

Quarterly Summary  
Proxy Voting records

Report Date Range: 01-Jan-23 to 31-Dec-23

**LINDE PLC**

Court

ISIN IE00BZ12WP82 Meeting Date 18-Jan-23

Proposal Number	Proposal description	Proponent	Vote decision
1	Approval of Scheme of Arrangement	Management	For

**LINDE PLC**

Special

ISIN IE00BZ12WP82 Meeting Date 18-Jan-23

Proposal Number	Proposal description	Proponent	Vote decision
1	Approval of Scheme of Arrangement	Management	For
2	Amendments to Articles	Management	For
3	Dissolution Merger	Management	For

**SIEMENS AG**

Annual

ISIN DE0007236101 Meeting Date 09-Feb-23

Proposal Number	Proposal description	Proponent	Vote decision
2	Allocation of Profits/Dividends	Management	For

**Quarterly Summary**  
**Proxy Voting records**

**Report Date Range: 01-Jan-23 to 31-Dec-23**

3.1	Ratify Roland Busch	Management	For
3.2	Ratify Cedrik Neike	Management	For
3.3	Ratify Matthias Rebellius	Management	For
3.4	Ratify Ralf P. Thomas	Management	For
3.5	Ratify Judith Wiese	Management	For
4.1	Ratify Jim Hagemann Snabe	Management	For
4.2	Ratify Birgit Steinborn	Management	For
4.3	Ratify Werner Brandt	Management	For
4.4	Ratify Tobias Bäuml	Management	For
4.5	Ratify Michael Diekmann	Management	For
4.6	Ratify Andrea Fehrmann	Management	For
4.7	Ratify Bettina Haller	Management	For
4.8	Ratify Harald Kern	Management	For
4.9	Ratify Jürgen Kerner	Management	For
4.10	Ratify Benoît Potier	Management	For
4.11	Ratify Hagen Reimer	Management	For
4.12	Ratify Norbert Reithofer	Management	For
4.13	Ratify Kasper Rørsted	Management	For
4.14	Ratify Nemat Shafik	Management	For
4.15	Ratify Nathalie von Siemens	Management	For
4.16	Ratify Michael Sigmund	Management	For
4.17	Ratify Dorothea Simon	Management	For
4.18	Ratify Grazia Vittadini	Management	For
4.19	Ratify Matthias Zachert	Management	For
4.20	Ratify Gunnar Zukunft	Management	For
5	Appointment of Auditor	Management	For
6	Remuneration Report	Management	Against
7.1	Elect Werner Brandt	Management	For
7.2	Elect Regina E. Dugan	Management	For
7.3	Elect Keryn Lee James	Management	For

**Quarterly Summary**  
**Proxy Voting records**

Report Date Range: 01-Jan-23 to 31-Dec-23

7.4	Elect Martina Merz	Management	For
7.5	Elect Benoît Potier	Management	For
7.6	Elect Nathalie von Siemens	Management	For
7.7	Elect Matthias Zachert	Management	For
8	Amendments to Articles (Virtual AGM)	Management	For
9	Amendments to Articles (Virtual AGM Participation of Supervisory Board Members)	Management	For
10	Amendments to Articles (Share Register)	Management	For

**INFINEON TECHNOLOGIES AG**

Annual

ISIN DE0006231004 Meeting Date 16-Feb-23

Proposal Number	Proposal description	Proponent	Vote decision
2	Allocation of Profits/ Dividends	Management	For
3.1	Ratify Jochen Hanebeck	Management	For
3.2	Ratify Constanze Hufenbecher	Management	For
3.3	Ratify Sven Schneider	Management	For
3.4	Ratify Andreas Urschitz	Management	For
3.5	Ratify Rutger Wijburg	Management	For
3.6	Ratify Reinhard Ploss	Management	For
3.7	Ratify Helmut Gassel	Management	For
4.1	Ratify Wolfgang Eder	Management	For
4.2	Ratify Xiaoqun Clever	Management	For
4.3	Ratify Johann Dechant	Management	For
4.4	Ratify Friedrich Eichiner	Management	For
4.5	Ratify Annette Engelfried	Management	For
4.6	Ratify Peter Gruber	Management	For

**Quarterly Summary**  
**Proxy Voting records**

Report Date Range: 01-Jan-23 to 31-Dec-23

4.7	Ratify Hans-Ulrich Holdenried	Management	For
4.8	Ratify Susanne Lachenmann	Management	For
4.9	Ratify Géraldine Picaud	Management	For
4.10	Ratify Manfred Puffer	Management	For
4.11	Ratify Melanie Riedl	Management	For
4.12	Ratify Jürgen Scholz	Management	For
4.13	Ratify Ulrich Spiesshofer	Management	For
4.14	Ratify Margret Suckale .	Management	For
4.15	Ratify Mirco Synde	Management	For
4.16	Ratify Diana Vitale .	Management	For
4.17	Ratify Kerstin Schulzendorf	Management	For
5	Appointment of Auditor	Management	For
6.1	Elect Herbert Diess	Management	For
6.2	Elect Klaus Helmrich	Management	For
7	Authority to Repurchase and Reissue Shares	Management	For
8	Authority to Repurchase Shares Using Equity Derivatives	Management	For
9.1	Amendments to Articles (Place and Convocation)	Management	For
9.2	Amendments to Articles (Virtual General Meetings)	Management	For
9.3	Amendments to Articles (Virtual Participation of Supervisory Board Members)	Management	Against
10	Remuneration Policy	Management	For
11	Remuneration Report	Management	For

**KONE CORP.**

Annual

ISIN F10009013403 Meeting Date 28-Feb-23

Proposal Number	Proposal description	Proponent	Vote decision
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**Quarterly Summary**  
**Proxy Voting records**

Report Date Range: 01-Jan-23 to 31-Dec-23

7	Accounts and Reports	Management	For
8	Allocation of Profits/Dividends	Management	For
9	Ratification of Board and CEO Acts	Management	For
10	Remuneration Report	Management	Against
11	Directors' Fees	Management	For
12	Board Size	Management	For
13.A	Elect Matti Alahuhta	Management	For
13.B	Elect Susan Duinhoven	Management	For
13.C	Elect Marika Fredriksson	Management	For
13.D	Elect Antti Herlin	Management	Against
13.E	Elect Iiris Herlin	Management	For
13.F	Elect Jussi Herlin	Management	For
13.G	Elect Ravi Kant	Management	For
13.H	Elect Marcela Manubens	Management	For
13.I	Elect Krishna Mikkilineni	Management	For
14	Authority to Set Auditor's Fees	Management	For
15	Number of Auditors	Management	For
16	Appointment of Auditor	Management	For
17	Amendments to Articles	Management	For
18	Authority to Repurchase Shares	Management	For
19	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For

**BANCO BILBAO VIZCAYA ARGENTARIA.**

Ordinary

ISIN ES0113211835 Meeting Date 16-Mar-23

Proposal Number	Proposal description	Proponent	Vote decision
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**Quarterly Summary**  
**Proxy Voting records**

Report Date Range: 01-Jan-23 to 31-Dec-23

1.1	Accounts and Reports	Management	For
1.2	Report on Non-Financial Information	Management	For
1.3	Allocation of Profits/Dividends	Management	For
1.4	Ratification of Board Acts	Management	For
2.1	Elect Raúl Catarino Galamba de Oliveira	Management	For
2.2	Elect Lourdes Máiz Carro	Management	For
2.3	Elect Ana Leonor Revenga Shanklin	Management	For
2.4	Elect Carlos Salazar Lomelín	Management	For
2.5	Elect Sonia Dulá	Management	For
3	Authority to Cancel Treasury Shares and Reduce Capital	Management	For
4	Remuneration Policy	Management	For
5	Maximum Variable Pay Ratio	Management	For
6	Authorisation of Legal Formalities	Management	For
7	Remuneration Report	Management	For

***BANCO BILBAO VIZCAYA ARGENTARIA.***

Ordinary

ISIN ES0113211835 Meeting Date 16-Mar-23

Proposal Number	Proposal description	Proponent	Vote decision
1.1	Accounts and Reports	Management	For
1.2	Report on Non-Financial Information	Management	For
1.3	Allocation of Profits/Dividends	Management	For
1.4	Ratification of Board Acts	Management	For
2.1	Elect Raúl Catarino Galamba de Oliveira	Management	For
2.2	Elect Lourdes Máiz Carro	Management	For
2.3	Elect Ana Leonor Revenga Shanklin	Management	For

**Quarterly Summary**  
**Proxy Voting records**

Report Date Range: 01-Jan-23 to 31-Dec-23

2.4	Elect Carlos Salazar Lomelín	Management	For
2.5	Elect Sonia Dulá	Management	For
3	Authority to Cancel Treasury Shares and Reduce Capital	Management	For
4	Remuneration Policy	Management	For
5	Maximum Variable Pay Ratio	Management	For
6	Authorisation of Legal Formalities	Management	For
7	Remuneration Report	Management	For

**NORDEA BANK ABP**

Annual

ISIN FI4000297767 Meeting Date 23-Mar-23

Meeting Note

Proposal Number	Proposal description	Proponent	Vote decision
7	Accounts and Reports	Management	For
8	Allocation of Profits/Dividends	Management	For
9	Ratification of Board and CEO Acts	Management	For
10	Remuneration Report	Management	Against
11	Directors' Fees	Management	For
12	Board Size	Management	For
13.A	Elect Stephen Hester	Management	Against
13.B	Elect Petra van Hoeken	Management	For
13.C	Elect John Maltby	Management	For
13.D	Elect Lene Skole	Management	For
13.E	Elect Birger Steen	Management	For
13.F	Elect Jonas Synnergren	Management	For
13.G	Elect Arja Talma	Management	For

**Quarterly Summary**  
**Proxy Voting records**

Report Date Range: 01-Jan-23 to 31-Dec-23

13.H	Elect Kjersti Wiklund	Management	For
13.I	Elect Risto Murto	Management	For
13.J	Elect Per Strömberg	Management	For
14	Authority to Set Auditor's Fees	Management	For
15	Appointment of Auditor	Management	For
16	Amendments to Articles	Management	For
17	Authority to Issue Contingent Convertible Securities w/ or w/o Preemptive Rights	Management	For
18	Authority to Trade in Company Stock (repurchase)	Management	For
19	Authority to Trade in Company Stock (issuance)	Management	For
20	Authority to Repurchase Shares	Management	For
21	Issuance of Treasury Shares	Management	For

**BANCO SANTANDER S.A.**

Annual

ISIN ES0113900J37 Meeting Date 30-Mar-23

Proposal Number	Proposal description	Proponent	Vote decision
1.A	Accounts and Reports	Management	For
1.B	Report on Non-Financial Information	Management	For
1.C	Ratification of Board Acts	Management	For
2	Allocation of Profits/Dividends	Management	For
3.A	Board Size	Management	For
3.B	Ratify Co-Option and Elect Héctor Grisi Checa	Management	For
3.C	Ratify Co-Option and Elect Glenn H. Hutchins	Management	For
3.D	Elect Pamela Ann Walkden	Management	For
3.E	Elect Ana Patricia Botín-Sanz de Sautuola y O'Shea	Management	For
3.F	Elect Sol Daurella Comadrán	Management	For



**Quarterly Summary**  
**Proxy Voting records**

**Report Date Range: 01-Jan-23 to 31-Dec-23**

3.G	Elect Gina Lorenza Díez Barroso Azcárraga	Management	For
3.H	Elect Homaira Akbari	Management	For
4	Appointment of Auditor	Management	For
5.A	Authority to Cancel Treasury Shares (Buy-Back Programme)	Management	For
5.B	Authority to Cancel Treasury Shares	Management	For
5.C	Authority to Repurchase and Reissue Shares	Management	For
5.D	Authority to Issue Convertible Debt Instruments	Management	For
6.A	Remuneration Policy	Management	For
6.B	Directors' Fees	Management	For
6.C	Maximum Variable Pay Ratio	Management	For
6.D	Deferred Multiyear Objectives Variable Remuneration Plan	Management	For
6.E	Buy-Out Policy	Management	For
6.F	Remuneration Report	Management	For
7	Authorisation of Legal Formalities	Management	For

**UNICREDIT SPA**

**Mix**

**ISIN** IT0005239360 **Meeting Date** 31-Mar-23

<b>Proposal Number</b>	<b>Proposal description</b>	<b>Proponent</b>	<b>Vote decision</b>
0010	Accounts and Reports	Management	For
0020	Allocation of Profits/Dividends	Management	For
0030	Elimination of Negative Reserves	Management	For
0040	Authority to Repurchase Shares	Management	For
0050	Remuneration Policy	Management	Abstain
0060	Remuneration Report	Management	For
0070	2023 Group Incentive System	Management	Abstain

**Quarterly Summary**  
**Proxy Voting records**

Report Date Range: 01-Jan-23 to 31-Dec-23

0080	Amendment of Maximum Variable Pay Ratio	Management	For
0090	Board Size	Management	For
0100	Authority to Issue Shares to Implement 2017-2019 Long-Term Incentive Plan	Management	For
0110	Authority to Issue Shares to Implement 2022 Group Incentive System	Management	For
0120	Cancellation of Shares	Management	For

**NOKIA CORP**

Annual

ISIN FI0009000681 Meeting Date 04-Apr-23

Proposal Number	Proposal description	Proponent	Vote decision
7	Accounts and Reports	Management	For
8	Allocation of Profits/Dividends	Management	For
9	Ratification of Board and CEO Acts	Management	For
10	Remuneration Report	Management	Against
11	Directors' Fees	Management	For
12	Board Size	Management	For
13.1	Elect Sari Baldauf	Management	For
13.2	Elect Thomas Dannenfeldt	Management	For
13.3	Elect Lisa A. Hook	Management	For
13.4	Elect Jeannette Horan	Management	For
13.5	Elect Thomas Saueressig	Management	For
13.6	Elect Søren Skou	Management	For
13.7	Elect Carla Smits-Nusteling	Management	For
13.8	Elect Kai Öistämö	Management	For
13.9	Elect Timo Ahopelto	Management	For
13.10	Elect Elizabeth Crain	Management	For

**Quarterly Summary**  
**Proxy Voting records**

Report Date Range: 01-Jan-23 to 31-Dec-23

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

**DEUTSCHE TELEKOM AG**

Annual

ISIN DE0005557508 Meeting Date 05-Apr-23

Proposal Number	Proposal description	Proponent	Vote decision
2	Allocation of Dividends	Management	For
3	Ratification of Management Board Acts	Management	For
4	Ratification of Supervisory Board Acts	Management	For
5	Appointment of Auditor	Management	For
6.1	Elect Harald Krüger	Management	For
6.2	Elect Reinhard Ploss	Management	For
6.3	Elect Margret Suckale	Management	For
7	Amendments to Articles (Virtual General Meetings)	Management	For
8	Remuneration Report	Management	Against

**KONINKLIJKE AHOLD DELHAIZE N.V.**

Annual

ISIN NL0011794037 Meeting Date 12-Apr-23

**Quarterly Summary**  
**Proxy Voting records**

Report Date Range: 01-Jan-23 to 31-Dec-23

Proposal Number	Proposal description	Proponent	Vote decision
4.	Accounts and Reports	Management	For
5.	Allocation of Dividends	Management	For
6.	REMUNERATION REPORT	Management	For
7.	Ratification of Management Board Acts	Management	Abstain
8.	Ratification of Supervisory Board Acts	Management	Abstain
9.	Elect Peter Agnefjäll to the Supervisory Board	Management	For
10.	Elect Bill McEwan to the Supervisory Board	Management	For
11.	Elect Katherine C. Doyle to the Supervisory Board	Management	For
12.	Elect Julia Vander Ploeg to the Supervisory Board	Management	For
13.	Elect Frans Muller to the Management Board	Management	For
14.	Elect JJ Fleeman to the Management Board	Management	For
15.	Appointment of Auditor	Management	For
16.	Authority to Issue Shares w/ Preemptive Rights	Management	For
17.	Authority to Suppress Preemptive Rights	Management	For
18.	Authority to Repurchase Shares	Management	For
19.	CANCELLATION OF SHARES	Management	For

**VINCI**

**Mix**

**ISIN** FR0000125486 **Meeting Date** 13-Apr-23

Proposal Number	Proposal description	Proponent	Vote decision
1	Consolidated Accounts and Reports	Management	For
2	Accounts and Reports; Non Tax-Deductible Expenses	Management	For

**Quarterly Summary**  
**Proxy Voting records**

**Report Date Range: 01-Jan-23 to 31-Dec-23**

3	Allocation of Profits/Dividends	Management	For
4	Elect Caroline Grégoire Sainte Marie	Management	For
5	Elect Carlos F. Aguilar	Management	For
6	Elect Annette Messemer	Management	For
7	Elect Dominique Muller	Management	For
8	Elect Agnès Daney de Marcillac	Management	Against
9	Elect Ronald Kouwenhoven	Management	Against
10	Authority to Repurchase and Reissue Shares	Management	For
11	2023 Remuneration Policy (Board of Directors)	Management	For
12	2023 Remuneration Policy (Executives)	Management	For
13	2022 Remuneration Report	Management	For
14	2022 Remuneration of Xavier Huillard, Chair and CEO	Management	For
15	Authority to Cancel Shares and Reduce Capital	Management	For
16	Authority to Increase Capital Through Capitalisations	Management	For
17	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For
18	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For
19	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	For
20	Greenshoe	Management	For
21	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For
22	Employee Stock Purchase Plan	Management	For
23	Stock Purchase Plan for Overseas Employees	Management	Against
24	Authority to Issue Performance Shares	Management	For
25	Authorisation of Legal Formalities	Management	For

**VINCI**

**Mix**

**ISIN** FR0000125486

**Meeting Date** 13-Apr-23

**Quarterly Summary**  
**Proxy Voting records**

**Report Date Range: 01-Jan-23 to 31-Dec-23**

<b>Proposal Number</b>	<b>Proposal description</b>	<b>Proponent</b>	<b>Vote decision</b>
1	Consolidated Accounts and Reports	Management	For
2	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Elect Caroline Grégoire Sainte Marie	Management	For
5	Elect Carlos F. Aguilar	Management	For
6	Elect Annette Messemer	Management	For
7	Elect Dominique Muller	Management	For
8	Elect Agnès Daney de Marcillac	Management	Against
9	Elect Ronald Kouwenhoven	Management	Against
10	Authority to Repurchase and Reissue Shares	Management	For
11	2023 Remuneration Policy (Board of Directors)	Management	For
12	2023 Remuneration Policy (Executives)	Management	For
13	2022 Remuneration Report	Management	For
14	2022 Remuneration of Xavier Huillard, Chair and CEO	Management	For
15	Authority to Cancel Shares and Reduce Capital	Management	For
16	Authority to Increase Capital Through Capitalisations	Management	For
17	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For
18	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For
19	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	For
20	Greenshoe	Management	For
21	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For
22	Employee Stock Purchase Plan	Management	For
23	Stock Purchase Plan for Overseas Employees	Management	Against
24	Authority to Issue Performance Shares	Management	For
25	Authorisation of Legal Formalities	Management	For

Quarterly Summary  
Proxy Voting records

Report Date Range: 01-Jan-23 to 31-Dec-23

**STELLANTIS N.V**

Annual

ISIN NL00150001Q9 Meeting Date 13-Apr-23

Proposal Number	Proposal description	Proponent	Vote decision
2.c	Remuneration Report Excluding Pre-Merger Legacy Matters	Management	Against
2.d	Remuneration Report (Pre-Merger Legacy Matter)	Management	Against
2.e	Accounts and Reports	Management	For
2.f	Allocation of Dividends	Management	For
2.g	Ratification of Board Acts	Management	Abstain
3.	Elect Benoît Ribadeau-Dumas to the Board of Directors	Management	For
4.a	Appointment of Auditor (FY2023)	Management	For
4.b	Appointment of Auditor (FY2024)	Management	For
5.	Remuneration Policy	Management	For
6.a	Authority to Issue Shares w/ Preemptive Rights	Management	For
6.b	Authority to Suppress Preemptive Rights	Management	For
7.	Authority to Repurchase Shares	Management	For
8.	Cancellation of Shares	Management	For

**STELLANTIS N.V**

Annual

ISIN NL00150001Q9 Meeting Date 13-Apr-23

Proposal Number	Proposal description	Proponent	Vote decision
2.c	Remuneration Report Excluding Pre-Merger Legacy Matters	Management	Against

**Quarterly Summary**  
**Proxy Voting records**

Report Date Range: 01-Jan-23 to 31-Dec-23

2.d	Remuneration Report (Pre-Merger Legacy Matter)	Management	Against
2.e	Accounts and Reports	Management	For
2.f	Allocation of Dividends	Management	For
2.g	Ratification of Board Acts	Management	Abstain
3.	Elect Benoît Ribadeau-Dumas to the Board of Directors	Management	For
4.a	Appointment of Auditor (FY2023)	Management	For
4.b	Appointment of Auditor (FY2024)	Management	For
5.	Remuneration Policy	Management	For
6.a	Authority to Issue Shares w/ Preemptive Rights	Management	For
6.b	Authority to Suppress Preemptive Rights	Management	For
7.	Authority to Repurchase Shares	Management	For
8.	Cancellation of Shares	Management	For

**AIRBUS SE**

Annual

ISIN NL0000235190 Meeting Date 19-Apr-23

Proposal Number	Proposal description	Proponent	Vote decision
1	Accounts and Reports	Management	For
2	Allocation of Dividends	Management	For
3	Ratification of Non-Executives' Acts	Management	Abstain
4	Ratification of Executive Director's Acts	Management	Abstain
5	Appointment of Auditor	Management	For
6	Remuneration Report	Management	Against
7	Elect Ralph D. Crosby, Jr. to the Board of Directors	Management	For
8	Elect Mark B. Dunkerley to the Board of Directors	Management	For
9	Elect Stephan Gemkow to the Board of Directors	Management	For



**Quarterly Summary**  
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**Report Date Range: 01-Jan-23 to 31-Dec-23**

10	Elect Antony Wood to the Board of Directors	Management	For
11	Authority to Issue Shares w/ or w/o Preemptive Rights (Equity Plans)	Management	For
12	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For
13	Authority to Repurchase Shares	Management	For
14	Cancellation of Shares	Management	For

**HERMES INTERNATIONAL**

**Mix**

**ISIN** FR0000052292 **Meeting Date** 20-Apr-23

<b>Proposal Number</b>	<b>Proposal description</b>	<b>Proponent</b>	<b>Vote decision</b>
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Ratification of Management Acts	Management	For
4	Allocation of Profits/Dividends	Management	For
5	Special Auditors Report on Regulated Agreements	Management	For
6	Authority to Repurchase and Reissue Shares	Management	For
7	2022 Remuneration Report	Management	Against
8	2022 Remuneration of Axel Dumas, Executive Chair	Management	Against
9	2022 Remuneration of Émile Hermès SAS, Managing General Partner	Management	Against
10	2022 Remuneration of Éric de Seynes, Supervisory Board Chair	Management	For
11	2023 Remuneration Policy (Executive Chair and General Managing Partner)	Management	Against
12	2023 Remuneration Policy (Supervisory Board)	Management	For
13	Elect Dorothee Altmayer	Management	For
14	Elect Monique Cohen	Management	For
15	Elect Renaud Momméja	Management	For
16	Elect Eric de Seynes	Management	For

**Quarterly Summary**  
**Proxy Voting records**

Report Date Range: 01-Jan-23 to 31-Dec-23

17	Appointment of Auditor (PricewaterhouseCoopers)	Management	For
18	Appointment of Auditor (Grant Thornton)	Management	For
19	Authority to Cancel Shares and Reduce Capital	Management	For
20	Authority to Increase Capital Through Capitalisations	Management	For
21	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For
22	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	Against
23	Employee Stock Purchase Plan	Management	For
24	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	Against
25	Authority to Increase Capital in Consideration for Contributions In Kind	Management	Against
26	Authority to Decide Mergers by Absorption, Spin-Offs and Partial Transfer of Assets	Management	Against
27	Authority to Increase Capital in Case of Mergers by Absorption, Spin-offs or Partial Transfer of Assets	Management	Against
28	Authority to Issue Performance Shares	Management	Against
29	Authorisation of Legal Formalities	Management	For

**LVMH MOET HENNESSY VUITTON SE**

Mix

ISIN FR0000121014 Meeting Date 20-Apr-23

Proposal Number	Proposal description	Proponent	Vote decision
1	Accounts and Reports	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	Elect Delphine Arnault	Management	For
6	Elect Antonio Belloni	Management	For
7	Elect Marie-Josée Kravis	Management	Against

**Quarterly Summary**  
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8	Elect Marie-Laure Sauty de Chalon	Management	For
9	Elect Natacha Valla	Management	For
10	Elect Laurent Mignon	Management	For
11	Elect Lord Powell of Bayswater as Censor	Management	Against
12	Elect Diego Della Valle as Censor	Management	Against
13	2022 Remuneration Report	Management	Against
14	2022 Remuneration of Bernard Arnault, Chair and CEO	Management	Against
15	2022 Remuneration of Antonio Belloni, Deputy CEO	Management	Against
16	2023 Remuneration Policy (Board of Directors)	Management	For
17	2023 Remuneration Policy (Chair and CEO)	Management	Against
18	2023 Remuneration Policy (Deputy CEO)	Management	Against
19	Authority to Repurchase and Reissue Shares	Management	For
20	Authority to Cancel Shares and Reduce Capital	Management	For
21	Authority to Increase Capital Through Capitalisations	Management	For
22	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For
23	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	Against
24	Authority to Issue Shares and Convertible Debt Through Private Placement (Qualified Investors)	Management	Against
25	Greenshoe	Management	Against
26	Authority to Increase Capital in Case of Exchange Offers	Management	Against
27	Authority to Increase Capital in Consideration for Contributions In Kind	Management	Against
28	Authority to Grant Stock Options	Management	Against
29	Employee Stock Purchase Plan	Management	For
30	Global Ceiling on Capital Increases and Debt Issuances	Management	For

**L'OREAL**

**Mix**

**ISIN** FR0000120321

**Meeting Date** 21-Apr-23

**Quarterly Summary**  
**Proxy Voting records**

Report Date Range: 01-Jan-23 to 31-Dec-23

Proposal Number	Proposal description	Proponent	Vote decision
1	Accounts and Reports	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Elect Sophie Bellon	Management	Against
5	Elect Fabienne Dulac	Management	Against
6	2023 Directors' Fees	Management	For
7	2022 Remuneration Report	Management	For
8	2022 Remuneration of Jean-Paul Agon, Chair	Management	For
9	2022 Remuneration of Nicolas Hieronimus, CEO	Management	For
10	2023 Remuneration Policy (Board of Directors)	Management	For
11	2023 Remuneration Policy (Chair)	Management	For
12	2023 Remuneration Policy (CEO)	Management	For
13	Authority to Repurchase and Reissue Shares	Management	For
14	Authority to Issue Shares w/ Preemptive Rights	Management	For
15	Authority to Increase Capital Through Capitalisations	Management	For
16	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For
17	Employee Stock Purchase Plan	Management	For
18	Stock Purchase Plan for Overseas Employees	Management	For
19	Internal Spin-off (Affaires Marché France, Domaines d'Excellence and Luxury of Retail)	Management	For
20	Internal Spin-off (L'Oréal International Distribution)	Management	For
21	Authorisation of Legal Formalities	Management	For

**ING GROEP N.V.**

**Annual**

ISIN NL0011821202

Meeting Date 24-Apr-23

**Quarterly Summary**  
**Proxy Voting records**

**Report Date Range: 01-Jan-23 to 31-Dec-23**

<b>Proposal Number</b>	<b>Proposal description</b>	<b>Proponent</b>	<b>Vote decision</b>
2c.	Remuneration Report	Management	Against
2d.	Accounts and Reports	Management	For
3b.	Allocation of Dividends	Management	For
4a.	Ratification of Management Board Acts	Management	Abstain
4b.	Ratification of Supervisory Board Acts	Management	Abstain
5.	Appointment of Auditor	Management	For
6.	Elect Tanate Phutrakul to the Management Board	Management	For
7a.	Election Alexandra Reich to the Supervisory Board	Management	For
7b.	Elect Karl Guha to the Supervisory Board	Management	For
7c.	Elect Herna Verhagen to the Supervisory Board	Management	For
7d.	Elect Mike Rees to the Supervisory Board	Management	For
8a.	Authority to Issue Shares w/ Preemptive Rights	Management	For
8b.	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For
9.	Authority to Repurchase Shares	Management	For
10.	Cancellation of Shares/Authorities to Issue Shares	Management	For

**ING GROEP N.V.**

**Annual**

**ISIN** NL0011821202 **Meeting Date** 24-Apr-23

<b>Proposal Number</b>	<b>Proposal description</b>	<b>Proponent</b>	<b>Vote decision</b>
2c.	Remuneration Report	Management	Against
2d.	Accounts and Reports	Management	For
3b.	Allocation of Dividends	Management	For

**Quarterly Summary**  
**Proxy Voting records**

Report Date Range: 01-Jan-23 to 31-Dec-23

4a.	Ratification of Management Board Acts	Management	Abstain
4b.	Ratification of Supervisory Board Acts	Management	Abstain
5.	Appointment of Auditor	Management	For
6.	Elect Tanate Phutrakul to the Management Board	Management	For
7a.	Election Alexandra Reich to the Supervisory Board	Management	For
7b.	Elect Karl Guha to the Supervisory Board	Management	For
7c.	Elect Herna Verhagen to the Supervisory Board	Management	For
7d.	Elect Mike Rees to the Supervisory Board	Management	For
8a.	Authority to Issue Shares w/ Preemptive Rights	Management	For
8b.	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For
9.	Authority to Repurchase Shares	Management	For
10.	Cancellation of Shares/Authorities to Issue Shares	Management	For

**NEWMONT CORP**

Annual

ISIN US6516391066 Meeting Date 26-Apr-23

Proposal Number	Proposal description	Proponent	Vote decision
1a.	Elect Patrick G. Awuah, Jr.	Management	For
1b.	Elect Gregory H. Boyce	Management	For
1c.	Elect Bruce R. Brook	Management	Against
1d.	Elect Maura J. Clark	Management	For
1e.	Elect Emma Fitzgerald	Management	For
1f.	Elect Mary A. Laschinger	Management	For
1g.	Elect José Manuel Madero	Management	For
1h.	Elect René Medori	Management	For
1i.	Elect Jane Nelson	Management	For

**Quarterly Summary**  
**Proxy Voting records**

Report Date Range: 01-Jan-23 to 31-Dec-23

1j.	Elect Thomas Palmer	Management	For
1k.	Elect Julio M. Quintana	Management	For
1l.	Elect Susan N. Story	Management	For
2.	Advisory Vote on Executive Compensation	Management	Against
3.	Ratification of Auditor	Management	For
4.	Frequency of Advisory Vote on Executive Compensation	Management	1 Year

**ENGIE**

**Mix**

**ISIN** FR0010208488 **Meeting Date** 26-Apr-23

Proposal Number	Proposal description	Proponent	Vote decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	Authority to Repurchase and Reissue Shares	Management	For
6	Elect Marie-José Nadeau	Management	For
7	Elect Patrice Durand	Management	For
8	2022 Remuneration Report	Management	Against
9	2022 Remuneration of Jean-Pierre Clamadieu, Chair	Management	For
10	2022 Remuneration of Catherine MacGregor, CEO	Management	Against
11	2023 Remuneration Policy (Board of Directors)	Management	For
12	2023 Remuneration Policy (Chair)	Management	For
13	2023 Remuneration Policy (CEO)	Management	Against
14	Employee Stock Purchase Plan	Management	For
15	Stock Purchase Plan for Overseas Employees	Management	For

**Quarterly Summary**  
**Proxy Voting records**

**Report Date Range: 01-Jan-23 to 31-Dec-23**

16	Authority to Cancel Shares and Reduce Capital	Management	For
17	Authorisation of Legal Formalities	Management	For
A	Shareholder Proposal Regarding the Election of Lucie Muniesa	Shareholder	For
B	Shareholder Proposal Regarding Annual Say on Climate and Climate Disclosure	Shareholder	For

**ASML HOLDING NV**

**Annual**

**ISIN** NL0010273215 **Meeting Date** 26-Apr-23

<b>Proposal Number</b>	<b>Proposal description</b>	<b>Proponent</b>	<b>Vote decision</b>
3.a.	Remuneration Report	Management	For
3.b.	Accounts and Reports	Management	For
3.d.	Allocation of Dividends	Management	For
4.a.	Ratification of Management Board Acts	Management	Abstain
4.b.	Ratification of Supervisory Board Acts	Management	Abstain
5.	Long-Term Incentive Plan; Authority to Issue Shares	Management	For
6.a.	Supervisory Board Remuneration Policy	Management	For
6.b.	Supervisory Board Fees	Management	For
8.a.	Elect Nils Andersen to the Supervisory Board	Management	Against
8.b.	Elect Jack P. de Kreij to the Supervisory Board	Management	For
9.	Appointment of Auditor	Management	For
10.a.	Authority to Issue Shares w/ Preemptive Rights	Management	For
10.b.	Authority to Suppress Preemptive Rights	Management	For
11.	Authority to Repurchase Shares	Management	For
12.	Cancellation of Shares	Management	For



Quarterly Summary  
Proxy Voting records

Report Date Range: 01-Jan-23 to 31-Dec-23

**BASF SE**

Annual

ISIN DE000BASF111 Meeting Date 27-Apr-23

Proposal Number	Proposal description	Proponent	Vote decision
2	Allocation of Dividends	Management	For
3	Ratification of Supervisory Board Acts	Management	For
4	Ratification of Management Board Acts	Management	For
5	Appointment of Auditor	Management	For
6	Remuneration Report	Management	For
7	Amendments to Articles (Virtual Participation of Shareholders)	Management	For
8	Amendments to Articles (Virtual Meetings)	Management	For
9	Amendments to Articles (Virtual Participation of Supervisory Board Members)	Management	Against

**CRH PLC**

Annual

ISIN IE0001827041 Meeting Date 27-Apr-23

Proposal Number	Proposal description	Proponent	Vote decision
1	Accounts and Reports	Management	For
2	Final Dividend	Management	For
3	Remuneration Report	Management	Against

**Quarterly Summary**  
**Proxy Voting records**

**Report Date Range: 01-Jan-23 to 31-Dec-23**

4A	Elect Richard Boucher	Management	For
4B	Elect Caroline Dowling	Management	For
4C	Elect Richard H. Fearon	Management	For
4D	Elect Johan Karlström	Management	For
4E	Elect Shaun Kelly	Management	For
4F	Elect Badar Khan	Management	For
4G	Elect H. Lamar McKay	Management	For
4H	Elect Albert Manifold	Management	For
4I	Elect Jim Mintern	Management	For
4J	Elect Gillian L. Platt	Management	For
4K	Elect Mary K. Rhinehart	Management	For
4L	Elect Siobhán Talbot	Management	Against
4M	Elect Christina Verchere	Management	For
5	Authority to Set Auditor's Fees	Management	For
6	Appointment of Auditor	Management	For
7	Authority to Issue Shares w/ Preemptive Rights	Management	For
8	Authority to Issue Shares w/o Preemptive Rights	Management	For
9	Authority to Repurchase Shares	Management	For
10	Authority to Set Price Range for Reissuance of Treasury Shares	Management	For

**FLUTTER ENTERTAINMENT PLC**

**Annual**

**ISIN** IE00BWT6H894 **Meeting Date** 27-Apr-23

<b>Proposal Number</b>	<b>Proposal description</b>	<b>Proponent</b>	<b>Vote decision</b>
1	Accounts and Reports	Management	For
2	Remuneration Report	Management	Against

**Quarterly Summary**  
**Proxy Voting records**

**Report Date Range: 01-Jan-23 to 31-Dec-23**

3	Remuneration Policy	Management	Against
4.A	Elect Paul Edgecliffe-Johnson	Management	For
4.B	Elect Carolan Lennon	Management	For
5.A	Elect Nancy Cruickshank	Management	For
5.B	Elect Nancy Dubuc	Management	For
5.C	Elect Richard Flint	Management	For
5.D	Elect Alfred F. Hurley, Jr.	Management	For
5.E	Elect Peter Jackson	Management	For
5.F	Elect Holly K. Koeppel	Management	For
5.G	Elect David A. Lazzarato	Management	For
5.H	Elect Gary McGann	Management	For
5.I	Elect Atif Rafiq	Management	For
5.J	Elect Mary Turner	Management	For
6	Authority to Set Auditor's Fees	Management	For
7	Authority to Set General Meeting Notice Period at 14 Days	Management	For
8	Authority to Issue Shares w/ Preemptive Rights	Management	For
9.A	Authority to Issue Shares w/o Preemptive Rights	Management	For
9.B	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For
10	Authority to Repurchase Shares	Management	For
11	Authority to Set Price Range for Reissuance of Treasury Shares	Management	For
12	Long-Term Incentive Plan	Management	Against
13	Amendment to Restricted Share Plan	Management	Against
14	Adoption of New Articles (Additional US Listing)	Management	For

**AXA**

**Mix**

**ISIN** FR0000120628

**Meeting Date** 27-Apr-23

**Quarterly Summary**  
**Proxy Voting records**

**Report Date Range: 01-Jan-23 to 31-Dec-23**

<b>Proposal Number</b>	<b>Proposal description</b>	<b>Proponent</b>	<b>Vote decision</b>
1	Accounts and Reports	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	2022 Remuneration Report	Management	For
5	2022 Remuneration of Denis Duverne, Chair (Until April 28, 2022)	Management	For
6	2022 Remuneration of Antoine Gosset-Grainville, Chair (From April 28, 2022)	Management	For
7	2022 Remuneration of Thomas Buberl, CEO	Management	Abstain
8	2023 Remuneration Policy (CEO)	Management	For
9	2023 Remuneration Policy (Chair)	Management	For
10	2023 Remuneration Policy (Board of Directors)	Management	For
11	Special Auditors Report on Regulated Agreements	Management	For
12	Authority to Repurchase and Reissue Shares	Management	For
13	Authority to Increase Capital Through Capitalisations	Management	For
14	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For
15	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For
16	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	For
17	Authority to Set Offering Price of Shares	Management	For
18	Authority to Increase Capital in Case of Exchange Offers	Management	For
19	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For
20	Authority to Issue Shares w/o Preemptive Rights in Consideration for Securities Issued by Subsidiaries	Management	For
21	Authority to Issue Shares w/ Preemptive Rights in Consideration for Securities Issued by Subsidiaries	Management	For
22	Employee Stock Purchase Plan	Management	For
23	Stock Purchase Plan for Overseas Employees	Management	For
24	Authority to Cancel Shares and Reduce Capital	Management	For
25	Authorisation of Legal Formalities	Management	For

**Quarterly Summary**  
**Proxy Voting records**

**Report Date Range: 01-Jan-23 to 31-Dec-23**

**VEOLIA ENVIRONNEMENT S.A.**

**Mix**

**ISIN** FR0000124141 **Meeting Date** 27-Apr-23

<b>Proposal Number</b>	<b>Proposal description</b>	<b>Proponent</b>	<b>Vote decision</b>
1	Accounts and Reports	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Non Tax-Deductible Expenses	Management	For
4	Allocation of Profits/Dividends	Management	For
5	Special Auditors Report on Regulated Agreements	Management	For
6	Elect Maryse Aulagnon	Management	Against
7	Elect Olivier Andriès	Management	Against
8	Elect Véronique Bédague-Hamilius	Management	Against
9	Elect Francisco Reynés Massanet	Management	Against
10	Appointment of Auditor (Ernst & Young)	Management	For
11	2022 Remuneration of Antoine Frérot, Chair and CEO (until June 30, 2022)	Management	Against
12	2022 Remuneration of Antoine Frérot, Chair (from July 1, 2022)	Management	For
13	2022 Remuneration of Estelle Brachlianoff, CEO (from July 1, 2022)	Management	Against
14	2022 Remuneration Report	Management	Against
15	2023 Remuneration Policy (Chair)	Management	Against
16	2023 Remuneration Policy (CEO)	Management	Against
17	2023 Remuneration Policy (Non-Executive Directors)	Management	For
18	Authority to Repurchase and Reissue Shares	Management	For
19	Employee Stock Purchase Plan	Management	For
20	Stock Purchase Plan for Overseas Employees	Management	For
21	Authority to Issue Performance Shares	Management	For
22	Amendments to Articles Regarding Corporate Mission	Management	For

**Quarterly Summary**  
**Proxy Voting records**

Report Date Range: 01-Jan-23 to 31-Dec-23

23 Authorisation of Legal Formalities Management For

**KERING**

**Mix**

ISIN FR0000121485 Meeting Date 27-Apr-23

Proposal Number	Proposal description	Proponent	Vote decision
1	Accounts and Reports	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	2022 Remuneration Report	Management	For
5	2022 Remuneration of François-Henri Pinault, Chair and CEO	Management	For
6	2022 Remuneration of Jean-François Palus, Deputy CEO	Management	For
7	2023 Remuneration Policy (Corporate officers)	Management	Against
8	2023 Remuneration Policy (Board of Directors)	Management	For
9	Authority to Repurchase and Reissue Shares	Management	For
10	Authority to Cancel Shares and Reduce Capital	Management	For
11	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	Abstain
12	Authority to Increase Capital Through Capitalisations	Management	For
13	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	Abstain
14	Authority to Issue Shares and/or Convertible Debt Through Private Placement (Qualified Investors)	Management	Abstain
15	Authority to Set Offering Price of Shares	Management	Abstain
16	Greenshoe	Management	Abstain
17	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For
18	Employee Stock Purchase Plan	Management	For
19	Stock Purchase Plan for Overseas Employees	Management	For

**Quarterly Summary**  
**Proxy Voting records**

Report Date Range: 01-Jan-23 to 31-Dec-23

20 Authorisation of Legal Formalities Management For

**KERING**

**Mix**

ISIN FR0000121485 Meeting Date 27-Apr-23

Proposal Number	Proposal description	Proponent	Vote decision
1	Accounts and Reports	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	2022 Remuneration Report	Management	For
5	2022 Remuneration of François-Henri Pinault, Chair and CEO	Management	For
6	2022 Remuneration of Jean-François Palus, Deputy CEO	Management	For
7	2023 Remuneration Policy (Corporate officers)	Management	Against
8	2023 Remuneration Policy (Board of Directors)	Management	For
9	Authority to Repurchase and Reissue Shares	Management	For
10	Authority to Cancel Shares and Reduce Capital	Management	For
11	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	Abstain
12	Authority to Increase Capital Through Capitalisations	Management	For
13	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	Abstain
14	Authority to Issue Shares and/or Convertible Debt Through Private Placement (Qualified Investors)	Management	Abstain
15	Authority to Set Offering Price of Shares	Management	Abstain
16	Greenshoe	Management	Abstain
17	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For
18	Employee Stock Purchase Plan	Management	For
19	Stock Purchase Plan for Overseas Employees	Management	For

**Quarterly Summary**  
**Proxy Voting records**

Report Date Range: 01-Jan-23 to 31-Dec-23

20 Authorisation of Legal Formalities Management For

**DANONE**

**Mix**

ISIN FR0000120644 Meeting Date 27-Apr-23

Proposal Number	Proposal description	Proponent	Vote decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Elect Valérie Chapoulaud-Floquet	Management	For
5	Elect Gilles Schnepp	Management	For
6	Ratification of the Co-option of Gilbert Ghostine	Management	For
7	Ratification of the Co-option of Lise Kingo	Management	For
8	2022 Remuneration Report	Management	For
9	2022 Remuneration of Antoine de Saint-Affrique, CEO	Management	For
10	2022 Remuneration of Gilles Schnepp, Chair	Management	For
11	2023 Remuneration Policy (Executives)	Management	For
12	2023 Remuneration Policy (Chair)	Management	For
13	2023 Remuneration Policy (Board of Directors)	Management	For
14	Authority to Repurchase and Reissue Shares	Management	For
15	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For
16	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights and w/ Priority Subscription	Management	For
17	Greenshoe	Management	For
18	Authority to Increase Capital in Case of Exchange Offers	Management	For
19	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For



**Quarterly Summary**  
**Proxy Voting records**

**Report Date Range: 01-Jan-23 to 31-Dec-23**

20	Authority to Increase Capital Through Capitalisations	Management	For
21	Employee Stock Purchase Plan	Management	For
22	Stock Purchase Plan for Overseas Employees	Management	For
23	Authority to Issue Performance Shares	Management	For
24	Authority to Cancel Shares and Reduce Capital	Management	For
25	Authorisation of Legal Formalities	Management	For
26	Elect Sanjiv Mehta	Management	For

**AGNICO EAGLE MINES LTD**

**Annual**

**ISIN** CA0084741085 **Meeting Date** 28-Apr-23

<b>Proposal Number</b>	<b>Proposal description</b>	<b>Proponent</b>	<b>Vote decision</b>
1.1	Elect Leona Aglukkaq	Management	For
1.2	Elect Ammar Al-Joundi	Management	For
1.3	Elect Sean Boyd	Management	For
1.4	Elect Martine A. Celej	Management	For
1.5	Elect Robert J. Gemmell	Management	Withhold
1.6	Elect Jonathan Gill	Management	For
1.7	Elect Peter Grosskopf	Management	For
1.8	Elect Elizabeth Lewis-Gray	Management	For
1.9	Elect Deborah McCombe	Management	For
1.10	Elect Jeffrey Parr	Management	For
1.11	Elect J. Merfyn Roberts	Management	For
1.12	Elect Jamie C. Sokalsky	Management	For
2	Appointment of Auditor and Authority to Set Fees	Management	For
3	Advisory Vote on Executive Compensation	Management	Against

Quarterly Summary  
Proxy Voting records

Report Date Range: 01-Jan-23 to 31-Dec-23

**INTESA SANPAOLO SPA**

Annual

ISIN IT0000072618 Meeting Date 28-Apr-23

Proposal Number	Proposal description	Proponent	Vote decision
0010	Accounts and Reports	Management	For
0020	Allocation of Profits/Dividends	Management	For
0030	Remuneration Policy	Management	For
0040	Remuneration Report	Management	For
0050	2023 Annual Incentive Plan	Management	For
0060	Authority to Repurchase and Reissue Shares To Service Incentive Plans	Management	For
0070	Authority to Repurchase and Reissue Shares	Management	For

**INTESA SANPAOLO SPA**

Annual

ISIN IT0000072618 Meeting Date 28-Apr-23

Proposal Number	Proposal description	Proponent	Vote decision
0010	Accounts and Reports	Management	For
0020	Allocation of Profits/Dividends	Management	For
0030	Remuneration Policy	Management	For

**Quarterly Summary**  
**Proxy Voting records**

**Report Date Range: 01-Jan-23 to 31-Dec-23**

0040	Remuneration Report	Management	For
0050	2023 Annual Incentive Plan	Management	For
0060	Authority to Repurchase and Reissue Shares To Service Incentive Plans	Management	For
0070	Authority to Repurchase and Reissue Shares	Management	For

**BAYER AG**

**Annual**

**ISIN** DE000BAY0017 **Meeting Date** 28-Apr-23

<b>Proposal Number</b>	<b>Proposal description</b>	<b>Proponent</b>	<b>Vote decision</b>
1	Presentation of Accounts and Report; Allocation of Dividends	Management	For
2	Ratification of Management Board Acts	Management	For
3	Ratification of Supervisory Board Acts	Management	For
4.1	Elect Norbert Winkeljohann	Management	For
4.2	Elect Kimberly Lein-Mathisen	Management	For
5	Remuneration Report	Management	For
6	Amendments to Articles (Virtual AGM)	Management	For
7	Amendments to Articles (Virtual AGM Participation of Supervisory Board Members)	Management	For
8	Appointment of Auditor	Management	For
9	Additional or Amended Shareholder Proposals	Shareholder	Abstain

**BAYER AG**

**Annual**

**Quarterly Summary**  
**Proxy Voting records**

**Report Date Range: 01-Jan-23 to 31-Dec-23**

**ISIN** DE000BAY0017 **Meeting Date** 28-Apr-23

<b>Proposal Number</b>	<b>Proposal description</b>	<b>Proponent</b>	<b>Vote decision</b>
1	Presentation of Accounts and Report; Allocation of Dividends	Management	For
2	Ratification of Management Board Acts	Management	For
3	Ratification of Supervisory Board Acts	Management	For
4.1	Elect Norbert Winkeljohann	Management	For
4.2	Elect Kimberly Lein-Mathisen	Management	For
5	Remuneration Report	Management	For
6	Amendments to Articles (Virtual AGM)	Management	For
7	Amendments to Articles (Virtual AGM Participation of Supervisory Board Members)	Management	For
8	Appointment of Auditor	Management	For
9	Additional or Amended Shareholder Proposals	Shareholder	Abstain

***IBERDROLA S.A.***

**Ordinary**

**ISIN** ES0144580Y14 **Meeting Date** 28-Apr-23

<b>Proposal Number</b>	<b>Proposal description</b>	<b>Proponent</b>	<b>Vote decision</b>
1	Accounts	Management	For
2	Management Reports	Management	For
3	Report on Non-Financial Information	Management	For
4	Ratification of Board Acts	Management	For
5	Amendments to Articles (Preamble; Preliminary Title)	Management	For
6	Amendments to Articles (Corporate Levels)	Management	For

**Quarterly Summary**  
**Proxy Voting records**

**Report Date Range: 01-Jan-23 to 31-Dec-23**

7	Amendments to Articles (Legal Provisions, Governance and Sustainability and Compliance System)	Management	For
8	Special Dividend (Engagement Dividend)	Management	For
9	Allocation of Profits/Dividends	Management	For
10	First Scrip Dividend	Management	For
11	Second Scrip Dividend	Management	For
12	Authority to Cancel Treasury Shares and Reduce Capital	Management	For
13	Remuneration Report	Management	For
14	Long-Term Incentive Plan (2023-2025 Strategic Bonus)	Management	For
15	Elect María Helena Antolín Raybaud	Management	For
16	Ratify Co-Option of Armando Martínez Martínez	Management	For
17	Elect Manuel Moreu Munaiz	Management	For
18	Elect Sara de la Rica Goiricelaya	Management	For
19	Elect Xabier Sagredo Ormaza	Management	For
20	Elect José Ignacio Sánchez Galán	Management	Against
21	Board Size	Management	For
22	Authorisation of Legal Formalities	Management	For

**IBERDROLA S.A.**

**Ordinary**

**ISIN** ES0144580Y14 **Meeting Date** 28-Apr-23

<b>Proposal Number</b>	<b>Proposal description</b>	<b>Proponent</b>	<b>Vote decision</b>
1	Accounts	Management	For
2	Management Reports	Management	For
3	Report on Non-Financial Information	Management	For
4	Ratification of Board Acts	Management	For

**Quarterly Summary**  
**Proxy Voting records**

**Report Date Range: 01-Jan-23 to 31-Dec-23**

5	Amendments to Articles (Preamble; Preliminary Title)	Management	For
6	Amendments to Articles (Corporate Levels)	Management	For
7	Amendments to Articles (Legal Provisions, Governance and Sustainability and Compliance System)	Management	For
8	Special Dividend (Engagement Dividend)	Management	For
9	Allocation of Profits/Dividends	Management	For
10	First Scrip Dividend	Management	For
11	Second Scrip Dividend	Management	For
12	Authority to Cancel Treasury Shares and Reduce Capital	Management	For
13	Remuneration Report	Management	For
14	Long-Term Incentive Plan (2023-2025 Strategic Bonus)	Management	For
15	Elect María Helena Antolín Raybaud	Management	For
16	Ratify Co-Option of Armando Martínez Martínez	Management	For
17	Elect Manuel Moreu Munaiz	Management	For
18	Elect Sara de la Rica Goiricelaya	Management	For
19	Elect Xabier Sagredo Ormaza	Management	For
20	Elect José Ignacio Sánchez Galán	Management	Against
21	Board Size	Management	For
22	Authorisation of Legal Formalities	Management	For

**MERCEDES-BENZ GROUP AG**

**Annual**

**ISIN** DE0007100000 **Meeting Date** 03-May-23

<b>Proposal Number</b>	<b>Proposal description</b>	<b>Proponent</b>	<b>Vote decision</b>
2	Allocation of Dividends	Management	For
3	Ratification of Management Board Acts	Management	Abstain

**Quarterly Summary**  
**Proxy Voting records**

**Report Date Range: 01-Jan-23 to 31-Dec-23**

4	Ratification of Supervisory Board Acts	Management	Abstain
5.1	Appointment of Auditor for FY 2023	Management	For
5.2	Appointment of Auditor for FY 2024 (Interim Statements)	Management	For
5.3	Appointment of Auditor for FY2024	Management	For
6	Elect Stefan Pierer as Supervisory Board Member	Management	For
7	Supervisory Board Remuneration Policy	Management	For
8	Management Board Remuneration Policy	Management	For
9	Remuneration Report	Management	Against
10	Increase in Authorised Capital	Management	For
11	Amendments to Articles (Virtual AGM)	Management	For
12	Amendments to Articles (Virtual AGM Participation of Supervisory Board Members)	Management	For

**AIR LIQUIDE S.A**

**Mix**

**ISIN** FR0000120073 **Meeting Date** 03-May-23

<b>Proposal Number</b>	<b>Proposal description</b>	<b>Proponent</b>	<b>Vote decision</b>
1	Accounts and Reports	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Authority to Repurchase and Reissue Shares	Management	For
5	Elect Catherine Guillouard	Management	For
6	Elect Christina Choi Lai Law	Management	For
7	Elect Alexis Perakis-Valat	Management	For
8	Elect Michael H. Thaman	Management	For
9	Elect Monica de Virgiliis	Management	For
10	Special Auditors Report on Regulated Agreements	Management	For

**Quarterly Summary**  
**Proxy Voting records**

**Report Date Range: 01-Jan-23 to 31-Dec-23**

11	2022 Remuneration of Benoît Potier, Chair and CEO (Until May 31, 2022)	Management	For
12	2022 Remuneration of François Jackow, CEO (From June 1, 2022)	Management	For
13	2022 Remuneration of Benoît Potier, Chair (From June 1, 2022)	Management	For
14	2022 Remuneration Report	Management	For
15	2023 Remuneration Policy (CEO)	Management	For
16	2023 Remuneration Policy (Chair)	Management	For
17	2023 Remuneration Policy (Board of Directors)	Management	For
18	Authority to Cancel Shares and Reduce Capital	Management	For
19	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For
20	Greenshoe	Management	For
21	Employee Stock Purchase Plan	Management	For
22	Stock Purchase Plan for Overseas Employees	Management	For
23	Authorisation of Legal Formalities	Management	For

**NEXI S.P.A.**

**Annual**

**ISIN** IT0005366767 **Meeting Date** 04-May-23

<b>Proposal Number</b>	<b>Proposal description</b>	<b>Proponent</b>	<b>Vote decision</b>
0010	Accounts and Reports; Allocation of Profits	Management	For
0020	Remuneration Policy	Management	For
0030	Remuneration Report	Management	Against
0040	Authority to Repurchase and Reissue Shares	Management	For
0050	Ratification of Co-Option of Johannes Korp	Management	For



**Quarterly Summary**  
**Proxy Voting records**

Report Date Range: 01-Jan-23 to 31-Dec-23

**ALLIANZ SE**

Annual

ISIN DE0008404005 Meeting Date 04-May-23

Proposal Number	Proposal description	Proponent	Vote decision
2	Allocation of Dividends	Management	For
3.1	Ratify Oliver Bäte	Management	For
3.2	Ratify Sergio Balbinot	Management	For
3.3	Ratify Sirma Boshnakova	Management	For
3.4	Ratify Barbara Karuth-Zelle	Management	For
3.5	Ratify Klaus-Peter Röhler	Management	For
3.6	Ratify Ivan de la Sota	Management	For
3.7	Ratify Giulio Terzariol	Management	For
3.8	Ratify Günther Thallinger	Management	For
3.9	Ratify Christopher Townsend	Management	For
3.10	Ratify Renate Wagner	Management	For
3.11	Ratify Andreas Wimmer	Management	For
4.1	Ratify Michael Diekmann	Management	For
4.2	Ratify Gabriele Burkhardt-Berg	Management	For
4.3	Ratify Herbert Hainer	Management	For
4.4	Ratify Sophie Boissard	Management	For
4.5	Ratify Christine Bosse	Management	For
4.6	Ratify Rashmy Chatterjee	Management	For
4.7	Ratify Friedrich Eichiner	Management	For
4.8	Ratify Jean-Claude Le Goaër	Management	For
4.9	Ratify Martina Grundler	Management	For
4.10	Ratify Godfrey Hayward	Management	For
4.11	Ratify Frank Kirsch	Management	For

**Quarterly Summary**  
**Proxy Voting records**

**Report Date Range: 01-Jan-23 to 31-Dec-23**

4.12	Ratify Jürgen Lawrenz	Management	For
4.13	Ratify Primiano Di Paolo	Management	For
4.14	Ratify Jim Hagemann Snabe	Management	For
5	Appointment of Auditor	Management	For
6	Remuneration Report	Management	Against
7	Supervisory Board Remuneration Policy	Management	For
8	Amendments to Articles (Virtual Shareholder Meetings)	Management	For
9	Amendments to Articles (Virtual Participation of Supervisory Board Members)	Management	For
10	Amendments to Articles (Shareholder Meeting Location)	Management	For

**DEUTSCHE POST AG**

**Annual**

**ISIN** DE0005552004 **Meeting Date** 04-May-23

<b>Proposal Number</b>	<b>Proposal description</b>	<b>Proponent</b>	<b>Vote decision</b>
2	Allocation of Dividends	Management	For
3	Ratification of Management Board Acts	Management	For
4	Ratification of Supervisory Board Acts	Management	For
5.1	Elect Katrin Suder	Management	For
5.2	Elect Mario Daberkow	Management	For
6	Authority to Repurchase and Reissue Shares	Management	For
7	Authority to Repurchase Shares Using Equity Derivatives	Management	For
8	Remuneration Report	Management	For
9.1	Amendments to Articles (Location)	Management	For
9.2	Amendments to Articles (Virtual General Meeting)	Management	For
9.3	Amendments to Articles (Virtual Participation of Supervisory Board Members)	Management	For

Quarterly Summary  
Proxy Voting records

Report Date Range: 01-Jan-23 to 31-Dec-23

**DEUTSCHE POST AG**

Annual

ISIN DE0005552004 Meeting Date 04-May-23

Proposal Number	Proposal description	Proponent	Vote decision
2	Allocation of Dividends	Management	For
3	Ratification of Management Board Acts	Management	For
4	Ratification of Supervisory Board Acts	Management	For
5.1	Elect Katrin Suder	Management	For
5.2	Elect Mario Daberkow	Management	For
6	Authority to Repurchase and Reissue Shares	Management	For
7	Authority to Repurchase Shares Using Equity Derivatives	Management	For
8	Remuneration Report	Management	For
9.1	Amendments to Articles (Location)	Management	For
9.2	Amendments to Articles (Virtual General Meeting)	Management	For
9.3	Amendments to Articles (Virtual Participation of Supervisory Board Members)	Management	For

**SCHNEIDER ELECTRIC SE**

Mix

ISIN FR0000121972 Meeting Date 04-May-23

Proposal Number	Proposal description	Proponent	Vote decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For

## Quarterly Summary Proxy Voting records

Report Date Range: 01-Jan-23 to 31-Dec-23

2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	2022 Remuneration Report	Management	For
6	2022 Remuneration of Jean-Pascal Tricoire, Chair and CEO	Management	For
7	2023 Remuneration Policy, Chair and CEO (Until May 3, 2023)	Management	For
8	2023 Remuneration Policy, CEO (From May 4, 2023)	Management	For
9	2023 Remuneration Policy, Chair (From May 4, 2023)	Management	For
10	2023 Directors' Fees	Management	For
11	2023 Remuneration Policy (Board of Directors)	Management	For
12	Elect Léo Apotheker	Management	For
13	Elect Gregory M. Spierkel	Management	For
14	Elect Lip-Bu Tan	Management	For
15	Elect Abhay Parasnis	Management	For
16	Elect Giulia Chierchia	Management	For
17	Opinion on Climate Strategy Strategy	Management	For
18	Authority to Repurchase and Reissue Shares	Management	For
19	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For
20	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For
21	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	For
22	Greenshoe	Management	For
23	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For
24	Authority to Increase Capital Through Capitalisations	Management	For
25	Employee Stock Purchase Plan	Management	For
26	Stock Purchase Plan for Overseas Employees	Management	For
27	Authority to Cancel Shares and Reduce Capital	Management	For
28	Authorisation of Legal Formalities	Management	For

**Quarterly Summary**  
**Proxy Voting records**

Report Date Range: 01-Jan-23 to 31-Dec-23

**MUENCHENER RUECKVERSICHERUNGS-GESELLSCHAFT AG**

Annual

ISIN DE0008430026 Meeting Date 05-May-23

Proposal Number	Proposal description	Proponent	Vote decision
2	Allocation of Dividends	Management	For
3.1	Ratify Joachim Wenning	Management	For
3.2	Ratify Thomas Blunck	Management	For
3.3	Ratify Nicholas Gartside	Management	For
3.4	Ratify Stefan Golling	Management	For
3.5	Ratify Doris Höpke	Management	For
3.6	Ratify Christoph Jurecka	Management	For
3.7	Ratify Torsten Jeworrek	Management	For
3.8	Ratify Achim Kassow	Management	For
3.9	Ratify Clarisse Kopff	Management	For
3.10	Ratify Markus Rieß	Management	For
4.1	Ratify Nikolaus von Bomhard	Management	For
4.2	Ratify Anne Horstmann	Management	For
4.3	Ratify Ann-Kristin Achleitner	Management	For
4.4	Ratify Clement B. Booth	Management	For
4.5	Ratify Ruth Brown	Management	For
4.6	Ratify Stephan Eberl	Management	For
4.7	Ratify Frank Fassin	Management	For
4.8	Ratify Ursula Gather	Management	For
4.9	Ratify Gerd Häusler	Management	For
4.10	Ratify Angelika Judith Herzog	Management	For
4.11	Ratify Renata Jungo Brüngger	Management	For
4.12	Ratify Stefan Kaindl	Management	For
4.13	Ratify Carinne Knoche-Brouillon	Management	For

**Quarterly Summary**  
**Proxy Voting records**

Report Date Range: 01-Jan-23 to 31-Dec-23

4.14	Ratify Gabriele Mücke	Management	For
4.15	Ratify Ulrich Plottke	Management	For
4.16	Ratify Manfred Rassy	Management	For
4.17	Ratify Gabriele Sinz-Toporzysek	Management	For
4.18	Ratify Carsten Spohr	Management	For
4.19	Ratify Karl-Heinz Streibich	Management	For
4.20	Ratify Markus Wagner	Management	For
4.21	Ratify Maximilian Zimmerer	Management	For
5	Appointment of Auditor	Management	For
6	Remuneration Report	Management	Against
7.1	Amendments to Articles (Virtual Shareholder Meetings)	Management	For
7.2	Amendments to Articles (Virtual Participation of Supervisory Board Members)	Management	For
7.3	Amendments to Articles (Editorial)	Management	For
8	Amendments to Articles (Share Registration)	Management	For

**ENI SPA**

Mix

ISIN IT0003132476 Meeting Date 10-May-23

Proposal Number	Proposal description	Proponent	Vote decision
0010	Accounts and Reports	Management	For
0020	Allocation of Profits/Dividends	Management	For
0030	Board Size	Management	For
0040	Board Term Length	Management	For
005A	List Presented by Ministry of Economy and Finance	Management	
005B	List Presented by Group of Institutional Investors Representing 0.76% of Share Capital	Management	For
0060	Elect Giuseppe Zafarana as Chair of Board	Management	For

**Quarterly Summary**  
**Proxy Voting records**

**Report Date Range: 01-Jan-23 to 31-Dec-23**

0070	Directors' Fees	Management	For
008A	List Presented by Ministry of Economy and Finance	Management	Abstain
008B	List Presented by Group of Institutional Investors Representing 0.76% of Share Capital	Management	For
0090	Election of Chair of Board of Statutory Auditor	Management	For
0100	Statutory Auditors' Fees	Management	For
0110	2023-2025 Long-Term Incentive Plan	Management	For
0120	Remuneration Policy	Management	For
0130	Remuneration Report	Management	For
0140	Authority to Repurchase and Reissue Shares	Management	For
0150	Use of Reserves (FY2023 Interim Dividend)	Management	For
0160	Reduction of Reserves (FY2023 Interim Dividend)	Management	For
0170	Cancellation of Shares (2022 AGM Authority)	Management	For
0180	Cancellation of Shares (2023 AGM Authority)	Management	For

**ENEL SPA**

**Annual**

**ISIN** IT0003128367 **Meeting Date** 10-May-23

<b>Proposal Number</b>	<b>Proposal description</b>	<b>Proponent</b>	<b>Vote decision</b>
0010	Accounts and Reports	Management	For
0020	Allocation of Profits/Dividends	Management	For
0030	Authority to Repurchase and Reissue Shares	Management	For
0040	Board Size	Management	For
0050	Board Term Length	Management	For
006A	List Presented by Ministry of Economy and Finance	Management	
006B	List Presented by Group of Institutional Investors Representing 1.86% of Share Capital	Management	For
006C	List Presented by Covalis Capital LLP	Management	

**Quarterly Summary**  
**Proxy Voting records**

**Report Date Range: 01-Jan-23 to 31-Dec-23**

007A	Elect Paolo Scaroni as Chair of Board	Management	For
007B	Elect Marco Mazzucchelli as Chair of Board	Management	Abstain
0080	Directors' Fees	Management	For
0090	2023 Long-Term Incentive Plan	Management	For
0100	Remuneration Policy	Management	For
0110	Remuneration Report	Management	For

**ADYEN NV**

**Annual**

**ISIN** NL0012969182 **Meeting Date** 11-May-23

<b>Proposal Number</b>	<b>Proposal description</b>	<b>Proponent</b>	<b>Vote decision</b>
2.b.	Accounts and Reports	Management	For
2.d.	Remuneration Report	Management	Against
2.e.	Management Board Remuneration Policy	Management	Against
2.f.	Supervisory Board Remuneration Policy	Management	For
2.g.	Maximum Variable Pay Ratio	Management	For
3.	Ratification of Management Board Acts	Management	Abstain
4.	Ratification of Supervisory Board Acts	Management	Abstain
5.	Elect Ingo Jeroen Uytdehaage to the Management Board	Management	For
6.	Elect Mariëtte Bianca Swart to the Management Board	Management	For
7.	Elect Brooke Nayden to the Management Board	Management	For
8.	Elect Ethan Tandowsky to the Management Board	Management	For
9.	Elect Pamela A. Joseph to the Supervisory Board	Management	For
10.	Elect Joep van Beurden to the Supervisory Board	Management	For
11.	Amendments to Articles	Management	Against
12.	Authority to Issue Shares w/ Preemptive Rights	Management	For



**Quarterly Summary**  
**Proxy Voting records**

Report Date Range: 01-Jan-23 to 31-Dec-23

13.	Authority to Suppress Preemptive Rights	Management	For
14.	Authority to Repurchase Shares	Management	For
15.	Appointment of Auditor	Management	For

**ADIDAS AG**

Annual

ISIN DE000A1EWWW0 Meeting Date 11-May-23

Proposal Number	Proposal description	Proponent	Vote decision
2	Allocation of Dividends	Management	For
3	Ratification of Management Board Acts	Management	For
4	Ratification of Supervisory Board Acts	Management	Against
5	Remuneration Report	Management	Against
6	Amendments to Articles (Virtual Meetings)	Management	For
7	Amendments to Articles (Virtual AGM Participation of Supervisory Board Members)	Management	For
8	Authority to Repurchase and Reissue Shares	Management	For
9	Authority to Repurchase Shares Using Equity Derivatives	Management	For

**BAYERISCHE MOTOREN WERKE AG**

Annual

ISIN DE0005190003 Meeting Date 11-May-23

Proposal Number	Proposal description	Proponent	Vote decision
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## Quarterly Summary Proxy Voting records

Report Date Range: 01-Jan-23 to 31-Dec-23

2	Allocation of Dividends	Management	For
3	Ratification of Management Board Acts	Management	For
4.1	Ratify Norbert Reithofer	Management	For
4.2	Ratify Manfred Schoch	Management	For
4.3	Ratify Stefan Quandt	Management	For
4.4	Ratify Stefan Schmid	Management	For
4.5	Ratify Kurt Bock	Management	For
4.6	Ratify Christiane Benner	Management	For
4.7	Ratify Marc Bitzer	Management	For
4.8	Ratify Bernhard Ebner	Management	For
4.9	Ratify Rachel Empey	Management	For
4.10	Ratify Heinrich Hiesinger	Management	For
4.11	Ratify Johann Horn	Management	For
4.12	Ratify Susanne Klatten	Management	For
4.13	Ratify Jens Köhler	Management	For
4.14	Ratify Gerhard Kurz	Management	For
4.15	Ratify André Mandl	Management	For
4.16	Ratify Dominique Mohabeer	Management	For
4.17	Ratify Anke Schäferkordt	Management	For
4.18	Ratify Christoph M. Schmidt	Management	For
4.19	Ratify Vishal Sikka	Management	For
4.20	Ratify Sibylle Wankel	Management	For
4.21	Ratify Thomas Wittig	Management	For
4.22	Ratify Werner Zierer	Management	For
5	Remuneration Report	Management	Against
6	Appointment of Auditor	Management	For
7	Elect Kurt Bock as Supervisory Board Member	Management	For
8.1	Amendments to Articles (Virtual General Meeting)	Management	For
8.2	Amendments to Articles (Virtual AGM Participation of Supervisory Board Members)	Management	For

**Quarterly Summary**  
**Proxy Voting records**

Report Date Range: 01-Jan-23 to 31-Dec-23

**SAP SE**

Annual

ISIN DE0007164600 Meeting Date 11-May-23

Proposal Number	Proposal description	Proponent	Vote decision
2	Allocation of Dividends	Management	For
3	Ratification of Management Board Acts	Management	For
4	Ratification of Supervisory Board Acts	Management	For
5	Remuneration Report	Management	For
6	Authority to Repurchase and Reissue Shares	Management	For
7	Authority to Repurchase Shares Using Equity Derivatives	Management	For
8.1	Elect Jennifer Xin-Zhe Li	Management	For
8.2	Elect Qi Lu	Management	For
8.3	Elect Punit Renjen	Management	For
9	Management Board Remuneration Policy	Management	For
10	Supervisory Board Remuneration Policy	Management	For
11.1	Amendments to Articles (Virtual Shareholder Meetings)	Management	For
11.2	Amendments to Articles (Virtual Participation of Supervisory Board Members)	Management	For

**WHEATON PRECIOUS METALS CORP**

Annual

ISIN CA9628791027 Meeting Date 12-May-23

**Quarterly Summary**  
**Proxy Voting records**

Report Date Range: 01-Jan-23 to 31-Dec-23

Proposal Number	Proposal description	Proponent	Vote decision
1.1	Elect George L. Brack	Management	For
1.2	Elect John A. Brough	Management	For
1.3	Elect Jaimie Donovan	Management	For
1.4	Elect R. Peter Gillin	Management	For
1.5	Elect Chantal Gosselin	Management	For
1.6	Elect Jeane Hull	Management	For
1.7	Elect Glenn A. Ives	Management	For
1.8	Elect Charles A. Jeannes	Management	For
1.9	Elect Marilyn Schonberner	Management	For
1.10	Elect Randy V.J. Smallwood	Management	For
2	Appointment of Auditor and Authority to Set Fees	Management	For
3	Advisory Vote on Executive Compensation	Management	For

**AMUNDI**

**Mix**

ISIN FR0004125920 Meeting Date 12-May-23

Proposal Number	Proposal description	Proponent	Vote decision
1	Accounts and Reports	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	2022 Remuneration Report	Management	Against
6	2022 Remuneration of Yves Perrier, Chair	Management	For
7	2022 Remuneration of Valérie Baudson, CEO	Management	Against

**Quarterly Summary**  
**Proxy Voting records**

Report Date Range: 01-Jan-23 to 31-Dec-23

8	2022 Remuneration of Nicolas Calcoen, Deputy CEO	Management	Against
9	2023 Remuneration Policy (Board of Directors)	Management	For
10	2023 Remuneration Policy (Chair)	Management	For
11	2023 Remuneration Policy (CEO)	Management	Against
12	2023 Remuneration Policy (Deputy CEO)	Management	Against
13	Remuneration of Identified Staff	Management	For
14	Ratification of Co-Option of Philippe Brassac	Management	For
15	Elect Nathalie Wright	Management	For
16	Elect Laurence Danon Arnaud	Management	For
17	Elect Christine Gandon	Management	For
18	Elect H��l��ne Molinari	Management	For
19	Elect Christian Rouchon	Management	Against
20	Opinion on Climate Strategy Progress	Management	For
21	Authority to Repurchase and Reissue Shares	Management	For
22	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For
23	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For
24	Employee Stock Purchase Plan	Management	For
25	Authority to Issue Performance Shares	Management	For
26	Authority to Cancel Shares and Reduce Capital	Management	For
27	Authorisation of Legal Formalities	Management	For

**BNP PARIBAS**

**Mix**

ISIN FR0000131104 Meeting Date 16-May-23

Proposal Number	Proposal description	Proponent	Vote decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For

## Quarterly Summary Proxy Voting records

Report Date Range: 01-Jan-23 to 31-Dec-23

2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	Authority to Repurchase and Reissue Shares	Management	For
6	Election of Jean Lemierre	Management	For
7	Election of Jacques Aschenbroich	Management	For
8	Election Monique Cohen	Management	For
9	Election of Daniela Schwarzer	Management	For
10	2023 Remuneration Policy (Board of Directors)	Management	For
11	2023 Remuneration Policy (Chair)	Management	For
12	2023 Remuneration Policy (CEO and Deputy CEOs)	Management	For
13	2022 Remuneration Report	Management	For
14	2022 Remuneration of Jean Lemierre, Chair	Management	For
15	2022 Remuneration of Jean-Laurent Bonnafé, CEO	Management	For
16	2022 Remuneration of Yann Gérardin, Deputy CEO	Management	For
17	2022 Remuneration of Thierry Laborde, Deputy CEO	Management	For
18	2022 Remuneration of Identified Staff	Management	For
19	Authority to Grant Super-Subordinated Convertible Bonds (Contingent Capital) Through Private Placement	Management	For
20	Employee Stock Purchase Plan	Management	For
21	Authority to Cancel Shares and Reduce Capital	Management	For
22	Amendment Regarding the Chair's Age Limit	Management	For
23	Authorisation of Legal Formalities	Management	For

**BNP PARIBAS**

**Mix**

ISIN FR0000131104

Meeting Date 16-May-23

**Quarterly Summary**  
**Proxy Voting records**

**Report Date Range: 01-Jan-23 to 31-Dec-23**

Proposal Number	Proposal description	Proponent	Vote decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	Authority to Repurchase and Reissue Shares	Management	For
6	Election of Jean Lemierre	Management	For
7	Election of Jacques Aschenbroich	Management	For
8	Election Monique Cohen	Management	For
9	Election of Daniela Schwarzer	Management	For
10	2023 Remuneration Policy (Board of Directors)	Management	For
11	2023 Remuneration Policy (Chair)	Management	For
12	2023 Remuneration Policy (CEO and Deputy CEOs)	Management	For
13	2022 Remuneration Report	Management	For
14	2022 Remuneration of Jean Lemierre, Chair	Management	For
15	2022 Remuneration of Jean-Laurent Bonnafé, CEO	Management	For
16	2022 Remuneration of Yann Gérardin, Deputy CEO	Management	For
17	2022 Remuneration of Thierry Laborde, Deputy CEO	Management	For
18	2022 Remuneration of Identified Staff	Management	For
19	Authority to Grant Super-Subordinated Convertible Bonds (Contingent Capital) Through Private Placement	Management	For
20	Employee Stock Purchase Plan	Management	For
21	Authority to Cancel Shares and Reduce Capital	Management	For
22	Amendment Regarding the Chair's Age Limit	Management	For
23	Authorisation of Legal Formalities	Management	For

Quarterly Summary  
Proxy Voting records

Report Date Range: 01-Jan-23 to 31-Dec-23

**DEUTSCHE BOERSE AG**

Annual

ISIN DE0005810055 Meeting Date 16-May-23

Proposal Number	Proposal description	Proponent	Vote decision
2	Allocation of Dividends	Management	For
3	Ratification of Management Board Acts	Management	For
4	Ratification of Supervisory Board Acts	Management	For
5.1	Amendments to Articles (Virtual Shareholder Meetings)	Management	For
5.2	Amendments to Articles (Virtual Participation of Supervisory Board Members)	Management	For
5.3	Amendments to Articles (Convocation of Shareholder Meetings)	Management	For
6	Amendments to Articles (Share Register)	Management	For
7	Remuneration Report	Management	For
8	Appointment of Auditor	Management	For

**ESSILORLUXOTTICA**

Mix

ISIN FR0000121667 Meeting Date 17-May-23

Proposal Number	Proposal description	Proponent	Vote decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocations of Losses/Dividends	Management	For
4	Ratification of Co-option of Mario Notari	Management	For
5	Special Auditors Report on Regulated Agreements	Management	For
6	2022 Remuneration Report	Management	For
7	2022 Remuneration of Leonardo Del Vecchio, Chair (until June 27, 2022)	Management	For



**Quarterly Summary**  
**Proxy Voting records**

**Report Date Range: 01-Jan-23 to 31-Dec-23**

8	2022 Remuneration of Francesco Milleri, CEO (Until June 27, 2022) and Chair and CEO (Since June 28, 2022)	Management	For
9	2022 Remuneration of Paul du Saillant, Deputy CEO	Management	For
10	2023 Remuneration Policy (Board of Directors)	Management	For
11	2023 Remuneration Policy (Chair and CEO)	Management	For
12	2023 Remuneration Policy (Deputy CEO)	Management	For
13	Authority to Repurchase and Reissue Shares	Management	For
14	Authority to Cancel Shares and Reduce Capital	Management	For
15	Authority to Increase Capital Through Capitalisations	Management	For
16	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For
17	Authority to Issue Shares and/or Convertible Debt Through Private Placement	Management	For
18	Employee Stock Purchase Plan	Management	For
19	Authorisation of Legal Formalities	Management	For

**E. ON SE**

**Annual**

**ISIN** DE000ENAG999 **Meeting Date** 17-May-23

<b>Proposal Number</b>	<b>Proposal description</b>	<b>Proponent</b>	<b>Vote decision</b>
2	Allocation of Dividends	Management	For
3	Ratification of Management Board Acts	Management	For
4	Ratification of Supervisory Board Acts	Management	For
5.1	Appointment of Auditor (FY 2023)	Management	For
5.2	Appointment of Auditor for Interim Statements (FY 2023)	Management	For
5.3	Appointment of Auditor for Interim Statements (FY 2024 Q1)	Management	For
6	Remuneration Report	Management	Against
7	Temporary Increase in Supervisory Board Size	Management	Against

**Quarterly Summary**  
**Proxy Voting records**

Report Date Range: 01-Jan-23 to 31-Dec-23

8.1	Elect Erich Clementi	Management	For
8.2	Elect Andreas Schmitz	Management	For
8.3	Elect Nadège Petit	Management	For
8.4	Elect Ulrich Grillo	Management	For
8.5	Elect Deborah B. Wilkens	Management	For
8.6	Elect Rolf Martin Schmitz	Management	For
8.7	Elect Klaus A. Fröhlich	Management	For
8.8	Elect Anke Groth	Management	For
9	Amendments to Articles (Virtual Shareholder Meetings)	Management	For
10	Amendments to Articles (Virtual Participation of Supervisory Board Members)	Management	For

**VONOVIA SE**

Annual

ISIN DE000A1ML7J1 Meeting Date 17-May-23

Proposal Number	Proposal description	Proponent	Vote decision
2	Allocation of Dividends	Management	For
3	Ratification of Management Board Acts	Management	For
4	Ratification of Supervisory Board Acts	Management	For
5	Appointment of Auditor	Management	For
6	Remuneration Report	Management	Against
7	Reduction of Supervisory Board Size	Management	For
8	Amendments to Articles (Supervisory Board Terms)	Management	For
9.1	Elect Clara-Christina Streit	Management	Against
9.2	Elect Vitus Eckert	Management	For
9.3	Elect Florian Funck	Management	For
9.4	Elect Ariane Reinhart	Management	For

**Quarterly Summary**  
**Proxy Voting records**

**Report Date Range: 01-Jan-23 to 31-Dec-23**

9.5	Elect Daniela Gerd tom Markotten	Management	For
9.6	Elect Ute M. Geipel-Faber	Management	For
9.7	Elect Hildegard Müller	Management	For
9.8	Elect Christian Ulbrich	Management	Against
10	Amendments to Articles (Virtual Shareholder Meetings)	Management	For
11	Amendments to Articles (Virtual Participation of Supervisory Board Members)	Management	For

**ZALANDO SE**

**Annual**

**ISIN** DE000ZAL1111 **Meeting Date** 24-May-23

<b>Proposal Number</b>	<b>Proposal description</b>	<b>Proponent</b>	<b>Vote decision</b>
2	Allocation of Profits	Management	For
3	Ratification of Management Board Acts	Management	For
4	Ratification of Supervisory Board Acts	Management	For
5.1	Appointment of Auditor for Fiscal Year 2023	Management	For
5.2	Appointment of Auditor for Interim Statements until 2024 AGM	Management	For
6	Remuneration Report	Management	Against
7.1	Elect Kelly Bennett	Management	For
7.2	Elect Jennifer Y. Hyman	Management	Against
7.3	Elect Niklas Östberg	Management	For
7.4	Elect Anders Holch Povlsen	Management	For
7.5	Elect Mariella Röhm-Kottmann	Management	For
7.6	Elect Susanne Schröter-Crossan	Management	For
8	Supervisory Board Remuneration Policy	Management	For
9	Amendments to Articles (Virtual Shareholder Meetings)	Management	For
10	Amendments to Articles (Virtual Participation of Supervisory Board Members)	Management	For

**Quarterly Summary**  
**Proxy Voting records**

Report Date Range: 01-Jan-23 to 31-Dec-23

**SAFRAN SA**

Mix

**ISIN** FR0000073272 **Meeting Date** 25-May-23

Proposal Number	Proposal description	Proponent	Vote decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Dividends	Management	For
4	Related Party Transactions (The French State)	Management	For
5	Ratification of Co-Option of Alexandre Lahousse	Management	For
6	Ratification of Co-Option of Robert Peugeot	Management	For
7	Elect Ross McInnes	Management	For
8	Elect Olivier Andriès	Management	For
9	Elect Fabrice Brégier	Management	For
10	Elect Laurent Guillot	Management	Against
11	Elect Alexandre Lahousse	Management	For
12	2022 Remuneration of Ross McInnes, Chair	Management	For
13	2022 Remuneration of Olivier Andriès, CEO	Management	Against
14	2022 Remuneration Report	Management	Against
15	2023 Remuneration Policy (Chair)	Management	For
16	2023 Remuneration Policy (CEO)	Management	For
17	2023 Remuneration Policy (Board of Directors)	Management	For
18	Authority to Repurchase and Reissue Shares	Management	For
19	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For
20	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For
21	Authority to Increase Capital in Case of Exchange Offers	Management	For

**Quarterly Summary**  
**Proxy Voting records**

**Report Date Range: 01-Jan-23 to 31-Dec-23**

22	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	For
23	Greenshoe	Management	For
24	Authority to Increase Capital Through Capitalisations	Management	For
25	Employee Stock Purchase Plan	Management	For
26	Authority to Cancel Shares and Reduce Capital	Management	For
27	Authority to Issue Performance Shares	Management	For
28	Authority to Issue Restricted Shares	Management	For
29	Authorisation of Legal Formalities	Management	For

**SANOFI**

**Mix**

**ISIN** FR0000120578 **Meeting Date** 25-May-23

<b>Proposal Number</b>	<b>Proposal description</b>	<b>Proponent</b>	<b>Vote decision</b>
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Elect Frédéric Oudéa	Management	For
5	2022 Remuneration Report	Management	For
6	2022 Remuneration of Serge Weinberg, Chair	Management	For
7	2022 Remuneration of Paul Hudson, CEO	Management	For
8	2023 Directors' Fees	Management	For
9	2023 Remuneration Policy (Board of Directors)	Management	For
10	2023 Remuneration Policy (Chair)	Management	For
11	2023 Remuneration Policy (CEO)	Management	For
12	Appointment of Auditor (PwC)	Management	For
13	Relocation of Corporate Headquarters	Management	For

**Quarterly Summary**  
**Proxy Voting records**

Report Date Range: 01-Jan-23 to 31-Dec-23

14	Authority to Repurchase and Reissue Shares	Management	For
15	Authority to Cancel Shares and Reduce Capital	Management	For
16	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For
17	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For
18	Authority to Issue Shares and/or Convertible Debt Through Private Placement	Management	For
19	Authority to Issue Debt Instruments	Management	For
20	Greenshoe	Management	For
21	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For
22	Authority to Increase Capital Through Capitalisations	Management	For
23	Employee Stock Purchase Plan	Management	For
24	Authorisation of Legal Formalities	Management	For

**TOTALENERGIES SE**

Mix

ISIN FR0000120271 Meeting Date 26-May-23

Meeting Note

Proposal Number	Proposal description	Proponent	Vote decision
1	Accounts and Reports	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Authority to Repurchase and Reissue Shares	Management	For
5	Special Auditors Report on Regulated Agreements	Management	For
6	Elect Marie-Christine Coisne-Roquette	Management	For
7	Elect Mark Cutifani	Management	For
8	Elect Dierk Paskert	Management	For
9	Elect Anelise Lara	Management	For

**Quarterly Summary**  
**Proxy Voting records**

**Report Date Range: 01-Jan-23 to 31-Dec-23**

10	2022 Remuneration Report	Management	For
11	2023 Remuneration Policy (Board of Directors)	Management	For
12	2022 Remuneration of Patrick Pouyanné, Chair and CEO	Management	For
13	2023 Remuneration Policy (Chair and CEO)	Management	For
14	Opinion on 2023 Sustainability and Climate Progress Report	Management	Abstain
15	Authority to Issue Performance Shares	Management	For
16	Employee Stock Purchase Plan	Management	For
17	Amendments to Articles Regarding the Suppression of Double Voting Rights	Management	For
A	Shareholder Proposal Regarding Scope 3 GHG Target and Alignment with Paris Agreement	Shareholder	For

**TOTALENERGIES SE**

**Mix**

**ISIN** FR0000120271 **Meeting Date** 26-May-23

**Meeting Note**

<b>Proposal Number</b>	<b>Proposal description</b>	<b>Proponent</b>	<b>Vote decision</b>
1	Accounts and Reports	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Authority to Repurchase and Reissue Shares	Management	For
5	Special Auditors Report on Regulated Agreements	Management	For
6	Elect Marie-Christine Coisne-Roquette	Management	For
7	Elect Mark Cutifani	Management	For
8	Elect Dierk Paskert	Management	For
9	Elect Anelise Lara	Management	For

**Quarterly Summary**  
**Proxy Voting records**

**Report Date Range: 01-Jan-23 to 31-Dec-23**

10	2022 Remuneration Report	Management	For
11	2023 Remuneration Policy (Board of Directors)	Management	For
12	2022 Remuneration of Patrick Pouyanné, Chair and CEO	Management	For
13	2023 Remuneration Policy (Chair and CEO)	Management	For
14	Opinion on 2023 Sustainability and Climate Progress Report	Management	Abstain
15	Authority to Issue Performance Shares	Management	For
16	Employee Stock Purchase Plan	Management	For
17	Amendments to Articles Regarding the Suppression of Double Voting Rights	Management	For
A	Shareholder Proposal Regarding Scope 3 GHG Target and Alignment with Paris Agreement	Shareholder	For

**CARREFOUR**

**Mix**

**ISIN** FR0000120172 **Meeting Date** 26-May-23

<b>Proposal Number</b>	<b>Proposal description</b>	<b>Proponent</b>	<b>Vote decision</b>
1	Accounts and Reports	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Special Auditors Report on Regulated Agreements	Management	For
5	Elect Alexandre Pierre Alain Bompard	Management	Against
6	Elect Marie-Laure Sauty de Chalon	Management	For
7	Appointment of Auditor (Mazars)	Management	For
8	2022 Remuneration Report	Management	Against
9	2022 Remuneration of Alexandre Bompard, Chair and CEO	Management	Against
10	2023 Remuneration Policy (Chair and CEO)	Management	Against



**Quarterly Summary**  
**Proxy Voting records**

**Report Date Range: 01-Jan-23 to 31-Dec-23**

11	2023 Remuneration Policy (Board of Directors)	Management	For
12	Authority to Repurchase and Reissue Shares	Management	For
13	Authority to Cancel Shares and Reduce Capital	Management	For
14	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For
15	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For
16	Authority to Issue Shares and/or Convertible Debt Through Private Placement	Management	For
17	Greenshoe	Management	For
18	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For
19	Authority to Increase Capital Through Capitalisations	Management	For
20	Employee Stock Purchase Plan	Management	For
21	Stock Purchase Plan for Overseas Employees	Management	For
22	Authority to Issue Performance Shares	Management	Against
23	Authorisation of Legal Formalities	Management	For
24	Opinion on the Company's Scope 3 Initiatives	Management	For

**CRH PLC**

**Court**

**ISIN** IE0001827041 **Meeting Date** 08-Jun-23

Proposal Number	Proposal description	Proponent	Vote decision
1	Scheme of Arrangement (Settlement System Migration)	Management	For

Quarterly Summary  
Proxy Voting records

Report Date Range: 01-Jan-23 to 31-Dec-23

**CRH PLC**

Special

ISIN IE0001827041 Meeting Date 08-Jun-23

Proposal Number	Proposal description	Proponent	Vote decision
1	Approve Scheme of Arrangement	Management	For
2	Change of Listing	Management	For
3	Adoption of New Articles	Management	For
4	Authority to Repurchase Shares	Management	For
5	Authority to Set Price Range for Reissuance of Treasury Shares	Management	For
6	Amendments to Articles (Share Redemption)	Management	Against

**COMPAGNIE DE SAINT-GOBAIN S.A.**

Mix

ISIN FR0000125007 Meeting Date 08-Jun-23

Proposal Number	Proposal description	Proponent	Vote decision
1	Accounts and Reports	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Elect Dominique Leroy	Management	For
5	Elect Jana Revedin	Management	For
6	2022 Remuneration of Pierre-André de Chalendar, Chair	Management	For
7	2022 Remuneration of Benoit Bazin, CEO	Management	For
8	2022 Remuneration Report	Management	For
9	2023 Remuneration Policy (Chair)	Management	Against

**Quarterly Summary**  
**Proxy Voting records**

**Report Date Range: 01-Jan-23 to 31-Dec-23**

10	2023 Remuneration Policy (CEO)	Management	Against
11	2023 Remuneration Policy (Board of Directors)	Management	For
12	2023 Directors' Fees	Management	For
13	Authority to Repurchase and Reissue Shares	Management	For
14	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For
15	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For
16	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	For
17	Greenshoe	Management	For
18	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For
19	Authority to Increase Capital Through Capitalisations	Management	For
20	Authority to Set Offering Price of Shares	Management	For
21	Employee Stock Purchase Plan	Management	For
22	Authority to Cancel Shares and Reduce Capital	Management	For
23	Amendments to Articles Regarding Directors' Share Ownership	Management	For
24	Authorisation of Legal Formalities	Management	For

**KONINKLIJKE AHOLD DELHAIZE N.V.**

**Special**

**ISIN** NL0011794037 **Meeting Date** 05-Jul-23

<b>Proposal Number</b>	<b>Proposal description</b>	<b>Proponent</b>	<b>Vote decision</b>
2.	Elect Jolanda Poots-Bijl to the Management Board	Management	For

Quarterly Summary  
Proxy Voting records

Report Date Range: 01-Jan-23 to 31-Dec-23

**INDUSTRIA DE DISEÑO TEXTIL SA**

Ordinary

ISIN ES0148396007 Meeting Date 11-Jul-23

Proposal Number	Proposal description	Proponent	Vote decision
1.a	Individual Accounts and Reports	Management	For
1.b	Ratification of Board Acts	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Report on Non-Financial Information	Management	For
4	Allocation of Profits/Dividends	Management	For
5.a	Board Size	Management	For
5.b	Elect Amancio Ortega Gaona	Management	For
5.c	Elect José Luis Durán Schulz	Management	For
6	Remuneration Policy	Management	For
7	2023-2027 Long-Term Incentive Plan	Management	For
8	Authority to Repurchase and Reissue Shares	Management	For
9	Remuneration Report	Management	For
10	Authorisation of Legal Formalities	Management	For

**PROSUS NV**

Annual

ISIN NL0013654783 Meeting Date 23-Aug-23

Proposal Number	Proposal description	Proponent	Vote decision
2.	Remuneration Report	Management	Against
3.	Accounts and Reports	Management	For
4.	Allocation of Profits/Dividends	Management	For

**Quarterly Summary**  
**Proxy Voting records**

**Report Date Range: 01-Jan-23 to 31-Dec-23**

5.	Ratification of Executives' Acts	Management	Abstain
6.	Ratification of Non-Executives' Acts	Management	Abstain
7.	Non-Executive Remuneration Policy	Management	For
8.1.	Elect Manisha Girotra to the Board of Directors	Management	For
8.2.	Elect Rachel C.C. Jafta to the Board of Directors	Management	Against
8.3.	Elect Mark R. Sorour to the Board of Directors	Management	For
8.4.	Elect Ying XU to the Board of Directors	Management	For
9.	Appointment of Auditor	Management	For
10.	Approve and Implement Restructuring to Remove Cross-Holding Structure; Amendments to Articles	Management	For
11.	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For
12.	Authority to Repurchase Shares	Management	Against
13.	Cancellation of Shares	Management	For

**PROSUS NV**

**Annual**

**ISIN** NL0013654783 **Meeting Date** 23-Aug-23

<b>Proposal Number</b>	<b>Proposal description</b>	<b>Proponent</b>	<b>Vote decision</b>
2.	Remuneration Report	Management	Against
3.	Accounts and Reports	Management	For
4.	Allocation of Profits/Dividends	Management	For
5.	Ratification of Executives' Acts	Management	Abstain
6.	Ratification of Non-Executives' Acts	Management	Abstain
7.	Non-Executive Remuneration Policy	Management	For
8.1.	Elect Manisha Girotra to the Board of Directors	Management	For
8.2.	Elect Rachel C.C. Jafta to the Board of Directors	Management	Against

**Quarterly Summary**  
**Proxy Voting records**

**Report Date Range: 01-Jan-23 to 31-Dec-23**

8.3.	Elect Mark R. Sorour to the Board of Directors	Management	For
8.4.	Elect Ying XU to the Board of Directors	Management	For
9.	Appointment of Auditor	Management	For
10.	Approve and Implement Restructuring to Remove Cross-Holding Structure; Amendments to Articles	Management	For
11.	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For
12.	Authority to Repurchase Shares	Management	Against
13.	Cancellation of Shares	Management	For

***NEWMONT CORP***

**Special**

**ISIN** US6516391066 **Meeting Date** 11-Oct-23

<b>Proposal Num</b>	<b>Proposal</b>	<b>Proponent</b>	<b>Vote decision</b>
1.	Newcrest Transaction	Management	For
2.	Increase in Authorized Common Stock	Management	For
3.	Right to Adjourn Meeting	Management	For

***UNICREDIT SPA***

**Mix**

**ISIN** IT0005239360 **Meeting Date** 27-Oct-23

<b>Proposal Num</b>	<b>Proposal</b>	<b>Proponent</b>	<b>Vote decision</b>
0010	Authority to Repurchase Shares	Management	For
0020	Cancellation of Shares	Management	For

**Quarterly Summary**  
**Proxy Voting records**

Report Date Range: 01-Jan-23 to 31-Dec-23

0030 Amendments to Articles Regarding the Adoption of One-Tier Board Structure Management Abstain

**PERNOD RICARD**

**Mix**

ISIN FR0000120693 Meeting Date 10-Nov-23

Proposal Num	Proposal	Proponent	Vote decision
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For
2	Consolidated Accounts and Reports	Management	For
3	Allocation of Profits/Dividends	Management	For
4	Elect Kory Sorenson	Management	For
5	Elect Phillipe Petitcolin	Management	For
6	Elect Max Koeune	Management	For
7	Appointment of Auditor (Deloitte)	Management	For
8	2023 Directors' Fees	Management	For
9	2022 Remuneration of Alexandre Ricard, Chair and CEO	Management	Against
10	2023 Remuneration Policy (Chair and CEO)	Management	Against
11	2022 Remuneration Report	Management	Against
12	2023 Remuneration Policy (Board of Directors)	Management	For
13	Special Auditor's Report on Regulated Agreements	Management	For
14	Authority to Repurchase and Reissue Shares	Management	For
15	Authority to Cancel Shares and Reduce Capital	Management	For
16	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For
17	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For
18	Greenshoe	Management	For
19	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	For
20	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For

**Quarterly Summary**  
**Proxy Voting records**

**Report Date Range: 01-Jan-23 to 31-Dec-23**

21	Authority to Increase Capital Through Capitalisations	Management	For
22	Employee Stock Purchase Plan	Management	For
23	Stock Purchase Plan for Overseas Employees	Management	For
24	Authorisation of Legal Formalities	Management	For