

## VOTE SUMMARY REPORT

REPORTING PERIOD: 01/01/2024 to 12/31/2024

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): ELEVA EUROPEAN  
SELECTION FUND

### Siemens AG

**Meeting Date:** 02/08/2024      **Country:** Germany      **Ticker:** SIE  
**Record Date:** 02/01/2024      **Meeting Type:** Annual  
**Primary Security ID:** D69671218

**Shares Voted:** 890,622

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022/23 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 4.70 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Roland Busch for Fiscal Year 2022/23	Mgmt	For	Abstain	Abstain
3.2	Approve Discharge of Management Board Member Cedrik Neike for Fiscal Year 2022/23	Mgmt	For	Abstain	Abstain
3.3	Approve Discharge of Management Board Member Matthias Rebellius for Fiscal Year 2022/23	Mgmt	For	Abstain	Abstain
3.4	Approve Discharge of Management Board Member Ralf Thomas for Fiscal Year 2022/23	Mgmt	For	Abstain	Abstain
3.5	Approve Discharge of Management Board Member Judith Wiese for Fiscal Year 2022/23	Mgmt	For	Abstain	Abstain
4.1	Approve Discharge of Supervisory Board Member Jim Snabe for Fiscal Year 2022/23	Mgmt	For	Abstain	Abstain
4.2	Approve Discharge of Supervisory Board Member Birgit Steinborn for Fiscal Year 2022/23	Mgmt	For	Abstain	Abstain
4.3	Approve Discharge of Supervisory Board Member Werner Brandt for Fiscal Year 2022/23	Mgmt	For	Abstain	Abstain
4.4	Approve Discharge of Supervisory Board Member Tobias Baeumler for Fiscal Year 2022/23	Mgmt	For	Abstain	Abstain

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.5	Approve Discharge of Supervisory Board Member Michael Diekmann (until Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	Abstain	Abstain
4.6	Approve Discharge of Supervisory Board Member Regina Dugan (from Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	Abstain	Abstain
4.7	Approve Discharge of Supervisory Board Member Andrea Fehrmann for Fiscal Year 2022/23	Mgmt	For	Abstain	Abstain
4.8	Approve Discharge of Supervisory Board Member Bettina Haller for Fiscal Year 2022/23	Mgmt	For	Abstain	Abstain
4.9	Approve Discharge of Supervisory Board Member Oliver Hartmann (from Sep. 14, 2023) for Fiscal Year 2022/23	Mgmt	For	Abstain	Abstain
4.10	Approve Discharge of Supervisory Board Member Keryn Lee James (from Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	Abstain	Abstain
4.11	Approve Discharge of Supervisory Board Member Harald Kern for Fiscal Year 2022/23	Mgmt	For	Abstain	Abstain
4.12	Approve Discharge of Supervisory Board Member Juergen Kerner for Fiscal Year 2022/23	Mgmt	For	Abstain	Abstain
4.13	Approve Discharge of Supervisory Board Member Martina Merz (from Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	Abstain	Abstain
4.14	Approve Discharge of Supervisory Board Member Christian Pfeiffer (from Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	Abstain	Abstain
4.15	Approve Discharge of Supervisory Board Member Benoit Potier for Fiscal Year 2022/23	Mgmt	For	Abstain	Abstain
4.16	Approve Discharge of Supervisory Board Member Hagen Reimer for Fiscal Year 2022/23	Mgmt	For	Abstain	Abstain
4.17	Approve Discharge of Supervisory Board Member Norbert Reithofer (until Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	Abstain	Abstain

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.18	Approve Discharge of Supervisory Board Member Kasper Rorsted for Fiscal Year 2022/23	Mgmt	For	Abstain	Abstain
4.19	Approve Discharge of Supervisory Board Member Nemat Shafik (until Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	Abstain	Abstain
4.20	Approve Discharge of Supervisory Board Member Nathalie von Siemens for Fiscal Year 2022/23	Mgmt	For	Abstain	Abstain
4.21	Approve Discharge of Supervisory Board Member Michael Sigmund (until Aug. 31, 2023) for Fiscal Year 2022/23	Mgmt	For	Abstain	Abstain
4.22	Approve Discharge of Supervisory Board Member Dorothea Simon for Fiscal Year 2022/23	Mgmt	For	Abstain	Abstain
4.23	Approve Discharge of Supervisory Board Member Grazia Vittadini for Fiscal Year 2022/23	Mgmt	For	Abstain	Abstain
4.24	Approve Discharge of Supervisory Board Member Matthias Zachert for Fiscal Year 2022/23	Mgmt	For	Abstain	Abstain
4.25	Approve Discharge of Supervisory Board Member Gunnar Zukunft (until Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	Abstain	Abstain
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023/24	Mgmt	For	For	For
6	Approve Remuneration Policy	Mgmt	For	Refer	For
7	Approve Remuneration Report	Mgmt	For	Refer	For
8	Approve Creation of EUR 480 Million Pool of Capital with Partial Exclusion of Preemptive Rights	Mgmt	For	For	For
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 210 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For

Meeting Date: 02/23/2024	Country: Germany	Ticker: IFX
Record Date: 02/16/2024	Meeting Type: Annual	
Primary Security ID: D35415104		

Shares Voted: 3,836,471

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.35 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Jochen Hanebeck for Fiscal Year 2023	Mgmt	For	Refer	Against
3.2	Approve Discharge of Management Board Member Constanze Hufenbecher for Fiscal Year 2023	Mgmt	For	Refer	Against
3.3	Approve Discharge of Management Board Member Sven Schneider for Fiscal Year 2023	Mgmt	For	Refer	Against
3.4	Approve Discharge of Management Board Member Andreas Urschitz for Fiscal Year 2023	Mgmt	For	Refer	Against
3.5	Approve Discharge of Management Board Member Rutger Wijburg for Fiscal Year 2023	Mgmt	For	Refer	Against
4.1	Approve Discharge of Supervisory Board Member Herbert Diess (from Feb. 16, 2023) for Fiscal Year 2023	Mgmt	For	Refer	Against
4.2	Approve Discharge of Supervisory Board Member Xiaoqun Clever-Steg for Fiscal Year 2023	Mgmt	For	Refer	Against
4.3	Approve Discharge of Supervisory Board Member Johann Dechant for Fiscal Year 2023	Mgmt	For	Refer	Against
4.4	Approve Discharge of Supervisory Board Member Wolfgang Eder (until Feb. 16, 2023) for Fiscal Year 2023	Mgmt	For	Refer	Against
4.5	Approve Discharge of Supervisory Board Member Friedrich Eichiner for Fiscal Year 2023	Mgmt	For	Refer	Against

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.6	Approve Discharge of Supervisory Board Member Annette Engelfried for Fiscal Year 2023	Mgmt	For	Refer	Against
4.7	Approve Discharge of Supervisory Board Member Peter Gruber for Fiscal Year 2023	Mgmt	For	Refer	Against
4.8	Approve Discharge of Supervisory Board Member Klaus Helmrich (from Feb. 16, 2023) for Fiscal Year 2023	Mgmt	For	Refer	Against
4.9	Approve Discharge of Supervisory Board Member Hans-Ulrich Holdenried (until Feb. 16, 2023) for Fiscal Year 2023	Mgmt	For	Refer	Against
4.10	Approve Discharge of Supervisory Board Member Susanne Lachenmann for Fiscal Year 2023	Mgmt	For	Refer	Against
4.11	Approve Discharge of Supervisory Board Member Geraldine Picaud (until Feb. 2, 2023) for Fiscal Year 2023	Mgmt	For	Refer	Against
4.12	Approve Discharge of Supervisory Board Member Manfred Puffer for Fiscal Year 2023	Mgmt	For	Refer	Against
4.13	Approve Discharge of Supervisory Board Member Melanie Riedl for Fiscal Year 2023	Mgmt	For	Refer	Against
4.14	Approve Discharge of Supervisory Board Member Juergen Scholz for Fiscal Year 2023	Mgmt	For	Refer	Against
4.15	Approve Discharge of Supervisory Board Member Ulrich Spiesshofer for Fiscal Year 2023	Mgmt	For	Refer	Against
4.16	Approve Discharge of Supervisory Board Member Margret Suckale for Fiscal Year 2023	Mgmt	For	Refer	Against
4.17	Approve Discharge of Supervisory Board Member Mirco Synde for Fiscal Year 2023	Mgmt	For	Refer	Against
4.18	Approve Discharge of Supervisory Board Member Diana Vitale for Fiscal Year 2023	Mgmt	For	Refer	Against

Infineon Technologies AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.19	Approve Discharge of Supervisory Board Member Ute Wolf (from April 22, 2023) for Fiscal Year 2023	Mgmt	For	Refer	Against
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Reports for the First Half of Fiscal Year 2024	Mgmt	For	For	For
6.1	Elect Ute Wolf to the Supervisory Board	Mgmt	For	Refer	For
6.2	Elect Hermann Eul to the Supervisory Board	Mgmt	For	Refer	For
7	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
8	Approve Creation of EUR 490 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
9	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 6 Billion; Approve Creation of EUR 260 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For
10	Approve Remuneration Report	Mgmt	For	Refer	For

Kone Oyj

Meeting Date: 02/29/2024

Record Date: 02/19/2024

Primary Security ID: X4551T105

Country: Finland

Meeting Type: Annual

Ticker: KNEBV

Shares Voted: 2,237,234

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	Mgmt			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of EUR 1.7475 per Class A Share and EUR 1.75 per Class B Share	Mgmt	For	Refer	For
9	Approve Discharge of Board and President	Mgmt	For	Abstain	Abstain
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against	Against
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against	Against
12	Approve Remuneration of Directors in the Amount of EUR 220,000 for Chairman, EUR 125,000 for Vice Chairman and EUR 110,000 for Other Directors	Mgmt	For	For	For
13	Fix Number of Directors at Nine	Mgmt	For	For	For
14.a	Reelect Matti Alahuhta as Director	Mgmt	For	Against	Against
14.b	Reelect Susan Duinhoven as Director	Mgmt	For	Refer	For
14.c	Reelect Marika Fredriksson as Director	Mgmt	For	Refer	For
14.d	Reelect Antti Herlin as Director	Mgmt	For	Against	For
14.e	Reelect Iris Herlin as Director	Mgmt	For	Refer	For
14.f	Reelect Jussi Herlin as Director	Mgmt	For	Against	Against
14.g	Elect Timo Ihamuotila as New Director	Mgmt	For	Against	Against
14.h	Reelect Ravi Kant as Director	Mgmt	For	Refer	For
14.i	Reelect Krishna Mikkilineni as Director	Mgmt	For	Refer	For
15	Approve Remuneration of Auditors	Mgmt	For	For	For
16	Fix Number of Auditors at One	Mgmt	For	For	For
17	Ratify Ernst & Young as Auditors	Mgmt	For	For	For
18	Authorize Share Repurchase Program	Mgmt	For	For	For
19	Approve Issuance of Shares and Options without Preemptive Rights	Mgmt	For	Against	Against
20	Close Meeting	Mgmt			

Novozymes A/S

Meeting Date: 03/04/2024

Record Date: 02/26/2024

Primary Security ID: K7317J133

Country: Denmark

Meeting Type: Extraordinary Shareholders

Ticker: NZYM.B

Shares Voted: 1,859,809

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Adoption of Novonesis AS as Secondary Name	Mgmt	For	For	For
2.a	Elect Jesper Brandgaard (Vice Chair) as Director	Mgmt	For	Refer	For
3.a	Elect Lise Kaae as Director	Mgmt	For	Refer	Abstain
3.b	Elect Kevin Lane as Director	Mgmt	For	Refer	For
3.c	Elect Kim Stratton as Director	Mgmt	For	Abstain	Abstain
4	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For

Novartis AG

Meeting Date: 03/05/2024

Record Date:

Primary Security ID: H5820Q150

Country: Switzerland

Meeting Type: Annual

Ticker: NOVN

Shares Voted: 1,165,138

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Non-Financial Report	Mgmt	For	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	Against	Against
3	Approve Allocation of Income and Dividends of CHF 3.30 per Share	Mgmt	For	For	For
4	Approve CHF 42.9 Million Reduction in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 8.8 Million	Mgmt	For	For	For
5.2	Approve Maximum Remuneration of Executive Committee in the Amount of CHF 95 Million	Mgmt	For	Refer	For
5.3	Approve Remuneration Report	Mgmt	For	Refer	For



Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.1	Reelect Joerg Reinhardt as Director and Board Chair	Mgmt	For	Refer	For
6.2	Reelect Nancy Andrews as Director	Mgmt	For	Refer	For
6.3	Reelect Ton Buechner as Director	Mgmt	For	Refer	For
6.4	Reelect Patrice Bula as Director	Mgmt	For	Against	Against
6.5	Reelect Elizabeth Doherty as Director	Mgmt	For	Refer	For
6.6	Reelect Bridgette Heller as Director	Mgmt	For	Refer	For
6.7	Reelect Daniel Hochstrasser as Director	Mgmt	For	Refer	For
6.8	Reelect Frans van Houten as Director	Mgmt	For	Refer	For
6.9	Reelect Simon Moroney as Director	Mgmt	For	Refer	For
6.10	Reelect Ana de Pro Gonzalo as Director	Mgmt	For	Refer	For
6.11	Reelect Charles Sawyers as Director	Mgmt	For	Refer	For
6.12	Reelect William Winters as Director	Mgmt	For	Refer	For
6.13	Reelect John Young as Director	Mgmt	For	Refer	For
7.1	Reappoint Patrice Bula as Member of the Compensation Committee	Mgmt	For	Against	Against
7.2	Reappoint Bridgette Heller as Member of the Compensation Committee	Mgmt	For	Refer	For
7.3	Reappoint Simon Moroney as Member of the Compensation Committee	Mgmt	For	Refer	For
7.4	Reappoint William Winters as Member of the Compensation Committee	Mgmt	For	Refer	For
8	Ratify KPMG AG as Auditors	Mgmt	For	For	For
9	Designate Peter Zahn as Independent Proxy	Mgmt	For	Against	Against
10	Transact Other Business (Voting)	Mgmt	For	Against	Against

Shares Voted: 1,165,138

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

GN Store Nord A/S

Meeting Date: 03/13/2024Country: DenmarkTicker: GN

Record Date: 03/06/2024Meeting Type: Annual

Primary Security ID: K4001S214

Shares Voted: 2,483,492

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Discharge of Management and Board	Mgmt	For	Against	Against
4	Approve Allocation of Income and Omission of Dividend	Mgmt	For	For	For
5	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Refer	For
6	Approve Remuneration of Directors in the Amount of DKK 1.6 Million for Chairman, DKK 1.09 Million for Vice Chairman and DKK 545,000 for Other Members; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For	For
7.a	Determine Number of Members (6) and Deputy Members (0) of Board	Mgmt	For	For	For
7.b.1	Reelect Jukka Pekka Pertola as Director	Mgmt	For	Refer	For
7.b.2	Reelect Klaus Holse as Director	Mgmt	For	Refer	For
7.b.3	Reelect Helene Barnekow as Director	Mgmt	For	Refer	For
7.b.4	Reelect Anette Weber as Director	Mgmt	For	Refer	For
7.b.5	Elect Kim Vejlbj Hansen as New Director	Mgmt	For	Refer	For
7.b.6	Elect Jorgen Bundgaard Hansen as New Director	Mgmt	For	Refer	For
8	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For

## GN Store Nord A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.a	Approve Creation of DKK 301.8 Million Pool of Capital with Preemptive Rights	Mgmt	For	For	For
9.b	Approve Creation of DKK 60.4 Million Pool of Capital without Preemptive Rights	Mgmt	For	For	For
9.c	Authorize Share Repurchase Program	Mgmt	For	For	For
9.d	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	Refer	For
9.e1	Approve Indemnification of Members of the Board of Directors and Executive Management	Mgmt	For	Refer	For
9.e2	Amend Articles Re: Indemnification	Mgmt	For	For	For
9.e3	Amend Remuneration Policy	Mgmt	For	Refer	For
10	Other Proposals from Shareholders (None Submitted)	Mgmt			
11	Other Business (Non-Voting)	Mgmt			

## Banco Bilbao Vizcaya Argentaria SA

Meeting Date: 03/14/2024	Country: Spain	Ticker: BBVA
Record Date: 03/08/2024	Meeting Type: Annual	
Primary Security ID: E11805103		

Shares Voted: 13,419,670

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For
1.2	Approve Non-Financial Information Statement	Mgmt	For	For	For
1.3	Approve Allocation of Income and Dividends	Mgmt	For	For	For
1.4	Approve Discharge of Board	Mgmt	For	Abstain	Abstain
2.1	Reelect Jose Miguel Andres Torrecillas as Director	Mgmt	For	Refer	For
2.2	Reelect Jaime Felix Caruana Lacorte as Director	Mgmt	For	Refer	For
2.3	Reelect Belen Garijo Lopez as Director	Mgmt	For	Refer	For
2.4	Reelect Ana Cristina Peralta Moreno as Director	Mgmt	For	Refer	For

Banco Bilbao Vizcaya Argentaria SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.5	Reelect Jan Paul Marie Francis Verplancke as Director	Mgmt	For	Refer	For
2.6	Elect Enrique Casanueva Nardiz as Director	Mgmt	For	Refer	For
2.7	Elect Cristina de Parias Halcon as Director	Mgmt	For	Refer	For
3	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For	For
4	Fix Maximum Variable Compensation Ratio	Mgmt	For	Refer	For
5	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For
6	Advisory Vote on Remuneration Report	Mgmt	For	Refer	For

Pandora AS

Meeting Date: 03/14/2024

Country: Denmark

Ticker: PNDORA

Record Date: 03/07/2024

Meeting Type: Annual

Primary Security ID: K7681L102

Shares Voted: 543,311

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Refer	For
4	Approve Remuneration of Directors	Mgmt	For	For	For
5	Approve Allocation of Income and Dividends of DKK 18.00 Per Share	Mgmt	For	For	For
6.1	Reelect Peter A. Ruzicka as Director	Mgmt	For	Refer	For
6.2	Reelect Christian Frigast as Director	Mgmt	For	Refer	For
6.3	Reelect Lilian Fossum Biner as Director	Mgmt	For	Refer	For
6.4	Reelect Birgitta Stymne Goransson as Director	Mgmt	For	Refer	For
6.5	Reelect Marianne Kirkegaard as Director	Mgmt	For	Refer	For
6.6	Reelect Catherine Spindler as Director	Mgmt	For	Refer	For

Pandora AS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.7	Reelect Jan Zijderveld as Director	Mgmt	For	Refer	For
7	Ratify Ernst & Young as Auditor	Mgmt	For	Refer	For
8	Approve Discharge of Management and Board	Mgmt	For	Against	Against
9.1	Approve DKK 7 Million Reduction in Share Capital via Share Cancellation; Amend Articles Accordingly	Mgmt	For	For	For
9.2	Amend Remuneration Policy (Indemnification Scheme)	Mgmt	For	Refer	For
9.3A	Amend Remuneration Policy (Specification of the Derogation Clause)	Mgmt	For	Refer	For
9.3B	Amend Remuneration Policy (Short-Term Incentive Plan)	Mgmt	For	Refer	For
9.3C	Amend Remuneration Policy (Travel Allowance for Board Members)	Mgmt	For	Refer	For
9.4	Authorize Share Repurchase Program	Mgmt	For	For	For
9.5	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For
10	Other Business	Mgmt			

Stora Enso Oyj

Meeting Date: 03/20/2024

Record Date: 03/08/2024

Primary Security ID: X8T9CM113

Country: Finland

Meeting Type: Annual

Ticker: STERV

Shares Voted: 5,163,707

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	Mgmt			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of EUR 0.10 Per Share	Mgmt	For	Refer	For
9	Approve Discharge of Board and President	Mgmt	For	Abstain	Abstain
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against	Against
11	Approve Remuneration of Directors in the Amount of EUR 215,270 for Chairman, EUR 121,540 for Vice Chairman and EUR 83,430 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
12	Fix Number of Directors at Eight	Mgmt	For	For	For
13	Reelect Hakan Buskhe (Vice-Chair), Elisabeth Fleuriot, Helena Hedblom, Astrid Hermann, Kari Jordan (Chair), Christiane Kuehne and Richard Nilsson as Directors; Elect Reima Rytsoola as New Director	Mgmt	For	Abstain	Abstain
14	Approve Remuneration of Auditors	Mgmt	For	For	For
15	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
16	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
17	Approve Issuance of up to 2 Million Class R Shares without Preemptive Rights	Mgmt	For	For	For
18	Decision on Making Order	Mgmt			
19	Close Meeting	Mgmt			

ABB Ltd.

Meeting Date: 03/21/2024	Country: Switzerland	Ticker: ABBN
Record Date: 03/13/2024	Meeting Type: Annual	
Primary Security ID: H0010V101		

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 (Non-Binding)	Mgmt	For	Refer	For
3	Approve Sustainability Report (Non-Binding)	Mgmt	For	For	For
4	Approve Discharge of Board and Senior Management	Mgmt	For	Against	Against
5	Approve Allocation of Income and Dividends of CHF 0.87 per Share	Mgmt	For	For	For
6.1	Approve Remuneration of Directors in the Amount of CHF 4.4 Million	Mgmt	For	For	For
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 45.9 Million	Mgmt	For	Refer	For
7.1	Reelect David Constable as Director	Mgmt	For	Refer	For
7.2	Reelect Frederico Curado as Director	Mgmt	For	Refer	For
7.3	Reelect Lars Foerberg as Director	Mgmt	For	Refer	For
7.4	Elect Johan Forssell as Director	Mgmt	For	Refer	For
7.5	Reelect Denise Johnson as Director	Mgmt	For	Refer	For
7.6	Reelect Jennifer Xin-Zhe Li as Director	Mgmt	For	Refer	For
7.7	Reelect Geraldine Matchett as Director	Mgmt	For	Refer	For
7.8	Reelect David Meline as Director	Mgmt	For	Refer	For
7.9	Elect Mats Rahmstrom as Director	Mgmt	For	Against	Against
7.10	Reelect Peter Voser as Director and Board Chair	Mgmt	For	Against	Against
8.1	Reappoint David Constable as Member of the Compensation Committee	Mgmt	For	Refer	For
8.2	Reappoint Frederico Curado as Member of the Compensation Committee	Mgmt	For	Refer	For
8.3	Reappoint Jennifer Xin-Zhe Li as Member of the Compensation Committee	Mgmt	For	Refer	For
9	Designate Zehnder Bolliger & Partner as Independent Proxy	Mgmt	For	Against	Against

ABB Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Ratify KPMG AG as Auditors	Mgmt	For	For	For
11	Transact Other Business (Voting)	Mgmt	For	Against	Against

ABB Ltd.

Meeting Date: 03/21/2024

Record Date:

Primary Security ID: H0010V101

Country: Switzerland

Meeting Type: Annual

Ticker: ABBN

Shares Voted: 3,220,148

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

Novo Nordisk A/S

Meeting Date: 03/21/2024

Record Date: 03/14/2024

Primary Security ID: K72807140

Country: Denmark

Meeting Type: Annual

Ticker: NOVO.B

Shares Voted: 2,818,671

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of DKK 6.40 Per Share	Mgmt	For	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Refer	For
5.1	Approve Remuneration of Directors in the Amount of DKK 3.4 Million for the Chairman, DKK 1.7 Million for the Vice Chairman and DKK 840,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
5.2a	Approve Indemnification of Board of Directors	Mgmt	For	For	For
5.2b	Approve Indemnification of Executive Management	Mgmt	For	For	For
5.2c	Amend Articles Re: Indemnification Scheme	Mgmt	For	For	For



Novo Nordisk A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.3	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	Refer	For
6.1	Reelect Helge Lund (Chair) as Director	Mgmt	For	Refer	For
6.2	Reelect Henrik Poulsen (Vice Chair) as Director	Mgmt	For	Refer	Abstain
6.3a	Reelect Laurence Debroux as Director	Mgmt	For	Refer	For
6.3b	Reelect Andreas Fibig as Director	Mgmt	For	Refer	For
6.3c	Reelect Sylvie Gregoire as Director	Mgmt	For	Refer	For
6.3d	Reelect Kasim Kutay as Director	Mgmt	For	Refer	For
6.3e	Reelect Christina Law as Director	Mgmt	For	Refer	For
6.3f	Reelect Martin Mackay as Director	Mgmt	For	Abstain	Abstain
7	Ratify Deloitte as Auditor	Mgmt	For	Abstain	Abstain
8.1	Approve DKK 4.5 Million Reduction in Share Capital via Share Cancellation of B Shares	Mgmt	For	For	For
8.2	Authorize Share Repurchase Program	Mgmt	For	For	For
8.3	Approve Creation of DKK 44.7 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 44.7 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 44.7 Million	Mgmt	For	For	For
9	Other Business	Mgmt			

SKF AB

Meeting Date: 03/26/2024

Record Date: 03/18/2024

Primary Security ID: W84237143

Country: Sweden

Meeting Type: Annual

Ticker: SKF.B

Shares Voted: 4,558,980

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Prepare and Approve List of Shareholders	Mgmt			
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive Financial Statements and Statutory Reports	Mgmt			
8	Receive President's Report	Mgmt			
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
10	Approve Allocation of Income and Dividends of SEK 7.50 Per Share	Mgmt	For	For	For
11.1	Approve Discharge of Board Member Hans Straberg	Mgmt	For	Abstain	Abstain
11.2	Approve Discharge of Board Member Hock Goh	Mgmt	For	Abstain	Abstain
11.3	Approve Discharge of Board Member Geert Follens	Mgmt	For	Abstain	Abstain
11.4	Approve Discharge of Board Member Hakan Buskhe	Mgmt	For	Abstain	Abstain
11.5	Approve Discharge of Board Member Susanna Schneerberg	Mgmt	For	Abstain	Abstain
11.6	Approve Discharge of Board Member Rickard Gustafson	Mgmt	For	Abstain	Abstain
11.7	Approve Discharge of Board Member Beth Ferreira	Mgmt	For	Abstain	Abstain
11.8	Approve Discharge of Board Member Therese Friberg	Mgmt	For	Abstain	Abstain
11.9	Approve Discharge of Board Member Richard Nilsson	Mgmt	For	Abstain	Abstain
11.10	Approve Discharge of Board Member Niko Pakalen	Mgmt	For	Abstain	Abstain
11.11	Approve Discharge of Board Member Jonny Hillber	Mgmt	For	Abstain	Abstain
11.12	Approve Discharge of Board Member Zarko Djurovic	Mgmt	For	Abstain	Abstain
11.13	Approve Discharge of Deputy Board Member Thomas Eliasson	Mgmt	For	Abstain	Abstain
11.14	Approve Discharge of Deputy Board Member Steve Norrman	Mgmt	For	Abstain	Abstain
11.15	Approve Discharge of President Rickard Gustafsson	Mgmt	For	Abstain	Abstain
12	Determine Number of Members (10) and Deputy Members (0) of Board	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Approve Remuneration of Directors in the Amount of SEK 2.8 Million for Chair, SEK 1.4 Million for Vice Chair and SEK 900,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
14.1	Reelect Hans Straberg as Director	Mgmt	For	Against	For
14.2	Reelect Hock Goh as Director	Mgmt	For	Refer	For
14.3	Reelect Geert Follens as Director	Mgmt	For	Refer	For
14.4	Reelect Hakan Buskhe as Director	Mgmt	For	Against	Against
14.5	Reelect Susanna Schneeberger as Director	Mgmt	For	Refer	For
14.6	Reelect Rickard Gustafson as Director	Mgmt	For	Refer	For
14.7	Reelect Beth Ferreira as Director	Mgmt	For	Refer	For
14.8	Reelect Therese Friberg as Director	Mgmt	For	Refer	For
14.9	Reelect Richard Nilsson as Director	Mgmt	For	Against	Against
14.10	Reelect Niko Pakalen as Director	Mgmt	For	Refer	For
15	Reelect Hans Straberg as Board Chair	Mgmt	For	Against	Against
16	Approve Remuneration Report	Mgmt	For	Refer	For
17	Approve 2024 Performance Share Program	Mgmt	For	For	For

Ferrovial SE

Meeting Date: 04/11/2024

Record Date: 03/14/2024

Primary Security ID: N3168P101

Country: Netherlands

Meeting Type: Annual

Ticker: FER

Shares Voted: 2,707,039

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2a	Receive Report of Management Board (Non-Voting)	Mgmt			

Ferrovial SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2b	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
2c	Discussion on Company's Corporate Governance Structure	Mgmt			
2d	Approve Remuneration Report	Mgmt	For	Refer	For
2e	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Climate Strategy Report	Mgmt	For	Refer	For
4	Approve Discharge of Directors	Mgmt	For	Against	Against
5	Ratify Ernst & Young Accountants LLP as Auditors	Mgmt	For	For	For
6a	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	Mgmt	For	For	For
6b	Grant Board Authority to Issue Shares Up To 5 Percent of Issued Capital for Purposes of Scrip Dividends	Mgmt	For	For	For
7a	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
7b	Authorize Board to Exclude Preemptive Rights from Share Issuances for Purposes of Scrip Dividends	Mgmt	For	For	For
8	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
9	Approve Cancellation of Shares	Mgmt	For	For	For
10	Close Meeting	Mgmt			

UniCredit SpA

Meeting Date: 04/12/2024	Country: Italy	Ticker: UCG
Record Date: 04/03/2024	Meeting Type: Annual/Special	
Primary Security ID: T9T23L642		

Shares Voted: 4,689,337

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

UniCredit SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Elimination of Negative Reserves	Mgmt	For	For	For
4	Authorize Share Repurchase Program	Mgmt	For	Against	For
5	Fix Number of Directors and Members of the Management Control Committee	Mgmt	For	For	For
6.1	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt			
	Slate 1 Submitted by Management	Mgmt	For	Refer	For
	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	Refer	Against
7	Approve Remuneration of Directors and Members of the Management Control Committee	Mgmt	For	For	For
8	Approve Remuneration Policy	Mgmt	For	Refer	For
9	Approve Second Section of the Remuneration Report	Mgmt	For	Refer	For
10	Approve 2024 Group Incentive System	Mgmt	For	Refer	For
11	Approve Employees Share Ownership Plan	Mgmt	For	For	For
1	Extraordinary Business	Mgmt			
	Authorize Board to Increase Capital to Service the 2022 Group Incentive System	Mgmt	For	For	For
	Authorize Board to Increase Capital to Service the 2023 Group Incentive System	Mgmt	For	For	For
	Authorize Board to Increase Capital to Service the Long Term Incentive Plan 2020-2023	Mgmt	For	For	For
	Authorize Cancellation of Treasury Shares without Reduction of Share Capital; Amend Article 5	Mgmt	For	Against	For

Stellantis NV

Meeting Date: 04/16/2024	Country: Netherlands	Ticker: STLAM
Record Date: 03/19/2024	Meeting Type: Annual	
Primary Security ID: N82405106		

Stellantis NV

Shares Voted: 6,862,314

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2.a	Receive Report of Management Board (Non-Voting)	Mgmt			
2.b	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
2.c	Discussion on Company's Corporate Governance Structure	Mgmt			
2.d	Approve Remuneration Report	Mgmt	For	Refer	For
2.e	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
2.f	Approve Dividends	Mgmt	For	For	For
2.g	Approve Discharge of Directors	Mgmt	For	Against	Against
3	Elect Claudia Parzani as Non-Executive Director	Mgmt	For	Refer	For
4.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For
4.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
5	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
6.a	Approve Cancellation of Common Shares	Mgmt	For	For	For
6.b	Approve Cancellation of All Class B Special Voting Shares	Mgmt	For	For	For
7	Close Meeting	Mgmt			

Beiersdorf AG

Meeting Date: 04/18/2024Country: GermanyTicker: BEI

Record Date: 03/27/2024Meeting Type: Annual

Primary Security ID: D08792109

Shares Voted: 809,642

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			

Beiersdorf AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 1.00 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	Refer	For
7.1	Elect Donya-Florence Amer to the Supervisory Board	Mgmt	For	Refer	For
7.2	Elect Hong Chow to the Supervisory Board	Mgmt	For	Refer	For
7.3	Elect Wolfgang Herz to the Supervisory Board	Mgmt	For	Against	Against
7.4	Elect Uta Kemmerich-Keil to the Supervisory Board	Mgmt	For	Refer	For
7.5	Elect Frederic Pflanz to the Supervisory Board	Mgmt	For	Against	Against
7.6	Elect Reinhard Poellath to the Supervisory Board	Mgmt	For	Against	Against
7.7	Elect Beatrice Dreyfus as Alternate Supervisory Board Member	Mgmt	For	For	For
8	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For

LVMH Moët Hennessy Louis Vuitton SE

Meeting Date: 04/18/2024

Record Date: 04/16/2024

Primary Security ID: F58485115

Country: France

Meeting Type: Annual/Special

Ticker: MC

Shares Voted: 194,256

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

LVMH Moet Hennessy Louis Vuitton SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Allocation of Income and Dividends of EUR 13 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	Against	Against
5	Reelect Antoine Arnault as Director	Mgmt	For	Against	Against
6	Elect Henri de Castries as Director	Mgmt	For	Refer	For
7	Elect Alexandre Arnault as Director	Mgmt	For	Against	Against
8	Elect Frederic Arnault as Director	Mgmt	For	Against	Against
9	Appoint Deloitte & Associes as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
10	Approve Compensation Report of Corporate Officers	Mgmt	For	Refer	Against
11	Approve Compensation of Bernard Arnault, Chairman and CEO	Mgmt	For	Refer	Against
12	Approve Compensation of Antonio Belloni, Vice-CEO	Mgmt	For	Refer	Against
13	Approve Remuneration Policy of Directors	Mgmt	For	For	For
14	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Against	Against
15	Approve Remuneration Policy of Vice-CEO	Mgmt	For	Against	Against
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
17	Extraordinary Business	Mgmt			
	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
18	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Refer	Against
19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For	For



Meeting Date: 04/23/2024	Country: France	Ticker: CS
Record Date: 04/19/2024	Meeting Type: Annual/Special	
Primary Security ID: F06106102		

Shares Voted: 4,576,341

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 1.98 per Share	Mgmt	For	For	For
4	Approve Compensation Report of Corporate Officers	Mgmt	For	Refer	For
5	Approve Compensation of Antoine Gosset-Grainville, Chairman of the Board	Mgmt	For	For	For
6	Approve Compensation of Thomas Buberl, CEO	Mgmt	For	Refer	For
7	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
8	Approve Remuneration Policy of CEO	Mgmt	For	Refer	For
9	Approve Remuneration Policy of Directors	Mgmt	For	For	For
10	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
11	Reelect Antoine Gosset-Grainville as Director	Mgmt	For	Refer	For
12	Reelect Clotilde Delbos as Director	Mgmt	For	Refer	For
13	Reelect Isabel Hudson as Director	Mgmt	For	Refer	For
14	Reelect Angélien Kemna as Director	Mgmt	For	Refer	For
15	Reelect Marie-France Tschudin as Director	Mgmt	For	Refer	For
16	Elect Helen Browne as Representative of Employee Shareholders to the Board	Mgmt	For	For	For
	Proposals Submitted by Employees of Axa Group	Mgmt			
A	Elect Stefan Bolliger as Representative of Employee Shareholders to the Board	SH	Against	Against	Against

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
B	Elect Olivier Eugene as Representative of Employee Shareholders to the Board	SH	Against	Against	Against
C	Elect Benjamin Sauniere as Representative of Employee Shareholders to the Board	SH	Against	Against	Against
D	Elect Mark Sundrakes as Representative of Employee Shareholders to the Board	SH	Against	Against	Against
E	Elect Detlef Thedieck as Representative of Employee Shareholders to the Board	SH	Against	Against	Against
17	Appoint KPMG SA as Auditor	Mgmt	For	For	For
18	Acknowledge End of Mandate of Patrice Morot as Alternate Auditor and Decision Not to Replace and Renew	Mgmt	For	For	For
19	Appoint Ernst & Young Audit as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
20	Appoint KPMG SA as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
21	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
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 Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
	Ordinary Business	Mgmt			
25	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

NatWest Group Plc

Meeting Date: 04/23/2024	Country: United Kingdom	Ticker: NWG
Record Date: 04/19/2024	Meeting Type: Annual	
Primary Security ID: G6422B147		

Shares Voted: 29,969,290

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 Rick Haythornthwaite as Director	Mgmt	For	Against	Against
5	Elect Paul Thwaite as Director	Mgmt	For	Refer	For
6	Re-elect Katie Murray as Director	Mgmt	For	Refer	For
7	Re-elect Frank Dangeard as Director	Mgmt	For	Refer	For
8	Re-elect Roisin Donnelly as Director	Mgmt	For	Refer	For
9	Re-elect Patrick Flynn as Director	Mgmt	For	Refer	For
10	Re-elect Yasmin Jetha as Director	Mgmt	For	Refer	For
11	Re-elect Stuart Lewis as Director	Mgmt	For	Refer	For
12	Re-elect Mark Seligman as Director	Mgmt	For	Refer	For
13	Re-elect Lena Wilson as Director	Mgmt	For	Refer	For
14	Reappoint Ernst and Young LLP as Auditors	Mgmt	For	For	For
15	Authorise the Group Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	Against	Against
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Against	Against
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	Against	Against
19	Authorise Issue of Equity in Connection with Equity Convertible Notes	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with Equity Convertible Notes	Mgmt	For	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

NatWest Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
22	Authorise UK Political Donations and Expenditure	Mgmt	For	Against	Against
23	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
24	Approve Amendments to Directed Buyback Contract	Mgmt	For	For	For
25	Authorise Off-Market Purchase of Ordinary Shares from HM Treasury	Mgmt	For	For	For
26	Authorise Off-Market Purchase of Preference Shares	Mgmt	For	For	For
27	Approve Employee Share Plan	Mgmt	For	For	For
28	Authorise Board to Offer Scrip Dividend	Mgmt	For	For	For

ASML Holding NV

Meeting Date: 04/24/2024

Record Date: 03/27/2024

Primary Security ID: N07059202

Country: Netherlands

Meeting Type: Annual

Ticker: ASML

Shares Voted: 371,385

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 ESG Sustainability	Mgmt			
3a	Approve Remuneration Report	Mgmt	For	Refer	For
3b	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
3c	Discussion on Company's Corporate Governance Structure and Compliance with the Corporate Governance Code	Mgmt			
3d	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
3e	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

ASML Holding NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6a	Announce Intention to Reappoint C.D. Fouquet to Management Board	Mgmt			
6b	Announce Intention to Reappoint J.P. Koonmen to Management Board	Mgmt			
7a	Discuss Updated Profile of the Supervisory Board	Mgmt			
7b	Reelect A.P. Aris to Supervisory Board	Mgmt	For	Refer	For
7c	Reelect D.M. Durcan to Supervisory Board	Mgmt	For	Refer	For
7d	Reelect D.W.A. East to Supervisory Board	Mgmt	For	Refer	For
7e	Discuss Composition of the Supervisory Board	Mgmt			
8a	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
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	Authorize Cancellation of Repurchased Shares	Mgmt	For	For	For
11	Other Business (Non-Voting)	Mgmt			
12	Close Meeting	Mgmt			

Intesa Sanpaolo SpA

Meeting Date: 04/24/2024	Country: Italy	Ticker: ISP
Record Date: 04/15/2024	Meeting Type: Annual/Special	
Primary Security ID: T55067101		

Shares Voted: 43,493,450

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1b	Approve Allocation of Income	Mgmt	For	For	For
2a	Approve Remuneration Policy	Mgmt	For	Refer	For

Intesa Sanpaolo SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2b	Approve Second Section of the Remuneration Report	Mgmt	For	Refer	For
2c	Approve Annual Incentive Plan	Mgmt	For	Refer	For
3a	Authorize Share Repurchase Program	Mgmt	For	For	For
3b	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Incentive Plans	Mgmt	For	For	For
3c	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
1	Authorize Cancellation of Shares without Reduction of Share Capital; Amend Article 5	Mgmt	For	For	For

BASF SE

Meeting Date: 04/25/2024

Record Date: 04/18/2024

Primary Security ID: D06216317

Country: Germany

Meeting Type: Annual

Ticker: BAS

Shares Voted: 768,143

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 3.40 per Share	Mgmt	For	Refer	For
3	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
4	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2024 and for the Review of the Interim Financial Statements for the First Half of Fiscal Year 2024	Mgmt	For	For	For
6.1	Reelect Stefan Asenkerschbaumer to the Supervisory Board	Mgmt	For	Refer	For
6.2	Reelect Kurt Bock to the Supervisory Board	Mgmt	For	Refer	Against

BASF SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.3	Reelect Thomas Carell to the Supervisory Board	Mgmt	For	Refer	For
6.4	Reelect Liming Chen to the Supervisory Board	Mgmt	For	Refer	For
6.5	Reelect Alessandra Genco to the Supervisory Board	Mgmt	For	Refer	For
6.6	Elect Tamara Weinert to the Supervisory Board	Mgmt	For	Refer	For
7	Approve Creation of EUR 300 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
8	Approve Remuneration Policy	Mgmt	For	Refer	For
9	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
10	Approve Remuneration Report	Mgmt	For	Refer	For

CRH Plc

Meeting Date: 04/25/2024

Record Date: 03/14/2024

Primary Security ID: G25508105

Country: Ireland

Meeting Type: Annual

Ticker: CRH

Shares Voted: 1,603,857

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Re-elect Richie Boucher as Director	Mgmt	For	For	For
1b	Re-elect Caroline Dowling as Director	Mgmt	For	For	For
1c	Re-elect Richard Fearon as Director	Mgmt	For	For	For
1d	Re-elect Johan Karlstrom as Director	Mgmt	For	For	For
1e	Re-elect Shaun Kelly as Director	Mgmt	For	For	For
1f	Re-elect Badar Khan as Director	Mgmt	For	For	For
1g	Re-elect Lamar McKay as Director	Mgmt	For	For	For
1h	Re-elect Albert Manifold as Director	Mgmt	For	For	For
1i	Re-elect Jim Mintern as Director	Mgmt	For	For	For
1j	Re-elect Gillian Platt as Director	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1k	Re-elect Mary Rhinehart as Director	Mgmt	For	For	For
1l	Re-elect Siobhan Talbot as Director	Mgmt	For	For	For
1m	Re-elect Christina Verchere as Director	Mgmt	For	For	For
2	Advisory Vote to Approve Executive Compensation	Mgmt	For	For	For
3a	Ratify Deloitte Ireland LLP as Auditors	Mgmt	For	For	For
3b	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
4	Authorise Issue of Equity	Mgmt	For	For	For
5	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
6	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
7	Authorise Reissuance of Treasury Shares	Mgmt	For	For	For

Heineken NV

Meeting Date: 04/25/2024

Record Date: 03/28/2024

Primary Security ID: N39427211

Country: Netherlands

Meeting Type: Annual

Ticker: HEIA

Shares Voted: 1,199,024

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1a	Receive Report of Executive Board (Non-Voting)	Mgmt			
1b	Discussion on Implementation of Revised Dutch Corporate Governance Code	Mgmt			
1c	Approve Remuneration Report	Mgmt	For	Refer	For
1d	Adopt Financial Statements	Mgmt	For	For	For
1e	Receive Explanation on Company's Dividend Policy	Mgmt			
1f	Approve Dividends	Mgmt	For	For	For
1g	Approve Discharge of Executive Directors	Mgmt	For	Against	Against
1h	Approve Discharge of Supervisory Board	Mgmt	For	Against	Against



Heineken NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2a	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
2b	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	Mgmt	For	For	For
2c	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
3	Amend Remuneration Policy for Executive Board	Mgmt	For	Refer	For
4a	Approve Remuneration Policy for Supervisory Board	Mgmt	For	For	For
4b	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
5	Reelect R.G.S. van den Brink to Executive Board	Mgmt	For	For	For
6a	Reelect R.J.M.S. Huet to Supervisory Board	Mgmt	For	Refer	For
6b	Reelect P. Mars Wright to Supervisory Board	Mgmt	For	Refer	For
6c	Elect P.T.F.M. Wennink to Supervisory Board	Mgmt	For	Refer	For
7	Ratify KPMG Accountants N.V. as Auditors	Mgmt	For	For	For

UCB SA

Meeting Date: 04/25/2024

Record Date: 04/11/2024

Primary Security ID: B93562120

Country: Belgium

Meeting Type: Annual/Special

Ticker: UCB

Shares Voted: 749,389

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual/Special 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 1.36 per Share	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Approve Remuneration Report	Mgmt	For	Refer	For
6	Approve Remuneration Policy	Mgmt	For	Refer	For
7	Approve Discharge of Directors	Mgmt	For	Against	Against
8	Approve Discharge of Auditors	Mgmt	For	Against	Against
9.1.A	Elect Pierre Gurdjian as Director	Mgmt	For	Refer	For
9.1.B	Indicate Pierre Gurdjian as Independent Director	Mgmt	For	For	For
9.2.A	Reelect Ulf Wiinberg as Director	Mgmt	For	Refer	For
9.2.B	Indicate Ulf Wiinberg as Independent Director	Mgmt	For	For	For
9.3	Elect Charles-Antoine Janssen as Director	Mgmt	For	Refer	Against
9.4.A	Elect Nefertiti Greene as Director	Mgmt	For	Refer	For
9.4.B	Indicate Nefertiti Greene as Independent Director	Mgmt	For	For	For
9.5.A	Elect Dolca Thomas as Director	Mgmt	For	Refer	For
9.5.B	Indicate Dolca Thomas as Independent Director	Mgmt	For	For	For
9.6.A	Elect Rodolfo Savitzky as Director	Mgmt	For	Against	Against
9.6.B	Indicate Rodolfo Savitzky as Independent Director	Mgmt	For	For	For
10	Ratify Mazars, Permanently Represented by Sebastien Schueremans, as Auditors and Approve Auditors' Remuneration	Mgmt	For	For	For
	Special Part	Mgmt			
11	Approve Long-Term Incentive Plans	Mgmt	For	For	For
12.1	Approve Change-of-Control Clause Re: EMTN Program Renewal	Mgmt	For	For	For
12.2	Approve Change-of-Control Clause Re: Schuldschein Loan Agreements Entered on 24 August 2023	Mgmt	For	For	For

Shares Voted: 749,389

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Shareholders Meeting Agenda	Mgmt			
1	Receive Special Board Report	Mgmt			
2	Renew Authorization to Increase Share Capital within the Framework of Authorized Capital and Amend Article 6 of the Articles of Association	Mgmt	For	For	For
3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For

EssilorLuxottica SA

Meeting Date: 04/30/2024Country: FranceTicker: EL

Record Date: 04/26/2024Meeting Type: Annual/Special

Primary Security ID: F31665106

Shares Voted: 427,975

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 3.95 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
5	Approve Compensation Report of Corporate Officers	Mgmt	For	Refer	Against
6	Approve Compensation of Francesco Milleri, Chairman and CEO	Mgmt	For	Refer	For
7	Approve Compensation of Paul du Saillant, Vice-CEO	Mgmt	For	Refer	For
8	Approve Remuneration Policy of Directors	Mgmt	For	For	For
9	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Refer	Against
10	Approve Remuneration Policy of Vice-CEO	Mgmt	For	Refer	Against

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Elect Francesco Milleri as Director	Mgmt	For	For	For
12	Elect Paul du Saillant as Director	Mgmt	For	Refer	For
13	Elect Romolo Bardin as Director	Mgmt	For	Refer	For
14	Elect Jean-Luc Biamonti as Director	Mgmt	For	Refer	For
15	Elect Marie-Christine Coisne-Roquette as Director	Mgmt	For	Refer	For
16	Elect Jose Gonzalo as Director	Mgmt	For	Refer	For
17	Elect Virginie Mercier Pitre as Director	Mgmt	For	Refer	For
18	Elect Mario Notari as Director	Mgmt	For	Refer	For
19	Elect Swati Piramal as Director	Mgmt	For	Against	Against
20	Elect Cristina Scocchia as Director	Mgmt	For	Refer	For
21	Elect Nathalie von Siemens as Director	Mgmt	For	Refer	For
22	Elect Andrea Zappia as Director	Mgmt	For	Against	Against
23	Appoint PricewaterhouseCoopers Audit as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
24	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
25	Extraordinary Business	Mgmt			
	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
26	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights, with a Binding Priority Right up to Aggregate Nominal Amount of EUR 4,084,624	Mgmt	For	For	For
27	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 4,084,624	Mgmt	For	Against	Against
28	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	For	For

EssilorLuxottica SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
29	Authorize Capital Increase of up to 5 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
30	Authorize Capital Increase of Up to EUR 4,084,624 for Future Exchange Offers	Mgmt	For	For	For
31	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 4,084,624	Mgmt	For	For	For
32	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
33	Authorize up to 2.5 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees and Corporate Officers With Performance Conditions Attached	Mgmt	For	For	For
34	Ordinary Business	Mgmt			
	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Hermes International SCA

Meeting Date: 04/30/2024

Country: France

Ticker: RMS

Record Date: 04/26/2024

Meeting Type: Annual/Special

Primary Security ID: F48051100

Shares Voted: 36,926

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 Discharge of General Managers	Mgmt	For	Abstain	Abstain
4	Approve Allocation of Income and Dividends of EUR 25 per Share	Mgmt	For	For	For
5	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	Against	Against

## Hermes International SCA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
7	Approve Compensation Report of Corporate Officers	Mgmt	For	Refer	For
8	Approve Compensation of Axel Dumas, General Manager	Mgmt	For	Refer	For
9	Approve Compensation of Emile Hermes SAS, General Manager	Mgmt	For	Refer	For
10	Approve Compensation of Eric de Seynes, Chairman of the Supervisory Board	Mgmt	For	For	For
11	Approve Remuneration Policy of General Managers	Mgmt	For	Against	For
12	Approve Remuneration Policy of Supervisory Board Members	Mgmt	For	For	For
13	Reelect Matthieu Dumas as Supervisory Board Member	Mgmt	For	Refer	For
14	Reelect Blaise Guerrand as Supervisory Board Member	Mgmt	For	Refer	For
15	Reelect Olympia Guerrand as Supervisory Board Member	Mgmt	For	Refer	For
16	Reelect Alexandre Viros as Supervisory Board Member	Mgmt	For	Refer	For
17	Appoint PricewaterhouseCoopers Audit as Authorized Sustainability Auditors	Mgmt	For	For	For
18	Extraordinary Business	Mgmt			
	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
19	Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Against	Against
20	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

## Novonesis AS Novozymes AS

Meeting Date: 04/30/2024	Country: Denmark	Ticker: NSIS.B
Record Date: 04/23/2024	Meeting Type: Annual	
Primary Security ID: K7317J133		

Shares Voted: 2,023,855

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of DKK 2 Per Share	Mgmt	For	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against	Against
5	Approve Remuneration of Directors in the Amount of DKK 1.6 Million for Chairman, DKK 1.09 Million for Vice Chairman and DKK 545,700 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration for Committee Work	Mgmt	For	For	For
6.a	Reelect Cornelis (Cees) de Jong (Chair) as Director	Mgmt	For	Abstain	Abstain
7.a	Reelect Jesper Brandgaard (Vice Chair) as Director	Mgmt	For	Refer	For
8.a	Reelect Heine Dalsgaard as Director	Mgmt	For	Abstain	Abstain
8.b	Reelect Sharon James as Director	Mgmt	For	Refer	For
8.c	Reelect Kasim Kutay as Director	Mgmt	For	Abstain	Abstain
8.d	Reelect Lise Kaae as Director	Mgmt	For	Refer	For
8.e	Reelect Kevin Lane as Director	Mgmt	For	Refer	For
8.f	Reelect Morten Otto Alexander Sommer as Director	Mgmt	For	Refer	For
8.g	Reelect Kim Stratton as Director	Mgmt	For	Abstain	Abstain
9.a	Ratify Ernst & Young as Auditors	Mgmt	For	For	For
10.a	Approve Creation of DKK 93.7 Million Pool of Capital in B Shares without Preemptive Rights; DKK 93.7 Million Pool of Capital with Preemptive Rights; and Pool of Capital in Warrants without Preemptive Rights	Mgmt	For	For	For
10.b	Authorize Share Repurchase Program	Mgmt	For	For	For
10.c	Authorize Board to Decide on the Distribution of Extraordinary Dividends	Mgmt	For	For	For

Novonesis AS Novozymes AS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10.d1	Allow General Meetings to be Held in English	Mgmt	For	For	For
10.d2	Approve Maximum Increase in Share Under Articles 5.1, 5.2 and 5.3 up to DKK 103 Million	Mgmt	For	For	For
10.d3	Approve Indemnification of Members of the Board of Directors and Executive Management	Mgmt	For	For	For
10.d4	Amend Articles Re: Editorial Changes	Mgmt	For	For	For
11	Amend Remuneration Policy	Mgmt	For	Refer	For
12	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For
13	Other Business	Mgmt			

Flutter Entertainment Plc

Meeting Date: 05/01/2024Country: IrelandTicker: FLTR

Record Date: 03/28/2024Meeting Type: Annual

Primary Security ID: G3643J108

Shares Voted: 554,183

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect John Bryant as Director	Mgmt	For	Refer	For
2a	Re-elect Nancy Cruickshank as Director	Mgmt	For	Refer	For
2b	Re-elect Nancy Dubuc as Director	Mgmt	For	Refer	For
2c	Re-elect Paul Edgecliffe-Johnson as Director	Mgmt	For	Refer	Against
2d	Re-elect Alfred Hurley Jr as Director	Mgmt	For	Refer	For
2e	Re-elect Peter Jackson as Director	Mgmt	For	Refer	For
2f	Re-elect Holly Koeppel as Director	Mgmt	For	Refer	For
2g	Re-elect Carolan Lennon as Director	Mgmt	For	Refer	For
2h	Re-elect Atif Rafiq as Director	Mgmt	For	Refer	For
3	Approve Remuneration Report	Mgmt	For	Refer	For
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For



Flutter Entertainment Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
6	Authorise Issue of Equity	Mgmt	For	Against	Against
7a	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Against	Against
7b	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	Against	Against
8	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
9	Authorise the Company to Determine the Price Range at which Treasury Shares may be Re-issued Off-Market	Mgmt	For	For	For
10	Approve Transfer of the Company's Category of Listing from a Premium Listing to a Standard Listing	Mgmt	For	For	For
11	Adopt New Articles of Association	Mgmt	For	For	For

KBC Group SA/NV

Meeting Date: 05/02/2024	Country: Belgium	Ticker: KBC
Record Date: 04/18/2024	Meeting Type: Annual	
Primary Security ID: B5337G162		

Shares Voted: 1,923,630

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Receive Directors' Reports (Non-Voting)	Mgmt			
2	Receive Auditors' Reports (Non-Voting)	Mgmt			
3	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt			
4	Approve Financial Statements, Allocation of Income, and Dividends of EUR 4.15 per Share	Mgmt	For	For	For
5	Approve Increase in Fixed Remuneration of the Members of the Audit Committee and the Risk and Compliance Committee	Mgmt	For	For	For

KBC Group SA/NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Approve Remuneration Report	Mgmt	For	Refer	For
7	Approve Remuneration Policy	Mgmt	For	Refer	Against
8	Approve Discharge of Directors	Mgmt	For	Abstain	Abstain
9	Approve Discharge of Auditors	Mgmt	For	Abstain	Abstain
10	Approve Auditors' Remuneration	Mgmt	For	For	For
11	Appoint KPMG, Represented by Kenneth Vermeire and Steven Mulkens, as Auditors for the Sustainability Reporting	Mgmt	For	For	For
12.1	Reelect Johan Thijs as Director	Mgmt	For	Refer	For
12.2	Reelect Sonja De Becker as Director	Mgmt	For	Against	Against
12.3	Reelect Liesbet Okkerse as Director	Mgmt	For	Against	Against
12.4	Reelect Erik Clinck as Director	Mgmt	For	Against	Against
12.5	Reelect Theodoros Roussis as Director	Mgmt	For	Against	Against
12.6	Elect Diana Radl Rogerova as Independent Director	Mgmt	For	Refer	For
13	Transact Other Business	Mgmt			

Deutsche Post AG

Meeting Date: 05/03/2024

Record Date: 04/26/2024

Primary Security ID: D19225107

Country: Germany

Meeting Type: Annual

Ticker: DHL

Shares Voted: 1,625,555

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.85 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	Abstain	Abstain

Deutsche Post AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2024 and Auditors for the Sustainability Reporting for Fiscal Year 2024	Mgmt	For	For	For
6.1	Elect Ann-Kristin Achleitner to the Supervisory Board	Mgmt	For	Refer	For
6.2	Elect Hans-Ulrich Engel to the Supervisory Board	Mgmt	For	Refer	For
6.3	Reelect Heinrich Hiesinger to the Supervisory Board	Mgmt	For	Refer	For
7	Approve Remuneration Report	Mgmt	For	Refer	For

HSBC Holdings Plc

Meeting Date: 05/03/2024

Record Date: 05/02/2024

Primary Security ID: G4634U169

Country: United Kingdom

Meeting Type: Annual

Ticker: HSBA

Shares Voted: 0					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Proposals	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For		
2	Approve Remuneration Report	Mgmt	For		
3	Approve Variable Component of Remuneration for Material Risk Takers	Mgmt	For		
4a	Elect Ann Godbehere as Director	Mgmt	For		
4b	Elect Brendan Nelson as Director	Mgmt	For		
4c	Elect Swee Lian Teo as Director	Mgmt	For		
4d	Re-elect Geraldine Buckingham as Director	Mgmt	For		
4e	Re-elect Rachel Duan as Director	Mgmt	For		
4f	Re-elect Georges Elhedery as Director	Mgmt	For		
4g	Re-elect Dame Carolyn Fairbairn as Director	Mgmt	For		
4h	Re-elect James Forese as Director	Mgmt	For		
4i	Re-elect Steven Guggenheimer as Director	Mgmt	For		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4j	Re-elect Jose Antonio Meade Kuribrena as Director	Mgmt	For		
4k	Re-elect Kalpana Morparia as Director	Mgmt	For		
4l	Re-elect Eileen Murray as Director	Mgmt	For		
4m	Re-elect Noel Quinn as Director	Mgmt	For		
4n	Re-elect Mark Tucker as Director	Mgmt	For		
5	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For		
6	Authorise the Group Audit Committee to Fix Remuneration of Auditors	Mgmt	For		
7	Authorise UK Political Donations and Expenditure	Mgmt	For		
8	Authorise Issue of Equity	Mgmt	For		
9	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For		
10	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For		
11	Authorise Directors to Allot Any Repurchased Shares	Mgmt	For		
12	Authorise Market Purchase of Ordinary Shares	Mgmt	For		
13	Approve Share Repurchase Contract	Mgmt	For		
14	Authorise Issue of Equity in Relation to Contingent Convertible Securities	Mgmt	For		
15	Authorise Issue of Equity without Pre-emptive Rights in Relation to Contingent Convertible Securities	Mgmt	For		
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For		
	Shareholder Proposal	Mgmt			
17	Instruct the Board to Align Pension Inequality with their Commitment to Reduce the Gender Pay Gap, by Removing the Impact of State Deduction from the Members of the Post 1974 Midland Section of the HSBC Bank (UK) Pension Scheme	SH	Against		

Meeting Date: 05/07/2024	Country: Switzerland	Ticker: DSFIR
Record Date: 04/23/2024	Meeting Type: Annual	
Primary Security ID: H0245V108		

Shares Voted: 1,132,865

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Sustainability Report	Mgmt	For	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	Against	Against
3	Approve Allocation of Income and Dividends of EUR 2.50 per Share	Mgmt	For	For	For
4.1.a	Reelect Thomas Leysen as Director and Board Chair	Mgmt	For	Refer	For
4.1.b	Reelect Patrick Firmenich as Director	Mgmt	For	Refer	For
4.1.c	Reelect Sze Cotte-Tan as Director	Mgmt	For	Refer	For
4.1.d	Reelect Antoine Firmenich as Director	Mgmt	For	Refer	Abstain
4.1.e	Reelect Erica Mann as Director	Mgmt	For	Refer	For
4.1.f	Reelect Carla Mahieu as Director	Mgmt	For	Refer	For
4.1.g	Reelect Frits van Paasschen as Director	Mgmt	For	Refer	For
4.1.h	Reelect Andre Pometta as Director	Mgmt	For	Refer	For
4.1.i	Reelect John Ramsay as Director	Mgmt	For	Refer	For
4.1.j	Reelect Richard Ridinger as Director	Mgmt	For	Refer	For
4.1.k	Reelect Corien Wortmann as Director	Mgmt	For	Refer	For
4.2.1	Reappoint Carla Mahieu as Member of the Compensation Committee	Mgmt	For	Refer	For
4.2.2	Reappoint Thomas Leysen as Member of the Compensation Committee	Mgmt	For	Refer	For
4.2.3	Reappoint Frits van Paasschen as Member of the Compensation Committee	Mgmt	For	Refer	For
4.2.4	Reappoint Andre Pometta as Member of the Compensation Committee	Mgmt	For	Refer	For

DSM-Firmenich AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.1	Approve Remuneration of Directors in the Amount of EUR 3.7 Million	Mgmt	For	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of EUR 39.5 Million	Mgmt	For	Refer	For
5.3	Approve Remuneration Report	Mgmt	For	Refer	For
6	Ratify KPMG as Auditors	Mgmt	For	For	For
7	Designate Christian Hochstrasser as Independent Proxy	Mgmt	For	Against	Against
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

DSM-Firmenich AG

Meeting Date: 05/07/2024Country: SwitzerlandTicker: DSFIR

Record Date:Meeting Type: Annual

Primary Security ID: H0245V108

Shares Voted: 1,132,865

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

Barclays PLC

Meeting Date: 05/09/2024Country: United KingdomTicker: BARC

Record Date: 05/07/2024Meeting Type: Annual

Primary Security ID: G08036124

Shares Voted: 50,644,818

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	Elect Sir John Kingman as Director	Mgmt	For	Refer	For
4	Re-elect Robert Berry as Director	Mgmt	For	Refer	For
5	Re-elect Tim Breedon as Director	Mgmt	For	Refer	For
6	Re-elect Anna Cross as Director	Mgmt	For	Refer	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Re-elect Mohamed A. El-Erian as Director	Mgmt	For	Refer	For
8	Re-elect Dawn Fitzpatrick as Director	Mgmt	For	Refer	For
9	Re-elect Mary Francis as Director	Mgmt	For	Refer	For
10	Re-elect Brian Gilvary as Director	Mgmt	For	Refer	For
11	Re-elect Nigel Higgins as Director	Mgmt	For	Against	Against
12	Re-elect Marc Moses as Director	Mgmt	For	Refer	For
13	Re-elect Diane Schueneman as Director	Mgmt	For	Refer	For
14	Re-elect Coimbatore Venkatakrishnan as Director	Mgmt	For	Refer	For
15	Re-elect Julia Wilson as Director	Mgmt	For	Refer	For
16	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
17	Authorise the Board Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	Against	Against
19	Approve Variable Component of Remuneration for Material Risk Takers	Mgmt	For	Refer	For
20	Authorise Issue of Equity	Mgmt	For	Against	Against
21	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Against	Against
22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	Against	Against
23	Authorise Issue of Equity in Relation to the Issuance of Contingent Equity Conversion Notes	Mgmt	For	For	For
24	Authorise Issue of Equity without Pre-emptive Rights in Relation to the Issuance of Contingent Equity Conversion Notes	Mgmt	For	For	For
25	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
26	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
27	Adopt New Articles of Association	Mgmt	For	For	For

## Eleva Leaders Small & Mid-Cap Europe Fund

Meeting Date: 05/14/2024

Record Date: 05/07/2024

Primary Security ID: L2965W840

Country: Luxembourg

Meeting Type: Annual

Ticker: N/A

Shares Voted: 0					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Board's Report	Mgmt			
2	Receive Auditor's Report	Mgmt			
3	Approve Allocation of Income and Dividends	Mgmt	For		Do Not Vote
4	Approve Financial Statements	Mgmt	For		Do Not Vote
5	Approve Discharge of Directors	Mgmt	For		Do Not Vote
6	Re-elect Bertrand Gibeau as Director	Mgmt	For		Do Not Vote
7	Re-elect Sophie Mosnier as Director	Mgmt	For		Do Not Vote
8	Re-elect Armand Suchet as Director	Mgmt	For		Do Not Vote
9	Re-elect Aglae Touchard Le Drian as Director	Mgmt	For		Do Not Vote
10	Approve Discharge of Deloitte as Auditor	Mgmt	For		Do Not Vote
11	Renew Appointment of Deloitte as Auditor	Mgmt	For		Do Not Vote
12	Transact Other Business (Voting)	Mgmt	For		Do Not Vote

## Eleva Sustainable Impact Europe Fund

Meeting Date: 05/14/2024

Record Date: 05/07/2024

Primary Security ID: L29661706

Country: Luxembourg

Meeting Type: Annual

Ticker: N/A

Shares Voted: 0					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Board's Report	Mgmt			
2	Receive Auditor's Report	Mgmt			
3	Approve Allocation of Income and Dividends	Mgmt	For		Do Not Vote
4	Approve Financial Statements	Mgmt	For		Do Not Vote
5	Approve Discharge of Directors	Mgmt	For		Do Not Vote



## Eleva Sustainable Impact Europe Fund

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Re-elect Bertrand Gibeau as Director	Mgmt	For		Do Not Vote
7	Re-elect Sophie Mosnier as Director	Mgmt	For		Do Not Vote
8	Re-elect Armand Suchet as Director	Mgmt	For		Do Not Vote
9	Re-elect Aglae Touchard Le Drian as Director	Mgmt	For		Do Not Vote
10	Approve Discharge of Deloitte as Auditor	Mgmt	For		Do Not Vote
11	Renew Appointment of Deloitte as Auditor	Mgmt	For		Do Not Vote
12	Transact Other Business (Voting)	Mgmt	For		Do Not Vote

## Arkema SA

Meeting Date: 05/15/2024	Country: France	Ticker: AKE
Record Date: 05/13/2024	Meeting Type: Annual/Special	
Primary Security ID: F0392W125		

Shares Voted: 781,012

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 3.50 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	Reelect Thierry Le Henaff as Director	Mgmt	For	For	For
6	Approve Remuneration Policy of Directors	Mgmt	For	For	For
7	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Refer	For
8	Approve Compensation Report of Corporate Officers	Mgmt	For	Refer	For
9	Approve Compensation of Chairman and CEO	Mgmt	For	Refer	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Renew Appointment of Ernst & Young Audit as Auditor	Mgmt	For	For	For
11	Appoint KPMG Audit as Auditor for the Sustainability Reporting	Mgmt	For	For	For
12	Appoint Mazars & Associates as Auditor for the Sustainability Reporting	Mgmt	For	For	For
13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
14	Extraordinary Business	Mgmt			
	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 50 Percent of Issued Capital	Mgmt	For	For	For
15	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to 10 Percent of Issued Capital	Mgmt	For	For	For
16	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to 10 Percent of Issued Capital	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 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
19	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	Against	Against
20	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 14-19 up to 50 Percent of Issued Capital and Under Items 15, 16 and 18 up to 10 Percent of Issued Capital	Mgmt	For	For	For
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
22	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

SAP SE

Meeting Date: 05/15/2024

Record Date: 04/23/2024

Primary Security ID: D66992104

Country: Germany

Meeting Type: Annual

Ticker: SAP

Shares Voted: 896,382

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 2.20 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
5	Ratify BDO AG as Auditors for Fiscal Year 2024 and as Auditors of Sustainability Reporting for Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	Refer	For
7.1	Elect Aicha Evans to the Supervisory Board	Mgmt	For	Refer	For
7.2	Elect Gerhard Oswald to the Supervisory Board	Mgmt	For	Against	Against
7.3	Elect Friederike Rotsch to the Supervisory Board	Mgmt	For	Refer	For
7.4	Elect Ralf Herbrich to the Supervisory Board	Mgmt	For	Refer	For
7.5	Elect Pekka Ala-Pietilae to the Supervisory Board	Mgmt	For	Refer	For
8	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
9	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For

Adyen NV

Meeting Date: 05/16/2024

Record Date: 04/18/2024

Primary Security ID: N3501V104

Country: Netherlands

Meeting Type: Annual

Ticker: ADYEN

Shares Voted: 101,650

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2.a	Receive Report of Management Board and Supervisory Board (Non-Voting)	Mgmt			
2.b	Approve Remuneration Report	Mgmt	For	Refer	For
2.c	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
2.d	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
3	Approve Discharge of Management Board	Mgmt	For	Against	Against
4	Approve Discharge of Supervisory Board	Mgmt	For	Against	Against
5	Elect Adine Grate to Supervisory Board	Mgmt	For	Refer	For
6	Reelect Piero Overmars to Supervisory Board	Mgmt	For	Refer	For
7	Reelect Caoimhe Keogan to Supervisory Board	Mgmt	For	Refer	For
8	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For
9	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
10	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
11	Reappoint PwC as Auditors	Mgmt	For	For	For
12	Close Meeting	Mgmt			

E.ON SE

Meeting Date: 05/16/2024

Record Date: 05/09/2024

Primary Security ID: D24914133

Country: Germany

Meeting Type: Annual

Ticker: EOAN

Shares Voted: 7,209,675

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.53 per Share	Mgmt	For	Refer	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
5.1	Ratify KPMG AG as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements for the Fiscal Year 2024 and the First Quarter of Fiscal Year 2025	Mgmt	For	For	For
5.2	Ratify KPMG AG as Auditor for the Sustainability Reporting for Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	Refer	For
7	Amend Articles Re: Transactions Requiring Supervisory Board Approval	Mgmt	For	For	For
8	Approve Creation of EUR 528 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
9	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 6 Billion; Approve Creation of EUR 264 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For
10	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
11	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For

Heidelberg Materials AG

Meeting Date: 05/16/2024

Record Date: 04/24/2024

Primary Security ID: D31709104

Country: Germany

Meeting Type: Annual

Ticker: HEI

Shares Voted: 905,624

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 3.00 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Dominik von Achten for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
3.2	Approve Discharge of Management Board Member Rene Aldach for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
3.3	Approve Discharge of Management Board Member Kevin Gluskie for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
3.4	Approve Discharge of Management Board Member Hakan Gurdal for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
3.5	Approve Discharge of Management Board Member Ernest Jelito for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
3.6	Approve Discharge of Management Board Member Nicola Kimm for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
3.7	Approve Discharge of Management Board Member Dennis Lentz for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
3.8	Approve Discharge of Management Board Member Jon Morrish for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
3.9	Approve Discharge of Management Board Member Chris Ward for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
4.1	Approve Discharge of Supervisory Board Member Bernd Scheifele for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
4.2	Approve Discharge of Supervisory Board Member Heinz Schmitt for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
4.3	Approve Discharge of Supervisory Board Member Barbara Breuninger for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
4.4	Approve Discharge of Supervisory Board Member Birgit Jochens for Fiscal Year 2023	Mgmt	For	Abstain	Abstain

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.5	Approve Discharge of Supervisory Board Member Ludwig Merckle for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
4.6	Approve Discharge of Supervisory Board Member Luka Mucic for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
4.7	Approve Discharge of Supervisory Board Member Ines Ploss for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
4.8	Approve Discharge of Supervisory Board Member Peter Riedel for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
4.9	Approve Discharge of Supervisory Board Member Werner Schraeder for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
4.10	Approve Discharge of Supervisory Board Member Margret Suckale for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
4.11	Approve Discharge of Supervisory Board Member Sopna Sury for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
4.12	Approve Discharge of Supervisory Board Member Marion Weissenberger-Eibl for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	Refer	For
7	Approve Remuneration Policy	Mgmt	For	Refer	For
8.1	Reelect Bernd Scheifele to the Supervisory Board	Mgmt	For	Against	Against
8.2	Reelect Ludwig Merckle to the Supervisory Board	Mgmt	For	Against	Against
8.3	Reelect Luka Mucic to the Supervisory Board	Mgmt	For	Refer	For
8.4	Reelect Margret Suckale to the Supervisory Board	Mgmt	For	Refer	For
8.5	Reelect Sopna Sury to the Supervisory Board	Mgmt	For	Refer	For
8.6	Elect Gunnar Groebler to the Supervisory Board	Mgmt	For	Against	Against
9	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For

Meeting Date: 05/16/2024	Country: United Kingdom	Ticker: NXT
Record Date: 05/14/2024	Meeting Type: Annual	
Primary Security ID: G6500M106		

Shares Voted: 620,048

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 Venetia Butterfield as Director	Mgmt	For	Refer	For
5	Elect Amy Stirling as Director	Mgmt	For	Refer	For
6	Re-elect Jonathan Bewes as Director	Mgmt	For	Refer	For
7	Re-elect Soumen Das as Director	Mgmt	For	Refer	For
8	Re-elect Tom Hall as Director	Mgmt	For	Refer	For
9	Re-elect Dame Tristia Harrison as Director	Mgmt	For	Refer	For
10	Re-elect Amanda James as Director	Mgmt	For	Refer	For
11	Re-elect Richard Papp as Director	Mgmt	For	Refer	For
12	Re-elect Michael Roney as Director	Mgmt	For	Refer	For
13	Re-elect Jane Shields as Director	Mgmt	For	Refer	For
14	Re-elect Jeremy Stakol as Director	Mgmt	For	Refer	For
15	Re-elect Lord Wolfson as Director	Mgmt	For	Refer	For
16	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	Against	Against
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Against	Against
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	Against	Against
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For



Next Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
22	Authorise Off-Market Purchase of Ordinary Shares	Mgmt	For	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Renault SA

**Meeting Date:** 05/16/2024

**Country:** France

**Ticker:** RNO

**Record Date:** 05/14/2024

**Meeting Type:** Annual/Special

**Primary Security ID:** F77098105

Shares Voted: 1,792,711

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 1.85 per Share	Mgmt	For	For	For
4	Receive Auditor's Special Reports Re: Remuneration of Redeemable Shares	Mgmt	For	For	For
5	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
6	Approve Transaction with Nissan Motor Co., Ltd Re: Framework Agreement	Mgmt	For	For	For
7	Approve Transaction with Nissan Motor Co., Ltd Re: New Alliance Agreement	Mgmt	For	For	For
8	Approve Transaction with Nissan Motor Co., Ltd Re: Ampere Investment Agreement	Mgmt	For	For	For
9	Approve Transaction with Nissan Motor Co., Ltd Re: Notice of Sale of Nissan Shares	Mgmt	For	For	For
10	Approve Transaction with French State Re: Termination of Governance Agreement	Mgmt	For	For	For
11	Appoint Mazars SA as Auditor for the Sustainability Reporting	Mgmt	For	For	For
12	Appoint KPMG SA as Auditor for the Sustainability Reporting	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Approve Compensation Report of Corporate Officers	Mgmt	For	Refer	For
14	Approve Compensation of Jean-Dominique Senard, Chairman of the Board	Mgmt	For	For	For
15	Approve Compensation of Luca de Meo, CEO	Mgmt	For	Refer	For
16	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
17	Approve Remuneration Policy of CEO	Mgmt	For	Refer	For
18	Approve Remuneration Policy of Directors	Mgmt	For	For	For
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 1 Billion 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 350 Million	Mgmt	For	For	For
23	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 120 Million	Mgmt	For	Against	For
24	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 60 Million	Mgmt	For	Against	For
25	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
27	Authorize up to 3 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
28	Ordinary Business	Mgmt			
	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Meeting Date: 05/21/2024	Country: United Kingdom	Ticker: SHEL
Record Date: 05/17/2024	Meeting Type: Annual	
Primary Security ID: G80827101		

Shares Voted: 3,342,630

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Proposals	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	Refer	For
3	Re-elect Dick Boer as Director	Mgmt	For	Refer	For
4	Re-elect Neil Carson as Director	Mgmt	For	Refer	For
5	Re-elect Ann Godbehere as Director	Mgmt	For	Refer	For
6	Re-elect Sinead Gorman as Director	Mgmt	For	Refer	For
7	Re-elect Jane Lute as Director	Mgmt	For	Refer	For
8	Re-elect Catherine Hughes as Director	Mgmt	For	Refer	For
9	Re-elect Sir Andrew Mackenzie as Director	Mgmt	For	Refer	For
10	Re-elect Sir Charles Roxburgh as Director	Mgmt	For	Refer	For
11	Re-elect Wael Sawan as Director	Mgmt	For	Refer	For
12	Re-elect Abraham Schot as Director	Mgmt	For	Refer	For
13	Re-elect Leena Srivastava as Director	Mgmt	For	Refer	For
14	Re-elect Cyrus Taraporevala as Director	Mgmt	For	Refer	For
15	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
16	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise Off-Market Purchase of Ordinary Shares	Mgmt	For	For	For
21	Authorise UK Political Donations and Expenditure	Mgmt	For	Against	Against

Shell Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
22	Approve the Shell Energy Transition Strategy	Mgmt	For	Refer	For
	Shareholder Proposal	Mgmt			
23	Advise Shell to Align its Medium-Term Emissions Reduction Targets Covering the Greenhouse Gas (GHG) Emissions of the Use of its Energy Products (Scope 3) with the Goal of the Paris Climate Agreement	SH	Against	Refer	For

Enel SpA

Meeting Date: 05/23/2024

Record Date: 05/14/2024

Primary Security ID: T3679P115

Country: Italy

Meeting Type: Annual

Ticker: ENEL

Shares Voted: 13,041,441

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	Refer	For
3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
4	Approve Long Term Incentive Plan 2024	Mgmt	For	For	For
5.1	Approve Remuneration Policy	Mgmt	For	Refer	For
5.2	Approve Second Section of the Remuneration Report	Mgmt	For	Refer	For

Rolls-Royce Holdings Plc

Meeting Date: 05/23/2024

Record Date: 05/21/2024

Primary Security ID: G76225104

Country: United Kingdom

Meeting Type: Annual

Ticker: RR

Shares Voted: 24,420,426

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Policy	Mgmt	For	Refer	For

Rolls-Royce Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Remuneration Report	Mgmt	For	Refer	For
4	Re-elect Dame Anita Frew as Director	Mgmt	For	Refer	For
5	Re-elect Tufan Erginbilgic as Director	Mgmt	For	Refer	For
6	Elect Helen McCabe as Director	Mgmt	For	Refer	For
7	Re-elect George Culmer as Director	Mgmt	For	Refer	For
8	Elect Birgit Behrendt as Director	Mgmt	For	Refer	Against
9	Elect Stuart Bradie as Director	Mgmt	For	Refer	For
10	Elect Paulo Cesar Silva as Director	Mgmt	For	Refer	For
11	Re-elect Lord Jitesh Gadhia as Director	Mgmt	For	Refer	For
12	Re-elect Beverly Goulet as Director	Mgmt	For	Refer	For
13	Re-elect Nick Luff as Director	Mgmt	For	Refer	For
14	Re-elect Wendy Mars as Director	Mgmt	For	Refer	For
15	Re-elect Dame Angela Strank as Director	Mgmt	For	Refer	For
16	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	Against	Against
19	Authorise Issue of Equity	Mgmt	For	Against	Against
20	Approve Global Employee Share Purchase Plan	Mgmt	For	For	For
21	Approve Long Term Incentive Plan	Mgmt	For	For	For
22	Approve Increase in the Maximum Aggregate Fees Payable to Non-Executive Directors	Mgmt	For	For	For
23	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Against	Against
24	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
25	Adopt New Articles of Association	Mgmt	For	For	For

Meeting Date: 05/23/2024	Country: France	Ticker: SAF
Record Date: 05/21/2024	Meeting Type: Annual	
Primary Security ID: F4035A557		

Shares Voted: 386,205

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 2.20 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Regarding Two New Transactions	Mgmt	For	For	For
5	Reelect Patricia Bellinger as Independent Director	Mgmt	For	Refer	For
6	Elect Pascale Dosda as Representative of Employee Shareholders to the Board	Mgmt	For	For	For
7	Reelect Anne Aubert as Representative of Employee Shareholders to the Board	Mgmt	For	For	For
8	Appoint Mazars as Auditor for the Sustainability Reporting	Mgmt	For	For	For
9	Appoint Ernst & Young et Autres as Auditor for the Sustainability Reporting	Mgmt	For	For	For
10	Approve Compensation of Ross McInnes, Chairman of the Board	Mgmt	For	For	For
11	Approve Compensation of Olivier Andries, CEO	Mgmt	For	Refer	For
12	Approve Compensation Report of Corporate Officers	Mgmt	For	Refer	For
13	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	Refer	For
14	Approve Remuneration Policy of CEO	Mgmt	For	Refer	For
15	Approve Remuneration Policy of Directors	Mgmt	For	Refer	For
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
17	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Meeting Date: 05/23/2024	Country: France	Ticker: SU
Record Date: 05/21/2024	Meeting Type: Annual/Special	
Primary Security ID: F86921107		

Shares Voted: 578,999

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 3.50 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	Appoint Mazars as Auditor for the Sustainability Reporting	Mgmt	For	For	For
6	Appoint PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting	Mgmt	For	For	For
7	Approve Compensation Report of Corporate Officers	Mgmt	For	Refer	For
8	Approve Compensation of Jean-Pascal Tricoire, Chairman and CEO fom January 1, 2023 until May 3, 2023	Mgmt	For	Refer	For
9	Approve Compensation of Peter Herweck, CEO since May 4, 2023	Mgmt	For	Refer	For
10	Approve Compensation of Jean-Pascal Tricoire, Chairman of the Board since May 4, 2023	Mgmt	For	For	For
11	Approve Remuneration Policy of CEO	Mgmt	For	Refer	For
12	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
13	Approve Remuneration Policy of Directors	Mgmt	For	For	For
14	Reelect Fred Kindle as Director	Mgmt	For	Refer	For
15	Reelect Cecile Cabanis as Director	Mgmt	For	Refer	Against
16	Reelect Jill Lee as Director	Mgmt	For	Refer	For
17	Elect Philippe Knoche as Director	Mgmt	For	Refer	For

Schneider Electric SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
21	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

TotalEnergies SE

Meeting Date: 05/24/2024Country: FranceTicker: TTE

Record Date: 05/22/2024Meeting Type: Annual/Special

Primary Security ID: F92124100

Shares Voted: 2,792,107

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Ordinary Business	Mgmt			
	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 3.01 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 Patrick Pouyanne as Director	Mgmt	For	For	For
7	Reelect Jacques Aschenbroich as Director	Mgmt	For	Refer	For
8	Reelect Glenn Hubbard as Director	Mgmt	For	Refer	For
9	Elect Marie-Ange Debon as Director	Mgmt	For	Refer	For



Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Approve Compensation Report of Corporate Officers	Mgmt	For	Refer	For
11	Approve Remuneration Policy of Directors	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 Report on Progress of Company's Sustainability and Climate Transition Plan (Advisory)	Mgmt	For	Refer	For
15	Appoint Cabinet Ernst and Young Audit as Auditor for the Sustainability Reporting	Mgmt	For	For	For
16	Appoint Cabinet PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting	Mgmt	For	For	For
17	Extraordinary Business	Mgmt			
	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights and/or Capitalization of Reserves for Bonus Issue or Increase in Par Value, up to Aggregate Nominal Amount of EUR 2.5 Billion	Mgmt	For	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 575 Million	Mgmt	For	For	For
19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 575 Million	Mgmt	For	Against	Against
20	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 18 and 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 up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For

Publicis Groupe SA

Meeting Date: 05/29/2024

Record Date: 05/27/2024

Primary Security ID: F7607Z165

Country: France

Meeting Type: Annual/Special

Ticker: PUB

Shares Voted: 1,144,778

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 Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Appoint Grant Thornton as Auditor for the Sustainability Reporting	Mgmt	For	For	For
6	Approve Compensation Report of Corporate Officers	Mgmt	For	Refer	For
7	Approve Compensation of Maurice Levy, Chairman Supervisory Board	Mgmt	For	For	For
8	Approve Compensation of Arthur Sadoun, Chairman of Management Board	Mgmt	For	Refer	For
9	Approve Compensation of Anne-Gabrielle Heilbronner, Management Board Member	Mgmt	For	Refer	For
10	Approve Compensation of Michel-Alain Proch, Management Board Member	Mgmt	For	Refer	For
11	Approve Remuneration Policy of Chairman of Supervisory Board	Mgmt	For	For	For
12	Approve Remuneration Policy of Supervisory Board Members	Mgmt	For	For	For
13	Approve Remuneration Policy of Chairman of Management Board	Mgmt	For	Refer	For
14	Approve Remuneration Policy of Management Board Members	Mgmt	For	Refer	For
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			

Publicis Groupe SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 30 Million	Mgmt	For	For	For
17	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 9 Million	Mgmt	For	For	For
18	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 9 Million	Mgmt	For	Against	Against
19	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 16-18	Mgmt	For	Against	Against
20	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
21	Authorize Capitalization of Reserves of Up to EUR 30 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
22	Authorize Capital Increase of Up to EUR 9 Million for Future Exchange Offers	Mgmt	For	For	For
23	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
24	Authorize up to 3 Percent of Issued Capital for Use in Restricted Stock Plans	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 and Corporate Officers of International Subsidiaries	Mgmt	For	For	For
27	Change Corporate Purpose and Amend Article 2 of Bylaws Accordingly	Mgmt	For	For	For
28	Amend Article 4 of Bylaws Re: Duration of Company	Mgmt	For	For	For

Publicis Groupe SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
29	Adopt One-Tiered Board Structure and Amend Bylaws Accordingly	Mgmt	For	For	For
	Ordinary Business	Mgmt			
30	Elect Arthur Sadoun as Director	Mgmt	For	Refer	For
31	Elect Elisabeth Badinter as Director	Mgmt	For	Refer	For
32	Elect Simon Badinter as Director	Mgmt	For	Refer	For
33	Elect Jean Charest as Director	Mgmt	For	Refer	For
34	Elect Sophie Dulac as Director	Mgmt	For	Refer	For
35	Elect Thomas H. Glocer as Director	Mgmt	For	Refer	For
36	Elect Marie-Josée Kravis as Director	Mgmt	For	Refer	For
37	Elect Andre Kudelski as Director	Mgmt	For	Refer	For
38	Elect Suzan LeVine as Director	Mgmt	For	Refer	For
39	Elect Antonella Mei-Pochtler as Director	Mgmt	For	Refer	For
40	Elect Tidjane Thiam as Director	Mgmt	For	Refer	For
41	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Refer	For
42	Approve Remuneration Policy of Directors	Mgmt	For	For	For
43	Reelect Sophie Dulac as Supervisory Board Member	Mgmt	For	Refer	For
44	Reelect Thomas H. Glocer as Supervisory Board Member	Mgmt	For	Refer	For
45	Reelect Marie-Josée Kravis as Supervisory Board Member	Mgmt	For	Refer	For
46	Reelect Andre Kudelski as Supervisory Board Member	Mgmt	For	Refer	For
47	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

3i Group PLC

Meeting Date: 06/27/2024	Country: United Kingdom	Ticker: III
Record Date: 06/25/2024	Meeting Type: Annual	
Primary Security ID: G88473148		

**Shares Voted: 4,301,302**

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 Dividend	Mgmt	For	For	For
4	Re-elect Simon Borrows as Director	Mgmt	For	Refer	For
5	Re-elect Stephen Daintith as Director	Mgmt	For	Refer	For
6	Re-elect Jasi Halai as Director	Mgmt	For	Refer	For
7	Re-elect James Hatchley as Director	Mgmt	For	Refer	For
8	Re-elect David Hutchison as Director	Mgmt	For	Refer	For
9	Re-elect Lesley Knox as Director	Mgmt	For	Refer	For
10	Re-elect Coline McConville as Director	Mgmt	For	Refer	For
11	Re-elect Peter McKellar as Director	Mgmt	For	Refer	For
12	Re-elect Alexandra Schaapveld as Director	Mgmt	For	Refer	For
13	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
14	Authorise Board Acting Through the Audit and Compliance Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Authorise UK Political Donations and Expenditure	Mgmt	For	Against	Against
16	Authorise Issue of Equity	Mgmt	For	Against	Against
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Against	Against
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	Against	Against
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Industria de Diseno Textil SA

Meeting Date: 07/09/2024

Record Date: 07/04/2024

Primary Security ID: E6282J125

Country: Spain

Meeting Type: Annual

Ticker: ITX

Shares Voted: 2,238,958

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.a	Approve Standalone Financial Statements	Mgmt	For	For	For
1.b	Approve Discharge of Board	Mgmt	For	Abstain	Abstain
2	Approve Consolidated Financial Statements	Mgmt	For	For	For
3	Approve Non-Financial Information Statement	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends	Mgmt	For	Refer	For
5.a	Amend Article 9 Re: Transfer of Shares	Mgmt	For	For	For
5.b	Amend Articles Re: General Meetings	Mgmt	For	For	For
5.c	Amend Articles Re: Board of Directors	Mgmt	For	For	For
5.d	Amend Article 36 Re: Approval of Accounts and Allocation of Income	Mgmt	For	For	For
5.e	Amend Article 40 Re: Liquidation	Mgmt	For	For	For
6	Amend Articles of General Meeting Regulations	Mgmt	For	For	For
7.a	Elect Flora Perez Marcote as Director	Mgmt	For	Refer	For
7.b	Elect Belen Romana Garcia as Director	Mgmt	For	Refer	For
7.c	Reelect Denise Patricia Kingsmill as Director	Mgmt	For	Refer	For
8	Advisory Vote on Remuneration Report	Mgmt	For	Refer	For
9	Authorize Company to Call EGM with 15 Days' Notice	Mgmt	For	For	For
10	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Sampo Oyj

Meeting Date: 07/09/2024

Record Date: 06/27/2024

Primary Security ID: X75653232

Country: Finland

Meeting Type: Extraordinary Shareholders

Ticker: SAMPO

Shares Voted: 1,465,229

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	Approve Issuance of 57.5 Million Shares in Connection with Acquisition of Topdanmark A/S	Mgmt	For	Refer	For
7	Close Meeting	Mgmt			

National Grid Plc

Meeting Date: 07/10/2024Country: United KingdomTicker: NG

Record Date: 07/08/2024Meeting Type: Annual

Primary Security ID: G6S9A7120

Shares Voted: 4,070,426

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Re-elect Paula Reynolds as Director	Mgmt	For	Refer	For
4	Re-elect John Pettigrew as Director	Mgmt	For	Refer	For
5	Re-elect Andy Agg as Director	Mgmt	For	Refer	For
6	Elect Jacqui Ferguson as Director	Mgmt	For	Refer	For
7	Re-elect Ian Livingston as Director	Mgmt	For	Refer	For
8	Re-elect Iain Mackay as Director	Mgmt	For	Refer	For
9	Re-elect Anne Robinson as Director	Mgmt	For	Refer	For
10	Re-elect Earl Shipp as Director	Mgmt	For	Refer	For
11	Re-elect Jonathan Silver as Director	Mgmt	For	Refer	For

National Grid Plc

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

SSE Plc

Meeting Date: 07/18/2024

Record Date: 07/16/2024

Primary Security ID: G8842P102

Country: United Kingdom

Meeting Type: Annual

Ticker: SSE

Shares Voted: 5,962,062

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	Refer	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Lady Elish Angiolini as Director	Mgmt	For	Refer	For
5	Re-elect John Bason as Director	Mgmt	For	Refer	For
6	Re-elect Tony Cocker as Director	Mgmt	For	Refer	For



Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Re-elect Debbie Crosbie as Director	Mgmt	For	Refer	For
8	Re-elect Helen Mahy as Director	Mgmt	For	Refer	For
9	Re-elect Sir John Manzoni as Director	Mgmt	For	Refer	For
10	Elect Barry O'Regan as Director	Mgmt	For	Refer	For
11	Re-elect Alistair Phillips-Davies as Director	Mgmt	For	Refer	For
12	Re-elect Martin Pibworth as Director	Mgmt	For	Refer	For
13	Re-elect Melanie Smith as Director	Mgmt	For	Refer	For
14	Re-elect Dame Angela Strank as Director	Mgmt	For	Refer	For
15	Elect Maarten Wetselaar as Director	Mgmt	For	Refer	For
16	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Approve Net Zero Transition Report	Mgmt	For	Refer	For
19	Authorise Issue of Equity	Mgmt	For	Against	Against
20	Approve Scrip Dividend Scheme	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Against	Against
22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	Against	Against
23	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
24	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For