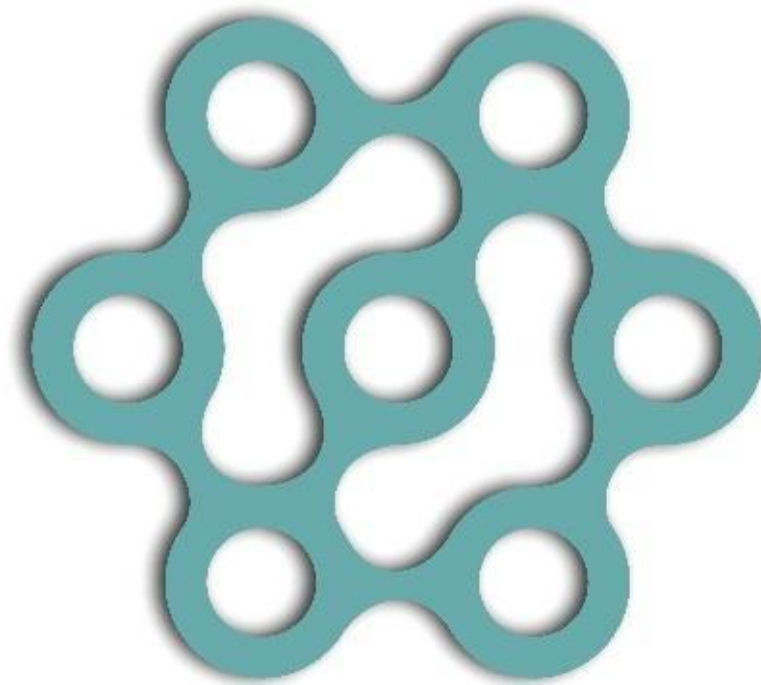


ELEVA Euroland Selection



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 EUROLAND
SELECTION FUND, ELEVA UCITS FUND ELEVA
EUROLAND SELECTION FUND

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: 166,717

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
4.7	Approve Discharge of Supervisory Board Member Bettina Haller for Fiscal Year 2021/22	Mgmt	For	Abstain	Abstain

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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
7.5	Elect Benoit Potier to the Supervisory Board	Mgmt	For	Refer	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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

Sartorius Stedim Biotech SA

Meeting Date: 03/27/2023Country: FranceTicker: DIM

Record Date: 03/23/2023Meeting Type: Annual/Special

Primary Security ID: F8005V210

Shares Voted: 61,318

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Discharge Directors	Mgmt	For	Against	Abstain
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 1.44 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 Remuneration Policy of Directors; Approve Remuneration of Directors in the Aggregate Amount of EUR 325,800	Mgmt	For	For	For
6	Approve Compensation Report of Corporate Officers	Mgmt	For	Refer	For
7	Approve Compensation of Joachim Kreuzburg, Chairman and CEO	Mgmt	For	Refer	For
8	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Against	Against
9	Approve Compensation of Rene Faber, Vice-CEO	Mgmt	For	Refer	For
10	Approve Remuneration Policy of Vice-CEO	Mgmt	For	Against	Against
11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For

Sartorius Stedim Biotech SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
13	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 133,980	Mgmt	For	Against	Against
14	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
15	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	Against	Against	Against
16	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

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: 427,542

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
9	Approve Discharge of Board and President	Mgmt	For	Abstain	Abstain
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Refer	For

Neste Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 Sipila (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			

Banco Santander SA

Meeting Date: 03/30/2023

Record Date: 03/24/2023

Primary Security ID: E19790109

Country: Spain

Meeting Type: Annual

Ticker: SAN

Shares Voted: 4,464,748

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

Banco Santander SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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
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

BAWAG Group AG

Meeting Date: 03/31/2023	Country: Austria	Ticker: BG
Record Date: 03/21/2023	Meeting Type: Annual	
Primary Security ID: A0997C107		

Shares Voted: 449,225

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 3.70 per Share	Mgmt	For	Refer	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

BAWAG Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Ratify KPMG Austria GmbH as Auditors for Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	Refer	Against
7	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
8	Approve Virtual-Only or Hybrid Shareholder Meetings	Mgmt	For	Against	Against
9.1	New/Amended Proposals from Management and Supervisory Board	Mgmt	None	Against	Against
9.2	New/Amended Proposals from Shareholders	Mgmt	None	Against	Against

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: 1,812,355

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: 1,169,457

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

VINCI SA

Meeting Date: 04/13/2023

Country: France

Ticker: DG

Record Date: 04/11/2023

Meeting Type: Annual/Special

Primary Security ID: F5879X108

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: 431,832

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

Record Date: 03/23/2023

Primary Security ID: N39427211

Country: Netherlands

Meeting Type: Annual

Ticker: HEIA

Shares Voted: 314,994

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 Moët Hennessy Louis Vuitton SE

Meeting Date: 04/20/2023

Record Date: 04/18/2023

Primary Security ID: F58485115

Country: France

Meeting Type: Annual/Special

Ticker: MC

Shares Voted: 78,918

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-Josée 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 Moët 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

Amplifon SpA

Meeting Date: 04/21/2023	Country: Italy	Ticker: AMP
Record Date: 04/12/2023	Meeting Type: Annual	
Primary Security ID: T0388E118		

Shares Voted: 779,736

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Allocation of Income	Mgmt	For	For	For
2	Approve Remuneration of Directors	Mgmt	For	For	For
3	Approve Stock Grant Plan 2023-2028	Mgmt	For	Refer	Against
4.1	Approve Remuneration Policy	Mgmt	For	Refer	For
4.2	Approve Second Section of the Remuneration Report	Mgmt	For	Refer	Against
5	Amend Co-Investment Plan	Mgmt	For	Refer	For
6	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	Against	Against

Meeting Date: 04/21/2023

Country: France

Ticker: OR

Record Date: 04/19/2023

Meeting Type: Annual/Special

Primary Security ID: F58149133

Shares Voted: 96,088

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
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

L'Oreal SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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

Record Date: 03/27/2023

Primary Security ID: N4578E595

Country: Netherlands

Meeting Type: Annual

Ticker: INGA

Shares Voted: 2,375,662

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
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

ING Groep NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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

ASML Holding NV

Meeting Date: 04/26/2023Country: NetherlandsTicker: ASML

Record Date: 03/29/2023Meeting Type: Annual

Primary Security ID: N07059202

Shares Voted: 101,396

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
7	Receive Information on the Composition of the Management Board and Announce Intention to Appoint W.R. Allan to Management Board	Mgmt			

ASML Holding NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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			

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: 1,137,435

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
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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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
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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
25	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Iberdrola SA

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

Shares Voted: 3,207,540

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 Iberdola 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

Iberdrola SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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

Record Date: 04/06/2023

Primary Security ID: D5357W103

Country: Germany

Meeting Type: Annual

Ticker: MRK

Shares Voted: 186,702

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

Smurfit Kappa Group Plc

Meeting Date: 04/28/2023

Record Date: 04/24/2023

Primary Security ID: G8248F104

Country: Ireland

Meeting Type: Annual

Ticker: SKG

Smurfit Kappa Group Plc

Shares Voted: 300,795

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 Mary Lynn Ferguson-McHugh as Director	Mgmt	For	Refer	For
5a	Re-elect Irial Finan as Director	Mgmt	For	Refer	For
5b	Re-elect Anthony Smurfit as Director	Mgmt	For	Refer	For
5c	Re-elect Ken Bowles as Director	Mgmt	For	Refer	For
5d	Re-elect Anne Anderson as Director	Mgmt	For	Refer	For
5e	Re-elect Frits Beurskens as Director	Mgmt	For	Refer	For
5f	Re-elect Carol Fairweather as Director	Mgmt	For	Refer	For
5g	Re-elect Kaisa Hietala as Director	Mgmt	For	Refer	For
5h	Re-elect James Lawrence as Director	Mgmt	For	Refer	For
5i	Re-elect Lourdes Melgar as Director	Mgmt	For	Refer	For
5j	Re-elect Jorgen Rasmussen as Director	Mgmt	For	Refer	For
6	Authorise Board to Fix Remuneration of Auditors	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 Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
10	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
11	Authorise the Company to Call General Meeting with Two Weeks' Notice	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

Mercedes-Benz Group AG

Shares Voted: 255,139

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
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

Record Date: 04/20/2023

Primary Security ID: B5337G162

Country: Belgium

Meeting Type: Annual

Ticker: KBC

Shares Voted: 364,329

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			

KBC Group SA/NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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
9.2	Reelect Alain Bostoen 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: 364,329

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

KBC Group SA/NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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

Record Date: 05/02/2023

Primary Security ID: F86921107

Country: France

Meeting Type: Annual/Special

Ticker: SU

Shares Voted: 185,636

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 fom 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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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
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
	Ordinary Business	Mgmt			

Schneider Electric SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
28	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

TERNA Rete Elettrica Nazionale SpA

Meeting Date: 05/09/2023	Country: Italy	Ticker: TRN
Record Date: 04/27/2023	Meeting Type: Annual	
Primary Security ID: T9471R100		

Shares Voted: 3,075,648

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
	Management Proposals	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income	Mgmt	For	For	For
	Shareholder Proposals Submitted by CDP Reti SpA	Mgmt			
3	Fix Number of Directors	SH	None	For	For
4	Fix Board Terms for Directors	SH	None	For	For
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt			
5.1	Slate 1 Submitted by CDP Reti SpA	SH	None	Refer	Against
5.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	Refer	For
	Shareholder Proposals Submitted by CDP Reti SpA	Mgmt			
6	Elect Igor De Biasio as Board Chair	SH	None	Refer	For
7	Approve Remuneration of Directors	SH	None	For	For
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt			
8.1	Slate 1 Submitted by CDP Reti SpA	SH	None	Refer	For
8.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	Refer	Against
	Shareholder Proposal Submitted by CDP Reti SpA	Mgmt			
9	Approve Internal Auditors' Remuneration	SH	None	For	For
	Management Proposals	Mgmt			
10	Approve Long-Term Incentive Plan 2023-2027	Mgmt	For	For	For
11	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For

TERNA Rete Elettrica Nazionale SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12.1	Approve Remuneration Policy	Mgmt	For	Refer	For
12.2	Approve Second Section of the Remuneration Report	Mgmt	For	Refer	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Against	Against

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: 1,169,863

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

Technip Energies NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9i	Reelect Francesco Venturini as Non-Executive Director	Mgmt	For	Refer	For
9j	Elect Stephanie Cox as Non-Executive Director	Mgmt	For	Refer	For
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

Record Date: 05/09/2023

Primary Security ID: F0392W125

Country: France

Meeting Type: Annual/Special

Ticker: AKE

Shares Voted: 287,329

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

Arkema SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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

Capgemini SE

Meeting Date: 05/16/2023

Country: France

Ticker: CAP

Record Date: 05/12/2023

Meeting Type: Annual/Special

Primary Security ID: F4973Q101

Shares Voted: 112,807

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
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
	Extraordinary Business	Mgmt			
14	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	For	For	For
15	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For

Capgemini SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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

Accor SA

Meeting Date: 05/17/2023	Country: France	Ticker: AC
Record Date: 05/15/2023	Meeting Type: Annual/Special	
Primary Security ID: F00189120		

Shares Voted: 686,997

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 1.05 per Share	Mgmt	For	For	For
4	Reelect Sebastien Bazin as Director	Mgmt	For	For	For
5	Reelect Iris Knobloch as Director	Mgmt	For	Refer	For
6	Reelect Bruno Pavlovsky as Director	Mgmt	For	Refer	For
7	Elect Anne-Laure Kiechel as Director	Mgmt	For	Refer	For
8	Approve Compensation Report of Corporate Officers	Mgmt	For	Refer	For
9	Approve Compensation of Sebastien Bazin, Chairman and CEO	Mgmt	For	Refer	Against
10	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Refer	Against
11	Approve Remuneration Policy of Directors	Mgmt	For	For	For
12	Approve Transaction with Fondation de France Re: Sponsorship Agreement	Mgmt	For	For	For
13	Approve Transaction with Accor Acquisition Company Re: Provision of Premises Agreement	Mgmt	For	For	For
14	Approve Transaction with Paris Saint-Germain Football Re: Partnership Agreement	Mgmt	For	Against	Against
15	Approve Transaction with Rotana Music Re: Share Subscription Agreement	Mgmt	For	For	For
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	Against	Against

Accor SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Business	Mgmt			
17	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of 50 Percent of Issued Capital	Mgmt	For	For	For
19	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of 10 Percent of Issued Capital	Mgmt	For	For	For
20	Approve Issuance of Equity or Equity-Linked Securities for up to 10 Percent of Issued Capital for Private Placement	Mgmt	For	Against	Against
21	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	Against	Against
22	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
23	Authorize Capitalization of Reserves of Up to 50 Percent of Issued Capital for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
24	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 18 and 23 at 50 Percent of the Share Capital and Under Items 19-22 at 10 Percent of Issued Capital	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
	Ordinary Business	Mgmt			
27	Authorize Board to Issue Free Warrants with Preemptive Rights During a Public Tender Offer	Mgmt	For	Against	Against
28	Authorize Filing of Required Documents/Other Formalities	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: 1,106,240

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

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: 244,427

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
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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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
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

Meeting Date: 05/26/2023	Country: France	Ticker: TTE
Record Date: 05/24/2023	Meeting Type: Annual/Special	
Primary Security ID: F92124100		

Shares Voted: 564,890

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
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
	Extraordinary Business	Mgmt			
15	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
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
	Shareholder Proposal	Mgmt			

TotalEnergies SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
A	Align Targets for Indirect Scope 3 Emissions with the Paris Climate Agreement (Advisory)	SH	Against	Refer	Against

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: 808,193

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
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

Cellnex Telecom SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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

Adevinta ASA

Meeting Date: 06/29/2023	Country: Norway	Ticker: ADE
Record Date: 06/28/2023	Meeting Type: Annual	
Primary Security ID: R0000V110		

Shares Voted: 3,223,625

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Notice of Meeting and Agenda	Mgmt	For	For	For
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
4	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
5	Approve Company's Corporate Governance Statement	Mgmt			
6	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Refer	For
7	Approve Remuneration Statement	Mgmt	For	Refer	For
8	Approve Remuneration of Auditors	Mgmt	For	For	For
9	Elect Directors	Mgmt	For	Against	Against
10	Approve Remuneration of Directors; Approve Committee Fees	Mgmt	For	For	For
11	Elect Members of Nominating Committee	Mgmt	For	For	For
12	Approve Remuneration of Nominating Committee	Mgmt	For	For	For
13	Approve Creation of NOK 24.5 Million Pool of Capital without Preemptive Rights	Mgmt	For	For	For
14	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
15	Amend Articles Re: Prior Registration of Attendance to General Meetings	Mgmt	For	For	For

Linde Plc

Meeting Date: 07/24/2023

Record Date: 04/27/2023

Primary Security ID: G54950103

Country: Ireland

Meeting Type: Annual

Ticker: LIN

Shares Voted: 69,746

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
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

Prosus NV

Meeting Date: 08/23/2023

Record Date: 07/26/2023

Primary Security ID: N7163R103

Country: Netherlands

Meeting Type: Annual

Ticker: PRX

Shares Voted: 415,792

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Receive Annual Report (Non-Voting)	Mgmt			
2	Approve Remuneration Report	Mgmt	For	Against	Against
3	Adopt Financial Statements	Mgmt	For	For	For
4	Approve Allocation of Income	Mgmt	For	For	For
5	Approve Discharge of Executive Directors	Mgmt	For	Against	Against

Prosus NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Approve Discharge of Non-Executive Directors	Mgmt	For	Against	Against
7	Approve Remuneration of Non-Executive Directors	Mgmt	For	For	For
8.1	Reelect Manisha Girotra as Non-Executive Director	Mgmt	For	Refer	For
8.2	Reelect Rachel Jafta as Non-Executive Director	Mgmt	For	Refer	For
8.3	Reelect Mark Sorour as Non-Executive Director	Mgmt	For	Refer	For
8.4	Reelect Ying Xu as Non-Executive Director	Mgmt	For	Refer	For
9	Ratify Deloitte Accountants B.V. as Auditors	Mgmt	For	For	For
10	Amend Articles of Association and Grant Board Authority to Issue Shares	Mgmt	For	For	For
11	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Restrict/Exclude Preemptive Rights	Mgmt	For	For	For
12	Authorize Repurchase of Shares	Mgmt	For	Against	Against
13	Approve Reduction in Share Capital Through Cancellation of Shares	Mgmt	For	For	For
14	Discuss Voting Results	Mgmt			
15	Close Meeting	Mgmt			

Compagnie Financiere Richemont SA

Meeting Date: 09/06/2023Country: SwitzerlandTicker: CFR

Record Date:Meeting Type: Annual

Primary Security ID: H25662182

Shares Voted: 33,296

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

Compagnie Financiere Richemont SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Management Proposal for Holders of A Registered Shares	Mgmt			
	Elect Wendy Luhabe as Representative of Category A Registered Shares	Mgmt	For	Refer	For
5.1	Management Proposals for All Shareholders	Mgmt			
	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 Burkhart 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
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

Compagnie Financiere Richemont SA

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

Compagnie Financiere Richemont SA

Meeting Date: 09/06/2023Country: SwitzerlandTicker: CFR

Record Date:Meeting Type: Annual

Primary Security ID: H25662182

Shares Voted: 74,069

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: 09/14/2023Country: IrelandTicker: RYA

Record Date: 09/10/2023Meeting Type: Annual

Primary Security ID: G7727C186

Shares Voted: 2,130,057

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

Ryanair Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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
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

UniCredit SpA

Meeting Date: 10/27/2023

Record Date: 10/18/2023

Primary Security ID: T9T23L642

Country: Italy

Meeting Type: Extraordinary Shareholders

Ticker: UCG

Shares Voted: 2,061,605

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: 11/10/2023	Country: France	Ticker: RI
Record Date: 11/08/2023	Meeting Type: Annual/Special	
Primary Security ID: F72027109		

Shares Voted: 184,128

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 & Associates 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
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

Pernod Ricard SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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

Saipem SpA

Meeting Date: 12/13/2023	Country: Italy	Ticker: SPM
Record Date: 12/04/2023	Meeting Type: Extraordinary Shareholders	
Primary Security ID: T82000257		

Shares Voted: 11,581,036

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Extraordinary Business Authorize the Conversion of Bonds "EUR 500,000,000 Senior Unsecured Guaranteed Equity-Linked Bonds due 2029" and Approve Capital Increase without Preemptive Rights to Service the Conversion of Bonds	Mgmt	For	For	For