniela Schwarzer as Director	Mgmt	For
10	Reelect Fields Wicker-Miurin as Director	Mgmt	For
11	Approve Remuneration Policy of Directors	Mgmt	For
12	Approve Remuneration Policy of Chairman of the Board	Mgmt	For
13	Approve Remuneration Policy of CEO and Vice-CEO	Mgmt	For
14	Approve Compensation of Corporate Officers	Mgmt	For
15	Approve Compensation of Jean Lemierre, Chairman of the Board	Mgmt	For
16	Approve Compensation of Jean-Laurent Bonnafe, CEO	Mgmt	For
17	Approve Compensation of Philippe Bordenave, Vice-CEO	Mgmt	For
18	Approve the Overall Envelope of Compensation of Certain Senior Management, Responsible Officers and the Risk-takers	Mgmt	For
	Extraordinary Business	Mgmt	
19	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 1 Billion	Mgmt	For

Vote Summary Report

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

BNP Paribas SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
20	Authorize Capital Increase of Up to EUR 240 Million for Future Exchange Offers	Mgmt	For
21	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For
22	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 20-21 at EUR 240 Million	Mgmt	For
23	Authorize Capitalization of Reserves of Up to EUR 1 Billion for Bonus Issue or Increase in Par Value	Mgmt	For
24	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 19-21 at EUR 1 Billion	Mgmt	For
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For
26	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For
27	Amend Article 7 of Bylaws Re: Employee Shareholder Representative	Mgmt	For
28	Amend Article 15 of Bylaws Re: Board Members Deliberation via Written Consultation	Mgmt	For
29	Amend Articles 7, 10, 11, 19 of Bylaws to Comply with Legal Changes	Mgmt	For
30	Authorize Filing of Required Documents/Other Formalities	Mgmt	For

Bouygues SA

Meeting Date: 04/23/2020

Country: France

Record Date: 04/21/2020

Meeting Type: Annual/Special

Ticker: EN

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Ordinary Business	Mgmt	
1	Approve Financial Statements and Statutory Reports	Mgmt	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For
3	Approve Allocation of Income and Absence of Dividend	Mgmt	For

Vote Summary Report

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

Bouygues SA

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

Bureau Veritas SA

Meeting Date: 06/26/2020

Country: France

Record Date: 06/24/2020

Meeting Type: Annual

Ticker: BVI

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Ordinary Business	Mgmt	
1	Approve Financial Statements and Statutory Reports	Mgmt	For

Vote Summary Report

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

Bureau Veritas SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For
3	Approve Allocation of Income and Absence of Dividends	Mgmt	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For
5	Ratify Appointment of Jerome Michiels as Director	Mgmt	For
6	Reelect Sian Herbert-Jones as Director	Mgmt	For
7	Reelect Stephanie Besnier as Director	Mgmt	For
8	Reelect Claude Ehlingeras Director	Mgmt	For
9	Approve Remuneration Policy of Directors	Mgmt	For
10	Approve Remuneration Policy of Chairman of the Board	Mgmt	For
11	Approve Remuneration Policy of CEO	Mgmt	For
12	Approve Compensation Report of Corporate Officers	Mgmt	For
13	Approve Compensation of Aldo Cardoso, Chairman of the board	Mgmt	For
14	Approve Compensation of Didier Michaud-Daniel, CEO	Mgmt	For
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
16	Authorize Filing of Required Documents/Other Formalities	Mgmt	For

Coca-Cola HBC AG

Meeting Date: 06/16/2020

Country: Switzerland

Record Date:

Meeting Type: Annual

Ticker: CCH

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For
2.1	Approve Allocation of Income	Mgmt	For
2.2	Approve Dividend from Reserves	Mgmt	For

Vote Summary Report

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

Coca-Cola HBC AG

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

Vote Summary Report

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

Coca-Cola HBC AG

Meeting Date: 06/16/2020

Country: Switzerland

Record Date:

Meeting Type: Annual

Ticker: CCH

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

Compagnie de Saint-Gobain SA

Meeting Date: 06/04/2020

Country: France

Record Date: 06/02/2020

Meeting Type: Annual/Special

Ticker: SGO

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

Vote Summary Report

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

Compagnie de Saint-Gobain SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
15	Ratify Change Location of Registered Office to Saint-Gobain Tower, 12 Place de l Iris, 92400 Courbevoie and Amend Article 4 of Bylaws Accordingly Extraordinary Business	Mgmt Mgmt	For
16	Amend Article 9 of Bylaws Re: Employee Representative	Mgmt	For
17	Authorize Filing of Required Documents/Other Formalities	Mgmt	For

Covestro AG

Meeting Date: 07/30/2020

Country: Germany

Record Date: 07/08/2020

Meeting Type: Annual

Ticker: 1COV

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

Vote Summary Report

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

Covestro AG

Proposal Number	Proposal Text	Proponent	Vote Instruction
8	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds with Partial Exclusion of Preemptive Rights up to Aggregate Nominal Amount of EUR 2 Billion; Approve Creation of EUR 18.3 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For
9	Amend Articles Re: Fiscal Year, Announcements, Transmission of Information, Place of Jurisdiction; AGM Convocation; Proof of Entitlement	Mgmt	For
10	Amend Articles Re: Passing Supervisory Board Resolutions by Electronic Means of Communication	Mgmt	For

Delivery Hero SE

Meeting Date: 06/18/2020

Country: Germany

Record Date:

Meeting Type: Annual

Ticker: DHER

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

Vote Summary Report

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

Delivery Hero SE

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

D'Ieteren SA

Meeting Date: 05/28/2020

Country: Belgium

Record Date: 05/14/2020

Meeting Type: Annual/Special

Ticker: DIE

Vote Summary Report

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

D'Ieteren SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Annual/Special Meeting	Mgmt	
	Annual Meeting Agenda	Mgmt	
1	Receive Directors' and Auditors' Reports (Non-Voting)	Mgmt	
2	Approve Financial Statements and Allocation of Income	Mgmt	For
3	Approve Remuneration Report	Mgmt	For
4.1	Approve Discharge of Directors	Mgmt	For
4.2	Approve Discharge of Auditor	Mgmt	For
5	Ratify KPMG as Auditors and Approve Auditors' Remuneration	Mgmt	For
	Special Meeting Agenda	Mgmt	
1.1	Authorize Board to Issue Shares in the Event of a Public Tender Offer or Share Exchange Offer	Mgmt	Against
1.2	Authorize Board to Repurchase Shares in the Event of a Serious and Imminent Harm and Under Normal Conditions	Mgmt	Against
2	Adopt New Articles of Association	Mgmt	For
3	Authorize Implementation of Approved Resolutions	Mgmt	For
4	Approve Coordination of Articles of Association	Mgmt	For

DWS Group GmbH & Co. KGaA

Meeting Date: 11/18/2020

Country: Germany

Record Date: 10/27/2020

Meeting Type: Annual

Ticker: DWS

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Accept Financial Statements and Statutory Reports for Fiscal 2019	Mgmt	For
2	Approve Allocation of Income and Dividends of EUR 1.67 per Share	Mgmt	For
3	Approve Discharge of Personally Liable Partner for Fiscal 2019	Mgmt	For

Vote Summary Report

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

DWS Group GmbH & Co. KGaA

Proposal Number	Proposal Text	Proponent	Vote Instruction
4	Approve Discharge of Supervisory Board for Fiscal 2019	Mgmt	For
5.1	Ratify KPMG AG as Auditors for Fiscal 2020	Mgmt	For
5.2	Ratify KPMG AG as Auditors for the 2021 Interim Financial Statements	Mgmt	For
6.1	Elect Bernd Leukert to the Supervisory Board	Mgmt	For
6.2	Elect Minoru Kimura to the Supervisory Board	Mgmt	For
7	Amend Affiliation Agreement with Subsidiary DWS International GmbH	Mgmt	For

Edenred SA

Meeting Date: 05/07/2020

Country: France

Record Date: 05/05/2020

Meeting Type: Annual/Special

Ticker: EDEN

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Ordinary Business	Mgmt	
1	Approve Financial Statements and Statutory Reports	Mgmt	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For
3	Approve Allocation of Income and Dividends of EUR 0.70 per Share	Mgmt	For
4	Approve Stock Dividend Program	Mgmt	For
5	Reelect Jean-Paul Bailly as Director	Mgmt	For
6	Reelect Dominique D Hinnin as Director	Mgmt	For
7	Elect Alexandre de Juniac as Director	Mgmt	For
8	Approve Remuneration Policy of Chairman and CEO	Mgmt	For
9	Approve Remuneration Policy of Board Members	Mgmt	For
10	Approve Remuneration of Directors in the Aggregate Amount of EUR 700,000	Mgmt	For

Vote Summary Report

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

11	Approve Compensation Report of Corporate Officers	Mgmt	For
12	Approve Compensation of Bertrand Dumazy, Chairman and CEO	Mgmt	For

Vote Summary Report

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

Edenred SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
13	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Conventions	Mgmt	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
	Extraordinary Business	Mgmt	
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For
16	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 160,515,205	Mgmt	For
17	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 24,320,485	Mgmt	For
18	Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to Aggregate Nominal Amount of EUR 24,320,485	Mgmt	For
19	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For
20	Authorize Capital Increase of up to 5 Percent of Issued Capital for Contributions in Kind	Mgmt	For
21	Authorize Capitalization of Reserves of Up to EUR 160,515,205 for Bonus Issue or Increase in Par Value	Mgmt	For
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For
23	Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans Within Performance Conditions Attached	Mgmt	For
24	Amend Article 15 of Bylaws Re: Board Deliberation	Mgmt	For
25	Amend Articles 1, 3, 4, 5, 7, 8, 9, 10, 12, 13, 14, 16, 17, 18, 19, 20, 21, 22, 23, 24, 26, 27 of Bylaws to Comply with Legal Changes	Mgmt	For
26	Authorize Filing of Required Documents/Other Formalities	Mgmt	For

Eurazeo SE

Meeting Date: 04/30/2020

Country: France

Record Date: 04/28/2020

Meeting Type: Annual/Special

Ticker: RF

Vote Summary Report

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

Eurazeo SE

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Ordinary Business	Mgmt	
1	Approve Financial Statements and Statutory Reports	Mgmt	For
2	Approve Allocation of Income and Absence of Dividends	Mgmt	For
3	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For
5	Reelect Jean-Charles Decaux as Supervisory Board Member	Mgmt	For
6	Reelect Georges Pauget as Supervisory Board Member	Mgmt	For
7	Reelect Victoire de Margerie as Supervisory Board Member	Mgmt	For
8	Reelect Roland du Luart as Supervisory Board Member	Mgmt	For
9	Approve Remuneration Policy of Members of Supervisory Board	Mgmt	For
10	Approve Remuneration Policy of Members of Management Board	Mgmt	For
11	Approve Compensation Report of Corporate Officers	Mgmt	For
12	Approve Compensation of Michel David-Weill, Chairman of the Supervisory Board	Mgmt	For
13	Approve Compensation of Virginie Morgon, Chairman of the Management Board	Mgmt	Against
14	Approve Compensation of Philippe Audouin, Member of Management Board	Mgmt	Against
15	Approve Compensation of Nicolas Huet, Member of Management Board	Mgmt	Against
16	Approve Compensation of Olivier Millet, Member of Management Board	Mgmt	Against
17	Renew Appointment of PricewaterhouseCoopers Audit as Auditor	Mgmt	For
18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
	Extraordinary Business	Mgmt	
19	Authorize Capitalization of Reserves of Up to EUR 2 Billion for Bonus Issue or Increase in Par Value	Mgmt	Against

Vote Summary Report

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

Eurazeo SE

Proposal Number	Proposal Text	Proponent	Vote Instruction
20	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 110 Million	Mgmt	For
21	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 24 Million	Mgmt	For
22	Approve Issuance of Equity or Equity-Linked Securities for Private Placements	Mgmt	For
23	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For
24	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For
25	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For
26	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 20-25 at EUR 110 Million and from All Issuance Requests without Preemptive Rights Above at EUR 24 Million	Mgmt	For
27	Amend Article 13 of Bylaws Re: Board Members Deliberation via Written Consultation	Mgmt	For
28	Amend Article 25 of Bylaws Re: Extra Dividend for Long Term Registered Shares	Mgmt	Against
29	Amend Articles 11, 15, 20 and 21 of Bylaws to Comply with Legal Changes Re: Supervisory and Management Boards	Mgmt	For
	Ordinary Business	Mgmt	
30	Authorize Filing of Required Documents/Other Formalities	Mgmt	For

Euronext NV

Meeting Date: 05/14/2020

Country: Netherlands

Record Date: 04/16/2020

Meeting Type: Annual

Ticker: ENX

Proposal Number	Proposal Text	Proponent	Vote Instruction
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Vote Summary Report

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

Annual Meeting Agenda
Eurazeo SE

Mgmt

Vote Summary Report

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

Euronext NV

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Open Meeting	Mgmt	
2	Presentation by CEO	Mgmt	
3.a	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt	
3.b	Adopt Remuneration Report	Mgmt	Against
3.c	Adopt Financial Statements	Mgmt	For
3.d	Approve Dividends of EUR 1.59 Per Share	Mgmt	For
3.e	Approve Discharge of Management Board	Mgmt	For
3.f	Approve Discharge of Supervisory Board	Mgmt	For
4.a	Reelect Dick Sluimers to Supervisory Board	Mgmt	For
5.a	Elect Oivind Amundsen to Management Board	Mgmt	For
5.b	Elect Georges Lauchard to Management Board	Mgmt	For
6	Approve Remuneration Policy for Management Board	Mgmt	Against
7	Approve Remuneration Policy for Supervisory Board	Mgmt	For
8	Ratify Ernst & Young as Auditors	Mgmt	For
9.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For
9.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For
10	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
11	Authorize Management or Supervisory Board to Grant Rights to French Beneficiaries	Mgmt	For
12	Other Business (Non-Voting)	Mgmt	
13	Close Meeting	Mgmt	

Evonik Industries AG

Vote Summary Report

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

Meeting Date: 08/31/2020

Country: Germany

Record Date:

Meeting Type: Annual

Ticker: EVK

**Proposal
Number**

Proposal Text

Proponent

**Vote
Instruction**

1	Receive Financial Statements and Statutory Reports for Fiscal 2019 (Non-Voting)	Mgmt	
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Vote Summary Report

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

Evonik Industries AG

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

Gamma Communications Plc

Meeting Date: 06/05/2020

Country: United Kingdom

Record Date: 06/03/2020

Meeting Type: Annual

Ticker: GAMA

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

Vote Summary Report

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

Gamma Communications Plc

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

Iberdrola SA

Meeting Date: 04/02/2020

Country: Spain

Record Date: 03/27/2020

Meeting Type: Annual

Ticker: IBE

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

Vote Summary Report

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

Iberdrola SA

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

Infineon Technologies AG

Meeting Date: 02/20/2020

Country: Germany

Record Date:

Meeting Type: Annual

Ticker: IFX

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

Vote Summary Report

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

Infineon Technologies AG

Proposal Number	Proposal Text	Proponent	Vote Instruction
6.2	Elect Friedrich Eichiner to the Supervisory Board	Mgmt	For
6.3	Elect Hans-Ulrich Holdenried to the Supervisory Board	Mgmt	For
6.4	Elect Manfred Puffer to the Supervisory Board	Mgmt	For
6.5	Elect Ulrich Spiesshofer to the Supervisory Board	Mgmt	For
6.6	Elect Margret Suckale to the Supervisory Board	Mgmt	For
7	Approve Cancellation of Conditional Capital 2010/I	Mgmt	For
8	Approve Creation of EUR 750 Million Pool of Capital with Partial Exclusion of Preemptive Rights	Mgmt	For
9	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 4 Billion; Approve Creation of EUR 260 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For

JDE Peet's BV

Meeting Date: 11/18/2020

Country: Netherlands

Record Date: 10/21/2020

Meeting Type: Special

Ticker: JDEP

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

KBC Group SA/NV

Meeting Date: 05/07/2020

Record Date: 04/23/2020

Vote Summary Report

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

Country: Belgium

Meeting Type: Annual

Ticker: KBC

Vote Summary Report

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

KBC Group SA/NV

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

M1 Kliniken AG

Meeting Date: 07/09/2020

Country: Germany

Record Date: 06/17/2020

Meeting Type: Annual

Ticker: M12

Vote Summary Report

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

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal 2019 (Non-Voting)	Mgmt	

Vote Summary Report

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

M1 Kliniken AG

Proposal Number	Proposal Text	Proponent	Vote Instruction
2	Approve Allocation of Income and Omission of Dividends	Mgmt	For
3	Approve Discharge of Management Board for Fiscal 2019	Mgmt	For
4	Approve Discharge of Supervisory Board for Fiscal 2019	Mgmt	For
5	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 100 Million; Approve Creation of EUR 8.8 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	Against
6	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For
7.1	Elect Albert Wahl to the Supervisory Board	Mgmt	For
7.2	Elect Uwe Zimdars to the Supervisory Board	Mgmt	For
7.3	Elect Sabine Meck to the Supervisory Board	Mgmt	For
8	Ratify Harry Haseloff as Auditor for Fiscal 2020	Mgmt	For

Nacon SASU

Meeting Date: 07/30/2020

Country: France

Record Date: 07/28/2020

Meeting Type: Annual/Special

Ticker: NACON

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Ordinary Business	Mgmt	
1	Approve Financial Statements and Statutory Reports	Mgmt	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For
3	Approve Allocation of Income and Absence of Dividends	Mgmt	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For

Vote Summary Report

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

5	Approve Remuneration Policy of Chairman and CEO	Mgmt	For
6	Approve Remuneration Policy of Vice-CEO	Mgmt	For
7	Approve Remuneration Policy of Directors	Mgmt	For

Vote Summary Report

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

Nacon SASU

Proposal Number	Proposal Text	Proponent	Vote Instruction
8	Approve Compensation of Corporate Officers	Mgmt	For
9	Approve Compensation of Chairman and CEO	Mgmt	For
10	Approve Compensation of Vice-CEO	Mgmt	For
11	Elect Bpifrance Investissement as Director	Mgmt	Against
12	Elect Anne Janssen as Director	Mgmt	Against
13	Approve Remuneration of Directors in the Aggregate Amount of EUR 100,000	Mgmt	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Against
15	Authorize Filing of Required Documents/Other Formalities	Mgmt	For
	Extraordinary Business	Mgmt	
16	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 13 Million	Mgmt	Against
17	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	Against
18	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	Against
19	Authorize Capitalization of Reserves of Up to EUR 10 Million for Bonus Issue or Increase in Par Value	Mgmt	Against
20	Authorize Capital Increase of Up to EUR 10 Million for Future Exchange Offers	Mgmt	Against
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For
22	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 16-21 at EUR 20 Million	Mgmt	For
23	Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	Against
24	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For
25	Authorize Filing of Required Documents/Other Formalities	Mgmt	For

Neste Corp.

Meeting Date: 05/18/2020

Country: Finland

Record Date: 05/06/2020

Meeting Type: Annual

Ticker: NESTE

Vote Summary Report

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

Neste Corp.

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

Vote Summary Report

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

Ocado Group Plc

Meeting Date: 05/06/2020

Country: United Kingdom

Record Date: 05/04/2020

Meeting Type: Annual

Ticker: OCDO

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

Vote Summary Report

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

Ocado Group Plc

Proposal Number	Proposal Text	Proponent	Vote Instruction
26	Adopt New Articles of Association	Mgmt	For
27	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For

Pernod Ricard SA

Meeting Date: 11/27/2020 Country: France
Record Date: 11/25/2020 Meeting Type: Annual/Special Ticker: RI

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Extraordinary Business	Mgmt	
1	Amend Articles 35 and 36 of Bylaws Re: AGM and EGM Majority Votes	Mgmt	For
	Ordinary Business	Mgmt	
2	Approve Financial Statements and Statutory Reports	Mgmt	For
3	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For
4	Approve Allocation of Income and Dividends of EUR 2.66 per Share	Mgmt	For
5	Reelect Alexandre Ricard as Director	Mgmt	For
6	Reelect Cesar Giron as Director	Mgmt	For
7	Reelect Wolfgang Colberg as Director	Mgmt	Against
8	Elect Virginie Fauvel as Director	Mgmt	For
9	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.25 Million	Mgmt	For
10	Approve Compensation of Alexandre Ricard, Chairman and CEO	Mgmt	For
11	Approve Compensation of Corporate Officers	Mgmt	For
12	Approve Remuneration Policy for Alexandre Ricard, Chairman and CEO	Mgmt	For
13	Approve Remuneration Policy of Corporate Officers	Mgmt	For
14	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For

Vote Summary Report

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

Pernod Ricard SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
16	Change Location of Registered Office to 5, Cours Paul Ricard, 75008 Paris and Amend Article 4 of Bylaws Accordingly	Mgmt	For
	Extraordinary Business	Mgmt	
17	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For
18	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of the Group's Subsidiaries	Mgmt	For
19	Amend Article 21 of Bylaws Re: Board Members Deliberation via Written Consultation	Mgmt	For
20	Amend Bylaws to Comply with Legal Changes	Mgmt	For
21	Authorize Filing of Required Documents/Other Formalities	Mgmt	For

Peugeot SA

Meeting Date: 06/25/2020

Country: France

Record Date: 06/23/2020

Meeting Type: Annual/Special

Ticker: UG

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

Vote Summary Report

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

8 Approve Remuneration Policy of Louis Gallois,
Chairman of the Supervisory Board

Mgmt

For

Vote Summary Report

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

Peugeot SA

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

Vote Summary Report

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

Peugeot SA

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

PUMA SE

Meeting Date: 05/07/2020 Country: Germany
Record Date: 04/24/2020 Meeting Type: Annual Ticker: PUM

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal 2019 (Non-Voting)	Mgmt	
2	Approve Allocation of Income and Omission of Dividends	Mgmt	For
3	Approve Discharge of Management Board for Fiscal 2019	Mgmt	For
4	Approve Discharge of Supervisory Board for Fiscal 2019	Mgmt	For
5	Ratify Deloitte GmbH as Auditors for Fiscal 2020	Mgmt	For
6	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For
7	Amend Articles Re: Annulment of the Variable Supervisory Board Remuneration Clause	Mgmt	For
8	Amend Articles Re: Proof of Entitlement	Mgmt	For

Randstad NV

Meeting Date: 06/18/2020 Country: Netherlands
Record Date: 05/21/2020 Meeting Type: Annual Ticker: RAND

Vote Summary Report

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

Proposal Number	Proposal Text	Proponent	Vote Instruction
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Annual Meeting Agenda

Mgmt

Vote Summary Report

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

Randstad NV

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Open Meeting	Mgmt	
2a	Receive Report of Executive Board and Supervisory Board (Non-Voting)	Mgmt	
2b	Approve Remuneration Report	Mgmt	For
2c	Amend Articles of Association Re: Transitory Provision for the Dividend on the Preference Shares B	Mgmt	For
2d	Adopt Financial Statements	Mgmt	For
2e	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt	
3a	Approve Discharge of Management Board	Mgmt	For
3b	Approve Discharge of Supervisory Board	Mgmt	For
4a	Approve Remuneration Policy for Management Board Members	Mgmt	For
4b	Approve Remuneration Policy for Supervisory Board Members	Mgmt	For
5	Elect Rene Steenvoorden to Management Board	Mgmt	For
6a	Elect Helene Auriol Potier to Supervisory Board	Mgmt	For
6b	Reelect Wout Dekker to Supervisory Board	Mgmt	For
7a	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Restrict/Exclude Preemptive Rights	Mgmt	For
7b	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
7c	Authorize Cancel Repurchase of Up to 10 Percent of Issued Share Capital under Item 7b	Mgmt	For
8	Reelect Sjoerd van Keulen as Board Member of Stichting Administratiekantoor Preferente Aandelen Randstad	Mgmt	For
9	Ratify Deloitte as Auditors	Mgmt	For
10	Other Business (Non-Voting)	Mgmt	
11	Close Meeting	Mgmt	

Remy Cointreau SA

Meeting Date: 07/23/2020

Country: France

Record Date: 07/21/2020

Meeting Type: Annual/Special

Ticker: RCO

Vote Summary Report

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

Vote Summary Report

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

Remy Cointreau SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Ordinary Business	Mgmt	
1	Approve Financial Statements and Statutory Reports	Mgmt	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For
3	Approve Allocation of Income and Dividends of EUR 1 per Share	Mgmt	For
4	Approve Stock Dividend Program	Mgmt	For
5	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	Against
6	Approve Termination Package of Eric Vallat, CEO	Mgmt	Against
7	Reelect Dominique Heriard Dubreuil as Director	Mgmt	For
8	Reelect Laure Heriard Dubreuil as Director	Mgmt	For
9	Reelect Emmanuel de Geuser as Director	Mgmt	For
10	Appoint Mazars as Auditor	Mgmt	For
11	Approve Remuneration Policy of Chairman of the Board	Mgmt	Against
12	Approve Remuneration Policy of CEO	Mgmt	Against
13	Approve Remuneration Policy of Directors	Mgmt	For
14	Approve Compensation Report of Corporate Officers	Mgmt	For
15	Approve Compensation of Marc Heriard Dubreuil, Chairman of the Board	Mgmt	For
16	Approve Compensation of Valerie Chapoulaud-Floquet, CEO	Mgmt	Against
17	Approve Compensation of Eric Vallat, CEO	Mgmt	Against
18	Approve Remuneration of Directors in the Aggregate Amount of EUR 620,000	Mgmt	For
19	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
	Extraordinary Business	Mgmt	
20	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For
21	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 20 Million	Mgmt	For

Vote Summary Report

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

Remy Cointreau SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
22	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 15 Million	Mgmt	For
23	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to 10 Percent of Issued Capital	Mgmt	Against
24	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	Against
25	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	Against
26	Authorize Capital Increase of Up to EUR 15 Million for Future Exchange Offers	Mgmt	Against
27	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For
28	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Mgmt	For
29	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For
30	Authorize Filing of Required Documents/Other Formalities	Mgmt	For

Renault SA

Meeting Date: 06/19/2020

Country: France

Record Date: 06/17/2020

Meeting Type: Annual/Special

Ticker: RNO

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Ordinary Business	Mgmt	
1	Approve Financial Statements and Statutory Reports	Mgmt	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For
3	Approve Allocation of Income and Absence of Dividends	Mgmt	For
4	Receive Auditors' Report on Equity Securities Remuneration	Mgmt	For
5	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For

Vote Summary Report

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

Renault SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
6	Ratify Appointment of Joji Tagawa as Director	Mgmt	For
7	Renew Appointment of KPMG as Auditor	Mgmt	For
8	Appoint Mazars as Auditor	Mgmt	For
9	Approve Compensation of Corporate Officers	Mgmt	For
10	Approve Compensation of Jean-Dominique Senard, Chairman of the Board	Mgmt	For
11	Approve Compensation of Thierry Bollore, CEO	Mgmt	For
12	Approve Compensation of Clotilde Delbos, Interim-CEO	Mgmt	For
13	Approve Remuneration Policy of Chairman of the Board	Mgmt	For
14	Approve Remuneration Policy of CEO	Mgmt	For
15	Approve Remuneration Policy of Interim-CEO	Mgmt	For
16	Approve Remuneration Policy of Directors	Mgmt	For
17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
	Extraordinary Business	Mgmt	
18	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For
19	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 350 Million	Mgmt	For
20	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 120 Million	Mgmt	For
21	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 60 Million	Mgmt	For
22	Authorize Capital Increase of Up to EUR 120 Million for Future Exchange Offers	Mgmt	For
23	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For
24	Authorize Capitalization of Reserves of Up to EUR 1 Billion for Bonus Issue or Increase in Par Value	Mgmt	For
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For
26	Amend Article 11 of Bylaws Re: Employee Shareholder Representative	Mgmt	For

Vote Summary Report

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

Renault SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
27	Amend Article 20 of Bylaws Re: Alternate Auditors	Mgmt	For
	Ordinary Business	Mgmt	
28	Authorize Filing of Required Documents/Other Formalities	Mgmt	For

Reply SpA

Meeting Date: 04/21/2020

Country: Italy

Record Date: 04/08/2020

Meeting Type: Annual/Special

Ticker: REY

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Ordinary Business	Mgmt	
1a	Accept Financial Statements and Statutory Reports	Mgmt	For
1b	Approve Allocation of Income	Mgmt	For
2	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For
3	Approve Remuneration of Directors	Mgmt	For
4	Approve Internal Auditors' Remuneration	Mgmt	For
5a	Approve Remuneration Policy	Mgmt	Against
5b	Approve Second Section of the Remuneration Report	Mgmt	For
	Extraordinary Business	Mgmt	
6	Amend Company Bylaws Re: Article 12	Mgmt	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	For

Repsol SA

Vote Summary Report

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

Meeting Date: 05/07/2020

Country: Spain

Record Date: 05/01/2020

Meeting Type: Annual

Ticker: REP

Renault SA

Vote Summary Report

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

Repsol SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For
2	Approve Non-Financial Information Statement	Mgmt	For
3	Approve Treatment of Net Loss	Mgmt	For
4	Approve Creation of Reserves Not Arising from Profits and Approve Transfer of Reserves for the Transition to the 2007 Spanish General Accounting Plan Account to Voluntary Reserves	Mgmt	For
5	Approve Discharge of Board	Mgmt	For
6	Approve Scrip Dividends	Mgmt	For
7	Approve Scrip Dividends	Mgmt	For
8	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For
9	Approve Share Matching Program	Mgmt	For
10	Approve Long-Term Incentive Plan	Mgmt	For
11	Advisory Vote on Remuneration Report	Mgmt	Against
12	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For

RWE AG

Meeting Date: 06/26/2020

Country: Germany

Record Date: 06/04/2020

Meeting Type: Annual

Ticker: RWE

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal 2019 (Non-Voting)	Mgmt	
2	Approve Allocation of Income and Dividends of EUR 0.80 per Share	Mgmt	For
3	Approve Discharge of Management Board for Fiscal 2019	Mgmt	For

Vote Summary Report

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

4	Approve Discharge of Supervisory Board for Fiscal 2019	Mgmt	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal 2020	Mgmt	Against

Vote Summary Report

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

RWE AG

Proposal Number	Proposal Text	Proponent	Vote Instruction
6	Approve Affiliation Agreement with GBV Vierunddreissigste Gesellschaft fuer Beteiligungsverwaltung mbH	Mgmt	For

Sampo Oyj

Meeting Date: 06/02/2020 Country: Finland
Record Date: 05/20/2020 Meeting Type: Annual Ticker: SAMPO

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Open Meeting	Mgmt	
2	Call the Meeting to Order	Mgmt	
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt	For
4	Acknowledge Proper Convening of Meeting	Mgmt	For
5	Prepare and Approve List of Shareholders	Mgmt	For
6	Receive Financial Statements and Statutory Reports; Receive Board's Report; Receive Auditor's Report	Mgmt	
7	Accept Financial Statements and Statutory Reports	Mgmt	For
8	Approve Allocation of Income and Dividends of EUR 1.50 Per Share	Mgmt	For
9	Approve Discharge of Board and President	Mgmt	For
10	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	Against
11	Approve Remuneration of Directors in the Amount of EUR 180,000 for Chairman and EUR 93,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For
12	Fix Number of Directors at Eight	Mgmt	For
13	Reelect Christian Clausen, Fiona Clutterbuck, Jannica Fagerholm, Johanna Lamminen, Risto Murto, Antti Makinen and Bjorn Wahlroos as Directors; Elect Georg Ehrnrooth as New Director	Mgmt	For
14	Approve Remuneration of Auditors	Mgmt	For
15	Ratify Ernst & Young as Auditors	Mgmt	Against

Vote Summary Report

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

Sampo Oyj

Proposal Number	Proposal Text	Proponent	Vote Instruction
16	Authorize Share Repurchase Program	Mgmt	For
17	Close Meeting	Mgmt	

Sanofi

Meeting Date: 04/28/2020

Country: France

Record Date: 04/24/2020

Meeting Type: Annual

Ticker: SAN

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

Vote Summary Report

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

Sanofi

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

SAP SE

Meeting Date: 05/20/2020

Country: Germany

Record Date: 05/07/2020

Meeting Type: Annual

Ticker: SAP

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

Schneider Electric SE

Meeting Date: 04/23/2020

Country: France

Record Date: 04/21/2020

Meeting Type: Annual/Special

Ticker: SU

Vote Summary Report

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

Schneider Electric SE

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

Vote Summary Report

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

Schneider Electric SE

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

Siemens AG

Meeting Date: 02/05/2020

Country: Germany

Record Date:

Meeting Type: Annual

Ticker: SIE

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal 2018/19 (Non-Voting)	Mgmt	
2	Approve Allocation of Income and Dividends of EUR 3.90 per Share	Mgmt	For
3.1	Approve Discharge of Management Board Member Joe Kaeser for Fiscal 2018/19	Mgmt	For
3.2	Approve Discharge of Management Board Member Roland Busch for Fiscal 2018/19	Mgmt	For
3.3	Approve Discharge of Management Board Member Lisa Davis for Fiscal 2018/19	Mgmt	For
3.4	Approve Discharge of Management Board Member Klaus Helmrich for Fiscal 2018/19	Mgmt	For
3.5	Approve Discharge of Management Board Member Janina Kugel for Fiscal 2018/19	Mgmt	For
3.6	Approve Discharge of Management Board Member Cedrik Neike for Fiscal 2018/19	Mgmt	For
3.7	Approve Discharge of Management Board Member Michael Sen for Fiscal 2018/19	Mgmt	For
3.8	Approve Discharge of Management Board Member Ralf Thomas for Fiscal 2018/19	Mgmt	For
4.1	Approve Discharge of Supervisory Board Member Jim Hagemann Snabe for Fiscal 2018/19	Mgmt	For
4.2	Approve Discharge of Supervisory Board Member Birgit Steinborn for Fiscal 2018/19	Mgmt	For
4.3	Approve Discharge of Supervisory Board Member Werner Wenning for Fiscal 2018/19	Mgmt	For
4.4	Approve Discharge of Supervisory Board Member Werner Brandt for Fiscal 2018/19	Mgmt	For

Vote Summary Report

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

Siemens AG

Proposal Number	Proposal Text	Proponent	Vote Instruction
4.5	Approve Discharge of Supervisory Board Member Michael Diekmann for Fiscal 2018/19	Mgmt	For
4.6	Approve Discharge of Supervisory Board Member Andrea Fehrmann for Fiscal 2018/19	Mgmt	For
4.7	Approve Discharge of Supervisory Board Member Reinhard Hahn (until January 30, 2019) for Fiscal 2018/19	Mgmt	For
4.8	Approve Discharge of Supervisory Board Member Bettina Haller for Fiscal 2018/19	Mgmt	For
4.9	Approve Discharge of Supervisory Board Member Robert Kensbock for Fiscal 2018/19	Mgmt	For
4.10	Approve Discharge of Supervisory Board Member Harald Kern for Fiscal 2018/19	Mgmt	For
4.11	Approve Discharge of Supervisory Board Member Juergen Kerner for Fiscal 2018/19	Mgmt	For
4.12	Approve Discharge of Supervisory Board Member Nicola Leibinger-Kammueler for Fiscal 2018/19	Mgmt	For
4.13	Approve Discharge of Supervisory Board Member Benoit Potier for Fiscal 2018/19	Mgmt	For
4.14	Approve Discharge of Supervisory Board Member Hagen Reimer (from January 30, 2019) for Fiscal 2018/19	Mgmt	For
4.15	Approve Discharge of Supervisory Board Member Norbert Reithofer for Fiscal 2018/19	Mgmt	For
4.16	Approve Discharge of Supervisory Board Member Dame Shafik for Fiscal 2018/19	Mgmt	For
4.17	Approve Discharge of Supervisory Board Member Nathalie von Siemens for Fiscal 2018/19	Mgmt	For
4.18	Approve Discharge of Supervisory Board Member Michael Sigmund for Fiscal 2018/19	Mgmt	For
4.19	Approve Discharge of Supervisory Board Member Dorothea Simon for Fiscal 2018/19	Mgmt	For
4.20	Approve Discharge of Supervisory Board Member Matthias Zachert for Fiscal 2018/19	Mgmt	For
4.21	Approve Discharge of Supervisory Board Member Gunnar Zukunft for Fiscal 2018/19	Mgmt	For
5	Ratify Ernst & Young GmbH as Auditors for Fiscal 2019/20	Mgmt	For
6	Approve Remuneration Policy	Mgmt	For
7	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For
8	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For

Vote Summary Report

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

Siemens AG

Proposal Number	Proposal Text	Proponent	Vote Instruction
9	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 15 Billion; Approve Creation of EUR 180 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For
10	Approve Affiliation Agreement with Subsidiary Siemens Mobility GmbH	Mgmt	For

Siemens AG

Meeting Date: 07/09/2020

Country: Germany

Record Date:

Meeting Type: Special

Ticker: SIE

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

Solaria Energia y Medio Ambiente SA

Meeting Date: 10/27/2020

Country: Spain

Record Date: 10/20/2020

Meeting Type: Annual

Ticker: SLR

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For
2	Approve Allocation of Income	Mgmt	For
3	Approve Discharge of Board	Mgmt	For
4.A	Reelect Corporacion Arditel SL as Director	Mgmt	For
4.B	Reelect Inversiones Miditel SL as Director	Mgmt	For
5	Approve Remuneration Policy	Mgmt	For

Vote Summary Report

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

6	Approve Remuneration of Directors	Mgmt	For
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Siemens AG

7.A	Amend Article 30 Re: Right of Attendance	Mgmt	For
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7.B	Amend Article 33 Re: Remote Voting	Mgmt	For
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7.C	Amend Article 38 Re: Board of Directors	Mgmt	For
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Vote Summary Report

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

Solaria Energia y Medio Ambiente SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
7.D	Add New Article 49.bis Re: Board Committees	Mgmt	For
8.A	Amend Article 7 of General Meeting Regulations Re: Convening of Meeting	Mgmt	For
8.B	Amend Article 10 of General Meeting Regulations Re: Right of Attendance	Mgmt	For
8.C	Add New Article 10 bis of General Meeting Regulations Re: Virtual Attendance	Mgmt	For
8.D	Amend Article 12 of General Meeting Regulations Re: Representation	Mgmt	For
8.E	Amend Article 14 of General Meeting Regulations Re: Planning, Means and Location	Mgmt	For
8.F	Amend Article 20 of General Meeting Regulations Re: Intervention Requests	Mgmt	For
8.G	Amend Article 22 of General Meeting Regulations Re: Right of Information during the Meeting	Mgmt	For
8.H	Amend Article 24 of General Meeting Regulations Re: Remote Voting	Mgmt	For
8.I	Amend Article 25 of General Meeting Regulations Re: Voting of Proposals	Mgmt	For
9	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For
10	Advisory Vote on Remuneration Report	Mgmt	For
11	Receive Amendments to Board of Directors Regulations	Mgmt	

Symrise AG

Meeting Date: 06/17/2020

Country: Germany

Record Date: 05/26/2020

Meeting Type: Annual

Ticker: SY1

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal 2019 (Non-Voting)	Mgmt	
2	Approve Allocation of Income and Dividends of EUR 0.95 per Share	Mgmt	For

Vote Summary Report

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

3	Approve Discharge of Management Board for Fiscal 2019	Mgmt	For
4	Approve Discharge of Supervisory Board for Fiscal 2019	Mgmt	For

Vote Summary Report

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

Symrise AG

Proposal Number	Proposal Text	Proponent	Vote Instruction
5	Ratify Ernst & Young GmbH as Auditors for Fiscal 2020	Mgmt	For
6.1	Elect Michael Koenig to the Supervisory Board	Mgmt	For
6.2	Elect Peter Vanacker to the Supervisory Board	Mgmt	For
7	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For
8	Amend Articles Re: Participation and Voting Right	Mgmt	For

TeamViewer AG

Meeting Date: 05/29/2020

Country: Germany

Record Date: 05/07/2020

Meeting Type: Annual

Ticker: TMV

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

Telecom Italia SpA

Meeting Date: 04/23/2020

Country: Italy

Record Date: 04/14/2020

Meeting Type: Annual/Special

Ticker: TIT

Vote Summary Report

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

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Ordinary Business	Mgmt	

Vote Summary Report

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

Telecom Italia SpA

Proposal Number	Proposal Text	Proponent	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For
1.2	Approve Allocation of Income	Mgmt	For
2.1	Elect Salvatore Rossi as Director	Mgmt	For
2.2	Elect Franck Cadoret as Director	Mgmt	For
3.1	Approve Remuneration Policy	Mgmt	For
3.2	Approve Second Section of the Remuneration Report	Mgmt	For
4	Approve Long Term Incentive Plan	Mgmt	For
	Extraordinary Business	Mgmt	
5	Authorize Board to Increase Capital to Service Long Term Incentive Plan	Mgmt	For
6	Approve Employee Share Plan; Authorize Board to Increase Capital to Service Employee Share Plan	Mgmt	For
7	Amend Company Bylaws Re: Article 9	Mgmt	For

UCB SA

Meeting Date: 04/30/2020

Country: Belgium

Record Date: 04/16/2020

Meeting Type: Annual/Special

Ticker: UCB

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Annual/Special Meeting Agenda	Mgmt	
	Annual Meeting Agenda	Mgmt	
	Ordinary Part	Mgmt	
1	Receive Directors' Reports (Non-Voting)	Mgmt	
2	Receive Auditors' Reports (Non-Voting)	Mgmt	
3	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt	
4	Approve Financial Statements, Allocation of Income, and Dividends of EUR 1.24 per Share	Mgmt	For

Vote Summary Report

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

5	Approve Remuneration Report	Mgmt	For
6	Approve Remuneration Policy	Mgmt	For
7	Approve Discharge of Directors	Mgmt	For

Vote Summary Report

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

UCB SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
8	Approve Discharge of Auditors	Mgmt	For
9.1A	Reelect Pierre Gurdjian as Director	Mgmt	For
9.1B	Indicate Pierre Gurdjian as Independent Director	Mgmt	For
9.2A	Reelect Ulf Wiinberg as Director	Mgmt	For
9.2B	Indicate Ulf Wiinberg as Independent Director	Mgmt	For
9.3	Reelect Charles-Antoine Janssen as Director	Mgmt	For
	Special Part	Mgmt	
10	Approve Long-Term Incentive Plan	Mgmt	For
11.1	Approve Change-of-Control Clause Re: Renewal of EMTN Program	Mgmt	For
11.2	Approve Change-of-Control Clause Re: Term Facility Agreement	Mgmt	For
11.3	Approve Change-of-Control Clause Re: Revolving Facility Agreement	Mgmt	For
	Special Meeting Agenda	Mgmt	
1	Amend Articles Re: New Belgian Code of Companies and Associations	Mgmt	For
2	Receive Special Board Report Re: Renewal of Authorized Capital	Mgmt	
3	Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	Mgmt	For
4	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For

Veolia Environnement SA

Meeting Date: 04/22/2020

Country: France

Record Date: 04/20/2020

Meeting Type: Annual/Special

Ticker: VIE

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Ordinary Business	Mgmt	
1	Approve Financial Statements and Statutory Reports	Mgmt	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For

Vote Summary Report

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

Veolia Environnement SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
3	Approve Non-Deductible Expenses	Mgmt	For
4	Approve Allocation of Income and Dividends of EUR 0.50 per Share	Mgmt	For
5	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For
6	Reelect Jacques Aschenbroich as Director	Mgmt	For
7	Reelect Isabelle Courville as Director	Mgmt	For
8	Reelect Nathalie Rachou as Director	Mgmt	For
9	Reelect Guillaume Texier as Director	Mgmt	For
10	Approve Compensation of Antoine Frerot, Chairman and CEO	Mgmt	For
11	Approve Compensation Report of Corporate Officers	Mgmt	For
12	Approve Remuneration Policy of Chairman and CEO	Mgmt	For
13	Approve Remuneration Policy of Corporate Officers	Mgmt	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
	Extraordinary Business	Mgmt	
15	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 850 Million	Mgmt	For
16	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 283 Million	Mgmt	For
17	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 283 Million	Mgmt	For
18	Authorize Capital Increase of up to Aggregate Nominal Amount of EUR 283 Million for Contributions in Kind	Mgmt	For
19	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote	Mgmt	For
20	Authorize Capitalization of Reserves of Up to EUR 400 Million for Bonus Issue or Increase in Par Value	Mgmt	For
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For

Vote Summary Report

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

Veolia Environnement SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of the Group's Subsidiaries	Mgmt	For
23	Authorize up to 0.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For
24	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For
25	Amend Articles 8, 11, 12, 15, 17, 18 and 20 of Bylaws Re: Shares, Board Composition, Chairman of the Board, Board Power, Remuneration of the Board, Censor and Vice-CEO	Mgmt	For
26	Authorize Filing of Required Documents/Other Formalities	Mgmt	For

Verallia SAS

Meeting Date: 06/10/2020

Country: France

Record Date: 06/08/2020

Meeting Type: Annual/Special

Ticker: VRLA

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Ordinary Business	Mgmt	
1	Approve Financial Statements and Statutory Reports	Mgmt	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For
3	Approve Allocation of Income and Dividends of EUR 0.85 per Share	Mgmt	For
4	Approve Stock Dividend Program	Mgmt	For
5	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For
6	Approve Compensation of Michel Giannuzzi, Chairman and CEO	Mgmt	Against
7	Approve Remuneration Policy of Michel Giannuzzi, Chairman and CEO	Mgmt	For
8	Approve Compensation Report	Mgmt	For
9	Approve Remuneration Policy of Directors	Mgmt	For
10	Renew Appointment of PricewaterhouseCoopers Audit as Auditor	Mgmt	For

Vote Summary Report

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

Verallia SAS

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

VINCI SA

Meeting Date: 06/18/2020

Country: France

Record Date: 06/15/2020

Meeting Type: Annual/Special

Ticker: DG

Vote Summary Report

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

VINCI SA

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

Vote Summary Report

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

Vonovia SE

Meeting Date: 06/30/2020

Country: Germany

Record Date:

Meeting Type: Annual

Ticker: VNA

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

Wienerberger AG

Meeting Date: 05/05/2020

Country: Austria

Record Date: 04/25/2020

Meeting Type: Annual

Ticker: WIE

Vote Summary Report

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

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



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