

Vote Reporting

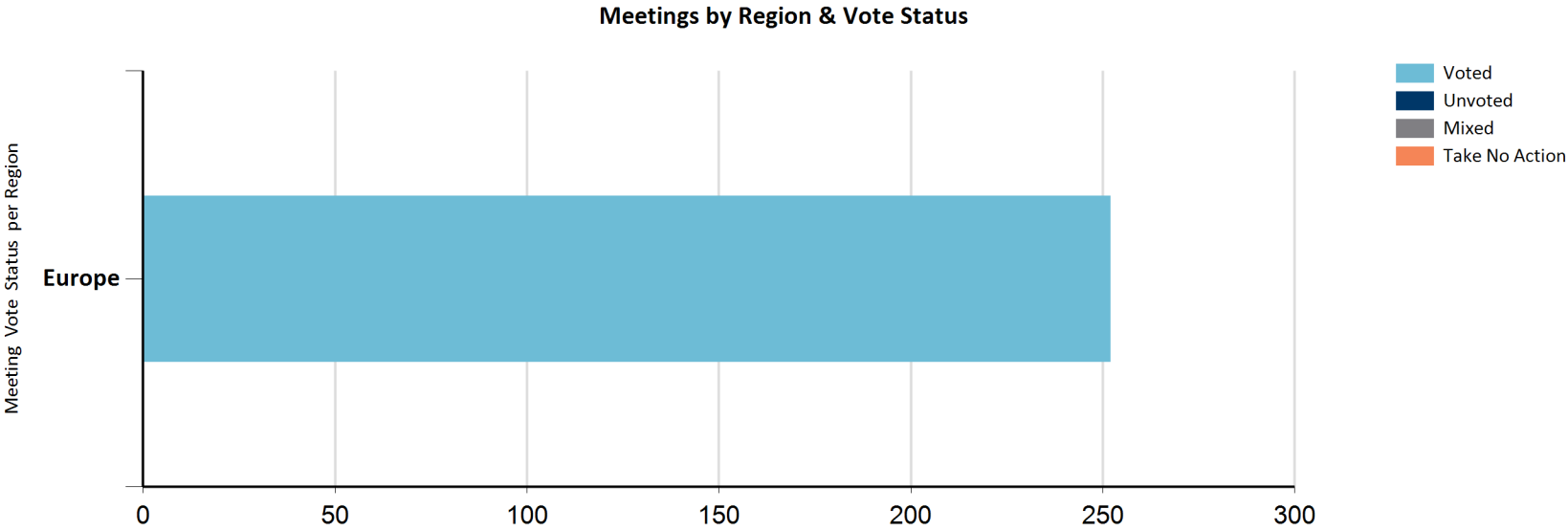
voting rights exercised in the Gothaer mutual and special funds

01.01.2022 - 31.12.2022

Produced by IVOX Glass Lewis

Meeting Statistics Report

From 1/1/2022 to 12/31/2022



Region	Country Of Origin	Voted	Unvoted	Mixed	Take No Action	Total
Total for all Regions		252	0	0	0	252
Europe		252	0	0	0	252
	Austria	3	0	0	0	3
	Belgium	5	0	0	0	5
	Denmark	4	0	0	0	4
	Finland	11	0	0	0	11
	France	40	0	0	0	40
	Germany	51	0	0	0	51
	Ireland	4	0	0	0	4
	Italy	15	0	0	0	15

Luxembourg	5	0	0	0	5
Netherlands	28	0	0	0	28
Portugal	2	0	0	0	2
Spain	11	0	0	0	11
Sweden	23	0	0	0	23
Switzerland	16	0	0	0	16
United Kingdom	34	0	0	0	34

Proposal Statistics Report

From 1/1/2022 to 12/31/2022

	Mgmt Proposals	SHP Proposals	Total Proposals
For	4032	3	4035
Against	364	20	384
Abstain	50	2	52
1 Year	0	0	0
2 Years	0	0	0
3 Years	0	0	0
Mixed	0	0	0
Take No Action	0	0	0
Unvoted	0	0	0
Totals	4446	25	4471

Management Proposals – Votes Cast

For - 4032 Against - 364 Abstain - 50



Shareholder Proposals – Votes Cast

For - 3 Against - 20 Abstain - 2



Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

AROUNDTOWN S.A

ISIN	LU1673108939	Meeting Date	11-Jan-22
Country	Luxembourg	Record Date	28-Dec-21

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Amendment to Authority to Repurchase and Reissue Shares	Management	For	Against	Against

CENTRICA PLC

ISIN	GB00B033F229	Meeting Date	13-Jan-22
Country	United Kingdom	Record Date	11-Jan-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Disposal	Management	For	For	For

SIKA AG

ISIN	CH0418792922	Meeting Date	25-Jan-22
Country	Switzerland	Record Date	20-Jan-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Increase in Conditional Capital to Fulfil Obligations to Holders of Convertible Debt Instruments	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

IMPERIAL BRANDS PLC

ISIN	GB0004544929	Meeting Date	02-Feb-22
Country	United Kingdom	Record Date	31-Jan-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Remuneration Report	Management	For	Against	Against
3	Final Dividend	Management	For	For	For
4	Elect Stefan Bomhard	Management	For	For	For
5	Elect Susan M. Clark	Management	For	For	For
6	Elect Ngozi Edozien	Management	For	For	For
7	Elect Thérèse Esperdy	Management	For	For	For
8	Elect Alan Johnson	Management	For	For	For
9	Elect Robert Kunze-Concewitz	Management	For	For	For
10	Elect Simon Langelier	Management	For	For	For
11	Elect Lukas Paravicini	Management	For	For	For
12	Elect Diane de Saint Victor	Management	For	For	For
13	Elect Jon Stanton	Management	For	For	For
14	Appointment of Auditor	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

15	Authority to Set Auditor's Fees	Management	For	For	For
16	Authorisation of Political Donations	Management	For	For	For
17	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
18	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	For
19	Authority to Repurchase Shares	Management	For	For	For
20	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	For

SIEMENS AG

ISIN	DE0007236101	Meeting Date	10-Feb-22
Country	Germany	Record Date	03-Feb-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Profits/Dividends	Management	For	For	For
3.1	Ratify Roland Busch	Management	For	For	For
3.2	Ratify Klaus Helmrich	Management	For	For	For
3.3	Ratify Joe Kaeser	Management	For	For	For
3.4	Ratify Cedrik Neike	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

3.5	Ratify Matthias Rebellius	Management	For	For	For
3.6	Ratify Ralf P. Thomas	Management	For	For	For
3.7	Ratify Judith Wiese	Management	For	For	For
4.1	Ratify Jim Hagemann Snabe	Management	For	For	For
4.2	Ratify Birgit Steinborn	Management	For	For	For
4.3	Ratify Werner Brandt	Management	For	For	For
4.4	Ratify Tobias Bäuml	Management	For	For	For
4.5	Ratify Michael Diekmann	Management	For	For	For
4.6	Ratify Andrea Fehrmann	Management	For	For	For
4.7	Ratify Bettina Haller	Management	For	For	For
4.8	Ratify Harald Kern	Management	For	For	For
4.9	Ratify Jürgen Kerner	Management	For	For	For
4.10	Ratify Nicola Leibinger-Kammüller	Management	For	For	For
4.11	Ratify Benoît Potier	Management	For	For	For
4.12	Ratify Hagen Reimer	Management	For	For	For
4.13	Ratify Norbert Reithofer	Management	For	For	For
4.14	Ratify Kasper Rørsted	Management	For	For	For
4.15	Ratify Nemat Shafik	Management	For	For	For
4.16	Ratify Nathalie von Siemens	Management	For	For	For
4.17	Ratify Michael Sigmund	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

4.18	Ratify Dorothea Simon	Management	For	For	For
4.19	Ratify Grazia Vittadini	Management	For	For	For
4.20	Ratify Werner Wenning	Management	For	For	For
4.21	Ratify Matthias Zachert	Management	For	For	For
4.22	Ratify Gunnar Zukunft	Management	For	For	For
5	Appointment of Auditor	Management	For	For	For
6	Remuneration Report	Management	For	For	For

SIEMENS HEALTHINEERS AG

ISIN	DE000SHL1006	Meeting Date	15-Feb-22
Country	Germany	Record Date	08-Feb-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Profits/Dividends	Management	For	For	For
3.1	Ratify Bernhard Montag	Management	For	For	For
3.2	Ratify Jochen Schmitz	Management	For	For	For
3.3	Ratify Christoph Zindel	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

3.4	Ratify Darleen Caron	Management	For	For	For
4.1	Ratify Ralf P. Thomas	Management	For	For	For
4.2	Ratify Norbert Gaus	Management	For	For	For
4.3	Ratify Roland Busch	Management	For	For	For
4.4	Ratify Marion Helmes	Management	For	For	For
4.5	Ratify Andreas Hoffmann	Management	For	For	For
4.6	Ratify Philipp Roesler	Management	For	For	For
4.7	Ratify Peer Schatz	Management	For	For	For
4.8	Ratify Nathalie Von Siemens	Management	For	For	For
4.9	Ratify Gregory Sorensen	Management	For	For	For
4.10	Ratify Karl-Heinz Streibich	Management	For	For	For
5	Appointment of Auditor	Management	For	For	For
6	Increase in Authorised Capital	Management	For	Against	Against
7	Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	Management	For	Against	Against
8	Authority to Repurchase and Reissue Shares	Management	For	For	For
9	Remuneration Report	Management	For	For	For

INFINEON TECHNOLOGIES AG

ISIN	DE0006231004	Meeting Date	17-Feb-22
Country	Germany	Record Date	10-Feb-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Profits/Dividends	Management	For	For	For
3.1	Ratify Reinhard Ploss	Management	For	For	For
3.2	Ratify Helmut Gassel	Management	For	For	For
3.3	Ratify Jochen Hanebeck	Management	For	For	For
3.4	Ratify Constanze Hufenbecher	Management	For	For	For
3.5	Ratify Sven Schneider	Management	For	For	For
4.1	Ratify Wolfgang Eder	Management	For	For	For
4.2	Ratify Xiaoqun Clever	Management	For	For	For
4.3	Ratify Johann Dechant	Management	For	For	For
4.4	Ratify Friedrich Eichiner	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

4.5	Ratify Annette Engelfried	Management	For	For	For
4.6	Ratify Peter Gruber	Management	For	For	For
4.7	Ratify Hans-Ulrich Holdenried	Management	For	For	For
4.8	Ratify Susanne Lachenmann	Management	For	For	For
4.9	Ratify Géraldine Picaud	Management	For	For	For
4.10	Ratify Manfred Puffer	Management	For	For	For
4.11	Ratify Melanie Riedl	Management	For	For	For
4.12	Ratify Jürgen Scholz	Management	For	For	For
4.13	Ratify Kerstin Schulzendorf	Management	For	For	For
4.14	Ratify Ulrich Spiesshofer	Management	For	For	For
4.15	Ratify Margaret Suckale	Management	For	For	For
4.16	Ratify Diana Vitale	Management	For	For	For
5	Appointment of Auditor	Management	For	Against	Against
6	Elect Géraldine Picaud as Supervisory Board Member	Management	For	Against	Against

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

SIEMENS ENERGY AG

ISIN	DE000ENER6Y0	Meeting Date	24-Feb-22
Country	Germany	Record Date	17-Feb-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Profits/Dividends	Management	For	For	For
3.1	Ratify Christian Bruch	Management	For	For	For
3.2	Ratify Maria Ferraro	Management	For	For	For
3.3	Ratify Jochen Eickholt	Management	For	For	For
3.4	Ratify Tim Oliver Holt	Management	For	For	For
4.1	Ratify Joe Kaeser	Management	For	For	For
4.2	Ratify Robert Kensbock	Management	For	For	For
4.3	Ratify Hubert Lienhard	Management	For	For	For
4.4	Ratify Günter Augustat	Management	For	For	For
4.5	Ratify Manfred Bäreis	Management	For	For	For
4.6	Ratify Christine Bortenlänger	Management	For	For	For
4.7	Ratify Andrea Fehrmann	Management	For	For	For
4.8	Ratify Andreas Feldmüller	Management	For	For	For
4.9	Ratify Nadine Florian	Management	For	For	For
4.10	Ratify Sigmar Gabriel	Management	For	For	For

Proxy Voting Summary

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4.11	Ratify Rüdiger Groß	Management	For	For	For
4.12	Ratify Horst Hakelberg	Management	For	For	For
4.13	Ratify Jürgen Kerner	Management	For	For	For
4.14	Ratify Hildegard Müller	Management	For	For	For
4.15	Ratify Laurence Mulliez	Management	For	For	For
4.16	Ratify Matthias Rebellius	Management	For	For	For
4.17	Ratify Hagen Reimer	Management	For	For	For
4.18	Ratify Ralf P. Thomas	Management	For	For	For
4.19	Ratify Geisha Jimenez Williams	Management	For	For	For
4.20	Ratify Randy Zwirn	Management	For	For	For
5	Appointment of Auditor	Management	For	For	For
6	Remuneration Report	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

KONE CORP.

ISIN	FI0009013403	Meeting Date	01-Mar-22
Country	Finland	Record Date	17-Feb-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
7	Accounts and Reports	Management	For	For	For
8	Allocation of Profits/Dividends	Management	For	For	For
9	Ratification of Board and CEO Acts	Management	For	For	For
10	Remuneration Report	Management	For	For	For
11	Directors' Fees	Management	For	For	For
12	Board Size	Management	For	For	For
13	Election of Directors	Management	For	Against	Against
14	Authority to Set Auditor's Fees	Management	For	For	For
15	Number of Auditors	Management	For	For	For
16	Appointment of Auditor	Management	For	For	For
17	Authority to Repurchase Shares	Management	For	For	For
18	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

NOVARTIS AG

ISIN	CH0012005267	Meeting Date	04-Mar-22
Country	Switzerland	Record Date	01-Mar-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	for	For	For
2	Ratification of Board and Management Acts	Management	for	For	For
3	Allocation of Profits/Dividends	Management	for	For	For
4	Cancellation of Shares and Reduction in Share Capital	Management	for	For	For
5	Authority to Repurchase Shares	Management	for	For	For
6.1	Board Compensation	Management	for	For	For
6.2	Executive Compensation	Management	for	For	For
6.3	Compensation Report	Management	for	For	For
7.1	Elect Jörg Reinhardt As Board Chair	Management	for	For	For
7.2	Elect Nancy C. Andrews	Management	for	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

7.3	Elect Ton Büchner	Management	for	For	For
7.4	Elect Patrice Bula	Management	for	For	For
7.5	Elect Elizabeth Doherty	Management	for	For	For
7.6	Elect Bridgette P. Heller	Management	for	For	For
7.7	Elect Frans van Houten	Management	for	For	For
7.8	Elect Simon Moroney	Management	for	For	For
7.9	Elect Andreas von Planta	Management	for	For	For
7.10	Elect Charles L. Sawyers	Management	for	For	For
7.11	Elect William T. Winters	Management	for	For	For
7.12	Elect Ana de Pro Gonzalo	Management	for	For	For
7.13	Elect Daniel Hochstrasser	Management	for	For	For
8.1	Elect Patrice Bula as Compensation Committee Member	Management	for	For	For
8.2	Elect Bridgette P. Heller as Compensation Committee Member	Management	for	For	For
8.3	Elect Simon Moroney as Compensation Committee Member	Management	for	For	For
8.4	Elect William T. Winters as Compensation Committee Member	Management	for	For	For
9	Appointment of Auditor	Management	for	For	For
10	Appointment of Independent Proxy	Management	for	For	For
B	Additional or Amended Proposals	Management	INVALID-TC P VC 7 CodeKey Undetermined	Against	N/A

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

GN STORE NORD A.S.

ISIN	DK0010272632	Meeting Date	09-Mar-22
Country	Denmark	Record Date	02-Mar-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Accounts and Reports	Management	for	For	For
3	Ratification of Board and Management Acts	Management	for	For	For
4	Allocation of Profits/Dividends	Management	for	For	For
5	Remuneration Report	Management	for	Against	Against
6	Directors' Fees	Management	for	For	For
7.1	Elect Per Wold-Olsen	Management	for	Against	Against
7.2	Elect Jukka Pekka Pertola	Management	for	Abstain	Against
7.3	Elect Hélène Barnekow	Management	for	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

7.4	Elect Montserrat Maresch Pascual	Management	for	For	For
7.5	Elect Ronica Wang	Management	for	For	For
7.6	Elect Anette Weber	Management	for	For	For
8	Appointment of Auditor	Management	for	Abstain	Against
9.A	Authority to Repurchase Shares	Management	for	For	For
9.B	Cancellation of Shares	Management	for	For	For
9.C.I	Approval of Indemnification Agreement	Management	for	For	For
9C.II	Amendment to Remuneration Policy	Management	for	Against	Against

PANDORA A/S

ISIN	DK0060252690	Meeting Date	10-Mar-22
Country	Denmark	Record Date	03-Mar-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Accounts and Reports	Management	for	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

3	Remuneration Report	Management	for	Against	Against
4	Directors' Fees	Management	for	For	For
5	Allocation of Profits/Dividends	Management	for	For	For
6.1	Elect Peter A. Ruzicka	Management	for	Against	Against
6.2	Elect Christian Frigast	Management	for	For	For
6.3	Elect Heine Dalsgaard	Management	for	For	For
6.4	Elect Birgitta Stymne Göransson	Management	for	For	For
6.5	Elect Marianne Kirkegaard	Management	for	For	For
6.6	Elect Catherine Spindler	Management	for	Abstain	Against
6.7	Elect Jan Zijderveld	Management	for	For	For
7	Appointment of Auditor	Management	for	For	For
8	Ratification of Board and Management Acts	Management	for	For	For
9.1	Cancellation of Shares	Management	for	For	For
9.2	Authority to Repurchase Shares	Management	for	For	For
9.3	Authorization of Legal Formalities	Management	for	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

STORA ENSO OYJ

ISIN	FI0009005961	Meeting Date	15-Mar-22
Country	Finland	Record Date	03-Mar-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
7	Accounts and Reports	Management	for	For	For
8	Allocation of Profits/Dividends	Management	for	For	For
9	Ratification of Board and CEO Acts	Management	for	For	For
10	Remuneration Report	Management	for	For	For
11	Remuneration Policy	Management	for	For	For
12	Directors' Fees	Management	for	For	For
13	Board Size	Management	for	For	For
14	Election of Directors	Management	for	For	For
15	Authority to Set Auditor's Fees	Management	for	For	For
16	Appointment of Auditor	Management	for	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

17	Authority to Repurchase Shares	Management	for	For	For
18	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	for	For	For

SAFESTORE HLDGS PLC

ISIN	GB00B1N7Z094	Meeting Date	16-Mar-22
Country	United Kingdom	Record Date	14-Mar-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Remuneration Report	Management	For	Against	Against
3	Appointment of Auditor	Management	For	For	For
4	Authority to Set Auditor's Fees	Management	For	For	For
5	Final Dividend	Management	For	For	For
6	Elect Laure Duhot	Management	For	For	For
7	Elect Delphine Mousseau	Management	For	For	For
8	Elect David Hearn	Management	For	For	For

Proxy Voting Summary

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9	Elect Frederic Vecchioli	Management	For	For	For
10	Elect Andy Jones	Management	For	For	For
11	Elect Gert van de Weerdhof	Management	For	For	For
12	Elect Ian Krieger	Management	For	For	For
13	Elect Claire Balmforth	Management	For	For	For
14	Authorisation of Political Donations	Management	For	For	For
15	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
16	Amendments to Articles	Management	For	For	For
17	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	For
18	Authority to Repurchase Shares	Management	For	For	For
19	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

BANCO BILBAO VIZCAYA ARGENTARIA.

ISIN	ES0113211835	Meeting Date	17-Mar-22
Country	Spain	Record Date	11-Mar-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.1	Accounts and Reports	Management	For	For	For
1.2	Report on Non-Financial Information	Management	For	For	For
1.3	Allocation of Profits/Dividends	Management	For	For	For
1.4	Ratification of Board Acts	Management	For	For	For
2	Special Dividend	Management	For	For	For
3.1	Elect Carlos Torres Vila	Management	For	Against	Against
3.2	Elect Onur Genç	Management	For	For	For
3.3	Elect Connie Hedegaard Koksang	Management	For	For	For
4	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	For
5	Authority to Issue Convertible Debt Instruments	Management	For	For	For
6	Authority to Repurchase Shares	Management	For	For	For
7	Cancellation of Shares	Management	For	For	For
8	Maximum Variable Ratio	Management	For	For	For
9	Appointment of Auditor	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

10	Authorisation of Legal Formalities	Management	For	For	For
11	Remuneration Report	Management	For	For	For

AXFOOD AB

ISIN	SE0006993770	Meeting Date	23-Mar-22
Country	Sweden	Record Date	15-Mar-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
7	Remuneration Report	Management	For	For	For
8	Accounts and Reports	Management	For	For	For
9.1	Ratify Mia Brunell Livfors	Management	For	For	For
9.2	Ratify Stina Andersson	Management	For	For	For
9.3	Ratify Fabian Bengtsson	Management	For	For	For
9.4	Ratify Caroline Berg	Management	For	For	For
9.5	Ratify Jesper Lien	Management	For	For	For
9.6	Ratify Christian Luiga	Management	For	For	For
9.7	Ratify Lars Olofsson	Management	For	For	For

Proxy Voting Summary

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9.8	Ratify Peter Ruzicka	Management	For	For	For
9.9	Ratify Christer Åberg	Management	For	For	For
9.10	Ratify Anders Helsing	Management	For	For	For
9.11	Ratify Michael Sjören	Management	For	For	For
9.12	Ratify Lars Östberg	Management	For	For	For
9.13	Ratify Klas Balkow (President)	Management	For	For	For
10	Allocation of Profits/Dividends	Management	For	For	For
11.1	Board Size	Management	For	For	For
11.2	Number of Auditors	Management	For	For	For
12.1	Directors' Fees	Management	For	For	For
12.2	Authority to Set Auditor's Fees	Management	For	For	For
13.1	Elect Mia Brunell Livfors	Management	For	Against	Against
13.2	Elect Fabian Bengtsson	Management	For	For	For
13.3	Elect Caroline Berg	Management	For	For	For
13.4	Elect Carl Peter Christian Luiga	Management	For	For	For
13.5	Elect Peter A. Ruzicka	Management	For	For	For
13.6	Elect Christer Åberg	Management	For	For	For
13.7	Elect Sara Öhrvall	Management	For	For	For
13.8	Elect Mia Brunell Livfors as Chair	Management	For	Against	Against

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

14	Appointment of Auditor	Management	For	For	For
15.A	LTIP 2022	Management	For	For	For
15.B	Authority to Repurchase and Reissue Shares Pursuant to LTI	Management	For	For	For
16	Rights Issue	Management	For	For	For

ORION OSJ

ISIN	FI0009014377	Meeting Date	23-Mar-22
Country	Finland	Record Date	11-Mar-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
7	Accounts and Reports	Management	For	For	For
8	Allocation of Profits/Dividends	Management	For	For	For
9	Ratification of Board and CEO Acts	Management	For	For	For
10	Remuneration Report	Management	For	Against	Against
11	Directors' Fees	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

12	Board Size	Management	For	For	For
13	Election of Directors	Management	For	Against	Against
14	Authority to Set Auditor's Fees	Management	For	For	For
15	Appointment of Auditor	Management	For	For	For
16	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	For
17	Authority to Repurchase Shares	Management	For	For	For
18	Issuance of Treasury Shares	Management	For	For	For

SVENSKA HANDELSBANKEN

ISIN	SE0007100599	Meeting Date	23-Mar-22
Country	Sweden	Record Date	15-Mar-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
8	Accounts and Reports	Management	For	For	For
9	Allocation of Profits/Dividends	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

10	Remuneration Report	Management	For	Against	Against
11.1	Ratify Jon Fredrik Baksaas	Management	For	For	For
11.2	Ratify Stina Bergfors	Management	For	For	For
11.3	Ratify Hans Biörck	Management	For	For	For
11.4	Ratify Pär Boman	Management	For	For	For
11.5	Ratify Kerstin Hessius	Management	For	For	For
11.6	Ratify Fredrik Lundberg	Management	For	For	For
11.7	Ratify Ulf Riese	Management	For	For	For
11.8	Ratify Arja Taaveniku	Management	For	For	For
11.9	Ratify Carina Åkerström	Management	For	For	For
11.10	Ratify Anna Hjelmberg	Management	For	For	For
11.11	Ratify Lena Renström	Management	For	For	For
11.12	Ratify Stefan Henricson	Management	For	For	For
11.13	Ratify Charlotte Uriz	Management	For	For	For
11.14	Ratify Carina Åkerström (CEO)	Management	For	For	For
12	Authority to Repurchase and Reissue Shares	Management	For	For	For
13	Authority to Trade in Company Stock	Management	For	For	For
14	Authority to Issue Shares w or w/o Preemptive Rights (Contingent Convertible Securities)	Management	For	For	For
15	Board Size	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

16	Number of Auditors	Management	For	For	For
17.1	Directors' Fees	Management	For	For	For
17.2	Authority to Set Auditor's Fees	Management	For	For	For
18.1	Elect Jon Fredrik Baksaas	Management	For	For	For
18.2	Elect Hélène Barnekow	Management	For	For	For
18.3	Elect Stina Bergfors	Management	For	For	For
18.4	Elect Hans Biörck	Management	For	For	For
18.5	Elect Pär Boman	Management	For	Against	Against
18.6	Elect Kerstin Hessius	Management	For	For	For
18.7	Elect Fredrik Lundberg	Management	For	Against	Against
18.8	Elect Ulf Riese	Management	For	For	For
18.9	Elect Arja Taaveniku	Management	For	For	For
18.10	Elect Carina Åkerström	Management	For	For	For
19	Elect Pär Boman as Chair	Management	For	Against	Against
20.1	Appointment of PricewaterhouseCoopers AB	Management	For	Against	Against
20.2	Appointment of Ernst & Young AB	Management	For	Against	Against

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

21	Approval of Nominating Committee Guidelines	Management	For	For	For
22	Remuneration Policy	Management	For	Against	Against
23	Appointment of Special Auditor	Management	For	For	For
24	Shareholder Proposal Regarding Company's IT Management	Shareholder	Against	Against	For
25	Shareholder Proposal Regarding Formation of Integration Institute	Shareholder		Against	N/A

NOVO NORDISK

ISIN	DK0060534915	Meeting Date	24-Mar-22
Country	Denmark	Record Date	17-Mar-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Accounts and Reports	Management	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For
4	Remuneration Report	Management	For	For	For
5.1	Directors' Fees 2021	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

5.2	Directors' Fees 2022	Management	For	For	For
6.1	Elect Helge Lund as Chair	Management	For	For	For
6.2	Elect Henrik Poulsen as Vice Chair	Management	For	For	For
6.3.A	Elect Jeppe Christiansen	Management	For	For	For
6.3.B	Elect Laurence Debroux	Management	For	For	For
6.3.C	Elect Andreas Fibig	Management	For	For	For
6.3.D	Elect Sylvie Grégoire	Management	For	For	For
6.3.E	Elect Kasim Kutay	Management	For	For	For
6.3.F	Elect Martin Mackay	Management	For	Against	Against
6.3.G	Elect Christina Choi Lai Law	Management	For	For	For
7	Appointment of Auditor	Management	For	For	For
8.1	Cancellation of Shares	Management	For	For	For
8.2	Authority to Repurchase Shares	Management	For	For	For
8.3	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	For
8.4	Amendments to Remuneration Policy	Management	For	For	For
8.5.A	Amendments to Articles (Age Limit)	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

SYDBANK

ISIN	DK0010311471	Meeting Date	24-Mar-22
Country	Denmark	Record Date	17-Mar-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Accounts and Reports	Management	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For
4	Remuneration Report	Management	For	Against	Against
5.A	Elect Arne Gerlyng-Hansen, Fyn-Odense	Management	For	For	For
5.B	Elect Peter S. Sørensen, Horsens	Management	For	For	For
5.C	Elect Nicolai Dyhr, Hovedstaden	Management	For	For	For
5.D	Elect Svend Erik Kriby, Hovedstaden	Management	For	For	For
5.E	Elect Janne Moltke-Leth, Hovedstaden	Management	For	For	For
5.F	Elect Gitte Poulsen, Midtjylland	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

5.G	Elect Richard Fynbo, Nordjylland	Management	For	For	For
5.H	Elect Lars Thurø Møller, Sjælland	Management	For	For	For
5.I	Elect Jan Østerskov, Sjælland	Management	For	For	For
5.J	Elect Bente Rasmussen, Sønderborg	Management	For	For	For
5.K	Elect Henrik Raunkjær, Sønderborg	Management	For	For	For
5.L	Elect Lasse Meldgaard, Sønderjylland	Management	For	For	For
5.M	Elect Hanni Toosbuy Kasprzak, Sønderjylland	Management	For	For	For
5.N	Elect Leo Grønvall, Vejle	Management	For	For	For
5.O	Elect Lasse Rich Henningsen, Nordjylland	Management	For	For	For
5.P	Elect Ellen Trane Nørby, Sønderborg	Management	For	For	For
5.Q	Elect Andreas Kirk, Vestjylland	Management	For	For	For
5.R	Elect Peter Vang Christensen, Aarhus	Management	For	For	For
6	Appointment of Auditor	Management	For	For	For
7.A	Cancellation of Shares	Management	For	For	For
7.B	Amendments to Articles (Virtual Meetings)	Management	For	For	For
7.C	Amendments to Articles	Management	For	For	For
8	Authority to Repurchase Shares	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

BAWAG GROUP AG

ISIN	AT0000BAWAG2	Meeting Date	28-Mar-22
Country	Austria	Record Date	18-Mar-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Profits/Dividends	Management	For	For	For
3	Ratification of Management Board Acts	Management	For	For	For
4	Ratification of Supervisory Board Acts	Management	For	For	For
5	Appointment of Auditor	Management	For	For	For
6	Remuneration Report	Management	For	Against	Against
7	Amendments to Articles (Appointment Right)	Management	For	For	For
8	Authority to Repurchase and Reissue Shares	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

FORTUM OYJ

ISIN	F10009007132	Meeting Date	28-Mar-22
Country	Finland	Record Date	16-Mar-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
7	Accounts and Reports	Management	for	For	For
8	Allocation of Profits/Dividends	Management	for	For	For
9	Ratification of Board and CEO Acts	Management	for	For	For
10	Remuneration Report	Management	for	For	For
11	Directors' Fees	Management	for	For	For
12	Board Size	Management	for	For	For
13	Election of Directors	Management	for	Against	Against
14	Authority to Set Auditor's Fees	Management	for	For	For
15	Appointment of Auditor	Management	for	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

16	Authority to Repurchase Shares	Management	for	For	For
17	Authority to Issue Treasury Shares	Management	for	For	For
18	Charitable Donations	Management	for	For	For

SGS AG

ISIN	CH0002497458	Meeting Date	29-Mar-22
Country	Switzerland	Record Date	22-Mar-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.1	Accounts and Reports	Management	For	For	For
1.2	Compensation Report	Management	For	Against	Against
2	Ratification of Board and Management Acts	Management	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For
4.1.1	Elect Calvin Grieder	Management	For	For	For
4.1.2	Elect Sami Atiya	Management	For	For	For
4.1.3	Elect Paul Desmarais, Jr.	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

4.1.4	Elect Ian Gallienne	Management	For	Against	Against
4.1.5	Elect Tobias Hartmann	Management	For	For	For
4.1.6	Elect Shelby R. du Pasquier	Management	For	For	For
4.1.7	Elect Kory Sorenson	Management	For	For	For
4.1.8	Elect Janet S. Vergis	Management	For	For	For
4.1.9	Elect Phyllis Cheung	Management	For	For	For
4.2.1	Appoint Calvin Grieder as Board Chair	Management	For	For	For
4.3.1	Elect Sami Atiya as Compensation Committee Member	Management	For	For	For
4.3.2	Elect Ian Gallienne as Compensation Committee Member	Management	For	For	For
4.3.3	Elect Kory Sorenson as Compensation Committee Member	Management	For	For	For
4.4	Appointment of Auditor	Management	For	For	For
4.5	Appointment of Independent Proxy	Management	For	For	For
5.1	Board Compensation	Management	For	For	For
5.2	Executive Compensation (Fixed)	Management	For	For	For
5.3	Executive Compensation (Short-Term)	Management	For	For	For
5.4	Executive Compensation (Variable)	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

RANDSTAD NV

ISIN	NL0000379121	Meeting Date	29-Mar-22
Country	Netherlands	Record Date	01-Mar-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2b	Remuneration Report	Management	For	Against	Against
2c	Accounts and Reports	Management	For	For	For
2e	Allocation of Profits/Dividends	Management	For	For	For
2f	Special Dividend	Management	For	For	For
3a	Ratification of Management Board Acts	Management	For	For	For
3b	Ratification of Supervisory Board Acts	Management	For	For	For
4a	Management Board Remuneration Policy	Management	For	Against	Against
4b	Approval of Amended Performance Share Plan	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

4c	Supervisory Board Remuneration Policy	Management	For	For	For
5a	Elect Chris Heutink to the Management Board	Management	For	For	For
5b	Elect Henry R. Schirmer to the Management Board	Management	For	For	For
6a	Elect Wout Dekker to the Supervisory Board	Management	For	For	For
6b	Elect Frank F. Dorjee to the Supervisory Board	Management	For	For	For
6c	Elect Annet P. Aris to the Supervisory Board	Management	For	For	For
7a	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	For
7b	Authority to Repurchase Shares	Management	For	For	For
7c	Cancellation of Shares	Management	For	For	For
8a	Elect Claartje Bulten to the Stichting	Management	For	For	For
8b	Elect Annelies Elisabeth van der Pauw to the Stichting	Management	For	For	For
9	Appointment of Auditor	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

FABEGE AB.

ISIN	SE0011166974	Meeting Date	29-Mar-22
Country	Sweden	Record Date	21-Mar-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
8.A	Accounts and Reports	Management	For	For	For
8.B	Allocation of Profits/Dividends	Management	For	For	For
8.C.1	Ratify Jan Litborn	Management	For	For	For
8.C.2	Ratify Anette Asklin	Management	For	For	For
8.C.3	Ratify Emma Henriksson	Management	For	For	For
8.C.4	Ratify Märtha Josefsson	Management	For	For	For
8.C.5	Ratify Stina Lindh Hök	Management	For	For	For
8.C.6	Ratify Lennart Mauritzson	Management	For	For	For
8.C.7	Ratify Mats Qviberg	Management	For	For	For
8.C.8	Ratify Stefan Dahlbo	Management	For	For	For
8.D	Dividend Record Date	Management	For	For	For
9	Board Size; Nomination Committee Report	Management	For	For	For
10.A	Directors' Fees	Management	For	For	For
10.B	Authority to Set Auditor's Fees	Management	For	For	For
11.A	Elect Anette Asklin	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

11.B	Elect Märtha Josefsson	Management	For	For	For
11.C	Elect Jan Litborn	Management	For	Against	Against
11.D	Elect Stina Lindh Hök	Management	For	For	For
11.E	Elect Lennart Mauritzson	Management	For	For	For
11.F	Elect Mattias Johansson	Management	For	For	For
11.G	Elect Anne Årneby	Management	For	For	For
11.H	Elect Jan Litborn as Chair	Management	For	Against	Against
12	Appointment of Auditor	Management	For	Against	Against
13	Approval of Nomination Committee Guidelines	Management	For	For	For
14	Remuneration Policy	Management	For	For	For
15	Remuneration Report	Management	For	For	For
16	Authority to Repurchase Shares	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

UPM-KYMMENE OYJ

ISIN	FI0009005987	Meeting Date	29-Mar-22
Country	Finland	Record Date	17-Mar-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
7	Accounts and Reports	Management	For	For	For
8	Allocation of Profits/Dividends	Management	For	For	For
9	Ratification of Board and CEO Acts	Management	For	For	For
10	Remuneration Report	Management	For	For	For
11	Directors' Fees	Management	For	For	For
12	Board Size	Management	For	For	For
13	Election of Directors	Management	For	For	For
14	Authority to Set Auditor's Fees	Management	For	Against	Against
15	Appointment of Auditor	Management	For	Against	Against
16	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	For
17	Authority to Repurchase Shares	Management	For	For	For
18.1	Amendments to Articles (Auditor)	Management	For	For	For
18.2	Amendments to Articles (Annual General Meeting)	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

19	Charitable Donations	Management	For	For	For
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TELEFONAKTIEBOLAGET L M ERICSSON

ISIN	SE0000108656	Meeting Date	29-Mar-22
Country	Sweden	Record Date	21-Mar-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
8.1	Accounts and Reports	Management	For	For	For
8.2	Remuneration Report	Management	For	Against	Against
8.3.1	Ratify Ronnie Leten	Management	For	Against	Against
8.3.2	Ratify Helena Stjernholm	Management	For	Against	Against
8.3.3	Ratify Jacob Wallenberg	Management	For	Against	Against

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

8.3.4	Ratify Jon Fredrik Baksaas	Management	For	Against	Against
8.3.5	Ratify Jan Carlson	Management	For	Against	Against
8.3.6	Ratify Nora Denzel	Management	For	Against	Against
8.3.7	Ratify Börje Ekholm	Management	For	Against	Against
8.3.8	Ratify Eric A. Elzvik	Management	For	Against	Against
8.3.9	Ratify Kurt Jofs	Management	For	Against	Against
8.310	Ratify Kristin S. Rinne	Management	For	Against	Against
8.311	Ratify Torbjörn Nyman	Management	For	Against	Against
8.312	Ratify Kjell-Åke Soting	Management	For	Against	Against
8.313	Ratify Anders Ripa	Management	For	Against	Against

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

8.314	Ratify Roger Svensson	Management	For	Against	Against
8.315	Ratify Per Holmberg	Management	For	Against	Against
8.316	Ratify Loredana Roslund	Management	For	Against	Against
8.317	Ratify Ulf Rosberg	Management	For	Against	Against
8.318	Ratify Börje Ekholm (CEO)	Management	For	Against	Against
8.4	Allocation of Profits/Dividends	Management	For	For	For
9	Board Size	Management	For	For	For
10	Directors' Fees	Management	For	For	For
11.1	Elect Jon Fredrik Baksaas	Management	For	For	For
11.2	Elect Jan Carlson	Management	For	Against	Against
11.3	Elect Nora M. Denzel	Management	For	For	For
11.4	Elect Carolina Dybeck Happe	Management	For	For	For
11.5	Elect Börje E. Ekholm	Management	For	Against	Against

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

11.6	Elect Eric A. Elzvik	Management	For	Against	Against
11.7	Elect Kurt Jofs	Management	For	For	For
11.8	Elect Ronnie Leten	Management	For	Against	Against
11.9	Elect Kristin S. Rinne	Management	For	For	For
11.10	Elect Helena Stjernholm	Management	For	Against	Against
11.11	Elect Jacob Wallenberg	Management	For	For	For
12	Elect Ronnie Leten as Chair	Management	For	For	For
13	Number of Auditors	Management	For	For	For
14	Authority to Set Auditor's Fees	Management	For	For	For
15	Appointment of Auditor	Management	For	For	For
16.1	Adoption of Share-Based Incentives ("LTV 2022")	Management	For	For	For
16.2	Capital Authorities to Implement LTV 2022	Management	For	For	For
16.3	Approve Equity Swap Agreement (LTV 2022)	Management	For	For	For
17	Transfer of Treasury Shares (LTV 2021)	Management	For	For	For
18	Transfer of Treasury Shares (LTV 2019 & LTV 2020)	Management	For	For	For
19	Shareholder Proposal regarding Production of Semiconductors (Carl Axel Bruno)	Shareholder		Against	N/A

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

CARL ZEISS MEDITEC A G

ISIN	DE0005313704	Meeting Date	30-Mar-22
Country	Germany	Record Date	08-Mar-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Profits/Dividends	Management	For	For	For
3	Ratification of Management Board Acts	Management	For	For	For
4	Ratification of Supervisory Board Acts	Management	For	For	For
5	Appointment of Auditor	Management	For	For	For
6	Increase in Authorised Capital	Management	For	For	For
7	Amendments to Articles	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

NESTE CORPORATION

ISIN	FI0009013296	Meeting Date	30-Mar-22
Country	Finland	Record Date	18-Mar-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
7	Accounts and Reports	Management	For	For	For
8	Allocation of Profits/Dividends	Management	For	For	For
9	Ratification of Board and CEO Acts	Management	For	For	For
10	REMUNERATION REPORT	Management	For	For	For
11	Directors' Fees	Management	For	For	For
12	Board Size	Management	For	For	For
13	Election of Directors	Management	For	For	For
14	Authority to Set Auditor's Fees	Management	For	For	For
15	Appointment of Auditor	Management	For	For	For
16	Authority to Repurchase Shares	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

SWISSCOM AG

ISIN	CH0008742519	Meeting Date	30-Mar-22
Country	Switzerland	Record Date	25-Mar-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.1	Accounts and Reports	Management	For	For	For
1.2	Compensation Report	Management	For	Against	Against
2	Allocation of Profits/Dividends	Management	For	For	For
3	Ratification of Board and Management Acts	Management	For	For	For
4.1	Elect Roland Abt	Management	For	For	For
4.2	Elect Alain Carrupt	Management	For	For	For
4.3	Elect Guus Dekkers	Management	For	For	For
4.4	Elect Frank Esser	Management	For	For	For
4.5	Elect Barbara Frei	Management	For	For	For
4.6	Elect Sandra Lathion-Zweifel	Management	For	For	For
4.7	Elect Anna Mossberg	Management	For	For	For
4.8	Elect Michael Rechsteiner	Management	For	For	For
4.9	Appoint Michael Rechsteiner as Board Chair	Management	For	For	For
5.1	Elect Roland Abt as Compensation Committee members	Management	For	For	For

Proxy Voting Summary

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5.2	Elect Frank Esser as Compensation Committee Member	Management	For	For	For
5.3	Elect Barbara Frei as Compensation Committee Member	Management	For	For	For
5.4	Elect Michael Rechsteiner as Compensation Committee Member	Management	For	For	For
5.5	Elect Renzo Simoni as Compensation Committee Member	Management	For	For	For
6.1	Board Compensation	Management	For	For	For
6.2	Executive Compensation	Management	For	For	For
7	Appointment of Independent Proxy	Management	For	For	For
8	Appointment of Auditor	Management	For	For	For

ENAGAS SA

ISIN	ES0130960018	Meeting Date	30-Mar-22
Country	Spain	Record Date	25-Mar-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Report on Non-Financial Information	Management	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For

Proxy Voting Summary

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4	Ratification of Board Acts	Management	For	For	For
5	Appointment of Auditor	Management	For	For	For
6.1	Elect Antonio Llardén Carratalá	Management	For	For	For
6.2	Ratify Co-Option and Elect Arturo Gonzalo Aizpiri	Management	For	For	For
6.3	Elect Ana Palacio Vallelersundi	Management	For	For	For
6.4	Elect María Teresa Costa Campi	Management	For	For	For
6.5	Elect Clara Belén García Fernández-Muro	Management	For	For	For
6.6	Elect Manuel Gabriel Gonzalez Ramos	Management	For	For	For
6.7	Elect David Sandalow	Management	For	For	For
7	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	For
8	Amendments to Remuneration Policy	Management	For	For	For
9	Long-Term Incentive Plan 2022-2024	Management	For	For	For
10	Remuneration Report	Management	For	For	For
12	Authorisation of Legal Formalities	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

ELECTROLUX AB

ISIN	SE0016589188	Meeting Date	30-Mar-22
Country	Sweden	Record Date	22-Mar-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
8	Accounts and Reports	Management	For	For	For
9.1	Ratify Staffan Bohman	Management	For	For	For
9.2	Ratify Petra Hedengran	Management	For	For	For
9.3	Ratify Henrik Henriksson	Management	For	For	For
9.4	ratify Ulla Litzén	Management	For	For	For
9.5	Ratify Karin Overbeck	Management	For	For	For
9.6	Ratify Fredrik Persson	Management	For	For	For
9.7	Ratify David Porter	Management	For	For	For
9.8	Ratify Jonas Samuelson	Management	For	For	For
9.9	Ratify Kai Wärm	Management	For	For	For
9.10	Ratify Mina Billing	Management	For	For	For
9.11	Ratify Viveca Brinkenfeldt-Lever	Management	For	For	For
9.12	Ratify Peter Ferm	Management	For	For	For
9.13	Ratify Ulrik Danestad	Management	For	For	For
9.14	Ratify Richard Dellner	Management	For	For	For

Proxy Voting Summary

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9.15	Ratify Wilson Quispe	Management	For	For	For
9.16	Ratify Emy Voss	Management	For	For	For
9.17	Ratify Jonas Samuelson (as President)	Management	For	For	For
10	Allocation of Profits/Dividends	Management	For	For	For
11	Board Size	Management	For	For	For
12.1	Directors' Fees	Management	For	For	For
12.2	Authority to Set Auditor's Fees	Management	For	For	For
13.A	Elect Staffan Bohman	Management	For	Against	Against
13.B	Elect Petra Hedengran	Management	For	Against	Against
13.C	Elect Henrik Henriksson	Management	For	For	For
13.D	Elect Ulla Litzén	Management	For	For	For
13.E	Elect Karin Overbeck	Management	For	For	For
13.F	Elect Fredrik Persson	Management	For	For	For
13.G	Elect David Porter	Management	For	For	For
13.H	Elect Jonas Samuelson	Management	For	For	For
13.I	Elect Staffan Bohman as chair	Management	For	Against	Against
14	Appointment of Auditor	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

15	Remuneration Report	Management	For	For	For
16.A	Reduction in Authorized Capital	Management	For	For	For
16.B	Cancellation of Shares	Management	For	For	For
16.C	Bonus Share Issuance	Management	For	For	For
17.A	Authority to Repurchase Shares	Management	For	For	For
17.B	Authority to Issue Treasury Shares	Management	For	For	For
17.C	Authority to Issue Treasury Shares (Program 2020)	Management	For	For	For
18.A	Adoption of Share-Based Incentives (Program 2022)	Management	For	For	For
18.B	Authority to Issue Shares (program 2022)	Management	For	For	For
19	Amendments to Articles Regarding Remote Voting	Management	For	For	For

RAIFFEISEN BANK INTERNATIONAL AG

ISIN	AT0000606306	Meeting Date	31-Mar-22
Country	Austria	Record Date	21-Mar-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Profits	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

3	Remuneration Report	Management	For	For	For
4	Ratification of Management Board Acts	Management	For	For	For
5	Ratification of Supervisory Board Acts	Management	For	For	For
6	Appointment of Auditor	Management	For	For	For
7.1	Elect Heinrich Schaller	Management	For	Against	Against
7.2	Elect Peter Gauper	Management	For	For	For
7.3	Elect Rudolf Könighofer	Management	For	For	For
7.4	Elect Birgit Noggler	Management	For	For	For
7.5	Elect Eva Eberthartinger	Management	For	For	For
7.6	Elect Michael Höllerer	Management	For	For	For
7.7	Elect Michael Alge	Management	For	Against	Against
8	Authority to Repurchase and Reissue Shares	Management	For	For	For
9	Authority to Repurchase Shares for Trading Purposes	Management	For	For	For
10	Amendments to Articles	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

BANCO SANTANDER S.A.

ISIN	ES0113900J37	Meeting Date	31-Mar-22
Country	Spain	Record Date	25-Mar-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.A	Accounts and Reports	Management	For	For	For
1.B	Report on Non-Financial Information	Management	For	For	For
1.C	Ratification of Board Acts	Management	For	For	For
2	Allocation of Profits/Dividends	Management	For	For	For
3.A	Board Size	Management	For	For	For
3.B	Elect Germán de la Fuente	Management	For	For	For
3.C	Elect Henrique De Castro	Management	For	For	For
3.D	Elect José Antonio Álvarez Álvarez	Management	For	For	For
3.E	Elect Belén Romana García	Management	For	For	For
3.F	Elect Luis Isasi Fernández de Bobadilla	Management	For	For	For
3.G	Elect Sergio Rial	Management	For	For	For
4	Appointment of Auditor	Management	For	For	For
5.A	Amendments of Articles (Shares)	Management	For	For	For
5.B	Amendments to Articles (Capital Reduction)	Management	For	For	For
5.C	Amendments to Articles (Issuance of Other Securities)	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

5.D	Amendments to Articles (Right to Attend Meeting)	Management	For	For	For
5.E	Amendments to Articles (Vice Secretary of Board)	Management	For	For	For
5.F	Amendments to Articles (Executive Chair)	Management	For	For	For
5.G	Amendments to Articles (Audit Committee)	Management	For	For	For
5.H	Amendments to Articles (Compensation)	Management	For	For	For
5.I	Amendments to Articles (Dividends)	Management	For	For	For
6.A	Amendments to General Meeting Regulations (Information)	Management	For	For	For
6.B	Amendments to General Meeting Regulations (Vice Secretary)	Management	For	For	For
6.C	Amendments to General Meeting Regulations (Remote Meetings)	Management	For	For	For
6.D	Amendments to General Meeting Regulations (Presentations)	Management	For	For	For
7.A	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	For
7.B	Authority to Cancel Treasury Shares (First Buy-Back Programme)	Management	For	For	For
7.C	Authority to Cancel Treasury Shares (Second Buy-Back Programme)	Management	For	For	For
7.D	Authority to Cancel Treasury Shares	Management	For	For	For
8.A	Remuneration Policy	Management	For	For	For
8.B	Directors' Fees	Management	For	For	For
8.C	Maximum Variable Remuneration	Management	For	For	For
8.D	Deferred Multiyear Objectives Variable Remuneration Plan	Management	For	For	For
8.E	Buy-Out Policy	Management	For	For	For
8.F	Remuneration Report	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

9	Authorisation of Legal Formalities	Management	For	For	For
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HENKEL AG & CO. KGAA

ISIN	DE0006048408	Meeting Date	04-Apr-22
Country	Germany	Record Date	11-Mar-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Presentation of Accounts and Reports	Management	For	For	For
2	Allocation of Profits/Dividends	Management	For	For	For
3	Ratification of Personally Liable Partner Acts	Management	For	For	For
4	Ratification of Supervisory Board Acts	Management	For	For	For
5	Ratification of Shareholders' Committee Acts	Management	For	For	For
6	Appointment of Auditor	Management	For	For	For
7	Elect Poul Weihrauch as Supervisory Board Member	Management	For	For	For
8	Elect Kaspar von Braun as Shareholders' Committee Member	Management	For	For	For
9	Remuneration Report	Management	For	For	For
10	Supervisory Board Members' Fees	Management	For	For	For

STRAUMANN HOLDING AG

ISIN	CH0012280076	Meeting Date	05-Apr-22
Country	Switzerland	Record Date	25-Mar-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.1	Accounts and Reports	Management	For	For	For
1.2	Compensation Report	Management	For	Against	Against
2	Allocation of Profits/Dividends	Management	For	For	For
3	Stock Split	Management	For	For	For
4	Ratification of Board and Management Acts	Management	For	For	For
5	Board Compensation	Management	For	For	For
6.1	Executive Compensation (Fixed)	Management	For	For	For
6.2	Executive Compensation (Long-Term)	Management	For	Against	Against

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

6.3	Executive Compensation (Short-Term)	Management	For	Against	Against
7.1	Elect Gilbert Achermann as Board Chair	Management	For	Against	Against
7.2	Elect Marco Gadola	Management	For	Against	Against
7.3	Elect Juan-José Gonzalez	Management	For	For	For
7.4	Elect Beat E. Lüthi	Management	For	For	For
7.5	Elect Petra Rumpf	Management	For	For	For
7.6	Elect Thomas Straumann	Management	For	For	For
7.7	Elect Regula Wallimann	Management	For	For	For
7.8	Elect Nadia Tarolli Schmidt	Management	For	For	For
8.1	Elect Beat E. Lüthi as Compensation Committee Member	Management	For	For	For
8.2	Elect Regula Wallimann as Compensation Committee Member	Management	For	For	For
8.3	Elect Juan-José Gonzalez as Compensation Committee Member	Management	For	For	For
8.4	Elect Nadia Tarolli Schmidt as Compensation Committee Member	Management	For	For	For
9	Appointment of Independent Proxy	Management	For	For	For
10	Appointment of Auditor	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

NOKIA CORP

ISIN	F10009000681	Meeting Date	05-Apr-22
Country	Finland	Record Date	24-Mar-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
7	Accounts and Reports	Management	For	For	For
8	Allocation of Profits/Dividends	Management	For	For	For
8.A	Minority Dividend	Shareholder			N/A
9	Ratification of Board and CEO Acts	Management	For	For	For
10	Remuneration Report	Management	For	For	For
11	Directors' Fees	Management	For	For	For
12	Board Size	Management	For	For	For
13	Election of Directors	Management	For	Against	Against
14	Authority to Set Auditor's Fees	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

15	Appointment of Auditor	Management	For	For	For
16	Authority to Repurchase Shares	Management	For	For	For
17	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	For

DIOS FASTIGHETER AB

ISIN	SE0001634262	Meeting Date	05-Apr-22
Country	Sweden	Record Date	28-Mar-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
9.A	Accounts and Reports	Management	For	For	For
9.B	Allocation of Profits/Dividends	Management	For	For	For
9.C	Ratification of Board and CEO Acts	Management	For	For	For
9.D	Dividend Record Date	Management	For	For	For
10	Board Size	Management	For	For	For
11	Directors and Auditors' Fees	Management	For	For	For
12	Election of Directors	Management	For	For	For
13	Appointment of Auditor	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

14	Remuneration Policy	Management	For	Against	Against
15	Remuneration Report	Management	For	Against	Against
16	Approval of Nominating Committee Guidelines	Management	For	For	For
17	Authority to Repurchase and Reissue Shares	Management	For	For	For
18	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	For

SSAB CORPORATION

ISIN	SE0000171100	Meeting Date	06-Apr-22
Country	Sweden	Record Date	29-Mar-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
7.A	Accounts and Reports	Management	For	For	For
7.B	Allocation of Profits/Dividends	Management	For	For	For
7.C1	Ratify Bo Annvik	Management	For	For	For
7.C2	Ratify Petra Einarsson	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

7.C3	Ratify Marika Fredriksson	Management	For	For	For
7.C4	Ratify Marie Grönborg	Management	For	For	For
7.C5	Ratify Bengt Kjell	Management	For	For	For
7.C6	Ratify Pasi Laine	Management	For	For	For
7.C7	Ratify Martin Lindqvist	Management	For	For	For
7.C8	Ratify Annareetta Lumme-Timonen	Management	For	For	For
7.C9	Ratify Lennart Evrell	Management	For	For	For
7.C10	Ratify Maija Strandberg	Management	For	For	For
7.C11	Ratify Sture Bergvall	Management	For	For	For
7.C12	Ratify Mikael Henriksson	Management	For	For	For
7.C13	Ratify Tomas Jansson	Management	For	For	For
7.C14	Ratify Tomas Karlsson	Management	For	For	For
7.C15	Ratify Sven-Erik Rosén	Management	For	For	For
7.C16	Ratify Patrick Sjöholm	Management	For	For	For
7.C17	Ratify Tomas Westman	Management	For	For	For
8	Board Size	Management	For	For	For
9.1	Directors' Fees	Management	For	For	For
9.2	Authority to Set Auditor's Fees	Management	For	For	For
10.A	Elect Bo Annvik	Management	For	For	For
10.B	Elect Petra Einarsson	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

10.C	Elect Lennart Evrell	Management	For	For	For
10.D	Elect Marie Grönborg	Management	For	For	For
10.E	Elect Martin Lindqvist	Management	For	For	For
10.F	Elect Maija Strandberg	Management	For	For	For
10.G	Elect Bernard Fontana	Management	For	For	For
10.H	Elect Mikael Mäkinen	Management	For	For	For
11	Elect Lennart Evrell as chair	Management	For	For	For
12.1	Number of Auditors	Management	For	For	For
12.2	Appointment of Auditor	Management	For	For	For
13	Remuneration Policy	Management	For	For	For
14	Remuneration Report	Management	For	For	For
15	Adoption of Long-Term Incentive (LTIP 2022)	Management	For	For	For

Proxy Voting Summary

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TELIA COMPANY AB

ISIN	SE0000667925	Meeting Date	06-Apr-22
Country	Sweden	Record Date	29-Mar-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
7	Accounts and Reports	Management	For	For	For
8	Allocation of Profits/Dividends	Management	For	For	For
9.1	Ratify Ingrid Bonde	Management	For	For	For
9.2	Ratify Luisa Delgado	Management	For	For	For
9.3	Ratify Rickard Gustafson	Management	For	For	For
9.4	Ratify Lars-Johan Jarnheimer	Management	For	For	For
9.5	Ratify Jeanette Jager	Management	For	For	For
9.6	Ratify Nina Linander	Management	For	For	For
9.7	Ratify Jimmy Maymann	Management	For	For	For
9.8	Ratify Martin Tiveus	Management	For	For	For
9.9	Ratify Anna Setzman	Management	For	For	For
9.10	Ratify Olaf Swantee	Management	For	For	For
9.11	Ratify Agneta Ahlstrom	Management	For	For	For
9.12	Ratify Stefan Carlsson	Management	For	For	For
9.13	Ratify Rickard Wast	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

9.14	Ratify Hans Gustavsson	Management	For	For	For
9.15	Ratify Afrodite Landero	Management	For	For	For
9.16	Ratify Martin Saaf	Management	For	For	For
9.17	Ratify Allison Kirkby	Management	For	For	For
10	Remuneration Report	Management	For	Against	Against
11	Board Size	Management	For	For	For
12	Directors' Fees	Management	For	For	For
13.1	Elect Ingrid Bonde	Management	For	For	For
13.2	Elect Luisa Delgado	Management	For	For	For
13.3	Elect Rickard Gustafson	Management	For	For	For
13.4	Elect Lars-Johan Jarnheimer	Management	For	Against	Against
13.5	Elect Jeanette Christensen Jäger	Management	For	For	For
13.6	Elect Nina Linander	Management	For	For	For
13.7	Elect Jimmy Maymann	Management	For	For	For
13.8	Elect Hannes Ametsreiter	Management	For	For	For
13.9	Elect Tomas Eliasson	Management	For	For	For
14.1	Elect Lars-Johan Jarnheimer as Chair	Management	For	For	For
14.2	Elect Ingrid Bonde as Vice Chair	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

15	Number of Auditors	Management	For	For	For
16	Authority to Set Auditor's Fees	Management	For	For	For
17	Appointment of Auditor	Management	For	For	For
18	Approve nomination committee guidelines	Management	For	For	For
19	Authority to Repurchase and Reissue Shares	Management	For	For	For
20.A	Adoption of Share-Based Incentives (Performance share program 2022/2025)	Management	For	For	For
20.B	Transfer of shares pursuant to LTIP 2022/2025	Management	For	For	For
21	Shareholder Proposal Regarding Replies of Letters to the Company (Carl Axel Bruno)	Shareholder	Against	Against	For
22.A	Shareholder Proposals Regarding Customer Relations Policy (Per Rinder)	Shareholder	Against	Against	For
22.B	Shareholder Proposal Regarding Customer Support (Per Rinder)	Shareholder	Against	Against	For

ELISA OYJ

ISIN	FI0009007884	Meeting Date	06-Apr-22
Country	Finland	Record Date	25-Mar-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
7	Accounts and Reports	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

8	Allocation of Profits/Dividends	Management	For	For	For
9	Ratification of Board and CEO Acts	Management	For	For	For
10	Remuneration Report	Management	For	Against	Against
11	Directors' Fees	Management	For	For	For
12	Board Size	Management	For	For	For
13	Election of Directors	Management	For	Against	Against
14	Authority to Set Auditor's Fees	Management	For	For	For
15	Appointment of Auditor	Management	For	For	For
16	Authority to Repurchase Shares	Management	For	For	For
17	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

ZURICH INSURANCE GROUP AG LTD

ISIN	CH0011075394	Meeting Date	06-Apr-22
Country	Switzerland	Record Date	22-Mar-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.1	Accounts and Reports	Management	For	For	For
1.2	Compensation Report	Management	For	For	For
2.1	Allocation of Profits	Management	For	For	For
2.2	Dividends from Reserves	Management	For	For	For
3	Ratification of Board and Management Acts	Management	For	For	For
4.1.1	Elect Michel M. Liès as Board Chair	Management	For	For	For
4.1.2	Elect Joan Lordi C. Amble	Management	For	For	For
4.1.3	Elect Catherine P. Bessant	Management	For	For	For
4.1.4	Elect Dame Alison J. Carnwath	Management	For	For	For
4.1.5	Elect Christoph Franz	Management	For	For	For
4.1.6	Elect Michael Halbherr	Management	For	For	For
4.1.7	Elect Sabine Keller-Busse	Management	For	For	For
4.1.8	Elect Monica Mächler	Management	For	For	For
4.1.9	Elect Kishore Mahbubani	Management	For	For	For
4.110	Elect Jasmin Staiblin	Management	For	For	For

Proxy Voting Summary

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4.111	Elect Barry Stowe	Management	For	For	For
4.112	Elect Peter Maurer	Management	For	For	For
4.2.1	Elect Michel M. Liès as Compensation Committee Member	Management	For	For	For
4.2.2	Elect Catherine P. Bessant as Compensation Committee Member	Management	For	For	For
4.2.3	Elect Christoph Franz as Compensation Committee Member	Management	For	For	For
4.2.4	Elect Sabine Keller-Busse as Compensation Committee Member	Management	For	For	For
4.2.5	Elect Kishore Mahbubani as Compensation Committee Member	Management	For	For	For
4.2.6	Elect Jasmin Staiblin as Compensation Committee Member	Management	For	For	For
4.3	Appointment of Independent Proxy	Management	For	For	For
4.4	Appointment of Auditor	Management	For	For	For
5.1	Board Compensation	Management	For	For	For
5.2	Executive Compensation	Management	For	For	For
6	Renewal of Authorised and Conditional Capital	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

DEUTSCHE TELEKOM AG

ISIN	DE0005557508	Meeting Date	07-Apr-22
Country	Germany	Record Date	04-Apr-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Profits/Dividends	Management	For	For	For
3	Ratification of Management Board Acts	Management	For	For	For
4	Ratification of Supervisory Board Acts	Management	For	For	For
5	Appointment of Auditor	Management	For	For	For
6.1	Elect Frank Appel	Management	For	For	For
6.2	Elect Katja Hessel	Management	For	For	For
6.3	Elect Dagmar Kollmann	Management	For	For	For
6.4	Elect Stefan B. Wintels	Management	For	For	For
7	Increase in Authorised Capital	Management	For	For	For
8	Management Board Remuneration Policy	Management	For	For	For
9	Supervisory Board Remuneration Policy	Management	For	For	For
10	Remuneration Report	Management	For	Against	Against

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

KESKO OYJ

ISIN	F10009000202	Meeting Date	07-Apr-22
Country	Finland	Record Date	28-Mar-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
8	Accounts and Reports	Management	For	For	For
9	Allocation of Profits/Dividends	Management	For	For	For
10	Ratification of Board and Management Acts	Management	For	For	For
11	Remuneration Report	Management	For	Against	Against
12	Directors' Fees	Management	For	For	For
13	Authority to Set Auditor's Fees	Management	For	For	For
14	Appointment of Auditor	Management	For	For	For
15	Authority to Repurchase Shares	Management	For	For	For
16	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

17	Charitable Donations	Management	For	For	For
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TELEFONICA S.A

ISIN	ES0178430E18	Meeting Date	07-Apr-22
Country	Spain	Record Date	01-Apr-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.1	Accounts and Reports	Management	For	For	For
1.2	Report on Non-Financial Information	Management	For	For	For
1.3	Ratification of Board Acts	Management	For	For	For
2	Allocation of Profits/Dividends	Management	For	For	For
3	Appointment of Auditor	Management	For	For	For
4.1	Elect José María Abril Pérez	Management	For	For	For
4.2	Elect Ángel Vilá Boix	Management	For	For	For
4.3	Elect María Luisa García Blanco	Management	For	For	For
4.4	Elect Francisco Javier de Paz Mancho	Management	For	For	For
4.5	Ratification of the Co-Option of María Rotondo Urcola	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

5	Board Size	Management	For	For	For
6	Authority to Cancel Treasury Shares	Management	For	For	For
7.1	Scrip Dividend	Management	For	For	For
7.2	Special Dividend	Management	For	For	For
8	Employee Stock Purchase Plan	Management	For	For	For
9	Authorisation of Legal Formalities	Management	For	For	For
10	Remuneration Report	Management	For	Against	Against

NESTLE SA

ISIN	CH0038863350	Meeting Date	07-Apr-22
Country	Switzerland	Record Date	31-Mar-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.1	Accounts and Reports	Management	For	For	For
1.2	Compensation Report	Management	For	Against	Against

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

2	Ratification of Board and Management Acts	Management	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For
4.1.1	Elect Paul Bulcke as Board Chair	Management	For	For	For
4.1.2	Elect Ulf Mark Schneider	Management	For	For	For
4.1.3	Elect Henri de Castries	Management	For	For	For
4.1.4	Elect Renato Fassbind	Management	For	For	For
4.1.5	Elect Pablo Isla Álvarez de Tejera	Management	For	For	For
4.1.6	Elect Eva Cheng Li Kam Fun	Management	For	For	For
4.1.7	Elect Patrick Aebischer	Management	For	For	For
4.1.8	Elect Kimberly A. Ross	Management	For	For	For
4.1.9	Elect Dick Boer	Management	For	For	For
4.110	Elect Dinesh C. Paliwal	Management	For	For	For
4.111	Elect Hanne Jimenez de Mora	Management	For	For	For
4.112	Elect Lindiwe Majele Sibanda	Management	For	For	For
4.2.1	Elect Chris Leong	Management	For	For	For
4.2.2	Elect Luca Maestri	Management	For	For	For
4.3.1	Elect Pablo Isla Álvarez de Tejera as Compensation Committee Member	Management	For	For	For
4.3.2	Elect Patrick Aebischer as Compensation Committee Member	Management	For	For	For
4.3.3	Elect Dick Boer as Compensation Committee Member	Management	For	For	For
4.3.4	Elect Dinesh C. Paliwal as Compensation Committee Member	Management	For	For	For

Proxy Voting Summary

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4.4	Appointment of Auditor	Management	For	For	For
4.5	Appointment of Independent Proxy	Management	For	For	For
5.1	Board Compensation	Management	For	For	For
5.2	Executive Compensation	Management	For	Against	Against
6	Cancellation of Shares and Reduction in Share Capital	Management	For	For	For
7	Additional or Amended Shareholder Proposals	Shareholder	Against	Abstain	N/A

RIETER HOLDING AG

ISIN	CH0003671440	Meeting Date	07-Apr-22
Country	Switzerland	Record Date	29-Mar-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Ratification of Board and Management Acts	Management	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

4.1	Compensation Report	Management	For	For	For
4.2	Board Compensation	Management	For	For	For
4.3	Executive Compensation	Management	For	For	For
5.1	Elect Hans-Peter Schwald	Management	For	For	For
5.2	Elect Peter Spuhler	Management	For	Against	Against
5.3	Elect Roger Baillod	Management	For	For	For
5.4	Elect Bernhard Jucker	Management	For	For	For
5.5	Elect Carl Illi	Management	For	For	For
5.6	Elect Sarah Kreienbühl	Management	For	For	For
5.7	Elect Daniel Grieder	Management	For	For	For
6	Appoint Bernhard Jucker as Chair	Management	For	For	For
7.1	Elect Hans-Peter Schwald as Compensation Committee Member	Management	For	For	For
7.2	Elect Bernhard Jucker as Compensation Committee Member	Management	For	For	For
7.3	Elect Sarah Kreienbühl as Compensation Committee Member	Management	For	For	For
8	Appointment of Independent Proxy	Management	For	For	For
9	Appointment of Auditor	Management	For	Against	Against
10	Increase in Authorised Capital	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

UNICREDIT SPA

ISIN	IT0005239360	Meeting Date	08-Apr-22
Country	Italy	Record Date	30-Mar-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
O.1	Accounts and Reports	Management	For	For	For
O.2	Allocation of Profits/Dividends	Management	For	For	For
O.3	Elimination of Negative Reserves	Management	For	For	For
O.4	Authority to Repurchase Shares	Management	For	For	For
O.5.1	List Presented by Allianz Finance II Luxembourg	Management			N/A
O.5.2	List Presented by Group of Institutional Investors Representing 1.12% of Share Capital	Management		For	N/A
O.6	Statutory Auditors' Fees	Management	For	For	For
O.7	Remuneration Policy	Management	For	Against	Against
O.8	Remuneration Report	Management	For	Against	Against
O.9	2022 Group Incentive System	Management	For	Against	Against

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

O.10	Amendments to Group Incentive Plans	Management	For	For	For
E.1	Amendments to Article 6 (Share Capital and Shares)	Management	For	For	For
E.2	Amendments to Articles	Management	For	For	For
E.3	Cancellation of Shares	Management	For	For	For

MAIRE TECNIMONT S.P.A.

ISIN	IT0004931058	Meeting Date	08-Apr-22
Country	Italy	Record Date	30-Mar-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
O.1.1	Accounts and Reports	Management	For	For	For
O.1.2	Allocation of Profits/Dividends	Management	For	For	For
O.2.1	Board Size	Management	For	For	For
O.2.2	Board Term Length	Management	For	For	For
O.231	List Presented by GLV Capital S.p.A.	Management			N/A
O.232	List Presented by a Group of institutional Investors Representing 2.73% of Share Capital	Management		For	N/A
O.2.4	Election of Fabrizio Di Amato as Chair	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

O.2.5	Directors' Fees	Management	For	For	For
O.311	List Presented by GLV Capital S.p.A.	Management		Abstain	N/A
O.312	List Presented by Group on institutional Investors Representing 2.73% of Share Capital	Management		For	N/A
O.3.2	Statutory Auditors' Fees	Management	For	For	For
O.4.1	Remuneration Policy	Management	For	For	For
O.4.2	Remuneration Report	Management	For	Against	Against
O.5	2022-2024 Long Term Incentive Plan	Management	For	For	For
O.6	Authority to Repurchase and Reissue Shares	Management	For	For	For

DAVIDE CAMPARI

ISIN	NL0015435975	Meeting Date	12-Apr-22
Country	Netherlands	Record Date	15-Mar-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
O.2.b	Remuneration Report	Management	For	Against	Against

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

O.2.c	Accounts and Reports	Management	For	For	For
O.3.b	Allocation of Profits/Dividends	Management	For	For	For
O.4.a	Ratification of Executive Directors	Management	For	For	For
O.4.b	Ratification of Non-Executive Directors	Management	For	For	For
O.5.a	Elect Luca Garavoglia to the Board of Directors	Management	For	For	For
O.5.b	Elect Robert Kunze-Concewitz to the Board of Directors	Management	For	For	For
O.5.c	Elect Paolo Marchesini to the Board of Directors	Management	For	For	For
O.5.d	Elect Fabio di Fede to the Board of Directors	Management	For	For	For
O.5.e	Elect Alessandra Garavoglia to the Board of Directors	Management	For	For	For
O.5.f	Elect Eugenio Barcellona to the Board of Directors	Management	For	Against	Against
O.5.g	Elect Emmanuel Babeau to the Board of Directors	Management	For	For	For
O.5.h	Elect Margareth Henriquez to the Board of Directors	Management	For	For	For
O.5.i	Elect Christophe Navarre to the Board of Directors	Management	For	For	For
O.5.l	Elect Jean-Marie Laborde to the Board of Directors	Management	For	For	For
O.5.m	Elect Lisa Vascellari Dal Fiol to the Board of Directors	Management	For	For	For
O.6	2021 Mid-Term Incentive Plan	Management	For	For	For
O.7	Stock Option Plan	Management	For	Against	Against
O.8	Authorities to Repurchase Shares	Management	For	Against	Against

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

VINCI

ISIN	FR0000125486	Meeting Date	12-Apr-22
Country	France	Record Date	07-Apr-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Consolidated Accounts and Reports	Management	For	For	For
2	Accounts and Reports; Non Tax-Deductible Expenses	Management	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For
4	Elect Xavier Huillard	Management	For	For	For
5	Elect Marie-Christine Lombard	Management	For	For	For
6	Elect René Médori	Management	For	For	For
7	Elect Qatar Holding LLC (Abdullah Hamad Al-Attiyah)	Management	For	For	For
8	Elect Claude Laruelle	Management	For	For	For
9	Relocation of Corporate Headquarters	Management	For	For	For
10	Authority to Repurchase and Reissue Shares	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

11	2022 Remuneration Policy (Board of Directors)	Management	For	For	For
12	2022 Remuneration Policy (Executives)	Management	For	For	For
13	2021 Remuneration Report	Management	For	For	For
14	2021 Remuneration of Xavier Huillard, Chair and CEO	Management	For	For	For
15	Authority to Cancel Shares and Reduce Capital	Management	For	For	For
16	Employee Stock Purchase Plan	Management	For	For	For
17	Stock Purchase Plan for Overseas Employees	Management	For	For	For
18	Authorisation of Legal Formalities	Management	For	For	For

PRYSMIAN S.P.A.

ISIN	IT0004176001	Meeting Date	12-Apr-22
Country	Italy	Record Date	01-Apr-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
O.1	Accounts and Reports	Management	For	For	For
O.2	Allocation of Profits/Dividends	Management	For	For	For
O.3.1	List Presented by Clubtre S.r.l., Albas S.r.l. and Angelini Partecipazioni Finanziarie S.r.l.	Management		For	N/A

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

O.3.2	List Presented by Group of Institutional Investors Representing 3.69% of Share Capital	Management			N/A
O.4	Statutory Auditors' Fees	Management	For	For	For
O.5	Authority to Repurchase and Reissue Shares	Management	For	For	For
O.6	Employee Stock Purchase Plan	Management	For	For	For
O.7	Remuneration Report	Management	For	For	For
E.1	Authority to Issue Shares to Service the 2020-2022 Long Term Incentive Plan	Management	For	For	For
E.2	Authority to Issue Shares to Service the Employee Stock Management Purchase Plan	Management	For	For	For

TECAN GROUP AG

ISIN	CH0012100191	Meeting Date	12-Apr-22
Country	Switzerland	Record Date	31-Mar-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2.A	Allocation of Profits/ Dividends	Management	For	For	For
2.B	Dividend from Reserves	Management	For	For	For
3	Ratification of Board and Management Acts	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

4	Elect Myra Eskes	Management	For	For	For
5.A	Elect Lukas Braunschweiler	Management	For	For	For
5.B	Elect Oliver S. Fetzer	Management	For	For	For
5.C	Elect Heinrich Fischer	Management	For	For	For
5.D	Elect Karen Hübscher	Management	For	For	For
5.E	Elect Christa Kreuzburg	Management	For	For	For
5.F	Elect Daniel R. Marshak	Management	For	For	For
6	Elect Lukas Braunschweiler as Board Chair	Management	For	For	For
7.A	Elect Oliver S. Fetzer as Compensation Committee Member	Management	For	For	For
7.B	Elect Christa Kreuzburg as Compensation Committee Member	Management	For	For	For
7.C	Elect Daniel R. Marshak as Compensation Committee Member	Management	For	For	For
7.D	Elect Myra Eskes as Compensation Committee Member	Management	For	For	For
8	Appointment of Auditor	Management	For	For	For
9	Appointment of Independent Proxy	Management	For	For	For
10.1	Compensation Report	Management	For	For	For
10.2	Board Compensation	Management	For	For	For
10.3	Executive Compensation	Management	For	For	For
11	Increase in Authorised Capital	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

SIKA AG

ISIN	CH0418792922	Meeting Date	12-Apr-22
Country	Switzerland	Record Date	07-Apr-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Allocation of Profits/Dividends	Management	For	For	For
3	Ratification of Board Acts	Management	For	For	For
4.1.1	Elect Paul J. Hälgi	Management	For	For	For
4.1.2	Elect Victor Balli	Management	For	For	For
4.1.3	Elect Justin M. Howell	Management	For	For	For
4.1.4	Elect Monika Ribar	Management	For	For	For
4.1.5	Elect Paul Schuler	Management	For	For	For
4.1.6	Elect Thierry Vanlancker	Management	For	For	For
4.2.1	Elect Lucrèce J.I. Foufopoulos-De Ridder	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

4.2.2	Elect Gordana Landen	Management	For	For	For
4.3	Elect Paul J. Hälg as Board Chair	Management	For	For	For
4.4.1	Elect Justin M. Howell as Nominating and Compensation Committee Member	Management	For	For	For
4.4.2	Elect Thierry Vanlancker as Nominating and Compensation Committee Member	Management	For	For	For
4.4.3	Elect Gordana Landen as Nominating and Compensation Committee Member	Management	For	For	For
4.5	Appointment of Auditor	Management	For	For	For
4.6	Appointment of Independent Proxy	Management	For	For	For
5.1	Compensation Report	Management	For	For	For
5.2	Board Compensation	Management	For	For	For
5.3	Executive Compensation	Management	For	For	For
6	Additional or Amended Proposals	Management		Against	N/A

Proxy Voting Summary

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STELLANTIS N.V

ISIN	NL00150001Q9	Meeting Date	13-Apr-22
Country	Netherlands	Record Date	16-Mar-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2c.	Remuneration Report	Management	For	Against	Against
2d.	Accounts and Reports	Management	For	For	For
2e.	Allocation of Profits/Dividends	Management	For	For	For
2f.	Ratification of Board Acts	Management	For	Against	Against
3.	Appointment of Auditor	Management	For	For	For
4.	Authority to Repurchase Shares	Management	For	For	For

Proxy Voting Summary

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ROYAL BAM GROUP NV

ISIN	NL0000337319	Meeting Date	13-Apr-22
Country	Netherlands	Record Date	16-Mar-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2.b.	Remuneration Report	Management	For	For	For
2.c.	Supervisory Board Fees	Management	For	For	For
4.	Accounts and Reports	Management	For	For	For
5.a.	Ratification of Management Acts	Management	For	For	For
5.b.	Ratification of Supervisory Board Acts	Management	For	For	For
6.	Elect Frans den Houter to the Management Board	Management	For	For	For
7.	Management Board Remuneration Policy	Management	For	For	For
8.a.	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
8.b.	Authority to Suppress Preemptive Rights	Management	For	For	For
9.	Authority to Repurchase Shares	Management	For	For	For
10.	Appointment of Auditor	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

KONINKLIJKE AHOLD DELHAIZE N.V.

ISIN	NL0011794037	Meeting Date	13-Apr-22
Country	Netherlands	Record Date	16-Mar-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
4.	Accounts and Reports	Management	For	For	For
5.	Allocation of Profits/Dividends	Management	For	For	For
6.	Remuneration Report	Management	For	For	For
7.	Ratification of Management Acts	Management	For	For	For
8.	Ratification of Supervisory Board Acts	Management	For	For	For
9.	Elect Bill McEwan to the Supervisory Board	Management	For	For	For
10.	Elect René Hooft Graafland to the Supervisory Board	Management	For	For	For
11.	Elect Pauline van der Meer Mohr to the Supervisory Board	Management	For	Against	Against
12.	Re-elect Wouter Kolk to the Management Board	Management	For	For	For
13.	Management Board Remuneration Policy	Management	For	For	For
14.	Supervisory Board Remuneration Policy	Management	For	For	For
15.	Appointment of Auditor financial year 2022	Management	For	For	For
16.	Appointment of Auditor for financial year 2023	Management	For	For	For
17.	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

18.	Authority to Suppress Preemptive Rights	Management	For	For	For
19.	Authority to Repurchase Shares	Management	For	For	For
20.	Cancellation of Shares/Authorities to Issue Shares	Management	For	For	For

KONINKLIJKE KPN NV

ISIN	NL0000009082	Meeting Date	13-Apr-22
Country	Netherlands	Record Date	16-Mar-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
3.	Accounts and Reports	Management	For	For	For
4.	Remuneration Report	Management	For	For	For
6.	Allocation of Profits/Dividends	Management	For	For	For
7.	Ratification of Management Board Acts	Management	For	For	For
8.	Ratification of Supervisory Board Acts	Management	For	For	For
9.	Appointment of Auditor	Management	For	For	For
11.	Elect Kitty Koelemeijer to the Supervisory Board	Management	For	For	For
12.	Elect Chantal Vergouw to the Supervisory Board	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

15.	Authority to Repurchase Shares	Management	For	For	For
16.	Cancellation of Shares	Management	For	For	For
17.	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
18.	Authority to Suppress Preemptive Rights	Management	For	For	For

CNH INDUSTRIAL NV

ISIN	NL0010545661	Meeting Date	13-Apr-22
Country	Netherlands	Record Date	16-Mar-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
O.2.b	Accounts and Reports	Management	For	For	For
O.2.c	Allocation of Profits/Dividends	Management	For	For	For
O.2.d	Ratification of Board Acts	Management	For	For	For
O.3	Remuneration Report	Management	For	Against	Against
O.4.a	Elect Suzanne Heywood	Management	For	Against	Against

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

O.4.b	Elect Scott W. Wine	Management	For	For	For
O.4.c	Elect Catia Bastioli	Management	For	For	For
O.4.d	Elect Howard W. Buffett	Management	For	For	For
O.4.e	Elect Léo W. Houle	Management	For	For	For
O.4.f	Elect John Lanaway	Management	For	For	For
O.4.g	Elect Alessandro Nasi	Management	For	For	For
O.4.h	Elect Vagn Ove Sørensen	Management	For	For	For
O.4.i	Elect Åsa Tamsons	Management	For	For	For
O.4.j	Elect Karen Linehan	Management	For	For	For
O.5.a	Appointment of Auditor for Fiscal Year 2022	Management	For	For	For
O.5.b	Appointment of Auditor for Fiscal Year 2023	Management	For	For	For
O.6	Authority to Repurchase Shares	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

TELEVISION FRANCAISE (T.F.1)

ISIN	FR0000054900	Meeting Date	14-Apr-22
Country	France	Record Date	11-Apr-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Consolidated Accounts and Reports	Management	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For
4	Special Auditors Report on Regulated Agreements	Management	For	For	For
5	2021 Remuneration of Gilles Pélisson, Chair and CEO	Management	For	Against	Against
6	2021 Remuneration Report	Management	For	Against	Against
7	2022 Remuneration Policy (Chair and CEO)	Management	For	Against	Against
8	2022 Remuneration Policy (Board of Directors)	Management	For	For	For
9	Elect Gilles Pélisson	Management	For	For	For
10	Elect Marie Allavena	Management	For	For	For
11	Elect Olivier Roussat	Management	For	Against	Against

Proxy Voting Summary

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12	Elect Orla Noonan	Management	For	For	For
13	Acknowledgement of the Election of Employee Representatives	Management	For	For	For
14	Appointment of Auditor (Ernst & Young)	Management	For	For	For
15	Non-Renewal of Alternate Auditor (Auditex)	Management	For	For	For
16	Authority to Repurchase and Reissue Shares	Management	For	Against	Against
17	Authority to Cancel Shares and Reduce Capital	Management	For	For	For
18	Employee Stock Purchase Plan	Management	For	Against	Against
19	Authority to Grant Stock Options	Management	For	For	For
20	Authority to Issue Performance Shares	Management	For	For	For
21	Amendments to Articles Regarding Shareholder Disclosure Rules	Management	For	Against	Against
22	Authorisation of Legal Formalities	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

BEIERSDORF AG

ISIN	DE0005200000	Meeting Date	14-Apr-22
Country	Germany	Record Date	23-Mar-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Profits/Dividends	Management	For	For	For
3	Ratification of Management Board Acts	Management	For	For	For
4	Ratification of Supervisory Board Acts	Management	For	For	For
5	Appointment of Auditor	Management	For	For	For
6	Remuneration Report	Management	For	Against	Against

Proxy Voting Summary

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TELEPERFORMANCE

ISIN	FR0000051807	Meeting Date	14-Apr-22
Country	France	Record Date	11-Apr-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Consolidated Accounts and Reports	Management	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For
4	Special Auditors Report on Regulated Agreements	Management	For	For	For
5	2021 Remuneration Report	Management	For	For	For
6	2021 Remuneration of Daniel Julien, Chair and CEO	Management	For	For	For
7	2021 Remuneration of Olivier Rigaudy, Deputy CEO	Management	For	For	For
8	2022 Remuneration Policy (Board of Directors)	Management	For	For	For
9	2022 Remuneration Policy (Chair and CEO)	Management	For	For	For
10	2022 Remuneration Policy (Deputy CEO)	Management	For	For	For
11	Elect Shelly Gupta	Management	For	For	For
12	Elect Carole Toniutti	Management	For	For	For
13	Elect Pauline Ginest��	Management	For	For	For
14	Elect Wai Ping Leung	Management	For	For	For
15	Elect Patrick Thomas	Management	For	For	For

Proxy Voting Summary

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16	Elect Bernard Canetti	Management	For	For	For
17	2022 Directors' Fees	Management	For	For	For
18	Authority to Repurchase and Reissue Shares	Management	For	For	For
19	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For	For	For
20	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights and/or to Increase Capital in Case of Exchange Offers	Management	For	For	For
21	Authority to Issue Shares Through Private Placement	Management	For	For	For
22	Greenshoe	Management	For	For	For
23	Employee Stock Purchase Plan	Management	For	For	For
24	Authority to Issue Performance Shares	Management	For	For	For
25	Authorisation of Legal Formalities	Management	For	For	For

NYFOSA AB

ISIN	SE0011426428	Meeting Date	19-Apr-22
Country	Sweden	Record Date	07-Apr-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
9.A	Accounts and Reports	Management	For	For	For

Proxy Voting Summary

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9.B	Allocation of Profits/Dividends	Management	For	For	For
9.C.1	Ratify Johan Ericsson	Management	For	For	For
9.C.2	Ratify Mats Andersson	Management	For	For	For
9.C.3	Ratify Marie Bucht Toresäter	Management	For	For	For
9.C.4	Ratify Lisa Dominguez Flodin	Management	For	For	For
9.C.5	Ratify Jens Engwall	Management	For	For	For
9.C.6	Ratify Per Lindblad	Management	For	For	For
9.C.7	Ratify Jenny Wärmé	Management	For	For	For
9.C.8	Ratify Stina Lindh Hök (CEO)	Management	For	For	For
10	Remuneration Report	Management	For	For	For
11	Board Size	Management	For	For	For
12	Number of Auditors	Management	For	For	For
13	Directors' Fees	Management	For	For	For
14	Authority to Set Auditor's Fees	Management	For	For	For
15.1A	Elect Johan Ericsson	Management	For	Against	Against
15.1B	Elect Marie Bucht Toresäter	Management	For	For	For
15.1C	Elect Lisa Domínguez Flodin	Management	For	For	For
15.1D	Elect Jens Engwall	Management	For	For	For
15.1E	Elect Per Lindblad	Management	For	For	For

Proxy Voting Summary

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15.1F	Elect Patrick Gylling	Management	For	For	For
15.1G	Elect Claes Magnus Åkesson	Management	For	For	For
15.2	Elect Johan Ericsson as chair	Management	For	For	For
16	Appointment of Auditor	Management	For	For	For
17	Issuance of Warrants w/o Preemptive Rights (LTIP 2022)	Management	For	For	For
18.A	Creation of New Share Classes	Management	For	Against	Against
18.B	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	For
18.C	Allocation of Profits/Dividends for additional ordinary class D shares	Management	For	For	For

HERMES INTERNATIONAL

ISIN	FR0000052292	Meeting Date	20-Apr-22
Country	France	Record Date	13-Apr-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For	For	For
2	Consolidated Accounts and Reports	Management	For	For	For

Proxy Voting Summary

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3	Ratification of Management Acts	Management	For	For	For
4	Allocation of Profits/Dividends	Management	For	For	For
5	Special Auditors Report on Regulated Agreements	Management	For	For	For
6	Authority to Repurchase and Reissue Shares	Management	For	For	For
7	2021 Remuneration Report	Management	For	Against	Against
8	2021 Remuneration of Axel Dumas, Executive Chair	Management	For	Against	Against
9	2021 Remuneration of Émile Hermès SAS, Managing General Partner	Management	For	Against	Against
10	2021 Remuneration of Éric de Seynes, Supervisory Board Chair	Management	For	For	For
11	2022 Remuneration Policy (Executive Chair and General Managing Partner)	Management	For	Against	Against
12	2022 Remuneration Policy (Supervisory Board)	Management	For	For	For
13	Elect Charles-Éric Bauer	Management	For	Against	Against
14	Elect Estelle Brachlianoff	Management	For	Against	Against
15	Elect Julie Guerrand	Management	For	For	For
16	Elect Dominique Senequier	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

17	Authority to Cancel Shares and Reduce Capital	Management	For	For	For
18	Authority to Grant Stock Options	Management	For	Against	Against
19	Authority to Issue Performance Shares	Management	For	Against	Against
20	Authorisation of Legal Formalities	Management	For	For	For

EIFFAGE

ISIN	FR0000130452	Meeting Date	20-Apr-22
Country	France	Record Date	14-Apr-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Consolidated Accounts and Reports	Management	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For
4	Special Auditors Report on Regulated Agreements	Management	For	For	For
5	Elect Odile Georges-Picot	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

6	2022 Remuneration Policy (Board of Directors)	Management	For	For	For
7	2022 Remuneration Policy (Chair and CEO)	Management	For	For	For
8	2021 Remuneration Report	Management	For	For	For
9	2021 Remuneration of Benoît de Ruffray, Chair and CEO	Management	For	For	For
10	Authority to Repurchase and Reissue Shares	Management	For	For	For
11	Authority to Cancel Shares and Reduce Capital	Management	For	For	For
12	Authority to Increase Capital Through Capitalisations	Management	For	For	For
13	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For	For	For
14	Authority to Increase Capital in Case of Exchange Offers	Management	For	For	For
15	Authority to Issue Shares and/or Convertible Debt Through Private Placement	Management	For	For	For
16	Greenshoe	Management	For	For	For
17	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For	For	For
18	Global Ceiling on Capital Increases	Management	For	For	For
19	Employee Stock Purchase Plan	Management	For	For	For
20	Authority to Issue Performance Shares	Management	For	For	For
21	Amendments to Articles Regarding Voting Right	Management	For	For	For
22	Amendments to Articles Regarding Employee Representatives	Management	For	For	For
23	Authorisation of Legal Formalities	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

PROXIMUS

ISIN	BE0003810273	Meeting Date	20-Apr-22
Country	Belgium	Record Date	06-Apr-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
5	Accounts and Reports; Allocation of Profits and Dividends	Management	For	For	For
6	Remuneration Report	Management	For	For	For
7	Ratification of Board Acts	Management	For	For	For
8	Ratification of Board of Auditors' Acts	Management	For	For	For
9	Ratification of Auditor's Acts	Management	For	For	For
10	Ratification of Pierre Rion's Acts	Management	For	For	For
11	Elect Agnès Touraine to the Board of Directors	Management	For	For	For
12	Elect Catherine Vandenborre to the Board of Directors	Management	For	For	For
13	Elect Stefaan De Clerck to the Board of Directors	Management	For	Against	Against

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

14	Elect Claire Tillekaerts to the Board of Directors	Management	For	For	For
15	Elect Béatrice de Mahieu to the Board of Directors	Management	For	For	For
16	Elect Audrey Hanard to the Board of Directors	Management	For	For	For
17	Appointment of Company Auditor and Authority to Set Fees	Management	For	For	For
18	Appointment of Auditor for the Consolidated Accounts and Authority to Set Fees	Management	For	For	For

COVESTRO AG

ISIN	DE0006062144	Meeting Date	21-Apr-22
Country	Germany	Record Date	30-Mar-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Profits/Dividends	Management	For	For	For
3	Ratification of Management Board Acts	Management	For	For	For
4	Ratification of Supervisory Board Acts	Management	For	For	For
5	Appointment of Auditor	Management	For	For	For
6	Elect Sven Schneider as Supervisory Board Member	Management	For	For	For
7	Remuneration Report	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

8	Management Board Remuneration Policy	Management	For	For	For
9	Supervisory Board Remuneration Policy	Management	For	For	For

L'OREAL

ISIN	FR0000120321	Meeting Date	21-Apr-22
Country	France	Record Date	18-Apr-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Consolidated Accounts and Reports	Management	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For
4	Elect Jean-Paul Agon	Management	For	For	For
5	Elect Patrice Caine	Management	For	For	For
6	Elect Belén Garijo López	Management	For	For	For
7	Appointment of Auditor (Deloitte); Non-Renewal of Alternate Auditor (Beas)	Management	For	For	For
8	Appointment of Auditor (Ernst & Young); Non-Renewal of Alternate Auditor (Jean-Christophe Georghiou)	Management	For	For	For
9	2021 Remuneration Report	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

10	2021 Remuneration of Jean-Paul Agon , Chair and CEO until April 30, 2021	Management	For	For	For
11	2021 Remuneration of Jean-Paul Agon, Chair from May,1 2021	Management	For	For	For
12	2021 Remuneration of Nicolas Hieronimus, CEO from May,1 2021	Management	For	For	For
13	2022 Remuneration Policy (Board of Directors)	Management	For	For	For
14	2022 Remuneration Policy (Chair)	Management	For	For	For
15	2022 Remuneration Policy (CEO)	Management	For	For	For
16	Special Auditors Report on Regulated Agreements	Management	For	For	For
17	Authority to Repurchase and Reissue Shares	Management	For	For	For
18	Authority to Cancel Shares and Reduce Capital	Management	For	For	For
19	Authority to Issue Performance Shares	Management	For	For	For
20	Employee Stock Purchase Plan	Management	For	For	For
21	Employee Stock Purchase Plan for Overseas Employees	Management	For	For	For
22	Amendments to Articles Regarding Chair's Age Limits	Management	For	For	For
23	Amendments to Articles Regarding CEO's Age Limits	Management	For	For	For
24	Amendments to Articles	Management	For	For	For
25	Amendments to Articles Regarding Directors' Shareholding Requirements	Management	For	For	For
26	Authorisation of Legal Formalities	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

COVIVIO S.A

ISIN	FR0000064578	Meeting Date	21-Apr-22
Country	France	Record Date	18-Apr-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For	For	For
2	Consolidated Accounts and Reports	Management	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For
4	Special Auditors Report on Regulated Agreements	Management	For	For	For
5	2022 Remuneration Policy (Chair)	Management	For	For	For
6	2022 Remuneration Policy (CEO)	Management	For	For	For
7	2022 Remuneration Policy (Deputy CEO)	Management	For	For	For
8	2022 Remuneration Policy (Board of Directors)	Management	For	For	For
9	2021 Remuneration Report	Management	For	For	For
10	2021 Remuneration of Jean Laurent, Chair	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

11	2021 Remuneration of Christophe Kullmann, CEO	Management	For	For	For
12	2021 Remuneration of Olivier Estève, Deputy CEO	Management	For	For	For
13	2021 Remuneration of Dominique Ozanne, Former Deputy CEO (Until June 30, 2021)	Management	For	For	For
14	Elect ACM Vie (Stéphanie de Kerdrel)	Management	For	For	For
15	Elect Romolo Bardin	Management	For	For	For
16	Elect Alix D'Ocagne	Management	For	For	For
17	Elect Daniela Schwarzer	Management	For	For	For
18	Authority to Repurchase and Reissue Shares	Management	For	For	For
19	Authority to Increase Capital Through Capitalisations	Management	For	For	For
20	Authority to Cancel Shares and Reduce Capital	Management	For	For	For
21	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
22	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For	For	For
23	Authority to Increase Capital in Case of Exchange Offers	Management	For	For	For
24	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For	For	For
25	Employee Stock Purchase Plan	Management	For	For	For
26	Authority to Issue Performance Shares	Management	For	For	For
27	Amendments to Articles	Management	For	For	For
28	Authorisation of Legal Formalities	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

RELX PLC

ISIN	GB00B2B0DG97	Meeting Date	21-Apr-22
Country	United Kingdom	Record Date	19-Apr-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.	Accounts and Reports	Management	For	For	For
2.	Remuneration Report	Management	For	For	For
3.	Final Dividend	Management	For	For	For
4.	Appointment of Auditor	Management	For	For	For
5.	Authority to Set Auditor's Fees	Management	For	For	For
6.	Elect Paul Walker	Management	For	For	For
7.	Elect June Felix	Management	For	For	For
8.	Elect Erik Engstrom	Management	For	For	For
9.	Elect Wolfhart Hauser	Management	For	For	For
10.	Elect Charlotte Hogg	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

11.	Elect Marike van Lier Lels	Management	For	For	For
12.	Elect Nicholas Luff	Management	For	For	For
13.	Elect Robert J. MacLeod	Management	For	For	For
14.	Elect Andrew J. Sukawaty	Management	For	For	For
15.	Elect Suzanne Wood	Management	For	For	For
16.	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
17.	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	For
18.	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	For
19.	Authority to Repurchase Shares	Management	For	For	For
20.	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	For

LVMH MOET HENNESSY VUITTON SE

ISIN	FR0000121014	Meeting Date	21-Apr-22
Country	France	Record Date	18-Apr-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

2	Consolidated Accounts and Reports	Management	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For
4	Special Auditors Report on Regulated Agreements	Management	For	For	For
5	Elect Bernard Arnault	Management	For	For	For
6	Elect Sophie Chassat	Management	For	For	For
7	Elect Clara Gaymard	Management	For	For	For
8	Elect Hubert Védrine	Management	For	For	For
9	Elect Yann Arthus-Bertrand as Censor	Management	For	Against	Against
10	2022 Directors' Fees	Management	For	For	For
11	Appointment of Auditor (Mazars)	Management	For	For	For
12	Appointment of Auditor (Deloitte)	Management	For	For	For
13	Non-Renewal of Alternate Auditors (Auditex and Olivier Lenel)	Management	For	For	For
14	Remuneration Report	Management	For	Against	Against
15	2021 Remuneration of Bernard Arnault, Chair and CEO	Management	For	Against	Against
16	2021 Remuneration of Antonio Belloni, Deputy CEO	Management	For	Against	Against
17	2022 Remuneration Policy (Board of Directors)	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

18	2022 Remuneration Policy (Chair and CEO)	Management	For	Against	Against
19	2022 Remuneration Policy (Deputy CEO)	Management	For	Against	Against
20	Authority to Repurchase and Reissue Shares	Management	For	For	For
21	Authority to Cancel Shares and Reduce Capital	Management	For	For	For
22	Authority to Issue Performance Shares	Management	For	Against	Against
23	Amendments to Articles Regarding the CEO's Age Limit and Shareholder Notification Requirements	Management	For	Against	Against

REXEL SA

ISIN	FR0010451203	Meeting Date	21-Apr-22
Country	France	Record Date	18-Apr-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

2	Consolidated Accounts and Reports	Management	For	For	For
3	Allocation of Losses/Dividends	Management	For	For	For
4	Special Auditors Report on Regulated Agreements	Management	For	For	For
5	2022 Remuneration Policy (Chair)	Management	For	For	For
6	2022 Remuneration Policy (Board of Directors)	Management	For	For	For
7	2022 Remuneration Policy (CEO)	Management	For	For	For
8	2021 Remuneration Report	Management	For	For	For
9	2021 Remuneration of Ian Meakins, Chair	Management	For	For	For
10	2021 Remuneration of Patrick Berard, CEO (Until September 1, 2021)	Management	For	Against	Against
11	2021 Remuneration of Guillaume Texier, CEO (From September 1, 2021)	Management	For	For	For
12	Ratification of Barbara Dalibard	Management	For	For	For
13	Elect Barbara Dalibard	Management	For	For	For
14	Elect François Auque	Management	For	For	For
15	Elect Agnès Touraine	Management	For	For	For
16	Appointment of Auditor (KPMG)	Management	For	For	For
17	Appointment of Alternate Auditor (Salustro Reydel)	Management	For	For	For
18	Authority to Repurchase and Reissue Shares	Management	For	For	For
19	Authority to Cancel Shares and Reduce Capital	Management	For	For	For
20	Employee Stock Purchase Plan	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

21	Stock Purchase Plan for Overseas Employees	Management	For	For	For
22	Authority to Issue Performance Shares	Management	For	For	For
23	Authority to Issue Restricted Shares Through Employee Shareholding Schemes	Management	For	For	For
24	Authorisation of Legal Formalities	Management	For	For	For

JERONIMO MARTINS - S.G.P.S., S.A.

ISIN	PTJMT0AE0001	Meeting Date	21-Apr-22
Country	Portugal	Record Date	13-Apr-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports; Remuneration Report	Management	For	Against	Against
2	Allocation of Profits/Dividends	Management	For	For	For
3	Ratification of Supervisory Board and Management Acts	Management	For	For	For
4	Election of Corporate Bodies	Management	For	For	For
5	Election of Remuneration Committee	Management	For	For	For
6	Remuneration Committee Fees	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

HEINEKEN N.V

ISIN	NL0000009165	Meeting Date	21-Apr-22
Country	Netherlands	Record Date	24-Mar-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.b.	Remuneration Report	Management	For	Against	Against
1.c.	Accounts and Reports	Management	For	For	For
1.e.	Allocation of Profits/Dividends	Management	For	For	For
1.f.	Ratification of Management Board Acts	Management	For	For	For
1.g.	Ratification of Supervisory Board Acts	Management	For	For	For
2.a.	Authority to Repurchase Shares	Management	For	For	For
2.b.	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
2.c.	Authority to Suppress Preemptive Rights	Management	For	For	For
3.	Management Board Remuneration Policy	Management	For	For	For
4.a.	Elect Jean-Marc Huët to the Supervisory Board	Management	For	For	For

Proxy Voting Summary

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4.b.	Elect José Antonio Fernández Carbajal to the Supervisory Board	Management	For	Against	Against
4.c.	Elect Marion Helmes to the Supervisory Board	Management	For	For	For
4.d.	Elect Francisco Josue Camacho Beltrán to the Supervisory Board	Management	For	For	For
5.	Appointment of Auditor	Management	For	For	For

MONCLER SPA

ISIN	IT0004965148	Meeting Date	21-Apr-22
Country	Italy	Record Date	08-Apr-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
O.1.1	Accounts and Reports	Management	For	For	For
O.1.2	Allocation of Profits/Dividends	Management	For	For	For
O.2.1	Remuneration Policy	Management	For	Against	Against
O.2.2	Remuneration Report	Management	For	Against	Against

Proxy Voting Summary

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O.3	Authority to Repurchase and Reissue Shares	Management	For	For	For
O.4.1	Board Size	Management	For	For	For
O.4.2	Board Term Length	Management	For	For	For
O.431	List Presented by Double R S.r.l.	Management			N/A
O.432	List Presented by Group of Institutional Investors Representing 1.16% of Share Capital	Management		For	N/A
O.4.4	Election of Chair	Management	For	Abstain	Against
O.4.5	Election of Vice Chair	Management	For	Abstain	Against
O.4.6	Directors' Fees	Management	For	Against	Against
O.5	2022 Performance Share Plan	Management	For	Against	Against

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Report Date Range: 01-Jan-22 to 31-Dec-22

GECINA NOM.

ISIN	FR0010040865	Meeting Date	21-Apr-22
Country	France	Record Date	18-Apr-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For	For	For
2	Consolidated Accounts and Reports	Management	For	For	For
3	Use/Transfer of Reserves	Management	For	For	For
4	Allocation of Profits/Dividends	Management	For	For	For
5	Scrip Dividend	Management	For	For	For
6	Special Auditors Report on Regulated Agreements	Management	For	For	For
7	2021 Remuneration Report	Management	For	Against	Against
8	2021 Remuneration of Jérôme Brunel, Chair	Management	For	For	For
9	2021 Remuneration of Méka Brunel, CEO	Management	For	Against	Against
10	2022 Remuneration Policy (Board of Directors)	Management	For	For	For
11	2022 Remuneration Policy (Chair)	Management	For	For	For
12	2022 Remuneration Policy (Méka Brunel, Outgoing CEO)	Management	For	For	For
13	2022 Remuneration Policy (Beñat Ortega, Incoming CEO)	Management	For	For	For

Proxy Voting Summary

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14	Elect Jacques Stern as Censor	Management	For	For	For
15	Elect Gabrielle Gauthey	Management	For	For	For
16	Elect Carole Le Gall	Management	For	For	For
17	Elect Jacques Stern	Management	For	For	For
18	Appointment of Auditor (PricewaterhouseCoopers)	Management	For	For	For
19	Appointment of Auditor (KPMG)	Management	For	For	For
20	Appointment of Alternate Auditor (Emmanuel Benoist)	Management	For	For	For
21	Appointment of Alternate Auditor (KPMG AUDIT FS)	Management	For	For	For
22	Authority to Repurchase and Reissue Shares	Management	For	For	For
23	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For	For	For
24	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For	For	For
25	Authority to Increase Capital in Case of Exchange Offers	Management	For	For	For
26	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	For	For	For
27	Greenshoe	Management	For	For	For
28	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For	For	For
29	Authority to Set Offering Price of Shares	Management	For	For	For
30	Authority to Increase Capital Through Capitalisations	Management	For	For	For
31	Employee Stock Purchase Plan	Management	For	For	For
32	Authority to Issue Performance Shares	Management	For	For	For
33	Authority to Cancel Shares and Reduce Capital	Management	For	For	For

Proxy Voting Summary

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34	Authorisation of Legal Formalities	Management	For	For	For
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WOLTERS KLUWERS NV

ISIN	NL0000395903	Meeting Date	21-Apr-22
Country	Netherlands	Record Date	24-Mar-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2.c.	Remuneration Report	Management	For	For	For
3.a.	Accounts and Reports	Management	For	For	For
3.c.	Allocation of Profits/Dividends	Management	For	For	For
4.a.	Ratification of Management Board Acts	Management	For	For	For
4.b.	Ratification of Supervisory Board Acts	Management	For	For	For
5.	Elect Heleen H. Kersten to the Supervisory Board	Management	For	For	For
6.	Supervisory Board Remuneration Policy	Management	For	For	For
7.a.	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
7.b.	Authority to Suppress Preemptive Rights	Management	For	For	For
8.	Authority to Repurchase Shares	Management	For	For	For

Proxy Voting Summary

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9.	Cancellation of Shares	Management	For	For	For
10.	Appointment of Auditor	Management	For	For	For

MERCK KGAA

ISIN	DE0006599905	Meeting Date	22-Apr-22
Country	Germany	Record Date	31-Mar-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Accounts and Reports	Management	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For
4	Ratification of Management Board Acts	Management	For	For	For
5	Ratification of Supervisory Board Acts	Management	For	For	For
6	Appointment of Auditor	Management	For	Against	Against
7	Appointment of Auditor (FY 2023)	Management	For	For	For
8	Remuneration Report	Management	For	For	For
9	Increase in Authorised Capital	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

AKZO NOBEL N.V.

ISIN	NL0013267909	Meeting Date	22-Apr-22
Country	Netherlands	Record Date	25-Mar-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
3.a.	Accounts and Reports	Management	For	For	For
3.c.	Allocation of Profits/Dividends	Management	For	For	For
3.d.	Remuneration Report	Management	For	Against	Against
4.a.	Ratification of Management Board Acts	Management	For	For	For
4.b.	Ratification of Supervisory Board Acts	Management	For	For	For
5.a.	Management Board Remuneration Policy	Management	For	For	For
6.a.	Elect Maarten Jan de Vries to the Management Board	Management	For	For	For
7.a.	Elect Ester Baiget to the Supervisory Board	Management	For	For	For
7.b.	Elect Hans van Bylen to the Supervisory Board	Management	For	For	For

Proxy Voting Summary

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7.c.	Elect Nils Andersen to the Supervisory Board	Management	For	Against	Against
7.d.	Elect Byron Grote to the Supervisory Board	Management	For	For	For
8.a.	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
8.b.	Authority to Suppress Preemptive Rights	Management	For	For	For
9.	Authority to Repurchase Shares	Management	For	For	For
10.	Cancellation of Shares	Management	For	For	For

VIVENDI SE

ISIN	FR0000127771	Meeting Date	25-Apr-22
Country	France	Record Date	20-Apr-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Consolidated Accounts and Reports	Management	For	For	For
3	Special Auditors Report on Regulated Agreements	Management	For	For	For
4	Allocation of Profits/Dividends	Management	For	For	For

Proxy Voting Summary

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5	2021 Remuneration Report	Management	For	Against	Against
6	2021 Remuneration of Yannick Bolloré, Supervisory Board Chair	Management	For	Against	Against
7	2021 Remuneration of Arnaud de Puyfontaine, Management Board Chair	Management	For	Against	Against
8	2021 Remuneration of Gilles Alix, Management Board Member	Management	For	Against	Against
9	2021 Remuneration of Cédric de Baillencourt, Management Board Member	Management	For	Against	Against
10	2021 Remuneration of Frédéric Crépin, Management Board Member	Management	For	Against	Against
11	2021 Remuneration of Simon Gillham, Management Board Member	Management	For	Against	Against
12	2021 Remuneration of Hervé Philippe, Management Board Member	Management	For	Against	Against
13	2021 Remuneration of Stéphane Roussel, Management Board Member	Management	For	Against	Against
14	2022 Remuneration Policy (Supervisory Board)	Management	For	Against	Against

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

15	2022 Remuneration Policy (Management Board Chair)	Management	For	For	For
16	2022 Remuneration Policy (Management Board Members)	Management	For	For	For
17	Elect Philippe Bénacin	Management	For	Against	Against
18	Elect Cathia Lawson-Hall	Management	For	For	For
19	Elect Michèle Reiser	Management	For	For	For
20	Elect Katie Stanton	Management	For	For	For
21	Elect Maud Fontenoy	Management	For	For	For
22	Authority to Repurchase and Reissue Shares	Management	For	For	For
23	Authority to Cancel Shares and Reduce Capital	Management	For	For	For
24	Authorise Public Share Buyback Offer	Management	For	Against	Against
25	Employee Stock Purchase Plan	Management	For	For	For
26	Stock Purchase Plan for Overseas Employees	Management	For	For	For
27	Authorisation of Legal Formalities	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

HIKMA PHARMACEUTICALS PLC

ISIN	GB00B0LCW083	Meeting Date	25-Apr-22
Country	United Kingdom	Record Date	21-Apr-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Final Dividend	Management	For	For	For
3	Appointment of Auditor	Management	For	For	For
4	Authority to Set Auditor's Fees	Management	For	For	For
5	Elect Said Darwazah	Management	For	For	For
6	Elect Siggi Olafsson	Management	For	For	For
7	Elect Mazen Darwazah	Management	For	Against	Against
8	Elect Patrick Butler	Management	For	Against	Against
9	Elect Ali Al-Husry	Management	For	For	For
10	Elect John Castellani	Management	For	For	For
11	Elect Nina Henderson	Management	For	For	For
12	Elect Cynthia Flowers	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

13	Elect Douglas Hurt	Management	For	Against	Against
14	Remuneration Report	Management	For	For	For
15	Reduction in Share Premium Account	Management	For	For	For
16	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
17	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	For
18	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	For
19	Authority to Repurchase Shares	Management	For	For	For
20	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	For

ING GROEP N.V.

ISIN	NL0011821202	Meeting Date	25-Apr-22
Country	Netherlands	Record Date	28-Mar-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2d.	Remuneration Report	Management	For	For	For
2e.	Accounts and Reports	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

3b.	Allocation of Profits/Dividends	Management	For	For	For
4a.	Ratification of Management Board Acts	Management	For	For	For
4b.	Ratification of Supervisory Board Acts	Management	For	For	For
6a.	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
6b.	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	For
7.	Authority to Repurchase Shares	Management	For	For	For
8a.	Authority to Cancel Repurchased Shares	Management	For	For	For
8b.	Reduction in Authorised Capital	Management	For	For	For
9.	Authority to Reduce Issued Share Capital	Management	For	For	For

EPIROC AB

ISIN	SE0015658109	Meeting Date	25-Apr-22
Country	Sweden	Record Date	13-Apr-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
8.A	Accounts and Reports	Management	For	For	For
8.B.1	Ratify Lennart Evrell	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

8.B.2	Ratify Johan Forssell	Management	For	For	For
8.B.3	Ratify Helena Hedblom	Management	For	For	For
8.B.4	Ratify Jeane Hull	Management	For	For	For
8.B.5	Ratify Ronnie Leten	Management	For	For	For
8.B.6	Ratify Ulla Litzén	Management	For	For	For
8.B.7	Ratify Sigurd Mareels	Management	For	For	For
8.B.8	Ratify Astrid Skarheim Onsum	Management	For	For	For
8.B.9	Ratify Anders Ullberg	Management	For	For	For
8.B10	Ratify Niclas Bergström	Management	For	For	For
8.B11	Ratify Gustav El Rachidi	Management	For	For	For
8.B12	Ratify Kristina Kanestad	Management	For	For	For
8.B13	Ratify Daniel Rundgren	Management	For	For	For
8.B14	Ratify Helena Hedblom (CEO)	Management	For	For	For
8.C	Allocation of Profits/Dividends	Management	For	For	For
8.D	Remuneration Report	Management	For	Against	Against
9.A	Board Size	Management	For	For	For
9.B	Number of Auditors	Management	For	For	For
10.A1	Elect Anthea Bath	Management	For	For	For
10.A2	Elect Lennart Evrell	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

10.A3	Elect Johan Forssell	Management	For	Against	Against
10.A4	Elect Helena Hedblom	Management	For	For	For
10.A5	Elect Jeane Hull	Management	For	For	For
10.A6	Elect Ronnie Leten	Management	For	Against	Against
10.A7	Elect Ulla Litzén	Management	For	For	For
10.A8	Elect Sigurd Mareels	Management	For	For	For
10.A9	Elect Astrid Skarheim Onsum	Management	For	For	For
10A10	Elect Anders Ullberg	Management	For	For	For
10.B	Elect Ronnie Leten as Chair	Management	For	For	For
10.C	Appointment of Auditor	Management	For	For	For
11.A	Directors' Fees	Management	For	For	For
11.B	Authority to Set Auditor's Fees	Management	For	For	For
12	Adoption of Share-Based Incentives (Personnel Option Plan)	Management	For	For	For
13.A	Authority to Repurchase Shares (Personnel Option Plan 2022)	Management	For	For	For
13.B	Authority to Repurchase Shares (Synthetic Shares)	Management	For	For	For
13.C	Authority to Transfer Treasury Shares (Personnel Option Plan 2022)	Management	For	For	For
13.D	Issuance of Treasury Shares (Synthetic Shares)	Management	For	For	For
13.E	Authority to Issue Treasury Shares (Personnel Option Plans 2016-2019)	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

14	Approval of Nomination Committee Guidelines	Management	For	For	For
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KLEPIERRE

ISIN	FR0000121964	Meeting Date	26-Apr-22
Country	France	Record Date	21-Apr-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For	For	For
2	Consolidated Accounts and Reports	Management	For	For	For
3	Allocation of Profits	Management	For	For	For
4	Allocation of Dividends	Management	For	For	For
5	Special Auditors Report on Regulated Agreements	Management	For	For	For
6	Elect Rose-Marie Van Lerberghe	Management	For	For	For
7	Elect Béatrice de Clermont Tonnerre	Management	For	For	For
8	Appointment of Auditor (Deloitte & Associés)	Management	For	For	For
9	Appointment of Auditor (Ernst & Young Audit)	Management	For	For	For
10	2022 Remuneration Policy (Supervisory Board)	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

11	2022 Remuneration Policy (Management Board Chair)	Management	For	For	For
12	2022 Remuneration Policy (Management Board Members)	Management	For	For	For
13	2021 Remuneration Report	Management	For	For	For
14	2021 Remuneration of David Simon, Supervisory Board Chair	Management	For	For	For
15	2021 Remuneration of Jean-Marc Jestin, Management Board Chair	Management	For	For	For
16	2021 Remuneration of Jean-Michel Gault, Management Board Member	Management	For	For	For
17	2021 Remuneration of Beñat Ortega, Management Board Member	Management	For	For	For
18	Authority to Repurchase and Reissue Shares	Management	For	For	For
19	Authority to Cancel Shares and Reduce Capital	Management	For	For	For
20	Authority to Issue Performance Shares	Management	For	For	For
21	Authorisation of Legal Formalities	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

GETINGE AB

ISIN	SE0000202624	Meeting Date	26-Apr-22
Country	Sweden	Record Date	14-Apr-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
10	Accounts and Reports	Management	For	For	For
11	Allocation of Profits/Dividends	Management	For	For	For
12.A	Ratify Carl Bennet	Management	For	For	For
12.B	Ratify Johan Bygge	Management	For	For	For
12.C	Ratify Cecilia Daun Wennborg	Management	For	For	For
12.D	Ratify Barbro Fridén	Management	For	For	For
12.E	Ratify Dan Frohm	Management	For	For	For
12.F	Ratify Sofia Hasselberg	Management	For	For	For
12.G	Ratify Johan Malmquist	Management	For	For	For
12.H	Ratify Malin Persson	Management	For	For	For
12.I	Ratify Kristian Samuelsson	Management	For	For	For
12.J	Ratify Johan Stern	Management	For	For	For
12.K	Ratify Mattias Perjos (Board member and CEO)	Management	For	For	For
12.L	Ratify Rickard Karlsson (Employee representative)	Management	For	For	For
12.M	Ratify Åke Larsson (Employee representative)	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

12.N	Ratify Peter Jörmalm (Employee representative)	Management	For	For	For
12.O	Ratify Fredrik Brattborn (Employee representative)	Management	For	For	For
13.A	Board Size	Management	For	For	For
13.B	Number of Auditors	Management	For	For	For
14.A	Directors' Fees	Management	For	For	For
14.B	Authority to Set Auditor's Fees	Management	For	For	For
15.A	Elect Carl Bennet	Management	For	Against	Against
15.B	Elect Johan Bygge	Management	For	Against	Against
15.C	Elect Cecilia Daun Wennborg	Management	For	For	For
15.D	Elect Barbro Fridén	Management	For	For	For
15.E	Elect Dan Frohm	Management	For	For	For
15.F	Elect Johan Malmquist	Management	For	Against	Against
15.G	Elect Mattias Perjos	Management	For	For	For
15.H	Elect Malin Persson	Management	For	For	For
15.I	Elect Kristian Samuelsson	Management	For	For	For
15.J	Elect Johan Malmquist as Chair	Management	For	For	For
16	Appointment of Auditor	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

17	Remuneration Report	Management	For	Against	Against
18	Remuneration Policy	Management	For	Against	Against

LA FRANCAISE DES JEUX S.A.

ISIN	FR0013451333	Meeting Date	26-Apr-22
Country	France	Record Date	21-Apr-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports; Non-tax deductible expenses	Management	For	For	For
2	Consolidated Accounts and Reports	Management	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For
4	Special Auditors Report on Regulated Agreements	Management	For	For	For
5	Elect Didier Trutt	Management	For	For	For
6	Elect Ghislaine Doukhan	Management	For	For	For
7	Elect Xavier Girre	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

8	Appointment of Auditor (PwC)	Management	For	For	For
9	Non-Renewal of Alternate Auditor	Management	For	For	For
10	2021 Remuneration Report	Management	For	For	For
11	2021 Remuneration of Stéphane Pallez, Chair and CEO	Management	For	For	For
12	2021 Remuneration of Charles Lantieri, Deputy CEO	Management	For	For	For
13	2022 Remuneration Policy (Corporate Officers)	Management	For	For	For
14	Authority to Repurchase and Reissue Shares	Management	For	For	For
15	Authority to Issue Performance Shares	Management	For	For	For
16	Employee Stock Purchase Plan	Management	For	For	For
17	Authority to Cancel Shares and Reduce Capital	Management	For	For	For
18	Amendments Regarding the Statutory Reserve	Management	For	For	For
19	Authorisation of Legal Formalities	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

DANONE

ISIN	FR0000120644	Meeting Date	26-Apr-22
Country	France	Record Date	21-Apr-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Consolidated Accounts and Reports	Management	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For
4	Elect Valérie Chapoulaud-Floquet	Management	For	For	For
5	Elect Antoine de Saint-Affrique	Management	For	Against	Against
6	Elect Patrice Louvet	Management	For	For	For
7	Elect Géraldine Picaud	Management	For	Against	Against
8	Elect Susan Roberts	Management	For	For	For
9	Appointment of Auditor (Ernst & Young)	Management	For	For	For
10	Appointment of Auditor (Mazars)	Management	For	For	For
11	Special Auditors Report on Regulated Agreements	Management	For	For	For
12	2021 Remuneration Report	Management	For	For	For
13	2021 Remuneration of Véronique Penchienati-Bosetta, Former Interim CEO (From March 14, 2021, Until September 14, 2021)	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

14	2021 Remuneration of Shane Grant, Former Interim Deputy CEO (From March 14, 2021, Until September 14, 2021)	Management	For	For	For
15	2021 Remuneration of Antoine de Saint-Affrique, CEO (From September 15, 2021)	Management	For	For	For
16	2021 Remuneration of Gilles Schnepf, Chair (Since March 14, 2021)	Management	For	For	For
17	2022 Remuneration Policy (Executives)	Management	For	For	For
18	2022 Remuneration Policy (Chair)	Management	For	For	For
19	2022 Remuneration Policy (Board of Directors)	Management	For	For	For
20	Authority to Repurchase and Reissue Shares	Management	For	For	For
21	Stock Purchase Plan for Overseas Employees	Management	For	For	For
22	Authority to Issue Performance Shares	Management	For	For	For
23	Authority to Issue Restricted Shares	Management	For	For	For
24	Amendments to Articles Regarding the CEO's and the Deputy CEO's Age Limits	Management	For	For	For
25	Amendments to Articles Regarding the Chair's Age Limits	Management	For	For	For
26	Amendments to Article Regarding Directors' Shareholding Requirements	Management	For	For	For
27	Authorisation of Legal Formalities	Management	For	For	For
A	SHP On Amendments to Article 18 Regarding the Honorary Chair	Shareholder		For	N/A

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

EUROFINS SCIENTIFIC S.E.

ISIN	FR0014000MR3	Meeting Date	26-Apr-22
Country	Luxembourg	Record Date	12-Apr-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
O.1	Presentation of Board Report	Management	For	For	For
O.2	Presentation of Special Report Regarding Authorised Capital	Management	For	For	For
O.3	Presentation of Auditor Report	Management	For	For	For
O.4	Accounts and Reports (Consolidated)	Management	For	For	For
O.5	Accounts and Reports	Management	For	For	For
O.6	Allocation of Profits/Dividends	Management	For	For	For
O.7	Ratification of Board Acts	Management	For	Against	Against
O.8	Ratification of Auditor's Acts	Management	For	For	For
O.9	Remuneration Report	Management	For	For	For
O.10	Elect Patrizia Luchetta to the Board of Directors	Management	For	For	For
O.11	Elect Fereshteh Pouchantchi to the Board of Directors	Management	For	For	For
O.12	Elect Evie Roos to the Board of Directors	Management	For	For	For
O.13	Appointment of Auditor	Management	For	For	For
O.14	Directors' Fees	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

O.15	Report on Share Buy-back Programme	Management	For	For	For
O.16	Authorization of Legal Formalities	Management	For	For	For
E.1	Amendments to Articles Regarding Corporate Form	Management	For	For	For
E.2	Amendments to Articles Regarding Applicable Law	Management	For	For	For
E.3	Amendments to Articles Regarding Payment of Shares	Management	For	For	For
E.4	Amendments to Articles Regarding Declarations of Threshold Crossings	Management	For	For	For
E.5	Amendments to Articles Regarding Beneficiary Units (Class A)	Management	For	For	For
E.6	Amendments to Articles Regarding Beneficiary Units (Class B)	Management	For	For	For
E.7	Amendments to Articles Regarding Beneficiary Units (Class B)	Management	For	For	For
E.8	Amendments to Articles Regarding Beneficiary Units (Class C)	Management	For	For	For
E.9	Amendments to Articles Regarding Number of Beneficiary Units I	Management	For	For	For
E.10	Amendments to Articles Regarding Number of Beneficiary Units II	Management	For	For	For
E.11	Amendments to Articles Regarding Board of Directors	Management	For	For	For
E.12	Amendments to Articles Regarding Power of the Board of Directors (Confidentially Obligation)	Management	For	For	For
E.13	Amendments to Articles Regarding Chief Executive Officer	Management	For	For	For
E.14	Amendments to Articles Regarding Deputy Executive Officer	Management	For	For	For
E.15	Amendments to Articles Regarding the Creation of an English Version of Articles of Association	Management	For	For	For
E.16	Authorization of Legal Formalities	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

ATLAS COPCO AB

ISIN	SE0011166610	Meeting Date	26-Apr-22
Country	Sweden	Record Date	14-Apr-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
8.A	Accounts and Reports	Management	For	For	For
8.B1	Ratify Staffan Bohman	Management	For	For	For
8.B2	Ratify Tina Donikowski	Management	For	For	For
8.B3	Ratify Johan Forssell	Management	For	For	For
8.B4	Ratify Anna Ohlsson-Leijon	Management	For	For	For
8.B5	Ratify Mats Rahmström	Management	For	For	For
8.B6	Ratify Gordon Riske	Management	For	For	For
8.B7	Ratify Hans Stråberg	Management	For	For	For
8.B8	Ratify Peter Wallenberg Jr	Management	For	For	For
8.B9	Ratify Mikael Bergstedt	Management	For	For	For

Proxy Voting Summary

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8.B10	Ratify Benny Larsson	Management	For	For	For
8.B11	Ratify Mats Rahmström (CEO)	Management	For	For	For
8.C	Allocation of Profits/Dividends	Management	For	For	For
8.D	Dividend Record Date	Management	For	For	For
9.A	Board Size	Management	For	For	For
9.B	Number of Auditors	Management	For	For	For
10.A1	Elect Staffan Bohman	Management	For	For	For
10.A2	Elect Johan Forssell	Management	For	Against	Against
10.A3	Elect Anna Ohlsson-Leijon	Management	For	For	For
10.A4	Elect Mats Rahmström	Management	For	For	For
10.A5	Elect Gordon Riske	Management	For	For	For
10.A6	Elect Hans Stråberg	Management	For	Against	Against
10.A7	Elect Peter Wallenberg Jr.	Management	For	For	For
10.B	Elect Heléne Mellquist	Management	For	For	For
10.C	Elect Hans Stråberg as Chair	Management	For	Against	Against
10.D	Appointment of Auditor	Management	For	For	For
11.A	Directors' Fees	Management	For	For	For

Proxy Voting Summary

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11.B	Authority to Set Auditor's Fees	Management	For	For	For
12.A	Remuneration Report	Management	For	Against	Against
12.B	Personnel Option Plan 2022	Management	For	For	For
13.A	Authority to Repurchase Shares Pursuant to Personnel Option Plan 2022	Management	For	For	For
13.B	Authority to Repurchase Shares Pursuant to Directors' Fees	Management	For	For	For
13.C	Authority to Issue Treasury Shares Pursuant to Personnel Option Plan 2022	Management	For	For	For
13.D	Authority to Issue Treasury Shares Pursuant to Directors' Fees	Management	For	For	For
13.E	Authority to Issue Shares Pursuant to LTIP 2016, 2017, 2018, 2019	Management	For	For	For
14	Amendments to Articles	Management	For	For	For
15	Share Redemption Plan	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

ASSICURAZIONI GENERALI SPA

ISIN	IT0000062072	Meeting Date	27-Apr-22
Country	Italy	Record Date	14-Apr-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
O.1.a	Accounts and Reports	Management	For	For	For
O.1.b	Allocation of Profits/Dividends	Management	For	For	For
E.2.a	Amendment to Article 9 (Share Capital)	Management	For	For	For
O.3.a	Authority to Repurchase Shares	Management	For	For	For
E.3.b	Cancellation of Shares	Management	For	For	For
O.4.a	Remuneration Policy	Management	For	For	For
O.4.b	Remuneration Report	Management	For	For	For
O.5.a	2022-2024 Long-term Incentive Plan	Management	For	For	For
O.5.b	Authority to Repurchase and Reissue Shares to Service 2022-2024 Group Long-Term Incentive Plan	Management	For	For	For
O.6.a	Employee Incentive Plan	Management	For	For	For
O.6.b	Authority to Repurchase and Reissue Shares to Service Employee Incentive Plan	Management	For	For	For
O.7a1	Board Size (Board Proposal)	Management	For	For	For
O.7a2	Board Size (VM 2006 S.r.l.)	Management		Abstain	N/A
O.7b1	List Presented By Board of Directors	Management	For	For	For
O.7b2	List Presented by VM 2006 S.r.l.	Management			N/A

Proxy Voting Summary

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O.7b3	List Presented by Group of Institutional Investors Representing 0.64% of Share Capital	Management			N/A
O.7c1	Directors' Fees (Board Proposal)	Management	For	For	For
O.7c2	Directors' Fees (VM 2006 S.r.l.)	Management		Abstain	N/A

SNAM S.P.A.

ISIN	IT0003153415	Meeting Date	27-Apr-22
Country	Italy	Record Date	14-Apr-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
O.1	Accounts and Reports	Management	For	For	For
O.2	Allocation of Profits/Dividends	Management	For	For	For
O.3	Authority to Repurchase and Reissue Shares	Management	For	For	For
O.4.1	Remuneration Policy	Management	For	For	For
O.4.2	Remuneration Report	Management	For	For	For
O.5	Board Size	Management	For	For	For
O.6	Board Term Length	Management	For	For	For
O.7.1	List Presented by CDP Reti S.p.A.	Management			N/A

Proxy Voting Summary

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O.7.2	List Presented by Group of Institutional Investors Representing 1.37% of Share Capital	Management		For	N/A
O.8	Elect Monica de Virgiliis as Chair	Management	For	For	For
O.9	Directors' Fees	Management	For	For	For
O.101	List Presented by CDP Reti S.p.A.	Management		For	N/A
O.102	List Presented by Group of Institutional Investors Representing 1.37% of Share Capital	Management		Abstain	N/A
O.11	Election of Chair of Board of Statutory Auditors	Management	For	For	For
O.12	Statutory Auditors' Fees	Management	For	For	For

TRELLEBORG AB

ISIN	SE0000114837	Meeting Date	27-Apr-22
Country	Sweden	Record Date	19-Apr-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
7.A	Accounts and Reports	Management	For	For	For
7.B	Allocation of Profits/Dividends	Management	For	For	For
7.C.1	Ratify Hans Biörck	Management	For	For	For
7.C.2	Ratify Gunilla Fransson	Management	For	For	For

Proxy Voting Summary

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7.C.3	Ratify Monica Gimre	Management	For	For	For
7.C.4	Ratify Johan Malmquist	Management	For	For	For
7.C.5	Ratify Peter Nilsson	Management	For	For	For
7.C.6	Ratify Anne Mette Olesen	Management	For	For	For
7.C.7	Ratify Jan Ståhlberg	Management	For	For	For
7.C.8	Ratify Susanne Pahlén Åklundh	Management	For	For	For
7.C.9	Ratify Jimmy Faltin	Management	For	For	For
7.C10	Ratify Maria Eriksson	Management	For	For	For
7.C11	Ratify Lars Pettersson	Management	For	For	For
7.C12	Ratify Magnus Olofsson	Management	For	For	For
7.C13	Ratify Peter Larsson	Management	For	For	For
7.C14	Ratify Maria Eriksson	Management	For	For	For
7.C15	Ratify Peter Nilsson (CEO)	Management	For	For	For
8	Board Size	Management	For	For	For
9.1	Directors' Fees	Management	For	For	For
9.2	Authority to Set Auditor's Fees	Management	For	For	For
10.A	Elect Hans Björck	Management	For	For	For
10.B	Elect Gunilla Fransson	Management	For	Against	Against
10.C	Elect Monica Gimre	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

10.D	Elect Johan Malmquist	Management	For	Against	Against
10.E	Elect Peter Nilsson	Management	For	For	For
10.F	Elect Anne Mette Olesen	Management	For	For	For
10.G	Elect Jan Ståhlberg	Management	For	For	For
10.H	Elect Hans Biörck as Chair	Management	For	For	For
11	Appointment of Auditor	Management	For	For	For
12	Remuneration Report	Management	For	Against	Against
13	Remuneration Policy	Management	For	Against	Against
14	Authority to Repurchase Shares	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

CELLNEX TELECOM S.A.

ISIN	ES0105066007	Meeting Date	27-Apr-22
Country	Spain	Record Date	22-Apr-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Report on Non-Financial Information	Management	For	For	For
3	Allocation of Losses	Management	For	For	For
4	Ratification of Board Acts	Management	For	For	For
5.1	Directors' Fees	Management	For	For	For
5.2	Remuneration Policy	Management	For	Against	Against
5.3	Authority to Issue Treasury Shares Pursuant to Incentive Plan	Management	For	For	For
6.1	Board Size	Management	For	For	For
6.2	Elect Tobias Martínez Gimeno	Management	For	For	For
6.3	Elect Bertrand Boudewijn Kan	Management	For	For	For
6.4	Elect Pierre Blayau	Management	For	For	For
6.5	Elect Anne Bouverot	Management	For	For	For
6.6	Elect María Luisa Guijarro Piñal	Management	For	For	For
6.7	Elect Peter Shore	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

6.8	Ratify Co-Option and Elect Kate Holgate	Management	For	For	For
7.1	Amendments to Articles (Website)	Management	For	For	For
7.2	Amendments to Articles (Directors' Term)	Management	For	For	For
7.3	Amendments to Articles (Directors' Remuneration)	Management	For	For	For
7.4	Approval of Consolidated Text of Articles	Management	For	For	For
8	Issuance of Shares w/o Preemptive Rights (Hutchinson Transaction)	Management	For	For	For
9	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	For
10	Authority to Issue Convertible Debt Instruments	Management	For	Abstain	Against
11	Authorisation of Legal Formalities	Management	For	For	For
12	Remuneration Report	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

ASSA ABLOY AB

ISIN	SE0007100581	Meeting Date	27-Apr-22
Country	Sweden	Record Date	19-Apr-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
9.A	Accounts and Reports	Management	For	For	For
9.B	Allocation of Profits/Dividends	Management	For	For	For
9.C1	Ratify Lars Renström	Management	For	For	For
9.C2	Ratify Carl Douglas	Management	For	For	For
9.C3	Ratify Johan Hjertonsson	Management	For	For	For
9.C4	Ratify Sofia Schörling Högberg	Management	For	For	For
9.C5	Ratify Eva Karlsson	Management	For	For	For
9.C6	Ratify Lena Olving	Management	For	For	For
9.C7	Ratify Joakim Weidemanis	Management	For	For	For
9.C8	Ratify Susanne Pahlén Åklundh	Management	For	For	For
9.C9	Ratify Rune Hjältn	Management	For	For	For
9.C10	Ratify Mats Persson	Management	For	For	For
9.C11	Ratify Bjarne Johansson (Deputy Director)	Management	For	For	For
9.C12	Ratify Nadja Wikström (Deputy Director)	Management	For	For	For
9.C13	Ratify Birgitta Klasén	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

9.C14	Ratify Jan Svensson	Management	For	For	For
9.C15	Ratify Nico Delvaux (CEO)	Management	For	For	For
10	Board Size	Management	For	For	For
11.A	Directors' Fees	Management	For	For	For
11.B	Authority to Set Auditor's Fees	Management	For	For	For
12	Election of Directors	Management	For	Against	Against
13	Appointment of Auditor	Management	For	For	For
14	Remuneration Report	Management	For	Against	Against
15	Remuneration Policy	Management	For	Against	Against
16	Authority to Repurchase and Reissue Shares	Management	For	For	For
17	Adoption of Share-Based Incentives (LTI 2022)	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

SAMHALLSBYGGNADSBOLAGET I NORDEN AB.

ISIN	SE0009554454	Meeting Date	27-Apr-22
Country	Sweden	Record Date	19-Apr-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
9	Accounts and Reports	Management	For	For	For
10	Allocation of Profits/Dividends	Management	For	For	For
11.1	Ratify Lennart Schuss	Management	For	For	For
11.2	Ratify Ilija Batljan	Management	For	For	For
11.3	Ratify Sven-Olof Johansson	Management	For	For	For
11.4	Ratify Hans Runesten	Management	For	For	For
11.5	Ratify Anne-Grete Strøm-Erichsen	Management	For	For	For
11.6	Ratify Fredrik Svensson	Management	For	For	For
11.7	Ratify Eva Swartz Grimaldi	Management	For	For	For
11.8	Ratify Ilija Batljan	Management	For	For	For
12.1	Board Size	Management	For	For	For
12.2	Number of Auditors	Management	For	For	For
13.1	Directors' Fees	Management	For	Against	Against
13.2	Authority to Set Auditor's Fees	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

14.A1	Elect Lennart Schuss	Management	For	For	For
14.A2	Elect Ilija Batljan	Management	For	For	For
14.A3	Elect Sven-Olof Johansson	Management	For	For	For
14.A4	Elect Hans Runesten	Management	For	For	For
14.A5	Elect Anne-Grete Strøm-Erichsen	Management	For	For	For
14.A6	Elect Fredrik Svensson	Management	For	For	For
14.A7	Elect Eva Swartz Grimaldi	Management	For	For	For
14.B	Elect Lennart Schuss as chair	Management	For	For	For
14.C	Appointment of Auditor	Management	For	For	For
15	Approval of Nomination Committee Guidelines	Management	For	For	For
16	Remuneration Report	Management	For	Against	Against
17	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	For
18	Authority to Repurchase and Reissue Shares	Management	For	For	For
19	Amendments to Articles	Management	For	For	For
20	Charitable Donations	Management	For	For	For
21	Related Party Transactions	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

SWEDISH MATCH

ISIN	SE0015812219	Meeting Date	27-Apr-22
Country	Sweden	Record Date	19-Apr-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
6	Remuneration Report	Management	For	For	For
7	Accounts and Reports	Management	For	For	For
8	Allocation of Profits/Dividends	Management	For	For	For
9.A	Ratify Charles A. Blixt	Management	For	For	For
9.B	Ratify Andrew Cripps	Management	For	For	For
9.C	Ratify Jacqueline Hoogerbrugge	Management	For	For	For
9.D	Ratify Conny Carlsson	Management	For	For	For
9.E	Ratify Alexander Lacik	Management	For	For	For
9.F	Ratify Pauline Lindwall	Management	For	For	For
9.G	Ratify Wenche Rolfsen	Management	For	For	For

Proxy Voting Summary

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9.H	Ratify Joakim Westh	Management	For	For	For
9.I	Ratify Patrik Engelbrektsson	Management	For	For	For
9.J	Ratify Pär-Ola Olausson	Management	For	For	For
9.K	Ratify Dragan Popovic	Management	For	For	For
9.L	Ratify Lars Dahlgren (CEO)	Management	For	For	For
10	Board Size	Management	For	For	For
11	Directors' Fees	Management	For	For	For
12.A	Elect Charles A. Blixt	Management	For	For	For
12.B	Elect Jacqueline Hoogerbrugge	Management	For	For	For
12.C	Elect Conny Karlsson	Management	For	Against	Against
12.D	Elect Alexander Lacik	Management	For	For	For
12.E	Elect Pauline Lindwall	Management	For	For	For
12.F	Elect Joakim Westh	Management	For	For	For
12.G	Elect Sanna Suvanto-Harsaae	Management	For	Against	Against
12.H	Elect Conny Karlsson as Chair	Management	For	Against	Against
13	Number of Auditors	Management	For	For	For
14	Authority to Set Auditor's Fees	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

15	Appointment of Auditor	Management	For	For	For
16.A	Cancellation of Shares	Management	For	For	For
16.B	Bonus Issuance	Management	For	For	For
17	Authority to Repurchase Shares	Management	For	For	For
18	Issuance of Treasury Shares	Management	For	For	For
19	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	For

FINECOBANK SPA

ISIN	IT0000072170	Meeting Date	28-Apr-22
Country	Italy	Record Date	19-Apr-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
O.1	Accounts and Reports	Management	For	For	For
O.2	Allocation of Profits/Dividends	Management	For	For	For
O.3	Remuneration Policy	Management	For	For	For
O.4	Remuneration Report	Management	For	For	For
O.5	2022 Incentive System for Identified Staff	Management	For	For	For

Proxy Voting Summary

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O.6	2022 Incentive System for Personal Financial Advisors	Management	For	For	For
O.7	Authority to Repurchase and Reissue Shares to Service 2022 Incentive System for Personal Financial Advisors	Management	For	For	For
E.1	Authority to Issue Shares to Service 2022 Incentive System for Identified Staff	Management	For	For	For
E.2	Authority to Issue Shares to Service 2021 Incentive System for Identified Staff	Management	For	For	For

GEA GROUP AG

ISIN	DE0006602006	Meeting Date	28-Apr-22
Country	Germany	Record Date	06-Apr-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Profits/Dividends	Management	For	For	For
3	Remuneration Report	Management	For	For	For
4	Ratification of Management Board Acts	Management	For	For	For
5	Ratification of Supervisory Board Acts	Management	For	For	For
6	Appointment of Auditor	Management	For	For	For
7.1	Elect Jörg Kampmeyer	Management	For	For	For
7.2	Elect Jens Riedl	Management	For	For	For

MUENCHENER RUECKVERSICHERUNGS-GESELLSCHAFT AG

ISIN	DE0008430026	Meeting Date	28-Apr-22
Country	Germany	Record Date	21-Apr-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Profits/Dividends	Management	For	For	For
3	Ratification of Management Board Acts	Management	For	For	For
4	Ratification of Supervisory Board Acts	Management	For	For	For
5	Appointment of Auditor	Management	For	For	For
6	Remuneration Report	Management	For	For	For
7	Amendments to Articles	Management	For	For	For
8	Authority to Repurchase and Reissue Shares	Management	For	For	For

Proxy Voting Summary

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RWE AG

ISIN	DE0007037129	Meeting Date	28-Apr-22
Country	Germany	Record Date	06-Apr-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Profits/Dividends	Management	For	For	For
3.1	Ratify Markus Krebber	Management	For	For	For
3.2	Ratify Michael Müller	Management	For	For	For
3.3	Ratify Rolf Martin Schmitz	Management	For	For	For
3.4	Ratify Zvezdana Seeger	Management	For	For	For
4.1	Ratify Werner Brandt	Management	For	For	For
4.2	Ratify Ralf Sikorski	Management	For	For	For
4.3	Ratify Michael Bochinsky	Management	For	For	For
4.4	Ratify Sandra Bossemeyer	Management	For	For	For
4.5	Ratify Martin Bröker	Management	For	For	For
4.6	Ratify Frank Bsirske	Management	For	For	For
4.7	Ratify Hans Bünting	Management	For	For	For
4.8	Ratify Anja Dubbert	Management	For	For	For
4.9	Ratify Matthias Dürbaum	Management	For	For	For
4.10	Ratify Ute Gerbaulet	Management	For	For	For

Proxy Voting Summary

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4.11	Ratify Hans-Peter Keitel	Management	For	For	For
4.12	Ratify Monika Kircher	Management	For	For	For
4.13	Ratify Thomas Kufen	Management	For	For	For
4.14	Ratify Reiner van Limbeck	Management	For	For	For
4.15	Ratify Harald Louis	Management	For	For	For
4.16	Ratify Dagmar Mühlenfeld	Management	For	For	For
4.17	Ratify Peter Ottmann	Management	For	For	For
4.18	Ratify Dagmar Paasch	Management	For	For	For
4.19	Ratify Günther Schartz	Management	For	For	For
4.20	Ratify Erhard Schipporeit	Management	For	For	For
4.21	Ratify Dirk Schumacher	Management	For	For	For
4.22	Ratify Wolfgang Schüssel	Management	For	For	For
4.23	Ratify Ulrich Sierau	Management	For	For	For
4.24	Ratify Hauke Stars	Management	For	For	For
4.25	Ratify Helle Valentin	Management	For	For	For
4.26	Ratify Andreas Wagner	Management	For	For	For
4.27	Ratify Marion Weckes	Management	For	For	For
4.28	Ratify Leonhard Zubrowski	Management	For	For	For
5	Appointment of Auditor	Management	For	For	For
6	Remuneration Report	Management	For	For	For

Proxy Voting Summary

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7	Election of Thomas Kufen as Supervisory Board Member	Management	For	For	For
8	Shareholder Proposal Regarding Spin-Off of RWE Power	Shareholder	Against	Against	For

NOKIAN RENKAAT OYJ

ISIN	FI0009005318	Meeting Date	28-Apr-22
Country	Finland	Record Date	14-Apr-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
7	Accounts and Reports	Management	For	For	For
8	Allocation of Profits/Dividends	Management	For	For	For
9	Ratification of Board and CEO Acts	Management	For	For	For
10	Remuneration Report	Management	For	Against	Against
11	Directors' Fees	Management	For	For	For
12	Board Size	Management	For	For	For
13	Election of Directors	Management	For	Against	Against

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

14	Authority to Set Auditor's Fees	Management	For	For	For
15	Appointment of Auditor	Management	For	For	For
16	Authority to Repurchase Shares	Management	For	For	For
17	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	For
18	Charitable Donations	Management	For	For	For

CRH PLC

ISIN	IE0001827041	Meeting Date	28-Apr-22
Country	Ireland	Record Date	22-Apr-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Final Dividend	Management	For	For	For
3	Remuneration Report	Management	For	For	For
4	Remuneration Policy	Management	For	For	For
5	Increase in NED Fee Cap	Management	For	For	For
6A	Elect Richard Boucher	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

6B	Elect Caroline Dowling	Management	For	For	For
6C	Elect Richard H. Fearon	Management	For	For	For
6D	Elect Johan Karlström	Management	For	For	For
6E	Elect Shaun Kelly	Management	For	For	For
6F	Elect Badar Khan	Management	For	For	For
6G	Elect Lamar McKay	Management	For	For	For
6H	Elect Albert Manifold	Management	For	For	For
6I	Elect Jim Mintern	Management	For	For	For
6J	Elect Gillian L. Platt	Management	For	For	For
6K	Elect Mary K. Rhinehart	Management	For	For	For
6L	Elect Siobhán Talbot	Management	For	For	For
7	Authority to Set Auditor's Fees	Management	For	For	For
8	Appointment of Auditor	Management	For	For	For
9	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
10	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	For
11	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	For
12	Authority to Repurchase Shares	Management	For	For	For
13	Authority to Set Price Range for Reissuance of Treasury Shares	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

ITV

ISIN	GB0033986497	Meeting Date	28-Apr-22
Country	United Kingdom	Record Date	26-Apr-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Remuneration Report	Management	For	Against	Against
3	Final Dividend	Management	For	For	For
4	Elect Salman Amin	Management	For	For	For
5	Elect Sir Peter Bazalgette	Management	For	For	For
6	Elect Edward H. Bonham Carter	Management	For	For	For
7	Elect Graham Cooke	Management	For	For	For
8	Elect Margaret Ewing	Management	For	For	For
9	Elect Mary Harris	Management	For	For	For

Proxy Voting Summary

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10	Elect Chris Kennedy	Management	For	For	For
11	Elect Anna Manz	Management	For	For	For
12	Elect Carolyn McCall	Management	For	For	For
13	Elect Sharmila Nebhrajani	Management	For	For	For
14	Elect Duncan Painter	Management	For	For	For
15	Appointment of Auditor	Management	For	For	For
16	Authority to Set Auditor's Fees	Management	For	For	For
17	Authorisation of Political Donations	Management	For	For	For
18	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
19	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	For
20	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	For
21	Authority to Repurchase Shares	Management	For	For	For
22	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

ADMIRAL GROUP

ISIN	GB00B02J6398	Meeting Date	28-Apr-22
Country	United Kingdom	Record Date	26-Apr-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Remuneration Report	Management	For	For	For
3	Final Dividend	Management	For	For	For
4	Elect Evelyn Bourke	Management	For	For	For
5	Elect Bill Roberts	Management	For	For	For
6	Elect Milena Mondini-De-Focatiis	Management	For	For	For
7	Elect Geraint Jones	Management	For	For	For
8	Elect Annette Court	Management	For	For	For
9	Elect Jean Park	Management	For	For	For
10	Elect Justine Roberts	Management	For	For	For
11	Elect Andrew Crossley	Management	For	For	For
12	Elect Michael Brierley	Management	For	For	For
13	Elect Karen Green	Management	For	For	For
14	Elect Jayaprakasa Rangaswami	Management	For	For	For
15	Appointment of Auditor	Management	For	For	For

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16	Authority to Set Auditor's Fees	Management	For	For	For
17	Authorisation of Political Donations	Management	For	For	For
18	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
19	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	For
20	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	For
21	Authority to Repurchase Shares	Management	For	For	For
22	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	For
23	Adoption of new articles	Management	For	For	For

KERING

ISIN	FR0000121485	Meeting Date	28-Apr-22
Country	France	Record Date	25-Apr-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Consolidated Accounts and Reports	Management	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For

Proxy Voting Summary

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4	Elect Daniela Riccardi	Management	For	For	For
5	Elect Véronique Weill	Management	For	For	For
6	Elect Yonca Dervisoglu	Management	For	For	For
7	Elect Serge Weinberg	Management	For	For	For
8	2021 Remuneration Report	Management	For	For	For
9	2021 Remuneration of François-Henri Pinault, Chair and CEO	Management	For	Against	Against
10	2021 Remuneration of Jean -François Palus, deputy CEO	Management	For	For	For
11	2022 Remuneration Policy (Corporate Officers)	Management	For	Against	Against
12	2022 Remuneration Policy (Board of Directors)	Management	For	For	For
13	Appointment of Auditor (PricewaterhouseCoopers)	Management	For	For	For
14	Appointment of Alternate Auditor (Emmanuel Benoist)	Management	For	For	For
15	Authority to Repurchase and Reissue Shares	Management	For	For	For
16	Authority to Issue Performance Shares	Management	For	Against	Against
17	Employee Stock Purchase Plan	Management	For	For	For
18	Stock Purchase Plan for Overseas Employees	Management	For	For	For
19	Authorisation of Legal Formalities	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

KERRY GROUP PLC

ISIN	IE0004906560	Meeting Date	28-Apr-22
Country	Ireland	Record Date	22-Apr-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
01	Accounts and Reports	Management	For	For	For
02	Final Dividend	Management	For	For	For
03A	Elect Fiona Dawson	Management	For	For	For
03B	Elect Michael T. Kerr	Management	For	For	For
04A	Elect Gerry Behan	Management	For	For	For
04B	Elect Hugh Brady	Management	For	For	For
04C	Elect Karin L. Dorrepaal	Management	For	For	For
04D	Elect Emer Gilvarry	Management	For	For	For
04E	Elect Marguerite Larkin	Management	For	For	For
04F	Elect Tom Moran	Management	For	For	For
04G	Elect Christopher Rogers	Management	For	For	For
04H	Elect Edmond Scanlan	Management	For	For	For
04I	Elect Jinlong Wang	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

05	Authority to Set Auditor's Fees	Management	For	For	For
06	Increase in NED Fee Cap	Management	For	For	For
07	Remuneration Report	Management	For	For	For
08	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
09	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	For
10	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	For
11	Authority to Repurchase Shares	Management	For	For	For
12	Adoption of New Articles of Association	Management	For	For	For

AXA

ISIN	FR0000120628	Meeting Date	28-Apr-22
Country	France	Record Date	25-Apr-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Consolidated Accounts and Reports	Management	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For

Proxy Voting Summary

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4	2022 Remuneration Report	Management	For	For	For
5	2022 Remuneration of Denis Duverne, Chair	Management	For	For	For
6	2022 Remuneration of Thomas Buberl, CEO	Management	For	For	For
7	2022 Remuneration Policy (CEO)	Management	For	For	For
8	2022 Remuneration Policy (Chair)	Management	For	For	For
9	2022 Remuneration Policy (Board of Directors)	Management	For	For	For
10	Special Auditors Report on Regulated Agreements	Management	For	For	For
11	Elect Thomas Buberl	Management	For	For	For
12	Elect Rachel Duan	Management	For	For	For
13	Elect André François-Poncet	Management	For	For	For
14	Ratification of Co-Option of Clotilde Delbos	Management	For	For	For
15	Elect Gérald Harlin	Management	For	For	For
16	Elect Rachel Picard	Management	For	For	For
17	Appointment of Auditor (Ernst & Young)	Management	For	For	For
18	Appointment of Alternate Auditor (Picarle et Associés)	Management	For	For	For
19	2022 Directors' Fees	Management	For	For	For
20	Authority to Repurchase and Reissue Shares	Management	For	For	For
21	Employee Stock Purchase Plan	Management	For	For	For
22	Stock Purchase Plan for Overseas Employees	Management	For	For	For
23	Authority to Issue Performance Shares	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

24	Authority to Issue Performance Shares Pursuant to Defined Contribution Pension Plan	Management	For	For	For
25	Authority to Cancel Shares and Reduce Capital	Management	For	For	For
26	Amendments to Articles Regarding Staggered Board	Management	For	For	For
27	Amendments to Articles Regarding Corporate Purpose	Management	For	For	For
28	Authorisation of Legal Formalities	Management	For	For	For

TELE2 AB

ISIN	SE0005190238	Meeting Date	28-Apr-22
Country	Sweden	Record Date	20-Apr-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
10	Accounts and Reports	Management	For	For	For
11.A	Allocation of Profits/Dividends	Management	For	For	For
11.B	Distribution of Extraordinary Dividend	Management	For	For	For
12.A	Ratify Carla Smits-Nusteling	Management	For	For	For
12.B	Ratify Andrew Barron	Management	For	For	For
12.C	Ratify Stina Bergfors	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

12.D	Ratify Anders Björkman	Management	For	For	For
12.E	Ratify Georgi Ganev	Management	For	For	For
12.F	Ratify Cynthia Gordon	Management	For	For	For
12.G	Ratify Kjell Johnsen (CEO)	Management	For	For	For
12.H	Ratify Sam Kini	Management	For	For	For
12.I	Ratify Eva Lindqvist	Management	For	For	For
12.J	Ratify Lars-Åke Norling	Management	For	For	For
13	Board Size	Management	For	For	For
14.A	Directors' Fees	Management	For	For	For
14.B	Authority to Set Auditor's Fees	Management	For	For	For
15.A	Elect Andrew G. Barron	Management	For	For	For
15.B	Elect Stina Bergfors	Management	For	For	For
15.C	Elect Georgi Ganev	Management	For	Against	Against
15.D	Elect Sam Kini	Management	For	For	For
15.E	Elect Eva Lindqvist	Management	For	For	For
15.F	Elect Lars-Åke Norling	Management	For	For	For
15.G	Elect Carla Smits-Nusteling	Management	For	Against	Against
16	Elect Carla Smits-Nusteling as Chair	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

17.A	Number of Auditors	Management	For	For	For
17.B	Appointment of Auditor	Management	For	For	For
18	Remuneration Report	Management	For	Against	Against
19.A	Long-Term Incentive Plan (LTI 2022)	Management	For	For	For
19.B	Authority to Issue Shares w/o Preemptive Rights Pursuant to LTI 2022	Management	For	For	For
19.C	Authority to Repurchase Class C Shares Pursuant to Incentive Schemes	Management	For	For	For
19.D	Transfer of Class B Shares Pursuant to LTI 2022	Management	For	For	For
19.E	Authority to Issue Class B Treasury Shares Pursuant to LTI 2022	Management	For	For	For
19.F	Approve Equity Swap Agreement	Management	For	For	For
20	Authority to Repurchase Shares	Management	For	For	For
21.A	Shareholder Proposal Regarding Investigation of Director and Management Qualifications	Shareholder		Against	N/A
21.B	Shareholder Proposal Regarding Fulfillment of Requirements	Shareholder		Against	N/A
21.C	Shareholder Proposal Regarding Presentation of Investigation	Shareholder		Against	N/A

Proxy Voting Summary

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CATENA AB

ISIN	SE0001664707	Meeting Date	28-Apr-22
Country	Sweden	Record Date	20-Apr-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
10	Accounts and Reports	Management	For	For	For
11	Allocation of Profits/Dividends	Management	For	For	For
12.A	ratify Gustav Hermelin	Management	For	For	For
12.B	Ratify Katarina Wallin	Management	For	For	For
12.C	Ratify Helene Briggert	Management	For	For	For
12.D	Ratify Magnus Swardh	Management	For	For	For
12.E	Ratify Caesar Afors	Management	For	For	For
12.F	Ratify Vesna Jovic	Management	For	For	For
12.G	Ratify Lennart Mauritzson	Management	For	For	For
12.H	Ratify Jorgen Eriksson	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

13	Board Size	Management	For	For	For
14.A	Directors' Fees	Management	For	For	For
14.B	Authority to Set Auditor's Fees	Management	For	For	For
15.A	Elect Gustaf Hermelin	Management	For	For	For
15.B	Elect Katarina Wallin	Management	For	For	For
15.C	Elect Hélène Briggert	Management	For	For	For
15.D	Elect Lennart Mauritzon	Management	For	For	For
15.E	Elect Magnus Swärdh	Management	For	Against	Against
15.F	Elect Caesar Áfors	Management	For	For	For
15.G	Elect Vesna Jovic	Management	For	For	For
15.H	Elect Joost Uwents	Management	For	Against	Against
15.I	Elect Lennart Mauritzon as chair	Management	For	For	For
16	Appointment of Auditor	Management	For	For	For
17	Approval of Nomination Committee Guidelines	Management	For	For	For
18	Remuneration Policy	Management	For	Against	Against
19	Remuneration Report	Management	For	For	For
20	Authority to Repurchase Shares	Management	For	For	For

Proxy Voting Summary

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21	Authority to Issue Treasury Shares	Management	For	For	For
22	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	For

UMICORE

ISIN	BE0974320526	Meeting Date	28-Apr-22
Country	Belgium	Record Date	14-Apr-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
A.2.	Remuneration Report	Management	For	For	For
A.3.	Remuneration Policy	Management	For	For	For
A.4.	Accounts and Reports; Allocation of Profits and Dividends	Management	For	For	For
A.6.	Ratification of Supervisory Board Acts	Management	For	For	For
A.7.	Ratification of Auditor's Acts	Management	For	For	For
A.8.1	Elect Françoise Chombar	Management	For	For	For
A.8.2	Elect Laurent Raets to the Supervisory Board	Management	For	For	For
A.8.3	Elect Alison Henwood to the Supervisory Board	Management	For	For	For
A.9.	Supervisory Board Remuneration Policy	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

B.1.	Change in Control Clause	Management	For	Against	Against
C.1.	Authority to Repurchase Shares	Management	For	For	For
C.2.	Increase in Authorised Capital	Management	For	For	For

RECORDATI SPA

ISIN	IT0003828271	Meeting Date	29-Apr-22
Country	Italy	Record Date	20-Apr-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
O.1.a	Accounts and Reports	Management	For	For	For
O.1.b	Allocation of Profits/Dividends	Management	For	For	For
O.2.a	Board Size	Management	For	For	For
O.2.b	Board Term Length	Management	For	For	For
O.2.c	List Presented by Rossini S.à.r.l.	Management		For	N/A
O.2.d	Directors' Fees	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

O.2.e	Authorisation of Competing Activities	Management	For	Against	Against
O.3.a	Remuneration Policy	Management	For	For	For
O.3.b	Remuneration Report	Management	For	For	For
O.4	Authority to Repurchase and Reissue Shares	Management	For	For	For

INTESA SANPAOLO SPA

ISIN	IT0000072618	Meeting Date	29-Apr-22
Country	Italy	Record Date	20-Apr-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
O.1.a	Accounts and Reports	Management	For	For	For
O.1.b	Allocation of Profits/Dividends	Management	For	For	For
O.2.a	Board Size	Management	For	For	For
O.2b1	List Presented by the Shareholders' Agreement	Management			N/A
O.2b2	List Presented by Group of Institutional Investors Representing 1.52% of Share Capital	Management		For	N/A
O.2.c	Elect Gian Maria Gros-Pietro as Chair and Paolo Andrea Colombo as Vice Chair	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

O.3.a	Remuneration Policy (Board of Directors)	Management	For	For	For
O.3.b	Directors' Fees	Management	For	For	For
O.3.c	Remuneration Policy (Group)	Management	For	For	For
O.3.d	Remuneration Report	Management	For	Against	Against
O.3.e	2022 Annual Incentive Plan	Management	For	For	For
O.3.f	2022-2025 Performance Share Plan	Management	For	For	For
O.3.g	2022-2025 LEICOP 3.0	Management	For	For	For
O.4.a	Authority to Repurchase Shares	Management	For	For	For
O.4.b	Authority to Repurchase and Reissue Shares to Service Incentive Plans	Management	For	For	For
O.4.c	Authority to Repurchase and Reissue Shares	Management	For	For	For
E.1	Cancellation of Shares	Management	For	For	For
E.2	Authority to Issue Shares to Service LECOIP 3.0 Long-Term Incentive Plan	Management	For	For	For
E.3	Authority to Issue Shares to Service Long-Term Incentive Plan	Management	For	For	For

Proxy Voting Summary

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MERCEDES-BENZ GROUP AG

ISIN	DE0007100000	Meeting Date	29-Apr-22
Country	Germany	Record Date	22-Apr-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Profits/Dividends	Management	For	For	For
3	Ratification of Management Board Acts	Management	For	Abstain	Against
4	Ratification of Supervisory Board Acts	Management	For	Abstain	Against
5.1	Appointment of Auditor For 2022 Financial Statements	Management	For	Against	Against
5.2	Appointment of Auditor for Interim Statements	Management	For	Against	Against
6.1	Elect Dame Veronica Anne Courtice	Management	For	For	For
6.2	Elect Marco Gobetti	Management	For	For	For
7	Remuneration Report	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

KINGSPAN GROUP PLC

ISIN	IE0004927939	Meeting Date	29-Apr-22
Country	Ireland	Record Date	25-Apr-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
01	Accounts and Reports	Management	For	For	For
02	Final Dividend	Management	For	For	For
03A	Elect Jost Massenberg	Management	For	Against	Against
03B	Elect Gene M. Murtagh	Management	For	For	For
03C	Elect Geoff P. Doherty	Management	For	For	For
03D	Elect Russell Shiels	Management	For	For	For
03E	Elect Gilbert McCarthy	Management	For	For	For
03F	Elect Linda Hickey	Management	For	For	For
03G	Elect Michael E. Cawley	Management	For	For	For
03H	Elect John Cronin	Management	For	Against	Against

Proxy Voting Summary

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03I	Elect Anne Heraty	Management	For	For	For
03J	Elect Éimear Moloney	Management	For	For	For
03K	Elect Paul Murtagh	Management	For	For	For
04	Authority to Set Auditor's Fees	Management	For	For	For
05	Approval of Planet Passionate Report	Management	For	Against	Against
06	Remuneration Report	Management	For	For	For
07	Remuneration Policy	Management	For	For	For
08	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
09	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	For
10	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	For
11	Authority to Repurchase Shares	Management	For	For	For
12	Authority to Set Price Range for Reissuance of Treasury Shares	Management	For	For	For
13	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	For
14	Amendment to Performance Share Plan	Management	For	For	For

Proxy Voting Summary

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BASF SE

ISIN	DE000BASF111	Meeting Date	29-Apr-22
Country	Germany	Record Date	22-Apr-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Profits/Dividends	Management	For	For	For
3	Ratification of Supervisory Board Acts	Management	For	For	For
4	Ratification of Management Board Acts	Management	For	For	For
5	Appointment of Auditor	Management	For	For	For
6	Remuneration Report	Management	For	For	For
7.1	Elect Alessandra Genco	Management	For	For	For
7.2	Elect Stefan Asenkerschbaumer	Management	For	For	For
8	Authority to Repurchase and Reissue Shares	Management	For	For	For
9	Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	Management	For	For	For

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VONOVIA SE

ISIN	DE000A1ML7J1	Meeting Date	29-Apr-22
Country	Germany	Record Date	22-Apr-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Profits/Dividends	Management	For	For	For
3	Ratification of Management Board Acts	Management	For	For	For
4	Ratification of Supervisory Board Acts	Management	For	For	For
5.1	Appointment of Auditor (FY2022)	Management	For	For	For
5.2	Appointment of Auditor for Interim Statements (FY2023)	Management	For	For	For
6	Remuneration Report	Management	For	For	For
7	Supervisory Board Remuneration Policy	Management	For	For	For
8.1	Elect Matthias Hünlein	Management	For	For	For
8.2	Elect Jürgen Fenk	Management	For	For	For
9	Increase in Authorised Capital	Management	For	For	For
10	Authority to Repurchase and Reissue Shares	Management	For	For	For
11	Authority to Repurchase Shares Using Equity Derivatives	Management	For	For	For

GALP ENERGIA SGPS

ISIN	PTGAL0AM0009	Meeting Date	29-Apr-22
Country	Portugal	Record Date	21-Apr-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Ratification of Co-Option of a Directors	Management	For	For	For
2	Elect Cláudia Almeida e Silva	Management	For	For	For
3	Accounts and Reports; Remuneration Report	Management	For	For	For
4	Allocation of Profits/Dividends	Management	For	For	For
5	Ratification of Board and Supervisory Council Acts	Management	For	For	For
6	Remuneration Policy	Management	For	For	For
7	Authority to Repurchase and Reissue Shares	Management	For	For	For
8	Authority to Cancel Treasury Shares and Reduce Capital	Management	For	For	For

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ASML HOLDING NV

ISIN	NL0010273215	Meeting Date	29-Apr-22
Country	Netherlands	Record Date	01-Apr-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
3.a.	Remuneration Report	Management	For	Against	Against
3.b.	Accounts and Reports	Management	For	For	For
3.d.	Allocation of Profits/Dividends	Management	For	For	For
4.a.	Ratification of Management Board Acts	Management	For	For	For
4.b.	Ratification of Supervisory Board Acts	Management	For	For	For
5.	Long-Term Incentive Plan; Authority to Issue Shares	Management	For	For	For
6.	Management Board Remuneration Policy	Management	For	For	For
8.d.	Elect Terri L. Kelly to the Supervisory Board	Management	For	For	For
8.e.	Elect Alexander F.M. Everke to the Supervisory Board	Management	For	For	For

Proxy Voting Summary

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8.f.	Elect An Steegen to the Supervisory Board	Management	For	For	For
9.	Appointment of Auditor for for fiscal years 2023 and 2024	Management	For	For	For
11.	Amendments to Articles	Management	For	For	For
12.a.	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
12.b.	Authority to Suppress Preemptive Rights	Management	For	For	For
13.	Authority to Repurchase Shares	Management	For	For	For
14.	Cancellation of Shares	Management	For	For	For

ASTRAZENECA PLC

ISIN	GB0009895292	Meeting Date	29-Apr-22
Country	United Kingdom	Record Date	27-Apr-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Final Dividend	Management	For	For	For
3	Appointment of Auditor	Management	For	For	For
4	Authority to Set Auditor's Fees	Management	For	For	For

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5.A	Elect Leif Johansson	Management	For	For	For
5.B	Elect Pascal Soriot	Management	For	For	For
5.C	Elect Aradhana Sarin	Management	For	For	For
5.D	Elect Philip Broadley	Management	For	For	For
5.E	Elect Euan Ashley	Management	For	For	For
5.F	Elect Michel Demaré	Management	For	For	For
5.G	Elect Deborah DiSanzo	Management	For	For	For
5.H	Elect Diana Layfield	Management	For	For	For
5.I	Elect Sherilyn S. McCoy	Management	For	For	For
5.J	Elect Tony Mok	Management	For	For	For
5.K	Elect Nazneen Rahman	Management	For	For	For
5.L	Elect Andreas Rummelt	Management	For	For	For
5.M	Elect Marcus Wallenberg	Management	For	For	For
6	Remuneration Report	Management	For	For	For
7	Authorisation of Political Donations	Management	For	For	For
8	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
9	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	For
10	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	For
11	Authority to Repurchase Shares	Management	For	For	For
12	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	For

Proxy Voting Summary

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13	Extension of Savings-Related Share Option Scheme	Management	For	For	For
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IMCD N.V.

ISIN	NL0010801007	Meeting Date	02-May-22
Country	Netherlands	Record Date	04-Apr-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2.c.	Remuneration Report	Management	For	For	For
3.b.	Accounts and Reports	Management	For	For	For
3.d.	Allocation of Profits/Dividends	Management	For	For	For
4.a.	Ratification of Management Board Acts	Management	For	For	For
4.b.	Ratification of Supervisory Board Acts	Management	For	For	For
5.a.	Elect Piet van der Slikke to the Management Board	Management	For	For	For
5.b.	Elect Hans Kooijmans to the Management Board	Management	For	For	For
5.c.	Elect Marcus Jordan to the Management Board	Management	For	For	For
6.a.	Elect Stephan R. Nanninga to the Supervisory Board	Management	For	For	For
6.b.	Elect Willem Eelman to the Supervisory Board	Management	For	For	For

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6.c.	Supervisory Board Remuneration Policy	Management	For	For	For
7.	Appointment of Auditor	Management	For	For	For
8.a.	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
8.b.	Authority to Suppress Preemptive Rights	Management	For	For	For
9.	Authority to Repurchase Shares	Management	For	For	For

KUHNE & NAGEL INTERNATIONAL AG

ISIN	CH0025238863	Meeting Date	03-May-22
Country	Switzerland	Record Date	25-Apr-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Allocation of Profits/Dividends	Management	For	For	For
3	Ratification of Board and Management Acts	Management	For	For	For
4.1.1	Elect Dominik Bürgy	Management	For	For	For
4.1.2	Elect Renato Fassbind	Management	For	For	For

Proxy Voting Summary

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4.1.3	Elect Karl Gernandt	Management	For	Against	Against
4.1.4	Elect David Kamenetzky	Management	For	For	For
4.1.5	Elect Klaus-Michael Kühne	Management	For	For	For
4.1.6	Elect Tobias Staehelin	Management	For	For	For
4.1.7	Elect Hauke Stars	Management	For	For	For
4.1.8	Elect Martin Wittig	Management	For	For	For
4.1.9	Elect Joerg Wolle	Management	For	For	For
4.2	Appoint Joerg Wolle as Board Chair	Management	For	For	For
4.3.1	Elect Karl Gernandt as Nominating and Compensation Committee Member	Management	For	Against	Against
4.3.2	Elect Klaus-Michael Kühne as Nominating and Compensation Committee Member	Management	For	For	For
4.3.3	Elect Hauke Stars as Nominating and Compensation Committee Member	Management	For	For	For
4.4	Appointment of Independent Proxy	Management	For	For	For
4.5	Appointment of Auditor	Management	For	For	For
5	Increase in Authorised Capital	Management	For	Against	Against
6	Compensation Report	Management	For	Against	Against
7.1	Board Compensation	Management	For	For	For

Proxy Voting Summary

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7.2	Executive Compensation (Total)	Management	For	For	For
7.3	Executive Compensation (Additional amount FY2022)	Management	For	For	For

SANOFI

ISIN	FR0000120578	Meeting Date	03-May-22
Country	France	Record Date	28-Apr-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For	For	For
2	Consolidated Accounts and Reports	Management	For	For	For
3	Allocation of Profits/Dividends (Ordinary Dividend and Distribution in Kind of EUROAPI Shares)	Management	For	For	For
4	Elect Paul Hudson	Management	For	For	For
5	Elect Christophe Babule	Management	For	For	For
6	Elect Patrick Kron	Management	For	For	For
7	Elect Gilles Schnepf	Management	For	For	For
8	Elect Carole Ferrand	Management	For	For	For
9	Elect Emile Voest	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

10	Elect Antoine Yver	Management	For	For	For
11	2021 Remuneration Report	Management	For	For	For
12	2021 Remuneration of Serge Weinberg, Chair	Management	For	For	For
13	2021 Remuneration of Paul Hudson, CEO	Management	For	For	For
14	2022 Remuneration Policy (Board of Directors)	Management	For	For	For
15	2022 Remuneration Policy (Chair)	Management	For	For	For
16	2022 Remuneration Policy (CEO)	Management	For	For	For
17	Authority to Repurchase and Reissue Shares	Management	For	For	For
18	Amendments to Article 25 Regarding Dividends	Management	For	For	For
19	Authorisation of Legal Formalities	Management	For	For	For

INVESTOR AB

ISIN	SE0015811963	Meeting Date	03-May-22
Country	Sweden	Record Date	25-Apr-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
8	Accounts and Reports	Management	For	For	For

Proxy Voting Summary

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9	Remuneration Report	Management	For	Against	Against
10.A	Ratify Gunnar Brock	Management	For	For	For
10.B	Ratify Johan Forssell	Management	For	For	For
10.C	Ratify Magdalena Gerger	Management	For	For	For
10.D	Ratify Tom Johnstone	Management	For	For	For
10.E	Ratify Isabelle Kocher	Management	For	For	For
10.F	Ratify Sara Mazur	Management	For	For	For
10.G	Ratify Sven Nyman	Management	For	For	For
10.H	Ratify Grace Reksten Skaugen	Management	For	For	For
10.I	Ratify Hans Stråberg	Management	For	For	For
10.J	Ratify Jacob Wallenberg	Management	For	For	For
10.K	Ratify Marcus Wallenberg	Management	For	For	For
11	Allocation of Profits/Dividends	Management	For	For	For
12.A	Board Size	Management	For	For	For
12.B	Number of Auditors	Management	For	For	For
13.A	Directors' Fees	Management	For	For	For
13.B	Authority to Set Auditor's Fees	Management	For	For	For
14.A	Elect Gunnar Brock	Management	For	For	For
14.B	Elect Johan Forssell	Management	For	Against	Against

Proxy Voting Summary

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14.C	Elect Magdalena Gerger	Management	For	For	For
14.D	Elect Tom Johnstone	Management	For	Against	Against
14.E	Elect Isabelle Kocher	Management	For	For	For
14.F	Elect Sven Nyman	Management	For	For	For
14.G	Elect Grace Reksten Skaugen	Management	For	For	For
14.H	Elect Hans Stråberg	Management	For	Against	Against
14.I	Elect Jacob Wallenberg	Management	For	For	For
14.J	Elect Marcus Wallenberg	Management	For	For	For
14.K	Elect Sara Öhrvall	Management	For	For	For
15	Elect Jacob Wallenberg as Chair	Management	For	For	For
16	Appointment of Auditor	Management	For	For	For
17.A	Adoption of Share-Based Incentives (INVESTOR PROGRAM)	Management	For	For	For
17.B	Adoption of Share-Based Incentives (Patricia Industries Program)	Management	For	For	For
18.A	Authority to Repurchase and Reissue Shares Pursuant to LTIP	Management	For	For	For
18.B	Authority to Issue Treasury Shares Pursuant to LTIP	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

RATIONAL AG

ISIN	DE0007010803	Meeting Date	04-May-22
Country	Germany	Record Date	12-Apr-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Profits/Dividends	Management	For	For	For
3	Ratification of Management Acts	Management	For	For	For
4	Ratification of Supervisory Board Acts	Management	For	For	For
5	Remuneration Report	Management	For	For	For
6	Appointment of Auditor	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

ALLIANZ SE

ISIN	DE0008404005	Meeting Date	04-May-22
Country	Germany	Record Date	27-Apr-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Profits/Dividends	Management	For	For	For
3	Ratification of Management Board Acts	Management	For	For	For
4	Ratification of Supervisory Board Acts	Management	For	For	For
5	Appointment of Auditor	Management	For	For	For
6	Remuneration Report	Management	For	For	For
7.A	Elect Sophie Boissard	Management	For	For	For
7.B	Elect Christine Bosse	Management	For	For	For
7.C	Elect Rashmy Chatterjee	Management	For	For	For
7.D	Elect Michael Diekmann	Management	For	For	For
7.E	Elect Friedrich Eichiner	Management	For	For	For
7.F	Elect Herbert Hainer	Management	For	For	For
8	Increase in Authorised Capital	Management	For	For	For
9	Increase in Authorised Capital for Employee Share Issuances	Management	For	For	For
10	Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	Management	For	For	For
11	Authority to Repurchase and Reissue Shares	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

12	Authority to Repurchase Shares Using Equity Derivatives	Management	For	For	For
13	Amendments to Profit-and-Loss Transfer Agreements	Management	For	For	For
14	Amendments to Profit-and-Loss and Control Agreement	Management	For	For	For

BARCLAYS PLC

ISIN	GB0031348658	Meeting Date	04-May-22
Country	United Kingdom	Record Date	02-May-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Remuneration Report	Management	For	Against	Against
3	Elect Coimbatore S. Venkatakrishnan	Management	For	For	For
4	Elect Robert Berry	Management	For	For	For
5	Elect Anna Cross	Management	For	For	For
6	Elect Michael Ashley	Management	For	For	For
7	Elect Tim Breedon	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

8	Elect Mohamed A. El-Erian	Management	For	For	For
9	Elect Dawn Fitzpatrick	Management	For	For	For
10	Elect Mary E. Francis	Management	For	For	For
11	Elect Crawford Gillies	Management	For	For	For
12	Elect Brian Gilvary	Management	For	For	For
13	Elect Nigel Higgins	Management	For	For	For
14	Elect Diane L. Schueneman	Management	For	For	For
15	Elect Julia Wilson	Management	For	For	For
16	Appointment of Auditor	Management	For	For	For
17	Authority to Set Auditor's Fees	Management	For	For	For
18	Authorisation of Political Donations	Management	For	For	For
19	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
20	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	For
21	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	For
22	Authority to Issue Equity Convertible Notes w/ Preemptive Rights	Management	For	For	For
23	Authority to Issue Equity Convertible Notes w/o Preemptive Rights	Management	For	For	For
24	Authority to Repurchase Shares	Management	For	For	For
25	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	For
26	Approval of Climate Strategy, Targets and Progress 2022	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

AIR LIQUIDE S.A

ISIN	FR0000120073	Meeting Date	04-May-22
Country	France	Record Date	29-Apr-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Consolidated Accounts and Reports	Management	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For
4	Authority to Repurchase and Reissue Shares	Management	For	For	For
5	Elect Benoît Potier	Management	For	For	For
6	Elect François Jackow	Management	For	For	For
7	Elect Annette Winkler	Management	For	For	For
8	Appointment of Auditor (PricewaterhouseCoopers)	Management	For	For	For
9	Appointment of Auditor (KPMG)	Management	For	For	For
10	Non-Renewal of Alternate Auditors (Auditex and Jean-Christophe Georghiou)	Management	For	For	For
11	Special Auditors Report on Regulated Agreements	Management	For	For	For
12	2021 Remuneration of Benoît Potier, Chair and CEO	Management	For	For	For
13	2021 Remuneration Report	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

14	2022 Remuneration Policy (Chair and CEO from January 1, 2022 until May 31, 2022)	Management	For	For	For
15	2022 Remuneration Policy (CEO from June 1, 2022)	Management	For	For	For
16	2022 Remuneration Policy (Chair from June 1, 2022)	Management	For	For	For
17	2022 Remuneration Policy (Board of Directors)	Management	For	For	For
18	Authority to Cancel Shares and Reduce Capital	Management	For	For	For
19	Authority to Increase Capital Through Capitalisations	Management	For	For	For
20	Authority to Grant Stock Options	Management	For	For	For
21	Authority to Issue Restricted Shares	Management	For	For	For
22	Employee Stock Purchase Plan	Management	For	For	For
23	Stock Purchase Plan for Overseas Employees	Management	For	For	For
24	Amendments to Articles Regarding Directors' Shareholding Requirements	Management	For	For	For
25	Amendments to Articles Regarding Board's Written Consultations	Management	For	For	For
26	Amendments to Articles Regarding CEO's Age Limit	Management	For	For	For
27	Amendments to Articles Regarding Alternate Auditors	Management	For	For	For
28	Amendments to Articles Regarding References to French Regulation	Management	For	For	For
29	Authorisation of Legal Formalities	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

JUST EAT TAKEAWAY.COM N.V.

ISIN	NL0012015705	Meeting Date	04-May-22
Country	Netherlands	Record Date	06-Apr-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2.b.	Remuneration Report	Management	For	For	For
2.c.	Accounts and Reports	Management	For	For	For
3.	Management Board Remuneration Policy	Management	For	For	For
4.a.	Ratification of Management Board Acts	Management	For	For	For
4.b.	Ratification of Supervisory Board Acts	Management	For	For	For
5.a.	Elect Jitse Groen to the Management Board	Management	For	For	For
5.b.	Elect Brent Wissink to the Management Board	Management	For	For	For
5.c.	Elect Jörg Gerbig to the Management Board	Management	For	For	For
6.a.	Elect Adriaan Nühn to the Supervisory Board	Management	For	Against	Against
6.b.	Elect Corinne Vigreux to the Supervisory Board	Management	For	For	For
6.c.	Elect David Fisher to the Supervisory Board	Management	For	For	For
6.d.	Elect Lloyd D. Frink to the Supervisory Board	Management	For	For	For
6.e.	Elect Jambu Palaniappan to the Supervisory Board	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

6.f.	Elect Ron Teerlink to the Supervisory Board	Management	For	For	For
7.	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
8.	Authority to Suppress Preemptive Rights	Management	For	For	For
9.	Authority to Repurchase Shares	Management	For	For	For

GLAXOSMITHKLINE PLC

ISIN	GB0009252882	Meeting Date	04-May-22
Country	United Kingdom	Record Date	02-May-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Remuneration Report	Management	For	For	For
3	Remuneration Policy	Management	For	For	For
4	Elect Anne Beal	Management	For	For	For
5	Elect Harry Dietz	Management	For	For	For
6	Elect Sir Jonathan R. Symonds	Management	For	For	For
7	Elect Emma N. Walmsley	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

8	Elect Charles A. Bancroft	Management	For	For	For
9	Elect Manvinder S. Banga	Management	For	For	For
10	Elect Hal V. Barron	Management	For	For	For
11	Elect Dame Vivienne Cox	Management	For	For	For
12	Elect Lynn L. Elsenhans	Management	For	For	For
13	Elect Laurie H. Glimcher	Management	For	For	For
14	Elect Jesse Goodman	Management	For	For	For
15	Elect Iain J. Mackay	Management	For	For	For
16	Elect Urs Rohner	Management	For	For	For
17	Appointment of Auditor	Management	For	For	For
18	Authority to Set Auditor's Fees	Management	For	For	For
19	Authorisation of Political Donations	Management	For	For	For
20	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
21	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	For
22	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	For
23	Authority to Repurchase Shares	Management	For	For	For
24	Approve exemption from statement of the senior statutory auditor's name in published auditors' reports	Management	For	For	For
25	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	For
26	Share Save Plan 2022	Management	For	For	For
27	Share Reward Plan 2022	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

28	Adoption of New Articles	Management	For	For	For
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NEXI S.P.A.

ISIN	IT0005366767	Meeting Date	05-May-22
Country	Italy	Record Date	26-Apr-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
O.1	Accounts and Reports; Allocation of Profits	Management	For	For	For
O.2.a	Board Size	Management	For	For	For
O.2.b	Board Term Length	Management	For	For	For
O.2c1	List Presented by Group of Institutional Investors Representing 1.53% of Share Capital	Management		For	N/A
O.2c2	List presented by Shareholders' Agreement	Management			N/A
O.2.d	Directors' Fees	Management	For	For	For
O.3a1	List Presented by Group of Institutional Investors Representing 1.53% of Share Capital	Management		For	N/A
O.3a2	List Presented by Shareholders' Agreement	Management		Abstain	N/A
O.3.b	Election of Chair of Board of Statutory Auditors	Management	For	For	For

Proxy Voting Summary

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O.3.c	Statutory Auditors' Fees	Management	For	For	For
O.4	Increase in Auditors' Fees	Management	For	For	For
O.5.a	Remuneration Policy	Management	For	Against	Against
O.5.b	Remuneration Report	Management	For	For	For
O.6	2022-2024 Long-Term Incentive Plan	Management	For	For	For
O.7	Authority to Repurchase and Reissue Shares	Management	For	For	For
E.1	Authority to Issue Shares to Service the 2022-2024 Long-term Incentive Plan	Management	For	For	For

MTU AERO ENGINES AG

ISIN	DE000A0D9PT0	Meeting Date	05-May-22
Country	Germany	Record Date	28-Apr-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Profits/Dividends	Management	For	For	For
3	Ratification of Management Board Acts	Management	For	For	For
4	Ratification of Supervisory Board Acts	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

5	Appointment of Auditor	Management	For	For	For
6	Supervisory Board Remuneration Policy	Management	For	For	For
7	Elect Gordon Riske as Supervisory Board Chair	Management	For	For	For
8	Remuneration Report	Management	For	For	For

LONZA GROUP AG

ISIN	CH0013841017	Meeting Date	05-May-22
Country	Switzerland	Record Date	21-Apr-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Compensation Report	Management	For	Against	Against
3	Ratification of Board and Management Acts	Management	For	For	For
4	Allocation of Profits/Dividends	Management	For	For	For
5.1.A	Elect Albert M. Baehny	Management	For	Against	Against

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

5.1.B	Elect Angelica Kohlmann	Management	For	For	For
5.1.C	Elect Christoph Mäder	Management	For	For	For
5.1.D	Elect Barbara M. Richmond	Management	For	For	For
5.1.E	Elect Jürgen B. Steinemann	Management	For	For	For
5.1.F	Elect Olivier Verscheure	Management	For	For	For
5.2.A	Elect Marion Helmes	Management	For	For	For
5.2.B	Elect Roger Nitsch	Management	For	For	For
5.3	Appoint Albert M. Baehny as Board Chair	Management	For	For	For
5.4.A	Elect Angelica Kohlmann as Nominating and Compensation Committee Member	Management	For	For	For
5.4.B	Elect Christoph Mäder as Nominating and Compensation Committee Member	Management	For	For	For
5.4.C	Elect Jürgen B. Steinemann as Nominating and Compensation Committee Member	Management	For	For	For
6	Appointment of Auditor	Management	For	Against	Against
7	Appointment of Independent Proxy	Management	For	For	For
8	Board Compensation	Management	For	For	For
9.1	Approval of Executive Remuneration (Fixed)	Management	For	For	For
9.2	Executive Compensation (Short-Term)	Management	For	Against	Against
9.3	Executive Compensation (Long-Term)	Management	For	For	For
10	Additional or Amended Shareholder Proposals	Shareholder		Abstain	N/A

Proxy Voting Summary

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IMI PLC

ISIN	GB00BGLP8L22	Meeting Date	05-May-22
Country	United Kingdom	Record Date	03-May-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Final Dividend	Management	For	For	For
3	Remuneration Report	Management	For	Against	Against
4	Elect Lord Robert Smith of Kelvin	Management	For	For	For
5	Elect Thomas T. Andersen	Management	For	For	For
6	Elect Caroline Dowling	Management	For	For	For
7	Elect Katie Jackson	Management	For	For	For
8	Elect Ajai Puri	Management	For	For	For
9	Elect Isobel Sharp	Management	For	For	For

Proxy Voting Summary

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10	Elect Daniel Shook	Management	For	For	For
11	Elect Roy M. Twite	Management	For	For	For
12	Increase in NED Fee Cap	Management	For	For	For
13	Appointment of Auditor	Management	For	For	For
14	Authority to Set Auditor's Fees	Management	For	For	For
15	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
16	Authorisation of Political Donations	Management	For	For	For
17	US Employee Stock Purchase Plan	Management	For	For	For
A	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	For
B	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	For
C	Authority to Repurchase Shares	Management	For	For	For
D	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

KBC GROUP SA NV

ISIN	BE0003565737	Meeting Date	05-May-22
Country	Belgium	Record Date	21-Apr-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
4.	Accounts and Reports; Allocation of Profits and Dividends	Management	For	For	For
5.	Remuneration Report	Management	For	Against	Against
6.	Remuneration Policy	Management	For	Against	Against
7.	Ratification of Board Acts	Management	For	Against	Against
8.	Ratification of Auditor's Acts	Management	For	For	For
9.	Authority to Set Auditor's Fees	Management	For	For	For
10.	Appointment of Auditor and Authority to Set Fees	Management	For	For	For
11.a.	Elect Christine van Rijseghem to the Board of Directors	Management	For	For	For
11.b.	Elect Marc Wittemans to the Board of Directors	Management	For	Against	Against
11.c.	Elect Alicia Reyes Revuelta to the Board of Directors	Management	For	For	For
12.	Authority to Repurchase Shares	Management	For	For	For

ACS, ACTIVIDADES DE CONSTRUCCION Y SERVICIOS, S.A.

ISIN	ES0167050915	Meeting Date	05-May-22
Country	Spain	Record Date	30-Apr-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.1	Accounts and Reports	Management	For	For	For
1.2	Allocation of Profits/Dividends	Management	For	For	For
2	Report on Non-Financial Information	Management	For	For	For
3	Ratification of Board Acts	Management	For	For	For
4.1	Board Size	Management	For	For	For
4.2	Elect Juan Santamaría Cases	Management	For	For	For
4.3	Elect María José García Beato	Management	For	For	For
5.1	Remuneration Report	Management	For	For	For
5.2	Remuneration Policy	Management	For	For	For
6	Appointment of Auditor	Management	For	For	For
7	Scrip Dividend; Authority to Cancel Shares and Reduce Share Capital	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

8	Authority to Repurchase and Reissue Shares	Management	For	For	For
9.1	Amendments to Articles (Capital)	Management	For	For	For
9.2	Amendments to Articles (Audit Committee)	Management	For	For	For
9.3	Amendments to Articles (General Meeting)	Management	For	For	For
9.4	Amendments to Articles (Remote Attendance)	Management	For	For	For
10.1	Amendments to General Meeting Regulations (Competencies)	Management	For	For	For
10.2	Amendments to General Meeting Regulations (Notice and Information)	Management	For	For	For
10.3	Amendments to General Meeting Regulations (Representation)	Management	For	For	For
10.4	Amendments to General Meeting Regulations (Remote Attendance)	Management	For	For	For
10.5	Amendments to General Meeting Regulations (Minutes)	Management	For	For	For
11	Authorisation of Legal Formalities	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

REPSOL S.A.

ISIN	ES0173516115	Meeting Date	05-May-22
Country	Spain	Record Date	29-Apr-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Allocation of Profits/Dividends	Management	For	For	For
3	Report on Non-Financial Information	Management	For	For	For
4	Ratification of Board Acts	Management	For	For	For
5	Appointment of Auditor	Management	For	For	For
6	Special Dividend	Management	For	For	For
7	First Authority to Cancel Treasury Shares and Reduce Capital	Management	For	For	For
8	Second Authority to Cancel Treasury Shares and Reduce Capital	Management	For	For	For
9	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	For
10	Authority to Repurchase Shares	Management	For	For	For
11	Elect María del Carmen Ganyet i Cirera	Management	For	For	For
12	Elect Ignacio Martín San Vicente	Management	For	For	For
13	Ratification of Co-Option of Emiliano López Achurra	Management	For	For	For
14	Ratification of Co-Option of José Iván Martén Uliarte	Management	For	For	For
15	Remuneration Report	Management	For	For	For

Proxy Voting Summary

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16	Long-term Incentive Plan	Management	For	For	For
17	Advisory Vote on Energy Transition Strategy	Management	For	For	For
18	Authorisation of Legal Formalities	Management	For	For	For

SCHNEIDER ELECTRIC SE

ISIN	FR0000121972	Meeting Date	05-May-22
Country	France	Record Date	02-May-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For	For	For
2	Consolidated Accounts and Reports	Management	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For
4	Special Auditors Report on Regulated Agreements	Management	For	For	For
5	Appointment of Auditor (Mazars); Non-Renewal of Alternate Auditor (Thierry Blanchetier)	Management	For	For	For
6	Appointment of Auditor (PricewaterhouseCoopers); Non-Renewal of Alternate Auditor (Auditex)	Management	For	For	For
7	2021 Remuneration Report	Management	For	For	For
8	2021 Remuneration of Jean-Pascal Tricoire, Chair and CEO	Management	For	For	For

Proxy Voting Summary

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9	2022 Remuneration Policy (Chair and CEO)	Management	For	For	For
10	2022 Remuneration Policy (Board of Directors)	Management	For	For	For
11	Elect Linda Knoll	Management	For	For	For
12	Elect Anders Runevad	Management	For	For	For
13	Elect Nivedita Krishnamurthy Bhagat	Management	For	For	For
14	Authority to Repurchase and Reissue Shares	Management	For	For	For
15	Authority to Issue Performance Shares	Management	For	For	For
16	Employee Stock Purchase Plan	Management	For	For	For
17	Stock Purchase Plan for Overseas Employees	Management	For	For	For
18	Merger by Absorption of IGE+XAO	Management	For	For	For
19	Authorisation of Legal Formalities	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

DEUTSCHE POST AG

ISIN	DE0005552004	Meeting Date	06-May-22
Country	Germany	Record Date	29-Apr-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Profits/Dividends	Management	For	For	For
3	Ratification of Management Board Acts	Management	For	For	For
4	Ratification of Supervisory Board Acts	Management	For	For	For
5	Appointment of Auditor	Management	For	Against	Against
6	Appointment of Auditor (FY 2023)	Management	For	For	For
7.1	Elect Luise Hölscher	Management	For	For	For
7.2	Elect Stefan B. Wintels	Management	For	For	For
8	Equity Incentive Plan; Increase in Conditional Capital	Management	For	For	For
9	Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	Management	For	For	For
10	Remuneration Report	Management	For	For	For
11	Supervisory Board Remuneration Policy	Management	For	For	For

INTERCONTINENTAL HOTELS GROUP

ISIN	GB00BHJYC057	Meeting Date	06-May-22
Country	United Kingdom	Record Date	04-May-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Remuneration Report	Management	For	Against	Against
3	Final Dividend	Management	For	For	For
4.A	Elect Graham Allan	Management	For	For	For
4.B	Elect Daniela B. Soares	Management	For	For	For
4.C	Elect Keith Barr	Management	For	For	For
4.D	Elect Patrick Cescau	Management	For	For	For
4.E	Elect Arthur de Haast	Management	For	For	For
4.F	Elect Ian Dyson	Management	For	For	For

Proxy Voting Summary

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4.G	Elect Paul Edgecliffe-Johnson	Management	For	For	For
4.H	Elect Duriya M. Farooqui	Management	For	For	For
4.I	Elect Jo Harlow	Management	For	For	For
4.J	Elect Elie W Maalouf	Management	For	For	For
4.K	Elect Jill McDonald	Management	For	For	For
4.L	Elect Sharon Rothstein	Management	For	For	For
5	Appointment of Auditor	Management	For	For	For
6	Authority to Set Auditor's Fees	Management	For	For	For
7	Authorisation of Political Donations	Management	For	For	For
8	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
9	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	For
10	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	For
11	Authority to Repurchase Shares	Management	For	For	For
12	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

DIRECT LINE INSURANCE GROUP PLC

ISIN	GB00BY9D0Y18	Meeting Date	10-May-22
Country	United Kingdom	Record Date	06-May-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Remuneration Report	Management	For	For	For
3	Final Dividend	Management	For	For	For
4	Elect Tracy Corrigan	Management	For	For	For
5	Elect Danuta Gray	Management	For	For	For
6	Elect Mark Gregory	Management	For	For	For
7	Elect Penny J. James	Management	For	For	For
8	Elect Sebastian R. James	Management	For	For	For
9	Elect Adrian Joseph	Management	For	For	For
10	Elect Neil Manser	Management	For	For	For
11	Elect Fiona McBain	Management	For	For	For
12	Elect Gregor Stewart	Management	For	For	For
13	Elect Richard C. Ward	Management	For	For	For
14	Appointment of Auditor	Management	For	Against	Against

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

15	Authority to Set Auditor's Fees	Management	For	For	For
16	Authorisation of Political Donations	Management	For	For	For
17	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
18	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	For
19	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	For
20	Authority to Repurchase Shares	Management	For	For	For
21	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	For
22	Authority to Issue Restricted Tier 1 Capital Instruments w/ Preemptive Rights	Management	For	For	For
23	Authority to Issue Restricted Capital Instruments w/o Preemptive Rights	Management	For	For	For

KONINKLIJKE PHILIPS N.V.

ISIN	NL0000009538	Meeting Date	10-May-22
Country	Netherlands	Record Date	12-Apr-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2.b.	Accounts and Reports	Management	For	For	For
2.c.	Allocation of Profits/Dividends	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

2.d.	Remuneration Report	Management	For	Against	Against
2.e.	Ratification of Management Board Acts	Management	For	For	For
2.f.	Ratification of Supervisory Board Acts	Management	For	For	For
3.a.	Elect Paul Stoffels to the Supervisory Board	Management	For	For	For
3.b.	Elect Marc Harrison to the Supervisory Board	Management	For	For	For
3.c.	Elect Herna Verhagen to the Supervisory Board	Management	For	For	For
3.d.	Elect Sanjay J. Poonem to the Supervisory Board	Management	For	For	For
4.	Appointment of Auditor	Management	For	For	For
5.a.	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
5.b.	Authority to Suppress Preemptive Rights	Management	For	For	For
6.	Authority to Repurchase Shares	Management	For	For	For
7.	Cancellation of Shares	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

KONINKLIJKE DSM N.V.

ISIN	NL0000009827	Meeting Date	10-May-22
Country	Netherlands	Record Date	12-Apr-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
3.	Remuneration Report	Management	For	For	For
4.	Accounts and Reports	Management	For	For	For
5.b.	Reserves and Dividend Policy	Management	For	For	For
6.a.	Ratification of Management Board Acts	Management	For	For	For
6.b.	Ratification of Supervisory Board Acts	Management	For	For	For
7.	Elect Geraldine Matchett to the Management Board	Management	For	For	For
8.	Elect Eileen T. Kennedy to the Supervisory Board	Management	For	For	For
9.	Appointment of Auditor	Management	For	For	For
10.a.	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	For
10.b.	Authority to Issue Shares w/ Preemptive Rights in Connection with a Rights Issue	Management	For	For	For
11.	Authority to Repurchase Shares	Management	For	For	For
12.	Cancellation of Shares	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

KION GROUP AG

ISIN	DE000KGX8881	Meeting Date	11-May-22
Country	Germany	Record Date	19-Apr-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Profits/Dividends	Management	For	For	For
3	Ratification of Management Board Acts	Management	For	For	For
4	Ratification of Supervisory Board Acts	Management	For	For	For
5	Appointment of Auditor	Management	For	For	For
6	Remuneration Report	Management	For	Against	Against
7.1	Elect Birgit A. Behrendt	Management	For	For	For
7.2	Elect Alexander Dibelius	Management	For	For	For
7.3	Elect Michael Martin Macht	Management	For	Against	Against

Proxy Voting Summary

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7.4 Elect TAN Xuguang Management For Against Against

EDENRED

ISIN FR0010908533 Meeting Date 11-May-22
Country France Record Date 06-May-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For	For	For
2	Consolidated Accounts and Reports	Management	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For
4	Elect Bertrand Dumazy	Management	For	Against	Against
5	Elect Maëlle Gavet	Management	For	For	For
6	Elect Jean-Romain Lhomme	Management	For	For	For
7	Elect Bernardo Sanchez Incera	Management	For	For	For
8	2022 Remuneration Policy (Chair and CEO)	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

9	2022 Remuneration Policy (Board of Directors)	Management	For	For	For
10	2021 Remuneration Report	Management	For	For	For
11	2022 Remuneration of Bertrand Dumazy, Chair and CEO	Management	For	For	For
12	Special Auditors Report on Regulated Agreements	Management	For	For	For
13	Appointment of Auditor (Ernst & Young); Non-Renewal of Alternate Auditor (Auditex)	Management	For	For	For
14	Authority to Repurchase and Reissue Shares	Management	For	For	For
15	Authority to Cancel Shares and Reduce Capital	Management	For	For	For
16	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For	For	For
17	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights and to Increase Capital in Case of Exchange Offers	Management	For	For	For
18	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	For	For	For
19	Greenshoe	Management	For	For	For
20	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For	For	For
21	Authority to Increase Capital Through Capitalisations	Management	For	For	For
22	Employee Stock Purchase Plan	Management	For	For	For
23	Authorisation of Legal Formalities	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

ENI SPA

ISIN	IT0003132476	Meeting Date	11-May-22
Country	Italy	Record Date	02-May-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
O.1	Accounts and Reports	Management	For	For	For
O.2	Allocation of Profits/Dividends	Management	For	For	For
O.3	Authority to Repurchase Shares	Management	For	For	For
O.4	Amendments to Meeting Regulations	Management	For	For	For
O.5	Remuneration Report	Management	For	For	For
O.6	Use of Reserves (FY2022 Interim Dividend)	Management	For	For	For
E.7	Reduction of Reserves (FY2022 Interim Dividend)	Management	For	For	For
E.8	Cancellation of Shares	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

BAYERISCHE MOTOREN WERKE AG

ISIN	DE0005190003	Meeting Date	11-May-22
Country	Germany	Record Date	20-Apr-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Profits/Dividends	Management	For	For	For
3	Ratification of Management Board Acts	Management	For	For	For
4	Ratification of Supervisory Board Acts	Management	For	For	For
5	Appointment of Auditor	Management	For	For	For
6	Elect Heinrich Hiesinger as Supervisory Board Member	Management	For	For	For
7	Remuneration Report	Management	For	Against	Against
8	Authority to Repurchase and Reissue Shares	Management	For	For	For
9.1	Amendment to Previously-Approved Profit-and-Loss Transfer Agreement with Bavaria Wirtschaftsagentur GmbH	Management	For	For	For
9.2	Amendment to Previously-Approved Profit-and-Loss Transfer Agreement with BMW Anlagen Verwaltungs GmbH	Management	For	For	For
9.3	Amendment to Previously-Approved Profit-and-Loss Transfer Agreement with BMW Bank GmbH	Management	For	For	For
9.4	Amendment to Previously-Approved Profit-and-Loss Transfer Agreement with BMW Fahrzeugtechnik GmbH	Management	For	For	For
9.5	Amendment to Previously-Approved Profit-and-Loss Transfer Agreement with BMW INTEC Beteiligungs GmbH	Management	For	For	For
9.6	Amendment to Previously-Approved Profit-and-Loss Transfer Agreement with BMW M GmbH Gesellschaft für individuelle Automobile	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

PUMA SE

ISIN	DE0006969603	Meeting Date	11-May-22
Country	Germany	Record Date	19-Apr-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Profits/Dividends	Management	For	For	For
3	Ratification of Management Board Acts	Management	For	For	For
4	Ratification of Supervisory Board Acts	Management	For	For	For
5	Appointment of Auditor	Management	For	For	For
6	Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	Management	For	For	For
7	Authority to Repurchase and Reissue Shares	Management	For	For	For
8	Amendments to Articles (Supervisory Board Term)	Management	For	For	For
9	Amendments to Articles (Right to Attend Annual General Meeting)	Management	For	For	For
10	Remuneration Report	Management	For	Against	Against

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

SAVILLS PLC

ISIN	GB00B135BJ46	Meeting Date	11-May-22
Country	United Kingdom	Record Date	09-May-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Remuneration Policy	Management	For	For	For
3	Remuneration Report	Management	For	For	For
4	Final Dividend	Management	For	For	For
5	Elect Nicholas Ferguson	Management	For	For	For
6	Elect Mark Ridley	Management	For	For	For
7	Elect Simon Shaw	Management	For	For	For
8	Elect Stacey Cartwright	Management	For	For	For
9	Elect Florence Tondou-Melique	Management	For	For	For
10	Elect Dana G. Roffman	Management	For	For	For
11	Elect Philip Lee	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

12	Elect Richard Orders	Management	For	For	For
13	Appointment of Auditor	Management	For	For	For
14	Authority to Set Auditor's Fees	Management	For	For	For
15	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
16	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	For
17	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	For
18	Authority to Repurchase Shares	Management	For	For	For
19	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	For

SAGAX AB

ISIN	SE0005127818	Meeting Date	11-May-22
Country	Sweden	Record Date	03-May-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
7.A	Accounts and Reports	Management	For	For	For
7.B	Allocation of Profits/Dividends	Management	For	For	For
7.C1	Ratify Staffan Salén	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

7.C2	Ratify David Mindus	Management	For	For	For
7.C3	Ratify Johan Cerderlund	Management	For	For	For
7.C4	Ratify Filip Engelbert	Management	For	For	For
7.C5	Ratify Johan Thorell	Management	For	For	For
7.C6	Ratify Ulrika Werdelin	Management	For	For	For
7.C7	Ratify David Mindus (CEO)	Management	For	For	For
8	Board Size; Number of Auditors	Management	For	For	For
9	Directors and Auditors' Fees	Management	For	For	For
10.1	Elect Staffan Salén	Management	For	Against	Against
10.2	Elect David Mindus	Management	For	Against	Against
10.3	Elect Johan Cederlund	Management	For	For	For
10.4	Elect Filip Engelbert	Management	For	For	For
10.5	Elect Johan Thorell	Management	For	For	For
10.6	Elect Ulrika Werdelin	Management	For	For	For
10.7	Elect Staffan Salén as chair	Management	For	Against	Against
10.8	Appointment of Auditor	Management	For	For	For
11	Remuneration Report	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

12	Adoption of Share-Based Incentives (Incentive Program 2022/2025)	Management	For	For	For
13	Authority to Issue Warrants & Convertibles w/ or w/o Preemptive Rights	Management	For	For	For
14	Authority to Repurchase and Reissue Shares & Warrants; Authority to Repurchase Convertibles	Management	For	For	For
15	Amendments to Articles	Management	For	For	For

ADIDAS AG

ISIN	DE000A1EWWW0	Meeting Date	12-May-22
Country	Germany	Record Date	05-May-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Profits/Dividends	Management	For	For	For
3	Ratification of Management Board Acts	Management	For	For	For
4	Ratification of Supervisory Board Acts	Management	For	For	For
5	Remuneration Report	Management	For	For	For
6	Supervisory Board Remuneration Policy	Management	For	For	For
7	Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

8	Appointment of Auditor (FY2022)	Management	For	Against	Against
9	Appointment of Auditor (FY2023)	Management	For	For	For

FRESENIUS MEDICAL CARE AG & CO. KGAA

ISIN	DE0005785802	Meeting Date	12-May-22
Country	Germany	Record Date	20-Apr-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Allocation of Profits/Dividends	Management	For	For	For
3	Ratification of General Partner Acts	Management	For	For	For
4	Ratification of Supervisory Board Acts	Management	For	For	For
5	Appointment of Auditor	Management	For	For	For
6	Remuneration Report	Management	For	For	For

Proxy Voting Summary

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HEIDELBERGCEMENT AG

ISIN	DE0006047004	Meeting Date	12-May-22
Country	Germany	Record Date	21-Apr-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Profits/Dividends	Management	For	For	For
3.1	Ratify Dominik von Achten	Management	For	For	For
3.2	Ratify Lorenz Näger	Management	For	For	For
3.3	Ratify René Aldach	Management	For	For	For
3.4	Ratify Kevin Gluskie	Management	For	For	For
3.5	Ratify Hakan Gurdal	Management	For	For	For
3.6	Ratify Ernest Jelito	Management	For	For	For
3.7	Ratify Nicola Kimm	Management	For	For	For
3.8	Ratify Dennis Lentz	Management	For	For	For
3.9	Ratify Jon Morrish	Management	For	For	For

Proxy Voting Summary

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3.10	Ratify Chris Ward	Management	For	For	For
4.1	Ratify Fritz-Jürgen Heckmann	Management	For	For	For
4.2	Ratify Heinz Schmitt	Management	For	For	For
4.3	Ratify Barbara Breuninger	Management	For	For	For
4.4	Ratify Birgit Jochens	Management	For	For	For
4.5	Ratify Ludwig Merckle	Management	For	For	For
4.6	Ratify Tobias Merckle	Management	For	For	For
4.7	Ratify Luka Mucic	Management	For	For	For
4.8	Ratify Ines Ploss	Management	For	For	For
4.9	Ratify Peter Riedel	Management	For	For	For
4.10	Ratify Werner Schraeder	Management	For	For	For
4.11	Ratify Margret Suckale	Management	For	For	For
4.12	Ratify Marion Weissenberger-Eibl	Management	For	For	For
5	Appointment of Auditor	Management	For	For	For
6.1	Elect Bernd Scheifele	Management	For	For	For
6.2	Elect Sopna Sury	Management	For	For	For
7	Remuneration Report	Management	For	For	For

Proxy Voting Summary

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K & S AG

ISIN	DE000KSAG888	Meeting Date	12-May-22
Country	Germany	Record Date	05-May-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Profits/Dividends	Management	For	For	For
3	Ratification of Management Board Acts	Management	For	For	For
4	Ratification of Supervisory Board Acts	Management	For	For	For
5	Appointment of Auditor	Management	For	For	For
6	Elect Thomas Kölbl as Supervisory Board Member	Management	For	For	For
7	Remuneration Report	Management	For	Against	Against

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Report Date Range: 01-Jan-22 to 31-Dec-22

NEMETSCHEK SE

ISIN	DE0006452907	Meeting Date	12-May-22
Country	Germany	Record Date	20-Apr-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Profits/Dividends	Management	For	For	For
3	Ratification of Management Board Acts	Management	For	For	For
4.1	Ratify Kurt Dobitsch	Management	For	For	For
4.2	Ratify Georg Nemetschek	Management	For	For	For
4.3	Ratify Rüdiger Herzog	Management	For	For	For
4.4	Ratify Bill Krouch	Management	For	For	For
5	Appointment of Auditor	Management	For	For	For
6	Increase of Supervisory Board Size	Management	For	For	For
7.1	Elect Kurt Dobitsch	Management	For	For	For
7.2	Elect Bill Krouch	Management	For	For	For

Proxy Voting Summary

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7.3	Elect Patricia Geibel-Conrad	Management	For	For	For
7.4	Elect Gernot Strube	Management	For	For	For
7.5	Elect Christine Schöneweis	Management	For	For	For
7.6	Elect Andreas Söffing	Management	For	For	For
8	Election of Georg Nemetschek as Honorary Chair	Management	For	For	For
9	Remuneration Report	Management	For	For	For
10	Remuneration Policy	Management	For	Against	Against
11	Supervisory Board Remuneration Policy	Management	For	For	For

HELLOFRESH SE

ISIN	DE000A161408	Meeting Date	12-May-22
Country	Germany	Record Date	20-Apr-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Profits	Management	For	For	For
3	Ratification of Management Board Acts	Management	For	For	For

Proxy Voting Summary

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4	Ratification of Supervisory Board Acts	Management	For	For	For
5	Appointment of Auditor	Management	For	For	For
6	Remuneration Report	Management	For	Against	Against
7	Management Board Remuneration Policy	Management	For	For	For
8	Increase in Authorised Capital	Management	For	For	For
9	Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	Management	For	For	For
10	Authority to Repurchase and Reissue Shares	Management	For	For	For

FASTIGHETS AB BALDER

ISIN	SE0000455057	Meeting Date	12-May-22
Country	Sweden	Record Date	04-May-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
8.A	Accounts and Reports	Management	For	For	For
8.B	Allocation of Profits/Dividends	Management	For	For	For
8.C.1	Ratify Christina Rogestam	Management	For	For	For

Proxy Voting Summary

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8.C.2	Ratify Erik Selin	Management	For	For	For
8.C.3	Ratify Fredrik Svensson	Management	For	For	For
8.C.4	Ratify Sten Dunér	Management	For	For	For
8.C.5	Ratify Anders Wennergren	Management	For	For	For
8.C.6	Ratify Erik Selin (CEO)	Management	For	For	For
9	Board Size	Management	For	For	For
10	Directors and Auditors' Fees	Management	For	For	For
11.A	Elect Christina Rogestam as Chair	Management	For	Against	Against
11.B	Elect Erik Selin	Management	For	Against	Against
11.C	Elect Fredrik Svensson	Management	For	For	For
11.D	Elect Sten Dunér	Management	For	For	For
11.E	Elect Anders Wennergren	Management	For	Against	Against
11.F	Elect Christina Rogestam	Management	For	Against	Against
12	Approval of Nomination Committee Guidelines	Management	For	Against	Against
13	Remuneration Report	Management	For	For	For

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14	Remuneration Policy	Management	For	For	For
15	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	For
16	Authority to Repurchase and Reissue Shares	Management	For	For	For
17	Stock Split; Amendments to Articles	Management	For	For	For

E. ON SE

ISIN	DE000ENAG999	Meeting Date	12-May-22
Country	Germany	Record Date	05-May-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Profits/Dividends	Management	For	For	For
3	Ratification of Management Board Acts	Management	For	For	For
4	Ratification of Supervisory Board Acts	Management	For	For	For
5.1	Appointment of Auditor (FY2022)	Management	For	For	For
5.2	Appointment of Auditor for Interim Statements (FY2022)	Management	For	For	For
5.3	Appointment of Auditor for Interim Statements (FY2023 Q1)	Management	For	For	For
6	Remuneration Report	Management	For	For	For

CONVATEC GROUP PLC

ISIN	GB00BD3VFW73	Meeting Date	12-May-22
Country	United Kingdom	Record Date	10-May-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Remuneration Report	Management	For	For	For
3	Final Dividend	Management	For	For	For
4	Elect John D. G. McAdam	Management	For	For	For
5	Elect Karim Bitar	Management	For	For	For
6	Elect Margaret Ewing	Management	For	For	For
7	Elect Brian May	Management	For	For	For
8	Elect Sten Scheibye	Management	For	For	For
9	Elect Heather Mason	Management	For	For	For
10	Elect Constantin Coussios	Management	For	For	For
11	Elect Jonny Mason	Management	For	For	For

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12	Elect Kimberly S. Lody	Management	For	For	For
13	Elect Sharon O'Keefe	Management	For	For	For
14	Appointment of Auditor	Management	For	For	For
15	Authority to Set Auditor's Fees	Management	For	For	For
16	Authorisation of Political Donations	Management	For	For	For
17	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
18	Scrip Dividend	Management	For	For	For
19	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	For
20	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	For
21	Authority to Repurchase Shares	Management	For	For	For
22	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

ARCADIS NV

ISIN	NL0006237562	Meeting Date	12-May-22
Country	Netherlands	Record Date	14-Apr-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
4.a.	Accounts and Reports	Management	For	For	For
4.b.	Allocation of Profits/Dividends	Management	For	For	For
4.c.	Special Dividend	Management	For	For	For
5.a.	Ratification of Management Board Acts	Management	For	For	For
5.b.	Ratification of Supervisory Board Acts	Management	For	For	For
6	Appointment of Auditor	Management	For	For	For
7.a.	Remuneration Report Management Board	Management	For	For	For
7.b.	Remuneration Report Supervisory Board	Management	For	For	For
8.a.	Elect Michael C. Putnam to the Supervisory Board	Management	For	For	For
9.a.	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
9.b.	Authority to Suppress Preemptive Rights	Management	For	For	For
10.	Authority to Repurchase Shares	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

MICHELIN (CGDE)-B

ISIN	FR0000121261	Meeting Date	13-May-22
Country	France	Record Date	10-May-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Allocation of Profits/Dividends	Management	For	For	For
3	Consolidated Accounts and Reports	Management	For	For	For
4	Special Auditors Report on Regulated Agreements	Management	For	For	For
5	Authority to Repurchase and Reissue Shares	Management	For	For	For
6	2022 Remuneration Policy (Managers)	Management	For	For	For
7	2022 Remuneration Policy (Supervisory Board)	Management	For	For	For
8	2021 Remuneration Report	Management	For	For	For
9	2021 Remuneration of Florent Menegaux, General Managing Partner and CEO	Management	For	For	For
10	2021 Remuneration of Yves Chapot, General Manager	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

11	2021 Remuneration of Barbara Dalibard, Supervisory Board Chair (from May 21, 2021)	Management	For	For	For
12	2021 Remuneration of Michel Rollier, Supervisory Board Chair (until May 21, 2021)	Management	For	For	For
13	Elect Thierry Le Hénaff	Management	For	For	For
14	Elect Monique F. Leroux	Management	For	For	For
15	Elect Jean-Michel Severino	Management	For	For	For
16	2022 Supervisory Board Fees	Management	For	For	For
17	Appointment of Auditor (PricewaterhouseCoopers); Non-Renewal of Alternate Auditor (Jean-Baptiste Deschryver)	Management	For	For	For
18	Appointment of Auditor (Deloitte); Non-Renewal of Alternate Auditor (B.E.A.S.)	Management	For	For	For
19	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For	For	For
20	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For	For	For
21	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	For	For	For
22	Authority to Set Offering Price of Shares	Management	For	For	For
23	Greenshoe	Management	For	For	For
24	Authority to Increase Capital Through Capitalisations	Management	For	For	For
25	Authority to Increase Capital in Consideration for Contributions In Kind and in Case of Exchange Offer	Management	For	For	For
26	Employee Stock Purchase Plan	Management	For	For	For
27	Global Ceiling on Capital Increases and Debt Issuances	Management	For	For	For
28	Authority to Cancel Shares and Reduce Capital	Management	For	For	For
29	Stock Split	Management	For	For	For
30	Authorisation of Legal Formalities	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

FRESENIUS SE & CO. KGAA

ISIN	DE0005785604	Meeting Date	13-May-22
Country	Germany	Record Date	22-Apr-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Allocation of Profits/Dividends	Management	For	For	For
3	Ratification of General Partner Acts	Management	For	For	For
4	Ratification of Supervisory Board Acts	Management	For	For	For
5	Appointment of Auditor	Management	For	For	For
6	Remuneration Report	Management	For	For	For
7.1	Elect Susanne Zeidler	Management	For	For	For
7.2	Elect Christoph Zindel	Management	For	For	For
8	Elect Susanne Zeidler as Joint Committee Member	Management	For	For	For
9	Increase in Authorised Capital	Management	For	For	For
10	Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

11	Authority to Repurchase and Reissue Shares	Management	For	For	For
12	Authority to Repurchase Shares Using Equity Derivatives	Management	For	For	For

TAG IMMOBILIEN AG

ISIN	DE0008303504	Meeting Date	13-May-22
Country	Germany	Record Date	21-Apr-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Profits/Dividends	Management	For	For	For
3	Ratification of Management Board Acts	Management	For	For	For
4	Ratification of Supervisory Board Acts	Management	For	For	For
5	Appointment of Auditor	Management	For	For	For
6	Remuneration Report	Management	For	For	For
7	Increase in Authorised Capital	Management	For	For	For
8	Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

ASM INTERNATIONAL NV

ISIN	NL0000334118	Meeting Date	16-May-22
Country	Netherlands	Record Date	18-Apr-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
3.	Remuneration Report	Management	For	Against	Against
4.	Accounts and Reports	Management	For	For	For
5.	Allocation of Profits/Dividends	Management	For	For	For
6.	Ratification of Management Board Acts	Management	For	For	For
7.	Ratification of Supervisory Board Acts	Management	For	For	For
8.	Management Board Remuneration Policy	Management	For	For	For
9.	Elect Hichem M'Saad to the Management Board	Management	For	For	For
10.	Supervisory Board Remuneration Policy	Management	For	For	For
11.	Elect Marc de Jong to the Supervisory Board	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

12.	Appointment of Auditor	Management	For	For	For
13.a.	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
13.b.	Authority to Suppress Preemptive Rights	Management	For	For	For
14.	Authority to Repurchase Shares	Management	For	For	For

BNP PARIBAS

ISIN	FR0000131104	Meeting Date	17-May-22
Country	France	Record Date	12-May-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For	For	For
2	Consolidated Accounts and Reports	Management	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For
4	Special Auditors Report on Regulated Agreements	Management	For	For	For
5	Authority to Repurchase and Reissue Shares	Management	For	For	For
6	Elect Jean-Laurent Bonnafé	Management	For	For	For
7	Elect Marion Guillou	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

8	Elect Michel J. Tilmant	Management	For	For	For
9	Elect Lieve Logghe	Management	For	For	For
10	2022 Remuneration Policy (Board of Directors)	Management	For	For	For
11	2022 Remuneration Policy (Chair)	Management	For	For	For
12	2022 Remuneration Policy (CEO and Deputy CEOs)	Management	For	For	For
13	2021 Remuneration Report	Management	For	For	For
14	2021 Remuneration of Jean Lemierre, Chair	Management	For	For	For
15	2021 Remuneration of Jean-Laurent Bonnafé, CEO	Management	For	For	For
16	2021 Remuneration of Philippe Bordenave, Former Deputy CEO (until May 18, 2021)	Management	For	For	For
17	2021 Remuneration of Yann Gérardin, Deputy CEO (from May 18, 2021)	Management	For	For	For
18	2021 Remuneration of Thierry Laborde, Deputy CEO (from May 18, 2021)	Management	For	For	For
19	2021 Remuneration of Identified Staff	Management	For	For	For
20	2022 Directors' Fees	Management	For	For	For
21	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For	For	For
22	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For	For	For
23	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For	For	For
24	Global Ceiling on Capital Increases (w/o Preemptive Rights)	Management	For	For	For
25	Authority to Increase Capital Through Capitalisations	Management	For	For	For
26	Global Ceiling on Capital Increases	Management	For	For	For
27	Employee Stock Purchase Plan	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

28	Authority to Cancel Shares and Reduce Capital	Management	For	For	For
29	Authorisation of Legal Formalities	Management	For	For	For

VAT GROUP AG

ISIN	CH0311864901	Meeting Date	17-May-22
Country	Switzerland	Record Date	06-May-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2.1	Allocation of Profits	Management	For	For	For
2.2	Dividend from Reserves	Management	For	For	For
3	Ratification of Board and Management Acts	Management	For	For	For
4.1.1	Elect Martin Komischke as Board Chair	Management	For	For	For
4.1.2	Elect Urs Leinhäuser	Management	For	For	For
4.1.3	Elect Karl Schlegel	Management	For	For	For
4.1.4	Elect Hermann Gerlinger	Management	For	For	For
4.1.5	Elect Libo Zhang	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

4.1.6	Elect Daniel Lippuner	Management	For	For	For
4.1.7	Elect Maria Heriz	Management	For	For	For
4.2.1	Elect Martin Komischke as Nominating and Compensation Committee Member	Management	For	For	For
4.2.2	Elect Urs Leinhäuser as Nominating and Compensation Committee Member	Management	For	For	For
4.2.3	Elect Hermann Gerlinger as Nominating and Compensation Committee Member	Management	For	For	For
4.2.4	Elect Libo Zhang as Nominating and Compensation Committee Member	Management	For	For	For
5	Appointment of Independent Proxy	Management	For	For	For
6	Appointment of Auditor	Management	For	For	For
7.1	Compensation Report	Management	For	For	For
7.2	Executive Compensation (Short-Term)	Management	For	For	For
7.3	Executive Compensation (Fixed)	Management	For	For	For
7.4	Executive Compensation (Long-Term)	Management	For	For	For
7.5	Board Compensation	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

SOCIETE GENERALE S.A.

ISIN	FR0000130809	Meeting Date	17-May-22
Country	France	Record Date	12-May-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Consolidated Accounts and Reports	Management	For	For	For
2	Accounts and Reports; Non Tax-Deductible Expenses	Management	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For
4	Special Auditors Report on Regulated Agreements	Management	For	For	For
5	2022 Remuneration Policy (Chair)	Management	For	For	For
6	2022 Remuneration Policy (CEO and Deputy CEO)	Management	For	For	For
7	2022 Remuneration Policy (Board of Directors)	Management	For	For	For
8	2021 Remuneration Report	Management	For	For	For
9	2021 Remuneration of Lorenzo Bini Smaghi, Chair	Management	For	For	For
10	2021 Remuneration of Frédéric Oudéa, CEO	Management	For	For	For
11	2021 Remuneration of Philippe Aymerich, Deputy CEO	Management	For	For	For
12	2021 Remuneration of Diony Lebot, Deputy CEO	Management	For	For	For
13	Remuneration of Identified Staff	Management	For	For	For
14	Elect Lorenzo Bini Smaghi	Management	For	Against	Against

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

15	Elect Jérôme Contamine	Management	For	For	For
16	Elect Diane Côté	Management	For	For	For
17	Authority to Repurchase and Reissue Shares	Management	For	For	For
18	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For	For	For
19	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights and to Increase Capital in Case of Exchange Offers	Management	For	For	For
20	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For	For	For
21	Employee Stock Purchase Plan	Management	For	For	For
22	Authority to Issue Performance Shares (Identified Staff)	Management	For	For	For
23	Authority to Issue Performance Shares (Employees excluding Identified Staff)	Management	For	For	For
24	Authority to Cancel Shares and Reduce Capital	Management	For	For	For
25	Authorisation of Legal Formalities	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

EURONEXT N.V.

ISIN	NL0006294274	Meeting Date	18-May-22
Country	Netherlands	Record Date	20-Apr-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
3.b	Remuneration Report	Management	For	For	For
3.c	Accounts and Reports	Management	For	For	For
3.d	Allocation of Profits/Dividends	Management	For	For	For
3.e	Ratification of Management Board Acts	Management	For	For	For
3.f	Ratification of Supervisory Board Acts	Management	For	For	For
4.a	Elect Manuel Ferreira da Silva to the Supervisory Board	Management	For	For	For
4.b	Elect Padraic J. O'Connor to the Supervisory Board	Management	For	For	For
5	Elect Fabrizio Testa to the Management Board	Management	For	For	For
6	Appointment of Auditor	Management	For	For	For
7.a	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
7.b	Authority to Suppress Preemptive Rights	Management	For	For	For
8	Authority to Repurchase Shares	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

DEUTSCHE BOERSE AG

ISIN	DE0005810055	Meeting Date	18-May-22
Country	Germany	Record Date	11-May-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Profits/Dividends	Management	For	For	For
3	Ratification of Management Board Acts	Management	For	For	For
4	Ratification of Supervisory Board Acts	Management	For	For	For
5	Elect Shannon Anastasia Johnston as Supervisory Board Member	Management	For	For	For
6	Increase in Authorised Capital	Management	For	For	For
7	Remuneration Report	Management	For	For	For
8	Supervisory Board Remuneration Policy	Management	For	For	For
9	Appointment of Auditor	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

SAP SE

ISIN	DE0007164600	Meeting Date	18-May-22
Country	Germany	Record Date	26-Apr-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Profits/Dividends	Management	For	For	For
3	Ratification of Management Board Acts	Management	For	For	For
4	Ratification of Supervisory Board Acts	Management	For	For	For
5	Appointment of Auditor (FY 2022)	Management	For	Against	Against
6	Appointment of Auditor FY (2023)	Management	For	For	For
7	Remuneration Report	Management	For	For	For
8.1	Elect Hasso Plattner	Management	For	For	For
8.2	Elect Rouven Westphal	Management	For	For	For
8.3	Elect Gunnar Wiedenfels	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

8.4	Elect Jennifer Xin-Zhe Li	Management	For	For	For
9	Supervisory Board Remuneration Policy	Management	For	For	For

ZALANDO SE

ISIN	DE000ZAL1111	Meeting Date	18-May-22
Country	Germany	Record Date	25-Apr-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Profits	Management	For	For	For
3	Ratification of Management Board Acts	Management	For	For	For
4	Ratification of Supervisory Board Acts	Management	For	For	For
5.1	Appointment of Auditor for Fiscal Year 2022	Management	For	For	For
5.2	Appointment of Auditor for Interim Statements until 2023 AGM	Management	For	For	For
6	Remuneration Report	Management	For	Against	Against
7	Amendments to Stock Option Plans	Management	For	For	For

ERSTE GROUP BANK AG

ISIN	AT0000652011	Meeting Date	18-May-22
Country	Austria	Record Date	08-May-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Profits/Dividends	Management	For	For	For
3	Ratification of Management Board Acts	Management	For	For	For
4	Ratification of Supervisory Board Acts	Management	For	For	For
5	Appointment of Auditor	Management	For	For	For
6	Remuneration Report	Management	For	For	For
7	Supervisory Board Remuneration Policy	Management	For	For	For
8	Authority to Issue Convertible Debt Instruments	Management	For	For	For
9	Increase in Authorised Capital	Management	For	For	For
10	Amendments to Articles	Management	For	For	For
11.1	Supervisory Board Size	Management	For	For	For
11.2	Elect Christine Catasta	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

11.3	Elect Henrietta Egerth-Stadlhuber	Management	For	For	For
11.4	Elect Hikmet Ersek	Management	For	For	For
11.5	Elect Alois Flatz	Management	For	For	For
11.6	Elect Mariana Kühnel	Management	For	For	For
11.7	Elect Marion Khüny	Management	For	For	For
11.8	Elect Friedrich Rödler	Management	For	For	For
11.9	Elect Michèle Sutter-Rüdisser	Management	For	For	For

AGEAS SA/NV

ISIN	BE0974264930	Meeting Date	18-May-22
Country	Belgium	Record Date	04-May-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2.1.3	Accounts and Reports; Allocation of Profits	Management	For	For	For
2.2.2	Allocation of Dividends	Management	For	For	For
2.3.1	Ratification of Board Acts	Management	For	For	For
2.3.2	Ratification of Auditor's Acts	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

3.	Remuneration Report	Management	For	For	For
4.1	Elect Carolin Gabor to the Board of Directors	Management	For	For	For
4.2	Elect Sonali Chandmal to the Board of Directors	Management	For	For	For
5.1	Amendments to Articles Regarding Definitions	Management	For	For	For
5.2	Amendments to Articles Regarding Company Name	Management	For	For	For
5.3	Cancellation of Shares	Management	For	For	For
5.4.2	Increase in Authorised Capital	Management	For	For	For
6.	Authority to Repurchase Shares	Management	For	For	For

SAMPO PLC

ISIN	FI0009003305	Meeting Date	18-May-22
Country	Finland	Record Date	06-May-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
7	Accounts and Reports	Management	For	For	For
8	Allocation of Profits/Dividends	Management	For	For	For
9	Ratification of Board and CEO Acts	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

10	Remuneration Report	Management	For	Against	Against
11	Directors' Fees	Management	For	For	For
12	Board Size	Management	For	For	For
13	Election of Directors	Management	For	Against	Against
14	Authority to Set Auditor's Fees	Management	For	For	For
15	Appointment of Auditor	Management	For	For	For
16	Authority to Repurchase Shares	Management	For	For	For

DEUTSCHE BANK AG

ISIN	DE0005140008	Meeting Date	19-May-22
Country	Germany	Record Date	13-May-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Profits/Dividends	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

3.1	Ratify Christian Sewing	Management	For	Abstain	Against
3.2	Ratify James von Moltke	Management	For	Abstain	Against
3.3	Ratify Karl von Rohr	Management	For	Abstain	Against
3.4	Ratify Fabrizio Campelli	Management	For	Abstain	Against
3.5	Ratify Frank Kuhnke	Management	For	Abstain	Against
3.6	Ratify Bernd Leukert	Management	For	Abstain	Against
3.7	Ratify Stuart Lewis	Management	For	Abstain	Against
3.8	Ratify Alexander von zur Mühlen	Management	For	Abstain	Against
3.9	Ratify Christiana Riley	Management	For	Abstain	Against
3.10	Ratify Rebecca Short	Management	For	Abstain	Against

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

3.11	Ratify Stefan Simon	Management	For	Abstain	Against
4.1	Ratify Paul Achleitner	Management	For	Abstain	Against
4.2	Ratify Detlef Polaschek	Management	For	Abstain	Against
4.3	Ratify Ludwig Blomeyer-Bartenstein	Management	For	Abstain	Against
4.4	Ratify Frank Bsirske	Management	For	Abstain	Against
4.5	Ratify Mayree Clark	Management	For	Abstain	Against
4.6	Ratify Jan Duscheck	Management	For	Abstain	Against
4.7	Ratify Gerhard Eschelbeck	Management	For	Abstain	Against
4.8	Ratify Sigmar Gabriel	Management	For	Abstain	Against
4.9	Ratify Timo Heider	Management	For	Abstain	Against

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

4.10	Ratify Martina Klee	Management	For	Abstain	Against
4.11	Ratify Henriette Mark	Management	For	Abstain	Against
4.12	Ratify Gabriele Platscher	Management	For	Abstain	Against
4.13	Ratify Bernd Rose	Management	For	Abstain	Against
4.14	Ratify Gerd Alexander Schütz	Management	For	Abstain	Against
4.15	Ratify John Alexander Thain	Management	For	Abstain	Against
4.16	Ratify Michele Trogni	Management	For	Abstain	Against
4.17	Ratify Dagmar Valcárcel	Management	For	Abstain	Against
4.18	Ratify Stefan Viertel	Management	For	Abstain	Against
4.19	Ratify Theodor Weimar	Management	For	Abstain	Against

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

4.20	Ratify Frank Werneke	Management	For	Abstain	Against
4.21	Ratify Norbert Winkeljohann	Management	For	Abstain	Against
4.22	Ratify Frank Witter	Management	For	Abstain	Against
5	Appointment of Auditor	Management	For	For	For
6	Remuneration Report	Management	For	Against	Against
7	Authority to Repurchase and Reissue Shares	Management	For	For	For
8	Authority to Repurchase Shares Using Equity Derivatives	Management	For	For	For
9	Authority to Issue Participation Rights and Hybrid Bonds	Management	For	For	For
10.1	Elect Alexander R. Wynaendts	Management	For	For	For
10.2	Elect Yngve Slyngstad	Management	For	For	For
11.1	Amendments to Articles (Vice chair)	Management	For	For	For
11.2	Amendments to Articles (Power of Vice Chair)	Management	For	For	For
11.3	Amendments to Articles (Supervisory Board Remuneration)	Management	For	For	For
11.4	Amendments to Articles (General Meeting Chair)	Management	For	For	For
11.5	Amendments to Articles (Advisory Boards)	Management	For	For	For
12	Amendments to Articles	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

13	Shareholder Proposal Regarding Removal of CEO Christian Sewing	Shareholder	Against	Against	For
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NEXT PLC.

ISIN	GB0032089863	Meeting Date	19-May-22
Country	United Kingdom	Record Date	17-May-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Remuneration Report	Management	For	Against	Against
3	Final Dividend	Management	For	For	For
4	Elect Soumen Das	Management	For	For	For
5	Elect Jonathan Bewes	Management	For	For	For
6	Elect Tom Hall	Management	For	For	For
7	Elect Tristia Harrison	Management	For	For	For
8	Elect Amanda James	Management	For	For	For
9	Elect Richard Papp	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

10	Elect Michael J. Roney	Management	For	For	For
11	Elect Jane Shields	Management	For	For	For
12	Elect Dianne Thompson	Management	For	For	For
13	Elect Simon Wolfson	Management	For	For	For
14	Appointment of Auditor	Management	For	For	For
15	Authority to Set Auditor's Fees	Management	For	For	For
16	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
17	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	For
18	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	For
19	Authority to Repurchase Shares	Management	For	For	For
20	Authority to Repurchase Shares Off-Market	Management	For	For	For
21	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

NN GROUP NV

ISIN	NL0010773842	Meeting Date	19-May-22
Country	Netherlands	Record Date	21-Apr-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
3.	Remuneration Report	Management	For	For	For
4.a.	Accounts and Reports	Management	For	For	For
4.c.	Allocation of Profits/Dividends	Management	For	For	For
5.a.	Ratification of Management Board Acts	Management	For	For	For
5.b.	Ratification of Supervisory Board Acts	Management	For	For	For
7.a.	Elect David Cole to the Supervisory Board	Management	For	For	For
7.b.	Elect Hans Schoen to the Supervisory Board	Management	For	For	For
7.c.	Elect Pauline van der Meer Mohr to the Supervisory Board	Management	For	For	For
8.	Appointment of Auditor	Management	For	For	For
9.a.i	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
9.a.ii	Authority to Suppress Preemptive Rights	Management	For	For	For
9.b.	Authority to Issue Shares w/ Preemptive Rights (Rights Issue)	Management	For	For	For
10.	Authority to Repurchase Shares	Management	For	For	For
11.	Cancellation of Shares	Management	For	For	For

LEG IMMOBILIEN SE

ISIN	DE000LEG1110	Meeting Date	19-May-22
Country	Germany	Record Date	12-May-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Profits/Dividends	Management	For	For	For
3	Ratification of Management Board Acts	Management	For	For	For
4	Ratification of Supervisory Board Acts	Management	For	For	For
5	Appointment of Auditor	Management	For	For	For
6	Remuneration Report	Management	For	For	For
7	Reduction of Supervisory Board Size	Management	For	For	For
8	Amendments to Articles Regarding Supervisory Board Term	Management	For	For	For
9.1	Elect Sylvia Eichelberg	Management	For	For	For
9.2	Elect Claus Nolting	Management	For	For	For
9.3	Elect Jochen Scharpe	Management	For	For	For
9.4	Elect Martin Wiesmann	Management	For	For	For

Proxy Voting Summary

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9.5	Elect Michael Zimmer	Management	For	For	For
9.6	Elect Katrin Suder	Management	For	For	For
10	Management Board Remuneration Policy	Management	For	For	For
11	Supervisory Board Remuneration Policy (March 11, 2021 - May 19, 2022)	Management	For	For	For
12	Supervisory Board Remuneration Policy (from May 20, 2022)	Management	For	For	For
13	Amendments to Articles Regarding Reservations of Consent	Management	For	For	For
14	Amendments to Articles Regarding Resignations from the Supervisory Board	Management	For	For	For
15	Authority to Repurchase and Reissue Shares	Management	For	For	For
16	Authority to Repurchase Shares Using Equity Derivatives	Management	For	For	For

TELEFONICA DEUTSCHLAND HOLDING AG

ISIN	DE000A1J5RX9	Meeting Date	19-May-22
Country	Germany	Record Date	12-May-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Profits/Dividends	Management	For	For	For
3	Ratification of Management Board Acts	Management	For	For	For

Proxy Voting Summary

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4	Ratification of Supervisory Board Acts	Management	For	For	For
5.1	Appointment of Auditor	Management	For	For	For
5.2	Appointment of Auditor for Interim Statements until 2023 AGM	Management	For	For	For
6	Remuneration Report	Management	For	For	For
7	Supervisory Board Remuneration Policy	Management	For	For	For
8.1	Elect Peter Löscher	Management	For	For	For
8.2	Elect Pablo de Carvajal González	Management	For	For	For
8.3	Elect María García-Legaz Ponce	Management	For	For	For
8.4	Elect Ernesto Gardelliano	Management	For	For	For
8.5	Elect Michael Hoffmann	Management	For	For	For
8.6	Elect Julio Estebán Linares López	Management	For	For	For
8.7	Elect Stefanie Oeschger	Management	For	For	For
8.8	Elect Jaime Smith Basterra	Management	For	For	For
9	Authority to Repurchase and Reissue Shares	Management	For	For	For

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UNITED INTERNET AG

ISIN	DE0005089031	Meeting Date	19-May-22
Country	Germany	Record Date	12-May-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Profits/Dividends	Management	For	For	For
3.1	Ratify Ralph Dommermuth	Management	For	For	For
3.2	Ratify Martin Mildner	Management	For	For	For
4	Ratification of Supervisory Board Acts	Management	For	For	For
5	Appointment of Auditor	Management	For	For	For
6	Remuneration Report	Management	For	Against	Against
7	Amendments to Articles (Supervisory Board Term)	Management	For	For	For
8	Supervisory Board Remuneration Policy	Management	For	For	For

Proxy Voting Summary

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AALBERTS NV

ISIN	NL0000852564	Meeting Date	19-May-22
Country	Netherlands	Record Date	21-Apr-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
3.a.	Remuneration Report	Management	For	For	For
3.b.	Accounts and Reports	Management	For	For	For
4.b.	Allocation of Profits/Dividends	Management	For	For	For
5.	Ratification of Management Board Acts	Management	For	For	For
6.	Ratification of Supervisory Board Acts	Management	For	For	For
7.	Remuneration Policy of the Supervisory Board	Management	For	For	For
8.	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
9.	Authority to Suppress Preemptive Rights	Management	For	For	For
10.	Authority to Repurchase Shares	Management	For	For	For
11.	Appointment of Auditor	Management	For	For	For

Proxy Voting Summary

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CAPGEMINI

ISIN	FR0000125338	Meeting Date	19-May-22
Country	France	Record Date	16-May-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Consolidated Accounts and Reports	Management	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For
4	Special Auditors Report on Regulated Agreements	Management	For	For	For
5	2021 Remuneration Report	Management	For	For	For
6	2021 Remuneration of Paul Hermelin, Chair	Management	For	For	For
7	2021 Remuneration of Aiman Ezzat, CEO	Management	For	For	For
8	2022 Remuneration Policy (Chair, Until May 19, 2022)	Management	For	For	For
9	2022 Remuneration Policy (Chair, From May 20, 2022)	Management	For	For	For
10	2022 Remuneration Policy (CEO)	Management	For	For	For
11	2022 Remuneration Policy (Board of Directors)	Management	For	For	For
12	2022 Directors' Fees	Management	For	For	For
13	Elect Maria Ferraro	Management	For	For	For
14	Elect Olivier Roussat	Management	For	Against	Against

Proxy Voting Summary

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15	Elect Paul Hermelin	Management	For	For	For
16	Elect Xavier Musca	Management	For	For	For
17	Elect Frédéric Oudéa	Management	For	For	For
18	Authority to Repurchase and Reissue Shares	Management	For	For	For
19	Amendments to Articles Regarding Directors' Share Ownership Requirements	Management	For	For	For
20	Authority to Cancel Shares and Reduce Capital	Management	For	For	For
21	Authority to Increase Capital Through Capitalisations	Management	For	For	For
22	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For	Against	Against
23	Authority to Issue Shares and/or Convertible Debt w/o Preemptive Rights and to Increase Capital in Case of Exchange Offers	Management	For	Against	Against
24	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	For	Against	Against
25	Authority to Set Offering Price of Shares	Management	For	Against	Against
26	Greenshoe	Management	For	Against	Against
27	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For	Against	Against
28	Authority to Issue Performance Shares	Management	For	For	For

Proxy Voting Summary

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29	Employee Stock Purchase Plan	Management	For	For	For
30	Stock Purchase Plan for Overseas Employees	Management	For	For	For
31	Authorisation of Legal Formalities	Management	For	For	For

ENEL SPA

ISIN	IT0003128367	Meeting Date	19-May-22
Country	Italy	Record Date	10-May-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
O.1	Accounts and Reports	Management	For	For	For
O.2	Allocation of Profits/Dividends	Management	For	For	For
O.3	Authority to Repurchase and Reissue Shares	Management	For	For	For
O.4.1	List Presented by Ministry of Economy and Finance	Management		For	N/A
O.4.2	List Presented by Group of Institutional Investors Representing 1.32% of Share Capital	Management			N/A
O.5	Statutory Auditors' Fees	Management	For	For	For
O.6	2022 Long-Term Incentive Plan	Management	For	For	For
O.7.1	Remuneration Policy	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

O.7.2	Remuneration Report	Management	For	For	For
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DASSAULT SYSTEMES SA

ISIN	FR0014003TT8	Meeting Date	19-May-22
Country	France	Record Date	16-May-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Consolidated Accounts and Reports	Management	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For
4	Special Auditors Report on Regulated Agreements	Management	For	For	For
5	Appointment of Auditor (KPMG)	Management	For	For	For
6	2022 Remuneration Policy (Corporate Officers)	Management	For	Against	Against
7	2021 Remuneration of Charles Edelstenne, Chair	Management	For	For	For
8	2021 Remuneration of Bernard Charlès, Vice-Chair and CEO	Management	For	Against	Against

Proxy Voting Summary

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9	2021 Remuneration Report	Management	For	Against	Against
10	Elect Charles Edelstenne	Management	For	Against	Against
11	Elect Bernard Charlès	Management	For	For	For
12	Elect Pascal Daloz	Management	For	For	For
13	Elect Xavier Cauchois	Management	For	For	For
14	Authority to Repurchase and Reissue Shares	Management	For	For	For
15	2022 Directors' Fees	Management	For	For	For
16	Authority to Cancel Shares and Reduce Capital	Management	For	For	For
17	Employee Stock Purchase Plan	Management	For	For	For
18	Stock Purchase Plan for Overseas Employees	Management	For	For	For
19	Authority to Decide Mergers by Absorption	Management	For	Against	Against
20	Authoriy to Increase Capital in Case of Merger by Absorptions	Management	For	Against	Against
21	Authorisation of Legal Formalities	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

ORANGE

ISIN	FR0000133308	Meeting Date	19-May-22
Country	France	Record Date	16-May-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Consolidated Accounts and Reports	Management	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For
4	Special Auditors Report on Regulated Agreements	Management	For	Against	Against
5	Elect Jacques Aschenbroich	Management	For	Against	Against
6	Elect Valérie Beaulieu-James	Management	For	For	For
7	2022 Directors' Fees	Management	For	For	For
8	2021 Remuneration Report	Management	For	For	For

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9	2021 Remuneration of Stéphane Richard, Chair and CEO	Management	For	For	For
10	2021 Remuneration of Ramon Fernandez, Deputy CEO	Management	For	For	For
11	2021 Remuneration of Gervais Pellisier, Deputy CEO	Management	For	For	For
12	2022 Remuneration Policy (Chair and CEO, CEO and Deputy CEOs)	Management	For	Against	Against
13	2022 Remuneration Policy (Chair)	Management	For	For	For
14	2022 Remuneration Policy (Board of Directors)	Management	For	For	For
15	Authority to Repurchase and Reissue Shares	Management	For	For	For
16	Amendments to Articles	Management	For	For	For
17	Amendments to Articles Regarding Chair's Age Limit	Management	For	Against	Against
18	Authority to Issue Performance Shares	Management	For	For	For
19	Employee Stock Purchase Plan	Management	For	For	For
20	Authority to Cancel Shares and Reduce Capital	Management	For	For	For
21	Authorisation of Legal Formalities	Management	For	For	For
A	Shareholder Proposal A Regarding Equity Remuneration for Employee	Shareholder	Against	Against	For
B	Shareholder Proposal B Regarding Limit on Board Memberships	Shareholder	Against	Against	For

Proxy Voting Summary

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HIKMA PHARMACEUTICALS PLC

ISIN	GB00B0LCW083	Meeting Date	20-May-22
Country	United Kingdom	Record Date	18-May-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Reduction in Merger Reserve	Management	For	For	For

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RECKITT BENCKISER GROUP PLC

ISIN	GB00B24CGK77	Meeting Date	20-May-22
Country	United Kingdom	Record Date	18-May-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Remuneration Report	Management	For	Against	Against
3	Remuneration Policy	Management	For	For	For
4	Final Dividend	Management	For	For	For
5	Elect Andrew RJ Bonfield	Management	For	For	For
6	Elect Olivier Bohuon	Management	For	For	For
7	Elect Jeff Carr	Management	For	For	For
8	Elect Margherita Della Valle	Management	For	For	For
9	Elect Nicandro Durante	Management	For	For	For
10	Elect Mary Harris	Management	For	For	For
11	Elect Mehmood Khan	Management	For	For	For
12	Elect Pamela J. Kirby	Management	For	For	For
13	Elect Laxman Narasimhan	Management	For	For	For
14	Elect Christopher A. Sinclair	Management	For	For	For

Proxy Voting Summary

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15	Elect Elane B. Stock	Management	For	For	For
16	Elect Alan Stewart	Management	For	For	For
17	Appointment of Auditor	Management	For	For	For
18	Authority to Set Auditor's Fees	Management	For	For	For
19	Authorisation of Political Donations	Management	For	For	For
20	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
21	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	For
22	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	For
23	Authority to Repurchase Shares	Management	For	For	For
24	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	For

BIOMERIEUX

ISIN	FR0013280286	Meeting Date	23-May-22
Country	France	Record Date	18-May-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For	For	For

Proxy Voting Summary

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2	Consolidated Accounts and Reports	Management	For	For	For
3	Ratification of Board Acts	Management	For	For	For
4	Allocation of Profits/Dividends	Management	For	For	For
5	Related Party Transactions (Fondation Christophe and Rodolphe Mérieux)	Management	For	For	For
6	Elect Alexandre Mérieux	Management	For	For	For
7	Elect Jean-Luc Bélingard	Management	For	For	For
8	2022 Directors' Fees	Management	For	For	For
9	2022 Remuneration Policy (Corporate Officers)	Management	For	For	For
10	2022 Remuneration Policy (Chair and CEO)	Management	For	For	For
11	2022 Remuneration Policy (Deputy CEO)	Management	For	Against	Against
12	2022 Remuneration Policy (Board of Directors)	Management	For	For	For
13	2021 Remuneration Report	Management	For	For	For
14	2021 Remuneration of Alexandre Mérieux, Chair and CEO	Management	For	For	For
15	2021 Remuneration of Pierre Boulud, Deputy CEO	Management	For	Against	Against
16	Authority to Repurchase and Reissue Shares	Management	For	For	For
17	Authority to Cancel Shares and Reduce Capital	Management	For	For	For
18	Authorisation of Legal Formalities	Management	For	For	For

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KNORR-BREMSE AG

ISIN	DE000KBX1006	Meeting Date	24-May-22
Country	Germany	Record Date	02-May-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Profits/Dividends	Management	For	For	For
3	Ratification of Management Board Acts	Management	For	For	For
4	Ratification of Supervisory Board Acts	Management	For	For	For
5	Appointment of Auditor	Management	For	For	For
6	Remuneration Report	Management	For	Against	Against
7.1	Elect Reinhard Ploss	Management	For	For	For
7.2	Elect Sigrid Evelyn Nikutta	Management	For	For	For
8	Supervisory Board Remuneration Policy	Management	For	For	For
9	Amendments to Articles	Management	For	For	For

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IPSEN

ISIN	FR0010259150	Meeting Date	24-May-22
Country	France	Record Date	19-May-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Consolidated Accounts and Reports	Management	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For
4	Special Auditors Report on Regulated Agreements	Management	For	For	For
5	Appointment of Auditor (PricewaterhouseCoopers)	Management	For	For	For
6	Non-Renewal of Alternate Auditor (BEAS)	Management	For	For	For
7	Elect Highrock S.à.r.l. (Anne Beaufour)	Management	For	For	For
8	Elect Paul Sekhri	Management	For	Against	Against
9	Elect Piet Wigerinck	Management	For	For	For

Proxy Voting Summary

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10	Ratification of the Co-option of Karen Witts	Management	For	For	For
11	2022 Remuneration Policy (Board of Directors)	Management	For	For	For
12	2022 Remuneration Policy (Chair)	Management	For	For	For
13	2022 Remuneration Policy (CEO and Other Executives)	Management	For	Against	Against
14	2021 Remuneration Report	Management	For	For	For
15	2021 Remuneration of Marc de Garidel, Chair	Management	For	For	For
16	2021 Remuneration of David Loew, CEO	Management	For	Against	Against
17	Authority to Repurchase and Reissue Shares	Management	For	For	For
18	Authority to Issue Performance Shares	Management	For	Against	Against
19	Amendments to Articles Regarding Chair's Age Limit	Management	For	For	For
20	Authorisation of Legal Formalities	Management	For	For	For

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TOTALENERGIES SE

ISIN	FR0000120271	Meeting Date	25-May-22
Country	France	Record Date	20-May-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Consolidated Accounts and Reports	Management	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For
4	Authority to Repurchase and Reissue Shares	Management	For	For	For
5	Special Auditors Report on Regulated Agreements	Management	For	For	For
6	Elect Lise Croteau	Management	For	For	For
7	Elect Maria van der Hoeven	Management	For	For	For
8	Elect Jean Lemierre	Management	For	Against	Against
9	Elect Emma de Jonge	Management	For	For	For
A	Elect Marina Delendik	Management	Against	Against	For
B	Elect Alexandre Garrot	Management	Against	Against	For
C	Elect Agueda Marin	Management	Against	Against	For
10	2021 Remuneration Report	Management	For	For	For
11	2022 Remuneration Policy (Board of Directors)	Management	For	For	For

Proxy Voting Summary

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12	2021 Remuneration of Patrick Pouyanné, Chair and CEO	Management	For	For	For
13	2022 Remuneration Policy (Chair and CEO)	Management	For	For	For
14	Appointment of Auditor (Ernst & Young)	Management	For	For	For
15	Appointment of Auditor (PricewaterhouseCoopers)	Management	For	For	For
16	Opinion on 2022 Sustainability and Climate Progress Report	Management	For	For	For
17	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For	For	For
18	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For	For	For
19	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	For	For	For
20	Greenshoe	Management	For	For	For
21	Authority to Increase Capital in Consideration for Contributions In Kind (France)	Management	For	For	For
22	Employee Stock Purchase Plan	Management	For	For	For
23	Authority to Cancel Shares and Reduce Capital	Management	For	For	For

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PUBLICIS GROUPE SA

ISIN	FR0000130577	Meeting Date	25-May-22
Country	France	Record Date	20-May-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Consolidated Accounts and Reports	Management	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For
4	Special Auditors Report on Regulated Agreements	Management	For	For	For
5	Elect Elisabeth Badinter	Management	For	For	For
6	Elect Tidjane Thiam	Management	For	Against	Against
7	2022 Remuneration Policy (Supervisory Board Chair)	Management	For	Against	Against
8	2022 Remuneration Policy (Supervisory Board Members)	Management	For	For	For
9	2022 Remuneration Policy (Management Board Chair)	Management	For	Against	Against
10	2022 Remuneration Policy (Management Board Members)	Management	For	For	For
11	2021 Remuneration Report	Management	For	For	For

Proxy Voting Summary

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12	2021 Remuneration of Maurice Lévy, Supervisory Board Chair	Management	For	Against	Against
13	2021 Remuneration of Arthur Sadoun, Management Board Chair	Management	For	For	For
14	2021 Remuneration of Anne-Gabrielle Heilbronner, Management Board Member	Management	For	For	For
15	2021 Remuneration of Steve King, Management Board Member	Management	For	For	For
16	2021 Remuneration of Michel-Alain Proch, Management Board Member	Management	For	For	For
17	Authority to Repurchase and Reissue Shares	Management	For	For	For
18	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For	For	For
19	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For	For	For
20	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	For	For	For
21	Greenshoe	Management	For	For	For
22	Authority to Set Offering Price of Shares	Management	For	For	For
23	Authority to Increase Capital Through Capitalisations	Management	For	For	For
24	Authority to Increase Capital in Case of Exchange Offers	Management	For	For	For
25	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For	For	For
26	Authority to Grant Stock Options	Management	For	For	For
27	Employee Stock Purchase Plan (Domestic and Overseas)	Management	For	For	For
28	Employee Stock Purchase Plan (Specific Categories)	Management	For	For	For
29	Amendments to Articles Regarding Alternate Auditors	Management	For	For	For
30	Amendments to Articles Regarding Repurchase of Shares	Management	For	For	For

Proxy Voting Summary

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31	Authorisation of Legal Formalities	Management	For	For	For
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EVONIK INDUSTRIES AG

ISIN	DE000EVNK013	Meeting Date	25-May-22
Country	Germany	Record Date	18-May-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Profits/Dividends	Management	For	For	For
3	Ratification of Management Board Acts	Management	For	For	For
4	Ratification of Supervisory Board Acts	Management	For	For	For
5	Appointment of Auditor	Management	For	For	For
6	Management Board Remuneration Policy	Management	For	For	For
7	Remuneration Report	Management	For	For	For
8	Increase in Authorised Capital	Management	For	For	For
9	Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	Management	For	For	For
10	Amendment to Articles (Advance Dividends)	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

ASR NEDERLAND NV

ISIN	NL0011872643	Meeting Date	25-May-22
Country	Netherlands	Record Date	27-Apr-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2.d.	Remuneration Report	Management	For	For	For
3.a.	Accounts and Reports	Management	For	For	For
3.c.	Allocation of Profits/Dividends	Management	For	For	For
4.a.	Ratification of Management Board Acts	Management	For	For	For
4.b.	Ratification of Supervisory Board Acts	Management	For	For	For
5.a.	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
5.b.	Authority to Suppress Preemptive Rights	Management	For	For	For
5.c.	Authority to Repurchase Shares	Management	For	For	For
6.a.	Cancellation of Shares	Management	For	For	For
7.a.	Elect Sonja Barendregt to the Supervisory Board	Management	For	For	For

PARTNERS GROUP HOLDING

ISIN	CH0024608827	Meeting Date	25-May-22
Country	Switzerland	Record Date	16-May-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Allocation of Profits/Dividends	Management	For	For	For
3	Ratification of Board and Management Acts	Management	For	For	For
4	Compensation Report	Management	For	For	For
5.1	Board Compensation (Short-term)	Management	For	For	For
5.2	Board Compensation (Long-term)	Management	For	For	For
5.3	Board Compensation ("Technical Non-Financial")	Management	For	For	For
5.4	Executive Compensation (Fixed)	Management	For	For	For
5.5	Executive Compensation (Long-Term)	Management	For	For	For
5.6	Executive Compensation ("Technical Non-Financial")	Management	For	For	For
5.7	Executive Compensation (Former Performance-Based)	Management	For	For	For

Proxy Voting Summary

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6.1.1	Elect Steffen Meister as Board Chair	Management	For	For	For
6.1.2	Elect Marcel Erni	Management	For	For	For
6.1.3	Elect Alfred Gantner	Management	For	For	For
6.1.4	Elect Joseph P. Landy	Management	For	For	For
6.1.5	Elect Anne Lester	Management	For	For	For
6.1.6	Elect Martin Strobel	Management	For	Against	Against
6.1.7	Elect Urs Wietlisbach	Management	For	For	For
6.1.8	Elect Flora Zhao	Management	For	For	For
6.2.1	Elect Flora Zhao as Nominating and Compensation Committee Member	Management	For	For	For
6.2.2	Elect Anne Lester as Nominating and Compensation Committee Member	Management	For	For	For
6.2.3	Elect Martin Strobel as Nominating and Compensation Committee Member	Management	For	For	For
6.3	Appointment of Independent Proxy	Management	For	For	For
6.4	Appointment of Auditor	Management	For	Against	Against

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

ESSILORLUXOTTICA

ISIN	FR0000121667	Meeting Date	25-May-22
Country	France	Record Date	20-May-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For	For	For
2	Consolidated Accounts and Reports	Management	For	For	For
3	Allocation of Losses/Dividends	Management	For	For	For
4	Ratification of the Co-option of Virginie Mercier Pitre	Management	For	For	For
5	Special Auditors Report on Regulated Agreements	Management	For	For	For
6	2021 Remuneration Report	Management	For	For	For
7	2021 Remuneration of Leonardo Del Vecchio, Chair	Management	For	For	For
8	2021 Remuneration of Francesco Milleri, CEO	Management	For	Against	Against
9	2021 Remuneration of Paul du Saillant, Deputy CEO	Management	For	Against	Against
10	2022 Remuneration Policy (Board of Directors)	Management	For	For	For
11	2022 Remuneration Policy (Chair)	Management	For	For	For
12	2022 Remuneration Policy (CEO)	Management	For	Against	Against

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

13	2022 Remuneration Policy (Deputy CEO)	Management	For	Against	Against
14	Authority to Repurchase and Reissue Shares	Management	For	For	For
15	Authority to Cancel Shares and Reduce Capital	Management	For	For	For
16	Authorisation of Legal Formalities	Management	For	For	For

ST MICROELECTRONICS

ISIN	NL0000226223	Meeting Date	25-May-22
Country	Netherlands	Record Date	27-Apr-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
3	Remuneration Report	Management	For	For	For
4	Accounts and Reports	Management	For	For	For
5	Allocation of Profits/Dividends	Management	For	For	For
6	Ratification of Management Board Acts	Management	For	For	For
7	Ratification of Supervisory Board Acts	Management	For	For	For
8	Equity Grant (CEO)	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

9	Elect Janet G. Davidson to the Supervisory Board	Management	For	For	For
10	Elect Donatella Sciuto to the Supervisory Board	Management	For	For	For
11	Authority to Repurchase Shares	Management	For	For	For
12	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	For

LEGRAND SA

ISIN	FR0010307819	Meeting Date	25-May-22
Country	France	Record Date	20-May-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For	For	For
2	Consolidated Accounts and Reports	Management	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For
4	Appointment of Auditor (PricewaterhouseCoopers)	Management	For	For	For
5	Non-Renewal of Alternate Auditor (Jean-Christophe Georghiou)	Management	For	For	For
6	2021 Remuneration Report	Management	For	For	For
7	2021 Remuneration of Angeles Garcia-Poveda, Chair	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

8	2021 Remuneration of Benoît Coquart, CEO	Management	For	For	For
9	2022 Remuneration Policy (Chair)	Management	For	For	For
10	2022 Remuneration Policy (CEO)	Management	For	For	For
11	2022 Remuneration Policy (Board of Directors)	Management	For	For	For
12	Elect Olivier Bazil	Management	For	For	For
13	Elect Edward A. Gilhuly	Management	For	For	For
14	Elect Patrick Koller	Management	For	For	For
15	Elect Florent Menegaux	Management	For	For	For
16	Authority to Repurchase and Reissue Shares	Management	For	For	For
17	Authority to Cancel Shares and Reduce Capital	Management	For	For	For
18	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For	For	For
19	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For	For	For
20	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	For	For	For
21	Greenshoe	Management	For	For	For
22	Authority to Increase Capital Through Capitalisations	Management	For	For	For
23	Employee Stock Purchase Plan	Management	For	For	For
24	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For	For	For
25	Global Ceiling on Capital Increases and Debt Issuances	Management	For	For	For
26	Authorisation of Legal Formalities	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

RENAULT S.A.

ISIN	FR0000131906	Meeting Date	25-May-22
Country	France	Record Date	20-May-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Consolidated Accounts and Reports	Management	For	For	For
3	Allocation of Profits	Management	For	For	For
4	Presentation of Report on Profit Sharing Securities	Management	For	For	For
5	Special Auditors Report on Regulated Agreements	Management	For	For	For
6	Elect Catherine Barba	Management	For	For	For
7	Elect Pierre Fleuriot	Management	For	For	For
8	Elect Joji Tagawa	Management	For	For	For
9	2021 Remuneration Report	Management	For	For	For
10	2021 Remuneration of Jean-Dominique Senard, Chair	Management	For	For	For
11	2021 Remuneration of Luca de Meo, CEO	Management	For	For	For
12	Amendment to the 2020 Remuneration Policy (CEO)	Management	For	For	For
13	2022 Remuneration Policy (Chair)	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

14	2022 Remuneration Policy (CEO)	Management	For	For	For
15	2022 Remuneration Policy (Board of Directors)	Management	For	For	For
16	Relocation of Corporate Headquarters	Management	For	For	For
17	Authority to Repurchase and Reissue Shares	Management	For	For	For
18	Authority to Cancel Shares and Reduce Capital	Management	For	For	For
19	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For	For	For
20	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For	For	For
21	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	For	For	For
22	Authority to Increase Capital in Case of Exchange Offers (France)	Management	For	For	For
23	Authority to Increase Capital in Consideration for Contributions In Kind (France)	Management	For	For	For
24	Authority to Increase Capital Through Capitalisations	Management	For	For	For
25	Employee Stock Purchase Plan	Management	For	For	For
26	Authority to Issue Performance Shares	Management	For	For	For
27	Amendments to Articles (Technical)	Management	For	For	For
28	Authorisation of Legal Formalities	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

CENTRAL ASIA METALS PLC

ISIN	GB00B67KBV28	Meeting Date	26-May-22
Country	United Kingdom	Record Date	24-May-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Final Dividend	Management	For	For	For
3	Elect Roger O. Davey	Management	For	For	For
4	Elect Michael Armitage	Management	For	For	For
5	Appointment of Auditor	Management	For	For	For
6	Authority to Set Auditor's Fees	Management	For	For	For
7	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
8	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	For
9	Authority to Repurchase Shares	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

COCA-COLA EUROPACIFIC PARTNERS PLC

ISIN	GB00BDCPN049	Meeting Date	27-May-22
Country	United Kingdom	Record Date	25-May-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.	Accounts and Reports	Management	For	For	For
2.	Remuneration Report	Management	For	For	For
3.	Elect Manolo Arroyo	Management	For	For	For
4.	Elect Jan Bennink	Management	For	For	For
5.	Elect John A. Bryant	Management	For	For	For
6.	Elect José Ignacio Comenge Sánchez-Real	Management	For	For	For
7.	Elect Christine Cross	Management	For	For	For
8.	Elect Damian P. Gammell	Management	For	For	For
9.	Elect Nathalie Gaveau	Management	For	For	For
10.	Elect Álvaro Gómez-Trénor Aguilar	Management	For	For	For
11.	Elect Thomas H. Johnson	Management	For	For	For
12.	Elect Dagmar Kollmann	Management	For	For	For
13.	Elect Alfonso Libano Daurella	Management	For	For	For
14.	Elect Mark Price	Management	For	For	For
15.	Elect Mario R. Solá	Management	For	For	For

Proxy Voting Summary

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16.	Elect Brian Smith	Management	For	For	For
17.	Elect Dessislava Temperley	Management	For	For	For
18.	Elect Garry Watts	Management	For	For	For
19.	Appointment of Auditor	Management	For	For	For
20.	Authority to Set Auditor's Fees	Management	For	For	For
21.	Authorisation of Political Donations	Management	For	For	For
22.	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
23.	Waiver of Mandatory Takeover Requirement	Management	For	For	For
24.	Approval of the Coca-Cola Europacific Partners plc Employee Share Purchase Plan	Management	For	For	For
25.	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	For
26.	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	For
27.	Authority to Repurchase Shares	Management	For	For	For
28.	Authority to Repurchase Shares Off-Market	Management	For	For	For
29.	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

AEGON N. V.

ISIN	NL0000303709	Meeting Date	31-May-22
Country	Netherlands	Record Date	03-May-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2.2.	Remuneration Report	Management	For	For	For
2.3.	Accounts and Reports	Management	For	For	For
2.4.	Allocation of Profits/Dividends	Management	For	For	For
3.1.	Ratification of Management Board Acts	Management	For	For	For
3.2.	Ratification of Supervisory Board Acts	Management	For	For	For
4.2.	Elect Corien Wortmann-Kool to the Supervisory Board	Management	For	For	For
4.3.	Elect Karen Fawcett to the Supervisory Board	Management	For	For	For
5.1.	Cancellation of Shares	Management	For	For	For
5.2.	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	For
5.3.	Authority to Issue Shares w/ Preemptive Rights in Connection with a Rights Issue	Management	For	For	For
5.4.	Authority to Repurchase Shares	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

KRONES AG

ISIN	DE0006335003	Meeting Date	31-May-22
Country	Germany	Record Date	09-May-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Profits/Dividends	Management	For	For	For
3	Ratification of Management Board Acts	Management	For	For	For
4	Ratification of Supervisory Board Acts	Management	For	For	For
5	Appointment of Auditor	Management	For	For	For
6	Remuneration Report	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

ADYEN NV

ISIN	NL0012969182	Meeting Date	01-Jun-22
Country	Netherlands	Record Date	04-May-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2.b.	Remuneration Report	Management	For	Against	Against
2.c.	Accounts and Reports	Management	For	For	For
3.	Ratification of Management Board Acts	Management	For	For	For
4.	Ratification of Supervisory Board Acts	Management	For	For	For
5.	Elect Pieter Willem van der Does to the Management Board	Management	For	For	For
6.	Elect Roelant Prins to the Management Board	Management	For	For	For
7.	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
8.	Authority to Suppress Preemptive Rights	Management	For	For	For
9.	Authority to Repurchase Shares	Management	For	For	For
10.	Appointment of Auditor	Management	For	For	For

Proxy Voting Summary

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BECHTLE AG

ISIN	DE0005158703	Meeting Date	02-Jun-22
Country	Germany	Record Date	11-May-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Profits/Dividends	Management	For	For	For
3	Ratification of Management Board Acts	Management	For	For	For
4	Ratification of Supervisory Board Acts	Management	For	For	For
5	Appointment of Auditor	Management	For	For	For
6	Remuneration Report	Management	For	For	For
7	Management Board Remuneration Policy	Management	For	Against	Against

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

COMPAGNIE DE SAINT-GOBAIN S.A.

ISIN	FR0000125007	Meeting Date	02-Jun-22
Country	France	Record Date	30-May-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Consolidated Accounts and Reports	Management	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For
4	Elect Pierre-André de Chalendar	Management	For	For	For
5	Ratification of the Co-option of Lina Ghotmeh	Management	For	For	For
6	Elect Thierry Delaporte	Management	For	For	For
7	Remuneration of Pierre-André de Chalendar, Chair and CEO (Until June 30, 2021)	Management	For	Against	Against
8	Remuneration of Benoit Bazin, Deputy CEO (Until June 30, 2021)	Management	For	For	For
9	2021 Remuneration of Pierre-André de Chalendar, Chair (Since July 1, 2021)	Management	For	For	For
10	Remuneration of Benoit Bazin, CEO (Since July 1, 2021)	Management	For	For	For
11	2021 Remuneration Report	Management	For	For	For
12	2022 Remuneration Policy (Chair)	Management	For	For	For
13	2022 Remuneration Policy (CEO)	Management	For	Against	Against
14	2022 Remuneration Policy (Board of Directors)	Management	For	For	For
15	Appointment of Auditor (Deloitte)	Management	For	For	For

Proxy Voting Summary

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16	Authority to Repurchase and Reissue Shares	Management	For	For	For
17	Authority to Grant Stock Options	Management	For	For	For
18	Authority to Issue Performance Shares	Management	For	For	For
19	Authorisation of Legal Formalities	Management	For	For	For

CARREFOUR

ISIN	FR0000120172	Meeting Date	03-Jun-22
Country	France	Record Date	31-May-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Consolidated Accounts and Reports	Management	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For
4	Special Auditors Report on Regulated Agreements	Management	For	For	For
5	Ratification of the Co-option of Arthur Sadoun	Management	For	For	For
6	Elect Flavia Buarque de Almeida	Management	For	Against	Against

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

7	Elect Abilio dos Santos Diniz	Management	For	For	For
8	Elect Charles Edelstenne	Management	For	Against	Against
9	2021 Remuneration Report	Management	For	Against	Against
10	2021 Remuneration of Alexandre Bompard, Chair and CEO	Management	For	Against	Against
11	2022 Remuneration Policy (Chair and CEO)	Management	For	Against	Against
12	2022 Remuneration Policy (Board of Directors)	Management	For	For	For
13	Opinion on the Company's Climate Report	Management	For	Abstain	Against
14	Authority to Repurchase and Reissue Shares	Management	For	For	For
15	Authority to Cancel Shares and Reduce Capital	Management	For	For	For
16	Authorisation of Legal Formalities	Management	For	For	For

Proxy Voting Summary

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RED ELECTRICA CORPORACION S.A.

ISIN	ES0173093024	Meeting Date	06-Jun-22
Country	Spain	Record Date	02-Jun-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Individual Accounts and Reports	Management	For	For	For
2	Consolidated Accounts and Reports	Management	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For
4	Report on Non-Financial Information	Management	For	For	For
5	Ratification of Board Acts	Management	For	For	For
6.1	Elect Socorro Fernández Larrea	Management	For	For	For
6.2	Elect Antonio Gómez Ciria	Management	For	For	For
6.3	Elect Mercedes Real Rodríguez	Management	For	For	For
6.4	Ratification of the Co-Option of Esther María Rituerto Martínez	Management	For	For	For
7.1	Remuneration Report	Management	For	For	For
7.2	Directors' fees	Management	For	For	For
8	Appointment of Auditor	Management	For	For	For
9	Authorisation of Legal Formalities	Management	For	For	For

Proxy Voting Summary

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CENTRICA PLC

ISIN	GB00B033F229	Meeting Date	07-Jun-22
Country	United Kingdom	Record Date	03-Jun-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Remuneration Report	Management	For	For	For
3	Remuneration Policy	Management	For	For	For
4	Share Incentive Plan	Management	For	For	For
5	Approval of Restricted Share Plan	Management	For	For	For
6	Elect Nathan Bostock	Management	For	For	For
7	Elect Amber Rudd	Management	For	For	For
8	Elect Carol Arrowsmith	Management	For	For	For
9	Elect Heidi Mottram	Management	For	For	For
10	Elect Kevin O'Byrne	Management	For	For	For

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11	Elect Chris O'Shea	Management	For	For	For
12	Elect Katherine Ringrose	Management	For	For	For
13	Elect Scott Wheway	Management	For	For	For
14	Appointment of Auditor	Management	For	For	For
15	Authority to Set Auditor's Fees	Management	For	For	For
16	Authorisation of Political Donations	Management	For	For	For
17	Advisory Vote on Climate Transition Plan	Management	For	For	For
18	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
19	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	For
20	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	For
21	Authority to Repurchase Shares	Management	For	For	For
22	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

DWS GROUP GMBH & CO. KGAA

ISIN	DE000DWS1007	Meeting Date	09-Jun-22
Country	Germany	Record Date	18-May-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Allocation of Profits/Dividends	Management	For	For	For
3	Ratification of General Partner Acts	Management	For	Abstain	Against
4	Ratification of Supervisory Board Acts	Management	For	Abstain	Against
5	Appointment of Auditor	Management	For	For	For
6	Remuneration Report	Management	For	Against	Against
7	Increase in Authorised Capital 2022/I	Management	For	For	For
8	Increase in Authorised Capital 2022/II	Management	For	For	For
9	Cancellation of Conditional Capital	Management	For	For	For
10	Authority to Issue Participatory Notes and Hybrid Debt Instruments	Management	For	For	For

Proxy Voting Summary

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BRENTAG SE

ISIN	DE000A1DAH0	Meeting Date	09-Jun-22
Country	Germany	Record Date	02-Jun-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Profits/Dividends	Management	For	For	For
3	Ratification of Management Board Acts	Management	For	For	For
4	Ratification of Supervisory Board Acts	Management	For	For	For
5	Appointment of Auditor	Management	For	For	For
6	Remuneration Report	Management	For	For	For
7.1	Elect Wijnand P. Donkers	Management	For	For	For
7.2	Elect Ulrich M. Harnacke	Management	For	For	For
8	Increase in Authorised Capital	Management	For	For	For
9	Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	Management	For	For	For
10	Authority to Repurchase and Reissue Shares	Management	For	For	For

LABORATORIOS FARMACEUTICOS ROVI S.A.

ISIN	ES0157261019	Meeting Date	14-Jun-22
Country	Spain	Record Date	09-Jun-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Report on Non-Financial Information	Management	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For
4	Ratification of Board Acts	Management	For	For	For
5	Ratification of Co-Option of Marina Del Corral Téllez	Management	For	For	For
6	Directors' Fees	Management	For	For	For
7	Amendments to Remuneration Policy	Management	For	For	For
8	Authority to Cancel Treasury Shares and Reduce Capital	Management	For	For	For
9	Appointment of Auditor	Management	For	For	For
10	Authorisation of Legal Formalities	Management	For	For	For

Proxy Voting Summary

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11	Remuneration Report	Management	For	Against	Against
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SONOVA HOLDING AG

ISIN	CH0012549785	Meeting Date	15-Jun-22
Country	Switzerland	Record Date	09-Jun-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.1	Accounts and Reports	Management	For	For	For
1.2	Compensation Report	Management	For	For	For
2	Allocation of Profits/Dividends	Management	For	For	For
3	Ratification of Board and Management Acts	Management	For	For	For
4	Amendments to Articles	Management	For	For	For
5.1.1	Elect Robert F. Spoerry	Management	For	Against	Against
5.1.2	Elect Stacy Enxing Seng	Management	For	For	For
5.1.3	Elect Gregory Behar	Management	For	For	For

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5.1.4	Elect Lynn Dorsey Bleil	Management	For	For	For
5.1.5	Elect Lukas Braunschweiler	Management	For	For	For
5.1.6	Elect Roland Diggelmann	Management	For	For	For
5.1.7	Elect Ronald van der Vis	Management	For	For	For
5.1.8	Elect Jinlong Wang	Management	For	For	For
5.1.9	Elect Adrian Widmer	Management	For	For	For
5.2	Elect Julie Tay	Management	For	For	For
5.3.1	Elect Stacy Enxing Seng as Nominating and Compensation Committee Member	Management	For	For	For
5.3.2	Elect Lukas Braunschweiler as Nominating and Compensation Committee Member	Management	For	For	For
5.3.3	Elect Roland Diggelmann as Nominating and Compensation Committee Member	Management	For	For	For
5.4	Appointment of Auditor	Management	For	For	For
5.5	Appointment of Independent Proxy	Management	For	For	For
6.1	Board Compensation	Management	For	For	For
6.2	Executive Compensation	Management	For	For	For
7.1	Cancellation of Shares and Reduction in Share Capital	Management	For	For	For
7.2	Increase in Authorised Capital	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

DELIVERY HERO SE

ISIN	DE000A2E4K43	Meeting Date	16-Jun-22
Country	Germany	Record Date	09-Jun-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Ratification of Management Board Acts	Management	For	For	For
3.1	Ratify Martin Enderle	Management	For	For	For
3.2	Ratify Patrick Kolek	Management	For	For	For
3.3	Ratify Jeanette L. Gorgas	Management	For	For	For
3.4	Ratify Nils Engvall	Management	For	For	For
3.5	Ratify Gabriella Ardbo	Management	For	For	For
3.6	Ratify Dimitrios Tsaousis	Management	For	For	For
3.7	Ratify Gerald Taylor	Management	For	For	For
4	Appointment of Auditor	Management	For	For	For
5	Election of Supervisory Board (Employee Representatives)	Management	For	For	For
6	Remuneration Report	Management	For	Against	Against
7	Increase in Authorised Capital IV	Management	For	For	For
8	Increase in Authorised Capital 2022/I	Management	For	Against	Against

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

9	Increase in Authorised Capital 2022/II	Management	For	Against	Against
10	Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital 2022/I	Management	For	Against	Against
11	Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital 2022/II	Management	For	Against	Against
12	Authority to Repurchase and Reissue Shares	Management	For	For	For
13	Authority to Repurchase Shares Using Equity Derivatives	Management	For	For	For

IBERDROLA S.A.

ISIN	ES0144580Y14	Meeting Date	16-Jun-22
Country	Spain	Record Date	10-Jun-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts	Management	For	For	For
2	Management Reports	Management	For	For	For
3	Report on Non-Financial Information	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

4	Ratification of Board Acts	Management	For	For	For
5	Appointment of Auditor	Management	For	For	For
6	Amendments to Articles (Social Dividend)	Management	For	For	For
7	Amendments to Articles (Engagement Dividend)	Management	For	For	For
8	Amendments to General Meeting Regulations (Engagement Dividend)	Management	For	For	For
9	Special Dividend (Engagement Dividend)	Management	For	For	For
10	Allocation of Profits/Dividends	Management	For	For	For
11	First Scrip Dividend	Management	For	For	For
12	Second Scrip Dividend	Management	For	For	For
13	Authority to Cancel Treasury Shares and Reduce Capital	Management	For	For	For
14	Remuneration Report	Management	For	Against	Against
15	Elect Anthony L. Gardner	Management	For	For	For
16	Ratify Co-Option and Elect María Ángeles Alcalá Díaz	Management	For	For	For
17	Ratify Co-Option and Elect Isabel García Tejerina	Management	For	For	For
18	Board Size	Management	For	For	For
19	Authority to Repurchase and Reissue Shares	Management	For	For	For
20	Authorisation of Legal Formalities	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

TESCO PLC

ISIN	GB00BLGZ9862	Meeting Date	17-Jun-22
Country	United Kingdom	Record Date	15-Jun-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Remuneration Policy	Management	For	For	For
3	Remuneration Report	Management	For	For	For
4	Final Dividend	Management	For	For	For
5	Elect John M. Allan	Management	For	For	For
6	Elect Melissa Bethell	Management	For	For	For
7	Elect Bertrand Bodson	Management	For	Against	Against
8	Elect Thierry Garnier	Management	For	For	For
9	Elect Stewart Gilliland	Management	For	For	For

Proxy Voting Summary

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10	Elect Byron Grote	Management	For	For	For
11	Elect Ken Murphy	Management	For	For	For
12	Elect Imran Nawaz	Management	For	For	For
13	Elect Alison Platt	Management	For	For	For
14	Elect Lindsey Pownall	Management	For	For	For
15	Elect Karen Whitworth	Management	For	For	For
16	Appointment of Auditor	Management	For	For	For
17	Authority to Set Auditor's Fees	Management	For	For	For
18	Authorisation of Political Donations	Management	For	For	For
19	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
20	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	For
21	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	For
22	Authority to Repurchase Shares	Management	For	For	For
23	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

AURELIUS EQUITY OPPORTUNITIES SE & CO KGAA

ISIN	DE000A0JK2A8	Meeting Date	21-Jun-22
Country	Germany	Record Date	30-May-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Allocation of Profits/Dividends	Management	For	For	For
3	Ratification of Personally Liable Partner Acts	Management	For	For	For
4	Ratification of Supervisory Board Acts	Management	For	For	For
5	Ratification of Shareholders' Committee Acts	Management	For	For	For
6	Appointment of Auditor	Management	For	For	For
7.1	Elect Bernd Mühlfriedel	Management	For	For	For
7.2	Elect Rosa Riera	Management	For	For	For
8	Shareholder Committee Compensation	Management	For	For	For
9	Approval of Profit-and-Loss Transfer Agreements	Management	For	For	For
10	Authority to Repurchase and Reissue Shares	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

DAIMLER TRUCK HOLDING AG

ISIN	DE000DTR0CK8	Meeting Date	22-Jun-22
Country	Germany	Record Date	15-Jun-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Profits/ Dividends	Management	For	For	For
3	Ratification of Management Board Acts	Management	For	For	For
4	Ratification of Supervisory Board Acts	Management	For	For	For
5.1	Appointment of Auditor for Fiscal Year 2022	Management	For	For	For
5.2	Appointment of Auditor for Interim Statements until 2023 AGM	Management	For	For	For
6.1	Elect Michael L. Brosnan	Management	For	For	For
6.2	Elect Jacques Esculier	Management	For	For	For
6.3	Elect Akihiro Eto	Management	For	For	For
6.4	Elect Laura K. Ipsen	Management	For	For	For
6.5	Elect Renata Jungo Brüngger	Management	For	For	For
6.6	Elect Joe Kaeser	Management	For	For	For
6.7	Elect John Krafcik	Management	For	For	For
6.8	Elect Martin H. Richenhagen	Management	For	For	For
6.9	Elect Marie Wieck	Management	For	For	For
6.10	Elect Harald Emil Wilhelm	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

7	Supervisory Board Remuneration Policy	Management	For	For	For
8	Management Board Remuneration Policy	Management	For	For	For
9	Remuneration Report	Management	For	For	For

AMADEUS IT GROUP S.A.

ISIN	ES0109067019	Meeting Date	22-Jun-22
Country	Spain	Record Date	17-Jun-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Report on Non-Financial Information	Management	For	For	For
3	Remuneration Report	Management	For	Against	Against
4	Allocation of Profits/Dividends	Management	For	For	For
5	Ratification of Board Acts	Management	For	For	For
6	Appointment of Auditor	Management	For	For	For
7	Board Size	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

8.1	Ratify Co-Option and Elect Eriikka Söderström	Management	For	For	For
8.2	Elect David Vegara Figueras	Management	For	For	For
8.3	Elect William Connelly	Management	For	Against	Against
8.4	Elect Luis Maroto Camino	Management	For	For	For
8.5	Elect Pilar García Ceballos-Zúñiga	Management	For	For	For
8.6	Elect Stephan Gemkow	Management	For	For	For
8.7	Elect Peter Kürpick	Management	For	For	For
8.8	Elect Francesco Loredan	Management	For	For	For
9	Directors' fees	Management	For	For	For
10	Authority to Repurchase and Reissue Shares	Management	For	For	For
11	Authority to Issue Convertible Debt Instruments	Management	For	For	For
12	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	For
13	Authorisation of Legal Formalities	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

BUREAU VERITAS

ISIN	FR0006174348	Meeting Date	24-Jun-22
Country	France	Record Date	21-Jun-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For	For	For
2	Consolidated Accounts and Reports	Management	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For
4	Special Auditors Report on Regulated Agreements	Management	For	For	For
5	Elect Aldo Cardoso	Management	For	Against	Against
6	Elect Pascal Lebard	Management	For	For	For
7	Elect Jean-François Palus	Management	For	Against	Against
8	2021 Remuneration Report	Management	For	For	For
9	2021 Remuneration of Aldo Cardoso, Chair	Management	For	For	For
10	2021 Remuneration of Didier Michaud-Daniel, CEO	Management	For	Against	Against
11	2022 Remuneration Policy (Board of Directors)	Management	For	For	For
12	2022 Remuneration Policy (Chair)	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

13	2022 Remuneration Policy (CEO)	Management	For	Against	Against
14	Appointment of Auditor (PricewaterhouseCoopers)	Management	For	For	For
15	Appointment of Auditor (Ernst & Young)	Management	For	For	For
16	Non-Renewal of Alternate Auditor (Jean-Christophe Georghiou)	Management	For	For	For
17	Non-Renewal of Alternate Auditor (Auditex)	Management	For	For	For
18	Authority to Repurchase and Reissue Shares	Management	For	For	For
19	Authorisation of Legal Formalities	Management	For	For	For

AROUNDTOWN S.A

ISIN	LU1673108939	Meeting Date	29-Jun-22
Country	Luxembourg	Record Date	15-Jun-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
3	Accounts and Reports	Management	For	For	For
4	Consolidated Accounts and Reports	Management	For	For	For
5	Allocation of Profits	Management	For	For	For

Proxy Voting Summary

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6	Ratification of Board Acts	Management	For	For	For
7	Elect Ran Laufer to the Board of Directors	Management	For	For	For
8	Elect Simone Runge-Brandner to the Board of Directors	Management	For	For	For
9	Elect Jelena Afxentiou to the Board of Directors	Management	For	For	For
10	Elect Frank Roseen to the Board of Directors	Management	For	For	For
11	Elect Markus Leininger to the Board of Directors	Management	For	For	For
12	Elect Markus Kreuter to the Board of Directors	Management	For	For	For
13	Appointment of Auditor	Management	For	For	For
14	Allocation of Dividends	Management	For	For	For
15	Remuneration Report	Management	For	Against	Against
16	Remuneration Policy	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

SCOUT24 SE

ISIN	DE000A12DM80	Meeting Date	30-Jun-22
Country	Germany	Record Date	23-Jun-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Profits/Dividends	Management	For	For	For
3	Ratification of Management Board Acts	Management	For	For	For
4	Ratification of Supervisory Board Acts	Management	For	For	For
5	Appointment of Auditor	Management	For	For	For
6	Remuneration Report	Management	For	Against	Against
7	Authority to Repurchase and Reissue Shares	Management	For	For	For
8	Supervisory Board Remuneration Policy	Management	For	For	For

Proxy Voting Summary

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GSK PLC

ISIN	GB0009252882	Meeting Date	06-Jul-22
Country	United Kingdom	Record Date	01-Jul-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Demerger of Haleon Group	Management	For	For	For
2	Related Party Transactions	Management	For	For	For

SAINSBURY (J) PLC

ISIN	GB00B019KW72	Meeting Date	07-Jul-22
Country	United Kingdom	Record Date	05-Jul-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Remuneration Report	Management	For	For	For
3	Final Dividend	Management	For	For	For
4	Elect Jo Bertram	Management	For	For	For

Proxy Voting Summary

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5	Elect Brian Cassin	Management	For	For	For
6	Elect Jo Harlow	Management	For	For	For
7	Elect Adrian Hennah	Management	For	For	For
8	Elect Tanuj Kapilashrami	Management	For	For	For
9	Elect Kevin O'Byrne	Management	For	For	For
10	Elect Simon Roberts	Management	For	For	For
11	Elect Martin Scicluna	Management	For	For	For
12	Elect Keith Weed	Management	For	For	For
13	Appointment of Auditor	Management	For	For	For
14	Authority to Set Auditor's Fees	Management	For	For	For
15	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
16	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	For
17	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	For
18	Authorisation of Political Donations	Management	For	For	For
19	Authority to Repurchase Shares	Management	For	For	For
20	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	For
21	Shareholder Proposal Regarding Living Wage	Shareholder	Against	For	Against

Proxy Voting Summary

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ALSTOM

ISIN	FR0010220475	Meeting Date	12-Jul-22
Country	France	Record Date	07-Jul-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Consolidated Accounts and Reports	Management	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For
4	Special Auditors Report on Regulated Agreements	Management	For	For	For
5	Elect Bi Yong Chungunco	Management	For	For	For
6	Elect Clotilde Delbos	Management	For	For	For
7	Elect Baudouin Prot	Management	For	For	For
8	2022 Remuneration Policy (Chair and CEO)	Management	For	For	For
9	2022 Remuneration Policy (Board of Directors)	Management	For	For	For
10	2021 Remuneration Report	Management	For	For	For

Proxy Voting Summary

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11	2021 Remuneration of Henri Poupart-Lafarge, Chair and CEO	Management	For	For	For
12	Authority to Repurchase and Reissue Shares	Management	For	For	For
13	Authority to Cancel Shares and Reduce Capital	Management	For	For	For
14	Authority to Increase Capital Through Capitalisations	Management	For	For	For
15	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For	For	For
16	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For	For	For
17	Authority to Increase Capital in Case of Exchange Offers	Management	For	For	For
18	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	For	For	For
19	Employee Stock Purchase Plan	Management	For	For	For
20	Stock Purchase Plan for Overseas Employees	Management	For	For	For
21	Authority to Set Offering Price of Shares	Management	For	For	For
22	Greenshoe	Management	For	For	For
23	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For	For	For
24	Authority to Issue Shares w/o Preemptive Rights in Consideration for Securities Issued by Subsidiaries	Management	For	For	For
25	Authorisation of Legal Formalities	Management	For	For	For

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BURBERRY GROUP

ISIN	GB0031743007	Meeting Date	12-Jul-22
Country	United Kingdom	Record Date	08-Jul-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
01	Accounts and Reports	Management	For	For	For
02	Remuneration Report	Management	For	For	For
03	Final Dividend	Management	For	For	For
04	Elect Gerry M. Murphy	Management	For	For	For
05	Elect Jonathan Akeroyd	Management	For	For	For
06	Elect Julie Brown	Management	For	For	For
07	Elect Orna NiChionna	Management	For	For	For
08	Elect Fabiola R. Arredondo	Management	For	For	For
09	Elect Sam Fischer	Management	For	For	For
10	Elect Ronald L. Frasch	Management	For	For	For
11	Elect Danuta Gray	Management	For	For	For
12	Elect Matthew Key	Management	For	For	For
13	Elect Debra L. Lee	Management	For	For	For
14	Elect Antoine de Saint-Affrique	Management	For	Against	Against

Proxy Voting Summary

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15	Appointment of Auditor	Management	For	For	For
16	Authority to Set Auditor's Fees	Management	For	For	For
17	Authorisation of Political Donations	Management	For	For	For
18	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
19	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	For
20	Authority to Repurchase Shares	Management	For	For	For
21	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	For

REMY COINTREAU SA

ISIN	FR0000130395	Meeting Date	21-Jul-22
Country	France	Record Date	18-Jul-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For	For	For
2	Consolidated Accounts and Reports	Management	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For
4	Scrip Dividend	Management	For	For	For

Proxy Voting Summary

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5	Special Auditors Report on Regulated Agreements	Management	For	For	For
6	Elect Hélène Dubrule	Management	For	For	For
7	Elect Olivier Jolivet	Management	For	For	For
8	Elect Marie-Amélie de Leusse	Management	For	For	For
9	Elect ORPAR SA (Gisèle Durand)	Management	For	For	For
10	Elect Alain Li	Management	For	For	For
11	2021 Remuneration Report	Management	For	For	For
12	2021 Remuneration of Marc Hériard Dubreuil, Chair	Management	For	For	For
13	2021 Remuneration of Eric Vallat, CEO	Management	For	For	For
14	2022 Remuneration Policy (Chair)	Management	For	For	For
15	2022 Remuneration Policy (CEO)	Management	For	Against	Against
16	2022 Remuneration Policy (Board of Directors)	Management	For	For	For
17	2022 Directors' Fees	Management	For	For	For
18	Authority to Repurchase and Reissue Shares	Management	For	For	For
19	Authority to Cancel Shares and Reduce Capital	Management	For	For	For
20	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For	For	For
21	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For	For	For
22	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	For	Against	Against

Proxy Voting Summary

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23	Greenshoe	Management	For	Against	Against
24	Authority to Set Offering Price of Shares	Management	For	Against	Against
25	Authority to Increase Capital in Case of Exchange Offer	Management	For	Against	Against
26	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For	Against	Against
27	Authority to Increase Capital Through Capitalisations	Management	For	For	For
28	Employee Stock Purchase Plan	Management	For	For	For
29	Authorisation of Legal Formalities	Management	For	For	For

Proxy Voting Summary

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BIG YELLOW GROUP PLC

ISIN	GB0002869419	Meeting Date	21-Jul-22
Country	United Kingdom	Record Date	19-Jul-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Remuneration Report	Management	For	For	For
3	Remuneration Policy	Management	For	For	For
4	Final Dividend	Management	For	For	For
5	Elect James Gibson	Management	For	For	For
6	Elect Anna Keay	Management	For	For	For
7	Elect Vince Niblett	Management	For	Against	Against
8	Elect John Trotman	Management	For	For	For
9	Elect Nicholas Vetch	Management	For	For	For
10	Elect Laela Pakpour Tabrizi	Management	For	For	For
11	Elect Heather Savory	Management	For	For	For
12	Elect Michael O'Donnell	Management	For	For	For
13	Appointment of Auditor	Management	For	For	For
14	Authority to Set Auditor's Fees	Management	For	For	For

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15	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
16	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	For
17	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	For
18	Authority to Repurchase Shares	Management	For	For	For
19	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	For

HEIDELBERGER DRUCKMASCHINEN AG

ISIN	DE0007314007	Meeting Date	21-Jul-22
Country	Germany	Record Date	29-Jun-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Ratification of Management Board Acts	Management	For	Abstain	Against
3.1	Ratify Ralph Arns	Management	For	Against	Against
3.2	Ratify Bernhard Buck	Management	For	Against	Against

Proxy Voting Summary

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3.3	Ratify Joachim Denker	Management	For	Against	Against
3.4	Ratify Gerald Dörr	Management	For	Against	Against
3.5	Ratify Mirko Geiger	Management	For	Against	Against
3.6	Ratify Karen Heumann	Management	For	Against	Against
3.7	Ratify Oliver Jung	Management	For	Against	Against
3.8	Ratify Li Li	Management	For	Against	Against
3.9	Ratify Fritz Oesterle	Management	For	Against	Against
3.10	Ratify Petra Otte	Management	For	Against	Against
3.11	Ratify Ferdinand Rüesch	Management	For	Against	Against
3.12	Ratify Ina Schlie	Management	For	Against	Against

Proxy Voting Summary

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3.13	Ratify Beate Schmitt	Management	For	Against	Against
3.14	Ratify Martin Sonnenschein	Management	For	Against	Against
4	Appointment of Auditor	Management	For	For	For
5	Elect Oliver Jung as Supervisory Board Member	Management	For	Against	Against
6	Remuneration Report	Management	For	Against	Against
7.1	Approval of Profit-and-Loss Transfer Agreements	Management	For	For	For
7.2	Approval of Intra-Company Control Agreements	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

WORKSPACE GROUP

ISIN	GB00B67G5X01	Meeting Date	21-Jul-22
Country	United Kingdom	Record Date	19-Jul-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Remuneration Report	Management	For	For	For
3	Final Dividend	Management	For	For	For
4	Elect Stephen Hubbard	Management	For	For	For
5	Elect Graham Clemett	Management	For	For	For
6	Elect David N. Benson	Management	For	For	For
7	Elect Rosie J. Shapland	Management	For	For	For
8	Elect Lesley-Ann Nash	Management	For	For	For
9	Elect Duncan G. Owen	Management	For	For	For
10	Elect Manju Malhotra	Management	For	For	For
11	Elect Nicholas Mackenzie	Management	For	For	For
12	Appointment of Auditor	Management	For	For	For
13	Authority to Set Auditor's Fees	Management	For	For	For
14	Sharesave Plan	Management	For	For	For
15	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For

Proxy Voting Summary

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16	Authorisation of Political Donations	Management	For	For	For
17	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	For
18	Authority to Repurchase Shares	Management	For	For	For
19	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	For

LINDE PLC

ISIN	IE00BZ12WP82	Meeting Date	25-Jul-22
Country	Ireland	Record Date	22-Jul-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.A	Elect Stephen F. Angel	Management	For	For	For
1.B	Elect Sanjiv Lamba	Management	For	For	For
1.C	Elect Ann-Kristin Achleitner	Management	For	For	For
1.D	Elect Thomas Enders	Management	For	For	For
1.E	Elect Edward G. Galante	Management	For	Against	Against

Proxy Voting Summary

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1.F	Elect Joe Kaeser	Management	For	Against	Against
1.G	Elect Victoria Ossadnik	Management	For	For	For
1.H	Elect Martin H. Richenhagen	Management	For	For	For
1.I	Elect Alberto Weisser	Management	For	For	For
1.J	Elect Robert L. Wood	Management	For	For	For
2.A	Ratification of Auditor	Management	For	Against	Against
2.B	Authority to Set Auditor's Fees	Management	For	For	For
3	Advisory Vote on Executive Compensation	Management	For	Against	Against
4	Remuneration Report	Management	For	Against	Against
5	Determination of Price Range for Re-allotment of Treasury Shares	Management	For	For	For
6	Shareholder Proposal Regarding Simple Majority Vote	Shareholder	Against	Against	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

VODAFONE GROUP PLC

ISIN	GB00BH4HKS39	Meeting Date	26-Jul-22
Country	United Kingdom	Record Date	22-Jul-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Elect Jean-François M. L. van Boxmeer	Management	For	For	For
3	Elect Nicholas J. Read	Management	For	For	For
4	Elect Margherita Della Valle	Management	For	For	For
5	Elect Stephen A. Carter	Management	For	For	For
6	Elect Sir Crispin H. Davis	Management	For	For	For
7	Elect Michel Demaré	Management	For	For	For
8	Elect Delphine Ernotte Cunci	Management	For	For	For
9	Elect Dame Clara Furse	Management	For	For	For
10	Elect Valerie F. Gooding	Management	For	For	For
11	Elect Deborah L. Kerr	Management	For	For	For
12	Elect María Amparo Moraleda Martínez	Management	For	For	For
13	Elect David T. Nish	Management	For	For	For
14	Elect Simon Segars	Management	For	For	For
15	Final Dividend	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

16	Remuneration Report	Management	For	For	For
17	Appointment of Auditor	Management	For	For	For
18	Authority to Set Auditor's Fees	Management	For	For	For
19	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
20	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	For
21	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	For
22	Authority to Repurchase Shares	Management	For	For	For
23	Authorisation of Political Donations	Management	For	For	For
24	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	For

VANTAGE TOWERS AG

ISIN	DE000A3H3LL2	Meeting Date	28-Jul-22
Country	Germany	Record Date	21-Jul-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2	Allocation of Profits/Dividends	Management	For	For	For
3	Ratification of Management Board Acts	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

4	Ratification of Supervisory Board Acts	Management	For	For	For
5	Appointment of Auditor	Management	For	For	For
6	Remuneration Report	Management	For	For	For
7	Elect Amanda Jane Nelson as Supervisory Board Member	Management	For	For	For

OCI N.V.

ISIN	NL0010558797	Meeting Date	19-Aug-22
Country	Netherlands	Record Date	22-Jul-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2.	Capitalisation of Reserves (H1 2022 Distribution)	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

ELEKTA AB

ISIN	SE0000163628	Meeting Date	25-Aug-22
Country	Sweden	Record Date	17-Aug-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
8	Accounts and Reports	Management	For	For	For
9	Allocation of Profits/Dividends	Management	For	For	For
10.1	Ratify Laurent Leksell	Management	For	For	For
10.2	Ratify Caroline Leksell Cooke	Management	For	For	For
10.3	Ratify Johan Malmquist	Management	For	For	For
10.4	Ratify Wolfgang Reim	Management	For	For	For
10.5	Ratify Jan Secher	Management	For	For	For
10.6	Ratify Birgitta Stymne Göransson	Management	For	For	For
10.7	Ratify Cecilia Wikström	Management	For	For	For
10.8	Ratify Gustaf Salford (CEO)	Management	For	For	For
11.1	Number of Directors	Management	For	For	For
11.2	Number of Deputy Directors	Management	For	For	For
12.1	Directors' Fees	Management	For	For	For
12.2	Authority to Set Auditor's Fees	Management	For	For	For
13.1	Elect Laurent Leksell	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

13.2	Elect Caroline Leksell Cooke	Management	For	For	For
13.3	Elect Johan Malmqvist	Management	For	Against	Against
13.4	Elect Wolfgang Reim	Management	For	For	For
13.5	Elect Jan Secher	Management	For	For	For
13.6	Elect Birgitta Stymne Göransson	Management	For	For	For
13.7	Elect Cecilia Wikström	Management	For	For	For
13.8	Elect Kelly Londy	Management	For	For	For
13.9	Elect Laurent Leksell as Chair	Management	For	For	For
14	Appointment of Auditor	Management	For	For	For
15	Remuneration Report	Management	For	For	For
16.A	Performance Share Plan 2022	Management	For	For	For
16.B	Share Transfer Pursuant to Performance Share Plan 2022	Management	For	For	For
17	Share Transfer Pursuant to Performance Share Plans 2020, 2021 and 2022	Management	For	For	For
18.A	Authority to Repurchase Shares	Management	For	For	For
18.B	Issuance of Treasury Shares	Management	For	For	For
19.A	Shareholder Proposal Regarding Voting Rights	Shareholder		For	N/A
19.B	Shareholder Proposal Regarding Removal of Multiple-Voting Rights	Shareholder		Against	N/A
19.C	Shareholder Proposal Regarding Representation of Small and Medium Sized Shareholders	Shareholder		Against	N/A

Proxy Voting Summary

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19.D	Shareholder Proposal Regarding Investigating Performance-Based Remuneration of the Members of the Board of Directors	Shareholder	Against	N/A
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WATCHES OF SWITZERLAND GROUP PLC

ISIN	GB00BJDQQ870	Meeting Date	01-Sep-22
Country	United Kingdom	Record Date	30-Aug-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Remuneration Report	Management	For	Against	Against
3	Remuneration Policy	Management	For	Against	Against
4	Elect William Floyd	Management	For	For	For
5	Elect Chabi Nouri	Management	For	For	For
6	Elect Ian R. Carter	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

7	Elect Brian Duffy	Management	For	For	For
8	Elect Tea Colaianne	Management	For	For	For
9	Elect Rosa Monckton	Management	For	For	For
10	Elect Robert Moorhead	Management	For	For	For
11	Appointment of Auditor	Management	For	For	For
12	Authority to Set Auditor's Fees	Management	For	For	For
13	Authorisation of Political Donations	Management	For	For	For
14	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
15	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	For
16	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	For
17	Authority to Repurchase Shares	Management	For	For	For
18	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

ASSTEAD GROUP PLC

ISIN	GB0000536739	Meeting Date	06-Sep-22
Country	United Kingdom	Record Date	02-Sep-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Remuneration Report	Management	For	For	For
3	Final Dividend	Management	For	For	For
4	Elect Paul A. Walker	Management	For	For	For
5	Elect Brendan Horgan	Management	For	For	For
6	Elect Michael R. Pratt	Management	For	For	For
7	Elect Angus Cockburn	Management	For	For	For
8	Elect Lucinda Riches	Management	For	For	For
9	Elect Tanya D. Fratto	Management	For	For	For
10	Elect Lindsley Ruth	Management	For	For	For
11	Elect Jill Easterbrook	Management	For	For	For
12	Elect Renata Ribeiro	Management	For	For	For
13	Appointment of Auditor	Management	For	For	For
14	Authority to Set Auditor's Fees	Management	For	For	For
15	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

16	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	For
17	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	For
18	Authority to Repurchase Shares	Management	For	For	For
19	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	For

AKZO NOBEL N.V.

ISIN	NL0013267909	Meeting Date	06-Sep-22
Country	Netherlands	Record Date	09-Aug-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2.	Elect Grégoire Poux-Guillaume to the Management Board	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

COMPAGNIE FINANCIERE RICHEMONT SA

ISIN	CH0210483332	Meeting Date	07-Sep-22
Country	Switzerland	Record Date	29-Aug-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Allocation of Profits/Dividends	Management	For	For	For
3	Ratification of Board and Management Acts	Management	For	For	For
4.1	Shareholder Proposal Regarding Designation of Francesco Trapani as Representative of "A" Shareholders	Shareholder	Against		N/A
4.2	Designate Wendy Luhabe as Representative of "A" Shareholders	Management	For	For	For
5.1	Elect Johann Rupert as Board Chair	Management	For	For	For
5.2	Elect Josua (Dillie) Malherbe	Management	For	Against	Against
5.3	Elect Nikesh Arora	Management	For	Against	Against
5.4	Elect Clay Brendish	Management	For	For	For
5.5	Elect Jean-Blaise Eckert	Management	For	Against	Against
5.6	Elect Burkhart Grund	Management	For	For	For
5.7	Elect Keyu Jin	Management	For	For	For
5.8	Elect Jérôme Lambert	Management	For	For	For
5.9	Elect Wendy Luhabe	Management	For	For	For
5.10	Elect Jeff Moss	Management	For	For	For

Proxy Voting Summary

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5.11	Elect Vesna Nevistic	Management	For	For	For
5.12	Elect Guillaume Pictet	Management	For	For	For
5.13	Elect Maria Ramos	Management	For	For	For
5.14	Elect Anton Rupert	Management	For	For	For
5.15	Elect Patrick Thomas	Management	For	For	For
5.16	Elect Jasmine Whitbread	Management	For	For	For
5.17	Shareholder Proposal Regarding Election of Francesco Trapani	Shareholder	Against	Against	For
6.1	Elect Clay Brendish as Compensation Committee Chair	Management	For	For	For
6.2	Elect Keyu Jin as Compensation Committee Member	Management	For	For	For
6.3	Elect Guillaume Pictet as Compensation Committee Member	Management	For	For	For
6.4	Elect Maria Ramos as Compensation Committee Member	Management	For	For	For
7	Appointment of Auditor	Management	For	For	For
8	Appointment of Independent Proxy	Management	For	For	For
9.1	Board Compensation	Management	For	For	For
9.2	Executive Compensation (Fixed)	Management	For	For	For
9.3	Executive Compensation (Variable)	Management	For	Against	Against
10	Shareholder Proposal Regarding Board Size	Shareholder	Against	Against	For
11	Shareholder Proposal Regarding Board Composition	Shareholder	Against	Against	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

UNICREDIT SPA

ISIN	IT0005239360	Meeting Date	14-Sep-22
Country	Italy	Record Date	05-Sep-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
O.1	Authority to Repurchase Shares	Management	For	For	For
E.1	Cancellation of Shares	Management	For	For	For

Proxy Voting Summary

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AUTO TRADER GROUP PLC

ISIN	GB00BVYVFW23	Meeting Date	15-Sep-22
Country	United Kingdom	Record Date	13-Sep-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Remuneration Report	Management	For	For	For
3	Final Dividend	Management	For	For	For
4	Elect Ed Williams	Management	For	Against	Against
5	Elect Nathan Coe	Management	For	For	For
6	Elect David Keens	Management	For	For	For
7	Elect Jill Easterbrook	Management	For	For	For
8	Elect Jeni Mundy	Management	For	For	For
9	Elect Catherine Faiers	Management	For	For	For
10	Elect James J. Warner	Management	For	For	For
11	Elect Sigridur Sigurdardottir	Management	For	For	For
12	Elect Jasvinder Gakhal	Management	For	For	For
13	Appointment of Auditor	Management	For	For	For
14	Authority to Set Auditor's Fees	Management	For	For	For

Proxy Voting Summary

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15	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
16	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	For
17	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	For
18	Authority to Repurchase Shares	Management	For	For	For
19	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	For

IG GROUP HOLDINGS PLC

ISIN	GB00B06QFB75	Meeting Date	21-Sep-22
Country	United Kingdom	Record Date	19-Sep-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For
2	Remuneration Report	Management	For	For	For
3	Final Dividend	Management	For	For	For
4	Elect Mike McTighe	Management	For	For	For
5	Elect June Felix	Management	For	For	For
6	Elect Charlie Rozes	Management	For	For	For

Proxy Voting Summary

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7	Elect Jon Noble	Management	For	For	For
8	Elect Jonathan Moulds	Management	For	For	For
9	Elect Rakesh Bhasin	Management	For	For	For
10	Elect Andrew Didham	Management	For	For	For
11	Elect Wu Gang	Management	For	For	For
12	Elect Sally-Ann Hibberd	Management	For	For	For
13	Elect Malcolm Le May	Management	For	For	For
14	Elect Susan Skeritt	Management	For	For	For
15	Elect Helen Stevenson	Management	For	For	For
16	Appointment of Auditor	Management	For	For	For
17	Authority to Set Auditor's Fees	Management	For	For	For
18	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
19	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	For
20	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	For
21	Authority to Repurchase Shares	Management	For	For	For
22	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	For

Proxy Voting Summary

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KONINKLIJKE PHILIPS N.V.

ISIN	NL0000009538	Meeting Date	30-Sep-22
Country	Netherlands	Record Date	02-Sep-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.	Elect Roy W.O. Jakobs to the Management Board	Management	For	For	For

INFRASTRUCTURE WIRELESS ITALIANA S.P.A.

ISIN	IT0005090300	Meeting Date	04-Oct-22
Country	Italy	Record Date	23-Sep-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
E.1	Amendments to Article 10.4 (Shareholder Meetings)	Management	For	For	For
O.2.1	List presented by Central Tower Holding Company B.V.	Management			N/A
O.2.2	List presented by Daphne 3 S.p.A.	Management			N/A
O.2.3	List presented by Group of Institutional Investors Representing 1.14% of Share Capital	Management		For	N/A
O.3	Board Term Length	Management	For	For	For

Proxy Voting Summary

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O.4	Directors' fees	Management	For	For	For
O.5	Amendments to Remuneration Policy	Management	For	For	For

RIO TINTO PLC

ISIN	GB0007188757	Meeting Date	25-Oct-22
Country	United Kingdom	Record Date	21-Oct-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Joint Venture	Management	For	For	For
2	Authority to Acquire/Dispose a Substantial Asset from/to Baowu	Management	For	For	For

MEDIOBANCA - BANCA DI CREDITO FINANZIARIO SPA

ISIN	IT0000062957	Meeting Date	28-Oct-22
Country	Italy	Record Date	19-Oct-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
O.1.a	Accounts and Reports	Management	For	For	For
O.1.b	Allocation of Profits/Dividends	Management	For	For	For
O.2.a	Remuneration Policy	Management	For	For	For
O.2.b	Remuneration Report	Management	For	For	For
O.2.c	Severance-Related Provisions	Management	For	For	For
O.2.d	2023 Performance Share Plan	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Jan-22 to 31-Dec-22

PERNOD RICARD

ISIN	FR0000120693	Meeting Date	10-Nov-22
Country	France	Record Date	07-Nov-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports; Non Tax Deductible Expenses	Management	For	For	For
2	Consolidated Accounts and Reports	Management	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For
4	Elect Patricia Barbizet	Management	For	For	For
5	Elect Ian Gallienne	Management	For	Against	Against
6	Appointment of Auditor (KPMG)	Management	For	For	For
7	Non-Renewal of Alternate Auditor (Salustro Reydel)	Management	For	For	For
8	2021 Remuneration of Alexandre Ricard, Chair and CEO	Management	For	For	For
9	2022 Remuneration Policy (Chair and CEO)	Management	For	For	For
10	2021 Remuneration Report	Management	For	For	For
11	2022 Remuneration Policy (Board of Directors)	Management	For	For	For
12	Authority to Repurchase and Reissue Shares	Management	For	For	For
13	Special Auditors Report on Regulated Agreements	Management	For	For	For
14	Authorisation of Legal Formalities	Management	For	For	For

Proxy Voting Summary

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NYFOSA AB

ISIN	SE0011426428	Meeting Date	15-Nov-22
Country	Sweden	Record Date	07-Nov-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
6	Authority to Repurchase Shares	Management	For	For	For

SMITHS GROUP PLC

ISIN	GB00B1WY2338	Meeting Date	16-Nov-22
Country	United Kingdom	Record Date	14-Nov-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports	Management	For	For	For

Proxy Voting Summary

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2	Remuneration Report	Management	For	For	For
3	Final Dividend	Management	For	For	For
4	Elect Richard Howes	Management	For	For	For
5	Elect Clare Scherrer	Management	For	For	For
6	Elect George W. Buckley	Management	For	For	For
7	Elect Pam Cheng	Management	For	For	For
8	Elect Dame Ann Dowling	Management	For	For	For
9	Elect Karin Hoeing	Management	For	For	For
10	Elect Paul Keel	Management	For	For	For
11	Elect William Seeger, Jr.	Management	For	For	For
12	Elect Mark Seligman	Management	For	For	For
13	Elect Noel N. Tata	Management	For	Against	Against
14	Appointment of Auditor	Management	For	For	For
15	Authority to Set Auditor's Fees	Management	For	For	For
16	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
17	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	For
18	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	For
19	Authority to Repurchase Shares	Management	For	For	For
20	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	For

Proxy Voting Summary

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21	Authorisation of Political Donations	Management	For	For	For
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ARGENX SE

ISIN	NL0010832176	Meeting Date	12-Dec-22
Country	Belgium	Record Date	14-Nov-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
2.	Elect Ana Céspedes	Management	For	For	For

Proxy Voting Summary

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AROUNDTOWN S.A

ISIN	LU1673108939	Meeting Date	16-Dec-22
Country	Luxembourg	Record Date	02-Dec-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Amendments to Articles	Management	For	For	For

AROUNDTOWN S.A

ISIN	LU1673108939	Meeting Date	16-Dec-22
Country	Luxembourg	Record Date	02-Dec-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Issuance of Treasury Shares	Management	For	For	For

Proxy Voting Summary

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SODEXO

ISIN	FR0000121220	Meeting Date	19-Dec-22
Country	France	Record Date	14-Dec-22

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1	Accounts and Reports; Non-tax deductible expenses	Management	For	For	For
2	Consolidated Accounts and Reports	Management	For	For	For
3	Allocation of Profits/Dividends	Management	For	For	For
4	Elect Véronique Laury	Management	For	For	For
5	Elect Luc J. Messier	Management	For	For	For
6	Elect Cécile Tandeau de Marsac	Management	For	For	For
7	Elect Patrice de Talhouët	Management	For	For	For
8	Appointment of Auditor (Ernst & Young); Non-Renewal of Alternate Auditor (Jean-Baptiste Deschryver)	Management	For	Against	Against
9	2022 Remuneration Policy (Chair and Incoming CEO from March 1, 2022, until August 31, 2022)	Management	For	For	For
10	2022 Remuneration of Sophie Bellon, Chair and CEO	Management	For	For	For
11	2022 Remuneration Report	Management	For	For	For
12	2023 Directors' Fees	Management	For	For	For
13	2023 Remuneration Policy (Board of Directors)	Management	For	For	For

Proxy Voting Summary

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14	2023 Remuneration Policy (Chair and CEO)	Management	For	Against	Against
15	Authority to Repurchase and Reissue Shares	Management	For	For	For
16	Authority to Cancel Shares and Reduce Capital	Management	For	For	For
17	Authorisation of Legal Formalities	Management	For	For	For