

VOTE SUMMARY REPORT

REPORTING PERIOD: 07/01/2022 to 06/30/2023

LOCATION(S): STATE STREET GLOBAL ADVISORS

INSTITUTION ACCOUNT(S): SPDR EURO STOXX 50 ETF

Industria de Diseno Textil SA

Meeting Date: 07/12/2022 **Country:** Spain **Ticker:** ITX
Record Date: 07/07/2022 **Meeting Type:** Annual
Primary Security ID: E6282J125 **Primary CUSIP:** E6282J125 **Primary ISIN:** ES0148396007 **Primary SEDOL:** BP9DL90

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Standalone Financial Statements and Discharge of Board	Mgmt	For	For
2	Approve Consolidated Financial Statements	Mgmt	For	For
3	Approve Non-Financial Information Statement	Mgmt	For	For
4	Approve Allocation of Income and Dividends	Mgmt	For	For
5.a	Ratify Appointment of and Elect Marta Ortega Perez as Director	Mgmt	For	Against
5.b	Ratify Appointment of and Elect Oscar Garcia Maceiras as Director	Mgmt	For	For
5.c	Reelect Pilar Lopez Alvarez as Director	Mgmt	For	For
5.d	Reelect Rodrigo Echenique Gordillo as Director	Mgmt	For	For
6	Appoint Ernst & Young as Auditor	Mgmt	For	For
7	Approve Novation of the Former Executive Chairman's Post-Contractual Non-Compete Agreement	Mgmt	For	For
8	Amend Remuneration Policy	Mgmt	For	For
9	Advisory Vote on Remuneration Report	Mgmt	For	For
10	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For
11	Receive Amendments to Board of Directors Regulations	Mgmt		

Linde Plc

Meeting Date: 07/25/2022 **Country:** Ireland **Ticker:** LIN
Record Date: 07/23/2022 **Meeting Type:** Annual
Primary Security ID: G5494J103 **Primary CUSIP:** G5494J103 **Primary ISIN:** IE00BZ12WP82 **Primary SEDOL:** BZ12WP8

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Stephen F. Angel	Mgmt	For	For

Linde Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1b	Elect Director Sanjiv Lamba	Mgmt	For	For
1c	Elect Director Ann-Kristin Achleitner	Mgmt	For	For
1d	Elect Director Thomas Enders	Mgmt	For	For
1e	Elect Director Edward G. Galante	Mgmt	For	Against
1f	Elect Director Joe Kaeser	Mgmt	For	For
1g	Elect Director Victoria E. Ossadnik	Mgmt	For	For
1h	Elect Director Martin H. Richenhagen	Mgmt	For	For
1i	Elect Director Alberto Weisser	Mgmt	For	For
1j	Elect Director Robert L. Wood	Mgmt	For	For
2a	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For
2b	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Approve Remuneration Report	Mgmt	For	For
5	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For
6	Adopt Simple Majority Vote	SH	Against	For

Prosus NV

Meeting Date: 08/24/2022

Country: Netherlands

Ticker: PRX

Record Date: 07/27/2022

Meeting Type: Annual

Primary Security ID: N7163R103

Primary CUSIP: N7163R103

Primary ISIN: NL0013654783

Primary SEDOL: BJDS7L3

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt		
1	Receive Report of Management Board (Non-Voting)	Mgmt		
2	Approve Remuneration Report	Mgmt	For	Against
3	Adopt Financial Statements	Mgmt	For	For
4	Approve Allocation of Income	Mgmt	For	For
5	Approve Discharge of Executive Directors	Mgmt	For	For
6	Approve Discharge of Non-Executive Directors	Mgmt	For	For
7	Approve Remuneration Policy for Executive and Non-Executive Directors	Mgmt	For	Against

Prosus NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8	Elect Sharmistha Dubey as Non-Executive Director	Mgmt	For	For
9.1	Reelect JP Bekker as Non-Executive Director	Mgmt	For	For
9.2	Reelect D Meyer as Non-Executive Director	Mgmt	For	For
9.3	Reelect SJZ Pacak as Non-Executive Director	Mgmt	For	For
9.4	Reelect JDT Stofberg as Non-Executive Director	Mgmt	For	For
10	Ratify Deloitte Accountants B.V. as Auditors	Mgmt	For	For
11	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Restrict/Exclude Preemptive Rights	Mgmt	For	For
12	Authorize Repurchase of Shares	Mgmt	For	Against
13	Approve Reduction in Share Capital Through Cancellation of Shares	Mgmt	For	For
14	Discuss Voting Results	Mgmt		
15	Close Meeting	Mgmt		

Koninklijke Philips NV

Meeting Date: 09/30/2022

Country: Netherlands

Ticker: PHIA

Record Date: 09/02/2022

Meeting Type: Extraordinary Shareholders

Primary Security ID: N7637U112

Primary CUSIP: N7637U112

Primary ISIN: NL000009538

Primary SEDOL: 5986622

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt		
1	Elect R.W.O. Jakobs as President / Chief Executive Officer and Member of the Management Board	Mgmt	For	For

SPDR Index Shares Funds

Meeting Date: 10/20/2022

Country: USA

Ticker: N/A

Record Date: 07/20/2022

Meeting Type: Special

Primary Security ID: ZZZZ00229732

Primary CUSIP: 78463X772

Primary ISIN: ZZZZ00229732

Primary SEDOL: B2PPXH1

SPDR Index Shares Funds

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Clare S. Richer	Mgmt	For	For
1.2	Elect Director Sandra G. Sponem	Mgmt	For	For
1.3	Elect Director Kristi L. Rowsell	Mgmt	For	For
1.4	Elect Director Gunjan Chauhan	Mgmt	For	For
1.5	Elect Director Carolyn M. Clancy	Mgmt	For	For

Pernod Ricard SA

Meeting Date: 11/10/2022	Country: France	Ticker: RI	
Record Date: 11/08/2022	Meeting Type: Annual		
Primary Security ID: F72027109	Primary CUSIP: F72027109	Primary ISIN: FR0000120693	Primary SEDOL: 4682329

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 4.12 per Share	Mgmt	For	For
4	Reelect Patricia Barbizet as Director	Mgmt	For	For
5	Reelect Ian Gallienne as Director	Mgmt	For	Against
6	Renew Appointment of KPMG SA as Auditor	Mgmt	For	For
7	Acknowledge End of Mandate of Salustro Reydel as Alternate Auditor and Decision Not to Replace and Renew	Mgmt	For	For
8	Approve Compensation of Alexandre Ricard, Chairman and CEO	Mgmt	For	For
9	Approve Remuneration Policy of Alexandre Ricard, Chairman and CEO	Mgmt	For	For
10	Approve Compensation Report of Corporate Officers	Mgmt	For	For
11	Approve Remuneration Policy of Corporate Officers	Mgmt	For	For
12	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
13	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For

Pernod Ricard SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
14	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

Linde Plc

Meeting Date: 01/18/2023	Country: Ireland	Ticker: LIN	
Record Date: 01/16/2023	Meeting Type: Extraordinary Shareholders		
Primary Security ID: G5494J103	Primary CUSIP: G5494J103	Primary ISIN: IE00BZ12WP82	Primary SEDOL: BZ12WP8

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Scheme of Arrangement	Mgmt	For	For
2	Amend Articles of Association	Mgmt	For	For
3	Approve Common Draft Terms of Merger	Mgmt	For	For

Linde Plc

Meeting Date: 01/18/2023	Country: Ireland	Ticker: LIN	
Record Date: 01/16/2023	Meeting Type: Court		
Primary Security ID: G5494J103	Primary CUSIP: G5494J103	Primary ISIN: IE00BZ12WP82	Primary SEDOL: BZ12WP8

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Court Meeting	Mgmt		
1	Approve Scheme of Arrangement	Mgmt	For	For

Siemens AG

Meeting Date: 02/09/2023	Country: Germany	Ticker: SIE	
Record Date: 02/02/2023	Meeting Type: Annual		
Primary Security ID: D69671218	Primary CUSIP: D69671218	Primary ISIN: DE0007236101	Primary SEDOL: 5727973

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2021/22 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 4.25 per Share	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3.1	Approve Discharge of Management Board Member Roland Busch for Fiscal Year 2021/22	Mgmt	For	For
3.2	Approve Discharge of Management Board Member Cedrik Neike for Fiscal Year 2021/22	Mgmt	For	For
3.3	Approve Discharge of Management Board Member Matthias Rebellius for Fiscal Year 2021/22	Mgmt	For	For
3.4	Approve Discharge of Management Board Member Ralf Thomas for Fiscal Year 2021/22	Mgmt	For	For
3.5	Approve Discharge of Management Board Member Judith Wiese for Fiscal Year 2021/22	Mgmt	For	For
4.1	Approve Discharge of Supervisory Board Member Jim Snabe for Fiscal Year 2021/22	Mgmt	For	For
4.2	Approve Discharge of Supervisory Board Member Birgit Steinborn for Fiscal Year 2021/22	Mgmt	For	For
4.3	Approve Discharge of Supervisory Board Member Werner Brandt for Fiscal Year 2021/22	Mgmt	For	For
4.4	Approve Discharge of Supervisory Board Member Tobias Baeumler for Fiscal Year 2021/22	Mgmt	For	For
4.5	Approve Discharge of Supervisory Board Member Michael Diekmann for Fiscal Year 2021/22	Mgmt	For	For
4.6	Approve Discharge of Supervisory Board Member Andrea Fehrmann for Fiscal Year 2021/22	Mgmt	For	For
4.7	Approve Discharge of Supervisory Board Member Bettina Haller for Fiscal Year 2021/22	Mgmt	For	For
4.8	Approve Discharge of Supervisory Board Member Harald Kern for Fiscal Year 2021/22	Mgmt	For	For
4.9	Approve Discharge of Supervisory Board Member Juergen Kerner for Fiscal Year 2021/22	Mgmt	For	For
4.10	Approve Discharge of Supervisory Board Member Benoit Potier for Fiscal Year 2021/22	Mgmt	For	For
4.11	Approve Discharge of Supervisory Board Member Hagen Reimer for Fiscal Year 2021/22	Mgmt	For	For
4.12	Approve Discharge of Supervisory Board Member Norbert Reithofer for Fiscal Year 2021/22	Mgmt	For	For
4.13	Approve Discharge of Supervisory Board Member Kasper Roersted for Fiscal Year 2021/22	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.14	Approve Discharge of Supervisory Board Member Nemat Shafik for Fiscal Year 2021/22	Mgmt	For	For
4.15	Approve Discharge of Supervisory Board Member Nathalie von Siemens for Fiscal Year 2021/22	Mgmt	For	For
4.16	Approve Discharge of Supervisory Board Member Michael Sigmund for Fiscal Year 2021/22	Mgmt	For	For
4.17	Approve Discharge of Supervisory Board Member Dorothea Simon for Fiscal Year 2021/22	Mgmt	For	For
4.18	Approve Discharge of Supervisory Board Member Grazia Vittadini for Fiscal Year 2021/22	Mgmt	For	For
4.19	Approve Discharge of Supervisory Board Member Matthias Zachert for Fiscal Year 2021/22	Mgmt	For	For
4.20	Approve Discharge of Supervisory Board Member Gunnar Zukunft for Fiscal Year 2021/22	Mgmt	For	For
5	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2022/23	Mgmt	For	For
6	Approve Remuneration Report	Mgmt	For	For
7.1	Elect Werner Brandt to the Supervisory Board	Mgmt	For	For
7.2	Elect Regina Dugan to the Supervisory Board	Mgmt	For	For
7.3	Elect Keryn Lee James to the Supervisory Board	Mgmt	For	For
7.4	Elect Martina Merz to the Supervisory Board	Mgmt	For	For
7.5	Elect Benoit Potier to the Supervisory Board	Mgmt	For	For
7.6	Elect Nathalie von Siemens to the Supervisory Board	Mgmt	For	For
7.7	Elect Matthias Zachert to the Supervisory Board	Mgmt	For	For
8	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	Against
9	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For
10	Amend Articles Re: Registration in the Share Register	Mgmt	For	For

Meeting Date: 02/16/2023

Country: Germany

Ticker: IFX

Record Date: 02/09/2023

Meeting Type: Annual

Primary Security ID: D35415104

Primary CUSIP: D35415104

Primary ISIN: DE0006231004

Primary SEDOL: 5889505

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 0.32 per Share	Mgmt	For	For
3.1	Approve Discharge of Management Board Member Jochen Hanebeck for Fiscal Year 2022	Mgmt	For	For
3.2	Approve Discharge of Management Board Member Constanze Hufenbecher for Fiscal Year 2022	Mgmt	For	For
3.3	Approve Discharge of Management Board Member Sven Schneider for Fiscal Year 2022	Mgmt	For	For
3.4	Approve Discharge of Management Board Member Andreas Urschitz (from June 1, 2022) for Fiscal Year 2022	Mgmt	For	For
3.5	Approve Discharge of Management Board Member Rutger Wijburg (from April 1, 2022) for Fiscal Year 2022	Mgmt	For	For
3.6	Approve Discharge of Management Board Member Reinhard Ploss (until March 31, 2022) for Fiscal Year 2022	Mgmt	For	For
3.7	Approve Discharge of Management Board Member Helmut Gassel (until May 31, 2022) for Fiscal Year 2022	Mgmt	For	For
4.1	Approve Discharge of Supervisory Board Member Wolfgang Eder for Fiscal Year 2022	Mgmt	For	For
4.2	Approve Discharge of Supervisory Board Member Xiaoqun Clever for Fiscal Year 2022	Mgmt	For	For
4.3	Approve Discharge of Supervisory Board Member Johann Dechant for Fiscal Year 2022	Mgmt	For	For
4.4	Approve Discharge of Supervisory Board Member Friedrich Eichiner for Fiscal Year 2022	Mgmt	For	For
4.5	Approve Discharge of Supervisory Board Member Annette Engelfried for Fiscal Year 2022	Mgmt	For	For
4.6	Approve Discharge of Supervisory Board Member Peter Gruber for Fiscal Year 2022	Mgmt	For	For
4.7	Approve Discharge of Supervisory Board Member Hans-Ulrich Holdenried for Fiscal Year 2022	Mgmt	For	For

Infinion Technologies AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.8	Approve Discharge of Supervisory Board Member Susanne Lachenmann for Fiscal Year 2022	Mgmt	For	For
4.9	Approve Discharge of Supervisory Board Member Geraldine Picaud for Fiscal Year 2022	Mgmt	For	For
4.10	Approve Discharge of Supervisory Board Member Manfred Puffer for Fiscal Year 2022	Mgmt	For	For
4.11	Approve Discharge of Supervisory Board Member Melanie Riedl for Fiscal Year 2022	Mgmt	For	For
4.12	Approve Discharge of Supervisory Board Member Juergen Scholz for Fiscal Year 2022	Mgmt	For	For
4.13	Approve Discharge of Supervisory Board Member Ulrich Spiesshofer for Fiscal Year 2022	Mgmt	For	For
4.14	Approve Discharge of Supervisory Board Member Margret Suckale for Fiscal Year 2022	Mgmt	For	For
4.15	Approve Discharge of Supervisory Board Member Mirco Synde (from June 1, 2023) for Fiscal Year 2022	Mgmt	For	For
4.16	Approve Discharge of Supervisory Board Member Diana Vitale for Fiscal Year 2022	Mgmt	For	For
4.17	Approve Discharge of Supervisory Board Member Kerstin Schulzendorf (until May 31, 2022) for Fiscal Year 2022	Mgmt	For	For
5	Ratify KPMG AG as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Reports for the First Half of Fiscal Year 2023	Mgmt	For	For
6.1	Elect Herbert Diess to the Supervisory Board	Mgmt	For	For
6.2	Elect Klaus Helmrich to the Supervisory Board	Mgmt	For	For
7	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For
8	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For
9.1	Amend Article Re: Location of Annual Meeting	Mgmt	For	For
9.2	Approve Virtual-Only Shareholder Meetings Until 2028	Mgmt	For	For
9.3	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For
10	Approve Remuneration Policy	Mgmt	For	For

Infinion Technologies AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
11	Approve Remuneration Report	Mgmt	For	For

Banco Bilbao Vizcaya Argentaria SA

Meeting Date: 03/16/2023	Country: Spain	Ticker: BBVA	
Record Date: 03/12/2023	Meeting Type: Annual		
Primary Security ID: E11805103	Primary CUSIP: E11805103	Primary ISIN: ES0113211835	Primary SEDOL: 5501906

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For
1.2	Approve Non-Financial Information Statement	Mgmt	For	For
1.3	Approve Allocation of Income and Dividends	Mgmt	For	For
1.4	Approve Discharge of Board	Mgmt	For	For
2.1	Reelect Raul Catarino Galamba de Oliveira as Director	Mgmt	For	For
2.2	Reelect Lourdes Maiz Carro as Director	Mgmt	For	For
2.3	Reelect Ana Leonor Revenga Shanklin as Director	Mgmt	For	For
2.4	Reelect Carlos Vicente Salazar Lomelin as Director	Mgmt	For	For
2.5	Elect Sonia Lilia Dula as Director	Mgmt	For	For
3	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For
4	Approve Remuneration Policy	Mgmt	For	For
5	Fix Maximum Variable Compensation Ratio	Mgmt	For	For
6	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For
7	Advisory Vote on Remuneration Report	Mgmt	For	For

Nordea Bank Abp

Meeting Date: 03/23/2023	Country: Finland	Ticker: NDA.SE	
Record Date: 03/13/2023	Meeting Type: Annual		
Primary Security ID: X5S8VL105	Primary CUSIP: X5S8VL105	Primary ISIN: FI4000297767	Primary SEDOL: BYZF9J9

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Call the Meeting to Order	Mgmt		
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt		
4	Acknowledge Proper Convening of Meeting	Mgmt		
5	Prepare and Approve List of Shareholders	Mgmt		
6	Receive Financial Statements and Statutory Reports	Mgmt		
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For
8	Approve Allocation of Income and Dividends	Mgmt	For	For
9	Approve Discharge of Board and President	Mgmt	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
11	Approve Remuneration of Directors in the Amount of EUR 352,000 for Chairman, EUR 165,500 for Vice Chairman, and EUR 105,500 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
12	Determine Number of Members (10) and Deputy Members (1) of Board	Mgmt	For	For
13.a	Reelect Stephen Hester as Director (Chair)	Mgmt	For	For
13.b	Reelect Petra van Hoeken as Director	Mgmt	For	For
13.c	Reelect John Maltby as Director	Mgmt	For	For
13.d	Reelect Lene Skole as Director	Mgmt	For	For
13.e	Reelect Birger Steen as Director	Mgmt	For	For
13.f	Reelect Jonas Synnergren as Director	Mgmt	For	For
13.g	Reelect Arja Talma as Director	Mgmt	For	Against
13.h	Reelect Kjersti Wiklund as Director	Mgmt	For	For
13.i	Elect Risto Murto as Director	Mgmt	For	For
13.j	Elect Per Stromberg as Director	Mgmt	For	For
14	Approve Remuneration of Auditors	Mgmt	For	For
15	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For
16	Amend Articles Re: General Meeting Participation; General Meeting	Mgmt	For	Against

Nordea Bank Abp

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
17	Approve Issuance of Convertible Instruments without Preemptive Rights	Mgmt	For	For
18	Authorize Share Repurchase Program in the Securities Trading Business	Mgmt	For	For
19	Authorize Reissuance of Repurchased Shares	Mgmt	For	For
20	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
21	Approve Issuance of up to 30 Million Shares without Preemptive Rights	Mgmt	For	For
22	Close Meeting	Mgmt		

Banco Santander SA

Meeting Date: 03/30/2023

Country: Spain

Ticker: SAN

Record Date: 03/24/2023

Meeting Type: Annual

Primary Security ID: E19790109

Primary CUSIP: E19790109

Primary ISIN: ES0113900J37

Primary SEDOL: 5705946

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.A	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For
1.B	Approve Non-Financial Information Statement	Mgmt	For	For
1.C	Approve Discharge of Board	Mgmt	For	For
2	Approve Allocation of Income and Dividends	Mgmt	For	For
3.A	Fix Number of Directors at 15	Mgmt	For	For
3.B	Ratify Appointment of and Elect Hector Blas Grisi Checa as Director	Mgmt	For	For
3.C	Ratify Appointment of and Elect Glenn Hogan Hutchins as Director	Mgmt	For	For
3.D	Reelect Pamela Ann Walkden as Director	Mgmt	For	For
3.E	Reelect Ana Patricia Botin-Sanz de Sautuola y O'Shea as Director	Mgmt	For	For
3.F	Reelect Sol Daurella Comadran as Director	Mgmt	For	For
3.G	Reelect Gina Lorenza Diez Barroso Azcarraga as Director	Mgmt	For	For
3.H	Reelect Homaira Akbari as Director	Mgmt	For	For
4	Ratify Appointment of PricewaterhouseCoopers as Auditor	Mgmt	For	For
5.A	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For

Banco Santander SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5.B	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For
5.C	Authorize Share Repurchase Program	Mgmt	For	For
5.D	Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities up to EUR 10 Billion with Exclusion of Preemptive Rights up to 10 Percent of Capital	Mgmt	For	For
6.A	Approve Remuneration Policy	Mgmt	For	For
6.B	Approve Remuneration of Directors	Mgmt	For	For
6.C	Fix Maximum Variable Compensation Ratio	Mgmt	For	For
6.D	Approve Deferred Multiyear Objectives Variable Remuneration Plan	Mgmt	For	For
6.E	Approve Buy-out Policy	Mgmt	For	For
6.F	Advisory Vote on Remuneration Report	Mgmt	For	For
7	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For

UniCredit SpA

Meeting Date: 03/31/2023

Country: Italy

Ticker: UCG

Record Date: 03/22/2023

Meeting Type: Annual/Special

Primary Security ID: T9T23L642

Primary CUSIP: T9T23L642

Primary ISIN: IT0005239360

Primary SEDOL: BYMXPS7

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Allocation of Income	Mgmt	For	For
3	Approve Elimination of Negative Reserves	Mgmt	For	For
4	Authorize Share Repurchase Program	Mgmt	For	For
5	Approve Remuneration Policy	Mgmt	For	Against
6	Approve Second Section of the Remuneration Report	Mgmt	For	For
7	Approve 2023 Group Incentive System	Mgmt	For	For
8	Approve Fixed-Variable Compensation Ratio	Mgmt	For	For
9	Approve Decrease in Size of Board from 13 to 12	Mgmt	For	For
	Extraordinary Business	Mgmt		

UniCredit SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Authorize Board to Increase Capital to Service the 2017-2019 LTI Plan and Amend Capital Increases Authorizations to Service the 2018 to 2021 Group Incentive Systems	Mgmt	For	For
2	Authorize Board to Increase Capital to Service the 2022 Group Incentive System	Mgmt	For	For
3	Authorize Cancellation of Treasury Shares without Reduction of Share Capital	Mgmt	For	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	For

Nokia Oyj

Meeting Date: 04/04/2023	Country: Finland	Ticker: NOKIA
Record Date: 03/23/2023	Meeting Type: Annual	
Primary Security ID: X61873133	Primary CUSIP: X61873133	Primary ISIN: FI0009000681
		Primary SEDOL: 5902941

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Call the Meeting to Order	Mgmt		
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt		
4	Acknowledge Proper Convening of Meeting	Mgmt		
5	Prepare and Approve List of Shareholders	Mgmt		
6	Receive Financial Statements and Statutory Reports	Mgmt		
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For
8	Approve Allocation of Income and Dividends of EUR 0.12 Per Share	Mgmt	For	For
9	Approve Discharge of Board and President	Mgmt	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
11	Approve Remuneration of Directors in the Amount of EUR 440,000 to Chair, EUR 210,000 to Vice Chair and EUR 185,000 to Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For
12	Fix Number of Directors at Ten	Mgmt	For	For

Nokia Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
13.1	Reelect Sari Baldauf (Chair) as Director	Mgmt	For	For
13.2	Reelect Thomas Dannenfeldt as Director	Mgmt	For	For
13.3	Reelect Lisa Hook as Director	Mgmt	For	For
13.4	Reelect Jeanette Horan as Director	Mgmt	For	For
13.5	Reelect Thomas Saueressig as Director	Mgmt	For	For
13.6	Reelect Soren Skou (Vice Chair) as Director	Mgmt	For	For
13.7	Reelect Carla Smits-Nusteling as Director	Mgmt	For	For
13.8	Reelect Kai Oistamo as Director	Mgmt	For	For
13.9	Elect Timo Ahopelto as Director	Mgmt	For	For
13.10	Elect Elizabeth Crain as Director	Mgmt	For	For
14	Approve Remuneration of Auditor	Mgmt	For	For
15	Ratify Deloitte as Auditor	Mgmt	For	For
16	Authorize Share Repurchase Program	Mgmt	For	For
17	Approve Issuance of up to 550 Million Shares without Preemptive Rights	Mgmt	For	For
18	Close Meeting	Mgmt		

Deutsche Telekom AG

Meeting Date: 04/05/2023

Country: Germany

Ticker: DTE

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: D2035M136

Primary CUSIP: D2035M136

Primary ISIN: DE0005557508

Primary SEDOL: 5842359

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 0.70 per Share	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2023 and for the Review of the Interim Financial Statements for Fiscal Year 2023 and First Quarter of Fiscal Year 2024	Mgmt	For	For
6.1	Elect Harald Krueger to the Supervisory Board	Mgmt	For	For

Deutsche Telekom AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6.2	Elect Reinhard Ploss to the Supervisory Board	Mgmt	For	For
6.3	Elect Margret Suckale to the Supervisory Board	Mgmt	For	For
7	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	Against
8	Approve Remuneration Report	Mgmt	For	For

Koninklijke Ahold Delhaize NV

Meeting Date: 04/12/2023

Country: Netherlands

Ticker: AD

Record Date: 03/15/2023

Meeting Type: Annual

Primary Security ID: N0074E105

Primary CUSIP: N0074E105

Primary ISIN: NL0011794037

Primary SEDOL: BD0Q398

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt		
1	Open Meeting	Mgmt		
2	Receive Report of Management Board (Non-Voting)	Mgmt		
3	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt		
4	Adopt Financial Statements	Mgmt	For	For
5	Approve Dividends	Mgmt	For	For
6	Approve Remuneration Report	Mgmt	For	For
7	Approve Discharge of Management Board	Mgmt	For	For
8	Approve Discharge of Supervisory Board	Mgmt	For	For
9	Reelect Peter Agnefjall to Supervisory Board	Mgmt	For	For
10	Reelect Bill McEwan to Supervisory Board	Mgmt	For	For
11	Reelect Katie Doyle to Supervisory Board	Mgmt	For	For
12	Elect Julia Vander Ploeg to Supervisory Board	Mgmt	For	For
13	Reelect Frans Muller to Management Board	Mgmt	For	For
14	Elect JJ Fleeman to Management Board	Mgmt	For	For
15	Ratify KPMG Accountants N.V. as Auditors	Mgmt	For	For
16	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For

Koninklijke Ahold Delhaize NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
17	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For
18	Authorize Board to Acquire Common Shares	Mgmt	For	For
19	Approve Cancellation of Repurchased Shares	Mgmt	For	For
20	Close Meeting	Mgmt		

Stellantis NV

Meeting Date: 04/13/2023	Country: Netherlands	Ticker: STLAM
Record Date: 03/16/2023	Meeting Type: Annual	
Primary Security ID: N82405106	Primary CUSIP: N82405106	Primary ISIN: NL00150001Q9
		Primary SEDOL: BMD8KX7

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt		
1	Open Meeting	Mgmt		
2.a	Receive Report of Board of Directors (Non-Voting)	Mgmt		
2.b	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt		
2.c	Approve Remuneration Report Excluding Pre-Merger Legacy Matters	Mgmt	For	For
2.d	Approve Remuneration Report on the Pre-Merger Legacy Matters	Mgmt	For	For
2.e	Adopt Financial Statements and Statutory Reports	Mgmt	For	For
2.f	Approve Dividends of EUR 1.34 Per Share	Mgmt	For	For
2g	Approve Discharge of Directors	Mgmt	For	For
3	Elect Benoit Ribadeau-Dumas as Non-Executive Director	Mgmt	For	For
4.a	Ratify Ernst & Young Accountants LLP as Auditors for the Financial Year 2023	Mgmt	For	For
4.b	Ratify Deloitte Accountants B.V. as Auditors for the Financial Year 2024	Mgmt	For	For
5	Amend Remuneration Policy	Mgmt	For	For
6.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For
6.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For
7	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
8	Approve Cancellation of Common Shares	Mgmt	For	For

Stellantis NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
9	Close Meeting	Mgmt		

VINCI SA

Meeting Date: 04/13/2023	Country: France	Ticker: DG
Record Date: 04/11/2023	Meeting Type: Annual/Special	
Primary Security ID: F5879X108	Primary CUSIP: F5879X108	Primary ISIN: FR0000125486
		Primary SEDOL: B1XH026

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 4 per Share	Mgmt	For	For
4	Reelect Caroline Gregoire Sainte Marie as Director	Mgmt	For	For
5	Elect Carlos Aguilar as Director	Mgmt	For	For
6	Elect Annette Messemer as Director	Mgmt	For	For
7	Elect Dominique Muller as Representative of Employee Shareholders to the Board	Mgmt	For	For
8	Elect Agnes Daney de Marcillac as Representative of Employee Shareholders to the Board	Mgmt	For	Against
9	Elect Ronald Kouwenhoven as Representative of Employee Shareholders to the Board	Mgmt	For	Against
10	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
11	Approve Remuneration Policy of Directors	Mgmt	For	For
12	Approve Remuneration Policy of Xavier Huillard, Chairman and CEO	Mgmt	For	For
13	Approve Compensation Report	Mgmt	For	For
14	Approve Compensation of Xavier Huillard, Chairman and CEO	Mgmt	For	For
	Extraordinary Business	Mgmt		
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
16	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Mgmt	For	For

VINCI SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 300 Million	Mgmt	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 150 Million	Mgmt	For	For
19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 150 Million	Mgmt	For	For
20	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 17-19	Mgmt	For	For
21	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For
24	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees With Performance Conditions Attached	Mgmt	For	For
25	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

Airbus SE

Meeting Date: 04/19/2023

Country: Netherlands

Ticker: AIR

Record Date: 03/22/2023

Meeting Type: Annual

Primary Security ID: N0280G100

Primary CUSIP: N0280G100

Primary ISIN: NL0000235190

Primary SEDOL: 4012250

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt		
1	Open Meeting	Mgmt		
2.1	Discussion on Company's Corporate Governance Structure	Mgmt		
2.2	Receive Report on Business and Financial Statements	Mgmt		
2.3	Receive Explanation on Company's Dividend Policy	Mgmt		
3.1	Receive Board Report	Mgmt		

Airbus SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3.2	Discussion on Leading the Journey Towards Clean Aerospace	Mgmt		
3.3	Discuss Potential Long-Term Strategic and Technological Partnership with Evidian and Acquisition of a Minority Stake in Evidian	Mgmt		
4.1	Adopt Financial Statements	Mgmt	For	For
4.2	Approve Allocation of Income	Mgmt	For	For
4.3	Approve Discharge of Non-Executive Directors	Mgmt	For	For
4.4	Approve Discharge of Executive Directors	Mgmt	For	For
4.5	Ratify Ernst & Young Accountants LLP as Auditors	Mgmt	For	For
4.6	Approve Implementation of Remuneration Policy	Mgmt	For	For
4.7	Reelect Ralph D. Crosby, Jr. as Non-Executive Director	Mgmt	For	For
4.8	Reelect Mark Dunkerley as Non-Executive Director	Mgmt	For	For
4.9	Reelect Stephan Gemkow as Non-Executive Director	Mgmt	For	For
4.10	Elect Antony Wood as Non-Executive Director	Mgmt	For	For
4.11	Grant Board Authority to Issue Shares and Exclude Preemptive Rights for the Purpose of Employee Share Ownership Plans and Share-Related Long-Term Incentive Plans	Mgmt	For	For
4.12	Grant Board Authority to Issue Shares and Exclude Preemptive Rights for the Purpose of Company Funding	Mgmt	For	For
4.13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
4.14	Approve Cancellation of Repurchased Shares	Mgmt	For	For
5	Close Meeting	Mgmt		

Hermes International SCA

Meeting Date: 04/20/2023	Country: France	Ticker: RMS	
Record Date: 04/18/2023	Meeting Type: Annual/Special		
Primary Security ID: F48051100	Primary CUSIP: F48051100	Primary ISIN: FR0000052292	Primary SEDOL: 5253973

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		

Hermes International SCA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Discharge of General Managers	Mgmt	For	For
4	Approve Allocation of Income and Dividends of EUR 13 per Share	Mgmt	For	For
5	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	Against
6	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	Against
7	Approve Compensation Report of Corporate Officers	Mgmt	For	For
8	Approve Compensation of Axel Dumas, General Manager	Mgmt	For	For
9	Approve Compensation of Emile Hermes SAS, General Manager	Mgmt	For	For
10	Approve Compensation of Eric de Seynes, Chairman of the Supervisory Board	Mgmt	For	For
11	Approve Remuneration Policy of General Managers	Mgmt	For	For
12	Approve Remuneration Policy of Supervisory Board Members; Approve Remuneration of Supervisory Board Members in the Aggregate Amount of EUR 900,000	Mgmt	For	For
13	Reelect Dorothee Altmayer as Supervisory Board Member	Mgmt	For	Against
14	Reelect Monique Cohen as Supervisory Board Member	Mgmt	For	For
15	Reelect Renaud Mommeja as Supervisory Board Member	Mgmt	For	Against
16	Reelect Eric de Seynes as Supervisory Board Member	Mgmt	For	Against
17	Renew Appointment of PricewaterhouseCoopers Audit as Auditor	Mgmt	For	For
18	Renew Appointment of Grant Thornton Audit as Auditor	Mgmt	For	For
	Extraordinary Business	Mgmt		
19	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
20	Authorize Capitalization of Reserves of up to 40 Percent of Issued Capital for Bonus Issue or Increase in Par Value	Mgmt	For	For
21	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 40 Percent of Issued Capital	Mgmt	For	Against

Hermes International SCA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
22	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights With Binding Priority Right up to 40 Percent of Issued Capital	Mgmt	For	Against
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
24	Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to 20 Percent of Issued Capital	Mgmt	For	Against
25	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Against
26	Delegate Powers to the Management Board to Decide on Merger, Spin-Off Agreement and Acquisition	Mgmt	For	Against
27	Delegate Powers to the Management Board to Issue Shares up to 40 Percent of Issued Capital in Connection with Item 26 Above	Mgmt	For	Against
28	Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For
29	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

LVMH Moët Hennessy Louis Vuitton SE

Meeting Date: 04/20/2023

Country: France

Ticker: MC

Record Date: 04/18/2023

Meeting Type: Annual/Special

Primary Security ID: F58485115

Primary CUSIP: F58485115

Primary ISIN: FR0000121014

Primary SEDOL: 4061412

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 12.00 per Share	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	Against
5	Reelect Delphine Arnault as Director	Mgmt	For	Against
6	Reelect Antonio Belloni as Director	Mgmt	For	Against
7	Reelect Marie-Josée Kravis as Director	Mgmt	For	Against

LVMH Moët Hennessy Louis Vuitton SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8	Reelect Marie-Laure Sauty de Chalon as Director	Mgmt	For	For
9	Reelect Natacha Valla as Director	Mgmt	For	Against
10	Elect Laurent Mignon as Director	Mgmt	For	For
11	Renew Appointment of Lord Powell of Bayswater as Censor	Mgmt	For	Against
12	Appoint Diego Della Valle as Censor	Mgmt	For	Against
13	Approve Compensation Report of Corporate Officers	Mgmt	For	For
14	Approve Compensation of Bernard Arnault, Chairman and CEO	Mgmt	For	For
15	Approve Compensation of Antonio Belloni, Vice-CEO	Mgmt	For	For
16	Approve Remuneration Policy of Directors	Mgmt	For	For
17	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For
18	Approve Remuneration Policy of Vice-CEO	Mgmt	For	For
19	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
20	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
21	Authorize Capitalization of Reserves of Up to EUR 20 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For
22	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 20 Million	Mgmt	For	For
23	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights With Binding Priority Right up to Aggregate Nominal Amount of EUR 20 Million	Mgmt	For	For
24	Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to Aggregate Nominal Amount of EUR 20 Million	Mgmt	For	For
25	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	For
26	Authorize Capital Increase of Up to EUR 20 Million for Future Exchange Offers	Mgmt	For	For
27	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For

LVMH Moët Hennessy Louis Vuitton SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
28	Authorize up to 1 Percent of Issued Capital for Use in Stock Option Plans Reserved for Employees and Corporate Officers	Mgmt	For	For
29	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
30	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 20 Million	Mgmt	For	For

L'Oreal SA

Meeting Date: 04/21/2023	Country: France	Ticker: OR
Record Date: 04/19/2023	Meeting Type: Annual/Special	
Primary Security ID: F58149133	Primary CUSIP: F58149133	Primary ISIN: FR0000120321
		Primary SEDOL: 4057808

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 6 per Share and an Extra of EUR 0.60 per Share to Long Term Registered Shares	Mgmt	For	For
4	Reelect Sophie Bellon as Director	Mgmt	For	For
5	Reelect Fabienne Dulac as Director	Mgmt	For	For
6	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.7 Million	Mgmt	For	For
7	Approve Compensation Report of Corporate Officers	Mgmt	For	For
8	Approve Compensation of Jean-Paul Agon, Chairman of the Board	Mgmt	For	For
9	Approve Compensation of Nicolas Hieronimus, CEO	Mgmt	For	For
10	Approve Remuneration Policy of Directors	Mgmt	For	For
11	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For
12	Approve Remuneration Policy of CEO	Mgmt	For	Against
13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		

L'Oreal SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
14	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 149,852,237.36	Mgmt	For	For
15	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Mgmt	For	For
16	Authorize Capital Increase of up to 2 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For
17	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
18	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For
19	Approve Contribution in Kind of 25,383,118 Shares from Affaires Marche France et Domaines d'Excellence and Luxury of Retail, their Valuation and Remuneration	Mgmt	For	For
20	Approve Contribution in Kind of 1,277,836 Shares from l'Oreal International Distribution, its Valuation and Remuneration	Mgmt	For	For
21	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

ING Groep NV

Meeting Date: 04/24/2023

Country: Netherlands

Ticker: INGA

Record Date: 03/27/2023

Meeting Type: Annual

Primary Security ID: N4578E595

Primary CUSIP: N4578E595

Primary ISIN: NL0011821202

Primary SEDOL: BZ57390

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt		
1	Open Meeting	Mgmt		
2A	Receive Report of Executive Board (Non-Voting)	Mgmt		
2B	Receive Report of Supervisory Board (Non-Voting)	Mgmt		
2C	Approve Remuneration Report	Mgmt	For	For
2D	Adopt Financial Statements and Statutory Reports	Mgmt	For	For
3A	Receive Explanation on Dividend and Distribution Policy	Mgmt		
3B	Approve Dividends	Mgmt	For	For

ING Groep NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4A	Approve Discharge of Executive Board	Mgmt	For	For
4B	Approve Discharge of Supervisory Board	Mgmt	For	For
5	Ratify KPMG Accountants N.V. (KPMG) as Auditors	Mgmt	For	For
6	Reelect Tanate Phutrakul to Executive Board	Mgmt	For	For
7A	Elect Alexandra Reich to Supervisory Board	Mgmt	For	For
7B	Elect Karl Guha to Supervisory Board	Mgmt	For	For
7C	Reelect Herna Verhagen to Supervisory Board	Mgmt	For	For
7D	Reelect Mike Rees to Supervisory Board	Mgmt	For	For
8A	Grant Board Authority to Issue Shares Up to 40 Percent of Issued Capital	Mgmt	For	For
8B	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For
9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
10	Approve Cancellation of Repurchased Shares Pursuant to the Authority Under Item 9	Mgmt	For	For

Anheuser-Busch InBev SA/NV

Meeting Date: 04/26/2023

Country: Belgium

Ticker: ABI

Record Date: 04/12/2023

Meeting Type: Annual/Special

Primary Security ID: B639CJ108

Primary CUSIP: B639CJ108

Primary ISIN: BE0974293251

Primary SEDOL: BYYHL23

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual/Special Meeting Agenda	Mgmt		
A.1	Amend Articles Re: Composition Rules for the Board of Directors	Mgmt	For	For
B.2	Receive Directors' Reports (Non-Voting)	Mgmt		
B.3	Receive Auditors' Reports (Non-Voting)	Mgmt		
B.4	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt		
B.5	Approve Financial Statements, Allocation of Income and Dividends of EUR 0.75 per Share	Mgmt	For	For
B.6	Approve Discharge of Directors	Mgmt	For	For

Anheuser-Busch InBev SA/NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
B.7	Approve Discharge of Auditors	Mgmt	For	For
B.8.a	Elect Aradhana Sarin as Independent Director	Mgmt	For	For
B.8.b	Elect Dirk Van de Put as Independent Director	Mgmt	For	For
B.8.c	Elect Lynne Biggar as Independent Director	Mgmt	For	For
B.8.d	Reelect Sabine Chalmers as Director	Mgmt	For	Against
B.8.e	Reelect Claudio Garcia as Director	Mgmt	For	Against
B.8.f	Elect Heloisa Sicupira as Director	Mgmt	For	Against
B.8.g	Reelect Martin J. Barrington as Restricted Share Director	Mgmt	For	Against
B.8.h	Reelect Alejandro Santo Domingo as Restricted Share Director	Mgmt	For	Against
B.8.i	Elect Salvatore Mancuso as Restricted Share Director	Mgmt	For	Against
B.9	Approve Remuneration Report	Mgmt	For	Against
C.10	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Mgmt	For	For

ASML Holding NV

Meeting Date: 04/26/2023	Country: Netherlands	Ticker: ASML
Record Date: 03/29/2023	Meeting Type: Annual	
Primary Security ID: N07059202	Primary CUSIP: N07059202	Primary ISIN: NL0010273215
		Primary SEDOL: B929F46

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt		
1	Open Meeting	Mgmt		
2	Discuss the Company's Business, Financial Situation and Sustainability	Mgmt		
3a	Approve Remuneration Report	Mgmt	For	For
3b	Adopt Financial Statements and Statutory Reports	Mgmt	For	For
3c	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt		
3d	Approve Dividends	Mgmt	For	For
4a	Approve Discharge of Management Board	Mgmt	For	For
4b	Approve Discharge of Supervisory Board	Mgmt	For	For

ASML Holding NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Approve Number of Shares for Management Board	Mgmt	For	For
6a	Amend Remuneration Policy for the Supervisory Board	Mgmt	For	For
6b	Amend Remuneration of the Members of the Supervisory Board	Mgmt	For	For
7	Receive Information on the Composition of the Management Board and Announce Intention to Appoint W.R. Allan to Management Board	Mgmt		
8	Elect N.S. Andersen to Supervisory Board	Mgmt	For	For
8b	Elect J.P. de Kreij to Supervisory Board	Mgmt	For	For
8c	Discuss Composition of the Supervisory Board	Mgmt		
9	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	Mgmt	For	For
10a	Grant Board Authority to Issue Shares Up to 5 Percent of Issued Capital Plus Additional 5 Percent in Case of Merger or Acquisition	Mgmt	For	For
10b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For
11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
12	Authorize Cancellation of Repurchased Shares	Mgmt	For	For
13	Other Business (Non-Voting)	Mgmt		
14	Close Meeting	Mgmt		

AXA SA

Meeting Date: 04/27/2023

Country: France

Ticker: CS

Record Date: 04/25/2023

Meeting Type: Annual/Special

Primary Security ID: F06106102

Primary CUSIP: F06106102

Primary ISIN: FR0000120628

Primary SEDOL: 7088429

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 1.70 per Share	Mgmt	For	For
4	Approve Compensation Report of Corporate Officers	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Approve Compensation of Denis Duverne, Chairman of the Board until April 28, 2022	Mgmt	For	For
6	Approve Compensation of Antoine Gosset-Grainville, Chairman of the Board since April 28, 2022	Mgmt	For	For
7	Approve Compensation of Thomas Buberl, CEO	Mgmt	For	For
8	Approve Remuneration Policy of CEO	Mgmt	For	For
9	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For
10	Approve Remuneration Policy of Directors	Mgmt	For	For
11	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For
12	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
13	Authorize Capitalization of Reserves of Up to EUR 1 Billion for Bonus Issue or Increase in Par Value	Mgmt	For	For
14	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 2 Billion	Mgmt	For	For
15	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 500 Million	Mgmt	For	For
16	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 500 Million	Mgmt	For	For
17	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	For
18	Authorize Capital Increase of Up to EUR 500 Million for Future Exchange Offers	Mgmt	For	For
19	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For
20	Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities without Preemptive Rights for Up to EUR 500 Million	Mgmt	For	For
21	Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities with Preemptive Rights for Up to EUR 2 Billion	Mgmt	For	For

AXA SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For
24	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
25	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

BASF SE

Meeting Date: 04/27/2023	Country: Germany	Ticker: BAS	
Record Date: 04/20/2023	Meeting Type: Annual		
Primary Security ID: D06216317	Primary CUSIP: D06216317	Primary ISIN: DE000BASF111	Primary SEDOL: 5086577

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 3.40 per Share	Mgmt	For	For
3	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For
4	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For
5	Ratify KPMG AG as Auditors for Fiscal Year 2023	Mgmt	For	For
6	Approve Remuneration Report	Mgmt	For	For
7	Amend Articles Re: Electronic Participation	Mgmt	For	For
8	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For
9	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For

CRH Plc

Meeting Date: 04/27/2023	Country: Ireland	Ticker: CRH	
Record Date: 04/23/2023	Meeting Type: Annual		
Primary Security ID: G25508105	Primary CUSIP: G25508105	Primary ISIN: IE0001827041	Primary SEDOL: 0182704

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Final Dividend	Mgmt	For	For
3	Approve Remuneration Report	Mgmt	For	For
4a	Re-elect Richie Boucher as Director	Mgmt	For	For
4b	Re-elect Caroline Dowling as Director	Mgmt	For	For
4c	Re-elect Richard Fearon as Director	Mgmt	For	Against
4d	Re-elect Johan Karlstrom as Director	Mgmt	For	For
4e	Re-elect Shaun Kelly as Director	Mgmt	For	For
4f	Elect Badar Khan as Director	Mgmt	For	For
4g	Re-elect Lamar McKay as Director	Mgmt	For	For
4h	Re-elect Albert Manifold as Director	Mgmt	For	For
4i	Re-elect Jim Mintern as Director	Mgmt	For	For
4j	Re-elect Gillian Platt as Director	Mgmt	For	For
4k	Re-elect Mary Rhinehart as Director	Mgmt	For	For
4l	Re-elect Siobhan Talbot as Director	Mgmt	For	For
4m	Elect Christina Verchere as Director	Mgmt	For	For
5	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For
6	Ratify Deloitte Ireland LLP as Auditors	Mgmt	For	For
7	Authorise Issue of Equity	Mgmt	For	For
8	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
9	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
10	Authorise Reissuance of Treasury Shares	Mgmt	For	For

Danone SA

Meeting Date: 04/27/2023

Country: France

Ticker: BN

Record Date: 04/25/2023

Meeting Type: Annual/Special

Primary Security ID: F12033134

Primary CUSIP: F12033134

Primary ISIN: FR0000120644

Primary SEDOL: B1Y9TB3

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 2 per Share	Mgmt	For	For
4	Reelect Valerie Chapoulaud-Floquet as Director	Mgmt	For	For
5	Reelect Gilles Schnepf as Director	Mgmt	For	For
6	Ratify Appointment of Gilbert Ghostine as Director Following Resignation of Guido Barilla	Mgmt	For	For
7	Ratify Appointment of Lise Kingo as Director Following Resignation of Cecile Cabanis	Mgmt	For	For
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For
9	Approve Compensation of Antoine de Saint-Affrique, CEO	Mgmt	For	For
10	Approve Compensation of Gilles Schnepf, Chairman of the Board	Mgmt	For	For
11	Approve Remuneration Policy of Executive Corporate Officers	Mgmt	For	For
12	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For
13	Approve Remuneration Policy of Directors	Mgmt	For	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
15	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 50 Million	Mgmt	For	For
16	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights with Binding Priority Right up to Aggregate Nominal Amount of EUR 16.9 Million	Mgmt	For	For
17	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Item 16	Mgmt	For	For
18	Authorize Capital Increase of Up to EUR 16.9 Million for Future Exchange Offers	Mgmt	For	For
19	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For
20	Authorize Capitalization of Reserves of Up to EUR 42 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For

Danone SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For
23	Authorize up to 0.5 Percent of Issued Capital for Use in Restricted Stock Plans with Performance Conditions Attached	Mgmt	For	For
24	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
	Ordinary Business	Mgmt		
25	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For
26	Elect Sanjiv Mehta as Director	Mgmt	For	For

Flutter Entertainment Plc

Meeting Date: 04/27/2023

Country: Ireland

Ticker: FLTR

Record Date: 04/23/2023

Meeting Type: Annual

Primary Security ID: G3643J108

Primary CUSIP: G3643J108

Primary ISIN: IE00BWT6H894

Primary SEDOL: BWXC0Z1

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	For
3	Approve Remuneration Policy	Mgmt	For	For
4A	Elect Paul Edgecliffe-Johnson as Director	Mgmt	For	For
4B	Elect Carolan Lennon as Director	Mgmt	For	For
5A	Re-elect Nancy Cruickshank as Director	Mgmt	For	For
5B	Re-elect Nancy Dubuc as Director	Mgmt	For	For
5C	Re-elect Richard Flint as Director	Mgmt	For	For
5D	Re-elect Alfred Hurley Jr as Director	Mgmt	For	For
5E	Re-elect Peter Jackson as Director	Mgmt	For	For
5F	Re-elect Holly Koeppl as Director	Mgmt	For	For
5G	Re-elect David Lazzarato as Director	Mgmt	For	For
5H	Re-elect Gary McGann as Director	Mgmt	For	For
5I	Re-elect Atif Rafiq as Director	Mgmt	For	For

Flutter Entertainment Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5J	Re-elect Mary Turner as Director	Mgmt	For	For
6	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For
7	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Against
8	Authorise Issue of Equity	Mgmt	For	For
9A	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
9B	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Specified Capital Investment	Mgmt	For	For
10	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
11	Authorise the Company to Determine the Price Range at which Treasury Shares may be Re-issued Off-Market	Mgmt	For	For
12	Approve Long Term Incentive Plan	Mgmt	For	For
13	Amend Restricted Share Plan	Mgmt	For	For
14	Adopt New Articles of Association	Mgmt	For	For

Kering SA

Meeting Date: 04/27/2023

Country: France

Ticker: KER

Record Date: 04/25/2023

Meeting Type: Annual/Special

Primary Security ID: F5433L103

Primary CUSIP: F5433L103

Primary ISIN: FR0000121485

Primary SEDOL: 5505072

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 14 per Share	Mgmt	For	For
4	Approve Compensation Report of Corporate Officers	Mgmt	For	For
5	Approve Compensation of Francois-Henri Pinault, Chairman and CEO	Mgmt	For	Against
6	Approve Compensation of Jean-Francois Palus, Vice-CEO	Mgmt	For	For
7	Approve Remuneration Policy of Executive Corporate Officers	Mgmt	For	For

Kering SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8	Approve Remuneration Policy of Directors	Mgmt	For	For
9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
10	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
11	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 200 Million	Mgmt	For	For
12	Authorize Capitalization of Reserves of Up to EUR 200 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For
13	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 50 Million	Mgmt	For	For
14	Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Investors or Restricted Number of Investors, up to Aggregate Nominal Amount of EUR 50 Million	Mgmt	For	For
15	Authorize Board to Set Issue Price for 5 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights Under Items 13 and 14	Mgmt	For	For
16	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 11, 13 and 14	Mgmt	For	For
17	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For
18	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For
20	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

Bayer AG

Meeting Date: 04/28/2023

Country: Germany

Ticker: BAYN

Record Date: 04/21/2023

Meeting Type: Annual

Primary Security ID: D0712D163

Primary CUSIP: D0712D163

Primary ISIN: DE000BAY0017

Primary SEDOL: 5069211

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of EUR 2.40 per Share for Fiscal Year 2022	Mgmt	For	For
2	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For
3	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For
4.1	Elect Norbert Winkeljohann to the Supervisory Board	Mgmt	For	For
4.2	Elect Kimberly Mathisen to the Supervisory Board	Mgmt	For	For
5	Approve Remuneration Report	Mgmt	For	Abstain
6	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For
7	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For
8	Ratify Deloitte GmbH as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Reports for the First Half of Fiscal Year 2023	Mgmt	For	For
9	Voting Instructions for Motions or Nominations by Shareholders that are not Made Accessible Before the AGM and that are Made or Amended in the Course of the AGM	Mgmt	None	Against

Iberdrola SA

Meeting Date: 04/28/2023	Country: Spain	Ticker: IBE
Record Date: 04/21/2023	Meeting Type: Annual	
Primary Security ID: E6165F166	Primary CUSIP: E6165F166	Primary ISIN: ES0144580Y14
		Primary SEDOL: B288C92

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For
2	Approve Consolidated and Standalone Management Reports	Mgmt	For	For
3	Approve Non-Financial Information Statement	Mgmt	For	For
4	Approve Discharge of Board	Mgmt	For	For
5	Amend Preamble and Heading of the Preliminary Title of the Bylaws	Mgmt	For	For

Iberdrola SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6	Amend Articles Re: Corporate Structure of the Iberdrola Group	Mgmt	For	For
7	Amend Article 8 Re: Internal Regulations and Compliance System	Mgmt	For	For
8	Approve Engagement Dividend	Mgmt	For	For
9	Approve Allocation of Income and Dividends	Mgmt	For	For
10	Approve Scrip Dividends	Mgmt	For	For
11	Approve Scrip Dividends	Mgmt	For	For
12	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For
13	Advisory Vote on Remuneration Report	Mgmt	For	For
14	Approve Restricted Stock Plan	Mgmt	For	For
15	Reelect Maria Helena Antolin Raybaud as Director	Mgmt	For	For
16	Ratify Appointment of and Elect Armando Martinez Martinez as Director	Mgmt	For	For
17	Reelect Manuel Moreu Munaiz as Director	Mgmt	For	For
18	Reelect Sara de la Rica Goiricelaya as Director	Mgmt	For	For
19	Reelect Xabier Sagredo Ormaza as Director	Mgmt	For	For
20	Reelect Jose Ignacio Sanchez Galan as Director	Mgmt	For	For
21	Fix Number of Directors at 14	Mgmt	For	For
22	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For

Intesa Sanpaolo SpA

Meeting Date: 04/28/2023

Country: Italy

Ticker: ISP

Record Date: 04/19/2023

Meeting Type: Annual

Primary Security ID: T55067101

Primary CUSIP: T55067101

Primary ISIN: IT0000072618

Primary SEDOL: 4076836

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1a	Accept Financial Statements and Statutory Reports	Mgmt	For	For
1b	Approve Allocation of Income	Mgmt	For	For
2a	Approve Remuneration Policy	Mgmt	For	Against
2b	Approve Second Section of the Remuneration Report	Mgmt	For	For

Intesa Sanpaolo SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2c	Approve Annual Incentive Plan	Mgmt	For	For
3a	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Incentive Plans	Mgmt	For	For
3b	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	For

Air Liquide SA

Meeting Date: 05/03/2023

Country: France

Ticker: AI

Record Date: 04/28/2023

Meeting Type: Annual/Special

Primary Security ID: F01764103

Primary CUSIP: F01764103

Primary ISIN: FR0000120073

Primary SEDOL: B1YXBJ7

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 2.95 per Share	Mgmt	For	For
4	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
5	Elect Catherine Guillouard as Director	Mgmt	For	For
6	Elect Christina Law as Director	Mgmt	For	For
7	Elect Alexis Perakis-Valat as Director	Mgmt	For	For
8	Elect Michael H. Thaman as Director	Mgmt	For	For
9	Ratify Appointment of Monica de Virgiliis as Director	Mgmt	For	For
10	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For
11	Approve Compensation of Benoit Potier, Chairman and CEO from January 1, 2022 to May 31, 2022	Mgmt	For	For
12	Approve Compensation of Francois Jackow, CEO from June 1, 2022 to December 31, 2022	Mgmt	For	For
13	Approve Compensation of Benoit Potier, Chairman of the Board from June 1, 2022 to December 31, 2022	Mgmt	For	For
14	Approve Compensation Report of Corporate Officers	Mgmt	For	For

Air Liquide SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
15	Approve Remuneration Policy of CEO	Mgmt	For	For
16	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For
17	Approve Remuneration Policy of Directors	Mgmt	For	For
	Extraordinary Business	Mgmt		
18	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
19	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 470 Million	Mgmt	For	For
20	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	For
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For
	Ordinary Business	Mgmt		
23	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

Mercedes-Benz Group AG

Meeting Date: 05/03/2023

Country: Germany

Ticker: MBG

Record Date: 04/28/2023

Meeting Type: Annual

Primary Security ID: D1668R123

Primary CUSIP: D1668R123

Primary ISIN: DE0007100000

Primary SEDOL: 5529027

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 5.20 per Share	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For
5.1	Ratify KPMG AG as Auditors for Fiscal Year 2023	Mgmt	For	For

Mercedes-Benz Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5.2	Ratify PricewaterhouseCoopers GmbH as Auditors for the 2024 Interim Financial Statements until the 2024 AGM	Mgmt	For	For
5.3	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements after the 2024 AGM	Mgmt	For	For
6	Elect Stefan Pierer to the Supervisory Board	Mgmt	For	Against
7	Approve Remuneration of Supervisory Board	Mgmt	For	For
8	Approve Remuneration Policy	Mgmt	For	For
9	Approve Remuneration Report	Mgmt	For	Abstain
10	Approve Creation of EUR 1 Billion Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For
11	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For
12	Amend Articles Re: Participation of Supervisory Board Members in the Virtual Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For

Allianz SE

Meeting Date: 05/04/2023

Country: Germany

Ticker: ALV

Record Date: 04/27/2023

Meeting Type: Annual

Primary Security ID: D03080112

Primary CUSIP: D03080112

Primary ISIN: DE0008404005

Primary SEDOL: 5231485

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 11.40 per Share	Mgmt	For	For
3.1	Approve Discharge of Management Board Member Oliver Baete for Fiscal Year 2022	Mgmt	For	For
3.2	Approve Discharge of Management Board Member Sergio Balbinot for Fiscal Year 2022	Mgmt	For	For
3.3	Approve Discharge of Management Board Member Sirma Boshnakova for Fiscal Year 2022	Mgmt	For	For
3.4	Approve Discharge of Management Board Member Barbara Karuth-Zelle for Fiscal Year 2022	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3.5	Approve Discharge of Management Board Member Klaus-Peter Roehler for Fiscal Year 2022	Mgmt	For	For
3.6	Approve Discharge of Management Board Member Ivan de la Sota for Fiscal Year 2022	Mgmt	For	For
3.7	Approve Discharge of Management Board Member Giulio Terzariol for Fiscal Year 2022	Mgmt	For	For
3.8	Approve Discharge of Management Board Member Guenther Thallinger for Fiscal Year 2022	Mgmt	For	For
3.9	Approve Discharge of Management Board Member Christopher Townsend for Fiscal Year 2022	Mgmt	For	For
3.10	Approve Discharge of Management Board Member Renate Wagner for Fiscal Year 2022	Mgmt	For	For
3.11	Approve Discharge of Management Board Member Andreas Wimmer for Fiscal Year 2022	Mgmt	For	For
4.1	Approve Discharge of Supervisory Board Member Michael Diekmann for Fiscal Year 2022	Mgmt	For	For
4.2	Approve Discharge of Supervisory Board Member Gabriele Burkhardt-Berg for Fiscal Year 2022	Mgmt	For	For
4.3	Approve Discharge of Supervisory Board Member Herbert Hainer for Fiscal Year 2022	Mgmt	For	For
4.4	Approve Discharge of Supervisory Board Member Sophie Boissard for Fiscal Year 2022	Mgmt	For	For
4.5	Approve Discharge of Supervisory Board Member Christine Bosse for Fiscal Year 2022	Mgmt	For	For
4.6	Approve Discharge of Supervisory Board Member Rashmy Chatterjee for Fiscal Year 2022	Mgmt	For	For
4.7	Approve Discharge of Supervisory Board Member Friedrich Eichiner for Fiscal Year 2022	Mgmt	For	For
4.8	Approve Discharge of Supervisory Board Member Jean-Claude Le Goer for Fiscal Year 2022	Mgmt	For	For
4.9	Approve Discharge of Supervisory Board Member Martina Grundler for Fiscal Year 2022	Mgmt	For	For
4.10	Approve Discharge of Supervisory Board Member Godfrey Hayward for Fiscal Year 2022	Mgmt	For	For
4.11	Approve Discharge of Supervisory Board Member Frank Kirsch for Fiscal Year 2022	Mgmt	For	For

Allianz SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.12	Approve Discharge of Supervisory Board Member Juergen Lawrenz for Fiscal Year 2022	Mgmt	For	For
4.13	Approve Discharge of Supervisory Board Member Primiano Di Paolo for Fiscal Year 2022	Mgmt	For	For
4.14	Approve Discharge of Supervisory Board Member Jim Hagemann Snabe for Fiscal Year 2022	Mgmt	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2023	Mgmt	For	For
6	Approve Remuneration Report	Mgmt	For	Abstain
7	Approve Remuneration of Supervisory Board	Mgmt	For	For
8	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For
9	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For
10	Amend Article Re: Location of Annual Meeting	Mgmt	For	For

Deutsche Post AG

Meeting Date: 05/04/2023	Country: Germany	Ticker: DPW
Record Date: 04/28/2023	Meeting Type: Annual	
Primary Security ID: D19225107	Primary CUSIP: D19225107	Primary ISIN: DE0005552004
		Primary SEDOL: 4617859

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 1.85 per Share	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For
5.1	Elect Katrin Suder to the Supervisory Board	Mgmt	For	For
5.2	Reelect Mario Daberkow to the Supervisory Board	Mgmt	For	For
6	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For

Deutsche Post AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For
8	Approve Remuneration Report	Mgmt	For	For
9.1	Amend Article Re: Location of Annual Meeting	Mgmt	For	For
9.2	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For
9.3	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For

Schneider Electric SE

Meeting Date: 05/04/2023	Country: France	Ticker: SU
Record Date: 05/02/2023	Meeting Type: Annual/Special	
Primary Security ID: F86921107	Primary CUSIP: F86921107	Primary ISIN: FR0000121972
		Primary SEDOL: 4834108

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Treatment of Losses and Dividends of EUR 3.15 per Share	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For
5	Approve Compensation Report of Corporate Officers	Mgmt	For	For
6	Approve Compensation of Jean-Pascal Tricoire, Chairman and CEO	Mgmt	For	Against
7	Approve Remuneration Policy of Jean-Pascal Tricoire, Chairman and CEO from January 1, 2023 until May 3, 2023	Mgmt	For	For
8	Approve Remuneration Policy of Peter Herweck, CEO since May 4, 2023	Mgmt	For	For
9	Approve Remuneration Policy of Jean-Pascal Tricoire, Chairman of the Board since May 4, 2023	Mgmt	For	For
10	Approve Remuneration of Directors in the Aggregate Amount of EUR 2.8 Million	Mgmt	For	For
11	Approve Remuneration Policy of Directors	Mgmt	For	For

Schneider Electric SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
12	Reelect Leo Apotheker as Director	Mgmt	For	For
13	Reelect Gregory Spierkel as Director	Mgmt	For	For
14	Reelect Lip-Bu Tan as Director	Mgmt	For	For
15	Elect Abhay Parasnis as Director	Mgmt	For	For
16	Elect Giulia Chierchia as Director	Mgmt	For	For
17	Approve Company's Climate Transition Plan	Mgmt	For	For
18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
19	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 800 Million	Mgmt	For	For
20	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 224 Million	Mgmt	For	For
21	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 120 Million	Mgmt	For	For
22	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 19-21	Mgmt	For	For
23	Authorize Capital Increase of up to 9.81 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For
24	Authorize Capitalization of Reserves of Up to EUR 800 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For
27	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
	Ordinary Business	Mgmt		
28	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

Muenchener Rueckversicherungs-Gesellschaft AG

Meeting Date: 05/05/2023

Country: Germany

Ticker: MUV2

Record Date: 04/28/2023

Meeting Type: Annual

Primary Security ID: D55535104

Primary CUSIP: D55535104

Primary ISIN: DE0008430026

Primary SEDOL: 5294121

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 11.60 per Share	Mgmt	For	For
3.1	Approve Discharge of Management Board Member Joachim Wenning for Fiscal Year 2022	Mgmt	For	For
3.2	Approve Discharge of Management Board Member Thomas Blunck for Fiscal Year 2022	Mgmt	For	For
3.3	Approve Discharge of Management Board Member Nicholas Gartside for Fiscal Year 2022	Mgmt	For	For
3.4	Approve Discharge of Management Board Member Stefan Golling for Fiscal Year 2022	Mgmt	For	For
3.5	Approve Discharge of Management Board Member Doris Hoepke (until April 30, 2022) for Fiscal Year 2022	Mgmt	For	For
3.6	Approve Discharge of Management Board Member Christoph Jurecka for Fiscal Year 2022	Mgmt	For	For
3.7	Approve Discharge of Management Board Member Torsten Jeworrek for Fiscal Year 2022	Mgmt	For	For
3.8	Approve Discharge of Management Board Member Achim Kassow for Fiscal Year 2022	Mgmt	For	For
3.9	Approve Discharge of Management Board Member Clarisse Kopf (from Dec. 1, 2022) for Fiscal Year 2022	Mgmt	For	For
3.10	Approve Discharge of Management Board Member Markus Riess for Fiscal Year 2022	Mgmt	For	For
4.1	Approve Discharge of Supervisory Board Member Nikolaus von Bomhard for Fiscal Year 2022	Mgmt	For	For
4.2	Approve Discharge of Supervisory Board Member Anne Horstmann for Fiscal Year 2022	Mgmt	For	For
4.3	Approve Discharge of Supervisory Board Member Ann-Kristin Achleitner for Fiscal Year 2022	Mgmt	For	For
4.4	Approve Discharge of Supervisory Board Member Clement Booth for Fiscal Year 2022	Mgmt	For	For
4.5	Approve Discharge of Supervisory Board Member Ruth Brown for Fiscal Year 2022	Mgmt	For	For

Muenchener Rueckversicherung-Gesellschaft AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.6	Approve Discharge of Supervisory Board Member Stephan Eberl for Fiscal Year 2022	Mgmt	For	For
4.7	Approve Discharge of Supervisory Board Member Frank Fassin for Fiscal Year 2022	Mgmt	For	For
4.8	Approve Discharge of Supervisory Board Member Ursula Gather for Fiscal Year 2022	Mgmt	For	For
4.9	Approve Discharge of Supervisory Board Member Gerd Haeusler for Fiscal Year 2022	Mgmt	For	For
4.10	Approve Discharge of Supervisory Board Member Angelika Herzog for Fiscal Year 2022	Mgmt	For	For
4.11	Approve Discharge of Supervisory Board Member Renata Bruengger for Fiscal Year 2022	Mgmt	For	For
4.12	Approve Discharge of Supervisory Board Member Stefan Kaindl for Fiscal Year 2022	Mgmt	For	For
4.13	Approve Discharge of Supervisory Board Member Carinne Knoche-Brouillon for Fiscal Year 2022	Mgmt	For	For
4.14	Approve Discharge of Supervisory Board Member Gabriele Muecke for Fiscal Year 2022	Mgmt	For	For
4.15	Approve Discharge of Supervisory Board Member Ulrich Plottke for Fiscal Year 2022	Mgmt	For	For
4.16	Approve Discharge of Supervisory Board Member Manfred Rassy for Fiscal Year 2022	Mgmt	For	For
4.17	Approve Discharge of Supervisory Board Member Gabriele Sinz-Toporzyssek (until Jan. 31, 2022) for Fiscal Year 2022	Mgmt	For	For
4.18	Approve Discharge of Supervisory Board Member Carsten Spohr for Fiscal Year 2022	Mgmt	For	For
4.19	Approve Discharge of Supervisory Board Member Karl-Heinz Streibich for Fiscal Year 2022	Mgmt	For	For
4.20	Approve Discharge of Supervisory Board Member Markus Wagner (from Feb. 1, 2022) for Fiscal Year 2022	Mgmt	For	For
4.21	Approve Discharge of Supervisory Board Member Maximilian Zimmerer for Fiscal Year 2022	Mgmt	For	For
5	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2023 and for the Review of the Interim Financial Statements for Fiscal Year 2023 and First Quarter of Fiscal Year 2024	Mgmt	For	For
6	Approve Remuneration Report	Mgmt	For	For

Muenchener Rueckversicherungs-Gesellschaft AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7.1	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For
7.2	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For
7.3	Amend Articles Re: Editorial Changes	Mgmt	For	For
8	Amend Articles Re: Registration in the Share Register	Mgmt	For	For

Enel SpA

Meeting Date: 05/10/2023	Country: Italy	Ticker: ENEL
Record Date: 04/28/2023	Meeting Type: Annual	
Primary Security ID: T3679P115	Primary CUSIP: T3679P115	Primary ISIN: IT0003128367
		Primary SEDOL: 7144569

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
	Management Proposals	Mgmt		
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Allocation of Income	Mgmt	For	For
3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
4	Fix Number of Directors	Mgmt	For	For
5	Fix Board Terms for Directors	Mgmt	For	For
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt		
6.1	Slate 1 Submitted by Ministry of Economy and Finance	SH	None	Against
6.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For
6.3	Slate 3 Submitted by Covalis Capital LLP and Covalis (Gibraltar) Ltd.	SH	None	Against
	Shareholder Proposal Submitted by Ministry of Economy and Finance	Mgmt		
7.1	Elect Paolo Scaroni as Board Chair	SH	None	Against
	Shareholder Proposal Submitted by Covalis Capital LLP and Covalis (Gibraltar) Ltd.	Mgmt		
7.2	Elect Marco Mazzucchelli as Board Chair	SH	None	For
	Management Proposals	Mgmt		
8	Approve Remuneration of Directors	Mgmt	For	For

Enel SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
9	Approve Long Term Incentive Plan 2023	Mgmt	For	For
10.1	Approve Remuneration Policy	Mgmt	For	Abstain
10.2	Approve Second Section of the Remuneration Report	Mgmt	For	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	For

Eni SpA

Meeting Date: 05/10/2023	Country: Italy	Ticker: ENI
Record Date: 04/28/2023	Meeting Type: Annual/Special	
Primary Security ID: T3643A145	Primary CUSIP: T3643A145	Primary ISIN: IT0003132476
		Primary SEDOL: 7145056

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
	Management Proposals	Mgmt		
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Allocation of Income	Mgmt	For	For
3	Fix Number of Directors	Mgmt	For	For
4	Fix Board Terms for Directors	Mgmt	For	For
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt		
5.1	Slate Submitted by Ministry of Economy and Finance	SH	None	For
5.2	Slate Submitted by Institutional Investors (Assogestioni)	SH	None	Against
	Shareholder Proposals Submitted by Ministry of Economy and Finance	Mgmt		
6	Elect Giuseppe Zafarana as Board Chair	SH	None	For
7	Approve Remuneration of Directors	SH	None	For
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt		
8.1	Slate Submitted by Ministry of Economy and Finance	SH	None	For
8.2	Slate Submitted by Institutional Investors (Assogestioni)	SH	None	Against
	Shareholder Proposal Submitted by Institutional Investors (Assogestioni)	Mgmt		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
9	Appoint Rosalba Casiraghi as Chairman of Internal Statutory Auditors	SH	None	For
	Shareholder Proposal Submitted by Ministry of Economy and Finance	Mgmt		
10	Approve Internal Auditors' Remuneration	SH	None	For
	Management Proposals	Mgmt		
11	Approve Long Term Incentive Plan 2023-2025	Mgmt	For	For
12	Approve Remuneration Policy	Mgmt	For	Abstain
13	Approve Second Section of the Remuneration Report	Mgmt	For	Abstain
14	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
15	Authorize Use of Available Reserves for Dividend Distribution	Mgmt	For	For
	Extraordinary Business	Mgmt		
16	Authorize Reduction and Use of the Reserve Pursuant to Law 342/2000 for Dividend Distribution	Mgmt	For	For
17	Authorize Cancellation of Treasury Shares without Reduction of Share Capital; Amend Article 5.1	Mgmt	For	For
18	Authorize Cancellation of Repurchased Shares without Reduction of Share Capital; Amend Article 5	Mgmt	For	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	For

adidas AG

Meeting Date: 05/11/2023

Country: Germany

Ticker: ADS

Record Date: 05/04/2023

Meeting Type: Annual

Primary Security ID: D0066B185

Primary CUSIP: D0066B185

Primary ISIN: DE000A1EWWW0

Primary SEDOL: 4031976

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 0.70 per Share	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For

adidas AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Approve Remuneration Report	Mgmt	For	Against
6	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For
7	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For
8	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For
9	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For

Adyen NV

Meeting Date: 05/11/2023

Country: Netherlands

Ticker: ADYEN

Record Date: 04/13/2023

Meeting Type: Annual

Primary Security ID: N3501V104

Primary CUSIP: N3501V104

Primary ISIN: NL0012969182

Primary SEDOL: BZ1HM42

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Meeting Agenda	Mgmt		
1	Open Meeting	Mgmt		
2.a	Receive Report of Management Board and Supervisory Board (Non-Voting)	Mgmt		
2.b	Adopt Financial Statements and Statutory Reports	Mgmt	For	For
2.c	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt		
2.d	Approve Remuneration Report	Mgmt	For	For
2.e	Approve Remuneration Policy for Management Board	Mgmt	For	For
2.f	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For
2.g	Approve Increase Cap on Variable Remuneration for Staff Members	Mgmt	For	For
3	Approve Discharge of Management Board	Mgmt	For	For
4	Approve Discharge of Supervisory Board	Mgmt	For	For
5	Reelect Ingo Uytdehaage to Management Board as Co-Chief Executive Officer	Mgmt	For	For
6	Reelect Mariette Swart to Management Board as Chief Risk and Compliance Officer	Mgmt	For	For

Adyen NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7	Elect Brooke Nayden to Management Board as Chief Human Resources Officer	Mgmt	For	For
8	Elect Ethan Tandowsky to Management Board as Chief Financial Officer	Mgmt	For	For
9	Reelect Pamela Joseph to Supervisory Board	Mgmt	For	Against
10	Reelect Joep van Beurden to Supervisory Board	Mgmt	For	For
11	Amend Articles of Association	Mgmt	For	For
12	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For
13	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
15	Reappoint PwC as Auditors	Mgmt	For	For
16	Close Meeting	Mgmt		

Bayerische Motoren Werke AG

Meeting Date: 05/11/2023

Country: Germany

Ticker: BMW

Record Date: 04/19/2023

Meeting Type: Annual

Primary Security ID: D12096109

Primary CUSIP: D12096109

Primary ISIN: DE0005190003

Primary SEDOL: 5756029

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 8.50 per Ordinary Share and EUR 8.52 per Preferred Share	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For
4.1	Approve Discharge of Supervisory Board Member Norbert Reithofer for Fiscal Year 2022	Mgmt	For	For
4.2	Approve Discharge of Supervisory Board Member Manfred Schoch for Fiscal Year 2022	Mgmt	For	For
4.3	Approve Discharge of Supervisory Board Member Stefan Quandt for Fiscal Year 2022	Mgmt	For	For
4.4	Approve Discharge of Supervisory Board Member Stefan Schmid for Fiscal Year 2022	Mgmt	For	For

Bayerische Motoren Werke AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.5	Approve Discharge of Supervisory Board Member Kurt Bock for Fiscal Year 2022	Mgmt	For	For
4.6	Approve Discharge of Supervisory Board Member Christiane Benner for Fiscal Year 2022	Mgmt	For	For
4.7	Approve Discharge of Supervisory Board Member Marc Bitzer for Fiscal Year 2022	Mgmt	For	For
4.8	Approve Discharge of Supervisory Board Member Bernhard Ebner for Fiscal Year 2022	Mgmt	For	For
4.9	Approve Discharge of Supervisory Board Member Rachel Empey for Fiscal Year 2022	Mgmt	For	For
4.10	Approve Discharge of Supervisory Board Member Heinrich Hiesinger for Fiscal Year 2022	Mgmt	For	For
4.11	Approve Discharge of Supervisory Board Member Johann Horn for Fiscal Year 2022	Mgmt	For	For
4.12	Approve Discharge of Supervisory Board Member Susanne Klatten for Fiscal Year 2022	Mgmt	For	For
4.13	Approve Discharge of Supervisory Board Member Jens Koehler for Fiscal Year 2022	Mgmt	For	For
4.14	Approve Discharge of Supervisory Board Member Gerhard Kurz for Fiscal Year 2022	Mgmt	For	For
4.15	Approve Discharge of Supervisory Board Member Andre Mandl for Fiscal Year 2022	Mgmt	For	For
4.16	Approve Discharge of Supervisory Board Member Dominique Mohabeer for Fiscal Year 2022	Mgmt	For	For
4.17	Approve Discharge of Supervisory Board Member Anke Schaeferkordt for Fiscal Year 2022	Mgmt	For	For
4.18	Approve Discharge of Supervisory Board Member Christoph Schmidt for Fiscal Year 2022	Mgmt	For	For
4.19	Approve Discharge of Supervisory Board Member Vishal Sikka for Fiscal Year 2022	Mgmt	For	For
4.20	Approve Discharge of Supervisory Board Member Sibylle Wankel for Fiscal Year 2022	Mgmt	For	For
4.21	Approve Discharge of Supervisory Board Member Thomas Wittig for Fiscal Year 2022	Mgmt	For	For
4.22	Approve Discharge of Supervisory Board Member Werner Zierer for Fiscal Year 2022	Mgmt	For	For

Bayerische Motoren Werke AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Approve Remuneration Report	Mgmt	For	For
6	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023	Mgmt	For	For
7	Elect Kurt Bock to the Supervisory Board	Mgmt	For	For
8.1	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For
8.2	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For

SAP SE

Meeting Date: 05/11/2023

Country: Germany

Ticker: SAP

Record Date: 04/19/2023

Meeting Type: Annual

Primary Security ID: D66992104

Primary CUSIP: D66992104

Primary ISIN: DE0007164600

Primary SEDOL: 4846288

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 2.05 per Share	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For
5	Approve Remuneration Report	Mgmt	For	For
6	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For
7	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For
8.1	Elect Jennifer Xin-Zhe Li to the Supervisory Board	Mgmt	For	For
8.2	Elect Qi Lu to the Supervisory Board	Mgmt	For	For
8.3	Elect Punit Renjen to the Supervisory Board	Mgmt	For	For
9	Approve Remuneration Policy for the Management Board	Mgmt	For	For
10	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For
11.1	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For

SAP SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
11.2	Amend Articles Re: Participation of Supervisory Board Members in the Virtual Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For

BNP Paribas SA

Meeting Date: 05/16/2023	Country: France	Ticker: BNP
Record Date: 05/12/2023	Meeting Type: Annual/Special	
Primary Security ID: F1058Q238	Primary CUSIP: F1058Q238	Primary ISIN: FR0000131104
		Primary SEDOL: 7309681

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 3.90 per Share	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For
5	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
6	Reelect Jean Lemierre as Director	Mgmt	For	For
7	Reelect Jacques Aschenbroich as Director	Mgmt	For	For
8	Reelect Monique Cohen as Director	Mgmt	For	For
9	Reelect Daniela Schwarzer as Director	Mgmt	For	For
10	Approve Remuneration Policy of Directors	Mgmt	For	For
11	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For
12	Approve Remuneration Policy of CEO and Vice-CEOs	Mgmt	For	For
13	Approve Compensation Report of Corporate Officers	Mgmt	For	For
14	Approve Compensation of Jean Lemierre, Chairman of the Board	Mgmt	For	For
15	Approve Compensation of Jean-Laurent Bonnafe, CEO	Mgmt	For	For
16	Approve Compensation of Yann Gerardin, Vice-CEO	Mgmt	For	For
17	Approve Compensation of Thierry Laborde, Vice-CEO	Mgmt	For	For

BNP Paribas SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
18	Approve the Overall Envelope of Compensation of Certain Senior Management, Responsible Officers and the Risk-takers Extraordinary Business	Mgmt	For	For
19	Approve Issuance of Super-Subordinated Contingent Convertible Bonds without Preemptive Rights for Private Placements, up to 10 Percent of Issued Capital	Mgmt	For	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
21	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
22	Amend Article 14 of Bylaws Re: Age Limit of Chairman of the Board	Mgmt	For	For
23	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

Deutsche Boerse AG

Meeting Date: 05/16/2023

Country: Germany

Ticker: DB1

Record Date: 05/09/2023

Meeting Type: Annual

Primary Security ID: D1882G119

Primary CUSIP: D1882G119

Primary ISIN: DE0005810055

Primary SEDOL: 7021963

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 3.60 per Share	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For
5.1	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For
5.2	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For
5.3	Amend Articles Re: AGM Convocation	Mgmt	For	For
6	Amend Articles Re: Registration in the Share Register	Mgmt	For	For
7	Approve Remuneration Report	Mgmt	For	For

Deutsche Boerse AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2023	Mgmt	For	For

EssilorLuxottica SA

Meeting Date: 05/17/2023	Country: France	Ticker: EL
Record Date: 05/15/2023	Meeting Type: Annual/Special	
Primary Security ID: F31665106	Primary CUSIP: F31665106	Primary ISIN: FR0000121667
		Primary SEDOL: 7212477

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Treatment of Losses and Dividends of EUR 3.23 per Share	Mgmt	For	For
4	Ratify Appointment of Mario Notari as Director	Mgmt	For	For
5	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For
6	Approve Compensation Report of Corporate Officers	Mgmt	For	For
7	Approve Compensation of Chairman of the Board from January 1, 2022 until June 27, 2022	Mgmt	For	For
8	Approve Compensation of Francesco Milleri, CEO until June 27, 2022 and Chairman and CEO since June 27, 2022	Mgmt	For	For
9	Approve Compensation of Paul du Saillant, Vice-CEO	Mgmt	For	For
10	Approve Remuneration Policy of Directors	Mgmt	For	For
11	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Against
12	Approve Remuneration Policy of Vice-CEO	Mgmt	For	For
13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
14	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For

EssilorLuxottica SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
15	Authorize Capitalization of Reserves of Up to EUR 500 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For
16	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 4 Million	Mgmt	For	For
17	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 4 Million	Mgmt	For	For
18	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
	Ordinary Business	Mgmt		
19	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

Vonovia SE

Meeting Date: 05/17/2023

Country: Germany

Ticker: VNA

Record Date: 05/10/2023

Meeting Type: Annual

Primary Security ID: D9581T100

Primary CUSIP: D9581T100

Primary ISIN: DE000A1ML7J1

Primary SEDOL: BBJPFY1

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 0.85 per Share	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements for Fiscal Year 2023 and for the First Quarter of Fiscal Year 2024	Mgmt	For	For
6	Approve Remuneration Report	Mgmt	For	For
7	Approve Decrease in Size of Supervisory Board to Ten Members	Mgmt	For	For
8	Amend Articles Re: Supervisory Board Term of Office	Mgmt	For	For
9.1	Elect Clara-Christina Streit to the Supervisory Board	Mgmt	For	Against
9.2	Elect Vitus Eckert to the Supervisory Board	Mgmt	For	For

Vonovia SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
9.3	Elect Florian Funck to the Supervisory Board	Mgmt	For	For
9.4	Elect Ariane Reinhart to the Supervisory Board	Mgmt	For	For
9.5	Elect Daniela Markotten to the Supervisory Board	Mgmt	For	For
9.6	Elect Ute Geipel-Faber to the Supervisory Board	Mgmt	For	For
9.7	Elect Hildegard Mueller to the Supervisory Board	Mgmt	For	For
9.8	Elect Christian Ulbrich to the Supervisory Board	Mgmt	For	Against
10	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For
11	Amend Articles Re: Participation of Supervisory Board Members in the Virtual Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For

Safran SA

Meeting Date: 05/25/2023	Country: France	Ticker: SAF
Record Date: 05/23/2023	Meeting Type: Annual/Special	
Primary Security ID: F4035A557	Primary CUSIP: F4035A557	Primary ISIN: FR0000073272
		Primary SEDOL: B058TZ6

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 1.35 per Share	Mgmt	For	For
4	Approve Transaction with Airbus SE, Tikehau ACE Capital, AD Holding and the State	Mgmt	For	For
5	Ratify Appointment of Alexandre Lahousse as Director	Mgmt	For	For
6	Ratify Appointment of Robert Peugeot as Director	Mgmt	For	Against
7	Reelect Ross McInnes as Director	Mgmt	For	For
8	Reelect Olivier Andries as Director	Mgmt	For	For
9	Elect Fabrice Bregier as Director	Mgmt	For	For
10	Reelect Laurent Guillot as Director	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
11	Reelect Alexandre Lahousse as Director	Mgmt	For	For
12	Approve Compensation of Ross McInnes, Chairman of the Board	Mgmt	For	For
13	Approve Compensation of Olivier Andries, CEO	Mgmt	For	For
14	Approve Compensation Report of Corporate Officers	Mgmt	For	For
15	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For
16	Approve Remuneration Policy of CEO	Mgmt	For	Against
17	Approve Remuneration Policy of Directors	Mgmt	For	For
18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
19	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 20 Million	Mgmt	For	For
20	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 8 Million	Mgmt	For	For
21	Authorize Capital Increase of Up to EUR 8 Million for Future Exchange Offers	Mgmt	For	For
22	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 8 Million	Mgmt	For	For
23	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 19-22	Mgmt	For	For
24	Authorize Capitalization of Reserves of Up to EUR 12.5 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
26	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
27	Authorize up to 0.4 Percent of Issued Capital for Use in Restricted Stock Plans With Performance Conditions Attached	Mgmt	For	For
28	Authorize up to 0.3 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For
29	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

Meeting Date: 05/25/2023

Country: France

Ticker: SAN

Record Date: 05/23/2023

Meeting Type: Annual/Special

Primary Security ID: F5548N101

Primary CUSIP: F5548N101

Primary ISIN: FR0000120578

Primary SEDOL: 5671735

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 3.56 per Share	Mgmt	For	For
4	Elect Frederic Oudea as Director	Mgmt	For	For
5	Approve Compensation Report of Corporate Officers	Mgmt	For	For
6	Approve Compensation of Serge Weinberg, Chairman of the Board	Mgmt	For	For
7	Approve Compensation of Paul Hudson, CEO	Mgmt	For	For
8	Approve Remuneration of Directors in the Aggregate Amount of EUR 2.5 Million	Mgmt	For	For
9	Approve Remuneration Policy of Directors	Mgmt	For	For
10	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For
11	Approve Remuneration Policy of CEO	Mgmt	For	For
12	Renew Appointment of PricewaterhouseCoopers Audit as Auditor	Mgmt	For	For
13	Ratify Change Location of Registered Office to 46, Avenue de la Grande Armee, 75017 Paris and Amend Article 4 of Bylaws Accordingly	Mgmt	For	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
16	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 997 Million	Mgmt	For	For
17	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 240 Million	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
18	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 240 Million	Mgmt	For	For
19	Approve Issuance of Debt Securities Giving Access to New Shares of Subsidiaries and/or Debt Securities, up to Aggregate Amount of EUR 7 Billion	Mgmt	For	For
20	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 16-18	Mgmt	For	For
21	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For
22	Authorize Capitalization of Reserves of Up to EUR 500 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
	Ordinary Business	Mgmt		
24	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

TotalEnergies SE

Meeting Date: 05/26/2023	Country: France	Ticker: TTE
Record Date: 05/24/2023	Meeting Type: Annual/Special	
Primary Security ID: F92124100	Primary CUSIP: F92124100	Primary ISIN: FR0000120271
		Primary SEDOL: B15C557

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 3.81 per Share	Mgmt	For	For
4	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
5	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For
6	Reelect Marie-Christine Coisne-Roquette as Director	Mgmt	For	For
7	Reelect Mark Cutifani as Director	Mgmt	For	For
8	Elect Dierk Paskert as Director	Mgmt	For	For

TotalEnergies SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
9	Elect Anelise Lara as Director	Mgmt	For	For
10	Approve Compensation Report of Corporate Officers	Mgmt	For	For
11	Approve Remuneration Policy of Directors; Approve Remuneration of Directors in the Aggregate Amount of EUR 1.95 Million	Mgmt	For	For
12	Approve Compensation of Patrick Pouyanne, Chairman and CEO	Mgmt	For	For
13	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For
14	Approve the Company's Sustainable Development and Energy Transition Plan	Mgmt	For	For
	Extraordinary Business	Mgmt		
15	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For
16	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
17	Remove Double-Voting Rights for Long-Term Registered Shareholders and Amend Article 18 of Bylaws Accordingly	Mgmt	For	For
	Shareholder Proposal	Mgmt		
A	Align Targets for Indirect Scope 3 Emissions with the Paris Climate Agreement (Advisory)	SH	Against	Against

CRH Plc

Meeting Date: 06/08/2023

Country: Ireland

Ticker: CRH

Record Date: 06/04/2023

Meeting Type: Special

Primary Security ID: G25508105

Primary CUSIP: G25508105

Primary ISIN: IE0001827041

Primary SEDOL: 0182704

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Transfer of the Company's Primary Listing of Ordinary Shares to the New York Stock Exchange	Mgmt	For	For
2	Approve Transfer of the Company's Category of Listing from a Premium Listing to a Standard Listing	Mgmt	For	For
3	Adopt New Articles of Association	Mgmt	For	For
4	Authorise Market Purchase and Overseas Market Purchase of Ordinary Shares	Mgmt	For	For

CRH Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Authorise Reissuance of Treasury Shares	Mgmt	For	For
6	Amend Articles of Association Re: Article 4A	Mgmt	For	For

CRH Plc

Meeting Date: 06/08/2023

Country: Ireland

Ticker: CRH

Record Date: 06/04/2023

Meeting Type: Court

Primary Security ID: G25508105

Primary CUSIP: G25508105

Primary ISIN: IE0001827041

Primary SEDOL: 0182704

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Court Meeting	Mgmt		
1	Approve Scheme of Arrangement	Mgmt	For	For