Stemrapport 2024

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Siemens AG	8-2-2024	Germany	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Remuneration Policy	Against
Siemens AG	8-2-2024	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Report	Against
Siemens AG	8-2-2024	Germany	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	8. Approve Creation of EUR 480 Million Pool of Capital with Partial Exclusion of Preemptive Rights	Against
Infineon Technologies AG	23-2-2024	Germany	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	8. Approve Creation of EUR 490 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Against
Infineon Technologies AG	23-2-2024	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report	Against
Siemens Energy AG	26-2-2024	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Abstain
Siemens Energy AG	26-2-2024	Germany	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with	9. Approve Creation of EUR 399.7 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Against

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
					or without Preemptive Rights		
Siemens Energy AG	26-2-2024	Germany	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	11. Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Against
Kone Oyj	29-2-2024	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Against
Kone Oyj	29-2-2024	Finland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Kone Oyj	29-2-2024	Finland	G	Director Election - Director Election	Elect Director	14.a. Reelect Matti Alahuhta as Director	Against
Kone Oyj	29-2-2024	Finland	G	Director Election - Director Election	Elect Director	14.d. Reelect Antti Herlin as Director	Against
Kone Oyj	29-2-2024	Finland	G	Director Election - Director Election	Elect Director	14.f. Reelect Jussi Herlin as Director	Against
Kone Oyj	29-2-2024	Finland	G	Director Election - Director Election	Elect Director	14.g. Elect Timo Ihamuotila as New Director	Against
Kone Oyj	29-2-2024	Finland	G	Director Election - Director Election	Elect Director	14.h. Reelect Ravi Kant as Director	Against
Kone Oyj	29-2-2024	Finland	G	Director Election - Director Election	Elect Director	14.i. Reelect Krishna Mikkilineni as Director	Against
Kone Oyj	29-2-2024	Finland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	19. Approve Issuance of Shares and Options without Preemptive Rights	Against
Novozymes A/S	4-3-2024	Denmark	G	Director Election - Director Election	Elect Director	2.a. Elect Jesper Brandgaard (Vice Chair) as Director	Abstain
Novozymes A/S	4-3-2024	Denmark	G	Director Election - Director Election	Elect Director	3.b. Elect Kevin Lane as Director	Abstain
Novozymes A/S	4-3-2024	Denmark	G	Director Election - Director Election	Elect Director	3.c. Elect Kim Stratton as Director	Abstain

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Novartis AG	5-3-2024	Switzerland	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	5.1. Approve Remuneration of Directors in the Amount of CHF 8.8 Million	Against
Novartis AG	5-3-2024	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	5.2. Approve Maximum Remuneration of Executive Committee in the Amount of CHF 95 Million	Against
Novartis AG	5-3-2024	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5.3. Approve Remuneration Report	Against
Novartis AG	5-3-2024	Switzerland	G	Director Election - Director Election	Elect Director	6.1. Reelect Joerg Reinhardt as Director and Board Chair	Against
Novartis AG	5-3-2024	Switzerland	G	Director Election - Director Election	Elect Director	6.3. Reelect Ton Buechner as Director	Against
Novartis AG	5-3-2024	Switzerland	G	Director Election - Director Election	Elect Director	6.4. Reelect Patrice Bula as Director	Against
Novartis AG	5-3-2024	Switzerland	G	Director Election - Director Election	Elect Director	6.7. Reelect Daniel Hochstrasser as Director	Against
Novartis AG	5-3-2024	Switzerland	G	Director Election - Director Election	Elect Director	6.8. Reelect Frans van Houten as Director	Against
Novartis AG	5-3-2024	Switzerland	G	Director Election - Director Election	Elect Director	6.9. Reelect Simon Moroney as Director	Against
Novartis AG	5-3-2024	Switzerland	G	Director Election - Director Election	Elect Director	6.11. Reelect Charles Sawyers as Director	Against
Novartis AG	5-3-2024	Switzerland	G	Director Election - Director Election	Elect Director	6.12. Reelect William Winters as Director	Against
Novartis AG	5-3-2024	Switzerland	G	Director Election - Director Election	Elect Director	6.13. Reelect John Young as Director	Against
Novartis AG	5-3-2024	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.1. Reappoint Patrice Bula as Member of the Compensation Committee	Against

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Novartis AG	5-3-2024	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.3. Reappoint Simon Moroney as Member of the Compensation Committee	Against
Novartis AG	5-3-2024	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.4. Reappoint William Winters as Member of the Compensation Committee	Against
Novartis AG	5-3-2024	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Demant A/S	6-3-2024	Denmark	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report (Advisory Vote)	Against
Demant A/S	6-3-2024	Denmark	G	Director Election - Director Election	Elect Director	6.a. Reelect Niels B. Christiansen as Director	Abstain
Demant A/S	6-3-2024	Denmark	G	Director Election - Director Election	Elect Director	6.b. Reelect Niels Jacobsen as Director	Abstain
Wartsila Oyj Abp	7-3-2024	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Against
Wartsila Oyj Abp	7-3-2024	Finland	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	18. Amend Articles Re: General Meeting	Against
Wartsila Oyj Abp	7-3-2024	Finland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	20. Approve Issuance of up to 57 Million Shares without Preemptive Rights	Against
Genmab A/S	13-3-2024	Denmark	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report (Advisory Vote)	Against
Genmab A/S	13-3-2024	Denmark	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	7.a. Approve Remuneration of Directors in the Amount of DKK 3 Million for Chairman, DKK 2.4 million for Vice Chairman, and DKK	Against

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
						2.1 million for Other Directors; Approve Remuneration for Committee Work	
Genmab A/S	13-3-2024	Denmark	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7.d. Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Against
Genmab A/S	13-3-2024	Denmark	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	7.e. Approve Creation of DKK 6.6 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 6.6 Million Pool of Capital without Preemptive Rights	Against
Pandora AS	14-3-2024	Denmark	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report (Advisory Vote)	Against
Pandora AS	14-3-2024	Denmark	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9.2. Amend Remuneration Policy (Indemnification Scheme)	Abstain
Pandora AS	14-3-2024	Denmark	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9.3A. Amend Remuneration Policy (Specification of the Derogation Clause)	Abstain
Pandora AS	14-3-2024	Denmark	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9.3B. Amend Remuneration Policy (Short-Term Incentive Plan)	Against
Pandora AS	14-3-2024	Denmark	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9.3C. Amend Remuneration Policy (Travel Allowance for Board Members)	Abstain
DSV A/S	14-3-2024	Denmark	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Report	Against
Swiss Prime Site AG	19-3-2024	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report (Non-Binding)	Against

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Swiss Prime Site AG	19-3-2024	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
Orion Oyj	20-3-2024	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Against
Orion Oyj	20-3-2024	Finland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Orion Oyj	20-3-2024	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	14. Reelect Kari Jussi Aho, Maziar Mike Doustdar, Ari Lehtoranta, Veli-Matti Mattila (Chair), Hilpi Rautelin, Eija Ronkainen and Karen Lykke Sorensen as Directors; Elect Henrik Stenqvist as New Director	Against
Orion Oyj	20-3-2024	Finland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	17. Approve Issuance of up to 14 Million Class B Shares without Preemptive Rights	Against
Stora Enso Oyj	20-3-2024	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Against
Stora Enso Oyj	20-3-2024	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13. Reelect Hakan Buskhe (Vice-Chair), Elisabeth Fleuriot, Helena Hedblom, Astrid Hermann, Kari Jordan (Chair), Christiane Kuehne and Richard Nilsson as Directors; Elect Reima Rytsola as New Director	Abstain
Banco Santander SA	21-3-2024	Spain	G	Director Related - Discharge	Approve Discharge of Board and President (Bundled)	1.C. Approve Discharge of Board	Abstain

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Banco Santander SA	21-3-2024	Spain	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6.A. Approve Remuneration Policy	Against
Banco Santander SA	21-3-2024	Spain	G	Compensation - Cash/Equity Bonus	Approve/Amend Deferred Share Bonus Plan	6.D. Approve Deferred Multiyear Objectives Variable Remuneration Plan	Against
Banco Santander SA	21-3-2024	Spain	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6.F. Advisory Vote on Remuneration Report	Against
Carl Zeiss Meditec AG	21-3-2024	Germany	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	6. Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Against
Carl Zeiss Meditec AG	21-3-2024	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8. Elect Stefan Mueller to the Supervisory Board	Against
Carl Zeiss Meditec AG	21-3-2024	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Remuneration Report	Against
Givaudan SA	21-3-2024	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report	Against
Givaudan SA	21-3-2024	Switzerland	G	Director Related - Discharge	Approve Discharge of Board and President (Bundled)	5. Approve Discharge of Board of Directors	Abstain
Givaudan SA	21-3-2024	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	7.2.1. Approve Short Term Variable Remuneration of Executive Committee in the Amount of CHF 4.4 Million	Abstain
Givaudan SA	21-3-2024	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
CaixaBank SA	21-3-2024	Spain	G	Compensation - Cash/Equity Bonus	Approve/Amend Deferred Share Bonus Plan	6.2. Approve 2024 Variable Remuneration Scheme	Abstain
CaixaBank SA	21-3-2024	Spain	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6.4. Advisory Vote on Remuneration Report	Abstain
Novo Nordisk A/S	21-3-2024	Denmark	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report (Advisory Vote)	Against
Novo Nordisk A/S	21-3-2024	Denmark	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	5.3. Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Against
Novo Nordisk A/S	21-3-2024	Denmark	G	Director Election - Director Election	Elect Director	6.1. Reelect Helge Lund (Chair) as Director	Abstain
Novo Nordisk A/S	21-3-2024	Denmark	G	Director Election - Director Election	Elect Director	6.3c. Reelect Sylvie Gregoire as Director	Abstain
Novo Nordisk A/S	21-3-2024	Denmark	G	Director Election - Director Election	Elect Director	6.3d. Reelect Kasim Kutay as Director	Abstain
Novo Nordisk A/S	21-3-2024	Denmark	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	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	Against
Danske Bank A/S	21-3-2024	Denmark	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report (Advisory Vote)	Abstain
Danske Bank A/S	21-3-2024	Denmark	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	5. Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Against

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Danske Bank A/S	21-3-2024	Denmark	G	Miscellaneous - Miscellaneous	Company-Specific -- Miscellaneous	12.a. Approve Banking Benefits for Shareholders	Against
Danske Bank A/S	21-3-2024	Denmark	E	Environmental - Climate	Restriction of Fossil Fuel Financing	12.b1. Streamlining Climate Policy and Approach to Fossil Companies	Against
Danske Bank A/S	21-3-2024	Denmark	E	Environmental - Climate	Restriction of Fossil Fuel Financing	12.b2. Exclusion of Shares in Companies within Exploration and Production of Oil and Gas	Against
Svenska Cellulosa AB SCA	22-3-2024	Sweden	G	Director Election - Director Election	Elect Director	12.9. Elect Helena Stjernholm as New Director	Against
Svenska Cellulosa AB SCA	22-3-2024	Sweden	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	13. Elect Helena Stjernholm as Board Chair	Against
Svenska Cellulosa AB SCA	22-3-2024	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Remuneration Report	Against
Randstad NV	26-3-2024	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2c. Approve Remuneration Report	Against
Randstad NV	26-3-2024	Netherlands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	5a. Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Preemptive Rights	Against
Kesko Oyj	26-3-2024	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Remuneration Report (Advisory Vote)	Against
Kesko Oyj	26-3-2024	Finland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	12. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Kesko Oyj	26-3-2024	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	15. Reelect Esa Kiiskinen, Peter Fagernas, Jannica Fagerholm, Piia Karhu, Jussi Perala and Timo Ritakallio as Directors; Elect Pauli Jaakola as New Director	Against

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Kesko Oyj	26-3-2024	Finland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	22. Approve Issuance of up to 33 Million Class B Shares without Preemptive Rights	Against
SGS SA	26-3-2024	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1.3. Approve Remuneration Report (Non-Binding)	Abstain
SGS SA	26-3-2024	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
Sika AG	26-3-2024	Switzerland	G	Director Related - Discharge	Approve Discharge of Board and President (Bundled)	3. Approve Discharge of Board of Directors	Abstain
Sika AG	26-3-2024	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
Swisscom AG	27-3-2024	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1.2. Approve Remuneration Report (Non-Binding)	Against
Swisscom AG	27-3-2024	Switzerland	E, S	E&S Blended - Sustainability	Accept/Approve Corporate Social Responsibility Report	1.3. Approve Non-Financial Report	Abstain
Swisscom AG	27-3-2024	Switzerland	G	Director Election - Director Election	Elect Director	4.1. Reelect Michael Rechsteiner as Director and Board Chair	Against
Swisscom AG	27-3-2024	Switzerland	G	Director Election - Director Election	Elect Director	4.2. Reelect Roland Abt as Director	Against
Swisscom AG	27-3-2024	Switzerland	G	Director Election - Director Election	Elect Director	4.4. Reelect Guus Dekkers as Director	Against
Swisscom AG	27-3-2024	Switzerland	G	Director Election - Director Election	Elect Director	4.5. Reelect Frank Esser as Director	Against
Swisscom AG	27-3-2024	Switzerland	G	Director Election - Director Election	Elect Director	4.8. Elect Daniel Muenger as Director	Against
Swisscom AG	27-3-2024	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.1. Reappoint Roland Abt as Member of the Compensation Committee	Against

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Swisscom AG	27-3-2024	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.3. Reappoint Frank Esser as Member of the Compensation Committee	Against
Swisscom AG	27-3-2024	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.4. Reappoint Michael Rechsteiner as Member of the Compensation Committee	Against
Swisscom AG	27-3-2024	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	5.5. Appoint Fritz Zurbruegg as Member of the Compensation Committee	Against
Swisscom AG	27-3-2024	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
Nokia Oyj	3-4-2024	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report (Advisory Vote)	Abstain
Nokia Oyj	3-4-2024	Finland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Nokia Oyj	3-4-2024	Finland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	20. Approve Issuance of up to 530 Million Shares without Preemptive Rights	Against
Nokia Oyj	3-4-2024	Finland	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	21.3. Amend Articles Re: General Meeting	Against
EDP Renovaveis SA	4-4-2024	Spain	G	Director Election - Director Election	Elect Director	8.E. Reelect Miguel Stilwell de Andrade as Director	Against
EDP Renovaveis SA	4-4-2024	Spain	G	Director Election - Director Election	Elect Director	8.F. Reelect Rui Manuel Rodrigues Lopes Teixeira as Director	Against
EDP Renovaveis SA	4-4-2024	Spain	G	Director Election - Director Election	Elect Director	8.G. Reelect Manuel Menendez Menendez as Director	Against
EDP Renovaveis SA	4-4-2024	Spain	G	Director Election - Director Election	Elect Director	8.H. Reelect Antonio Sarmento Gomes Mota as Director	Against
EDP Renovaveis SA	4-4-2024	Spain	G	Director Election - Director Election	Elect Director	8.J. Reelect Jose Manuel Felix Morgado as Director	Against

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
EDP Renovaveis SA	4-4-2024	Spain	G	Director Election - Director Election	Elect Director	8.K. Reelect Allan J. Katz as Director	Against
EDP Renovaveis SA	4-4-2024	Spain	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9. Amend Remuneration Policy	Against
UPM-Kymmene Oyj	4-4-2024	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report	Against
UPM-Kymmene Oyj	4-4-2024	Finland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Vestas Wind Systems A/S	9-4-2024	Denmark	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report (Advisory Vote)	Against
Vestas Wind Systems A/S	9-4-2024	Denmark	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	8.1. Amend Guidelines for Incentive-Based Compensation for Executive Management and Board	Against
ROCKWOOL A/S	10-4-2024	Denmark	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report (Advisory Vote)	Against
ROCKWOOL A/S	10-4-2024	Denmark	G	Director Election - Director Election	Elect Director	7.5. Reelect Thomas Kahler (Chair) as Director	Abstain
ROCKWOOL A/S	10-4-2024	Denmark	G	Director Election - Director Election	Elect Director	7.6. Reelect Jorgen Tang-Jensen (Deputy Chair) as Director	Abstain
ROCKWOOL A/S	10-4-2024	Denmark	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9.b. Approve Remuneration Policy	Against
Deutsche Telekom AG	10-4-2024	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Remuneration Report	Abstain

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
EDP-Energias de Portugal SA	10-4-2024	Portugal	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1.2. Approve Remuneration Report	Against
EDP-Energias de Portugal SA	10-4-2024	Portugal	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	4. Authorize Repurchase and Reissuance of Shares	Against
EDP-Energias de Portugal SA	10-4-2024	Portugal	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy Applicable to Executive Board	Against
EDP-Energias de Portugal SA	10-4-2024	Portugal	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	9.1. Elect Corporate Bodies for 2024-2026 Term	Against
Zurich Insurance Group AG	10-4-2024	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1.2. Approve Remuneration Report	Against
Zurich Insurance Group AG	10-4-2024	Switzerland	G	Routine Business - Routine Business	Other Business	6. Transact Other Business (Voting)	Against
Telefonica SA	11-4-2024	Spain	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Advisory Vote on Remuneration Report	Abstain
Ferrovial SE	11-4-2024	Netherlands	E	Environmental - Climate	Reporting on Climate Transition Plan	3. Approve Climate Strategy Report	Against
Ferrovial SE	11-4-2024	Netherlands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	6a. Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	Against
Ferrovial SE	11-4-2024	Netherlands	G	Capitalization - Capital Structure Related	Eliminate Preemptive Rights	7a. Authorize Board to Exclude Preemptive Rights from Share Issuances	Against

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Straumann Holding AG	12-4-2024	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1.2. Approve Remuneration Report	Against
Straumann Holding AG	12-4-2024	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	5.3. Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 7.2 Million	Against
Straumann Holding AG	12-4-2024	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
UniCredit SpA	12-4-2024	Italy	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	6.1. Slate 1 Submitted by Management	Against
UniCredit SpA	12-4-2024	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	8. Approve Remuneration Policy	Against
UniCredit SpA	12-4-2024	Italy	G	Compensation - Cash/Equity Bonus	Approve/Amend Executive Incentive Bonus Plan	10. Approve 2024 Group Incentive System	Abstain
Swiss Re AG	12-4-2024	Switzerland	G	Routine Business - Routine Business	Other Business	7. Transact Other Business (Voting)	Against
Covestro AG	17-4-2024	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report	Against
Covestro AG	17-4-2024	Germany	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	6. Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares; Authorize Use of Financial Derivatives when Repurchasing Shares	Against
Royal KPN NV	17-4-2024	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report	Abstain

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Royal KPN NV	17-4-2024	Netherlands	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy of Management Board	Against
Royal KPN NV	17-4-2024	Netherlands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	17. Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Against
Royal KPN NV	17-4-2024	Netherlands	G	Capitalization - Capital Structure Related	Eliminate Preemptive Rights	18. Authorize Board to Exclude Preemptive Rights from Share Issuances	Against
Geberit AG	17-4-2024	Switzerland	E, S	E&S Blended - Sustainability	Accept/Approve Corporate Social Responsibility Report	3. Approve Non-Financial Report	Abstain
Geberit AG	17-4-2024	Switzerland	G	Audit Related - Auditor Related	Ratify Auditors	7. Ratify PricewaterhouseCoopers AG as Auditors	Against
Geberit AG	17-4-2024	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8.1. Approve Remuneration Report	Against
Geberit AG	17-4-2024	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
Banco BPM SpA	18-4-2024	Italy	G	Audit Related - Auditor Related	Approve Auditors and Authorize Board to Fix Their Remuneration	3. Approve Deloitte & Touche SpA as Auditors and Authorize Board to Fix Their Remuneration	Against
Orkla ASA	18-4-2024	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Statement (Advisory Vote)	Against
Orkla ASA	18-4-2024	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	5.1. Authorize Repurchase of Shares for Use in Employee Incentive Programs	Against
Siemens Healthineers AG	18-4-2024	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Siemens Healthineers AG	18-4-2024	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	9.1. Elect Ralf Thomas to the Supervisory Board	Against
Siemens Healthineers AG	18-4-2024	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	9.3. Elect Roland Busch to the Supervisory Board	Against
Siemens Healthineers AG	18-4-2024	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	9.5. Elect Sarena Lin to the Supervisory Board	Against
Siemens Healthineers AG	18-4-2024	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	9.6. Elect Peer Schatz to the Supervisory Board	Against
Siemens Healthineers AG	18-4-2024	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	9.7. Elect Nathalie von Siemens to the Supervisory Board	Against
Siemens Healthineers AG	18-4-2024	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	9.8. Elect Dow Wilson to the Supervisory Board	Against
Siemens Healthineers AG	18-4-2024	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	9.9. Elect Veronika Bienert to the Supervisory Board	Against
Siemens Healthineers AG	18-4-2024	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	9.10. Elect Peter Koerte to the Supervisory Board	Against
Beiersdorf AG	18-4-2024	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Beiersdorf AG	18-4-2024	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.3. Elect Wolfgang Herz to the Supervisory Board	Against
Beiersdorf AG	18-4-2024	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.5. Elect Frederic Pflanz to the Supervisory Board	Against
Beiersdorf AG	18-4-2024	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.6. Elect Reinhard Poellath to the Supervisory Board	Against
LVMH Moet Hennessy Louis Vuitton SE	18-4-2024	France	G	Non-Routine Business - Related-Party Transactions	Approve Special Auditors' Report Regarding Related-Party Transactions	4. Approve Auditors' Special Report on Related-Party Transactions	Against
LVMH Moet Hennessy Louis Vuitton SE	18-4-2024	France	G	Compensation - Directors' Compensation	Remuneration-Related	10. Approve Compensation Report of Corporate Officers	Against

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
LVMH Moet Hennessy Louis Vuitton SE	18-4-2024	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Compensation of Bernard Arnault, Chairman and CEO	Against
LVMH Moet Hennessy Louis Vuitton SE	18-4-2024	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Approve Compensation of Antonio Belloni, Vice-CEO	Against
LVMH Moet Hennessy Louis Vuitton SE	18-4-2024	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	14. Approve Remuneration Policy of Chairman and CEO	Against
LVMH Moet Hennessy Louis Vuitton SE	18-4-2024	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	15. Approve Remuneration Policy of Vice-CEO	Against
LVMH Moet Hennessy Louis Vuitton SE	18-4-2024	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	18. Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Against
Aena S.M.E. SA	18-4-2024	Spain	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Advisory Vote on Remuneration Report	Abstain
Aena S.M.E. SA	18-4-2024	Spain	E	Environmental - Climate	Reporting on Climate Transition Plan	9. Advisory Vote on Company's 2023 Updated Report on Climate Action Plan	Abstain
Prysmian SpA	18-4-2024	Italy	G	Routine Business - Routine Business	Accept Financial Statements and Statutory Reports	1. Accept Financial Statements and Statutory Reports	Against
Prysmian SpA	18-4-2024	Italy	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	5.1. Slate 1 Submitted by Management	Against
Prysmian SpA	18-4-2024	Italy	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	7. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
Prysmian SpA	18-4-2024	Italy	G	Audit Related - Auditor Related	Approve Auditors and Authorize Board to Fix Their Remuneration	8. Approve Auditors and Authorize Board to Fix Their Remuneration	Against

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Prysmian SpA	18-4-2024	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9. Approve Remuneration Policy	Abstain
Prysmian SpA	18-4-2024	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Second Section of the Remuneration Report	Abstain
Nestle SA	18-4-2024	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1.2. Approve Remuneration Report	Against
Nestle SA	18-4-2024	Switzerland	E, S	E&S Blended - Sustainability	Accept/Approve Corporate Social Responsibility Report	1.3. Approve Non-Financial Report	Abstain
Nestle SA	18-4-2024	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
Recordati SpA	22-4-2024	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2.a. Approve Remuneration Policy	Against
Recordati SpA	22-4-2024	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.b. Approve Second Section of the Remuneration Report	Against
Henkel AG & Co. KGaA	22-4-2024	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.1. Elect Simone Bagel-Trah to the Supervisory Board	Against
Henkel AG & Co. KGaA	22-4-2024	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.2. Elect Lutz Bunnenberg to the Supervisory Board	Against
Henkel AG & Co. KGaA	22-4-2024	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.3. Elect Vinzenz Gruber to the Supervisory Board	Against
Henkel AG & Co. KGaA	22-4-2024	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.4. Elect Benedikt-Richard Freiherr von Herman to the Supervisory Board	Against
Henkel AG & Co. KGaA	22-4-2024	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.5. Elect Barbara Kux to the Supervisory Board	Against
Henkel AG & Co. KGaA	22-4-2024	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.6. Elect Anja Langenbucher to the Supervisory Board	Against

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Henkel AG & Co. KGaA	22-4-2024	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.7. Elect Laurent Martinez to the Supervisory Board	Against
Henkel AG & Co. KGaA	22-4-2024	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.1. Elect Paul Achleitner to the Shareholders' Committee	Against
Henkel AG & Co. KGaA	22-4-2024	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.2. Elect Simone Bagel-Trah to the Shareholders' Committee	Against
Henkel AG & Co. KGaA	22-4-2024	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.3. Elect Alexander Birken to the Shareholders' Committee	Against
Henkel AG & Co. KGaA	22-4-2024	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.4. Elect Kaspar von Braun to the Shareholders' Committee	Against
Henkel AG & Co. KGaA	22-4-2024	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.5. Elect Christoph Kneip to the Shareholders' Committee	Against
Henkel AG & Co. KGaA	22-4-2024	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.6. Elect Thomas Manchot to the Shareholders' Committee	Against
Henkel AG & Co. KGaA	22-4-2024	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.7. Elect James Rowan to the Shareholders' Committee	Against
Henkel AG & Co. KGaA	22-4-2024	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.8. Elect Konstantin von Unger to the Shareholders' Committee	Against
Henkel AG & Co. KGaA	22-4-2024	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.9. Elect Jean-Francois van Boxmeer to the Shareholders' Committee	Against
Henkel AG & Co. KGaA	22-4-2024	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	8.10. Elect Poul Weihrauch to the Shareholders' Committee	Against
Henkel AG & Co. KGaA	22-4-2024	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Remuneration Report	Against
ING Groep NV	22-4-2024	Netherlands	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6A. Approve Remuneration Policy of the Executive Board	Abstain
ING Groep NV	22-4-2024	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	7A. Reelect Juan Colombas to Supervisory Board	Against
ING Groep NV	22-4-2024	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	7B. Reelect Herman Hulst to Supervisory Board	Against

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
ING Groep NV	22-4-2024	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	7C. Reelect Harold Naus to Supervisory Board	Against
L'Oreal SA	23-4-2024	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Approve Compensation of Jean-Paul Agon, Chairman of the Board	Against
L'Oreal SA	23-4-2024	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	16. Approve Remuneration Policy of CEO	Against
Telecom Italia SpA	23-4-2024	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2.1. Approve Remuneration Policy	Against
Telecom Italia SpA	23-4-2024	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.2. Approve Second Section of the Remuneration Report	Against
Telecom Italia SpA	23-4-2024	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	3.3.b. Slate 2 Submitted by Merlyn Partners SCSp	Against
Telecom Italia SpA	23-4-2024	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	3.3.c. Slate 3 Submitted by Associati ASATI	Against
Telecom Italia SpA	23-4-2024	Italy	G	Director Election - Director Election - Bundled	Elect Supervisory Board Members (Bundled)	3.3.d. Slate 4 Submitted by Bluebell Capital Partners Limited	Against
Telecom Italia SpA	23-4-2024	Italy	G	Audit Related - Auditor Related	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	4.1.a. Slate 1 Submitted by Vivendi SE	Against
SIG Group AG	23-4-2024	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6.1. Approve Remuneration Report (Non-Binding)	Against

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
SIG Group AG	23-4-2024	Switzerland	G	Director Election - Director Election	Elect Director	7.1.1. Reelect Andreas Umbach as Director	Against
SIG Group AG	23-4-2024	Switzerland	G	Director Election - Director Election	Elect Director	7.1.2. Reelect Werner Bauer as Director	Against
SIG Group AG	23-4-2024	Switzerland	G	Director Election - Director Election	Elect Director	7.1.3. Reelect Wah-Hui Chu as Director	Against
SIG Group AG	23-4-2024	Switzerland	G	Director Election - Director Election	Elect Director	7.1.6. Reelect Laurens Last as Director	Against
SIG Group AG	23-4-2024	Switzerland	G	Director Election - Director Election	Elect Director	7.1.7. Reelect Abdallah al Obeikan as Director	Against
SIG Group AG	23-4-2024	Switzerland	G	Director Election - Director Election	Elect Director	7.1.9. Reelect Matthias Waehren as Director	Against
SIG Group AG	23-4-2024	Switzerland	G	Director Election - Director Election	Elect Director	7.2. Elect Thomas Dittrich as Director	Against
SIG Group AG	23-4-2024	Switzerland	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	7.3. Reelect Andreas Umbach as Board Chair	Against
SIG Group AG	23-4-2024	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.4.1. Reappoint Wah-Hui Chu as Member of the Compensation Committee	Against
SIG Group AG	23-4-2024	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.4.2. Reappoint Matthias Waehren as Member of the Compensation Committee	Against
SIG Group AG	23-4-2024	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	7.4.3. Appoint Werner Bauer as Member of the Compensation Committee	Against
SIG Group AG	23-4-2024	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
AXA SA	23-4-2024	France	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	A. Elect Stefan Bolliger as Representative of Employee Shareholders to the Board	Abstain
AXA SA	23-4-2024	France	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	B. Elect Olivier Eugene as Representative of Employee Shareholders to the Board	Abstain

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
AXA SA	23-4-2024	France	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	C. Elect Benjamin Sauniere as Representative of Employee Shareholders to the Board	Abstain
AXA SA	23-4-2024	France	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	D. Elect Mark Sundrakes as Representative of Employee Shareholders to the Board	Abstain
AXA SA	23-4-2024	France	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	E. Elect Detlef Thedieck as Representative of Employee Shareholders to the Board	Abstain
Eiffage SA	24-4-2024	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9. Approve Remuneration Policy of Chairman and CEO	Abstain
Eiffage SA	24-4-2024	France	G	Compensation - Directors' Compensation	Remuneration-Related	10. Approve Compensation Report	Abstain
Eiffage SA	24-4-2024	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Compensation of Benoit de Ruffray, Chairman and CEO	Abstain
Eiffage SA	24-4-2024	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	16. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 39.2 Million	Against
Eiffage SA	24-4-2024	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	17. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 39.2 Million	Against
Eiffage SA	24-4-2024	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to	18. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above Under Items 15, 16 and 17	Against

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
					Shareholder Vote Above		
Intesa Sanpaolo SpA	24-4-2024	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2a. Approve Remuneration Policy	Against
Moncler SpA	24-4-2024	Italy	G	Routine Business - Routine Business	Accept Financial Statements and Statutory Reports	1.1. Accept Financial Statements and Statutory Reports	Against
Moncler SpA	24-4-2024	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Second Section of the Remuneration Report	Against
Moncler SpA	24-4-2024	Italy	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	3. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
Moncler SpA	24-4-2024	Italy	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	4. Approve 2024 Performance Shares Plan	Against
Anheuser-Busch InBev SA/NV	24-4-2024	Belgium	G	Director Election - Director Election	Elect Director	A.7.b. Reelect Paul Cornet de Ways Ruart as Director	Against
Anheuser-Busch InBev SA/NV	24-4-2024	Belgium	G	Director Election - Director Election	Elect Director	A.7.c. Reelect Gregoire de Spoelberch as Director	Against
Anheuser-Busch InBev SA/NV	24-4-2024	Belgium	G	Director Election - Director Election	Elect Director	A.7.d. Reelect Paulo Lemann as Director	Against
Anheuser-Busch InBev SA/NV	24-4-2024	Belgium	G	Director Election - Director Election	Elect Director	A.7.e. Reelect Alexandre Van Damme as Director	Against
Anheuser-Busch InBev SA/NV	24-4-2024	Belgium	G	Director Election - Director Election	Elect Director	A.7.f. Reelect Martin J. Barrington as Restricted Share Director	Against
Anheuser-Busch InBev SA/NV	24-4-2024	Belgium	G	Director Election - Director Election	Elect Director	A.7.g. Reelect Salvatore Mancuso as Restricted Share Director	Against
Anheuser-Busch InBev SA/NV	24-4-2024	Belgium	G	Director Election - Director Election	Elect Director	A.7.h. Reelect Alejandro Santo Domingo as Restricted Share Director	Against
Anheuser-Busch InBev SA/NV	24-4-2024	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive	A.9. Approve Remuneration Report	Against

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
					Officers' Compensation		
FinecoBank SpA	24-4-2024	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Second Section of the Remuneration Report	Abstain
ABN AMRO Bank NV	24-4-2024	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	7.d.1. Reelect Laetitia Griffith to Supervisory Board	Against
ABN AMRO Bank NV	24-4-2024	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	7.d.2. Reelect Arjen Dorland to Supervisory Board	Against
ASML Holding NV	24-4-2024	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3a. Approve Remuneration Report	Abstain
ASML Holding NV	24-4-2024	Netherlands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	8a. Grant Board Authority to Issue Shares Up to 5 Percent of Issued Capital Plus Additional 5 Percent in Case of Merger or Acquisition	Against
ASML Holding NV	24-4-2024	Netherlands	G	Capitalization - Capital Structure Related	Eliminate Preemptive Rights	8b. Authorize Board to Exclude Preemptive Rights from Share Issuances	Against
Amplifon SpA	24-4-2024	Italy	G	Audit Related - Auditor Related	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3.1.1. Slate 1 Submitted by Ampliter Srl	Against
Amplifon SpA	24-4-2024	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	4.1. Approve Remuneration Policy	Against
Amplifon SpA	24-4-2024	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4.2. Approve Second Section of the Remuneration Report	Against

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Amplifon SpA	24-4-2024	Italy	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	5. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
BASF SE	25-4-2024	Germany	G	Routine Business - Routine Business	Approve Allocation of Income and Dividends	2. Approve Allocation of Income and Dividends of EUR 3.40 per Share	Against
BASF SE	25-4-2024	Germany	G	Director Related - Discharge	Approve Discharge of Supervisory Board (Bundled)	3. Approve Discharge of Supervisory Board for Fiscal Year 2023	Against
BASF SE	25-4-2024	Germany	G	Director Related - Discharge	Approve Discharge of Management Board (Bundled)	4. Approve Discharge of Management Board for Fiscal Year 2023	Against
BASF SE	25-4-2024	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.1. Reelect Stefan Asenkerschbaumer to the Supervisory Board	Against
BASF SE	25-4-2024	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.2. Reelect Kurt Bock to the Supervisory Board	Against
BASF SE	25-4-2024	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.3. Reelect Thomas Carell to the Supervisory Board	Against
BASF SE	25-4-2024	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.4. Reelect Liming Chen to the Supervisory Board	Against
BASF SE	25-4-2024	Germany	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	7. Approve Creation of EUR 300 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Against
BASF SE	25-4-2024	Germany	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	8. Approve Remuneration Policy	Against
BASF SE	25-4-2024	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report	Against
Muenchener Rueckversicherungs-Gesellschaft AG	25-4-2024	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive	6. Approve Remuneration Report	Abstain

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
					Officers' Compensation		
BE Semiconductor Industries NV	25-4-2024	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
BE Semiconductor Industries NV	25-4-2024	Netherlands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	8.a. Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	Against
BE Semiconductor Industries NV	25-4-2024	Netherlands	G	Capitalization - Capital Structure Related	Eliminate Preemptive Rights	8.b. Authorize Board to Exclude Preemptive Rights from Share Issuances	Against
UCB SA	25-4-2024	Belgium	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	3. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
UCB SA	25-4-2024	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Report	Against
UCB SA	25-4-2024	Belgium	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Remuneration Policy	Against
Cellnex Telecom SA	25-4-2024	Spain	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	7. Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 10 Percent	Against
Heineken NV	25-4-2024	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1c. Approve Remuneration Report	Abstain

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Heineken NV	25-4-2024	Netherlands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	2b. Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	Against
Heineken NV	25-4-2024	Netherlands	G	Capitalization - Capital Structure Related	Eliminate Preemptive Rights	2c. Authorize Board to Exclude Preemptive Rights from Share Issuances	Against
Heineken NV	25-4-2024	Netherlands	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3. Amend Remuneration Policy for Executive Board	Against
Akzo Nobel NV	25-4-2024	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3d. Approve Remuneration Report	Against
Akzo Nobel NV	25-4-2024	Netherlands	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	5a. Amend Remuneration Policy of Management Board	Abstain
Akzo Nobel NV	25-4-2024	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	6c. Elect W.A. Kolk to Supervisory Board	Against
Akzo Nobel NV	25-4-2024	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	6d. Reelect B.E. Grote to Supervisory Board	Against
Akzo Nobel NV	25-4-2024	Netherlands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	7a. Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Against
Akzo Nobel NV	25-4-2024	Netherlands	G	Capitalization - Capital Structure Related	Eliminate Preemptive Rights	7b. Authorize Board to Exclude Preemptive Rights from Share Issuances	Against
Metso Corp.	25-4-2024	Finland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Metso Corp.	25-4-2024	Finland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive	11. Approve Remuneration Report (Advisory Vote)	Abstain

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
					Officers' Compensation		
Metso Corp.	25-4-2024	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	14. Reelect Brian Beamish, Klaus Cawen (Vice Chair), Terhi Koipijarvi, Niko Pakalen, Ian W. Pearce, Reima Rytsola, Emanuela Speranza, Kari Stadigh (Chair) and Arja Talma as Directors	Against
Metso Corp.	25-4-2024	Finland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	18. Approve Issuance of up to 82 Million Shares without Preemptive Rights	Against
Sampo Oyj	25-4-2024	Finland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Sampo Oyj	25-4-2024	Finland	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	14. Reelect Christian Clausen, Georg Ehrnrooth, Jannica Fagerholm, Steve Langan, Risto Murto, Antti Makinen, Markus Rauramo and Annica Witschard as Directors; Elect Astrid Strange as New Director	Against
Gecina SA	25-4-2024	France	E	Environmental - Climate	Management Climate-Related Proposal	16. Approve Company's Ambition to Reduce Greenhouse Gas Emissions from its Operating Buildings (Advisory)	Against
Gecina SA	25-4-2024	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	19. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 50 Million	Against
Gecina SA	25-4-2024	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts	21. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation	Against

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
					Submitted to Shareholder Vote Above	Submitted to Shareholder Vote Above	
Kering SA	25-4-2024	France	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	11. Approve Transaction with Maureen Chiquet, Director	Against
Kering SA	25-4-2024	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	18. Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans with Performance Conditions Attached	Against
Veolia Environnement SA	25-4-2024	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Antoine Frerot, Chairman of the Board	Against
Veolia Environnement SA	25-4-2024	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	18. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 362,705,833	Against
Veolia Environnement SA	25-4-2024	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	19. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 362,705,833	Against
Veolia Environnement SA	25-4-2024	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	21. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Against
Bouygues SA	25-4-2024	France	G	Non-Routine Business - Related-Party Transactions	Approve Special Auditors' Report Regarding Related-Party Transactions	4. Approve Auditors' Special Report on Related-Party Transactions	Against

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Bouygues SA	25-4-2024	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	8. Approve Remuneration Policy of CEO and Vice-CEOs	Against
Bouygues SA	25-4-2024	France	G	Compensation - Directors' Compensation	Remuneration-Related	9. Approve Compensation Report of Corporate Officers	Abstain
Bouygues SA	25-4-2024	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Compensation of Olivier Roussat, CEO	Against
Bouygues SA	25-4-2024	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Approve Compensation of Pascal Grange, Vice-CEO	Against
Bouygues SA	25-4-2024	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	13. Approve Compensation of Edward Bouygues, Vice-CEO	Abstain
Bouygues SA	25-4-2024	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	18. Authorize Repurchase of Up to 5 Percent of Issued Share Capital	Against
Bouygues SA	25-4-2024	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	21. Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees and Corporate Officers	Against
Bouygues SA	25-4-2024	France	G	Takeover Related - Takeover - Restricting	Adopt, Renew or Amend Shareholder Rights Plan (Poison Pill)	22. Authorize Board to Issue Free Warrants with Preemptive Rights During a Public Tender Offer	Against
Eurofins Scientific SE	25-4-2024	Luxembourg	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9. Approve Remuneration Policy	Against
Eurofins Scientific SE	25-4-2024	Luxembourg	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report	Against
Eurofins Scientific SE	25-4-2024	Luxembourg	G	Director Election - Director Election	Elect Director	11. Reelect Gilles Martin as Executive Director	Against

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Eurofins Scientific SE	25-4-2024	Luxembourg	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	2. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights and Amend Article 8 of the Articles of Association	Against
Umicore SA	25-4-2024	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	A.2. Approve Remuneration Report	Against
Umicore SA	25-4-2024	Belgium	G	Director Election - Director Election	Elect Supervisory Board Member	A.7.1. Reelect Thomas Leysen as Member of the Supervisory Board	Against
Umicore SA	25-4-2024	Belgium	G	Director Election - Director Election	Elect Supervisory Board Member	A.7.2. Reelect Koenraad Debackere as an Independent Member of the Supervisory Board	Against
Umicore SA	25-4-2024	Belgium	G	Director Election - Director Election	Elect Supervisory Board Member	A.7.3. Reelect Mark Garrett as an Independent Member of the Supervisory Board	Against
Umicore SA	25-4-2024	Belgium	G	Director Election - Director Election	Elect Supervisory Board Member	A.7.5. Elect Frederic Oudea as Member of the Supervisory Board	Against
Umicore SA	25-4-2024	Belgium	G	Director Election - Director Election	Elect Supervisory Board Member	A.7.6. Elect Philip Eykerman as an Independent Member of the Supervisory Board	Against
Kingspan Group Plc	26-4-2024	Ireland	G	Director Election - Director Election	Elect Director	3b. Re-elect Gene Murtagh as Director	Abstain
Kingspan Group Plc	26-4-2024	Ireland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	7. Authorise Issue of Equity without Pre-emptive Rights	Against
Continental AG	26-4-2024	Germany	G	Director Related - Discharge	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	3.1. Approve Discharge of Management Board Member Nikolai Setzer for Fiscal Year 2023	Abstain

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Continental AG	26-4-2024	Germany	G	Director Related - Discharge	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	3.2. Approve Discharge of Management Board Member Katja Garcia Vila for Fiscal Year 2023	Abstain
Continental AG	26-4-2024	Germany	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy for the Management Board	Against
Continental AG	26-4-2024	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	9.1. Elect Gunter Dunkel to the Supervisory Board Until 2026 AGM	Against
Continental AG	26-4-2024	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	9.2. Elect Satish Khatu to the Supervisory Board Until 2026 AGM	Against
Continental AG	26-4-2024	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	9.4. Elect Wolfgang Reitzle to the Supervisory Board Until 2026 AGM	Against
Continental AG	26-4-2024	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	9.5. Elect Georg Schaeffler to the Supervisory Board Until 2026 AGM	Against
Continental AG	26-4-2024	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	9.7. Elect Stefan Buchner to the Supervisory Board Until 2028 AGM	Against
Continental AG	26-4-2024	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	9.9. Elect Rolf Nonnenmacher to the Supervisory Board Until 2028 AGM	Against
Continental AG	26-4-2024	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	9.10. Elect Klaus Rosenfeld to the Supervisory Board Until 2028 AGM	Against
Merck KGaA	26-4-2024	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Report	Abstain
Baloise Holding AG	26-4-2024	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1.2. Approve Remuneration Report (Non-Binding)	Against
Baloise Holding AG	26-4-2024	Switzerland	E, S	E&S Blended - Sustainability	Accept/Approve Corporate Social Responsibility Report	1.3. Approve Non-Financial Report	Abstain

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Baloise Holding AG	26-4-2024	Switzerland	G	Routine Business - Routine Business	Approve Allocation of Income and Dividends	3. Approve Allocation of Income and Dividends of CHF 7.70 per Share	Against
Baloise Holding AG	26-4-2024	Switzerland	G	Director Election - Director Election	Elect Director	4.1.1. Reelect Thomas von Planta as Director and Board Chair	Against
Baloise Holding AG	26-4-2024	Switzerland	G	Director Election - Director Election	Elect Director	4.1.2. Reelect Christoph Maeder as Director	Against
Baloise Holding AG	26-4-2024	Switzerland	G	Director Election - Director Election	Elect Director	4.1.4. Reelect Christoph Gloor as Director	Against
Baloise Holding AG	26-4-2024	Switzerland	G	Director Election - Director Election	Elect Director	4.1.6. Reelect Markus Neuhaus as Director	Against
Baloise Holding AG	26-4-2024	Switzerland	G	Director Election - Director Election	Elect Director	4.1.7. Reelect Hans-Joerg Schmidt-Trenz as Director	Against
Baloise Holding AG	26-4-2024	Switzerland	G	Director Election - Director Election	Elect Director	4.1.9. Elect Guido Fuerer as Director	Against
Baloise Holding AG	26-4-2024	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.2.1. Reappoint Christoph Gloor as Member of the Compensation Committee	Against
Baloise Holding AG	26-4-2024	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.2.3. Reappoint Christoph Maeder as Member of the Compensation Committee	Against
Baloise Holding AG	26-4-2024	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.2.4. Reappoint Hans-Joerg Schmidt-Trenz as Member of the Compensation Committee	Against
Baloise Holding AG	26-4-2024	Switzerland	G	Routine Business - Routine Business	Other Business	7.1. Additional Voting Instructions - Shareholder Proposals (Voting)	Against
Baloise Holding AG	26-4-2024	Switzerland	G	Routine Business - Routine Business	Other Business	7.2. Additional Voting Instructions - Board of Directors Proposals (Voting)	Against
Vivendi SE	29-4-2024	France	G	Compensation - Directors' Compensation	Remuneration-Related	5. Approve Compensation Report of Corporate Officers	Against
Vivendi SE	29-4-2024	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	14. Approve Remuneration Policy of Chairman of the Management Board	Against

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Vivendi SE	29-4-2024	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	15. Approve Remuneration Policy of Management Board Members	Against
DNB Bank ASA	29-4-2024	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8.a. Approve Remuneration Statement (Advisory)	Abstain
DNB Bank ASA	29-4-2024	Norway	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	8.b. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
DNB Bank ASA	29-4-2024	Norway	G	Miscellaneous - Miscellaneous	Company-Specific -- Shareholder Miscellaneous	14. Eliminate Equity Investment Programmes for Employees, Abstain from Financing Wind Power Projects and Purchase of Electric Vehicle, Approve Monthly Payout of Accrued Interest, Approve Bitcoin exchange to cash	Against
Hermes International SCA	30-4-2024	France	G	Non-Routine Business - Related-Party Transactions	Approve Special Auditors' Report Regarding Related-Party Transactions	5. Approve Auditors' Special Report on Related-Party Transactions	Against
Hermes International SCA	30-4-2024	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	6. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Hermes International SCA	30-4-2024	France	G	Compensation - Directors' Compensation	Remuneration-Related	7. Approve Compensation Report of Corporate Officers	Against
Hermes International SCA	30-4-2024	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Compensation of Axel Dumas, General Manager	Against
Hermes International SCA	30-4-2024	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Emile Hermes SAS, General Manager	Against
Hermes International SCA	30-4-2024	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy of General Managers	Against

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Hermes International SCA	30-4-2024	France	G	Director Election - Director Election	Elect Supervisory Board Member	13. Reelect Matthieu Dumas as Supervisory Board Member	Against
Hermes International SCA	30-4-2024	France	G	Director Election - Director Election	Elect Supervisory Board Member	14. Reelect Blaise Guerrand as Supervisory Board Member	Against
Hermes International SCA	30-4-2024	France	G	Director Election - Director Election	Elect Supervisory Board Member	15. Reelect Olympia Guerrand as Supervisory Board Member	Against
Hermes International SCA	30-4-2024	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	19. Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Against
Commerzbank AG	30-4-2024	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Commerzbank AG	30-4-2024	Germany	G	Capitalization - Capital Structure Related	Authorize Use of Financial Derivatives	8. Authorize Use of Financial Derivatives when Repurchasing Shares	Against
GEA Group AG	30-4-2024	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report	Abstain
Nexi SpA	30-4-2024	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2a. Approve Remuneration Policy	Against
Nexi SpA	30-4-2024	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2b. Approve Second Section of the Remuneration Report	Against
Sandoz Group AG	30-4-2024	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6.3. Approve Remuneration Report (Non-Binding)	Abstain
Sandoz Group AG	30-4-2024	Switzerland	G	Routine Business - Routine Business	Other Business	9. Transact Other Business (Voting)	Against
EssilorLuxottica SA	30-4-2024	France	G	Non-Routine Business - Related-Party Transactions	Approve Special Auditors' Report	4. Approve Auditors' Special Report on Related-Party Transactions	Abstain

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
					Regarding Related-Party Transactions		
EssilorLuxottica SA	30-4-2024	France	G	Compensation - Directors' Compensation	Remuneration-Related	5. Approve Compensation Report of Corporate Officers	Abstain
EssilorLuxottica SA	30-4-2024	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Compensation of Francesco Milleri, Chairman and CEO	Abstain
EssilorLuxottica SA	30-4-2024	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Compensation of Paul du Saillant, Vice-CEO	Abstain
EssilorLuxottica SA	30-4-2024	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9. Approve Remuneration Policy of Chairman and CEO	Against
EssilorLuxottica SA	30-4-2024	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy of Vice-CEO	Against
EssilorLuxottica SA	30-4-2024	France	G	Director Election - Director Election	Elect Director	11. Elect Francesco Milleri as Director	Against
VERBUND AG	30-4-2024	Austria	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Abstain
VERBUND AG	30-4-2024	Austria	G	Director Election - Director Election	Elect Supervisory Board Member	7.1. Elect Martin Ohneberg as Supervisory Board Member	Against
VERBUND AG	30-4-2024	Austria	G	Director Election - Director Election	Elect Supervisory Board Member	7.2. Elect Ingrid Hengster as Supervisory Board Member	Against
VERBUND AG	30-4-2024	Austria	G	Director Election - Director Election	Elect Supervisory Board Member	7.3. Elect Eva Eberhartinger as Supervisory Board Member	Against
VERBUND AG	30-4-2024	Austria	G	Company Articles - Article Amendments	Adopt New Articles of Association/Charter	8. Amend Articles of Association	Against
Aker BP ASA	30-4-2024	Norway	G	Routine Business - Routine Business	Accept Financial Statements and Statutory Reports	4. Accept Financial Statements and Statutory Reports; Receive Corporate Governance Report	Against

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Aker BP ASA	30-4-2024	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Statement	Against
Aker BP ASA	30-4-2024	Norway	G	Audit Related - Auditor Related	Authorize Board to Fix Remuneration of External Auditor(s)	6. Approve Remuneration of Auditors	Abstain
Aker BP ASA	30-4-2024	Norway	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	9. Reelect Oyvind Eriksen, Trond Brandsrud, Valborg Lundegaard and Charles Ashley Heppenstall as Directors; Elect Doris Reiter as New Director	Against
Aker BP ASA	30-4-2024	Norway	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	11. Approve Creation of Pool of Capital without Preemptive Rights	Against
Aker BP ASA	30-4-2024	Norway	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	12. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
Aker BP ASA	30-4-2024	Norway	G	Miscellaneous - Miscellaneous	Company-Specific -- Miscellaneous	14. Discuss with Stakeholders Company's Position and Mutually Acceptable Solution	Abstain
Amplifon SpA	30-4-2024	Italy	G	Takeover Related - Takeover - Restricting	Adopt Double Voting Rights for Long-Term Registered Shareholders	1. Amend Company Bylaws Re: Article 13	Against
Amplifon SpA	30-4-2024	Italy	G	Routine Business - Routine Business	Approve/Amend Regulations on General Meetings	2. Amend Company Bylaws Re: Article 10	Against
Amplifon SpA	30-4-2024	Italy	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	4. Amend Company Bylaws	Against

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Sanofi	30-4-2024	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Approve Compensation of Paul Hudson, CEO	Abstain
Novonesis AS Novozymes AS	30-4-2024	Denmark	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report (Advisory Vote)	Against
Novonesis AS Novozymes AS	30-4-2024	Denmark	G	Director Election - Director Election	Elect Director	6.a. Reelect Cornelis (Cees) de Jong (Chair) as Director	Abstain
Novonesis AS Novozymes AS	30-4-2024	Denmark	G	Director Election - Director Election	Elect Director	7.a. Reelect Jesper Brandgaard (Vice Chair) as Director	Abstain
Novonesis AS Novozymes AS	30-4-2024	Denmark	G	Director Election - Director Election	Elect Director	8.a. Reelect Heine Dalsgaard as Director	Abstain
Novonesis AS Novozymes AS	30-4-2024	Denmark	G	Director Election - Director Election	Elect Director	8.b. Reelect Sharon James as Director	Abstain
Novonesis AS Novozymes AS	30-4-2024	Denmark	G	Director Election - Director Election	Elect Director	8.c. Reelect Kasim Kutay as Director	Abstain
Novonesis AS Novozymes AS	30-4-2024	Denmark	G	Director Election - Director Election	Elect Director	8.e. Reelect Kevin Lane as Director	Abstain
Novonesis AS Novozymes AS	30-4-2024	Denmark	G	Director Election - Director Election	Elect Director	8.f. Reelect Morten Otto Alexander Sommer as Director	Abstain
Novonesis AS Novozymes AS	30-4-2024	Denmark	G	Director Election - Director Election	Elect Director	8.g. Reelect Kim Stratton as Director	Abstain
Novonesis AS Novozymes AS	30-4-2024	Denmark	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	10.a. Approve Creation of DKK 93.7 Million Pool of Capital in B Shares without Preemptive Rights; DKK 93.7 Million Pool of Capital with Preemptive Rights; and Pool of Capital in Warrants without Preemptive Rights	Against
Novonesis AS Novozymes AS	30-4-2024	Denmark	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	10.d2. Approve Maximum Increase in Share Under Articles 5.1, 5.2 and 5.3 up to DKK 103 Million	Against

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Novonesis AS Novozymes AS	30-4-2024	Denmark	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Amend Remuneration Policy	Against
AIB Group plc	2-5-2024	Ireland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy	Abstain
KBC Group SA/NV	2-5-2024	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
KBC Group SA/NV	2-5-2024	Belgium	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy	Against
KBC Group SA/NV	2-5-2024	Belgium	G	Director Election - Director Election	Elect Director	12.1. Reelect Johan Thijs as Director	Against
KBC Group SA/NV	2-5-2024	Belgium	G	Director Election - Director Election	Elect Director	12.2. Reelect Sonja De Becker as Director	Against
KBC Group SA/NV	2-5-2024	Belgium	G	Director Election - Director Election	Elect Director	12.3. Reelect Liesbet Okkerse as Director	Against
KBC Group SA/NV	2-5-2024	Belgium	G	Director Election - Director Election	Elect Director	12.4. Reelect Erik Clinck as Director	Against
KBC Group SA/NV	2-5-2024	Belgium	G	Director Election - Director Election	Elect Director	12.5. Reelect Theodoros Roussis as Director	Against
Kerry Group Plc	2-5-2024	Ireland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	10. Authorise Issue of Equity without Pre-emptive Rights	Against
Groupe Bruxelles Lambert SA	2-5-2024	Belgium	G	Director Election - Director Election	Elect Director	5.1. Reelect Ian Gallienne as Director	Abstain
Groupe Bruxelles Lambert SA	2-5-2024	Belgium	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy	Against
Groupe Bruxelles Lambert SA	2-5-2024	Belgium	G	Miscellaneous - Compensation	Company-Specific Compensation-Related	8.2. Approve Guarantee to Acquire Shares under Profit-Sharing Plan	Against

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Edenred SA	7-5-2024	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Remuneration Policy of Chairman and CEO	Against
Edenred SA	7-5-2024	France	G	Compensation - Directors' Compensation	Remuneration-Related	9. Approve Compensation Report of Corporate Officers	Abstain
Edenred SA	7-5-2024	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Bertrand Dumazy, Chairman and CEO	Abstain
Edenred SA	7-5-2024	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	18. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 24,958,805	Against
Edenred SA	7-5-2024	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	19. Approve Issuance of Equity or Equity-Linked Securities Reserved Qualified Investors, up to Aggregate Nominal Amount of EUR 24,958,805	Against
Edenred SA	7-5-2024	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	20. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 17-19	Against
Eurazeo SE	7-5-2024	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy of Management Board Members	Against
Eurazeo SE	7-5-2024	France	G	Compensation - Directors' Compensation	Remuneration-Related	12. Approve Compensation Report of Corporate Officers	Against
Eurazeo SE	7-5-2024	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	14. Approve Compensation of Christophe Baviere, Management Board Member	Against

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Eurazeo SE	7-5-2024	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Compensation of William Kadouch-Chassaing, Management Board Member	Against
Eurazeo SE	7-5-2024	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	16. Approve Compensation of Sophie Flak, Management Board Member	Against
Eurazeo SE	7-5-2024	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	17. Approve Compensation of Olivier Millet, Management Board Member	Against
Eurazeo SE	7-5-2024	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	18. Approve Compensation of Virginie Morgon, Management Board Member Until February 5, 2023	Against
Eurazeo SE	7-5-2024	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	19. Approve Compensation of Marc Frappier, Management Board Member Until February 5, 2023	Against
Eurazeo SE	7-5-2024	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	20. Approve Compensation of Nicolas Huet, Management Board Member Until February 5, 2023	Against
Eurazeo SE	7-5-2024	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	21. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Eurazeo SE	7-5-2024	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	24. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 23 Million	Against
Eurazeo SE	7-5-2024	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	25. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to 10 Percent of Issued Capital	Against

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Eurazeo SE	7-5-2024	France	G	Capitalization - Capital Structure Related	Authorize Board to Set Issue Price for 10 Percent of Issued Capital Pursuant to Issue Authority without Preemptive Rights	26. Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Against
Eurazeo SE	7-5-2024	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	27. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Against
DSM-Firmenich AG	7-5-2024	Switzerland	E, S	E&S Blended - Sustainability	Accept/Approve Corporate Social Responsibility Report	1.2. Approve Sustainability Report	Abstain
DSM-Firmenich AG	7-5-2024	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5.3. Approve Remuneration Report	Abstain
DSM-Firmenich AG	7-5-2024	Switzerland	G	Routine Business - Routine Business	Other Business	8. Transact Other Business (Voting)	Against
Temenos AG	7-5-2024	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1.3. Approve Remuneration Report	Against
Temenos AG	7-5-2024	Switzerland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	5.3. Approve Creation of Capital Band within the Upper Limit of CHF 400 Million and the Lower Limit of CHF 351.7 Million with or without Exclusion of Preemptive Rights	Against
Temenos AG	7-5-2024	Switzerland	G	Company Articles - Article Amendments	Adopt New Articles of Association/Charter	5.4. Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Against
Temenos AG	7-5-2024	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Telenor ASA	7-5-2024	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Remuneration Statement	Against
Telenor ASA	7-5-2024	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	11. Approve Equity Plan Financing Through Repurchase of Shares	Against
Telenor ASA	7-5-2024	Norway	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	15.1. Approve Remuneration of Nominating Committee	Against
Kuehne + Nagel International AG	8-5-2024	Switzerland	G	Director Election - Director Election	Elect Director	4.1.1. Reelect Dominik Buergy as Director	Against
Kuehne + Nagel International AG	8-5-2024	Switzerland	G	Director Election - Director Election	Elect Director	4.1.2. Reelect Karl Gernandt as Director	Against
Kuehne + Nagel International AG	8-5-2024	Switzerland	G	Director Election - Director Election	Elect Director	4.1.3. Reelect Klaus-Michael Kuehne as Director	Against
Kuehne + Nagel International AG	8-5-2024	Switzerland	G	Director Election - Director Election	Elect Director	4.1.4. Reelect Tobias Staehelin as Director	Against
Kuehne + Nagel International AG	8-5-2024	Switzerland	G	Director Election - Director Election	Elect Director	4.1.6. Reelect Martin Wittig as Director	Against
Kuehne + Nagel International AG	8-5-2024	Switzerland	G	Director Election - Director Election	Elect Director	4.1.7. Reelect Joerg Wolle as Director	Against
Kuehne + Nagel International AG	8-5-2024	Switzerland	G	Director Election - Director Election	Elect Director	4.2.1. Elect Anne-Catherine Berner as Director	Against
Kuehne + Nagel International AG	8-5-2024	Switzerland	G	Director Election - Director Election	Elect Director	4.2.2. Elect Dominik de Daniel as Director	Against
Kuehne + Nagel International AG	8-5-2024	Switzerland	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	4.3. Reelect Joerg Wolle as Board Chair	Against
Kuehne + Nagel International AG	8-5-2024	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.4.1. Reappoint Karl Gernandt as Member of the Compensation Committee	Against
Kuehne + Nagel International AG	8-5-2024	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.4.2. Reappoint Klaus-Michael Kuehne as Member of the Compensation Committee	Against

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Kuehne + Nagel International AG	8-5-2024	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Kuehne + Nagel International AG	8-5-2024	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	7.2. Approve Remuneration of Executive Committee in the Amount of CHF 30 Million	Against
Kuehne + Nagel International AG	8-5-2024	Switzerland	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	8. Approve Creation of Capital Band within the Upper Limit of CHF 150.9 Million and the Lower Limit of CHF 108.7 Million with or without Exclusion of Preemptive Rights	Against
Kuehne + Nagel International AG	8-5-2024	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Alcon Inc.	8-5-2024	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5.1. Approve Remuneration Report (Non-Binding)	Against
Alcon Inc.	8-5-2024	Switzerland	G	Routine Business - Routine Business	Other Business	10. Transact Other Business (Voting)	Against
Allianz SE	8-5-2024	Germany	G	Director Related - Discharge	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	3.1. Approve Discharge of Management Board Member Oliver Baete for Fiscal Year 2023	Against
Allianz SE	8-5-2024	Germany	G	Director Related - Discharge	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	3.5. Approve Discharge of Management Board Member Giulio Terzariol for Fiscal Year 2023	Against

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Allianz SE	8-5-2024	Germany	G	Director Related - Discharge	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	3.6. Approve Discharge of Management Board Member Guenther Thallinger for Fiscal Year 2023	Against
Allianz SE	8-5-2024	Germany	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	4.1. Approve Discharge of Supervisory Board Member Michael Diekmann for Fiscal Year 2023	Against
Allianz SE	8-5-2024	Germany	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	4.2. Approve Discharge of Supervisory Board Member Gabriele Burkhardt-Berg for Fiscal Year 2023	Against
Allianz SE	8-5-2024	Germany	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	4.3. Approve Discharge of Supervisory Board Member Herbert Hainer for Fiscal Year 2023	Against
Allianz SE	8-5-2024	Germany	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	4.4. Approve Discharge of Supervisory Board Member Sophie Boissard for Fiscal Year 2023	Against

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Allianz SE	8-5-2024	Germany	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	4.5. Approve Discharge of Supervisory Board Member Christine Bosse for Fiscal Year 2023	Against
Allianz SE	8-5-2024	Germany	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	4.7. Approve Discharge of Supervisory Board Member Friedrich Eichiner for Fiscal Year 2023	Against
Allianz SE	8-5-2024	Germany	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	4.9. Approve Discharge of Supervisory Board Member Martina Grundler for Fiscal Year 2023	Against
Allianz SE	8-5-2024	Germany	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	4.10. Approve Discharge of Supervisory Board Member Frank Kirsch for Fiscal Year 2023	Against
Allianz SE	8-5-2024	Germany	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	4.11. Approve Discharge of Supervisory Board Member Juergen Lawrenz for Fiscal Year 2023	Against

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Allianz SE	8-5-2024	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Lonza Group AG	8-5-2024	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report	Abstain
Lonza Group AG	8-5-2024	Switzerland	G	Routine Business - Routine Business	Other Business	11. Transact Other Business (Voting)	Against
Mercedes-Benz Group AG	8-5-2024	Germany	G	Director Related - Discharge	Approve Discharge of Management Board (Bundled)	3. Approve Discharge of Management Board for Fiscal Year 2023	Abstain
Mercedes-Benz Group AG	8-5-2024	Germany	G	Director Related - Discharge	Approve Discharge of Supervisory Board (Bundled)	4. Approve Discharge of Supervisory Board for Fiscal Year 2023	Abstain
Mercedes-Benz Group AG	8-5-2024	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Report	Against
Vonovia SE	8-5-2024	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Vonovia SE	8-5-2024	Germany	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy	Against
Wolters Kluwer NV	8-5-2024	Netherlands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	7.a. Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Against
Wolters Kluwer NV	8-5-2024	Netherlands	G	Capitalization - Capital Structure Related	Eliminate Preemptive Rights	7.b. Authorize Board to Exclude Preemptive Rights from Share Issuances	Against

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Securitas AB	8-5-2024	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Remuneration Report	Against
Securitas AB	8-5-2024	Sweden	G	Director Election - Director Election - Bundled	Elect Directors (Bundled)	13. Reelect Jan Svensson (Chair), Asa Bergman, John Brandon, Fredrik Cappelen, Gunilla Fransson, Sofia Schorling Hogberg, Harry Klagsbrun and Johan Menckel as Directors	Against
Securitas AB	8-5-2024	Sweden	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	15. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against
Securitas AB	8-5-2024	Sweden	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	17. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
ACS Actividades de Construccion y Servicios SA	9-5-2024	Spain	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Advisory Vote on Remuneration Report	Abstain
ACS Actividades de Construccion y Servicios SA	9-5-2024	Spain	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	6. Amend Article 12	Against
ACS Actividades de Construccion y Servicios SA	9-5-2024	Spain	G	Routine Business - Routine Business	Approve/Amend Regulations on General Meetings	7. Amend Article 7 of General Meeting Regulations	Against
Galp Energia SGPS SA	10-5-2024	Portugal	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	4. Authorize Repurchase and Reissuance of Shares and Bonds	Against
Galp Energia SGPS SA	10-5-2024	Portugal	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Amend Remuneration Policy	Against

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
TERNA Rete Elettrica Nazionale SpA	10-5-2024	Italy	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	3. Approve 2024-2028 Performance Share Plan	Abstain
TERNA Rete Elettrica Nazionale SpA	10-5-2024	Italy	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	4. Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service 2024-2028 Performance Share Plan	Abstain
TERNA Rete Elettrica Nazionale SpA	10-5-2024	Italy	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	5.1. Approve Remuneration Policy	Against
TERNA Rete Elettrica Nazionale SpA	10-5-2024	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5.2. Approve Second Section of the Remuneration Report	Against
ASM International NV	13-5-2024	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3a. Approve Remuneration Report	Against
ASM International NV	13-5-2024	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	6a. Reelect Didier Lamouche to Supervisory Board	Against
ASM International NV	13-5-2024	Netherlands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	8a. Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Against
ASM International NV	13-5-2024	Netherlands	G	Capitalization - Capital Structure Related	Eliminate Preemptive Rights	8b. Authorize Board to Exclude Preemptive Rights from Share Issuances	Against
BNP Paribas SA	14-5-2024	France	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	A. Elect Isabelle Coron as Representative of Employee Shareholders to the Board	Abstain
BNP Paribas SA	14-5-2024	France	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	B. Elect Thierry Schwob as Representative of Employee Shareholders to the Board	Abstain

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
BNP Paribas SA	14-5-2024	France	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	C. Elect Frederic Mayrand as Representative of Employee Shareholders to the Board	Abstain
Deutsche Boerse AG	14-5-2024	Germany	G	Capitalization - Capital Structure Related	Authorize Use of Financial Derivatives	7. Authorize Use of Financial Derivatives when Repurchasing Shares	Against
IMCD NV	14-5-2024	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.c. Approve Remuneration Report	Against
IMCD NV	14-5-2024	Netherlands	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	5.a. Approve Remuneration Policy for the Management Board	Against
IMCD NV	14-5-2024	Netherlands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	7.a. Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Against
IMCD NV	14-5-2024	Netherlands	G	Capitalization - Capital Structure Related	Eliminate Preemptive Rights	7.b. Authorize Board to Exclude Preemptive Rights from Share Issuances	Against
Equinor ASA	14-5-2024	Norway	G	Routine Business - Routine Business	Approve Financial Statements, Allocation of Income, and Discharge Directors	6. Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of USD 0.35 Per Share, Approve Extraordinary Dividends of USD 0.35 Per Share	Against
Equinor ASA	14-5-2024	Norway	E	Environmental - Miscellaneous	Miscellaneous Proposal - Environmental	8. Eliminate Management Bonuses, Pensions and Severance Pay; Ban Use of Fiberglass Rotor Blades in New Wind Farms, Commit to Buy into Existing Hydropower Projects and Conduct Research on Other Energy Sources	Against

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Equinor ASA	14-5-2024	Norway	E	Environmental - Miscellaneous	Miscellaneous Proposal - Environmental	9. Approve Divestment from All International Operations	Against
Equinor ASA	14-5-2024	Norway	E	Environmental - Miscellaneous	Miscellaneous Proposal - Environmental	10. Resignation of Board of Directors for a New Board of Directors with Better Sustainability Expertise and Higher Ambitions	Against
Equinor ASA	14-5-2024	Norway	E	Environmental - Climate	Climate Change Action	12. Make Arrangements to Become a Leading Producer of Renewable Energy, Stop Plans for Electrification of Melkoya and Present a Plan Enabling Norway to Become Net-Zero By 2050	Abstain
Equinor ASA	14-5-2024	Norway	G	Miscellaneous - Miscellaneous	Company-Specific -- Miscellaneous	13. Work Towards Dismantling the Corporate Assembly, Strengthen the Board, Change the Articles of Association regarding the Nomination Committee and that the Renewable Energy Business Become an Autonomous Entity	Abstain
Equinor ASA	14-5-2024	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	17. Approve Remuneration Statement	Against
Swedish Orphan Biovitrum AB	14-5-2024	Sweden	G	Director Election - Director Election	Elect Director	15.c. Reelect Helena Saxon as Director	Against
Swedish Orphan Biovitrum AB	14-5-2024	Sweden	G	Director Election - Director Election	Elect Director	15.e. Reelect Filippa Stenberg as Director	Against
Swedish Orphan Biovitrum AB	14-5-2024	Sweden	G	Director Election - Director Election	Elect Director	15.f. Reelect Anders Ullman as Director	Against
Swedish Orphan Biovitrum AB	14-5-2024	Sweden	G	Director Election - Director Election	Elect Director	15.g. Elect Zlatko Rihter as New Director	Against
Swedish Orphan Biovitrum AB	14-5-2024	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	16. Approve Remuneration Report	Against

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Swedish Orphan Biovitrum AB	14-5-2024	Sweden	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	17. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Swedish Orphan Biovitrum AB	14-5-2024	Sweden	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	18.A1. Approve Long Term Incentive Program (Management Program)	Against
Swedish Orphan Biovitrum AB	14-5-2024	Sweden	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	18.B1. Approve Equity Plan Financing (Management Program)	Against
Swedish Orphan Biovitrum AB	14-5-2024	Sweden	G	Compensation - Equity Compensation Plan	Approve Alternative Equity Plan Financing	18.C. Approve Alternative Equity Plan Financing	Against
Swedish Orphan Biovitrum AB	14-5-2024	Sweden	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	19. Approve Creation of Pool of Capital without Preemptive Rights	Against
Epiroc AB	14-5-2024	Sweden	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8.d. Approve Remuneration Report	Against
Epiroc AB	14-5-2024	Sweden	G	Director Election - Director Election	Elect Director	10.a6. Reelect Ronnie Leten as Director	Against
Epiroc AB	14-5-2024	Sweden	G	Director Related - Board Related	Elect Board Chair or Vice-Chair	10.b. Reelect Ronnie Leten as Board Chair	Against
Epiroc AB	14-5-2024	Sweden	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	12.a. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Arkema SA	15-5-2024	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy of Chairman and CEO	Against
Arkema SA	15-5-2024	France	G	Compensation - Directors' Compensation	Remuneration-Related	8. Approve Compensation Report of Corporate Officers	Against
Arkema SA	15-5-2024	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Chairman and CEO	Against

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Bayerische Motoren Werke AG	15-5-2024	Germany	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	4.1. Approve Discharge of Supervisory Board Member Norbert Reithofer for Fiscal Year 2023	Abstain
Bayerische Motoren Werke AG	15-5-2024	Germany	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	4.3. Approve Discharge of Supervisory Board Member Stefan Quandt for Fiscal Year 2023	Abstain
Bayerische Motoren Werke AG	15-5-2024	Germany	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	4.4. Approve Discharge of Supervisory Board Member Stefan Schmid for Fiscal Year 2023	Abstain
Bayerische Motoren Werke AG	15-5-2024	Germany	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	4.6. Approve Discharge of Supervisory Board Member Christiane Benner for Fiscal Year 2023	Abstain
Bayerische Motoren Werke AG	15-5-2024	Germany	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	4.12. Approve Discharge of Supervisory Board Member Susanne Klatten for Fiscal Year 2023	Abstain

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Bayerische Motoren Werke AG	15-5-2024	Germany	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	4.16. Approve Discharge of Supervisory Board Member Dominique Mohabeer for Fiscal Year 2023	Abstain
Bayerische Motoren Werke AG	15-5-2024	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.2. Elect Stefan Quandt to the Supervisory Board	Against
Bayerische Motoren Werke AG	15-5-2024	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	6.3. Elect Vishal Sikka to the Supervisory Board	Against
Bayerische Motoren Werke AG	15-5-2024	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Report	Against
SAP SE	15-5-2024	Germany	G	Director Related - Discharge	Approve Discharge of Management Board (Bundled)	3. Approve Discharge of Management Board for Fiscal Year 2023	Abstain
SAP SE	15-5-2024	Germany	G	Director Related - Discharge	Approve Discharge of Supervisory Board (Bundled)	4. Approve Discharge of Supervisory Board for Fiscal Year 2023	Abstain
SAP SE	15-5-2024	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Euronext NV	15-5-2024	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3.c. Approve Remuneration Report	Against
Euronext NV	15-5-2024	Netherlands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	8.a. Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Against

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Euronext NV	15-5-2024	Netherlands	G	Capitalization - Capital Structure Related	Eliminate Preemptive Rights	8.b. Authorize Board to Exclude Preemptive Rights from Share Issuances	Against
ageas SA/NV	15-5-2024	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3.1. Approve Remuneration Report	Abstain
ageas SA/NV	15-5-2024	Belgium	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	3.2. Approve Remuneration Policy	Abstain
Adyen NV	16-5-2024	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	5. Elect Adine Grate to Supervisory Board	Abstain
E.ON SE	16-5-2024	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
E.ON SE	16-5-2024	Germany	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	8. Approve Creation of EUR 528 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Against
E.ON SE	16-5-2024	Germany	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	10. Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Against
E.ON SE	16-5-2024	Germany	G	Capitalization - Capital Structure Related	Authorize Use of Financial Derivatives	11. Authorize Use of Financial Derivatives when Repurchasing Shares	Against
Fresenius Medical Care AG	16-5-2024	Germany	G	Director Related - Discharge	Approve Discharge -- Other (Bundled)	3. Approve Discharge of Former Personally Liable Partner Fresenius Medical Care Management AG for Fiscal Year 2023	Abstain
Fresenius Medical Care AG	16-5-2024	Germany	G	Director Related - Discharge	Approve Discharge of Management Board (Bundled)	4. Approve Discharge of Management Board of Fresenius Medical Care AG for Fiscal Year 2023	Abstain

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Fresenius Medical Care AG	16-5-2024	Germany	G	Director Related - Discharge	Approve Discharge of Supervisory Board (Bundled)	5. Approve Discharge of Supervisory Board of Fresenius Medical Care AG & Co. KGaA for Fiscal Year 2023	Abstain
Fresenius Medical Care AG	16-5-2024	Germany	G	Director Related - Discharge	Approve Discharge of Supervisory Board (Bundled)	6. Approve Discharge of Supervisory Board of Fresenius Medical Care AG for Fiscal Year 2023	Abstain
Fresenius Medical Care AG	16-5-2024	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Remuneration Report	Abstain
Fresenius Medical Care AG	16-5-2024	Germany	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9. Approve Remuneration Policy for the Management Board	Against
adidas AG	16-5-2024	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Report	Against
adidas AG	16-5-2024	Germany	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Remuneration Policy	Against
adidas AG	16-5-2024	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.1. Reelect Ian Gallienne to the Supervisory Board Until 2026 AGM	Against
adidas AG	16-5-2024	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.3. Reelect Christian Klein to the Supervisory Board Until 2028 AGM	Against
adidas AG	16-5-2024	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.4. Reelect Thomas Rabe to the Supervisory Board Until 2025 AGM	Against
adidas AG	16-5-2024	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.5. Reelect Nassef Sawiris to the Supervisory Board Until 2026 AGM	Against
adidas AG	16-5-2024	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.6. Reelect Bodo Uebber to the Supervisory Board Until 2027 AGM	Against
adidas AG	16-5-2024	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	7.8. Elect Oliver Mintzlaff to the Supervisory Board Until 2028 AGM	Against

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Capgemini SE	16-5-2024	France	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	A. Elect Laurence Metzke as Representative of Employee Shareholders to the Board	Abstain
Capgemini SE	16-5-2024	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	20. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 135 Million	Against
Capgemini SE	16-5-2024	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	21. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 135 Million	Against
Capgemini SE	16-5-2024	France	G	Capitalization - Capital Structure Related	Authorize Board to Set Issue Price for 10 Percent of Issued Capital Pursuant to Issue Authority without Preemptive Rights	22. Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights Under Items 20 and 21	Against
Capgemini SE	16-5-2024	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	23. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Against
Universal Music Group NV	16-5-2024	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report	Against
Universal Music Group NV	16-5-2024	Netherlands	G	Director Election - Director Election	Elect Director	8. Reelect Vincent Vallejo as Executive Director	Against
Universal Music Group NV	16-5-2024	Netherlands	G	Director Election - Director Election	Elect Director	9.a. Reelect Bill Ackman as Non-Executive Director	Abstain
Universal Music Group NV	16-5-2024	Netherlands	G	Director Election - Director Election	Elect Director	9.b. Reelect Cathia Lawson-Hall as Non-Executive Director	Abstain

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Universal Music Group NV	16-5-2024	Netherlands	G	Director Election - Director Election	Elect Director	9.c. Reelect Cyrille Bollore as Non-Executive Director	Abstain
Universal Music Group NV	16-5-2024	Netherlands	G	Director Election - Director Election	Elect Director	9.d. Reelect James Mitchell as Non-Executive Director	Abstain
Universal Music Group NV	16-5-2024	Netherlands	G	Director Election - Director Election	Elect Director	9.e. Reelect Manning Doherty as Non-Executive Director	Abstain
Renault SA	16-5-2024	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	17. Approve Remuneration Policy of CEO	Against
Renault SA	16-5-2024	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	23. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 120 Million	Against
Renault SA	16-5-2024	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	24. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 60 Million	Against
Compagnie Generale des Etablissements Michelin SCA	17-5-2024	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	18. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 35 Million	Against
Compagnie Generale des Etablissements Michelin SCA	17-5-2024	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	19. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 35 Million	Against
Compagnie Generale des Etablissements Michelin SCA	17-5-2024	France	G	Capitalization - Capital Structure Related	Authorize Board to Set Issue Price for 10 Percent of Issued Capital Pursuant to Issue Authority without Preemptive Rights	20. Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Against
Compagnie Generale des	17-5-2024	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand	21. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation	Against

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Etablissements Michelin SCA					Exceeding Amounts Submitted to Shareholder Vote Above	Submitted to Shareholder Vote Under Items 17 to 20	
Fresenius SE & Co. KGaA	17-5-2024	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Report	Against
Zalando SE	17-5-2024	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Zalando SE	17-5-2024	Germany	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy	Abstain
Iberdrola SA	17-5-2024	Spain	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Advisory Vote on Remuneration Report	Abstain
Iberdrola SA	17-5-2024	Spain	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	20. Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 10 Percent	Against
Elia Group SA/NV	21-5-2024	Belgium	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	4. Approve Authorization to Increase Share Capital up to 70 percent of Authorized Capital by Various Means and Amend Article 7 of the Articles of Association	Against
Elia Group SA/NV	21-5-2024	Belgium	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	4. Approve Amended Remuneration Policy	Against
Elia Group SA/NV	21-5-2024	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5. Approve Remuneration Report	Against

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Aeroports de Paris ADP	21-5-2024	France	G	Non-Routine Business - Related-Party Transactions	Approve Transaction with a Related Party	7. Approve Transaction with Societe du Grand Paris	Abstain
Aeroports de Paris ADP	21-5-2024	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	8. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Aeroports de Paris ADP	21-5-2024	France	G	Director Election - Director Election	Elect Director	13. Reelect Augustin de Romanet de Beaune as Director	Against
Aeroports de Paris ADP	21-5-2024	France	G	Director Election - Director Election	Elect Director	14. Reelect Severin Cabannes as Director	Against
Aeroports de Paris ADP	21-5-2024	France	G	Director Election - Director Election	Elect Director	15. Reelect Oliver Grunberg as Director	Against
Aeroports de Paris ADP	21-5-2024	France	G	Director Election - Director Election	Elect Director	16. Reelect Sylvia Metayer as Director	Against
Aeroports de Paris ADP	21-5-2024	France	G	Director Election - Director Election	Elect Director	17. Reelect Predica Prevoyance Dialogue du Credit Agricole as Director	Against
Aeroports de Paris ADP	21-5-2024	France	G	Director Election - Director Election	Elect Director	18. Reelect Jacques Gounon as Director	Against
Aeroports de Paris ADP	21-5-2024	France	G	Director Election - Director Election	Elect Director	19. Reelect Fanny Letier as Director, Proposed by the State	Against
Aeroports de Paris ADP	21-5-2024	France	G	Director Related - Statutory Auditor	Appoint Censor(s)	20. Appoint Secretary General of Interior and Overseas Territories as Censor	Against
Aeroports de Paris ADP	21-5-2024	France	G	Director Related - Statutory Auditor	Appoint Censor(s)	21. Appoint President of Ile-de-France Region as Censor	Against
Aeroports de Paris ADP	21-5-2024	France	G	Director Related - Statutory Auditor	Appoint Censor(s)	22. Appoint Mayor of City of Paris as Censor	Against
Aeroports de Paris ADP	21-5-2024	France	G	Director Related - Statutory Auditor	Appoint Censor(s)	23. Appoint President of Communaute d'Agglomeration Roissy Pays de France as Censor	Against
Aeroports de Paris ADP	21-5-2024	France	G	Miscellaneous - Miscellaneous	Miscellaneous Proposal: Company-Specific	24. Appoint Ernst & Young Audit as Auditor for the Sustainability Reporting	Abstain
Aeroports de Paris ADP	21-5-2024	France	G	Capitalization - Capital Issuance	Authorize Issuance of Equity or Equity-	26. Authorize Issuance of Equity or Equity-Linked Securities with	Against

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
					Linked Securities with Preemptive Rights	Preemptive Rights up to Aggregate Nominal Amount of EUR 97 Million	
Aeroports de Paris ADP	21-5-2024	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	27. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 29 Million	Against
Aeroports de Paris ADP	21-5-2024	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	28. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 29 Million	Against
Aeroports de Paris ADP	21-5-2024	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	29. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above Under Items 26-28	Against
Aeroports de Paris ADP	21-5-2024	France	G	Capitalization - Capital Structure Related	Authorize Capital Increase for Future Share Exchange Offers	32. Authorize Capital Increase of Up to EUR 29 Million for Future Exchange Offers	Against
Aeroports de Paris ADP	21-5-2024	France	G	Capitalization - Capital Issuance	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	33. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against
Credit Agricole SA	22-5-2024	France	G	Director Election - Director Election	Elect Director	8. Reelect SAS Rue la Boetie as Director	Against
Credit Agricole SA	22-5-2024	France	G	Director Election - Director Election	Elect Director	9. Reelect Olivier Auffray as Director	Against
Credit Agricole SA	22-5-2024	France	G	Director Election - Director Election	Elect Director	10. Relect Nicole Gourmelon as Director	Against
Credit Agricole SA	22-5-2024	France	G	Director Election - Director Election	Elect Director	12. Reelect Louis Tercinier as Director	Against

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Credit Agricole SA	22-5-2024	France	G	Director Election - Director Election	Elect Director	13. Ratify Appointment of Christine Gandon as Director Following Resignation of Jean-Paul Kerrien	Against
Credit Agricole SA	22-5-2024	France	G	Director Election - Director Election	Elect Representative of Employee Shareholders to the Board	14. Reelect Christophe Lesur as Representative of Employee Shareholders to the Board and Caroline Corbiere as Alternate Representative of Employee to the Board	Abstain
Credit Agricole SA	22-5-2024	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	26. Approve Compensation of Philippe Brassac, CEO	Abstain
Erste Group Bank AG	22-5-2024	Austria	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Remuneration Report	Against
Erste Group Bank AG	22-5-2024	Austria	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	10. Approve Virtual-Only or Hybrid Shareholder Meetings Until 2028; Amend Articles Re: Company Announcements	Against
Erste Group Bank AG	22-5-2024	Austria	G	Capitalization - Capital Issuance	Authorize Reissuance of Repurchased Shares	11.2. Authorize Reissuance of Repurchased Shares without Preemptive Rights	Against
PUMA SE	22-5-2024	Germany	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	10. Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Against
STMicroelectronics NV	22-5-2024	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report	Abstain
STMicroelectronics NV	22-5-2024	Netherlands	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy for Management Board	Abstain

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
STMicroelectronics NV	22-5-2024	Netherlands	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	13. Approve Grant of Unvested Stock Awards to Jean-Marc Chery as President and CEO	Abstain
STMicroelectronics NV	22-5-2024	Netherlands	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	15. Approve Grant of Unvested Stock Awards to Lorenzo Grandi as President and CFO	Abstain
STMicroelectronics NV	22-5-2024	Netherlands	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	16. Approve New Unvested Stock Award Plan for Management and Key Employees	Abstain
STMicroelectronics NV	22-5-2024	Netherlands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	22. Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Pre-emptive Rights	Against
Dassault Systemes SE	22-5-2024	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Remuneration Policy of Corporate Officers	Against
Dassault Systemes SE	22-5-2024	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Compensation of Bernard Charles, Vice-Chairman of the Board and CEO until January 8, 2023 then Chairman and CEO until December 31, 2023	Against
Dassault Systemes SE	22-5-2024	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Pascal Daloz, Vice-CEO fom January 9, 2023 until December 31, 2023	Against
Dassault Systemes SE	22-5-2024	France	G	Compensation - Directors' Compensation	Remuneration-Related	10. Approve Compensation Report of Corporate Officers	Against
Dassault Systemes SE	22-5-2024	France	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve Merger by Absorption	17. Delegate Powers to the Board to Approve Merger by Absorption by the Company	Against
Dassault Systemes SE	22-5-2024	France	G	Strategic Transactions - Mergers & Acquisitions	Approve Acquisition OR Issue Shares in Connection with Acquisition	18. Delegate Powers to the Board to Issue up to Aggregate Nominal Amount of EUR 10 Million in Connection with Item 17	Against

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Dassault Systemes SE	22-5-2024	France	G	Strategic Transactions - Corporate Transactions/Reorganizations	Approve Spin-Off Agreement	19. Delegate Powers to the Board to Approve Spin-Off Agreement	Against
Dassault Systemes SE	22-5-2024	France	G	Strategic Transactions - Mergers & Acquisitions	Approve Acquisition OR Issue Shares in Connection with Acquisition	20. Delegate Powers to the Board to Issue up to Aggregate Nominal Amount of EUR 10 Million in Connection with Item 19	Against
Dassault Systemes SE	22-5-2024	France	G	Strategic Transactions - Corporate Transactions/Reorganizations	Acquire Certain Assets of Another Company	21. Delegate Powers to the Board to Acquire Certain Assets of Another Company	Against
Dassault Systemes SE	22-5-2024	France	G	Strategic Transactions - Mergers & Acquisitions	Approve Acquisition OR Issue Shares in Connection with Acquisition	22. Delegate Powers to the Board to Issue up to Aggregate Nominal Amount of EUR 10 Million in Connection with Item 21	Against
Orange SA	22-5-2024	France	G	Director Election - Director Election	Elect Representative of Employee Shareholders to the Board	7. Elect Thierry Chatelier as Representative of Employee Shareholders to the Board	Abstain
Orange SA	22-5-2024	France	S, G	Compensation - Compensation	Company-Specific--Compensation-Related	A. Amending Item 17 of Current Meeting to either Align the Employees' Free Shares Plans to the Executives' LTIPs or Proceed to an Annual Issuance Reserved for Employees Aligned with the Terms of Issuances used in Employees Stock Purchase Plans	Abstain
bioMerieux SA	23-5-2024	France	G	Director Related - Discharge	Approve Discharge of Board and President (Bundled)	3. Approve Discharge of Directors	Against
bioMerieux SA	23-5-2024	France	G	Director Related - Statutory Auditor	Appoint Censor(s)	8. Appoint Benoit Ribadeau-Dumas as Censor	Against
bioMerieux SA	23-5-2024	France	G	Audit Related - Auditor Related	Ratify Auditors	9. Renew Appointment of Ernst & Young et Autres as Auditor	Abstain

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
bioMerieux SA	23-5-2024	France	G	Miscellaneous - Miscellaneous	Miscellaneous Proposal: Company-Specific	10. Appoint Ernst & Young et Autres as Authorized Sustainability Auditors	Against
bioMerieux SA	23-5-2024	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	12. Approve Remuneration Policy of Corporate Officers	Against
bioMerieux SA	23-5-2024	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy of Chairman of the Board	Against
bioMerieux SA	23-5-2024	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	14. Approve Remuneration Policy of CEO	Against
bioMerieux SA	23-5-2024	France	G	Compensation - Directors' Compensation	Remuneration-Related	16. Approve Compensation Report of Corporate Officers	Against
bioMerieux SA	23-5-2024	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	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	Against
bioMerieux SA	23-5-2024	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	18. Approve Compensation of Pierre Boulud, Vice-CEO from January 1, 2023 to June 30, 2023 and CEO since July 1, 2023	Against
bioMerieux SA	23-5-2024	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	22. Authorize up to 15 Percent of Issued Capital for Use in Restricted Stock Plans	Against
Brenntag SE	23-5-2024	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Brenntag SE	23-5-2024	Germany	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	7. Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Against
Brenntag SE	23-5-2024	Germany	G	Routine Business - Routine Business	Other Business	8. Voting Instructions for Motions or Nominations by Shareholders that	Against

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
						are not Made Accessible Before the AGM and that are Made or Amended in the Course of the AGM	
LEG Immobilien SE	23-5-2024	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Remuneration Report	Abstain
Syensqo NV	23-5-2024	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Report	Against
Enel SpA	23-5-2024	Italy	G	Routine Business - Routine Business	Approve Allocation of Income and Dividends	2. Approve Allocation of Income	Against
Enel SpA	23-5-2024	Italy	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	5.2. Approve Second Section of the Remuneration Report	Abstain
SEB SA	23-5-2024	France	G	Director Election - Director Election	Elect Director	4. Reelect Thierry de La Tour d'Artaise as Director	Against
SEB SA	23-5-2024	France	G	Director Election - Director Election	Elect Director	6. Reelect Venelle Investissement as Director	Against
SEB SA	23-5-2024	France	G	Director Election - Director Election	Elect Director	7. Elect Francois Mirallie as Director	Against
SEB SA	23-5-2024	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Thierry de La Tour d'Artaise, Chairman of the Board	Against
SEB SA	23-5-2024	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10. Approve Compensation of Stanislas De Gramont, CEO	Against
SEB SA	23-5-2024	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	12. Approve Remuneration Policy of CEO	Against
SEB SA	23-5-2024	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	14. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
SEB SA	23-5-2024	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	19. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 5.5 Million	Against
SEB SA	23-5-2024	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	20. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 5.5 Million	Against
SEB SA	23-5-2024	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	24. Authorize up to 280,000 Shares for Use in Restricted Stock Plans with Performance Conditions Attached	Abstain
SEB SA	23-5-2024	France	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	A. Elect Pascal Girardot as Director	Abstain
SEB SA	23-5-2024	France	G	Director Related - Board Related	Establish Mandatory Retirement Age for Directors	B. Amend Article 17 of Bylaws Re: Age Limit of Directors	Against
SEB SA	23-5-2024	France	G	Director Related - Board Related	Establish Mandatory Retirement Age for Directors	C. Amend Article 19 of Bylaws Re: Age Limit of Chairman of the Board	Against
Teleperformance SE	23-5-2024	France	G	Compensation - Directors' Compensation	Remuneration-Related	5. Approve Compensation Report of Corporate Officers	Against
Teleperformance SE	23-5-2024	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Compensation of Daniel Julien, Chairman and CEO	Against
Teleperformance SE	23-5-2024	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Compensation of Olivier Rigaudy, Vice-CEO	Against
Teleperformance SE	23-5-2024	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive	8. Approve Compensation of Bhupender Singh, Vice-CEO Since July 1, 2023	Against

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
					Officers' Compensation		
Teleperformance SE	23-5-2024	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	23. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights, with a Binding Priority Right up to Aggregate Nominal Amount of EUR 14.5 Million	Against
Teleperformance SE	23-5-2024	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	24. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 7.2 Million	Against
Teleperformance SE	23-5-2024	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	25. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 22 to 24	Against
Amundi SA	24-5-2024	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	12. Approve Remuneration Policy of CEO	Abstain
Amundi SA	24-5-2024	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy of Vice-CEO	Abstain
Amundi SA	24-5-2024	France	E	Environmental - Climate	Reporting on Climate Transition Plan	24. Approve Report on Progress of Company's Sustainability and Climate Transition Plan (Advisory)	Abstain
Carrefour SA	24-5-2024	France	G	Compensation - Directors' Compensation	Remuneration-Related	15. Approve Compensation Report of Corporate Officers	Abstain
Carrefour SA	24-5-2024	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	16. Approve Compensation of Alexandre Bompard, Chairman and CEO	Abstain
NN Group NV	24-5-2024	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive	4. Approve Remuneration Report	Abstain

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
					Officers' Compensation		
NN Group NV	24-5-2024	Netherlands	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	9.A. Adopt Remuneration Policy for the Executive Board	Against
OMV AG	28-5-2024	Austria	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Abstain
OMV AG	28-5-2024	Austria	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	9.1. Approve Long Term Incentive Plan for Key Employees	Against
OMV AG	28-5-2024	Austria	G	Director Election - Director Election	Elect Supervisory Board Member	10.2. Elect Patrick Lammers as Supervisory Board Member	Against
OMV AG	28-5-2024	Austria	G	Director Election - Director Election	Elect Supervisory Board Member	10.3. Elect Khaled Salmeen as Supervisory Board Member	Against
OMV AG	28-5-2024	Austria	G	Director Election - Director Election	Elect Supervisory Board Member	10.4. Elect Khaled Al Zaabi as Supervisory Board Member	Against
OMV AG	28-5-2024	Austria	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	11.2. Approve Virtual-Only or Hybrid Shareholder Meetings Until 2028	Against
Yara International ASA	28-5-2024	Norway	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6.1. Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against
Yara International ASA	28-5-2024	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6.2. Approve Remuneration Statement	Against
Ipsen SA	28-5-2024	France	G	Director Election - Director Election	Elect Director	6. Reelect BEECH TREE S.A. as Director	Against
Ipsen SA	28-5-2024	France	G	Director Election - Director Election	Elect Director	7. Reelect Carol Xueref as Director	Against
Ipsen SA	28-5-2024	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	11. Approve Remuneration Policy of CEO and Executive Corporate Officers	Against

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Ipsen SA	28-5-2024	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	14. Approve Compensation of David Loew, CEO	Against
Ipsen SA	28-5-2024	France	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	16. Authorize up to 3 Percent of Issued Capital for Use in Restricted Stock Plans	Against
Publicis Groupe SA	29-5-2024	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Compensation of Arthur Sadoun, Chairman of Management Board	Against
Publicis Groupe SA	29-5-2024	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	17. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 9 Million	Against
Publicis Groupe SA	29-5-2024	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	18. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 9 Million	Against
Publicis Groupe SA	29-5-2024	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	19. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 16-18	Against
Publicis Groupe SA	29-5-2024	France	G	Capitalization - Capital Structure Related	Authorize Board to Set Issue Price for 10 Percent of Issued Capital Pursuant to Issue Authority without Preemptive Rights	20. Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Against
Publicis Groupe SA	29-5-2024	France	G	Capitalization - Capital Structure Related	Authorize Capitalization of Reserves for Bonus	21. Authorize Capitalization of Reserves of Up to EUR 30 Million	Against

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
					Issue or Increase in Par Value	for Bonus Issue or Increase in Par Value	
Publicis Groupe SA	29-5-2024	France	G	Director Election - Director Election	Elect Director	30. Elect Arthur Sadoun as Director	Abstain
Volkswagen AG	29-5-2024	Germany	G	Director Related - Discharge	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	3.1. Approve Discharge of Management Board Member O. Blume for Fiscal Year 2023	Against
Volkswagen AG	29-5-2024	Germany	G	Director Related - Discharge	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	3.2. Approve Discharge of Management Board Member A. Antlitz for Fiscal Year 2023	Against
Volkswagen AG	29-5-2024	Germany	G	Director Related - Discharge	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	3.3. Approve Discharge of Management Board Member R. Brandstaetter for Fiscal Year 2023	Against
Volkswagen AG	29-5-2024	Germany	G	Director Related - Discharge	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	3.4. Approve Discharge of Management Board Member G. Doellner (from Sep. 1, 2023) for Fiscal Year 2023	Against
Volkswagen AG	29-5-2024	Germany	G	Director Related - Discharge	Approve Discharge of Management Board Member XXX/Executive	3.5. Approve Discharge of Management Board Member M. Doess for Fiscal Year 2023	Against

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
					Director XXX (INDIVIDUAL RESOLUTION)		
Volkswagen AG	29-5-2024	Germany	G	Director Related - Discharge	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	3.6. Approve Discharge of Management Board Member M. Duesmann (until Aug. 31, 2023) for Fiscal Year 2023	Against
Volkswagen AG	29-5-2024	Germany	G	Director Related - Discharge	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	3.7. Approve Discharge of Management Board Member G. Kilian for Fiscal Year 2023	Against
Volkswagen AG	29-5-2024	Germany	G	Director Related - Discharge	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	3.8. Approve Discharge of Management Board Member T. Schaefer for Fiscal Year 2023	Against
Volkswagen AG	29-5-2024	Germany	G	Director Related - Discharge	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	3.9. Approve Discharge of Management Board Member T. Schmall-von Westerholt for Fiscal Year 2023	Against
Volkswagen AG	29-5-2024	Germany	G	Director Related - Discharge	Approve Discharge of Management Board Member XXX/Executive Director XXX	3.10. Approve Discharge of Management Board Member H. Stars for Fiscal Year 2023	Against

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
					(INDIVIDUAL RESOLUTION)		
Volkswagen AG	29-5-2024	Germany	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	4.1. Approve Discharge of Supervisory Board Member H. D. Poetsch for Fiscal Year 2023	Against
Volkswagen AG	29-5-2024	Germany	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	4.2. Approve Discharge of Supervisory Board Member J. Hofmann for Fiscal Year 2023	Against
Volkswagen AG	29-5-2024	Germany	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	4.3. Approve Discharge of Supervisory Board Member H. S. Al Jaber for Fiscal Year 2023	Against
Volkswagen AG	29-5-2024	Germany	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	4.4. Approve Discharge of Supervisory Board Member M. B. E. Al-Mahmoud for Fiscal Year 2023	Against
Volkswagen AG	29-5-2024	Germany	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX	4.5. Approve Discharge of Supervisory Board Member H. Buck for Fiscal Year 2023	Against

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
					(INDIVIDUAL RESOLUTION)		
Volkswagen AG	29-5-2024	Germany	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	4.6. Approve Discharge of Supervisory Board Member M. Carnero Sojo for Fiscal Year 2023	Against
Volkswagen AG	29-5-2024	Germany	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	4.7. Approve Discharge of Supervisory Board Member D. Cavallo for Fiscal Year 2023	Against
Volkswagen AG	29-5-2024	Germany	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	4.8. Approve Discharge of Supervisory Board Member J. W. Hamburg for Fiscal Year 2023	Against
Volkswagen AG	29-5-2024	Germany	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	4.9. Approve Discharge of Supervisory Board Member M. Heiss for Fiscal Year 2023	Against
Volkswagen AG	29-5-2024	Germany	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX	4.10. Approve Discharge of Supervisory Board Member A. Homburg for Fiscal Year 2023	Against

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
					(INDIVIDUAL RESOLUTION)		
Volkswagen AG	29-5-2024	Germany	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	4.11. Approve Discharge of Supervisory Board Member G. Horvath (from Feb. 28, 2023) for Fiscal Year 2023	Against
Volkswagen AG	29-5-2024	Germany	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	4.12. Approve Discharge of Supervisory Board Member S. Mahler (until May 31, 2023) for Fiscal Year 2023	Against
Volkswagen AG	29-5-2024	Germany	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	4.13. Approve Discharge of Supervisory Board Member P. Mosch (until Dec. 31, 2023) for Fiscal Year 2023	Against
Volkswagen AG	29-5-2024	Germany	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	4.14. Approve Discharge of Supervisory Board Member D. Nowak for Fiscal Year 2023	Against
Volkswagen AG	29-5-2024	Germany	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX	4.15. Approve Discharge of Supervisory Board Member H. M. Piech for Fiscal Year 2023	Against

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
					(INDIVIDUAL RESOLUTION)		
Volkswagen AG	29-5-2024	Germany	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	4.16. Approve Discharge of Supervisory Board Member F. O. Porsche for Fiscal Year 2023	Against
Volkswagen AG	29-5-2024	Germany	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	4.17. Approve Discharge of Supervisory Board Member W. Porsche for Fiscal Year 2023	Against
Volkswagen AG	29-5-2024	Germany	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	4.18. Approve Discharge of Supervisory Board Member J. Rothe (until March 3, 2023) for Fiscal Year 2023	Against
Volkswagen AG	29-5-2024	Germany	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	4.19. Approve Discharge of Supervisory Board Member G. Scarpino (from April 21, 2023) for Fiscal Year 2023	Against
Volkswagen AG	29-5-2024	Germany	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX	4.20. Approve Discharge of Supervisory Board Member K. Schnur (from July 11, 2023) for Fiscal Year 2023	Against

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
					(INDIVIDUAL RESOLUTION)		
Volkswagen AG	29-5-2024	Germany	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	4.21. Approve Discharge of Supervisory Board Member C. Schoenhardt for Fiscal Year 2023	Against
Volkswagen AG	29-5-2024	Germany	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	4.22. Approve Discharge of Supervisory Board Member S. Weil for Fiscal Year 2023	Against
Volkswagen AG	29-5-2024	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	5.1. Elect Hessa Al Jaber to the Supervisory Board	Against
Volkswagen AG	29-5-2024	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	5.2. Elect Hans Piech to the Supervisory Board	Against
Volkswagen AG	29-5-2024	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	5.3. Elect Ferdinand Porsche to the Supervisory Board	Against
Volkswagen AG	29-5-2024	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Approve Remuneration Report	Against
Legrand SA	29-5-2024	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	19. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 100 Million	Against
Legrand SA	29-5-2024	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	20. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 100 Million	Against

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Legrand SA	29-5-2024	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	21. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 18 to 20	Against
JDE Peet's NV	30-5-2024	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.c. Approve Remuneration Report	Against
JDE Peet's NV	30-5-2024	Netherlands	G	Director Election - Director Election	Elect Director	5.a. Reelect Vandevelde as Non-Executive Director	Against
JDE Peet's NV	30-5-2024	Netherlands	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6.a. Approve Remuneration Policy	Against
JDE Peet's NV	30-5-2024	Netherlands	G	Compensation - Equity Compensation Plan	Amend Restricted Stock Plan	6.b. Amend JDE Peet's Long-Term Incentive Plan	Against
JDE Peet's NV	30-5-2024	Netherlands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	8.b. Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Pre-emptive Rights	Against
Mowi ASA	30-5-2024	Norway	G	Routine Business - Routine Business	Approve Financial Statements, Allocation of Income, and Discharge Directors	4. Accept Financial Statements and Statutory Reports; Approve Allocation of Income	Against
Mowi ASA	30-5-2024	Norway	G	Compensation - Equity Compensation Plan	Approve Equity Plan Financing	6. Approve Equity Plan Financing	Against
Mowi ASA	30-5-2024	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Remuneration Statement	Against
Mowi ASA	30-5-2024	Norway	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	14. Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
					and Reissuance of Repurchased Shares		
Mowi ASA	30-5-2024	Norway	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	15.A. Approve Creation of NOK 387.8 Million Pool of Capital without Preemptive Rights	Against
Mowi ASA	30-5-2024	Norway	G	Capitalization - Capital Issuance	Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights	15.B. Authorize Issuance of Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of NOK 3.2 Billion; Approve Creation of NOK 387.8 Million Pool of Capital to Guarantee Conversion Rights	Against
D'Ieteren Group	30-5-2024	Belgium	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	1.2. Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	Against
D'Ieteren Group	30-5-2024	Belgium	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report	Against
D'Ieteren Group	30-5-2024	Belgium	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	1.3. Amend Article 8bis of the Articles of Association	Against
D'Ieteren Group	30-5-2024	Belgium	G	Routine Business - Formalities	Authorize Board to Ratify and Execute Approved Resolutions	2. Approve Coordination of Articles of Association	Against
D'Ieteren Group	30-5-2024	Belgium	G	Routine Business - Formalities	Authorize Board to Ratify and Execute Approved Resolutions	3. Authorize Implementation of Approved Resolutions	Against
D'Ieteren Group	30-5-2024	Belgium	G	Director Election - Director Election	Elect Director	5. Reelect Nicolas D'Ieteren as Director	Against
Accor SA	31-5-2024	France	G	Compensation - Directors' Compensation	Remuneration-Related	6. Approve Compensation Report of Corporate Officers	Abstain

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Accor SA	31-5-2024	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	7. Approve Compensation of Sebastien Bazin, Chairman and CEO	Abstain
Accor SA	31-5-2024	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	11. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Accor SA	31-5-2024	France	G	Takeover Related - Takeover - Restricting	Adopt, Renew or Amend Shareholder Rights Plan (Poison Pill)	13. Authorize Board to Issue Free Warrants with Preemptive Rights During a Public Tender Offer	Against
Poste Italiane SpA	31-5-2024	Italy	G	Routine Business - Routine Business	Approve/Amend Regulations on General Meetings	1.2. Amend Company Bylaws Re: Article 11	Against
Poste Italiane SpA	31-5-2024	Italy	G	Company Articles - Article Amendments	Amend Articles Board-Related	1.5. Amend Company Bylaws Re: Article 16	Against
Redeia Corporacion SA	3-6-2024	Spain	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	7. Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 10 Percent	Against
Redeia Corporacion SA	3-6-2024	Spain	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	10.1. Approve Remuneration Report	Abstain
Redeia Corporacion SA	3-6-2024	Spain	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10.3. Approve Remuneration Policy	Against
Scout24 SE	5-6-2024	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Abstain
Scout24 SE	5-6-2024	Germany	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	8. Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Against

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Amadeus IT Group SA	5-6-2024	Spain	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote on Remuneration Report	Abstain
Amadeus IT Group SA	5-6-2024	Spain	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	8. Approve Remuneration Policy	Against
Amadeus IT Group SA	5-6-2024	Spain	G	Compensation - Cash/Equity Bonus	Approve/Amend Executive Incentive Bonus Plan	9. Approve Executive Share Plan	Against
SalMar ASA	6-6-2024	Norway	G	Routine Business - Routine Business	Accept Financial Statements and Statutory Reports	4. Accept Financial Statements and Statutory Reports	Against
SalMar ASA	6-6-2024	Norway	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Remuneration Statement	Against
SalMar ASA	6-6-2024	Norway	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	10. Approve Share-Based Incentive Plan	Against
Compagnie de Saint-Gobain SA	6-6-2024	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Pierre-Andre de Chalendar, Chairman of the Board	Abstain
Bechtle AG	11-6-2024	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Bechtle AG	11-6-2024	Germany	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	7. Approve Remuneration Policy	Against
Bechtle AG	11-6-2024	Germany	G	Director Election - Director Election	Elect Supervisory Board Member	9. Elect Stephanie Holdt to the Supervisory Board	Against
Bechtle AG	11-6-2024	Germany	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	10. Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Against

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Sonova Holding AG	11-6-2024	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1.3. Approve Remuneration Report (Non-Binding)	Against
Sonova Holding AG	11-6-2024	Switzerland	G	Director Election - Director Election	Elect Director	4.1.1. Reelect Robert Spoerry as Director and Board Chair	Against
Sonova Holding AG	11-6-2024	Switzerland	G	Director Election - Director Election	Elect Director	4.1.3. Reelect Gregory Behar as Director	Against
Sonova Holding AG	11-6-2024	Switzerland	G	Director Election - Director Election	Elect Director	4.1.5. Reelect Lukas Braunschweiler as Director	Against
Sonova Holding AG	11-6-2024	Switzerland	G	Director Election - Director Election	Elect Director	4.1.6. Reelect Roland Diggelmann as Director	Against
Sonova Holding AG	11-6-2024	Switzerland	G	Director Election - Director Election	Elect Director	4.1.8. Reelect Ronald van der Vis as Director	Against
Sonova Holding AG	11-6-2024	Switzerland	G	Director Election - Director Election	Elect Director	4.1.9. Reelect Adrian Widmer as Director	Against
Sonova Holding AG	11-6-2024	Switzerland	G	Director Election - Director Election	Elect Director	4.2. Elect Gilbert Achermann as Director	Against
Sonova Holding AG	11-6-2024	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.3.1. Reappoint Roland Diggelmann as Member of the Nomination and Compensation Committee	Against
Sonova Holding AG	11-6-2024	Switzerland	G	Director Related - Committee Election	Elect Member of Remuneration Committee	4.3.2. Reappoint Lukas Braunschweiler as Member of the Nomination and Compensation Committee	Against
Sonova Holding AG	11-6-2024	Switzerland	G	Routine Business - Routine Business	Other Business	6. Transact Other Business (Voting)	Against
Aegon Ltd.	12-6-2024	Bermuda	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2.3. Approve Remuneration Report	Abstain
Aegon Ltd.	12-6-2024	Bermuda	G	Routine Business - Routine Business	Approve Dividends	2.4. Approve Final Dividend	Against

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Unibail-Rodamco-Westfield NV	12-6-2024	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	1. Approve Remuneration Report	Abstain
Unibail-Rodamco-Westfield NV	12-6-2024	Netherlands	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	2. Approve Remuneration Policy	Abstain
Unibail-Rodamco-Westfield NV	12-6-2024	Netherlands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	7. Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Against
Unibail-Rodamco-Westfield NV	12-6-2024	Netherlands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	8. Grant Board Authority to Issue Shares Up to 3 Percent of Issued Capital	Against
Unibail-Rodamco-Westfield NV	12-6-2024	Netherlands	G	Capitalization - Capital Structure Related	Eliminate Preemptive Rights	9. Authorize Board to Exclude Preemptive Rights from Share Issuances for Item 7	Against
Unibail-Rodamco-Westfield NV	12-6-2024	Netherlands	G	Capitalization - Capital Structure Related	Eliminate Preemptive Rights	10. Authorize Board to Exclude Preemptive Rights from Share Issuances for Item 8	Against
Delivery Hero SE	19-6-2024	Germany	G	Director Related - Discharge	Approve Discharge of Management Board (Bundled)	2. Approve Discharge of Management Board for Fiscal Year 2023	Abstain
Delivery Hero SE	19-6-2024	Germany	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	3.1. Approve Discharge of Supervisory Board Member Martin Enderle for Fiscal Year 2023	Abstain
Delivery Hero SE	19-6-2024	Germany	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-	3.2. Approve Discharge of Supervisory Board Member Patrick Kolek for Fiscal Year 2023	Abstain

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
					Executive Board Member XXX (INDIVIDUAL RESOLUTION)		
Delivery Hero SE	19-6-2024	Germany	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	3.3. Approve Discharge of Supervisory Board Member Jeanette Gorgas for Fiscal Year 2023	Abstain
Delivery Hero SE	19-6-2024	Germany	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	3.4. Approve Discharge of Supervisory Board Member Nils Engvall for Fiscal Year 2023	Abstain
Delivery Hero SE	19-6-2024	Germany	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	3.5. Approve Discharge of Supervisory Board Member Gabriella Engaras for Fiscal Year 2023	Abstain
Delivery Hero SE	19-6-2024	Germany	G	Director Related - Discharge	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	3.6. Approve Discharge of Supervisory Board Member Dimitrios Tsaousis for Fiscal Year 2023	Abstain
Alstom SA	20-6-2024	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy of CEO	Abstain

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Alstom SA	20-6-2024	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	22. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 265 Million	Against
Alstom SA	20-6-2024	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	23. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 265 Million	Against
Alstom SA	20-6-2024	France	G	Capitalization - Capital Structure Related	Authorize Board to Set Issue Price for 10 Percent of Issued Capital Pursuant to Issue Authority without Preemptive Rights	24. Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Against
Alstom SA	20-6-2024	France	G	Capitalization - Capital Issuance	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	27. Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Against
Alstom SA	20-6-2024	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	29. Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 265 Million	Against
Bureau Veritas SA	20-6-2024	France	G	Director Election - Director Election	Elect Director	5. Ratify Appointment of Geoffroy Roux de Bezieux as Director	Abstain
Bureau Veritas SA	20-6-2024	France	G	Director Election - Director Election	Elect Director	6. Elect BPIFRANCE INVESTISSEMENT as Director	Abstain
Bureau Veritas SA	20-6-2024	France	G	Director Election - Director Election	Elect Director	8. Reelect Claude Ehlinger as Director	Abstain
Bureau Veritas SA	20-6-2024	France	G	Miscellaneous - Miscellaneous	Miscellaneous Proposal: Company-Specific	9. Appoint Ernst & Young Audit as Auditor for the Sustainability Reporting	Abstain

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Bureau Veritas SA	20-6-2024	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	13. Approve Compensation of Hinda Gharbi, CEO from June 22, 2023 until December 31, 2023	Abstain
Bureau Veritas SA	20-6-2024	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	17. Approve Remuneration Policy of CEO	Abstain
Elia Group SA/NV	21-6-2024	Belgium	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	2. Approve Authorization to Increase Share Capital up to 70 percent of Authorized Capital by Various Means and Amend Article 7 of the Articles of Association	Abstain
QIAGEN NV	21-6-2024	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Approve Remuneration Report	Abstain
QIAGEN NV	21-6-2024	Netherlands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	10.a. Grant Supervisory Board Authority to Issue Shares	Against
QIAGEN NV	21-6-2024	Netherlands	G	Capitalization - Capital Structure Related	Eliminate Preemptive Rights	10.b. Authorize Supervisory Board to Exclude Preemptive Rights from Share Issuances	Against
Industria de Diseno Textil SA	9-7-2024	Spain	G	Director Election - Director Election	Elect Director	7.a. Elect Flora Perez Marcote as Director	Abstain
Industria de Diseno Textil SA	9-7-2024	Spain	G	Director Election - Director Election	Elect Director	7.b. Elect Belen Romana Garcia as Director	Abstain
Industria de Diseno Textil SA	9-7-2024	Spain	G	Director Election - Director Election	Elect Director	7.c. Reelect Denise Patricia Kingsmill as Director	Abstain
Industria de Diseno Textil SA	9-7-2024	Spain	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	8. Advisory Vote on Remuneration Report	Abstain

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Prosus NV	21-8-2024	Netherlands	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report	Against
Prosus NV	21-8-2024	Netherlands	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	8. Approve Remuneration Policy	Against
Prosus NV	21-8-2024	Netherlands	G	Director Election - Director Election	Elect Director	11.1. Reelect Hendrik du Toit as Director	Against
Prosus NV	21-8-2024	Netherlands	G	Director Election - Director Election	Elect Director	11.2. Reelect Craig Enenstein as Director	Against
Prosus NV	21-8-2024	Netherlands	G	Director Election - Director Election	Elect Director	11.5. Reelect Roberto Oliveira de Lima as Director	Against
Prosus NV	21-8-2024	Netherlands	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	13. Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Restrict/Exclude Preemptive Rights	Against
Prosus NV	21-8-2024	Netherlands	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	14. Authorize Repurchase of Shares	Against
DiaSorin SpA	4-9-2024	Italy	G	Routine Business - Routine Business	Approve/Amend Regulations on General Meetings	1.1. Amend Company Bylaws Re: Articles 8 and 9	Against
Logitech International S.A.	4-9-2024	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	2. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Logitech International S.A.	4-9-2024	Switzerland	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Approve Remuneration Report	Against
Logitech International S.A.	4-9-2024	Switzerland	G	Director Election - Director Election	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	8B. Elect Guy Gecht as Board Chair	Against

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Logitech International S.A.	4-9-2024	Switzerland	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	11. Approve Remuneration of Executive Committee in the Amount of USD 26,700,000	Against
Nexi SpA	12-9-2024	Italy	G	Routine Business - Routine Business	Approve/Amend Regulations on General Meetings	1. Amend Company Bylaws Re: Article 10	Against
Royal KPN NV	1-10-2024	Netherlands	G	Director Election - Director Election	Elect Supervisory Board Member	3. Elect Rob Shuter to Supervisory Board	Against
Adyen NV	23-10-2024	Netherlands	G	Director Related - Board Related	Approve Executive Appointment	2. Elect Tom Adams to Management Board	Abstain
Pernod Ricard SA	8-11-2024	France	G	Director Election - Director Election	Elect Director	5. Reelect Alexandre Ricard as Director	Abstain
Pernod Ricard SA	8-11-2024	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	9. Approve Compensation of Alexandre Ricard, Chairman and CEO	Abstain
Pernod Ricard SA	8-11-2024	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy of Alexandre Ricard, Chairman and CEO	Against
Pernod Ricard SA	8-11-2024	France	G	Compensation - Directors' Compensation	Remuneration-Related	11. Approve Compensation Report of Corporate Officers	Abstain
Coloplast A/S	5-12-2024	Denmark	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	4. Approve Remuneration Report	Against
Coloplast A/S	5-12-2024	Denmark	G	Director Election - Director Election	Elect Director	7.1. Reelect Lars Soren Rasmussen as Director	Abstain
Coloplast A/S	5-12-2024	Denmark	G	Director Election - Director Election	Elect Director	7.2. Reelect Niels Peter Louis-Hansen as Director	Abstain
Coloplast A/S	5-12-2024	Denmark	G	Director Election - Director Election	Elect Director	7.3. Reelect Annette Bruls as Director	Abstain
Coloplast A/S	5-12-2024	Denmark	G	Director Election - Director Election	Elect Director	7.5. Reelect Jette Nygaard-Andersen as Director	Abstain

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
D'Ieteren Group	6-12-2024	Belgium	G	Routine Business - Routine Business	Approve Dividends	1. Approve Dividends	Against
D'Ieteren Group	6-12-2024	Belgium	G	Capitalization - Capital Structure Related	Approve Change-of-Control Clause	3.1. Approve Change-of-Control Clause Re: Senior Facilities Agreement	Against
D'Ieteren Group	6-12-2024	Belgium	G	Capitalization - Capital Structure Related	Approve Change-of-Control Clause	3.2. Approve Change-of-Control Clause Re: Potential Transfer of Pledged Assets	Against
D'Ieteren Group	6-12-2024	Belgium	G	Routine Business - Formalities	Authorize Board to Ratify and Execute Approved Resolutions	4. Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Against
Vivendi SE	9-12-2024	France	G	Strategic Transactions - Corporate Transactions/Reorganizations	Acquire Certain Assets of Another Company	1. Approve Contribution in Kind of 991,811,494 Shares from Canal+ SA, its Valuation and Remuneration	Abstain
Vivendi SE	9-12-2024	France	G	Strategic Transactions - Corporate Transactions/Reorganizations	Acquire Certain Assets of Another Company	2. Approve Contribution in Kind of 991,811,494 Shares from Louis Hachette Group SA, its Valuation and Remuneration	Abstain
Vivendi SE	9-12-2024	France	G	Routine Business - Routine Business	Approve Dividends	3. Distribution in kind of Shares of Havas N.V.	Abstain