

VOTE SUMMARY REPORT

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

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): ELEVA EUROLAND
SELECTION FUND, ELEVA UCITS FUND ELEVA
EUROLAND 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: 329,912

| 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: 1,124,663

| 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: 661,637

| 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 | | | |

Banco Bilbao Vizcaya Argentaria SA

Meeting Date: 03/14/2024

Record Date: 03/08/2024

Primary Security ID: E11805103

Country: Spain

Meeting Type: Annual

Ticker: BBVA

Shares Voted: 3,902,220

| 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 |
| 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 |

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: 1,784,840

| 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 | | | |
| 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 Ryttsola 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 | | | |

Stora Enso Oyj

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---------------|-----------|----------|-------------------|------------------|
| 19 | Close Meeting | Mgmt | | | |

Novo Nordisk A/S

| | | |
|--------------------------------|----------------------|----------------|
| Meeting Date: 03/21/2024 | Country: Denmark | Ticker: NOVO.B |
| Record Date: 03/14/2024 | Meeting Type: Annual | |
| Primary Security ID: K72807140 | | |

Shares Voted: 250,434

| 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 |
| 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 |

Novo Nordisk A/S

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

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: 837,244

| 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 | | | |
| 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 |

Ferrovial SE

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

Record Date: 04/03/2024

Primary Security ID: T9T23L642

Country: Italy

Meeting Type: Annual/Special

Ticker: UCG

Shares Voted: 1,487,255

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| | Ordinary Business | Mgmt | | | |
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Allocation of Income | Mgmt | For | For | For |
| 3 | Approve Elimination of Negative Reserves | Mgmt | For | For | For |
| 4 | Authorize Share Repurchase Program | Mgmt | For | Against | For |
| 5 | Fix Number of Directors and Members of the Management Control Committee | Mgmt | For | For | For |
| | Appoint Directors (Slate Election) - Choose One of the Following Slates | Mgmt | | | |
| 6.1 | Slate 1 Submitted by Management | Mgmt | For | Refer | For |

UniCredit SpA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 6.2 | 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

Record Date: 03/19/2024

Primary Security ID: N82405106

Country: Netherlands

Meeting Type: Annual

Ticker: STLAM

Shares Voted: 2,097,112

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1 | Annual Meeting Agenda | Mgmt | | | |
| | 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 | | | |

Stellantis NV

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

Ferrari NV

Meeting Date: 04/17/2024

Record Date: 03/20/2024

Primary Security ID: N3167Y103

Country: Netherlands

Meeting Type: Annual

Ticker: RACE

Shares Voted: 60,610

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| | Annual Meeting Agenda | Mgmt | | | |
| 1 | Open Meeting | Mgmt | | | |
| 2.a | Receive Director's Board Report (Non-Voting) | Mgmt | | | |
| 2.b | Receive Explanation on Company's Reserves and Dividend Policy | Mgmt | | | |
| 2.c | Discuss Corporate Governance Chapter in Board Report | 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 |

Ferrari NV

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 3.a | Reelect John Elkann as Executive Director | Mgmt | For | Refer | For |
| 3.b | Reelect Benedetto Vigna as Executive Director | Mgmt | For | Refer | For |
| 3.c | Reelect Piero Ferrari as Non-Executive Director | Mgmt | For | Refer | For |
| 3.d | Reelect Delphine Arnault as Non-Executive Director | Mgmt | For | Against | For |
| 3.e | Reelect Francesca Bellettini as Non-Executive Director | Mgmt | For | Against | Against |
| 3.f | Reelect Eduardo H. Cue as Non-Executive Director | Mgmt | For | Refer | For |
| 3.g | Reelect Sergio Duca as Non-Executive Director | Mgmt | For | Refer | For |
| 3.h | Reelect John Galantic as Non-Executive Director | Mgmt | For | Refer | For |
| 3.i | Reelect Maria Patrizia Grieco as Non-Executive Director | Mgmt | For | Refer | For |
| 3.j | Reelect Adam Keswick as Non-Executive Director | Mgmt | For | Against | Against |
| 3.k | Reelect Michelangelo Volpi as Non-Executive Director | Mgmt | For | Refer | For |
| 4.1 | Grant Board Authority to Issue Shares | Mgmt | For | For | For |
| 4.2 | Authorize Board to Exclude Preemptive Rights from Share Issuances | Mgmt | For | For | For |
| 5 | Amend Remuneration Policy of Board of Directors | Mgmt | For | Refer | For |
| 6 | Authorize Repurchase of Up to 10 Percent of Issued Common Shares | Mgmt | For | For | For |
| 7 | Reappoint Auditors | Mgmt | For | For | For |
| 8 | Approve Awards to Executive Director | Mgmt | For | For | For |
| 9 | Close Meeting | Mgmt | | | |

Banco BPM SpA

Meeting Date: 04/18/2024

Record Date: 04/09/2024

Primary Security ID: T1708N101

Country: Italy

Meeting Type: Annual

Ticker: BAMI

Shares Voted: 3,182,582

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

Banco BPM SpA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Allocation of Income | Mgmt | For | For | For |
| 3 | Approve Deloitte & Touche SpA as Auditors and Authorize Board to Fix Their Remuneration | Mgmt | For | For | For |
| 4.1 | Approve Remuneration Policy | Mgmt | For | Refer | For |
| 4.2 | Approve Second Section of the Remuneration Report | Mgmt | For | Refer | For |
| 5.1 | Approve 2024 Short-Term Incentive Plan | Mgmt | For | Refer | For |
| 5.2 | Approve 2024-2026 Long-Term Incentive Plan | Mgmt | For | Refer | For |
| 6 | Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service the Compensation Plans | Mgmt | For | For | For |

Beiersdorf AG

| | | |
|--------------------------------|----------------------|-------------|
| Meeting Date: 04/18/2024 | Country: Germany | Ticker: BEI |
| Record Date: 03/27/2024 | Meeting Type: Annual | |
| Primary Security ID: D08792109 | | |

Shares Voted: 233,967

| 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 1.00 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 |

Beiersdorf AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 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: 04/18/2024Country: FranceTicker: MC

Record Date: 04/16/2024Meeting Type: Annual/Special

Primary Security ID: F58485115

Shares Voted: 82,230

| 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 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 |

LVMH Moët Hennessy Louis Vuitton SE

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 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 | For | For | For |
| | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares | Mgmt | | | |
| 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 |

AXA SA

Meeting Date: 04/23/2024

Record Date: 04/19/2024

Primary Security ID: F06106102

Country: France

Meeting Type: Annual/Special

Ticker: CS

Shares Voted: 1,306,991

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1 | Ordinary Business | Mgmt | For | For | For |
| | Approve Financial Statements and Statutory Reports | Mgmt | | | |
| | Approve Consolidated Financial Statements and Statutory Reports | Mgmt | | | |
| | Approve Allocation of Income and Dividends of EUR 1.98 per Share | Mgmt | | | |

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

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 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 |
| 22 | Extraordinary Business | Mgmt | | | |
| | 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 |
| 25 | Ordinary Business | Mgmt | | | |
| | Authorize Filing of Required Documents/Other Formalities | 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: 143,087

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1 | Annual Meeting Agenda | Mgmt | | | |
| | Open Meeting | Mgmt | | | |
| | 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 |

ASML Holding NV

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

Record Date: 04/15/2024

Primary Security ID: T55067101

Country: Italy

Meeting Type: Annual/Special

Ticker: ISP

Shares Voted: 10,917,566

| 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 |
| 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: 200,949

| 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 |

BASF SE

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 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 |
| 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: 416,428

| 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 |

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 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 |
| 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: 267,249

| 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 | | | |

Heineken NV

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 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 |
| 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 | Country: Belgium | Ticker: UCB |
| Record Date: 04/11/2024 | Meeting Type: Annual/Special | |
| Primary Security ID: B93562120 | | |

Shares Voted: 193,617

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|-------------------------------|-----------|----------|-------------------|------------------|
| | Annual/Special Meeting Agenda | Mgmt | | | |
| | Ordinary Part | Mgmt | | | |

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1 | Receive Directors' Reports (Non-Voting) | Mgmt | | | |
| 2 | Receive Auditors' Reports (Non-Voting) | Mgmt | | | |
| 3 | Receive Consolidated Financial Statements and Statutory Reports (Non-Voting) | Mgmt | | | |
| 4 | Approve Financial Statements, Allocation of Income, and Dividends of EUR 1.36 per Share | Mgmt | For | For | For |
| 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 |

UCB SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 12.2 | Approve Change-of-Control Clause Re: Schuldschein Loan Agreements Entered on 24 August 2023 | Mgmt | For | For | For |

UCB SA

| | | |
|--------------------------------|--|-------------|
| Meeting Date: 04/25/2024 | Country: Belgium | Ticker: UCB |
| Record Date: 04/11/2024 | Meeting Type: Extraordinary Shareholders | |
| Primary Security ID: B93562120 | | |

Shares Voted: 193,617

| 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: 04/30/2024 | Country: France | Ticker: EL |
| Record Date: 04/26/2024 | Meeting Type: Annual/Special | |
| Primary Security ID: F31665106 | | |

Shares Voted: 152,597

| 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 |

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 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 |
| 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 |
| | Extraordinary Business | Mgmt | | | |
| 25 | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares | Mgmt | For | For | For |

EssilorLuxottica SA

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

Record Date: 04/26/2024

Primary Security ID: F48051100

Country: France

Meeting Type: Annual/Special

Ticker: RMS

Shares Voted: 16,399

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

Hermes International SCA

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

| | | |
|--------------------------------|------------------------------|-------------|
| Meeting Date: 04/30/2024 | Country: France | Ticker: RXL |
| Record Date: 04/26/2024 | Meeting Type: Annual/Special | |
| Primary Security ID: F7782J366 | | |

Shares Voted: 788,540

| 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 1.20 per Share | Mgmt | For | For | For |
| 4 | Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions | Mgmt | For | For | For |
| 5 | Approve Remuneration Policy of Chairman of the Board | Mgmt | For | For | For |
| 6 | Approve Remuneration Policy of Directors | Mgmt | For | For | For |
| 7 | Approve Remuneration Policy of CEO | Mgmt | For | Refer | For |
| 8 | Approve Compensation Report of Corporate Officers | Mgmt | For | Refer | For |
| 9 | Approve Compensation of Ian Meakins, Chairman of the Board Until August 31, 2023 | Mgmt | For | For | For |
| 10 | Approve Compensation of Agnes Touraine, Chairwoman of the Board Since September 1, 2023 | Mgmt | For | For | For |
| 11 | Approve Compensation of Guillaume Texier, CEO | Mgmt | For | Refer | For |
| 12 | Elect Eric Labaye as Director | Mgmt | For | Refer | For |
| 13 | Elect Catherine Vandendorre as Director | Mgmt | For | Against | Against |
| 14 | Reelect Brigitte Cantaloube as Director | Mgmt | For | Refer | For |
| 15 | Renew Appointment of PricewaterhouseCoopers Audit as Auditor | Mgmt | For | Against | Against |
| 16 | Appoint PricewaterhouseCoopers Audit as Auditor Responsible for Certifying Sustainability Information | Mgmt | For | For | For |

Rexel SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 17 | Appoint KPMG SA as Auditor Responsible for Certifying Sustainability Information | Mgmt | For | For | For |
| 18 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Mgmt | For | For | For |
| | Extraordinary Business | Mgmt | | | |
| 19 | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares | Mgmt | For | For | For |
| 20 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans | Mgmt | For | For | For |
| 21 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans for International Employees | Mgmt | For | For | For |
| 22 | Authorize up to 1.4 Percent of Issued Capital for Use in Restricted Stock Plans With Performance Conditions Attached | Mgmt | For | For | For |
| 23 | Authorize up to 0.3 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Corporate Officers and Employees of Rexel Group | Mgmt | For | For | For |
| 24 | Authorize Filing of Required Documents/Other Formalities | Mgmt | For | For | For |

KBC Group SA/NV

Meeting Date: 05/02/2024

Record Date: 04/18/2024

Primary Security ID: B5337G162

Country: Belgium

Meeting Type: Annual

Ticker: KBC

Shares Voted: 537,472

| 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 | | | |

KBC Group SA/NV

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 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 |
| 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: 538,142

| 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 |

Deutsche Post AG

| 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 | 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 |

DSM-Firmenich AG

Meeting Date: 05/07/2024

Record Date: 04/23/2024

Primary Security ID: H0245V108

Country: Switzerland

Meeting Type: Annual

Ticker: DSFIR

Shares Voted: 359,187

| 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 |

DSM-Firmenich AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 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 |
| 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: 05/07/2024

Record Date:

Primary Security ID: H0245V108

Country: Switzerland

Meeting Type: Annual

Ticker: DSFIR

Shares Voted: 359,187

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

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

Shares Voted: 310,728

| 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 |
| 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 & Associes 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 |
| | Extraordinary Business | Mgmt | | | |
| 14 | 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 |

Arkema SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 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 | Country: Germany | Ticker: SAP |
| Record Date: 04/23/2024 | Meeting Type: Annual | |
| Primary Security ID: D66992104 | | |

Shares Voted: 409,212

| 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 |

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 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 | Country: Netherlands | Ticker: ADYEN |
| Record Date: 04/18/2024 | Meeting Type: Annual | |
| Primary Security ID: N3501V104 | | |

Shares Voted: 29,533

| 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 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 |

Adyen NV

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 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: 2,613,453

| 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 |
| 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 |

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 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: 278,411

| 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 3.00 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 |

Heidelberg Materials AG

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

Heidelberg Materials AG

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

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: 468,959

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

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 2 | Approve Consolidated Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and Dividends of EUR 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 |
| 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 |

Renault SA

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

Shell Plc

Meeting Date: 05/21/2024

Record Date: 05/17/2024

Primary Security ID: G80827101

Country: United Kingdom

Meeting Type: Annual

Ticker: SHEL

Shares Voted: 699,998

| 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 |

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 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 |
| 22 | Approve the Shell Energy Transition Strategy | Mgmt | For | Refer | For |
| 23 | Shareholder Proposal | Mgmt | | | |
| | 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 |

| | | |
|--------------------------------|------------------------------|-------------|
| Meeting Date: 05/23/2024 | Country: France | Ticker: BIM |
| Record Date: 05/19/2024 | Meeting Type: Annual/Special | |
| Primary Security ID: F1149Y232 | | |

Shares Voted: 134,400

| 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 Directors | Mgmt | For | Against | Against |
| 4 | Approve Allocation of Income and Dividends of EUR 0.85 per Share | Mgmt | For | For | For |
| 5 | Reelect Harold Boel as Director | Mgmt | For | Against | Against |
| 6 | Elect Groupe Industriel Marcel Dassault as Director | Mgmt | For | Refer | Against |
| 7 | Elect Viviane Monges as Director | Mgmt | For | Refer | For |
| 8 | Appoint Benoit Ribadeau-Dumas as Censor | Mgmt | For | Against | Against |
| 9 | Renew Appointment of Ernst & Young et Autres as Auditor | Mgmt | For | For | For |
| 10 | Appoint Ernst & Young et Autres as Authorized Sustainability Auditors | Mgmt | For | For | For |
| 11 | Approve Remuneration of Directors in the Aggregate Amount of EUR 600,000 | Mgmt | For | For | For |
| 12 | Approve Remuneration Policy of Corporate Officers | Mgmt | For | Refer | Against |
| 13 | Approve Remuneration Policy of Chairman of the Board | Mgmt | For | Against | Against |
| 14 | Approve Remuneration Policy of CEO | Mgmt | For | Against | Against |
| 15 | Approve Remuneration Policy of Directors | Mgmt | For | For | For |
| 16 | Approve Compensation Report of Corporate Officers | Mgmt | For | Refer | Against |
| 17 | Approve Compensation of Alexandre Merieux, Chairman and CEO from January 1, 2023 to June 30, 2023 and Chairman of the Board since July 1, 2023 | Mgmt | For | Refer | Against |

bioMerieux SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 18 | Approve Compensation of Pierre Boulud, Vice-CEO from January 1, 2023 to June 30, 2023 and CEO since July 1, 2023 | Mgmt | For | Against | Against |
| 19 | Approve Amended Share Purchase Program (MyShare 2023) Reserved for Beneficiaries Employed in the State of California, USA | Mgmt | For | For | For |
| 20 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Mgmt | For | For | For |
| | Extraordinary Business | Mgmt | | | |
| 21 | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares | Mgmt | For | For | For |
| 22 | Authorize up to 15 Percent of Issued Capital for Use in Restricted Stock Plans | Mgmt | For | Against | Against |
| 23 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans | Mgmt | For | For | For |
| 24 | Eliminate Preemptive Rights Pursuant to Item 23 Above, in Favor of Employees | Mgmt | For | For | For |
| 25 | Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 22 and 23 at EUR 4,210,280 | Mgmt | For | For | For |
| 26 | Authorize Filing of Required Documents/Other Formalities | Mgmt | For | For | 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: 5,315,456

| 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 |

Enel SpA

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

Schneider Electric SE

Meeting Date: 05/23/2024

Record Date: 05/21/2024

Primary Security ID: F86921107

Country: France

Meeting Type: Annual/Special

Ticker: SU

Shares Voted: 236,802

| 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 |

Schneider Electric SE

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 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 |
| 18 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Mgmt | For | For | For |
| 19 | Extraordinary Business | Mgmt | | | |
| | 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 |

Amundi SA

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

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

Primary Security ID: F0300Q103

Shares Voted: 272,440

| 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 4.10 per Share | Mgmt | For | For | For |
| 4 | Approve Transaction with Credit Agricole SA Re: Group TVA | Mgmt | For | For | For |
| 5 | Approve Compensation Report | Mgmt | For | Refer | For |

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 6 | Approve Compensation of Yves Perrier, Chairman of the Board From January 1, 2023 To May 12, 2023 | Mgmt | For | For | For |
| 7 | Approve Compensation of Philippe Brassac, Chairman of the Board Since May 12, 2023 | Mgmt | For | For | For |
| 8 | Approve Compensation of Valerie Baudson, CEO | Mgmt | For | Refer | For |
| 9 | Approve Compensation of Nicolas Calcoen, Vice-CEO | Mgmt | For | Refer | For |
| 10 | Approve Remuneration Policy of Directors | Mgmt | For | For | For |
| 11 | Approve Remuneration Policy of Chairman of the Board | Mgmt | For | For | For |
| 12 | Approve Remuneration Policy of CEO | Mgmt | For | Refer | For |
| 13 | Approve Remuneration Policy of Vice-CEO | Mgmt | For | Refer | For |
| 14 | Approve the Aggregate Remuneration Granted in 2023 to Certain Senior Management, Responsible Officers, and Risk-Takers (Advisory) | Mgmt | For | Refer | For |
| 15 | Ratify Appointment of Benedicte Chretien as Director Following Resignation of Yves Perrier | Mgmt | For | Refer | For |
| 16 | Ratify Appointment of Christine Grillet as Director Following Resignation of Christine Gandon | Mgmt | For | Refer | For |
| 17 | Ratify Appointment of Gerald Gregoire as Director Following Resignation of Michel Mathieu | Mgmt | For | Refer | For |
| 18 | Reelect Nathalie Wright as Director | Mgmt | For | Refer | For |
| 19 | Reelect Michele Guibert as Director | Mgmt | For | Refer | For |
| 20 | Reelect Patrice Gentie as Director | Mgmt | For | Refer | For |
| 21 | Reelect Gerald Gregoire as Director | Mgmt | For | Refer | For |
| 22 | Appoint MAZARS as Auditor for the Sustainability Reporting | Mgmt | For | For | For |
| 23 | Appoint PRICEWATERHOUSECOOPERS AUDIT as Auditor for the Sustainability Reporting | Mgmt | For | For | For |
| 24 | Approve Report on Progress of Company's Sustainability and Climate Transition Plan (Advisory) | Mgmt | For | Refer | For |

Amundi SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 25 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Mgmt | For | For | For |
| 26 | Authorize Filing of Required Documents/Other Formalities | Mgmt | For | For | For |

TotalEnergies SE

Meeting Date: 05/24/2024

Country: France

Ticker: TTE

Record Date: 05/22/2024

Meeting Type: Annual/Special

Primary Security ID: F92124100

Shares Voted: 629,613

| 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 3.01 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 |
| 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 |

TotalEnergies SE

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 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 | For | For | For |
| | 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 | | | |
| 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 | Country: France | Ticker: PUB |
| Record Date: 05/27/2024 | Meeting Type: Annual/Special | |
| Primary Security ID: F7607Z165 | | |

Shares Voted: 371,463

| 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 |

Accor SA

| | | |
|--------------------------------|------------------------------|------------|
| Meeting Date: 05/31/2024 | Country: France | Ticker: AC |
| Record Date: 05/29/2024 | Meeting Type: Annual/Special | |
| Primary Security ID: F00189120 | | |

Shares Voted: 524,344

| 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 1.18 per Share | Mgmt | For | For | For |
| 4 | Appoint PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting | Mgmt | For | For | For |
| 5 | Approve Remuneration of Directors in the Aggregate Amount of EUR 1,440,000 | Mgmt | For | For | For |
| 6 | Approve Compensation Report of Corporate Officers | Mgmt | For | Refer | For |
| 7 | Approve Compensation of Sebastien Bazin, Chairman and CEO | Mgmt | For | Refer | For |
| 8 | Approve Remuneration Policy of Chairman and CEO | Mgmt | For | Refer | For |
| 9 | Approve Remuneration Policy of Directors | Mgmt | For | For | For |
| 10 | Approve Transaction with Rubyrock Co. Limited Re: Agreement for an Off-market Buyback | Mgmt | For | For | For |
| 11 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Mgmt | For | Against | For |
| | Extraordinary Business | Mgmt | | | |
| 12 | Approve Contribution in Kind of 283,476,190 Shares from Accor Luxury & Lifestyle SAS, its Valuation and Remuneration | Mgmt | For | Refer | For |
| | Ordinary Business | Mgmt | | | |
| 13 | Authorize Board to Issue Free Warrants with Preemptive Rights During a Public Tender Offer | Mgmt | For | Against | Against |
| 14 | Authorize Filing of Required Documents/Other Formalities | 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: 990,418

| 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: 478,949

| 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: 1,032,445

| 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 |