

Board Statistics Report

Parameters Used :

Location(s): All Locations

Account Group(s): All Groups

Institution Account(s): Uni-Global - Equities Eurozone (GUGEURO)

Custodian Account(s): All Custodian Accounts

Date range covered: 01/01/2023 to 31/12/2023

Meeting Overview

Category	Number	Percentage
Number of votable meetings	66	
Number of meetings voted	66	100.00 %
Number of meetings with at least 1 vote Against, Withhold or Abstain	34	51.52 %

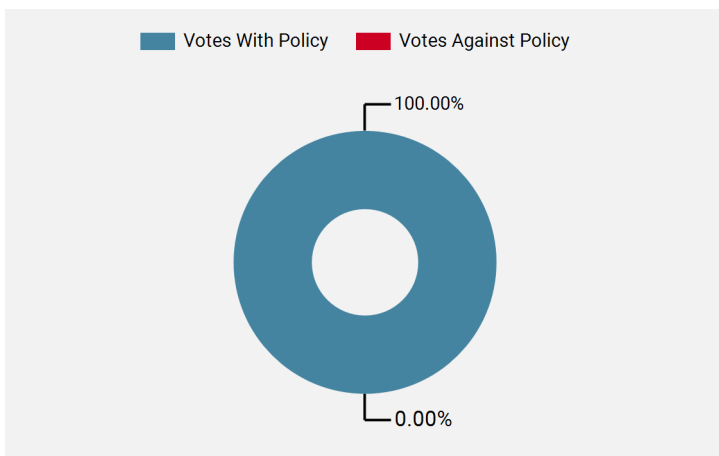
Ballot Overview

Category	Number	Percentage
Number of votable ballots	66	
Number of ballots voted	66	100.00 %

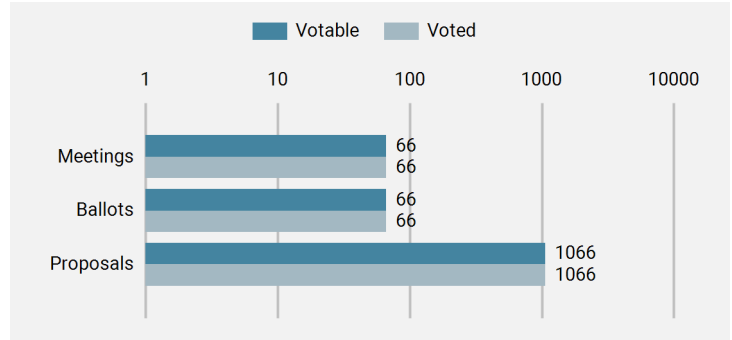
Proposal Overview

Category	Number	Percentage
Number of votable items	1066	
Number of items voted	1066	100.00 %
Number of votes FOR	949	89.02 %
Number of votes AGAINST	117	10.98 %
Number of votes ABSTAIN	0	0.00 %
Number of votes WITHHOLD	0	0.00 %
Number of votes on MSOP	91	8.54 %
Number of votes One Year	0	0.00 %
Number of votes Two Years	0	0.00 %
Number of votes Three Years	0	0.00 %
Number of votes With Policy	1066	100.00 %
Number of votes Against Policy	0	0.00 %
Number of votes With Mgmt	961	90.15 %
Number of votes Against Mgmt	105	9.85 %
Number of votes Shareholder Proposals	20	1.88 %

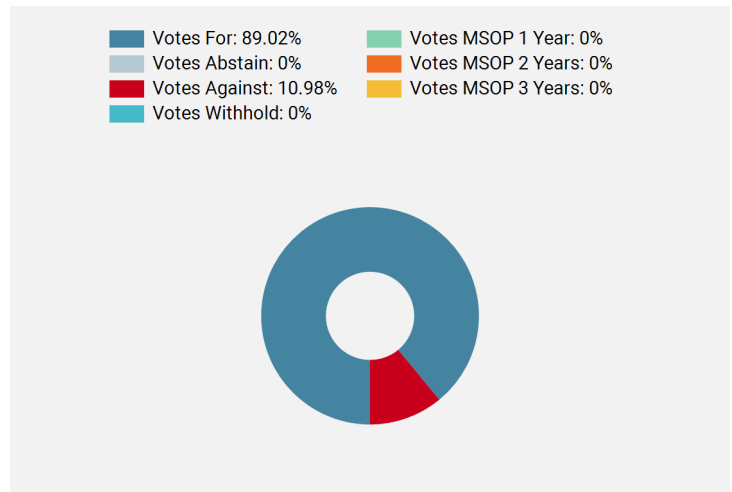
Vote Alignment with Policy



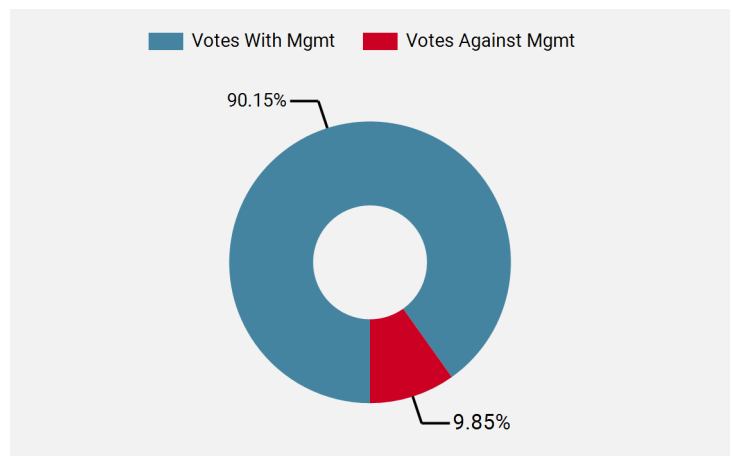
Voting Statistics



Vote Cast Statistics



Vote Alignment with Management

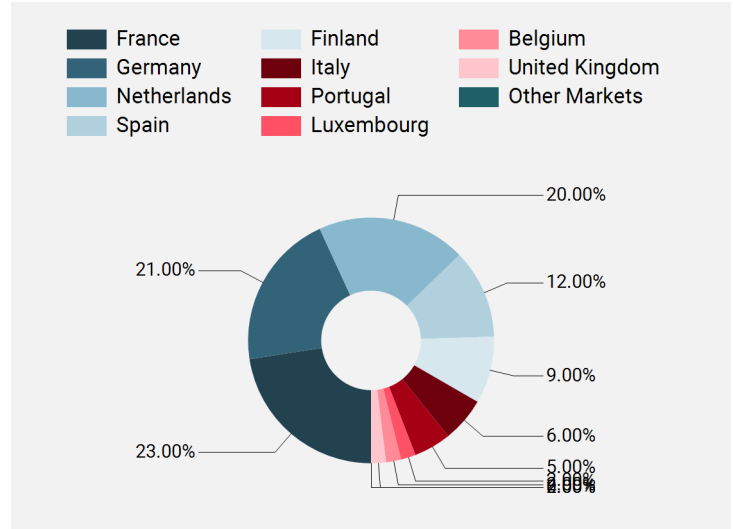




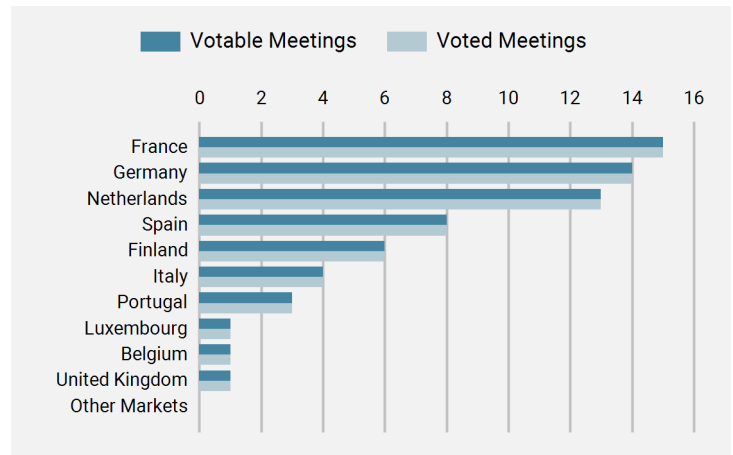
Market Breakdown

Market	Votable Meetings	Voted Meetings	Percentage
France	15	15	100.00%
Germany	14	14	100.00%
Netherlands	13	13	100.00%
Spain	8	8	100.00%
Finland	6	6	100.00%
Italy	4	4	100.00%
Portugal	3	3	100.00%
Belgium	1	1	100.00%
United Kingdom	1	1	100.00%
Luxembourg	1	1	100.00%

Meetings Voted by Market



Market Voting Statistics



ESG Pillars Overview *

	E	E, S	G	S	S, G	TOTAL
Nb of Items	6	9	1,158	3	3	1,179
% of items	0.5 %	0.8 %	98.2 %	0.3 %	0.3 %	100.0 %
Nb of Items votable	4	8	1,048	3	3	1,066
% of Items votable	0.4 %	0.8 %	98.3 %	0.3 %	0.3 %	100.0 %
Nb of items voted	4	8	1,048	3	3	1,066
% of items voted	0.4 %	0.8 %	98.3 %	0.3 %	0.3 %	100.0 %
Nb of items voted against management	0	0	105	0	0	105
% of items voted against management by category	0.0 %	0.0 %	9.1 %	0.0 %	0.0 %	9.9 %
% of items voted against management	0.0 %	0.0 %	100.0 %	0.0 %	0.0 %	100.0 %

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
Kone Oyj	28/02/2023	Finland	Amend Articles/Bylaws/Charter – Non-Routine	Company Articles	Amend Articles Re: Company Business; General Meeting Participation	G
Kone Oyj	28/02/2023	Finland	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report (Advisory Vote)	G
Kone Oyj	28/02/2023	Finland	Elect Director	Director Election	Reelect Jussi Herlin as Director	G
Kone Oyj	28/02/2023	Finland	Elect Director	Director Election	Reelect Matti Alahuhta as Director	G
Kone Oyj	28/02/2023	Finland	Elect Director	Director Election	Reelect Antti Herlin as Director	G
Kesko Oyj	30/03/2023	Finland	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report (Advisory Vote)	G
Elisa Oyj	05/04/2023	Finland	Ratify Auditors	Audit Related	Ratify KPMG as Auditors	G
Elisa Oyj	05/04/2023	Finland	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report (Advisory Vote)	G
Elisa Oyj	05/04/2023	Finland	Elect Directors (Bundled)	Director Election	Reelect Maher Chebbo, Kim Ignatius, Katariina Kravi (Vice Chair), Pia Kall, Topi Manner, Eva-Lotta Sjøstedt, Anssi Vanjoki (Chair) and Antti Vasara as Directors	G
Elisa Oyj	05/04/2023	Finland	Allow Shareholder Meetings to be Held in Virtual-Only Format	Routine Business	Allow Shareholder Meetings to be Held by Electronic Means Only	G
Royal KPN NV	12/04/2023	Netherlands	Elect Supervisory Board Member	Director Election	Reelect Jolande Sap to Supervisory Board	G
UPM-Kymmene Oyj	12/04/2023	Finland	Ratify Auditors	Audit Related	Ratify PricewaterhouseCoopers as Auditor for FY 2023	G
UPM-Kymmene Oyj	12/04/2023	Finland	Elect Directors (Bundled)	Director Election	Reelect Henrik Ehrnrooth, Emma FitzGerald, Jari Gustafsson, Piia-Noora Kauppi, Topi Manner, Marjan Oudeman, Martin a Porta and Kim Wahl as Directors; Eelect Pia Aaltonen-Forsell as New Director	G
UPM-Kymmene Oyj	12/04/2023	Finland	Allow Shareholder Meetings to be Held in Virtual-Only Format	Routine Business	Allow Shareholder Meetings to be Held by Electronic Means Only	G
Beiersdorf AG	13/04/2023	Germany	Ratify Auditors	Audit Related	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2023	G
Beiersdorf AG	13/04/2023	Germany	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report	G
Hermes International SCA	20/04/2023	France	Ratify Auditors	Audit Related	Renew Appointment of Grant Thornton Audit as Auditor	G
Hermes International SCA	20/04/2023	France	Ratify Auditors	Audit Related	Renew Appointment of PricewaterhouseCoopers Audit as Auditor	G
Hermes International SCA	20/04/2023	France	Approve Issuance of Shares for a Private Placement	Capitalization	Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to 20 Percent of Issued Capital	G
Hermes International SCA	20/04/2023	France	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights With Binding Priority Right up to 40 Percent of Issued Capital	G
Hermes International SCA	20/04/2023	France	Authorize Share Repurchase Program	Capitalization	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G
Hermes International SCA	20/04/2023	France	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	Capitalization	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 40 Percent of Issued Capital	G
Hermes International SCA	20/04/2023	France	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	Capitalization	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	G
Hermes International SCA	20/04/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Emile Hermes SAS, General Manager	G
Hermes International SCA	20/04/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Axel Dumas, General Manager	G
Hermes International SCA	20/04/2023	France	Approve Restricted Stock Plan	Compensation	Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	G
Hermes International SCA	20/04/2023	France	Remuneration-Related	Compensation	Approve Compensation Report of Corporate Officers	G
Hermes International SCA	20/04/2023	France	Approve Remuneration Policy	Compensation	Approve Remuneration Policy of General Managers	G
Hermes International SCA	20/04/2023	France	Elect Supervisory Board Member	Director Election	Reelect Dorothee Altmayer as Supervisory Board Member	G
Hermes International SCA	20/04/2023	France	Elect Supervisory Board Member	Director Election	Reelect Eric de Seynes as Supervisory Board Member	G

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
Hermes International SCA	20/04/2023	France	Elect Supervisory Board Member	Director Election	Reelect Renaud Mommeja as Supervisory Board Member	G
Hermes International SCA	20/04/2023	France	Company Specific Organization Related	Miscellaneous	Delegate Powers to the Management Board to Decide on Merger, Spin-Off Agreement and Acquisition	G
Hermes International SCA	20/04/2023	France	Approve Special Auditors' Report Regarding Related-Party Transactions	Non-Routine Business	Approve Auditors' Special Report on Related-Party Transactions	G
Hermes International SCA	20/04/2023	France	Approve Acquisition OR Issue Shares in Connection with Acquisition	Strategic Transactions	Delegate Powers to the Management Board to Issue Shares up to 40 Percent of Issued Capital in Connection with Item 26 Above	G
Jeronimo Martins SGPS SA	20/04/2023	Portugal	Approve Remuneration Policy	Compensation	Approve Remuneration Policy	G
LVMH Moet Hennessy Louis Vuitton SE	20/04/2023	France	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	Capitalization	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	G
LVMH Moet Hennessy Louis Vuitton SE	20/04/2023	France	Approve Issuance of Shares for a Private Placement	Capitalization	Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to Aggregate Nominal Amount of EUR 20 Million	G
LVMH Moet Hennessy Louis Vuitton SE	20/04/2023	France	Authorize Capital Increase for Future Share Exchange Offers	Capitalization	Authorize Capital Increase of Up to EUR 20 Million for Future Exchange Offers	G
LVMH Moet Hennessy Louis Vuitton SE	20/04/2023	France	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights With Binding Priority Right up to Aggregate Nominal Amount of EUR 20 Million	G
LVMH Moet Hennessy Louis Vuitton SE	20/04/2023	France	Remuneration-Related	Compensation	Approve Compensation Report of Corporate Officers	G
LVMH Moet Hennessy Louis Vuitton SE	20/04/2023	France	Approve Remuneration Policy	Compensation	Approve Remuneration Policy of Vice-CEO	G
LVMH Moet Hennessy Louis Vuitton SE	20/04/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Bernard Arnault, Chairman and CEO	G
LVMH Moet Hennessy Louis Vuitton SE	20/04/2023	France	Approve Executive Share Option Plan	Compensation	Authorize up to 1 Percent of Issued Capital for Use in Stock Option Plans Reserved for Employees and Corporate Officers	G
LVMH Moet Hennessy Louis Vuitton SE	20/04/2023	France	Approve Remuneration Policy	Compensation	Approve Remuneration Policy of Chairman and CEO	G
LVMH Moet Hennessy Louis Vuitton SE	20/04/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Antonio Belloni, Vice-CEO	G
LVMH Moet Hennessy Louis Vuitton SE	20/04/2023	France	Elect Director	Director Election	Reelect Delphine Arnault as Director	G
LVMH Moet Hennessy Louis Vuitton SE	20/04/2023	France	Elect Director	Director Election	Reelect Antonio Belloni as Director	G
LVMH Moet Hennessy Louis Vuitton SE	20/04/2023	France	Elect Director	Director Election	Reelect Marie-Josée Kravis as Director	G
LVMH Moet Hennessy Louis Vuitton SE	20/04/2023	France	Appoint Censor(s)	Director Related	Renew Appointment of Lord Powell of Bayswater as Censor	G
LVMH Moet Hennessy Louis Vuitton SE	20/04/2023	France	Appoint Censor(s)	Director Related	Appoint Diego Della Valle as Censor	G
LVMH Moet Hennessy Louis Vuitton SE	20/04/2023	France	Approve Special Auditors' Report Regarding Related-Party Transactions	Non-Routine Business	Approve Auditors' Special Report on Related-Party Transactions	G
Vivendi SE	24/04/2023	France	Authorize Directed Share Repurchase Program	Capitalization	Authorize Specific Buyback Program and Cancellation of Repurchased Share	G
Vivendi SE	24/04/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Yannick Bolloré, Chairman of the Supervisory Board	G
Vivendi SE	24/04/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Stéphane Roussel, Management Board Member	G
Vivendi SE	24/04/2023	France	Approve Remuneration Policy	Compensation	Approve Remuneration Policy of Supervisory Board Members and Chairman	G
Vivendi SE	24/04/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Celine Merle-Beral, Management Board Member	G
Vivendi SE	24/04/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Maxime Saada, Management Board Member	G
Vivendi SE	24/04/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Claire Leost, Management Board Member	G

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
Vivendi SE	24/04/2023	France	Approve Remuneration Policy	Compensation	Approve Remuneration Policy of Management Board Members	G
Vivendi SE	24/04/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Francois Laroze, Management Board Member	G
Vivendi SE	24/04/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Frederic Crepin, Management Board Member	G
Vivendi SE	24/04/2023	France	Elect Supervisory Board Member	Director Election	Reelect Cyrille Bollore as Supervisory Board Member	G
Assicurazioni Generali SpA	26/04/2023	Italy	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Audit Related	Slate Submitted by VM 2006 Srl	G
Assicurazioni Generali SpA	26/04/2023	Italy	Deliberations on Possible Legal Action Against Directors/(Internal) Auditors	Director Related	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	G
Eurofins Scientific SE	27/04/2023	Luxembourg	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report	G
GEA Group AG	27/04/2023	Germany	Ratify Auditors	Audit Related	Ratify KPMG AG as Auditors for Fiscal Year 2023	G
Kering SA	27/04/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Francois-Henri Pinault, Chairman and CEO	G
UCB SA	27/04/2023	Belgium	Elect Director	Director Election	Reelect Cyril Janssen as Director	G
UCB SA	27/04/2023	Belgium	Elect Director	Director Election	Reelect Jan Berger as Director	G
DiaSorin SpA	28/04/2023	Italy	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Capitalization	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	G
DiaSorin SpA	28/04/2023	Italy	Approve Remuneration Policy	Compensation	Approve Remuneration Policy	G
DiaSorin SpA	28/04/2023	Italy	Approve Executive Share Option Plan	Compensation	Approve Stock Option Plan	G
DiaSorin SpA	28/04/2023	Italy	Deliberations on Possible Legal Action Against Directors/(Internal) Auditors	Director Related	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	G
Galp Energia SGPS SA	03/05/2023	Portugal	Elect Directors (Bundled)	Director Election	Elect Directors for 2023-2026 Term	G
Unilever Plc	03/05/2023	United Kingdom	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report	G
Schneider Electric SE	04/05/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Jean-Pascal Tricoire, Chairman and CEO	G
Knorr-Bremse AG	05/05/2023	Germany	Ratify Auditors	Audit Related	Ratify KPMG AG as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2023	G
Knorr-Bremse AG	05/05/2023	Germany	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report	G
Poste Italiane SpA	08/05/2023	Italy	Elect Supervisory Board Members (Bundled)	Director Election	Slate 1 Submitted by Ministry of Economy and Finance	G
Poste Italiane SpA	08/05/2023	Italy	Deliberations on Possible Legal Action Against Directors/(Internal) Auditors	Director Related	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	G
HUGO BOSS AG	09/05/2023	Germany	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report	G
TERNA Rete Elettrica Nazionale SpA	09/05/2023	Italy	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Audit Related	Slate 2 Submitted by Institutional Investors (Assogestioni)	G
TERNA Rete Elettrica Nazionale SpA	09/05/2023	Italy	Elect Supervisory Board Members (Bundled)	Director Election	Slate 1 Submitted by CDP Reti SpA	G
TERNA Rete Elettrica Nazionale SpA	09/05/2023	Italy	Deliberations on Possible Legal Action Against Directors/(Internal) Auditors	Director Related	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	G
SAP SE	11/05/2023	Germany	Elect Supervisory Board Member	Director Election	Elect Jennifer Xin-Zhe Li to the Supervisory Board	G
SAP SE	11/05/2023	Germany	Elect Supervisory Board Member	Director Election	Elect Qi Lu to the Supervisory Board	G
Fresenius Medical Care AG & Co. KGaA	16/05/2023	Germany	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report	G
Sampo Oyj	17/05/2023	Finland	Allow Shareholder Meetings to be Held in Virtual-Only Format	Routine Business	Allow Shareholder Meetings to be Held by Electronic Means Only	G
bioMerieux SA	23/05/2023	France	Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities	Capitalization	Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities without Preemptive Rights for Up to EUR 4,210,280	G

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
bioMerieux SA	23/05/2023	France	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	Capitalization	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 4,210,280	G
bioMerieux SA	23/05/2023	France	Authorize Board to Set Issue Price for 10 Percent of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Capitalization	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	G
bioMerieux SA	23/05/2023	France	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	Capitalization	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	G
bioMerieux SA	23/05/2023	France	Approve Issuance of Shares for a Private Placement	Capitalization	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to 20 Percent of Issued Capital Per Year	G
bioMerieux SA	23/05/2023	France	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	Capitalization	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 18-20	G
bioMerieux SA	23/05/2023	France	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 4,210,280	G
bioMerieux SA	23/05/2023	France	Approve Remuneration Policy	Compensation	Approve Remuneration Policy of Vice-CEO	G
bioMerieux SA	23/05/2023	France	Approve Executive Share Option Plan	Compensation	Authorize up to 10 Percent of Issued Capital for Use in Stock Option Plans	G
bioMerieux SA	23/05/2023	France	Approve Remuneration Policy	Compensation	Approve Remuneration Policy of Chairman and CEO	G
bioMerieux SA	23/05/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Pierre Boulud, Vice-CEO	G
bioMerieux SA	23/05/2023	France	Approve Discharge of Board and President (Bundled)	Director Related	Approve Discharge of Directors	G
Orange SA	23/05/2023	France	Company-Specific--Compensation-Related	Compensation	Amending Item 27 of Current Meeting to Decrease the Allocation of Free Shares to the Group Employees and Amend the ESG Performance Criteria	S, G
Orange SA	23/05/2023	France	Company-Specific--Compensation-Related	Compensation	Amending Item 27 of Current Meeting to Amend the ESG Performance Criteria	S, G
Orange SA	23/05/2023	France	Company-Specific--Compensation-Related	Compensation	Amending Item 27 of Current Meeting to either Align the Employees' Free Shares Plans to the Executives' LTIPs or Proceed to an Annual Issuance Reserved for Employees Aligned with the Terms of Issuances used in Employees Stock Purchase Plans	S, G
Orange SA	23/05/2023	France	Elect Director	Director Election	Reelect Anne-Gabrielle Heilbronner as Director	G
Orange SA	23/05/2023	France	Company-Specific Board-Related	Director Related	Amend Article 13 of Bylaws Re: Plurality of Directorships	G
Sanofi	25/05/2023	France	Ratify Auditors	Audit Related	Renew Appointment of PricewaterhouseCoopers Audit as Auditor	G
Carrefour SA	26/05/2023	France	Ratify Auditors	Audit Related	Renew Appointment of Mazars as Auditor	G
Carrefour SA	26/05/2023	France	Approve Restricted Stock Plan	Compensation	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	G
Carrefour SA	26/05/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Alexandre Bompard, Chairman and CEO	G
Carrefour SA	26/05/2023	France	Approve Remuneration Policy	Compensation	Approve Remuneration Policy of Chairman and CEO	G
Carrefour SA	26/05/2023	France	Elect Director	Director Election	Reelect Alexandre Bompard as Director	G
Bureau Veritas SA	22/06/2023	France	Approve Remuneration Policy	Compensation	Approve Remuneration Policy of CEO since June 22, 2023	G
Bureau Veritas SA	22/06/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Didier Michaud-Daniel, CEO	G
QIAGEN NV	22/06/2023	Netherlands	Elect Supervisory Board Member	Director Election	Reelect Lawrence A. Rosen to Supervisory Board	G
Fresenius Medical Care AG & Co. KGaA	14/07/2023	Germany	Elect Supervisory Board Member	Director Election	Elect Pascale Witz to the Supervisory Board, if Item 1 is Accepted	G

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
Fresenius Medical Care AG & Co. KGaA	14/07/2023	Germany	Elect Supervisory Board Member	Director Election	Elect Gregory Sorensen to the Supervisory Board, if Item 1 is Accepted	G
Pernod Ricard SA	10/11/2023	France	Ratify Auditors	Audit Related	Renew Appointment of Deloitte & Associates as Auditor	G

Analysis of Votes Against Management

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
Kone Oyj	28/02/2023	Finland	Amend Articles/Bylaws/Charter – Non-Routine	Company Articles	Amend Articles Re: Company Business; General Meeting Participation	G
Kone Oyj	28/02/2023	Finland	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report (Advisory Vote)	G
Kone Oyj	28/02/2023	Finland	Elect Director	Director Election	Reelect Jussi Herlin as Director	G
Kone Oyj	28/02/2023	Finland	Elect Director	Director Election	Reelect Matti Alahuhta as Director	G
Kone Oyj	28/02/2023	Finland	Elect Director	Director Election	Reelect Antti Herlin as Director	G
Kesko Oyj	30/03/2023	Finland	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report (Advisory Vote)	G
Elisa Oyj	05/04/2023	Finland	Ratify Auditors	Audit Related	Ratify KPMG as Auditors	G
Elisa Oyj	05/04/2023	Finland	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report (Advisory Vote)	G
Elisa Oyj	05/04/2023	Finland	Elect Directors (Bundled)	Director Election	Reelect Maher Chebbo, Kim Ignatius, Katariina Kravi (Vice Chair), Pia Kall, Topi Manner, Eva-Lotta Sjostedt, Anssi Vanjoki (Chair) and Antti Vasara as Directors	G
Elisa Oyj	05/04/2023	Finland	Allow Shareholder Meetings to be Held in Virtual-Only Format	Routine Business	Allow Shareholder Meetings to be Held by Electronic Means Only	G
Royal KPN NV	12/04/2023	Netherlands	Elect Supervisory Board Member	Director Election	Reelect Jolande Sap to Supervisory Board	G
UPM-Kymmene Oyj	12/04/2023	Finland	Ratify Auditors	Audit Related	Ratify PricewaterhouseCoopers as Auditor for FY 2023	G
UPM-Kymmene Oyj	12/04/2023	Finland	Elect Directors (Bundled)	Director Election	Reelect Henrik Ehrnrooth, Emma FitzGerald, Jari Gustafsson, Piia-Noora Kauppi, Topi Manner, Marjan Oudeman, Martin a Porta and Kim Wahl as Directors; Eelect Pia Aaltonen-Forsell as New Director	G
UPM-Kymmene Oyj	12/04/2023	Finland	Allow Shareholder Meetings to be Held in Virtual-Only Format	Routine Business	Allow Shareholder Meetings to be Held by Electronic Means Only	G
Beiersdorf AG	13/04/2023	Germany	Ratify Auditors	Audit Related	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2023	G
Beiersdorf AG	13/04/2023	Germany	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report	G
Hermes International SCA	20/04/2023	France	Ratify Auditors	Audit Related	Renew Appointment of Grant Thornton Audit as Auditor	G
Hermes International SCA	20/04/2023	France	Ratify Auditors	Audit Related	Renew Appointment of PricewaterhouseCoopers Audit as Auditor	G
Hermes International SCA	20/04/2023	France	Approve Issuance of Shares for a Private Placement	Capitalization	Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to 20 Percent of Issued Capital	G
Hermes International SCA	20/04/2023	France	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights With Binding Priority Right up to 40 Percent of Issued Capital	G
Hermes International SCA	20/04/2023	France	Authorize Share Repurchase Program	Capitalization	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G
Hermes International SCA	20/04/2023	France	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	Capitalization	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 40 Percent of Issued Capital	G
Hermes International SCA	20/04/2023	France	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	Capitalization	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	G
Hermes International SCA	20/04/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Emile Hermes SAS, General Manager	G
Hermes International SCA	20/04/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Axel Dumas, General Manager	G

Analysis of Votes Against Management

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
Hermes International SCA	20/04/2023	France	Approve Restricted Stock Plan	Compensation	Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	G
Hermes International SCA	20/04/2023	France	Remuneration-Related	Compensation	Approve Compensation Report of Corporate Officers	G
Hermes International SCA	20/04/2023	France	Approve Remuneration Policy	Compensation	Approve Remuneration Policy of General Managers	G
Hermes International SCA	20/04/2023	France	Elect Supervisory Board Member	Director Election	Reelect Dorothee Altmayer as Supervisory Board Member	G
Hermes International SCA	20/04/2023	France	Elect Supervisory Board Member	Director Election	Reelect Eric de Seynes as Supervisory Board Member	G
Hermes International SCA	20/04/2023	France	Elect Supervisory Board Member	Director Election	Reelect Renaud Mommeja as Supervisory Board Member	G
Hermes International SCA	20/04/2023	France	Company Specific Organization Related	Miscellaneous	Delegate Powers to the Management Board to Decide on Merger, Spin-Off Agreement and Acquisition	G
Hermes International SCA	20/04/2023	France	Approve Special Auditors' Report Regarding Related-Party Transactions	Non-Routine Business	Approve Auditors' Special Report on Related-Party Transactions	G
Hermes International SCA	20/04/2023	France	Approve Acquisition OR Issue Shares in Connection with Acquisition	Strategic Transactions	Delegate Powers to the Management Board to Issue Shares up to 40 Percent of Issued Capital in Connection with Item 26 Above	G
Jeronimo Martins SGPS SA	20/04/2023	Portugal	Approve Remuneration Policy	Compensation	Approve Remuneration Policy	G
LVMH Moet Hennessy Louis Vuitton SE	20/04/2023	France	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	Capitalization	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	G
LVMH Moet Hennessy Louis Vuitton SE	20/04/2023	France	Approve Issuance of Shares for a Private Placement	Capitalization	Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to Aggregate Nominal Amount of EUR 20 Million	G
LVMH Moet Hennessy Louis Vuitton SE	20/04/2023	France	Authorize Capital Increase for Future Share Exchange Offers	Capitalization	Authorize Capital Increase of Up to EUR 20 Million for Future Exchange Offers	G
LVMH Moet Hennessy Louis Vuitton SE	20/04/2023	France	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights With Binding Priority Right up to Aggregate Nominal Amount of EUR 20 Million	G
LVMH Moet Hennessy Louis Vuitton SE	20/04/2023	France	Remuneration-Related	Compensation	Approve Compensation Report of Corporate Officers	G
LVMH Moet Hennessy Louis Vuitton SE	20/04/2023	France	Approve Remuneration Policy	Compensation	Approve Remuneration Policy of Vice-CEO	G
LVMH Moet Hennessy Louis Vuitton SE	20/04/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Bernard Arnault, Chairman and CEO	G
LVMH Moet Hennessy Louis Vuitton SE	20/04/2023	France	Approve Executive Share Option Plan	Compensation	Authorize up to 1 Percent of Issued Capital for Use in Stock Option Plans Reserved for Employees and Corporate Officers	G
LVMH Moet Hennessy Louis Vuitton SE	20/04/2023	France	Approve Remuneration Policy	Compensation	Approve Remuneration Policy of Chairman and CEO	G
LVMH Moet Hennessy Louis Vuitton SE	20/04/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Antonio Belloni, Vice-CEO	G
LVMH Moet Hennessy Louis Vuitton SE	20/04/2023	France	Elect Director	Director Election	Reelect Delphine Arnault as Director	G
LVMH Moet Hennessy Louis Vuitton SE	20/04/2023	France	Elect Director	Director Election	Reelect Antonio Belloni as Director	G
LVMH Moet Hennessy Louis Vuitton SE	20/04/2023	France	Elect Director	Director Election	Reelect Marie-Josée Kravis as Director	G
LVMH Moet Hennessy Louis Vuitton SE	20/04/2023	France	Appoint Censor(s)	Director Related	Renew Appointment of Lord Powell of Bayswater as Censor	G
LVMH Moet Hennessy Louis Vuitton SE	20/04/2023	France	Appoint Censor(s)	Director Related	Appoint Diego Della Valle as Censor	G
LVMH Moet Hennessy Louis Vuitton SE	20/04/2023	France	Approve Special Auditors' Report Regarding Related-Party Transactions	Non-Routine Business	Approve Auditors' Special Report on Related-Party Transactions	G
Vivendi SE	24/04/2023	France	Authorize Directed Share Repurchase Program	Capitalization	Authorize Specific Buyback Program and Cancellation of Repurchased Share	G
Vivendi SE	24/04/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Yannick Bollere, Chairman of the Supervisory Board	G
Vivendi SE	24/04/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Stephane Roussel, Management Board Member	G

Analysis of Votes Against Management

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
Vivendi SE	24/04/2023	France	Approve Remuneration Policy	Compensation	Approve Remuneration Policy of Supervisory Board Members and Chairman	G
Vivendi SE	24/04/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Celine Merle-Beral, Management Board Member	G
Vivendi SE	24/04/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Maxime Saada, Management Board Member	G
Vivendi SE	24/04/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Claire Leost, Management Board Member	G
Vivendi SE	24/04/2023	France	Approve Remuneration Policy	Compensation	Approve Remuneration Policy of Management Board Members	G
Vivendi SE	24/04/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Francois Laroze, Management Board Member	G
Vivendi SE	24/04/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Frederic Crepin, Management Board Member	G
Vivendi SE	24/04/2023	France	Elect Supervisory Board Member	Director Election	Reelect Cyrille Bollore as Supervisory Board Member	G
Eurofins Scientific SE	27/04/2023	Luxembourg	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report	G
GEA Group AG	27/04/2023	Germany	Ratify Auditors	Audit Related	Ratify KPMG AG as Auditors for Fiscal Year 2023	G
Kering SA	27/04/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Francois-Henri Pinault, Chairman and CEO	G
UCB SA	27/04/2023	Belgium	Elect Director	Director Election	Reelect Cyril Janssen as Director	G
UCB SA	27/04/2023	Belgium	Elect Director	Director Election	Reelect Jan Berger as Director	G
DiaSorin SpA	28/04/2023	Italy	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Capitalization	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	G
DiaSorin SpA	28/04/2023	Italy	Approve Remuneration Policy	Compensation	Approve Remuneration Policy	G
DiaSorin SpA	28/04/2023	Italy	Approve Executive Share Option Plan	Compensation	Approve Stock Option Plan	G
Galp Energia SGPS SA	03/05/2023	Portugal	Elect Directors (Bundled)	Director Election	Elect Directors for 2023-2026 Term	G
Unilever Plc	03/05/2023	United Kingdom	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report	G
Schneider Electric SE	04/05/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Jean-Pascal Tricoire, Chairman and CEO	G
Knorr-Bremse AG	05/05/2023	Germany	Ratify Auditors	Audit Related	Ratify KPMG AG as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2023	G
Knorr-Bremse AG	05/05/2023	Germany	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report	G
HUGO BOSS AG	09/05/2023	Germany	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report	G
SAP SE	11/05/2023	Germany	Elect Supervisory Board Member	Director Election	Elect Jennifer Xin-Zhe Li to the Supervisory Board	G
SAP SE	11/05/2023	Germany	Elect Supervisory Board Member	Director Election	Elect Qi Lu to the Supervisory Board	G
Fresenius Medical Care AG & Co. KGaA	16/05/2023	Germany	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report	G
Sampo Oyj	17/05/2023	Finland	Allow Shareholder Meetings to be Held in Virtual-Only Format	Routine Business	Allow Shareholder Meetings to be Held by Electronic Means Only	G
bioMerieux SA	23/05/2023	France	Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities	Capitalization	Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities without Preemptive Rights for Up to EUR 4,210,280	G
bioMerieux SA	23/05/2023	France	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	Capitalization	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 4,210,280	G
bioMerieux SA	23/05/2023	France	Authorize Board to Set Issue Price for 10 Percent of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Capitalization	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	G
bioMerieux SA	23/05/2023	France	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	Capitalization	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	G
bioMerieux SA	23/05/2023	France	Approve Issuance of Shares for a Private Placement	Capitalization	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to 20 Percent of Issued Capital Per Year	G

Analysis of Votes Against Management

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
bioMerieux SA	23/05/2023	France	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	Capitalization	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 18-20	G
bioMerieux SA	23/05/2023	France	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 4,210,280	G
bioMerieux SA	23/05/2023	France	Approve Remuneration Policy	Compensation	Approve Remuneration Policy of Vice-CEO	G
bioMerieux SA	23/05/2023	France	Approve Executive Share Option Plan	Compensation	Authorize up to 10 Percent of Issued Capital for Use in Stock Option Plans	G
bioMerieux SA	23/05/2023	France	Approve Remuneration Policy	Compensation	Approve Remuneration Policy of Chairman and CEO	G
bioMerieux SA	23/05/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Pierre Boulud, Vice-CEO	G
bioMerieux SA	23/05/2023	France	Approve Discharge of Board and President (Bundled)	Director Related	Approve Discharge of Directors	G
Orange SA	23/05/2023	France	Elect Director	Director Election	Reelect Anne-Gabrielle Heilbronner as Director	G
Sanofi	25/05/2023	France	Ratify Auditors	Audit Related	Renew Appointment of PricewaterhouseCoopers Audit as Auditor	G
Carrefour SA	26/05/2023	France	Ratify Auditors	Audit Related	Renew Appointment of Mazars as Auditor	G
Carrefour SA	26/05/2023	France	Approve Restricted Stock Plan	Compensation	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	G
Carrefour SA	26/05/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Alexandre Bompard, Chairman and CEO	G
Carrefour SA	26/05/2023	France	Approve Remuneration Policy	Compensation	Approve Remuneration Policy of Chairman and CEO	G
Carrefour SA	26/05/2023	France	Elect Director	Director Election	Reelect Alexandre Bompard as Director	G
Bureau Veritas SA	22/06/2023	France	Approve Remuneration Policy	Compensation	Approve Remuneration Policy of CEO since June 22, 2023	G
Bureau Veritas SA	22/06/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Didier Michaud-Daniel, CEO	G
QIAGEN NV	22/06/2023	Netherlands	Elect Supervisory Board Member	Director Election	Reelect Lawrence A. Rosen to Supervisory Board	G
Fresenius Medical Care AG & Co. KGaA	14/07/2023	Germany	Elect Supervisory Board Member	Director Election	Elect Pascale Witz to the Supervisory Board, if Item 1 is Accepted	G
Fresenius Medical Care AG & Co. KGaA	14/07/2023	Germany	Elect Supervisory Board Member	Director Election	Elect Gregory Sorensen to the Supervisory Board, if Item 1 is Accepted	G
Pernod Ricard SA	10/11/2023	France	Ratify Auditors	Audit Related	Renew Appointment of Deloitte & Associates as Auditor	G

Unvoted Meetings

Company Name	Meeting Date	Meeting Type	Market	Meeting ID
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Rejected Meetings

Company Name	Reject Reason	Meeting Date	Meeting Type	Market	Meeting ID
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Analysis of Votes: FOR

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
Koninklijke DSM NV	23/01/2023	Netherlands	Approve Discharge of Management Board (Bundled)	Director Related	Approve Discharge of Management Board	G
Koninklijke DSM NV	23/01/2023	Netherlands	Approve Discharge of Supervisory Board (Bundled)	Director Related	Approve Discharge of Supervisory Board	G

Analysis of Votes: FOR

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
Koninklijke DSM NV	23/01/2023	Netherlands	Approve Merger Agreement	Strategic Transactions	Approve Transaction, the Exchange Offer, Conditional Statutory Triangular Merger and Authorize Managing Board to Repurchase the DSM Preference Shares A and Conditional Cancellation of the DSM Preference Shares A	G
Kone Oyj	28/02/2023	Finland	Authorize Board to Fix Remuneration of External Auditor(s)	Audit Related	Approve Remuneration of Auditors	G
Kone Oyj	28/02/2023	Finland	Ratify Auditors	Audit Related	Ratify Ernst & Young as Auditors	G
Kone Oyj	28/02/2023	Finland	Authorize Share Repurchase Program	Capitalization	Authorize Share Repurchase Program	G
Kone Oyj	28/02/2023	Finland	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Approve Issuance of Shares and Options without Preemptive Rights	G
Kone Oyj	28/02/2023	Finland	Approve Remuneration of Directors and/or Committee Members	Compensation	Approve Remuneration of Directors in the Amount of EUR 220,000 for Chairman, EUR 125,000 for Vice Chairman, and EUR 110,000 for Other Directors	G
Kone Oyj	28/02/2023	Finland	Elect Director	Director Election	Reelect Ravi Kant as Director	G
Kone Oyj	28/02/2023	Finland	Elect Director	Director Election	Elect Marcela Manubens as New Director	G
Kone Oyj	28/02/2023	Finland	Elect Director	Director Election	Reelect Susan Duinhoven as Director	G
Kone Oyj	28/02/2023	Finland	Elect Director	Director Election	Reelect Iiris Herlin as Director	G
Kone Oyj	28/02/2023	Finland	Elect Director	Director Election	Reelect Krishna Mikkilineni as Director	G
Kone Oyj	28/02/2023	Finland	Elect Director	Director Election	Elect Marika Fredriksson as New Director	G
Kone Oyj	28/02/2023	Finland	Fix Number of Directors and/or Auditors	Director Related	Fix Number of Directors at Nine	G
Kone Oyj	28/02/2023	Finland	Fix Number of Directors and/or Auditors	Director Related	Elect One Auditor for the Term Ending on the Conclusion of AGM 2023	G
Kone Oyj	28/02/2023	Finland	Approve Discharge of Board and President (Bundled)	Director Related	Approve Discharge of Board and President	G
Kone Oyj	28/02/2023	Finland	Accept Financial Statements and Statutory Reports	Routine Business	Accept Financial Statements and Statutory Reports	G
Kone Oyj	28/02/2023	Finland	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income and Dividends of EUR 1.7475 per Class A Share and EUR 1.75 per Class B Share	G
Kone Oyj	28/02/2023	Finland	Prepare and Approve List of Shareholders	Routine Business	Prepare and Approve List of Shareholders	G
Kone Oyj	28/02/2023	Finland	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting and/or Vote Tabulation	Routine Business	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	G
Kone Oyj	28/02/2023	Finland	Acknowledge Proper Convening of Meeting	Routine Business	Acknowledge Proper Convening of Meeting	G
Randstad NV	28/03/2023	Netherlands	Ratify Auditors	Audit Related	Ratify Deloitte Accountants BV as Auditors	G
Randstad NV	28/03/2023	Netherlands	Ratify Auditors	Audit Related	Ratify PricewaterhouseCoopers Accountants NV as Auditors	G
Randstad NV	28/03/2023	Netherlands	Authorize Share Repurchase Program	Capitalization	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G
Randstad NV	28/03/2023	Netherlands	Approve Reduction in Share Capital	Capitalization	Approve Cancellation of Repurchased Shares	G
Randstad NV	28/03/2023	Netherlands	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Preemptive Rights	G
Randstad NV	28/03/2023	Netherlands	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report	G
Randstad NV	28/03/2023	Netherlands	Elect Supervisory Board Member	Director Election	Elect Cees 't Hart to Supervisory Board	G
Randstad NV	28/03/2023	Netherlands	Elect Supervisory Board Member	Director Election	Elect Jeroen Drost to Supervisory Board	G
Randstad NV	28/03/2023	Netherlands	Elect Supervisory Board Member	Director Election	Elect Laurence Debroux to Supervisory Board	G
Randstad NV	28/03/2023	Netherlands	Approve Executive Appointment	Director Related	Elect Myriam Beatove Moreale to Management Board	G
Randstad NV	28/03/2023	Netherlands	Approve Executive Appointment	Director Related	Elect Jorge Vazquez to Management Board	G
Randstad NV	28/03/2023	Netherlands	Approve Discharge of Management Board (Bundled)	Director Related	Approve Discharge of Management Board	G
Randstad NV	28/03/2023	Netherlands	Approve Discharge of Supervisory Board (Bundled)	Director Related	Approve Discharge of Supervisory Board	G
Randstad NV	28/03/2023	Netherlands	Approve Dividends	Routine Business	Approve Dividends of EUR 2.85 Per Share	G

Analysis of Votes: FOR

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
Randstad NV	28/03/2023	Netherlands	Accept Financial Statements and Statutory Reports	Routine Business	Adopt Financial Statements	G
Enagas SA	29/03/2023	Spain	Amend Articles Board-Related	Company Articles	Add New Article 45 bis Re: Composition, Powers and Functioning of Remuneration Committee	G
Enagas SA	29/03/2023	Spain	Amend Articles Board-Related	Company Articles	Amend Articles Re: Remuneration Committee and Sustainability and Appointments Committee	G
Enagas SA	29/03/2023	Spain	Amend Articles Board-Related	Company Articles	Amend Article 45 Re: Composition, Powers and Functioning of Sustainability and Appointments Committee	G
Enagas SA	29/03/2023	Spain	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Advisory Vote on Remuneration Report	G
Enagas SA	29/03/2023	Spain	Elect Director	Director Election	Reelect Santiago Ferrer Costa as Director	G
Enagas SA	29/03/2023	Spain	Elect Director	Director Election	Reelect Eva Patricia Urbez Sanz as Director	G
Enagas SA	29/03/2023	Spain	Approve Discharge of Board and President (Bundled)	Director Related	Approve Discharge of Board	G
Enagas SA	29/03/2023	Spain	Fix Number of Directors and/or Auditors	Director Related	Fix Number of Directors at 15	G
Enagas SA	29/03/2023	Spain	Accept/Approve Corporate Social Responsibility Report	E&S Blended	Approve Non-Financial Information Statement	E, S
Enagas SA	29/03/2023	Spain	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income and Dividends	G
Enagas SA	29/03/2023	Spain	Authorize Board to Ratify and Execute Approved Resolutions	Routine Business	Authorize Board to Ratify and Execute Approved Resolutions	G
Enagas SA	29/03/2023	Spain	Accept Consolidated Financial Statements and Statutory Reports	Routine Business	Approve Consolidated and Standalone Financial Statements	G
Enagas SA	29/03/2023	Spain	Approve/Amend Regulations on General Meetings	Routine Business	Amend Article 5 of General Meeting Regulations Re: Convening of General Meetings	G
CaixaBank SA	30/03/2023	Spain	Ratify Auditors	Audit Related	Renew Appointment of PricewaterhouseCoopers as Auditor	G
CaixaBank SA	30/03/2023	Spain	Approve/Amend Deferred Share Bonus Plan	Compensation	Approve 2023 Variable Remuneration Scheme	G
CaixaBank SA	30/03/2023	Spain	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Advisory Vote on Remuneration Report	G
CaixaBank SA	30/03/2023	Spain	Approve Remuneration Policy	Compensation	Amend Remuneration Policy	G
CaixaBank SA	30/03/2023	Spain	Approve Remuneration of Directors and/or Committee Members	Compensation	Approve Remuneration of Directors	G
CaixaBank SA	30/03/2023	Spain	Fix Maximum Variable Compensation Ratio	Compensation	Fix Maximum Variable Compensation Ratio	G
CaixaBank SA	30/03/2023	Spain	Elect Director	Director Election	Reelect Gonzalo Gortazar Rotaeché as Director	G
CaixaBank SA	30/03/2023	Spain	Elect Director	Director Election	Reelect Amparo Moraleda Martínez as Director	G
CaixaBank SA	30/03/2023	Spain	Elect Director	Director Election	Reelect Cristina Garmendia Mendizabal as Director	G
CaixaBank SA	30/03/2023	Spain	Elect Director	Director Election	Elect Peter Loscher as Director	G
CaixaBank SA	30/03/2023	Spain	Approve Discharge of Board and President (Bundled)	Director Related	Approve Discharge of Board	G
CaixaBank SA	30/03/2023	Spain	Accept/Approve Corporate Social Responsibility Report	E&S Blended	Approve Non-Financial Information Statement	E, S
CaixaBank SA	30/03/2023	Spain	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income and Dividends	G
CaixaBank SA	30/03/2023	Spain	Authorize Board to Ratify and Execute Approved Resolutions	Routine Business	Authorize Board to Ratify and Execute Approved Resolutions	G
CaixaBank SA	30/03/2023	Spain	Accept Consolidated Financial Statements and Statutory Reports	Routine Business	Approve Consolidated and Standalone Financial Statements	G
Kesko Oyj	30/03/2023	Finland	Ratify Auditors	Audit Related	Ratify Deloitte as Auditors	G
Kesko Oyj	30/03/2023	Finland	Authorize Board to Fix Remuneration of External Auditor(s)	Audit Related	Approve Remuneration of Auditors	G
Kesko Oyj	30/03/2023	Finland	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Approve Issuance of up to 33 Million Class B Shares without Preemptive Rights	G
Kesko Oyj	30/03/2023	Finland	Authorize Share Repurchase Program	Capitalization	Authorize Share Repurchase Program	G

Analysis of Votes: FOR

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
Kesko Oyj	30/03/2023	Finland	Amend Articles Board-Related	Company Articles	Amend Articles Re: Board of Directors and Term of Office	G
Kesko Oyj	30/03/2023	Finland	Approve Remuneration of Directors and/or Committee Members	Compensation	Approve Remuneration of Directors in the Amount of EUR 102,000 for Chairman; EUR 63,000 for Vice Chairman, and EUR 47,500 for Other Directors; Approve Meeting Fees; Approve Remuneration for Committee Work	G
Kesko Oyj	30/03/2023	Finland	Approve Discharge of Board and President (Bundled)	Director Related	Approve Discharge of Board and President	G
Kesko Oyj	30/03/2023	Finland	Accept Financial Statements and Statutory Reports	Routine Business	Accept Financial Statements and Statutory Reports	G
Kesko Oyj	30/03/2023	Finland	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income and Dividends of EUR 1.08 Per Share	G
Kesko Oyj	30/03/2023	Finland	Approve Charitable Donations	Social	Approve Charitable Donations of up to EUR 300,000	S
EDP Renovaveis SA	04/04/2023	Spain	Amend Articles Board-Related	Company Articles	Amend Articles Re: Governing Bodies, Remuneration of Directors and Appointments and Remunerations Committee	G
EDP Renovaveis SA	04/04/2023	Spain	Amend Articles Board-Related	Company Articles	Add New Article 30 Re: Environmental, Social and Corporate Governance Committee	G
EDP Renovaveis SA	04/04/2023	Spain	Approve Remuneration Policy	Compensation	Amend Remuneration Policy	G
EDP Renovaveis SA	04/04/2023	Spain	Elect Director	Director Election	Ratify Appointment of and Elect Cynthia Kay Mc Call as Director	G
EDP Renovaveis SA	04/04/2023	Spain	Approve Discharge of Board and President (Bundled)	Director Related	Appraise Management of Company and Approve Vote of Confidence to Board of Directors	G
EDP Renovaveis SA	04/04/2023	Spain	Accept/Approve Corporate Social Responsibility Report	E&S Blended	Approve Non-Financial Information Statement	E, S
EDP Renovaveis SA	04/04/2023	Spain	Approve Transaction with a Related Party	Non-Routine Business	Grant Board Powers for the Execution and Development of the Financing Agreement between EDP Renovaveis SA and EDP Energias de Portugal SA	G
EDP Renovaveis SA	04/04/2023	Spain	Approve Transaction with a Related Party	Non-Routine Business	Approve Financing Agreement between EDP Renovaveis SA and EDP Energias de Portugal SA	G
EDP Renovaveis SA	04/04/2023	Spain	Authorize Board to Ratify and Execute Approved Resolutions	Routine Business	Authorize Board to Ratify and Execute Approved Resolutions	G
EDP Renovaveis SA	04/04/2023	Spain	Approve Stock Dividend Program	Routine Business	Approve Scrip Dividends	G
EDP Renovaveis SA	04/04/2023	Spain	Accept Consolidated Financial Statements and Statutory Reports	Routine Business	Approve Consolidated and Standalone Financial Statements	G
EDP Renovaveis SA	04/04/2023	Spain	Receive/Approve Report/Announcement	Routine Business	Approve Consolidated and Standalone Management Reports, Corporate Governance Report and Management Report	G
EDP Renovaveis SA	04/04/2023	Spain	Approve Treatment of Net Loss	Routine Business	Approve Treatment of Net Loss	G
Nokia Oyj	04/04/2023	Finland	Authorize Board to Fix Remuneration of External Auditor(s)	Audit Related	Approve Remuneration of Auditor	G
Nokia Oyj	04/04/2023	Finland	Ratify Auditors	Audit Related	Ratify Deloitte as Auditor	G
Nokia Oyj	04/04/2023	Finland	Authorize Share Repurchase Program	Capitalization	Authorize Share Repurchase Program	G
Nokia Oyj	04/04/2023	Finland	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Approve Issuance of up to 550 Million Shares without Preemptive Rights	G
Nokia Oyj	04/04/2023	Finland	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report (Advisory Vote)	G
Nokia Oyj	04/04/2023	Finland	Approve Remuneration of Directors and/or Committee Members	Compensation	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	G
Nokia Oyj	04/04/2023	Finland	Elect Director	Director Election	Reelect Thomas Saueressig as Director	G
Nokia Oyj	04/04/2023	Finland	Elect Director	Director Election	Elect Elizabeth Crain as Director	G
Nokia Oyj	04/04/2023	Finland	Elect Director	Director Election	Reelect Jeanette Horan as Director	G
Nokia Oyj	04/04/2023	Finland	Elect Director	Director Election	Reelect Thomas Dannenfeldt as Director	G
Nokia Oyj	04/04/2023	Finland	Elect Director	Director Election	Reelect Carla Smits-Nusteling as Director	G

Analysis of Votes: FOR

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
Nokia Oyj	04/04/2023	Finland	Elect Director	Director Election	Reelect Soren Skou (Vice Chair) as Director	G
Nokia Oyj	04/04/2023	Finland	Elect Director	Director Election	Reelect Sari Baldauf (Chair) as Director	G
Nokia Oyj	04/04/2023	Finland	Elect Director	Director Election	Reelect Kai Oistamo as Director	G
Nokia Oyj	04/04/2023	Finland	Elect Director	Director Election	Elect Timo Ahopelto as Director	G
Nokia Oyj	04/04/2023	Finland	Elect Director	Director Election	Reelect Lisa Hook as Director	G
Nokia Oyj	04/04/2023	Finland	Approve Discharge of Board and President (Bundled)	Director Related	Approve Discharge of Board and President	G
Nokia Oyj	04/04/2023	Finland	Fix Number of Directors and/or Auditors	Director Related	Fix Number of Directors at Ten	G
Nokia Oyj	04/04/2023	Finland	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income and Dividends of EUR 0.12 Per Share	G
Nokia Oyj	04/04/2023	Finland	Accept Financial Statements and Statutory Reports	Routine Business	Accept Financial Statements and Statutory Reports	G
Deutsche Telekom AG	05/04/2023	Germany	Ratify Auditors	Audit Related	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	G
Deutsche Telekom AG	05/04/2023	Germany	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report	G
Deutsche Telekom AG	05/04/2023	Germany	Elect Supervisory Board Member	Director Election	Elect Harald Krueger to the Supervisory Board	G
Deutsche Telekom AG	05/04/2023	Germany	Elect Supervisory Board Member	Director Election	Elect Reinhard Ploss to the Supervisory Board	G
Deutsche Telekom AG	05/04/2023	Germany	Elect Supervisory Board Member	Director Election	Elect Margret Suckale to the Supervisory Board	G
Deutsche Telekom AG	05/04/2023	Germany	Approve Discharge of Management Board (Bundled)	Director Related	Approve Discharge of Management Board for Fiscal Year 2022	G
Deutsche Telekom AG	05/04/2023	Germany	Approve Discharge of Supervisory Board (Bundled)	Director Related	Approve Discharge of Supervisory Board for Fiscal Year 2022	G
Deutsche Telekom AG	05/04/2023	Germany	Allow Shareholder Meetings to be Held in Virtual-Only Format	Routine Business	Approve Virtual-Only Shareholder Meetings Until 2025	G
Deutsche Telekom AG	05/04/2023	Germany	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income and Dividends of EUR 0.70 per Share	G
Elisa Oyj	05/04/2023	Finland	Authorize Board to Fix Remuneration of External Auditor(s)	Audit Related	Approve Remuneration of Auditors	G
Elisa Oyj	05/04/2023	Finland	Authorize Share Repurchase Program	Capitalization	Authorize Share Repurchase Program	G
Elisa Oyj	05/04/2023	Finland	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Approve Issuance of up to 15 Million Shares without Preemptive Rights	G
Elisa Oyj	05/04/2023	Finland	Approve Remuneration of Directors and/or Committee Members	Compensation	Approve Remuneration of Directors in the Amount of EUR 140,000 for Chairman, EUR 86,000 for Vice Chairman and the Chairman of the Committees, and EUR 71,000 for Other Directors; Approve Meeting Fees	G
Elisa Oyj	05/04/2023	Finland	Approve Discharge of Board and President (Bundled)	Director Related	Approve Discharge of Board and President	G
Elisa Oyj	05/04/2023	Finland	Fix Number of Directors and/or Auditors	Director Related	Fix Number of Directors at Eight	G
Elisa Oyj	05/04/2023	Finland	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income and Dividends of EUR 2.15 Per Share	G
Elisa Oyj	05/04/2023	Finland	Accept Financial Statements and Statutory Reports	Routine Business	Accept Financial Statements and Statutory Reports	G
EDP-Energias de Portugal SA	12/04/2023	Portugal	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Approve the Renewal of the Authorization Granted to the Executive Board of Directors to Increase the Share Capital	G
EDP-Energias de Portugal SA	12/04/2023	Portugal	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Capitalization	Authorize Repurchase and Reissuance of Shares	G
EDP-Energias de Portugal SA	12/04/2023	Portugal	Authorize Repurchase of Debt Instruments and Reissuance of Repurchased Debt Instruments	Capitalization	Authorize Repurchase and Reissuance of Repurchased Debt Instruments	G
EDP-Energias de Portugal SA	12/04/2023	Portugal	Eliminate Preemptive Rights	Capitalization	Eliminate Preemptive Rights	G
EDP-Energias de Portugal SA	12/04/2023	Portugal	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report	G



Analysis of Votes: FOR

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
EDP-Energias de Portugal SA	12/04/2023	Portugal	Approve Discharge of Supervisory Board (Bundled)	Director Related	Appraise Supervision of Company and Approve Vote of Confidence to Supervisory Board	G
EDP-Energias de Portugal SA	12/04/2023	Portugal	Approve Executive Appointment	Director Related	Elect Pedro Collares Pereira de Vasconcelos as Executive Director for 2021-2023 Term	G
EDP-Energias de Portugal SA	12/04/2023	Portugal	Approve Discharge of Auditors	Director Related	Appraise Work Performed by Statutory Auditor and Approve Vote of Confidence to Statutory Auditor	G
EDP-Energias de Portugal SA	12/04/2023	Portugal	Approve Discharge of Management Board (Bundled)	Director Related	Appraise Management of Company and Approve Vote of Confidence to Management Board	G
EDP-Energias de Portugal SA	12/04/2023	Portugal	Management Climate-Related Proposal	Environmental	Approve 2030 Climate Change Commitment	E
EDP-Energias de Portugal SA	12/04/2023	Portugal	Approve Dividends	Routine Business	Approve Dividends	G
EDP-Energias de Portugal SA	12/04/2023	Portugal	Accept Consolidated Financial Statements and Statutory Reports	Routine Business	Approve Individual and Consolidated Financial Statements and Statutory Reports	G
EDP-Energias de Portugal SA	12/04/2023	Portugal	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income	G
Koninklijke Ahold Delhaize NV	12/04/2023	Netherlands	Ratify Auditors	Audit Related	Ratify KPMG Accountants N.V. as Auditors	G
Koninklijke Ahold Delhaize NV	12/04/2023	Netherlands	Authorize Share Repurchase Program	Capitalization	Authorize Board to Acquire Common Shares	G
Koninklijke Ahold Delhaize NV	12/04/2023	Netherlands	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Capitalization	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	G
Koninklijke Ahold Delhaize NV	12/04/2023	Netherlands	Eliminate Preemptive Rights	Capitalization	Authorize Board to Exclude Preemptive Rights from Share Issuances	G
Koninklijke Ahold Delhaize NV	12/04/2023	Netherlands	Approve Reduction in Share Capital	Capitalization	Approve Cancellation of Repurchased Shares	G
Koninklijke Ahold Delhaize NV	12/04/2023	Netherlands	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report	G
Koninklijke Ahold Delhaize NV	12/04/2023	Netherlands	Elect Supervisory Board Member	Director Election	Elect Julia Vander Ploeg to Supervisory Board	G
Koninklijke Ahold Delhaize NV	12/04/2023	Netherlands	Elect Supervisory Board Member	Director Election	Reelect Peter Agnefjall to Supervisory Board	G
Koninklijke Ahold Delhaize NV	12/04/2023	Netherlands	Elect Supervisory Board Member	Director Election	Reelect Katie Doyle to Supervisory Board	G
Koninklijke Ahold Delhaize NV	12/04/2023	Netherlands	Elect Supervisory Board Member	Director Election	Reelect Bill McEwan to Supervisory Board	G
Koninklijke Ahold Delhaize NV	12/04/2023	Netherlands	Approve Discharge of Management Board (Bundled)	Director Related	Approve Discharge of Management Board	G
Koninklijke Ahold Delhaize NV	12/04/2023	Netherlands	Approve Executive Appointment	Director Related	Reelect Frans Muller to Management Board	G
Koninklijke Ahold Delhaize NV	12/04/2023	Netherlands	Approve Discharge of Supervisory Board (Bundled)	Director Related	Approve Discharge of Supervisory Board	G
Koninklijke Ahold Delhaize NV	12/04/2023	Netherlands	Approve Executive Appointment	Director Related	Elect JJ Fleeman to Management Board	G
Koninklijke Ahold Delhaize NV	12/04/2023	Netherlands	Accept Financial Statements and Statutory Reports	Routine Business	Adopt Financial Statements	G
Koninklijke Ahold Delhaize NV	12/04/2023	Netherlands	Approve Dividends	Routine Business	Approve Dividends	G
Royal KPN NV	12/04/2023	Netherlands	Ratify Auditors	Audit Related	Ratify Ernst & Young Accountants LLP as Auditors	G
Royal KPN NV	12/04/2023	Netherlands	Authorize Share Repurchase Program	Capitalization	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G
Royal KPN NV	12/04/2023	Netherlands	Eliminate Preemptive Rights	Capitalization	Authorize Board to Exclude Preemptive Rights from Share Issuances	G
Royal KPN NV	12/04/2023	Netherlands	Approve Reduction in Share Capital	Capitalization	Approve Reduction in Share Capital through Cancellation of Shares	G
Royal KPN NV	12/04/2023	Netherlands	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Capitalization	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	G
Royal KPN NV	12/04/2023	Netherlands	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report	G
Royal KPN NV	12/04/2023	Netherlands	Elect Supervisory Board Member	Director Election	Elect Frank Heemsker to Supervisory Board	G
Royal KPN NV	12/04/2023	Netherlands	Elect Supervisory Board Member	Director Election	Elect Herman Dijkhuizen to Supervisory Board	G

Analysis of Votes: FOR

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
Royal KPN NV	12/04/2023	Netherlands	Elect Supervisory Board Member	Director Election	Elect Ben Noteboom to Supervisory Board	G
Royal KPN NV	12/04/2023	Netherlands	Approve Discharge of Management Board (Bundled)	Director Related	Approve Discharge of Management Board	G
Royal KPN NV	12/04/2023	Netherlands	Approve Discharge of Supervisory Board (Bundled)	Director Related	Approve Discharge of Supervisory Board	G
Royal KPN NV	12/04/2023	Netherlands	Accept Financial Statements and Statutory Reports	Routine Business	Adopt Financial Statements	G
Royal KPN NV	12/04/2023	Netherlands	Approve Dividends	Routine Business	Approve Dividends	G
UPM-Kymmene Oyj	12/04/2023	Finland	Authorize Board to Fix Remuneration of External Auditor(s)	Audit Related	Approve Remuneration of Auditors	G
UPM-Kymmene Oyj	12/04/2023	Finland	Ratify Auditors	Audit Related	Ratify Ernst & Young Oy as Auditor for FY 2024	G
UPM-Kymmene Oyj	12/04/2023	Finland	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Approve Issuance of up to 25 Million Shares without Preemptive Rights	G
UPM-Kymmene Oyj	12/04/2023	Finland	Authorize Share Repurchase Program	Capitalization	Authorize Share Repurchase Program	G
UPM-Kymmene Oyj	12/04/2023	Finland	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report	G
UPM-Kymmene Oyj	12/04/2023	Finland	Approve Remuneration of Directors and/or Committee Members	Compensation	Remuneration of Directors in the Amount of EUR 218,000 for Chairman, EUR 145,000 for Deputy Chairman and EUR 120,000 for Other Directors; Approve Compensation for Committee Work	G
UPM-Kymmene Oyj	12/04/2023	Finland	Approve Discharge of Board and President (Bundled)	Director Related	Approve Discharge of Board and President	G
UPM-Kymmene Oyj	12/04/2023	Finland	Fix Number of Directors and/or Auditors	Director Related	Fix Number of Directors at Nine	G
UPM-Kymmene Oyj	12/04/2023	Finland	Accept Financial Statements and Statutory Reports	Routine Business	Accept Financial Statements and Statutory Reports	G
UPM-Kymmene Oyj	12/04/2023	Finland	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income and Dividends of EUR 1.50 Per Share	G
UPM-Kymmene Oyj	12/04/2023	Finland	Approve Charitable Donations	Social	Authorize Charitable Donations	S
Beiersdorf AG	13/04/2023	Germany	Amend Articles Board-Related	Company Articles	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	G
Beiersdorf AG	13/04/2023	Germany	Elect Supervisory Board Member	Director Election	Elect Uta Kemmerich-Keil to the Supervisory Board	G
Beiersdorf AG	13/04/2023	Germany	Approve Discharge of Management Board (Bundled)	Director Related	Approve Discharge of Management Board for Fiscal Year 2022	G
Beiersdorf AG	13/04/2023	Germany	Approve Discharge of Supervisory Board (Bundled)	Director Related	Approve Discharge of Supervisory Board for Fiscal Year 2022	G
Beiersdorf AG	13/04/2023	Germany	Elect Alternate/Deputy Directors	Director Related	Elect Beatrice Dreyfus as Alternate Supervisory Board Member	G
Beiersdorf AG	13/04/2023	Germany	Allow Shareholder Meetings to be Held in Virtual-Only Format	Routine Business	Approve Virtual-Only Shareholder Meetings Until 2025	G
Beiersdorf AG	13/04/2023	Germany	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income and Dividends of EUR 0.70 per Share	G
Covestro AG	19/04/2023	Germany	Ratify Auditors	Audit Related	Ratify KPMG AG 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	G
Covestro AG	19/04/2023	Germany	Amend Articles Board-Related	Company Articles	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	G
Covestro AG	19/04/2023	Germany	Approve Remuneration Policy	Compensation	Approve Remuneration Policy	G
Covestro AG	19/04/2023	Germany	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report	G
Covestro AG	19/04/2023	Germany	Approve Discharge of Management Board (Bundled)	Director Related	Approve Discharge of Management Board for Fiscal Year 2022	G
Covestro AG	19/04/2023	Germany	Approve Discharge of Supervisory Board (Bundled)	Director Related	Approve Discharge of Supervisory Board for Fiscal Year 2022	G
Covestro AG	19/04/2023	Germany	Allow Shareholder Meetings to be Held in Virtual-Only Format	Routine Business	Approve Virtual-Only Shareholder Meetings Until 2025	G
Aena S.M.E. SA	20/04/2023	Spain	Ratify Auditors	Audit Related	Appoint KPMG Auditores as Auditor	G

Analysis of Votes: FOR

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
Aena S.M.E. SA	20/04/2023	Spain	Amend Articles Board-Related	Company Articles	Amend Article 36 Re: Board Meetings	G
Aena S.M.E. SA	20/04/2023	Spain	Amend Articles Board-Related	Company Articles	Amend Article 31 Re: Board Competences	G
Aena S.M.E. SA	20/04/2023	Spain	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Advisory Vote on Remuneration Report	G
Aena S.M.E. SA	20/04/2023	Spain	Elect Director	Director Election	Elect Maria Carmen Corral Escribano as Director	G
Aena S.M.E. SA	20/04/2023	Spain	Elect Director	Director Election	Reelect Leticia Iglesias Herraiz as Director	G
Aena S.M.E. SA	20/04/2023	Spain	Elect Director	Director Election	Ratify Appointment of and Elect Tomas Varela Muina as Director	G
Aena S.M.E. SA	20/04/2023	Spain	Elect Director	Director Election	Ratify Appointment of and Elect Maria del Coriseo Gonzalez-Izquierdo Revilla as Director	G
Aena S.M.E. SA	20/04/2023	Spain	Elect Director	Director Election	Reelect Juan Ignacio Diaz Bidart as Director	G
Aena S.M.E. SA	20/04/2023	Spain	Elect Director	Director Election	Reelect Angelica Martinez Ortega as Director	G
Aena S.M.E. SA	20/04/2023	Spain	Elect Director	Director Election	Reelect Pilar Arranz Notario as Director	G
Aena S.M.E. SA	20/04/2023	Spain	Approve Discharge of Board and President (Bundled)	Director Related	Approve Discharge of Board	G
Aena S.M.E. SA	20/04/2023	Spain	Accept/Approve Corporate Social Responsibility Report	E&S Blended	Approve Non-Financial Information Statement	E, S
Aena S.M.E. SA	20/04/2023	Spain	Reporting on Climate Transition Plan	Environmental	Advisory Vote on Company's 2022 Updated Report on Climate Action Plan	E
Aena S.M.E. SA	20/04/2023	Spain	Approve Standard Accounting Transfers	Routine Business	Approve Offset of Accumulated Losses Against Voluntary Reserves	G
Aena S.M.E. SA	20/04/2023	Spain	Accept Consolidated Financial Statements and Statutory Reports	Routine Business	Approve Consolidated Financial Statements	G
Aena S.M.E. SA	20/04/2023	Spain	Accept Financial Statements and Statutory Reports	Routine Business	Approve Standalone Financial Statements	G
Aena S.M.E. SA	20/04/2023	Spain	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income and Dividends	G
Aena S.M.E. SA	20/04/2023	Spain	Authorize Board to Ratify and Execute Approved Resolutions	Routine Business	Authorize Board to Ratify and Execute Approved Resolutions	G
Heineken NV	20/04/2023	Netherlands	Ratify Auditors	Audit Related	Ratify Deloitte Accountants B.V. as Auditors	G
Heineken NV	20/04/2023	Netherlands	Eliminate Preemptive Rights	Capitalization	Authorize Board to Exclude Preemptive Rights from Share Issuances	G
Heineken NV	20/04/2023	Netherlands	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Capitalization	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	G
Heineken NV	20/04/2023	Netherlands	Authorize Share Repurchase Program	Capitalization	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G
Heineken NV	20/04/2023	Netherlands	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report	G
Heineken NV	20/04/2023	Netherlands	Elect Supervisory Board Member	Director Election	Reelect M.R. de Carvalho to Supervisory Board	G
Heineken NV	20/04/2023	Netherlands	Elect Supervisory Board Member	Director Election	Elect L.J. Hijmans van den Bergh to Supervisory Board	G
Heineken NV	20/04/2023	Netherlands	Elect Supervisory Board Member	Director Election	Reelect R.L. Ripley to Supervisory Board	G
Heineken NV	20/04/2023	Netherlands	Elect Supervisory Board Member	Director Election	Elect B. Pardo to Supervisory Board	G
Heineken NV	20/04/2023	Netherlands	Approve Discharge of Management Board (Bundled)	Director Related	Approve Discharge of Executive Directors	G
Heineken NV	20/04/2023	Netherlands	Approve Discharge of Supervisory Board (Bundled)	Director Related	Approve Discharge of Supervisory Board	G
Heineken NV	20/04/2023	Netherlands	Approve Dividends	Routine Business	Approve Dividends	G
Heineken NV	20/04/2023	Netherlands	Accept Financial Statements and Statutory Reports	Routine Business	Adopt Financial Statements	G
Hermes International SCA	20/04/2023	France	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Capitalization	Authorize Capitalization of Reserves of up to 40 Percent of Issued Capital for Bonus Issue or Increase in Par Value	G
Hermes International SCA	20/04/2023	France	Approve Reduction in Share Capital	Capitalization	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	G

Analysis of Votes: FOR

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
Hermes International SCA	20/04/2023	France	Approve Remuneration Policy	Compensation	Approve Remuneration Policy of Supervisory Board Members; Approve Remuneration of Supervisory Board Members in the Aggregate Amount of EUR 900,000	G
Hermes International SCA	20/04/2023	France	Approve Qualified Employee Stock Purchase Plan	Compensation	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	G
Hermes International SCA	20/04/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Eric de Seynes, Chairman of the Supervisory Board	G
Hermes International SCA	20/04/2023	France	Elect Supervisory Board Member	Director Election	Reelect Monique Cohen as Supervisory Board Member	G
Hermes International SCA	20/04/2023	France	Approve Discharge of Management Board (Bundled)	Director Related	Approve Discharge of General Managers	G
Hermes International SCA	20/04/2023	France	Accept Financial Statements and Statutory Reports	Routine Business	Approve Financial Statements and Statutory Reports	G
Hermes International SCA	20/04/2023	France	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income and Dividends of EUR 13 per Share	G
Hermes International SCA	20/04/2023	France	Accept Consolidated Financial Statements and Statutory Reports	Routine Business	Approve Consolidated Financial Statements and Statutory Reports	G
Hermes International SCA	20/04/2023	France	Authorize Filing of Required Documents/Other Formalities	Routine Business	Authorize Filing of Required Documents/Other Formalities	G
Jeronimo Martins SGPS SA	20/04/2023	Portugal	Ratify Alternate Auditor	Audit Related	Appoint Alternate Auditor for 2022-2024 Period	G
Jeronimo Martins SGPS SA	20/04/2023	Portugal	Approve Discharge of Management and Supervisory Board (Bundled)	Director Related	Appraise Management and Supervision of Company and Approve Vote of Confidence to Corporate Bodies	G
Jeronimo Martins SGPS SA	20/04/2023	Portugal	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income	G
Jeronimo Martins SGPS SA	20/04/2023	Portugal	Accept Consolidated Financial Statements and Statutory Reports	Routine Business	Approve Individual and Consolidated Financial Statements and Statutory Reports	G
LVMH Moet Hennessy Louis Vuitton SE	20/04/2023	France	Set Global Limit for Capital Increase to Result From All Issuance Requests	Capitalization	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 20 Million	G
LVMH Moet Hennessy Louis Vuitton SE	20/04/2023	France	Authorize Share Repurchase Program	Capitalization	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G
LVMH Moet Hennessy Louis Vuitton SE	20/04/2023	France	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Capitalization	Authorize Capitalization of Reserves of Up to EUR 20 Million for Bonus Issue or Increase in Par Value	G
LVMH Moet Hennessy Louis Vuitton SE	20/04/2023	France	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	Capitalization	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 20 Million	G
LVMH Moet Hennessy Louis Vuitton SE	20/04/2023	France	Approve Reduction in Share Capital	Capitalization	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	G
LVMH Moet Hennessy Louis Vuitton SE	20/04/2023	France	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	Capitalization	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	G
LVMH Moet Hennessy Louis Vuitton SE	20/04/2023	France	Approve Qualified Employee Stock Purchase Plan	Compensation	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	G
LVMH Moet Hennessy Louis Vuitton SE	20/04/2023	France	Approve Remuneration Policy	Compensation	Approve Remuneration Policy of Directors	G
LVMH Moet Hennessy Louis Vuitton SE	20/04/2023	France	Elect Director	Director Election	Reelect Marie-Laure Sauty de Chalon as Director	G
LVMH Moet Hennessy Louis Vuitton SE	20/04/2023	France	Elect Director	Director Election	Elect Laurent Mignon as Director	G
LVMH Moet Hennessy Louis Vuitton SE	20/04/2023	France	Elect Director	Director Election	Reelect Natacha Valla as Director	G
LVMH Moet Hennessy Louis Vuitton SE	20/04/2023	France	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income and Dividends of EUR 12.00 per Share	G
LVMH Moet Hennessy Louis Vuitton SE	20/04/2023	France	Accept Consolidated Financial Statements and Statutory Reports	Routine Business	Approve Consolidated Financial Statements and Statutory Reports	G
LVMH Moet Hennessy Louis Vuitton SE	20/04/2023	France	Accept Financial Statements and Statutory Reports	Routine Business	Approve Financial Statements and Statutory Reports	G
Vivendi SE	24/04/2023	France	Ratify Auditors	Audit Related	Renew Appointment of Deloitte & Associates as Auditor	G
Vivendi SE	24/04/2023	France	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Capitalization	Authorize Capitalization of Reserves of Up to EUR 300 Million for Bonus Issue or Increase in Par Value	G

Analysis of Votes: FOR

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
Vivendi SE	24/04/2023	France	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	Capitalization	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 600 Million	G
Vivendi SE	24/04/2023	France	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	Capitalization	Authorize Capital Increase of up to 5 Percent of Issued Capital for Contributions in Kind	G
Vivendi SE	24/04/2023	France	Authorize Share Repurchase Program	Capitalization	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G
Vivendi SE	24/04/2023	France	Approve Reduction in Share Capital	Capitalization	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	G
Vivendi SE	24/04/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Cedric de Baillencourt, Management Board Member	G
Vivendi SE	24/04/2023	France	Approve Qualified Employee Stock Purchase Plan	Compensation	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	G
Vivendi SE	24/04/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Herve Philippe, Management Board Member	G
Vivendi SE	24/04/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Arnaud de Puyfontaine, Chairman of the Management Board	G
Vivendi SE	24/04/2023	France	Approve Remuneration Policy	Compensation	Approve Remuneration Policy of Chairman of the Management Board	G
Vivendi SE	24/04/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Gilles Alix, Management Board Member	G
Vivendi SE	24/04/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Simon Gillham, Management Board Member	G
Vivendi SE	24/04/2023	France	Remuneration-Related	Compensation	Approve Compensation Report of Corporate Officers	G
Vivendi SE	24/04/2023	France	Approve Qualified Employee Stock Purchase Plan	Compensation	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	G
Vivendi SE	24/04/2023	France	Elect Supervisory Board Member	Director Election	Elect Sebastien Bollere as Supervisory Board Member	G
Vivendi SE	24/04/2023	France	Approve Special Auditors' Report Regarding Related-Party Transactions	Non-Routine Business	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	G
Vivendi SE	24/04/2023	France	Accept Consolidated Financial Statements and Statutory Reports	Routine Business	Approve Consolidated Financial Statements and Statutory Reports	G
Vivendi SE	24/04/2023	France	Accept Financial Statements and Statutory Reports	Routine Business	Approve Financial Statements and Statutory Reports	G
Vivendi SE	24/04/2023	France	Approve Allocation of Income and Dividends	Routine Business	Approve Treatment of Losses and Dividends of EUR 0.25 per Share	G
Vivendi SE	24/04/2023	France	Authorize Filing of Required Documents/Other Formalities	Routine Business	Authorize Filing of Required Documents/Other Formalities	G
ASML Holding NV	26/04/2023	Netherlands	Ratify Auditors	Audit Related	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	G
ASML Holding NV	26/04/2023	Netherlands	Eliminate Preemptive Rights	Capitalization	Authorize Board to Exclude Preemptive Rights from Share Issuances	G
ASML Holding NV	26/04/2023	Netherlands	Authorize Share Repurchase Program	Capitalization	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G
ASML Holding NV	26/04/2023	Netherlands	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Capitalization	Grant Board Authority to Issue Shares Up to 5 Percent of Issued Capital Plus Additional 5 Percent in Case of Merger or Acquisition	G
ASML Holding NV	26/04/2023	Netherlands	Approve Reduction in Share Capital	Capitalization	Authorize Cancellation of Repurchased Shares	G
ASML Holding NV	26/04/2023	Netherlands	Approve Remuneration of Directors and/or Committee Members	Compensation	Amend Remuneration of the Members of the Supervisory Board	G
ASML Holding NV	26/04/2023	Netherlands	Approve Share Plan Grant	Compensation	Approve Number of Shares for Management Board	G
ASML Holding NV	26/04/2023	Netherlands	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report	G
ASML Holding NV	26/04/2023	Netherlands	Approve Remuneration of Directors and/or Committee Members	Compensation	Amend Remuneration Policy for the Supervisory Board	G
ASML Holding NV	26/04/2023	Netherlands	Elect Supervisory Board Member	Director Election	Elect J.P. de Kreij to Supervisory Board	G
ASML Holding NV	26/04/2023	Netherlands	Elect Supervisory Board Member	Director Election	Elect N.S. Andersen to Supervisory Board	G

Analysis of Votes: FOR

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
ASML Holding NV	26/04/2023	Netherlands	Approve Discharge of Management Board (Bundled)	Director Related	Approve Discharge of Management Board	G
ASML Holding NV	26/04/2023	Netherlands	Approve Discharge of Supervisory Board (Bundled)	Director Related	Approve Discharge of Supervisory Board	G
ASML Holding NV	26/04/2023	Netherlands	Approve Dividends	Routine Business	Approve Dividends	G
ASML Holding NV	26/04/2023	Netherlands	Accept Financial Statements and Statutory Reports	Routine Business	Adopt Financial Statements and Statutory Reports	G
Assicurazioni Generali SpA	26/04/2023	Italy	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Audit Related	Slate Submitted by Institutional Investors (Assogestioni)	G
Assicurazioni Generali SpA	26/04/2023	Italy	Authorize Board to Fix Remuneration of External Auditor(s)	Audit Related	Adjust Remuneration of External Auditors	G
Assicurazioni Generali SpA	26/04/2023	Italy	Approve/Amend All Employee Share Schemes	Compensation	Approve Share Plan for Generali Group Employees	G
Assicurazioni Generali SpA	26/04/2023	Italy	Approve/Amend All Employee Share Schemes	Compensation	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Share Plan for Generali Group Employees	G
Assicurazioni Generali SpA	26/04/2023	Italy	Approve Remuneration Policy	Compensation	Approve Remuneration Policy	G
Assicurazioni Generali SpA	26/04/2023	Italy	Approve Restricted Stock Plan	Compensation	Approve Long Term Incentive Plan 2023-2025	G
Assicurazioni Generali SpA	26/04/2023	Italy	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Second Section of the Remuneration Report	G
Assicurazioni Generali SpA	26/04/2023	Italy	Approve Equity Plan Financing	Compensation	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Group Long Term Incentive Plan	G
Assicurazioni Generali SpA	26/04/2023	Italy	Elect Director	Director Election	Elect Stefano Marsaglia as Director	G
Assicurazioni Generali SpA	26/04/2023	Italy	Authorize Board to Fix Remuneration of Internal Statutory Auditor(s)	Director Related	Approve Internal Auditors' Remuneration	G
Assicurazioni Generali SpA	26/04/2023	Italy	Accept Financial Statements and Statutory Reports	Routine Business	Accept Financial Statements and Statutory Reports	G
Assicurazioni Generali SpA	26/04/2023	Italy	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income	G
IMCD NV	26/04/2023	Netherlands	Ratify Auditors	Audit Related	Ratify Ernst & Young Accountants LLP as Auditors for the Financial Year 2025-2027	G
IMCD NV	26/04/2023	Netherlands	Ratify Auditors	Audit Related	Ratify Deloitte Accountants B.V. as Auditors for the Financial Year 2024	G
IMCD NV	26/04/2023	Netherlands	Eliminate Preemptive Rights	Capitalization	Authorize Board to Exclude Preemptive Rights from Share Issuances	G
IMCD NV	26/04/2023	Netherlands	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Capitalization	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	G
IMCD NV	26/04/2023	Netherlands	Authorize Share Repurchase Program	Capitalization	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G
IMCD NV	26/04/2023	Netherlands	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report	G
IMCD NV	26/04/2023	Netherlands	Approve Executive Appointment	Director Related	Elect Valerie Diele-Braun to Management Board	G
IMCD NV	26/04/2023	Netherlands	Approve Discharge of Supervisory Board (Bundled)	Director Related	Approve Discharge of Supervisory Board	G
IMCD NV	26/04/2023	Netherlands	Approve Discharge of Management Board (Bundled)	Director Related	Approve Discharge of Management Board	G
IMCD NV	26/04/2023	Netherlands	Accept Financial Statements and Statutory Reports	Routine Business	Adopt Financial Statements and Statutory Reports	G
IMCD NV	26/04/2023	Netherlands	Approve Dividends	Routine Business	Approve Dividends of EUR 6.78 Per Share	G
AXA SA	27/04/2023	France	Authorize Share Repurchase Program	Capitalization	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G
AXA SA	27/04/2023	France	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Capitalization	Authorize Capitalization of Reserves of Up to EUR 1 Billion for Bonus Issue or Increase in Par Value	G
AXA SA	27/04/2023	France	Approve Issuance of Shares for a Private Placement	Capitalization	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 500 Million	G
AXA SA	27/04/2023	France	Authorize Capital Increase for Future Share Exchange Offers	Capitalization	Authorize Capital Increase of Up to EUR 500 Million for Future Exchange Offers	G

Analysis of Votes: FOR

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
AXA SA	27/04/2023	France	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	Capitalization	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 2 Billion	G
AXA SA	27/04/2023	France	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 500 Million	G
AXA SA	27/04/2023	France	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	Capitalization	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	G
AXA SA	27/04/2023	France	Approve Reduction in Share Capital	Capitalization	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	G
AXA SA	27/04/2023	France	Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities	Capitalization	Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities without Preemptive Rights for Up to EUR 500 Million	G
AXA SA	27/04/2023	France	Authorize Board to Set Issue Price for 10 Percent of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Capitalization	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	G
AXA SA	27/04/2023	France	Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities	Capitalization	Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities with Preemptive Rights for Up to EUR 2 Billion	G
AXA SA	27/04/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Thomas Buberl, CEO	G
AXA SA	27/04/2023	France	Remuneration-Related	Compensation	Approve Compensation Report of Corporate Officers	G
AXA SA	27/04/2023	France	Approve Qualified Employee Stock Purchase Plan	Compensation	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	G
AXA SA	27/04/2023	France	Approve Qualified Employee Stock Purchase Plan	Compensation	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	G
AXA SA	27/04/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Antoine Gosset-Grainville, Chairman of the Board since April 28, 2022	G
AXA SA	27/04/2023	France	Approve Remuneration Policy	Compensation	Approve Remuneration Policy of CEO	G
AXA SA	27/04/2023	France	Approve Remuneration Policy	Compensation	Approve Remuneration Policy of Chairman of the Board	G
AXA SA	27/04/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Denis Duverne, Chairman of the Board until April 28, 2022	G
AXA SA	27/04/2023	France	Approve Remuneration Policy	Compensation	Approve Remuneration Policy of Directors	G
AXA SA	27/04/2023	France	Approve Special Auditors' Report Regarding Related-Party Transactions	Non-Routine Business	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	G
AXA SA	27/04/2023	France	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income and Dividends of EUR 1.70 per Share	G
AXA SA	27/04/2023	France	Authorize Filing of Required Documents/Other Formalities	Routine Business	Authorize Filing of Required Documents/Other Formalities	G
AXA SA	27/04/2023	France	Accept Financial Statements and Statutory Reports	Routine Business	Approve Financial Statements and Statutory Reports	G
AXA SA	27/04/2023	France	Accept Consolidated Financial Statements and Statutory Reports	Routine Business	Approve Consolidated Financial Statements and Statutory Reports	G
Danone SA	27/04/2023	France	Authorize Capital Increase for Future Share Exchange Offers	Capitalization	Authorize Capital Increase of Up to EUR 16.9 Million for Future Exchange Offers	G
Danone SA	27/04/2023	France	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Capitalization	Authorize Capitalization of Reserves of Up to EUR 42 Million for Bonus Issue or Increase in Par Value	G
Danone SA	27/04/2023	France	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	Capitalization	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	G
Danone SA	27/04/2023	France	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	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	G

Analysis of Votes: FOR

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
Danone SA	27/04/2023	France	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	Capitalization	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 50 Million	G
Danone SA	27/04/2023	France	Authorize Share Repurchase Program	Capitalization	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G
Danone SA	27/04/2023	France	Approve Reduction in Share Capital	Capitalization	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	G
Danone SA	27/04/2023	France	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	Capitalization	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Item 16	G
Danone SA	27/04/2023	France	Remuneration-Related	Compensation	Approve Compensation Report of Corporate Officers	G
Danone SA	27/04/2023	France	Approve Restricted Stock Plan	Compensation	Authorize up to 0.5 Percent of Issued Capital for Use in Restricted Stock Plans with Performance Conditions Attached	G
Danone SA	27/04/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Gilles Schnepf, Chairman of the Board	G
Danone SA	27/04/2023	France	Approve Remuneration Policy	Compensation	Approve Remuneration Policy of Executive Corporate Officers	G
Danone SA	27/04/2023	France	Approve Qualified Employee Stock Purchase Plan	Compensation	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	G
Danone SA	27/04/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Antoine de Saint-Affrique, CEO	G
Danone SA	27/04/2023	France	Approve Remuneration Policy	Compensation	Approve Remuneration Policy of Directors	G
Danone SA	27/04/2023	France	Approve Qualified Employee Stock Purchase Plan	Compensation	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	G
Danone SA	27/04/2023	France	Approve Remuneration Policy	Compensation	Approve Remuneration Policy of Chairman of the Board	G
Danone SA	27/04/2023	France	Elect Director	Director Election	Reelect Valerie Chapoulaud-Floquet as Director	G
Danone SA	27/04/2023	France	Elect Director	Director Election	Ratify Appointment of Gilbert Ghostine as Director Following Resignation of Guido Barilla	G
Danone SA	27/04/2023	France	Elect Director	Director Election	Reelect Gilles Schnepf as Director	G
Danone SA	27/04/2023	France	Elect Director	Director Election	Ratify Appointment of Lise Kingo as Director Following Resignation of Cecile Cabanis	G
Danone SA	27/04/2023	France	Elect Director	Director Election	Elect Sanjiv Mehta as Director	G
Danone SA	27/04/2023	France	Authorize Filing of Required Documents/Other Formalities	Routine Business	Authorize Filing of Required Documents/Other Formalities	G
Danone SA	27/04/2023	France	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income and Dividends of EUR 2 per Share	G
Danone SA	27/04/2023	France	Accept Consolidated Financial Statements and Statutory Reports	Routine Business	Approve Consolidated Financial Statements and Statutory Reports	G
Danone SA	27/04/2023	France	Accept Financial Statements and Statutory Reports	Routine Business	Approve Financial Statements and Statutory Reports	G
Eurofins Scientific SE	27/04/2023	Luxembourg	Ratify Auditors	Audit Related	Renew Appointment of Deloitte Audit as Auditor	G
Eurofins Scientific SE	27/04/2023	Luxembourg	Approve Remuneration Policy	Compensation	Approve Remuneration Policy	G
Eurofins Scientific SE	27/04/2023	Luxembourg	Approve Remuneration of Directors and/or Committee Members	Compensation	Approve Remuneration of Directors	G
Eurofins Scientific SE	27/04/2023	Luxembourg	Elect Director	Director Election	Reelect Ivo Rauh as Director	G
Eurofins Scientific SE	27/04/2023	Luxembourg	Elect Director	Director Election	Reelect Fereshteh Pouchantchi as Director	G
Eurofins Scientific SE	27/04/2023	Luxembourg	Approve Discharge of Auditors	Director Related	Approve Discharge of Auditors	G
Eurofins Scientific SE	27/04/2023	Luxembourg	Approve Discharge of Board and President (Bundled)	Director Related	Approve Discharge of Directors	G
Eurofins Scientific SE	27/04/2023	Luxembourg	Company Specific - Equity Related	Miscellaneous	Acknowledge Information on Repurchase Program	G
Eurofins Scientific SE	27/04/2023	Luxembourg	Receive/Approve Special Report	Non-Routine Business	Receive and Approve Director's Special Report Re: Operations Carried Out Under the Authorized Capital Established	G

Analysis of Votes: FOR

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
Eurofins Scientific SE	27/04/2023	Luxembourg	Authorize Filing of Required Documents/Other Formalities	Routine Business	Authorize Filing of Required Documents and Other Formalities	G
Eurofins Scientific SE	27/04/2023	Luxembourg	Accept Consolidated Financial Statements and Statutory Reports	Routine Business	Approve Consolidated Financial Statements and Statutory Reports	G
Eurofins Scientific SE	27/04/2023	Luxembourg	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income	G
Eurofins Scientific SE	27/04/2023	Luxembourg	Receive/Approve Report/Announcement	Routine Business	Receive and Approve Board's Reports	G
Eurofins Scientific SE	27/04/2023	Luxembourg	Accept Financial Statements and Statutory Reports	Routine Business	Approve Financial Statements	G
Eurofins Scientific SE	27/04/2023	Luxembourg	Receive/Approve Report/Announcement	Routine Business	Receive and Approve Auditor's Reports	G
GEA Group AG	27/04/2023	Germany	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Capitalization	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	G
GEA Group AG	27/04/2023	Germany	Amend Articles Board-Related	Company Articles	Amend Articles Re: By-Elections to the Supervisory Board	G
GEA Group AG	27/04/2023	Germany	Amend Articles/Bylaws/Charter -- Routine	Company Articles	Amend Articles Re: General Meeting Chair and Procedure	G
GEA Group AG	27/04/2023	Germany	Amend Articles Board-Related	Company Articles	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	G
GEA Group AG	27/04/2023	Germany	Amend Articles Board-Related	Company Articles	Amend Articles Re: Supervisory Board Term of Office	G
GEA Group AG	27/04/2023	Germany	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report	G
GEA Group AG	27/04/2023	Germany	Approve Remuneration of Directors and/or Committee Members	Compensation	Approve Remuneration of Supervisory Board	G
GEA Group AG	27/04/2023	Germany	Elect Supervisory Board Member	Director Election	Elect Hans Kempf to the Supervisory Board	G
GEA Group AG	27/04/2023	Germany	Approve Discharge of Management Board (Bundled)	Director Related	Approve Discharge of Management Board for Fiscal Year 2022	G
GEA Group AG	27/04/2023	Germany	Approve Discharge of Supervisory Board (Bundled)	Director Related	Approve Discharge of Supervisory Board for Fiscal Year 2022	G
GEA Group AG	27/04/2023	Germany	Allow Shareholder Meetings to be Held in Virtual-Only Format	Routine Business	Approve Virtual-Only Shareholder Meetings Until 2025	G
GEA Group AG	27/04/2023	Germany	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income and Dividends of EUR 0.95 per Share	G
Kering SA	27/04/2023	France	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	Capitalization	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 200 Million	G
Kering SA	27/04/2023	France	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Capitalization	Authorize Capitalization of Reserves of Up to EUR 200 Million for Bonus Issue or Increase in Par Value	G
Kering SA	27/04/2023	France	Approve Reduction in Share Capital	Capitalization	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	G
Kering SA	27/04/2023	France	Approve Issuance of Shares for a Private Placement	Capitalization	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	G
Kering SA	27/04/2023	France	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	Capitalization	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	G
Kering SA	27/04/2023	France	Authorize Board to Set Issue Price for 10 Percent of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Capitalization	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	G
Kering SA	27/04/2023	France	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	Capitalization	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 11, 13 and 14	G
Kering SA	27/04/2023	France	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 50 Million	G
Kering SA	27/04/2023	France	Authorize Share Repurchase Program	Capitalization	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G

Analysis of Votes: FOR

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
Kering SA	27/04/2023	France	Approve Remuneration Policy	Compensation	Approve Remuneration Policy of Directors	G
Kering SA	27/04/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Jean-Francois Palus, Vice-CEO	G
Kering SA	27/04/2023	France	Approve Qualified Employee Stock Purchase Plan	Compensation	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	G
Kering SA	27/04/2023	France	Remuneration-Related	Compensation	Approve Compensation Report of Corporate Officers	G
Kering SA	27/04/2023	France	Approve Qualified Employee Stock Purchase Plan	Compensation	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	G
Kering SA	27/04/2023	France	Approve Remuneration Policy	Compensation	Approve Remuneration Policy of Executive Corporate Officers	G
Kering SA	27/04/2023	France	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income and Dividends of EUR 14 per Share	G
Kering SA	27/04/2023	France	Accept Financial Statements and Statutory Reports	Routine Business	Approve Financial Statements and Statutory Reports	G
Kering SA	27/04/2023	France	Authorize Filing of Required Documents/Other Formalities	Routine Business	Authorize Filing of Required Documents/Other Formalities	G
Kering SA	27/04/2023	France	Accept Consolidated Financial Statements and Statutory Reports	Routine Business	Approve Consolidated Financial Statements and Statutory Reports	G
UCB SA	27/04/2023	Belgium	Approve Change-of-Control Clause	Capitalization	Approve Change-of-Control Clause Re: Schuldschein Loan Agreements Entered on 2 November 2022	G
UCB SA	27/04/2023	Belgium	Approve Change-of-Control Clause	Capitalization	Approve Change-of-Control Clause Re: EMTN Program Renewal	G
UCB SA	27/04/2023	Belgium	Approve Change-of-Control Clause	Capitalization	Approve Change-of-Control Clause Re: Revolving Credit Facility Agreement	G
UCB SA	27/04/2023	Belgium	Approve Restricted Stock Plan	Compensation	Approve Long-Term Incentive Plans	G
UCB SA	27/04/2023	Belgium	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report	G
UCB SA	27/04/2023	Belgium	Elect Director	Director Election	Elect Maelys Castella as Director	G
UCB SA	27/04/2023	Belgium	Indicate X as Independent Board Member	Director Related	Indicate Jan Berger as Independent Director	G
UCB SA	27/04/2023	Belgium	Approve Discharge of Auditors	Director Related	Approve Discharge of Auditors	G
UCB SA	27/04/2023	Belgium	Approve Discharge of Board and President (Bundled)	Director Related	Approve Discharge of Directors	G
UCB SA	27/04/2023	Belgium	Indicate X as Independent Board Member	Director Related	Indicate Maelys Castella as Independent Director	G
UCB SA	27/04/2023	Belgium	Approve Financial Statements, Allocation of Income, and Discharge Directors	Routine Business	Approve Financial Statements, Allocation of Income and Dividends of EUR 1.33 per Share	G
DiaSorin SpA	28/04/2023	Italy	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Second Section of the Remuneration Report	G
DiaSorin SpA	28/04/2023	Italy	Accept Financial Statements and Statutory Reports	Routine Business	Accept Financial Statements and Statutory Reports	G
DiaSorin SpA	28/04/2023	Italy	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income	G
Iberdrola SA	28/04/2023	Spain	Approve Reduction in Share Capital	Capitalization	Approve Reduction in Share Capital via Amortization of Treasury Shares	G
Iberdrola SA	28/04/2023	Spain	Amend Articles/Bylaws/Charter – Non-Routine	Company Articles	Amend Article 8 Re: Internal Regulations and Compliance System	G
Iberdrola SA	28/04/2023	Spain	Amend Articles/Bylaws/Charter – Non-Routine	Company Articles	Amend Preamble and Heading of the Preliminary Title of the Bylaws	G
Iberdrola SA	28/04/2023	Spain	Amend Articles/Bylaws/Charter – Non-Routine	Company Articles	Amend Articles Re: Corporate Structure of the Iberdrola Group	G
Iberdrola SA	28/04/2023	Spain	Approve Restricted Stock Plan	Compensation	Approve Restricted Stock Plan	G
Iberdrola SA	28/04/2023	Spain	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Advisory Vote on Remuneration Report	G
Iberdrola SA	28/04/2023	Spain	Elect Director	Director Election	Reelect Manuel Moreu Munaiz as Director	G
Iberdrola SA	28/04/2023	Spain	Elect Director	Director Election	Reelect Sara de la Rica Goiricelaya as Director	G
Iberdrola SA	28/04/2023	Spain	Elect Director	Director Election	Reelect Xabier Sagredo Ormazza as Director	G

Analysis of Votes: FOR

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
Iberdrola SA	28/04/2023	Spain	Elect Director	Director Election	Reelect Maria Helena Antolin Raybaud as Director	G
Iberdrola SA	28/04/2023	Spain	Elect Director	Director Election	Ratify Appointment of and Elect Armando Martinez Martinez as Director	G
Iberdrola SA	28/04/2023	Spain	Elect Director	Director Election	Reelect Jose Ignacio Sanchez Galan as Director	G
Iberdrola SA	28/04/2023	Spain	Fix Number of Directors and/or Auditors	Director Related	Fix Number of Directors at 14	G
Iberdrola SA	28/04/2023	Spain	Approve Discharge of Board and President (Bundled)	Director Related	Approve Discharge of Board	G
Iberdrola SA	28/04/2023	Spain	Accept/Approve Corporate Social Responsibility Report	E&S Blended	Approve Non-Financial Information Statement	E, S
Iberdrola SA	28/04/2023	Spain	Authorize Board to Ratify and Execute Approved Resolutions	Routine Business	Authorize Board to Ratify and Execute Approved Resolutions	G
Iberdrola SA	28/04/2023	Spain	Accept Consolidated Financial Statements and Statutory Reports	Routine Business	Approve Consolidated and Standalone Financial Statements	G
Iberdrola SA	28/04/2023	Spain	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income and Dividends	G
Iberdrola SA	28/04/2023	Spain	Approve Stock Dividend Program	Routine Business	Approve Scrip Dividends	G
Iberdrola SA	28/04/2023	Spain	Approve Special/Interim Dividends	Routine Business	Approve Engagement Dividend	G
Iberdrola SA	28/04/2023	Spain	Receive/Approve Report/Announcement	Routine Business	Approve Consolidated and Standalone Management Reports	G
Galp Energia SGPS SA	03/05/2023	Portugal	Ratify Auditors	Audit Related	Appoint Auditor for 2023-2026 Term	G
Galp Energia SGPS SA	03/05/2023	Portugal	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Capitalization	Authorize Repurchase and Reissuance of Shares and Bonds	G
Galp Energia SGPS SA	03/05/2023	Portugal	Approve Reduction in Share Capital	Capitalization	Approve Reduction in Share Capital	G
Galp Energia SGPS SA	03/05/2023	Portugal	Amend Articles/Bylaws/Charter – Non-Routine	Company Articles	Amend Article 10	G
Galp Energia SGPS SA	03/05/2023	Portugal	Approve Remuneration Policy	Compensation	Approve Remuneration Policy	G
Galp Energia SGPS SA	03/05/2023	Portugal	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Director Related	Elect Fiscal Council Members for 2023-2026 Term	G
Galp Energia SGPS SA	03/05/2023	Portugal	Approve Discharge of Management and Supervisory Board (Bundled)	Director Related	Appraise Management and Supervision of Company and Approve Vote of Confidence to Corporate Bodies	G
Galp Energia SGPS SA	03/05/2023	Portugal	Elect Members of Remuneration Committee (Bundled)	Director Related	Elect Remuneration Committee Members for 2023-2026 Term and Approve Committee Remuneration and Regulations	G
Galp Energia SGPS SA	03/05/2023	Portugal	Approve Standard Accounting Transfers	Routine Business	Approve Standard Accounting Transfers	G
Galp Energia SGPS SA	03/05/2023	Portugal	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income	G
Galp Energia SGPS SA	03/05/2023	Portugal	Elect Chairman of Meeting	Routine Business	Elect General Meeting Board for 2023-2026 Term	G
Galp Energia SGPS SA	03/05/2023	Portugal	Accept Consolidated Financial Statements and Statutory Reports	Routine Business	Approve Individual and Consolidated Financial Statements and Statutory Reports	G
Hannover Rueck SE	03/05/2023	Germany	Ratify Auditors	Audit Related	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023 and for the Review of the Interim Financial Statements for the First Half of Fiscal Year 2023	G
Hannover Rueck SE	03/05/2023	Germany	Amend Articles Board-Related	Company Articles	Amend Articles Re: Participation of Supervisory Board Members in the Virtual Annual General Meeting by Means of Audio and Video Transmission	G
Hannover Rueck SE	03/05/2023	Germany	Amend Articles/Bylaws/Charter – Routine	Company Articles	Amend Articles Re: General Meeting Chair and Procedure	G
Hannover Rueck SE	03/05/2023	Germany	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report	G
Hannover Rueck SE	03/05/2023	Germany	Approve Discharge of Management Board (Bundled)	Director Related	Approve Discharge of Management Board for Fiscal Year 2022	G
Hannover Rueck SE	03/05/2023	Germany	Approve Discharge of Supervisory Board (Bundled)	Director Related	Approve Discharge of Supervisory Board for Fiscal Year 2022	G
Hannover Rueck SE	03/05/2023	Germany	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income and Dividends of EUR 5.00 per Share and Special Dividends of EUR 1.00 per Share	G

Analysis of Votes: FOR

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
Hannover Rueck SE	03/05/2023	Germany	Allow Shareholder Meetings to be Held in Virtual-Only Format	Routine Business	Approve Virtual-Only Shareholder Meetings Until 2025	G
Unilever Plc	03/05/2023	United Kingdom	Authorize Board to Fix Remuneration of External Auditor(s)	Audit Related	Authorise Board to Fix Remuneration of Auditors	G
Unilever Plc	03/05/2023	United Kingdom	Ratify Auditors	Audit Related	Reappoint KPMG LLP as Auditors	G
Unilever Plc	03/05/2023	United Kingdom	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G
Unilever Plc	03/05/2023	United Kingdom	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Authorise Issue of Equity without Pre-emptive Rights	G
Unilever Plc	03/05/2023	United Kingdom	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Capitalization	Authorise Issue of Equity	G
Unilever Plc	03/05/2023	United Kingdom	Authorize Share Repurchase Program	Capitalization	Authorise Market Purchase of Ordinary Shares	G
Unilever Plc	03/05/2023	United Kingdom	Elect Director	Director Election	Re-elect Andrea Jung as Director	G
Unilever Plc	03/05/2023	United Kingdom	Elect Director	Director Election	Re-elect Graeme Pitkethly as Director	G
Unilever Plc	03/05/2023	United Kingdom	Elect Director	Director Election	Re-elect Youngme Moon as Director	G
Unilever Plc	03/05/2023	United Kingdom	Elect Director	Director Election	Re-elect Ruby Lu as Director	G
Unilever Plc	03/05/2023	United Kingdom	Elect Director	Director Election	Re-elect Adrian Hennah as Director	G
Unilever Plc	03/05/2023	United Kingdom	Elect Director	Director Election	Re-elect Susan Kilsby as Director	G
Unilever Plc	03/05/2023	United Kingdom	Elect Director	Director Election	Re-elect Nils Andersen as Director	G
Unilever Plc	03/05/2023	United Kingdom	Elect Director	Director Election	Re-elect Feike Sijbesma as Director	G
Unilever Plc	03/05/2023	United Kingdom	Elect Director	Director Election	Re-elect Strive Masiyiwa as Director	G
Unilever Plc	03/05/2023	United Kingdom	Elect Director	Director Election	Re-elect Alan Jope as Director	G
Unilever Plc	03/05/2023	United Kingdom	Elect Director	Director Election	Re-elect Judith Hartmann as Director	G
Unilever Plc	03/05/2023	United Kingdom	Elect Director	Director Election	Elect Nelson Peltz as Director	G
Unilever Plc	03/05/2023	United Kingdom	Elect Director	Director Election	Elect Hein Schumacher as Director	G
Unilever Plc	03/05/2023	United Kingdom	Accept Financial Statements and Statutory Reports	Routine Business	Accept Financial Statements and Statutory Reports	G
Unilever Plc	03/05/2023	United Kingdom	Approve Political Donations	Social	Authorise UK Political Donations and Expenditure	S
Unilever Plc	03/05/2023	United Kingdom	Authorize the Company to Call EGM with Two Weeks Notice	Takeover Related	Authorise the Company to Call General Meeting with Two Weeks' Notice	G
Allianz SE	04/05/2023	Germany	Ratify Auditors	Audit Related	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	G
Allianz SE	04/05/2023	Germany	Amend Articles Board-Related	Company Articles	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	G
Allianz SE	04/05/2023	Germany	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report	G
Allianz SE	04/05/2023	Germany	Approve Remuneration of Directors and/or Committee Members	Compensation	Approve Remuneration of Supervisory Board	G
Allianz SE	04/05/2023	Germany	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Management Board Member Sergio Balbinot for Fiscal Year 2022	G
Allianz SE	04/05/2023	Germany	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Supervisory Board Member Sophie Boissard for Fiscal Year 2022	G
Allianz SE	04/05/2023	Germany	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Supervisory Board Member Friedrich Eichner for Fiscal Year 2022	G
Allianz SE	04/05/2023	Germany	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Supervisory Board Member Herbert Hainer for Fiscal Year 2022	G
Allianz SE	04/05/2023	Germany	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Management Board Member Renate Wagner for Fiscal Year 2022	G

Analysis of Votes: FOR

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
Allianz SE	04/05/2023	Germany	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Management Board Member Barbara Karuth-Zelle for Fiscal Year 2022	G
Allianz SE	04/05/2023	Germany	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Supervisory Board Member Jim Hagemann Snabe for Fiscal Year 2022	G
Allianz SE	04/05/2023	Germany	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Supervisory Board Member Primiano Di Paolo for Fiscal Year 2022	G
Allianz SE	04/05/2023	Germany	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Management Board Member Christopher Townsend for Fiscal Year 2022	G
Allianz SE	04/05/2023	Germany	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Supervisory Board Member Christine Bosse for Fiscal Year 2022	G
Allianz SE	04/05/2023	Germany	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Supervisory Board Member Jean-Claude Le Goear for Fiscal Year 2022	G
Allianz SE	04/05/2023	Germany	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Supervisory Board Member Gabriele Burkhardt-Berg for Fiscal Year 2022	G
Allianz SE	04/05/2023	Germany	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Management Board Member Guenther Thallinger for Fiscal Year 2022	G
Allianz SE	04/05/2023	Germany	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Supervisory Board Member Godfrey Hayward for Fiscal Year 2022	G
Allianz SE	04/05/2023	Germany	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Management Board Member Giulio Terzaroli for Fiscal Year 2022	G
Allianz SE	04/05/2023	Germany	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Management Board Member Andreas Wimmer for Fiscal Year 2022	G
Allianz SE	04/05/2023	Germany	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Management Board Member Sirma Boshnakova for Fiscal Year 2022	G
Allianz SE	04/05/2023	Germany	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Supervisory Board Member Juergen Lawrenz for Fiscal Year 2022	G
Allianz SE	04/05/2023	Germany	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Supervisory Board Member Frank Kirsch for Fiscal Year 2022	G
Allianz SE	04/05/2023	Germany	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Supervisory Board Member Rashmy Chatterjee for Fiscal Year 2022	G
Allianz SE	04/05/2023	Germany	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Supervisory Board Member Michael Diekmann for Fiscal Year 2022	G
Allianz SE	04/05/2023	Germany	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Management Board Member Oliver Baete for Fiscal Year 2022	G
Allianz SE	04/05/2023	Germany	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Management Board Member Klaus-Peter Roehler for Fiscal Year 2022	G
Allianz SE	04/05/2023	Germany	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Supervisory Board Member Martina Grundler for Fiscal Year 2022	G
Allianz SE	04/05/2023	Germany	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Management Board Member Ivan de la Sota for Fiscal Year 2022	G
Allianz SE	04/05/2023	Germany	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income and Dividends of EUR 11.40 per Share	G

Analysis of Votes: FOR

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
Allianz SE	04/05/2023	Germany	Allow Shareholder Meetings to be Held in Virtual-Only Format	Routine Business	Approve Virtual-Only Shareholder Meetings Until 2025	G
Allianz SE	04/05/2023	Germany	Change Date/Location of Annual Meeting	Routine Business	Amend Article Re: Location of Annual Meeting	G
Schneider Electric SE	04/05/2023	France	Approve Reduction in Share Capital	Capitalization	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	G
Schneider Electric SE	04/05/2023	France	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 224 Million	G
Schneider Electric SE	04/05/2023	France	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Capitalization	Authorize Capitalization of Reserves of Up to EUR 800 Million for Bonus Issue or Increase in Par Value	G
Schneider Electric SE	04/05/2023	France	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	Capitalization	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 19-21	G
Schneider Electric SE	04/05/2023	France	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	Capitalization	Authorize Capital Increase of up to 9.81 Percent of Issued Capital for Contributions in Kind	G
Schneider Electric SE	04/05/2023	France	Authorize Share Repurchase Program	Capitalization	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G
Schneider Electric SE	04/05/2023	France	Approve Issuance of Shares for a Private Placement	Capitalization	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 120 Million	G
Schneider Electric SE	04/05/2023	France	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	Capitalization	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 800 Million	G
Schneider Electric SE	04/05/2023	France	Approve Remuneration Policy	Compensation	Approve Remuneration Policy of Jean-Pascal Tricoire, Chairman and CEO from January 1, 2023 until May 3, 2023	G
Schneider Electric SE	04/05/2023	France	Approve Remuneration Policy	Compensation	Approve Remuneration Policy of Jean-Pascal Tricoire, Chairman of the Board since May 4, 2023	G
Schneider Electric SE	04/05/2023	France	Approve Remuneration Policy	Compensation	Approve Remuneration Policy of Peter Herweck, CEO since May 4, 2023	G
Schneider Electric SE	04/05/2023	France	Approve Qualified Employee Stock Purchase Plan	Compensation	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	G
Schneider Electric SE	04/05/2023	France	Approve Qualified Employee Stock Purchase Plan	Compensation	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	G
Schneider Electric SE	04/05/2023	France	Approve Remuneration of Directors and/or Committee Members	Compensation	Approve Remuneration of Directors in the Aggregate Amount of EUR 2.8 Million	G
Schneider Electric SE	04/05/2023	France	Remuneration-Related	Compensation	Approve Compensation Report of Corporate Officers	G
Schneider Electric SE	04/05/2023	France	Approve Remuneration Policy	Compensation	Approve Remuneration Policy of Directors	G
Schneider Electric SE	04/05/2023	France	Elect Director	Director Election	Elect Abhay Parasnis as Director	G
Schneider Electric SE	04/05/2023	France	Elect Director	Director Election	Reelect Gregory Spierkel as Director	G
Schneider Electric SE	04/05/2023	France	Elect Director	Director Election	Elect Giulia Chierchia as Director	G
Schneider Electric SE	04/05/2023	France	Elect Director	Director Election	Reelect Leo Apotheker as Director	G
Schneider Electric SE	04/05/2023	France	Elect Director	Director Election	Reelect Lip-Bu Tan as Director	G
Schneider Electric SE	04/05/2023	France	Management Climate-Related Proposal	Environmental	Approve Company's Climate Transition Plan	E
Schneider Electric SE	04/05/2023	France	Approve Special Auditors' Report Regarding Related-Party Transactions	Non-Routine Business	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	G
Schneider Electric SE	04/05/2023	France	Authorize Filing of Required Documents/Other Formalities	Routine Business	Authorize Filing of Required Documents/Other Formalities	G
Schneider Electric SE	04/05/2023	France	Approve Allocation of Income and Dividends	Routine Business	Approve Treatment of Losses and Dividends of EUR 3.15 per Share	G
Schneider Electric SE	04/05/2023	France	Accept Financial Statements and Statutory Reports	Routine Business	Approve Financial Statements and Statutory Reports	G
Schneider Electric SE	04/05/2023	France	Accept Consolidated Financial Statements and Statutory Reports	Routine Business	Approve Consolidated Financial Statements and Statutory Reports	G

Analysis of Votes: FOR

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
Knorr-Bremse AG	05/05/2023	Germany	Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights	Capitalization	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 1.5 Billion; Approve Creation of EUR 16.1 Million Pool of Capital to Guarantee Conversion Rights	G
Knorr-Bremse AG	05/05/2023	Germany	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Capitalization	Approve Creation of EUR 32.2 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	G
Knorr-Bremse AG	05/05/2023	Germany	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Capitalization	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	G
Knorr-Bremse AG	05/05/2023	Germany	Approve Discharge of Management Board (Bundled)	Director Related	Approve Discharge of Management Board for Fiscal Year 2022	G
Knorr-Bremse AG	05/05/2023	Germany	Approve Discharge of Supervisory Board (Bundled)	Director Related	Approve Discharge of Supervisory Board for Fiscal Year 2022	G
Knorr-Bremse AG	05/05/2023	Germany	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income and Dividends of EUR 1.45 per Share	G
Knorr-Bremse AG	05/05/2023	Germany	Allow Shareholder Meetings to be Held in Virtual-Only Format	Routine Business	Approve Virtual-Only Shareholder Meetings Until 2025	G
Knorr-Bremse AG	05/05/2023	Germany	Approve Affiliation Agreements with Subsidiaries	Strategic Transactions	Approve Affiliation Agreement with Knorr-Bremse Systeme fuer Nutzfahrzeuge GmbH	G
Muenchener Rueckversicherungs-Gesellschaft AG	05/05/2023	Germany	Ratify Auditors	Audit Related	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	G
Muenchener Rueckversicherungs-Gesellschaft AG	05/05/2023	Germany	Amend Articles/Bylaws/Charter – Routine	Company Articles	Amend Articles Re: Editorial Changes	G
Muenchener Rueckversicherungs-Gesellschaft AG	05/05/2023	Germany	Amend Articles/Bylaws/Charter – Routine	Company Articles	Amend Articles Re: Registration in the Share Register	G
Muenchener Rueckversicherungs-Gesellschaft AG	05/05/2023	Germany	Amend Articles Board-Related	Company Articles	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	G
Muenchener Rueckversicherungs-Gesellschaft AG	05/05/2023	Germany	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report	G
Muenchener Rueckversicherungs-Gesellschaft AG	05/05/2023	Germany	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Supervisory Board Member Gabriele Sinz-Toporzyssek (until Jan. 31, 2022) for Fiscal Year 2022	G
Muenchener Rueckversicherungs-Gesellschaft AG	05/05/2023	Germany	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Supervisory Board Member Renata Bruengger for Fiscal Year 2022	G
Muenchener Rueckversicherungs-Gesellschaft AG	05/05/2023	Germany	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Management Board Member Christoph Jurecka for Fiscal Year 2022	G
Muenchener Rueckversicherungs-Gesellschaft AG	05/05/2023	Germany	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Management Board Member Thomas Blunck for Fiscal Year 2022	G
Muenchener Rueckversicherungs-Gesellschaft AG	05/05/2023	Germany	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Management Board Member Torsten Jeworrek for Fiscal Year 2022	G
Muenchener Rueckversicherungs-Gesellschaft AG	05/05/2023	Germany	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Supervisory Board Member Gerd Haeusler for Fiscal Year 2022	G
Muenchener Rueckversicherungs-Gesellschaft AG	05/05/2023	Germany	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Management Board Member Stefan Golling for Fiscal Year 2022	G
Muenchener Rueckversicherungs-Gesellschaft AG	05/05/2023	Germany	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Management Board Member Joachim Wenning for Fiscal Year 2022	G
Muenchener Rueckversicherungs-Gesellschaft AG	05/05/2023	Germany	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Supervisory Board Member Maximilian Zimmerer for Fiscal Year 2022	G

Analysis of Votes: FOR

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
Muenchener Rueckversicherungs-Gesellschaft AG	05/05/2023	Germany	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Supervisory Board Member Ursula Gather for Fiscal Year 2022	G
Muenchener Rueckversicherungs-Gesellschaft AG	05/05/2023	Germany	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Management Board Member Doris Hoepke (until April 30, 2022) for Fiscal Year 2022	G
Muenchener Rueckversicherungs-Gesellschaft AG	05/05/2023	Germany	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Supervisory Board Member Ulrich Plottke for Fiscal Year 2022	G
Muenchener Rueckversicherungs-Gesellschaft AG	05/05/2023	Germany	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Supervisory Board Member Manfred Rassy for Fiscal Year 2022	G
Muenchener Rueckversicherungs-Gesellschaft AG	05/05/2023	Germany	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Supervisory Board Member Stefan Kaindl for Fiscal Year 2022	G
Muenchener Rueckversicherungs-Gesellschaft AG	05/05/2023	Germany	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Supervisory Board Member Clement Booth for Fiscal Year 2022	G
Muenchener Rueckversicherungs-Gesellschaft AG	05/05/2023	Germany	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Management Board Member Achim Kassow for Fiscal Year 2022	G
Muenchener Rueckversicherungs-Gesellschaft AG	05/05/2023	Germany	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Management Board Member Nicholas Gartside for Fiscal Year 2022	G
Muenchener Rueckversicherungs-Gesellschaft AG	05/05/2023	Germany	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Supervisory Board Member Ann-Kristin Achleitner for Fiscal Year 2022	G
Muenchener Rueckversicherungs-Gesellschaft AG	05/05/2023	Germany	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Supervisory Board Member Gabriele Muecke for Fiscal Year 2022	G
Muenchener Rueckversicherungs-Gesellschaft AG	05/05/2023	Germany	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Supervisory Board Member Carsten Spohr for Fiscal Year 2022	G
Muenchener Rueckversicherungs-Gesellschaft AG	05/05/2023	Germany	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Supervisory Board Member Ruth Brown for Fiscal Year 2022	G
Muenchener Rueckversicherungs-Gesellschaft AG	05/05/2023	Germany	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Supervisory Board Member Karl-Heinz Streibich for Fiscal Year 2022	G
Muenchener Rueckversicherungs-Gesellschaft AG	05/05/2023	Germany	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Management Board Member Markus Riess for Fiscal Year 2022	G
Muenchener Rueckversicherungs-Gesellschaft AG	05/05/2023	Germany	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Supervisory Board Member Anne Horstmann for Fiscal Year 2022	G
Muenchener Rueckversicherungs-Gesellschaft AG	05/05/2023	Germany	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Supervisory Board Member Stephan Eberl for Fiscal Year 2022	G
Muenchener Rueckversicherungs-Gesellschaft AG	05/05/2023	Germany	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Supervisory Board Member Carinne Knoche-Brouillon for Fiscal Year 2022	G
Muenchener Rueckversicherungs-Gesellschaft AG	05/05/2023	Germany	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Supervisory Board Member Nikolaus von Bomhard for Fiscal Year 2022	G
Muenchener Rueckversicherungs-Gesellschaft AG	05/05/2023	Germany	Approve Discharge of Management Board Member XXX/Executive Director XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Management Board Member Clarisse Kopf (from Dec. 1, 2022) for Fiscal Year 2022	G

Analysis of Votes: FOR

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
Muenchener Rueckversicherungs-Gesellschaft AG	05/05/2023	Germany	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Supervisory Board Member Markus Wagner (from Feb. 1, 2022) for Fiscal Year 2022	G
Muenchener Rueckversicherungs-Gesellschaft AG	05/05/2023	Germany	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Supervisory Board Member Frank Fassin for Fiscal Year 2022	G
Muenchener Rueckversicherungs-Gesellschaft AG	05/05/2023	Germany	Approve Discharge of Supervisory Board Member XXX/Non-Executive Board Member XXX (INDIVIDUAL RESOLUTION)	Director Related	Approve Discharge of Supervisory Board Member Angelika Herzog for Fiscal Year 2022	G
Muenchener Rueckversicherungs-Gesellschaft AG	05/05/2023	Germany	Allow Shareholder Meetings to be Held in Virtual-Only Format	Routine Business	Approve Virtual-Only Shareholder Meetings Until 2025	G
Muenchener Rueckversicherungs-Gesellschaft AG	05/05/2023	Germany	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income and Dividends of EUR 11.60 per Share	G
Poste Italiane SpA	08/05/2023	Italy	Approve Equity Plan Financing	Compensation	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service the Equity Based Incentive Plans	G
Poste Italiane SpA	08/05/2023	Italy	Approve Remuneration Policy	Compensation	Approve Remuneration Policy	G
Poste Italiane SpA	08/05/2023	Italy	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Second Section of the Remuneration Report	G
Poste Italiane SpA	08/05/2023	Italy	Approve Restricted Stock Plan	Compensation	Approve Equity-Based Incentive Plans	G
Poste Italiane SpA	08/05/2023	Italy	Elect Supervisory Board Members (Bundled)	Director Election	Slate 2 Submitted by Institutional Investors (Assogestioni)	G
Poste Italiane SpA	08/05/2023	Italy	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	Director Election	Elect Silvia Maria Rovere as Board Chair	G
Poste Italiane SpA	08/05/2023	Italy	Fix Number of Directors and/or Auditors	Director Related	Fix Number of Directors	G
Poste Italiane SpA	08/05/2023	Italy	Fix Board Terms for Directors	Director Related	Fix Board Terms for Directors	G
Poste Italiane SpA	08/05/2023	Italy	Company-Specific Board-Related	Director Related	Approve Remuneration of Directors	G
Poste Italiane SpA	08/05/2023	Italy	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income	G
Poste Italiane SpA	08/05/2023	Italy	Accept Financial Statements and Statutory Reports	Routine Business	Accept Financial Statements and Statutory Reports	G
HUGO BOSS AG	09/05/2023	Germany	Ratify Auditors	Audit Related	Ratify Deloitte GmbH as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2023	G
HUGO BOSS AG	09/05/2023	Germany	Amend Articles Board-Related	Company Articles	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	G
HUGO BOSS AG	09/05/2023	Germany	Approve Discharge of Management Board (Bundled)	Director Related	Approve Discharge of Management Board for Fiscal Year 2022	G
HUGO BOSS AG	09/05/2023	Germany	Approve Discharge of Supervisory Board (Bundled)	Director Related	Approve Discharge of Supervisory Board for Fiscal Year 2022	G
HUGO BOSS AG	09/05/2023	Germany	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income and Dividends of EUR 1.00 per Share	G
HUGO BOSS AG	09/05/2023	Germany	Allow Shareholder Meetings to be Held in Virtual-Only Format	Routine Business	Approve Virtual-Only Shareholder Meetings Until 2025	G
TERNA Rete Elettrica Nazionale SpA	09/05/2023	Italy	Appoint Alternate Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	Audit Related	Slate 1 Submitted by CDP Reti SpA	G
TERNA Rete Elettrica Nazionale SpA	09/05/2023	Italy	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Capitalization	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	G
TERNA Rete Elettrica Nazionale SpA	09/05/2023	Italy	Approve Restricted Stock Plan	Compensation	Approve Long-Term Incentive Plan 2023-2027	G
TERNA Rete Elettrica Nazionale SpA	09/05/2023	Italy	Approve Remuneration Policy	Compensation	Approve Remuneration Policy	G
TERNA Rete Elettrica Nazionale SpA	09/05/2023	Italy	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Second Section of the Remuneration Report	G
TERNA Rete Elettrica Nazionale SpA	09/05/2023	Italy	Elect Supervisory Board Members (Bundled)	Director Election	Slate 2 Submitted by Institutional Investors (Assogestioni)	G
TERNA Rete Elettrica Nazionale SpA	09/05/2023	Italy	Elect a Shareholder-Nominee to the Board (Proxy Access Nominee)	Director Election	Elect Igor De Biasio as Board Chair	G
TERNA Rete Elettrica Nazionale SpA	09/05/2023	Italy	Company-Specific Board-Related	Director Related	Fix Board Terms for Directors	G

Analysis of Votes: FOR

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
TERNA Rete Elettrica Nazionale SpA	09/05/2023	Italy	Company-Specific Board-Related	Director Related	Approve Remuneration of Directors	G
TERNA Rete Elettrica Nazionale SpA	09/05/2023	Italy	Company-Specific Board-Related	Director Related	Approve Internal Auditors' Remuneration	G
TERNA Rete Elettrica Nazionale SpA	09/05/2023	Italy	Change Size of Board of Directors	Director Related	Fix Number of Directors	G
TERNA Rete Elettrica Nazionale SpA	09/05/2023	Italy	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income	G
TERNA Rete Elettrica Nazionale SpA	09/05/2023	Italy	Accept Financial Statements and Statutory Reports	Routine Business	Accept Financial Statements and Statutory Reports	G
Symrise AG	10/05/2023	Germany	Ratify Auditors	Audit Related	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2023	G
Symrise AG	10/05/2023	Germany	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report	G
Symrise AG	10/05/2023	Germany	Approve Supervisory Board Remuneration Policy	Compensation	Approve Remuneration Policy for the Supervisory Board	G
Symrise AG	10/05/2023	Germany	Elect Supervisory Board Member	Director Election	Elect Jan Zijderveld to the Supervisory Board	G
Symrise AG	10/05/2023	Germany	Approve Discharge of Management Board (Bundled)	Director Related	Approve Discharge of Management Board for Fiscal Year 2022	G
Symrise AG	10/05/2023	Germany	Approve Discharge of Supervisory Board (Bundled)	Director Related	Approve Discharge of Supervisory Board for Fiscal Year 2022	G
Symrise AG	10/05/2023	Germany	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income and Dividends of EUR 1.05 per Share	G
Wolters Kluwer NV	10/05/2023	Netherlands	Ratify Auditors	Audit Related	Approve KPMG Accountants N.V as Auditors	G
Wolters Kluwer NV	10/05/2023	Netherlands	Approve Reduction in Share Capital	Capitalization	Approve Cancellation of Shares	G
Wolters Kluwer NV	10/05/2023	Netherlands	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Capitalization	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	G
Wolters Kluwer NV	10/05/2023	Netherlands	Authorize Share Repurchase Program	Capitalization	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G
Wolters Kluwer NV	10/05/2023	Netherlands	Eliminate Preemptive Rights	Capitalization	Authorize Board to Exclude Preemptive Rights from Share Issuances	G
Wolters Kluwer NV	10/05/2023	Netherlands	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report	G
Wolters Kluwer NV	10/05/2023	Netherlands	Elect Supervisory Board Member	Director Election	Reelect Chris Vogelzang to Supervisory Board	G
Wolters Kluwer NV	10/05/2023	Netherlands	Approve Discharge of Supervisory Board (Bundled)	Director Related	Approve Discharge of Supervisory Board	G
Wolters Kluwer NV	10/05/2023	Netherlands	Approve Discharge of Management Board (Bundled)	Director Related	Approve Discharge of Executive Board	G
Wolters Kluwer NV	10/05/2023	Netherlands	Approve Dividends	Routine Business	Approve Dividends	G
Wolters Kluwer NV	10/05/2023	Netherlands	Accept Financial Statements and Statutory Reports	Routine Business	Adopt Financial Statements and Statutory Reports	G
SAP SE	11/05/2023	Germany	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Capitalization	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	G
SAP SE	11/05/2023	Germany	Authorize Use of Financial Derivatives	Capitalization	Authorize Use of Financial Derivatives when Repurchasing Shares	G
SAP SE	11/05/2023	Germany	Amend Articles Board-Related	Company Articles	Amend Articles Re: Participation of Supervisory Board Members in the Virtual Annual General Meeting by Means of Audio and Video Transmission	G
SAP SE	11/05/2023	Germany	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report	G
SAP SE	11/05/2023	Germany	Approve Supervisory Board Remuneration Policy	Compensation	Approve Remuneration Policy for the Supervisory Board	G
SAP SE	11/05/2023	Germany	Approve Remuneration Policy	Compensation	Approve Remuneration Policy for the Management Board	G
SAP SE	11/05/2023	Germany	Elect Supervisory Board Member	Director Election	Elect Punit Renjen to the Supervisory Board	G
SAP SE	11/05/2023	Germany	Approve Discharge of Management Board (Bundled)	Director Related	Approve Discharge of Management Board for Fiscal Year 2022	G
SAP SE	11/05/2023	Germany	Approve Discharge of Supervisory Board (Bundled)	Director Related	Approve Discharge of Supervisory Board for Fiscal Year 2022	G

Analysis of Votes: FOR

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
SAP SE	11/05/2023	Germany	Allow Shareholder Meetings to be Held in Virtual-Only Format	Routine Business	Approve Virtual-Only Shareholder Meetings Until 2025	G
SAP SE	11/05/2023	Germany	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income and Dividends of EUR 2.05 per Share	G
Compagnie Generale des Etablissements Michelin SCA	12/05/2023	France	Authorize Share Repurchase Program	Capitalization	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G
Compagnie Generale des Etablissements Michelin SCA	12/05/2023	France	Approve Reduction in Share Capital	Capitalization	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	G
Compagnie Generale des Etablissements Michelin SCA	12/05/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Yves Chapot	G
Compagnie Generale des Etablissements Michelin SCA	12/05/2023	France	Approve Restricted Stock Plan	Compensation	Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans	G
Compagnie Generale des Etablissements Michelin SCA	12/05/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Barbara Dalibard, Chairwoman of Supervisory Board	G
Compagnie Generale des Etablissements Michelin SCA	12/05/2023	France	Approve Remuneration Policy	Compensation	Approve Remuneration Policy of Supervisory Board Members	G
Compagnie Generale des Etablissements Michelin SCA	12/05/2023	France	Approve Remuneration Policy	Compensation	Approve Remuneration Policy of General Managers	G
Compagnie Generale des Etablissements Michelin SCA	12/05/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Florent Menegaux	G
Compagnie Generale des Etablissements Michelin SCA	12/05/2023	France	Remuneration-Related	Compensation	Approve Compensation Report of Corporate Officers	G
Compagnie Generale des Etablissements Michelin SCA	12/05/2023	France	Elect Supervisory Board Member	Director Election	Elect Barbara Dalibard as Supervisory Board Member	G
Compagnie Generale des Etablissements Michelin SCA	12/05/2023	France	Elect Supervisory Board Member	Director Election	Elect Aruna Jayanthi as Supervisory Board Member	G
Compagnie Generale des Etablissements Michelin SCA	12/05/2023	France	Approve Special Auditors' Report Regarding Related-Party Transactions	Non-Routine Business	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	G
Compagnie Generale des Etablissements Michelin SCA	12/05/2023	France	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income and Dividends of EUR 1.25 per Share	G
Compagnie Generale des Etablissements Michelin SCA	12/05/2023	France	Authorize Filing of Required Documents/Other Formalities	Routine Business	Authorize Filing of Required Documents/Other Formalities	G
Compagnie Generale des Etablissements Michelin SCA	12/05/2023	France	Accept Consolidated Financial Statements and Statutory Reports	Routine Business	Approve Consolidated Financial Statements and Statutory Reports	G
Compagnie Generale des Etablissements Michelin SCA	12/05/2023	France	Accept Financial Statements and Statutory Reports	Routine Business	Approve Financial Statements and Statutory Reports	G
Deutsche Boerse AG	16/05/2023	Germany	Ratify Auditors	Audit Related	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	G
Deutsche Boerse AG	16/05/2023	Germany	Amend Articles Board-Related	Company Articles	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	G
Deutsche Boerse AG	16/05/2023	Germany	Amend Articles/Bylaws/Charter -- Routine	Company Articles	Amend Articles Re: AGM Convocation	G
Deutsche Boerse AG	16/05/2023	Germany	Amend Articles/Bylaws/Charter -- Routine	Company Articles	Amend Articles Re: Registration in the Share Register	G
Deutsche Boerse AG	16/05/2023	Germany	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report	G
Deutsche Boerse AG	16/05/2023	Germany	Approve Discharge of Supervisory Board (Bundled)	Director Related	Approve Discharge of Supervisory Board for Fiscal Year 2022	G
Deutsche Boerse AG	16/05/2023	Germany	Approve Discharge of Management Board (Bundled)	Director Related	Approve Discharge of Management Board for Fiscal Year 2022	G
Deutsche Boerse AG	16/05/2023	Germany	Allow Shareholder Meetings to be Held in Virtual-Only Format	Routine Business	Approve Virtual-Only Shareholder Meetings Until 2025	G
Deutsche Boerse AG	16/05/2023	Germany	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income and Dividends of EUR 3.60 per Share	G
Fresenius Medical Care AG & Co. KGaA	16/05/2023	Germany	Ratify Auditors	Audit Related	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	G
Fresenius Medical Care AG & Co. KGaA	16/05/2023	Germany	Approve Discharge of Supervisory Board (Bundled)	Director Related	Approve Discharge of Supervisory Board for Fiscal Year 2022	G
Fresenius Medical Care AG & Co. KGaA	16/05/2023	Germany	Approve Discharge -- Other (Bundled)	Director Related	Approve Discharge of Personally Liable Partner for Fiscal Year 2022	G

Analysis of Votes: FOR

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
Fresenius Medical Care AG & Co. KGaA	16/05/2023	Germany	Allow Shareholder Meetings to be Held in Virtual-Only Format	Routine Business	Approve Virtual-Only Shareholder Meetings Until 2025	G
Fresenius Medical Care AG & Co. KGaA	16/05/2023	Germany	Accept Financial Statements and Statutory Reports	Routine Business	Accept Financial Statements and Statutory Reports for Fiscal Year 2022	G
Fresenius Medical Care AG & Co. KGaA	16/05/2023	Germany	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income and Dividends of EUR 1.12 per Share	G
Sampo Oyj	17/05/2023	Finland	Ratify Auditors	Audit Related	Ratify Deloitte as Auditor	G
Sampo Oyj	17/05/2023	Finland	Authorize Board to Fix Remuneration of External Auditor(s)	Audit Related	Approve Remuneration of Auditor	G
Sampo Oyj	17/05/2023	Finland	Authorize Share Repurchase Program	Capitalization	Authorize Share Repurchase Program	G
Sampo Oyj	17/05/2023	Finland	Amend Articles/Bylaws/Charter – Non-Routine	Company Articles	Amend Articles Re: Business Area of the Company; Classes of Shares; Annual General Meeting	G
Sampo Oyj	17/05/2023	Finland	Approve Remuneration of Directors and/or Committee Members	Compensation	Approve Remuneration of Directors in the Amount of EUR 228,000 for Chair and EUR 101,000 for Other Directors; Approve Remuneration for Committee Work	G
Sampo Oyj	17/05/2023	Finland	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report (Advisory Vote)	G
Sampo Oyj	17/05/2023	Finland	Elect Directors (Bundled)	Director Election	Reelect Clausen, Fiona Clutterbuck, Georg Ehrnrooth, Jannica Fagerholm, Johanna Lamminen, Steve Langan, Risto Murto and Markus Rauramo as Directors; Elect Antti Makinen and Annica Witschard as New Director	G
Sampo Oyj	17/05/2023	Finland	Approve Discharge of Board and President (Bundled)	Director Related	Approve Discharge of Board and President	G
Sampo Oyj	17/05/2023	Finland	Fix Number of Directors and/or Auditors	Director Related	Fix Number of Directors at Ten	G
Sampo Oyj	17/05/2023	Finland	Company Specific - Equity Related	Miscellaneous	Authorize Board of Directors to resolve upon a Share Issue without Payment	G
Sampo Oyj	17/05/2023	Finland	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income and Dividends of EUR 2.60 Per Share	G
Sampo Oyj	17/05/2023	Finland	Accept Financial Statements and Statutory Reports	Routine Business	Accept Financial Statements and Statutory Reports	G
Sampo Oyj	17/05/2023	Finland	Approve Spin-Off Agreement	Strategic Transactions	Approve Demerger Plan	G
bioMerieux SA	23/05/2023	France	Ratify Auditors	Audit Related	Renew Appointment of Grant Thornton as Auditor	G
bioMerieux SA	23/05/2023	France	Set Global Limit for Capital Increase to Result From All Issuance Requests	Capitalization	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 18-20, 22-25 and 27 at EUR 4,210,280	G
bioMerieux SA	23/05/2023	France	Eliminate Preemptive Rights	Capitalization	Eliminate Preemptive Rights Pursuant to Item 27 Above, in Favor of Employees	G
bioMerieux SA	23/05/2023	France	Authorize Share Repurchase Program	Capitalization	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G
bioMerieux SA	23/05/2023	France	Approve Reduction in Share Capital	Capitalization	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	G
bioMerieux SA	23/05/2023	France	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Capitalization	Authorize Capitalization of Reserves of Up to EUR 4,210,280 for Bonus Issue or Increase in Par Value	G
bioMerieux SA	23/05/2023	France	Remuneration-Related	Compensation	Approve Compensation Report of Corporate Officers	G
bioMerieux SA	23/05/2023	France	Approve Qualified Employee Stock Purchase Plan	Compensation	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	G
bioMerieux SA	23/05/2023	France	Approve Remuneration Policy	Compensation	Approve Remuneration Policy of Directors	G
bioMerieux SA	23/05/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Alexandre Merieux, Chairman and CEO	G
bioMerieux SA	23/05/2023	France	Approve Remuneration Policy	Compensation	Approve Remuneration Policy of Corporate Officers	G
bioMerieux SA	23/05/2023	France	Elect Director	Director Election	Reelect Philippe Archinard as Director	G
bioMerieux SA	23/05/2023	France	Approve Transaction with a Related Party	Non-Routine Business	Approve Transaction with Fondation Christophe et Rodolphe Merieux Re: Termination Agreement of Sponsorship Contract	G

Analysis of Votes: FOR

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
bioMerieux SA	23/05/2023	France	Approve Transaction with a Related Party	Non-Routine Business	Approve Transaction with Institut Merieux Re: Acquisition of Specific Diagnostics	G
bioMerieux SA	23/05/2023	France	Authorize Filing of Required Documents/Other Formalities	Routine Business	Authorize Filing of Required Documents/Other Formalities	G
bioMerieux SA	23/05/2023	France	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income and Dividends of EUR 0.85 per Share	G
bioMerieux SA	23/05/2023	France	Accept Consolidated Financial Statements and Statutory Reports	Routine Business	Approve Consolidated Financial Statements and Statutory Reports	G
bioMerieux SA	23/05/2023	France	Accept Financial Statements and Statutory Reports	Routine Business	Approve Financial Statements and Statutory Reports	G
bioMerieux SA	23/05/2023	France	Change of Corporate Form	Strategic Transactions	Ratify Abandonment of Change of Corporate Form to Societe Europeenne (SE)	G
Orange SA	23/05/2023	France	Set Global Limit for Capital Increase to Result From All Issuance Requests	Capitalization	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 20-25 at EUR 3 Billion	G
Orange SA	23/05/2023	France	Approve Reduction in Share Capital	Capitalization	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	G
Orange SA	23/05/2023	France	Authorize Capital Increase for Future Share Exchange Offers	Capitalization	Authorize Capital Increase of Up to EUR 1 Billion for Future Exchange Offers	G
Orange SA	23/05/2023	France	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 1 Billion	G
Orange SA	23/05/2023	France	Approve Issuance of Shares for a Private Placement	Capitalization	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 1 Billion	G
Orange SA	23/05/2023	France	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	Capitalization	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	G
Orange SA	23/05/2023	France	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	Capitalization	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 2 Billion	G
Orange SA	23/05/2023	France	Authorize Share Repurchase Program	Capitalization	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G
Orange SA	23/05/2023	France	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	Capitalization	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 20-22	G
Orange SA	23/05/2023	France	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Capitalization	Authorize Capitalization of Reserves of Up to EUR 2 Billion for Bonus Issue or Increase in Par Value	G
Orange SA	23/05/2023	France	Remuneration-Related	Compensation	Approve Compensation Report	G
Orange SA	23/05/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Stephane Richard, Chairman of the Board from April 4, 2022 to May 19, 2022	G
Orange SA	23/05/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Jacques Aschenbroich, Chairman of the Board since May 19, 2022	G
Orange SA	23/05/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Stephane Richard, Chairman and CEO until April 3, 2022	G
Orange SA	23/05/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Christel Heydemann, CEO since April 4 2022	G
Orange SA	23/05/2023	France	Approve Restricted Stock Plan	Compensation	Authorize up to 0.08 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Key Employees and Corporate Officers With Performance Conditions Attached	G
Orange SA	23/05/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Ramon Fernandez, Vice-CEO	G
Orange SA	23/05/2023	France	Approve Qualified Employee Stock Purchase Plan	Compensation	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	G
Orange SA	23/05/2023	France	Approve Remuneration Policy	Compensation	Approve Remuneration Policy of CEO	G
Orange SA	23/05/2023	France	Approve Remuneration Policy	Compensation	Approve Remuneration Policy of Chairman of the Board	G
Orange SA	23/05/2023	France	Approve Remuneration Policy	Compensation	Approve Remuneration Policy of Directors	G

Analysis of Votes: FOR

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
Orange SA	23/05/2023	France	Elect Director	Director Election	Reelect Alexandre Bompard as Director	G
Orange SA	23/05/2023	France	Elect Director	Director Election	Reelect Anne Lange as Director	G
Orange SA	23/05/2023	France	Elect Director	Director Election	Elect Gilles Grapinet as Director	G
Orange SA	23/05/2023	France	Elect Director	Director Election	Elect Momar Nguer as Director	G
Orange SA	23/05/2023	France	Approve Special Auditors' Report Regarding Related-Party Transactions	Non-Routine Business	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	G
Orange SA	23/05/2023	France	Accept Financial Statements and Statutory Reports	Routine Business	Approve Financial Statements and Statutory Reports	G
Orange SA	23/05/2023	France	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income and Dividends of EUR 0.70 per Share	G
Orange SA	23/05/2023	France	Authorize Filing of Required Documents/Other Formalities	Routine Business	Authorize Filing of Required Documents/Other Formalities	G
Orange SA	23/05/2023	France	Accept Consolidated Financial Statements and Statutory Reports	Routine Business	Approve Consolidated Financial Statements and Statutory Reports	G
STMicroelectronics NV	24/05/2023	Netherlands	Authorize Share Repurchase Program	Capitalization	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G
STMicroelectronics NV	24/05/2023	Netherlands	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Pre-emptive Rights	G
STMicroelectronics NV	24/05/2023	Netherlands	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report	G
STMicroelectronics NV	24/05/2023	Netherlands	Approve Share Plan Grant	Compensation	Approve Grant of Unvested Stock Awards to Jean-Marc Chery as President and CEO	G
STMicroelectronics NV	24/05/2023	Netherlands	Elect Supervisory Board Member	Director Election	Reelect Maurizio Tamagnini to Supervisory Board	G
STMicroelectronics NV	24/05/2023	Netherlands	Elect Supervisory Board Member	Director Election	Elect Paolo Visca to Supervisory Board	G
STMicroelectronics NV	24/05/2023	Netherlands	Elect Supervisory Board Member	Director Election	Reelect Yann Delabriere to Supervisory Board	G
STMicroelectronics NV	24/05/2023	Netherlands	Elect Supervisory Board Member	Director Election	Reelect Ana de Pro Gonzalo to Supervisory Board	G
STMicroelectronics NV	24/05/2023	Netherlands	Elect Supervisory Board Member	Director Election	Reelect Frederic Sanchez to Supervisory Board	G
STMicroelectronics NV	24/05/2023	Netherlands	Elect Supervisory Board Member	Director Election	Elect Helene Vletter-van Dort to Supervisory Board	G
STMicroelectronics NV	24/05/2023	Netherlands	Approve Discharge of Management Board (Bundled)	Director Related	Approve Discharge of Management Board	G
STMicroelectronics NV	24/05/2023	Netherlands	Approve Discharge of Supervisory Board (Bundled)	Director Related	Approve Discharge of Supervisory Board	G
STMicroelectronics NV	24/05/2023	Netherlands	Approve Dividends	Routine Business	Approve Dividends	G
STMicroelectronics NV	24/05/2023	Netherlands	Accept Financial Statements and Statutory Reports	Routine Business	Adopt Financial Statements and Statutory Reports	G
Sanofi	25/05/2023	France	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Capitalization	Authorize Capitalization of Reserves of Up to EUR 500 Million for Bonus Issue or Increase in Par Value	G
Sanofi	25/05/2023	France	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 240 Million	G
Sanofi	25/05/2023	France	Approve Issuance of Securities Convertible into Debt	Capitalization	Approve Issuance of Debt Securities Giving Access to New Shares of Subsidiaries and/or Debt Securities, up to Aggregate Amount of EUR 7 Billion	G
Sanofi	25/05/2023	France	Approve Reduction in Share Capital	Capitalization	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	G
Sanofi	25/05/2023	France	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	Capitalization	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	G
Sanofi	25/05/2023	France	Authorize Share Repurchase Program	Capitalization	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G
Sanofi	25/05/2023	France	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	Capitalization	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 997 Million	G

Analysis of Votes: FOR

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
Sanofi	25/05/2023	France	Approve Issuance of Shares for a Private Placement	Capitalization	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 240 Million	G
Sanofi	25/05/2023	France	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	Capitalization	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 16-18	G
Sanofi	25/05/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Paul Hudson, CEO	G
Sanofi	25/05/2023	France	Approve Remuneration Policy	Compensation	Approve Remuneration Policy of Chairman of the Board	G
Sanofi	25/05/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Serge Weinberg, Chairman of the Board	G
Sanofi	25/05/2023	France	Approve Remuneration of Directors and/or Committee Members	Compensation	Approve Remuneration of Directors in the Aggregate Amount of EUR 2.5 Million	G
Sanofi	25/05/2023	France	Approve Remuneration Policy	Compensation	Approve Remuneration Policy of CEO	G
Sanofi	25/05/2023	France	Approve Remuneration Policy	Compensation	Approve Remuneration Policy of Directors	G
Sanofi	25/05/2023	France	Remuneration-Related	Compensation	Approve Compensation Report of Corporate Officers	G
Sanofi	25/05/2023	France	Approve Qualified Employee Stock Purchase Plan	Compensation	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	G
Sanofi	25/05/2023	France	Elect Director	Director Election	Elect Frederic Oudea as Director	G
Sanofi	25/05/2023	France	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income and Dividends of EUR 3.56 per Share	G
Sanofi	25/05/2023	France	Accept Financial Statements and Statutory Reports	Routine Business	Approve Financial Statements and Statutory Reports	G
Sanofi	25/05/2023	France	Authorize Filing of Required Documents/Other Formalities	Routine Business	Authorize Filing of Required Documents/Other Formalities	G
Sanofi	25/05/2023	France	Accept Consolidated Financial Statements and Statutory Reports	Routine Business	Approve Consolidated Financial Statements and Statutory Reports	G
Sanofi	25/05/2023	France	Change Location of Registered Office/Headquarters	Routine Business	Ratify Change Location of Registered Office to 46, Avenue de la Grande Armee, 75017 Paris and Amend Article 4 of Bylaws Accordingly	G
Carrefour SA	26/05/2023	France	Authorize Share Repurchase Program	Capitalization	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G
Carrefour SA	26/05/2023	France	Approve Reduction in Share Capital	Capitalization	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	G
Carrefour SA	26/05/2023	France	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	Capitalization	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 500 Million	G
Carrefour SA	26/05/2023	France	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 175 Million	G
Carrefour SA	26/05/2023	France	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	Capitalization	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	G
Carrefour SA	26/05/2023	France	Approve Issuance of Shares for a Private Placement	Capitalization	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 175 Million	G
Carrefour SA	26/05/2023	France	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Capitalization	Authorize Capitalization of Reserves of Up to EUR 500 Million for Bonus Issue or Increase in Par Value	G
Carrefour SA	26/05/2023	France	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	Capitalization	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 14 to 16	G
Carrefour SA	26/05/2023	France	Approve Remuneration Policy	Compensation	Approve Remuneration Policy of Directors	G
Carrefour SA	26/05/2023	France	Remuneration-Related	Compensation	Approve Compensation Report of Corporate Officers	G
Carrefour SA	26/05/2023	France	Approve Qualified Employee Stock Purchase Plan	Compensation	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	G

Analysis of Votes: FOR

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
Carrefour SA	26/05/2023	France	Approve Qualified Employee Stock Purchase Plan	Compensation	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	G
Carrefour SA	26/05/2023	France	Elect Director	Director Election	Reelect Marie-Laure Sauty de Chalon as Director	G
Carrefour SA	26/05/2023	France	Management Climate-Related Proposal	Environmental	Approve Opinion on Quantification of the Company's Various Scope 3 Action Levels	E
Carrefour SA	26/05/2023	France	Approve Special Auditors' Report Regarding Related-Party Transactions	Non-Routine Business	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	G
Carrefour SA	26/05/2023	France	Accept Financial Statements and Statutory Reports	Routine Business	Approve Financial Statements and Statutory Reports	G
Carrefour SA	26/05/2023	France	Accept Consolidated Financial Statements and Statutory Reports	Routine Business	Approve Consolidated Financial Statements and Statutory Reports	G
Carrefour SA	26/05/2023	France	Authorize Filing of Required Documents/Other Formalities	Routine Business	Authorize Filing of Required Documents/Other Formalities	G
Carrefour SA	26/05/2023	France	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income and Dividends of EUR 0.56 per Share	G
Publicis Groupe SA	31/05/2023	France	Ratify Auditors	Audit Related	Appoint KPMG S.A. as Auditor	G
Publicis Groupe SA	31/05/2023	France	Authorize Share Repurchase Program	Capitalization	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G
Publicis Groupe SA	31/05/2023	France	Approve Reduction in Share Capital	Capitalization	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	G
Publicis Groupe SA	31/05/2023	France	Approve Qualified Employee Stock Purchase Plan	Compensation	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	G
Publicis Groupe SA	31/05/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Steve King, Management Board Member until September 14, 2022	G
Publicis Groupe SA	31/05/2023	France	Approve Remuneration Policy	Compensation	Approve Remuneration Policy of Chairman of Supervisory Board	G
Publicis Groupe SA	31/05/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Arthur Sadoun, Chairman of the Management Board	G
Publicis Groupe SA	31/05/2023	France	Approve Qualified Employee Stock Purchase Plan	Compensation	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	G
Publicis Groupe SA	31/05/2023	France	Remuneration-Related	Compensation	Approve Compensation Report of Corporate Officers	G
Publicis Groupe SA	31/05/2023	France	Approve Remuneration Policy	Compensation	Approve Remuneration Policy of Supervisory Board Members	G
Publicis Groupe SA	31/05/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Maurice Levy, Chairman of Supervisory Board	G
Publicis Groupe SA	31/05/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Anne-Gabrielle Heilbronner, Management Board Member	G
Publicis Groupe SA	31/05/2023	France	Approve Remuneration Policy	Compensation	Approve Remuneration Policy of Management Board Members	G
Publicis Groupe SA	31/05/2023	France	Approve Remuneration Policy	Compensation	Approve Remuneration Policy of Chairman of Management Board	G
Publicis Groupe SA	31/05/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Michel-Alain Proch, Management Board Member	G
Publicis Groupe SA	31/05/2023	France	Elect Supervisory Board Member	Director Election	Reelect Antonella Mei-Pochtler as Supervisory Board Member	G
Publicis Groupe SA	31/05/2023	France	Elect Supervisory Board Member	Director Election	Reelect Suzan LeVine as Supervisory Board Member	G
Publicis Groupe SA	31/05/2023	France	Approve Special Auditors' Report Regarding Related-Party Transactions	Non-Routine Business	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	G
Publicis Groupe SA	31/05/2023	France	Authorize Filing of Required Documents/Other Formalities	Routine Business	Authorize Filing of Required Documents/Other Formalities	G
Publicis Groupe SA	31/05/2023	France	Accept Consolidated Financial Statements and Statutory Reports	Routine Business	Approve Consolidated Financial Statements and Statutory Reports	G
Publicis Groupe SA	31/05/2023	France	Accept Financial Statements and Statutory Reports	Routine Business	Approve Financial Statements and Statutory Reports	G
Publicis Groupe SA	31/05/2023	France	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income and Dividends of EUR 2.90 per Share	G
Royal KPN NV	31/05/2023	Netherlands	Elect Supervisory Board Member	Director Election	Elect Marga de Jager to Supervisory Board	G

Analysis of Votes: FOR

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
NN Group NV	02/06/2023	Netherlands	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	Capitalization	Grant Board Authority to Issue Shares Up To 20 Percent of Issued Capital in Connection with a Rights Issue	G
NN Group NV	02/06/2023	Netherlands	Authorize Share Repurchase Program	Capitalization	Authorize Repurchase of Shares	G
NN Group NV	02/06/2023	Netherlands	Approve Reduction in Share Capital	Capitalization	Approve Reduction in Share Capital through Cancellation of Shares	G
NN Group NV	02/06/2023	Netherlands	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Capitalization	Grant Board Authority to Issue Ordinary Shares Up To 10 Percent of Issued Capital	G
NN Group NV	02/06/2023	Netherlands	Eliminate Preemptive Rights	Capitalization	Authorize Board to Exclude Preemptive Rights from Share Issuances	G
NN Group NV	02/06/2023	Netherlands	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report	G
NN Group NV	02/06/2023	Netherlands	Approve Remuneration of Directors and/or Committee Members	Compensation	Amend the Level of the Fixed Annual fee for Supervisory Board Members	G
NN Group NV	02/06/2023	Netherlands	Approve Discharge of Management Board (Bundled)	Director Related	Approve Discharge of Executive Board	G
NN Group NV	02/06/2023	Netherlands	Approve Discharge of Supervisory Board (Bundled)	Director Related	Approve Discharge of Supervisory Board	G
NN Group NV	02/06/2023	Netherlands	Accept Financial Statements and Statutory Reports	Routine Business	Adopt Financial Statements and Statutory Reports	G
NN Group NV	02/06/2023	Netherlands	Approve Dividends	Routine Business	Approve Dividends	G
Red Electrica Corp. SA	05/06/2023	Spain	Approve Remuneration of Directors and/or Committee Members	Compensation	Approve Remuneration of Directors	G
Red Electrica Corp. SA	05/06/2023	Spain	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report	G
Red Electrica Corp. SA	05/06/2023	Spain	Elect Director	Director Election	Reelect Jose Juan Ruiz Gomez as Director	G
Red Electrica Corp. SA	05/06/2023	Spain	Approve Discharge of Board and President (Bundled)	Director Related	Approve Discharge of Board	G
Red Electrica Corp. SA	05/06/2023	Spain	Accept/Approve Corporate Social Responsibility Report	E&S Blended	Approve Non-Financial Information Statement	E, S
Red Electrica Corp. SA	05/06/2023	Spain	Approve/Amend Regulations on General Meetings	Routine Business	Amend Articles of General Meeting Regulations Re: Purpose and Validity of the Regulations, Competences, Shareholders' Rights and Right to Attendance	G
Red Electrica Corp. SA	05/06/2023	Spain	Accept Financial Statements and Statutory Reports	Routine Business	Approve Standalone Financial Statements	G
Red Electrica Corp. SA	05/06/2023	Spain	Authorize Board to Ratify and Execute Approved Resolutions	Routine Business	Authorize Board to Ratify and Execute Approved Resolutions	G
Red Electrica Corp. SA	05/06/2023	Spain	Accept Consolidated Financial Statements and Statutory Reports	Routine Business	Approve Consolidated Financial Statements	G
Red Electrica Corp. SA	05/06/2023	Spain	Approve/Amend Regulations on General Meetings	Routine Business	Amend Articles of General Meeting Regulations Re: Proxy, Issuance of Votes Via Telematic Means	G
Red Electrica Corp. SA	05/06/2023	Spain	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income and Dividends	G
Red Electrica Corp. SA	05/06/2023	Spain	Change Company Name	Routine Business	Change Company Name and Amend Article 1 Accordingly	G
Red Electrica Corp. SA	05/06/2023	Spain	Approve/Amend Regulations on General Meetings	Routine Business	Amend Article 15 of General Meeting Regulations Re: Constitution, Deliberation and Adoption of Resolutions	G
Amadeus IT Group SA	20/06/2023	Spain	Approve Remuneration of Directors and/or Committee Members	Compensation	Approve Remuneration of Directors	G
Amadeus IT Group SA	20/06/2023	Spain	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Advisory Vote on Remuneration Report	G
Amadeus IT Group SA	20/06/2023	Spain	Elect Director	Director Election	Reelect Peter Kuerpick as Director	G
Amadeus IT Group SA	20/06/2023	Spain	Elect Director	Director Election	Reelect Luis Maroto Camino as Director	G
Amadeus IT Group SA	20/06/2023	Spain	Elect Director	Director Election	Elect Frits Dirk van Paasschen as Director	G
Amadeus IT Group SA	20/06/2023	Spain	Elect Director	Director Election	Reelect Xiaoqun Clever as Director	G
Amadeus IT Group SA	20/06/2023	Spain	Elect Director	Director Election	Reelect Pilar Garcia Ceballos-Zuniga as Director	G
Amadeus IT Group SA	20/06/2023	Spain	Elect Director	Director Election	Reelect William Connelly as Director	G
Amadeus IT Group SA	20/06/2023	Spain	Elect Director	Director Election	Reelect Stephan Gemkow as Director	G
Amadeus IT Group SA	20/06/2023	Spain	Approve Discharge of Board and President (Bundled)	Director Related	Approve Discharge of Board	G

Analysis of Votes: FOR

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
Amadeus IT Group SA	20/06/2023	Spain	Accept/Approve Corporate Social Responsibility Report	E&S Blended	Approve Non-Financial Information Statement	E, S
Amadeus IT Group SA	20/06/2023	Spain	Authorize Board to Ratify and Execute Approved Resolutions	Routine Business	Authorize Board to Ratify and Execute Approved Resolutions	G
Amadeus IT Group SA	20/06/2023	Spain	Accept Consolidated Financial Statements and Statutory Reports	Routine Business	Approve Consolidated and Standalone Financial Statements	G
Amadeus IT Group SA	20/06/2023	Spain	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income and Dividends	G
Bureau Veritas SA	22/06/2023	France	Authorize Capital Increase for Future Share Exchange Offers	Capitalization	Authorize Capital Increase of Up to EUR 5.4 Million for Future Exchange Offers	G
Bureau Veritas SA	22/06/2023	France	Approve Reduction in Share Capital	Capitalization	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	G
Bureau Veritas SA	22/06/2023	France	Authorize Share Repurchase Program	Capitalization	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G
Bureau Veritas SA	22/06/2023	France	Set Global Limit for Capital Increase to Result From All Issuance Requests	Capitalization	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 21.6 Million	G
Bureau Veritas SA	22/06/2023	France	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Capitalization	Authorize Capitalization of Reserves of Up to EUR 16.2 Million for Bonus Issue or Increase in Par Value	G
Bureau Veritas SA	22/06/2023	France	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 5.4 Million	G
Bureau Veritas SA	22/06/2023	France	Approve Issuance of Shares for a Private Placement	Capitalization	Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Investors, up to Aggregate Nominal Amount of EUR 5.4 Million	G
Bureau Veritas SA	22/06/2023	France	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	Capitalization	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 16.2 Million	G
Bureau Veritas SA	22/06/2023	France	Authorize Board to Set Issue Price for 10 Percent of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Capitalization	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	G
Bureau Veritas SA	22/06/2023	France	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	Capitalization	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 17 and 21-23	G
Bureau Veritas SA	22/06/2023	France	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	Capitalization	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	G
Bureau Veritas SA	22/06/2023	France	Approve Remuneration Policy	Compensation	Approve Remuneration Policy of Chairman of the Board	G
Bureau Veritas SA	22/06/2023	France	Approve Remuneration Policy	Compensation	Approve Remuneration Policy of Directors	G
Bureau Veritas SA	22/06/2023	France	Approve Restricted Stock Plan	Compensation	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	G
Bureau Veritas SA	22/06/2023	France	Approve Executive Share Option Plan	Compensation	Authorize up to 1.5 Percent of Issued Capital for Use in Stock Option Plans	G
Bureau Veritas SA	22/06/2023	France	Approve Qualified Employee Stock Purchase Plan	Compensation	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	G
Bureau Veritas SA	22/06/2023	France	Remuneration-Related	Compensation	Approve Compensation Report of Corporate Officers	G
Bureau Veritas SA	22/06/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Aldo Cardoso, Chairman of the Board	G
Bureau Veritas SA	22/06/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Didier Michaud-Daniel, CEO until June 22, 2023	G
Bureau Veritas SA	22/06/2023	France	Approve Remuneration Policy	Compensation	Approve Remuneration Policy of CEO from January 1, 2023 to June 22, 2023	G
Bureau Veritas SA	22/06/2023	France	Elect Director	Director Election	Reelect Frederic Sanchez as Director	G
Bureau Veritas SA	22/06/2023	France	Elect Director	Director Election	Ratify Appointment of Laurent Mignon as Director	G
Bureau Veritas SA	22/06/2023	France	Approve Special Auditors' Report Regarding Related-Party Transactions	Non-Routine Business	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	G
Bureau Veritas SA	22/06/2023	France	Accept Consolidated Financial Statements and Statutory Reports	Routine Business	Approve Consolidated Financial Statements and Statutory Reports	G

Analysis of Votes: FOR

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
Bureau Veritas SA	22/06/2023	France	Authorize Filing of Required Documents/Other Formalities	Routine Business	Authorize Filing of Required Documents/Other Formalities	G
Bureau Veritas SA	22/06/2023	France	Accept Financial Statements and Statutory Reports	Routine Business	Approve Financial Statements and Statutory Reports	G
Bureau Veritas SA	22/06/2023	France	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income and Dividends of EUR 0.77 per Share	G
QIAGEN NV	22/06/2023	Netherlands	Ratify Auditors	Audit Related	Reappoint KPMG Accountants N.V. as Auditors	G
QIAGEN NV	22/06/2023	Netherlands	Eliminate Preemptive Rights	Capitalization	Authorize Supervisory Board to Exclude Preemptive Rights from Share Issuances	G
QIAGEN NV	22/06/2023	Netherlands	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Capitalization	Grant Supervisory Board Authority to Issue Shares	G
QIAGEN NV	22/06/2023	Netherlands	Authorize Share Repurchase Program	Capitalization	Authorize Repurchase of Shares	G
QIAGEN NV	22/06/2023	Netherlands	Approve Reduction in Share Capital	Capitalization	Approve Cancellation of Shares	G
QIAGEN NV	22/06/2023	Netherlands	Approve Executive Share Option Plan	Compensation	Approve QIAGEN N.V. 2023 Stock Plan	G
QIAGEN NV	22/06/2023	Netherlands	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Remuneration Report	G
QIAGEN NV	22/06/2023	Netherlands	Elect Supervisory Board Member	Director Election	Reelect Toralf Haag to Supervisory Board	G
QIAGEN NV	22/06/2023	Netherlands	Elect Supervisory Board Member	Director Election	Reelect Elizabeth E. Tallett to Supervisory Board	G
QIAGEN NV	22/06/2023	Netherlands	Elect Supervisory Board Member	Director Election	Reelect Eva Pisa to Supervisory Board	G
QIAGEN NV	22/06/2023	Netherlands	Elect Supervisory Board Member	Director Election	Reelect Stephen H. Rusckowski to Supervisory Board	G
QIAGEN NV	22/06/2023	Netherlands	Elect Supervisory Board Member	Director Election	Reelect Metin Colpan to Supervisory Board	G
QIAGEN NV	22/06/2023	Netherlands	Elect Supervisory Board Member	Director Election	Reelect Elaine Mardis to Supervisory Board	G
QIAGEN NV	22/06/2023	Netherlands	Elect Supervisory Board Member	Director Election	Reelect Ross L. Levine to Supervisory Board	G
QIAGEN NV	22/06/2023	Netherlands	Approve Discharge of Supervisory Board (Bundled)	Director Related	Approve Discharge of Supervisory Board	G
QIAGEN NV	22/06/2023	Netherlands	Approve Executive Appointment	Director Related	Reelect Roland Sackers to Management Board	G
QIAGEN NV	22/06/2023	Netherlands	Approve Executive Appointment	Director Related	Reelect Thierry Bernard to Management Board	G
QIAGEN NV	22/06/2023	Netherlands	Approve Discharge of Management Board (Bundled)	Director Related	Approve Discharge of Management Board	G
QIAGEN NV	22/06/2023	Netherlands	Company Specific - Equity Related	Miscellaneous	Approve Discretionary Rights for the Managing Board to Implement Capital Repayment by Means of Synthetic Share Repurchase	G
QIAGEN NV	22/06/2023	Netherlands	Accept Financial Statements and Statutory Reports	Routine Business	Adopt Financial Statements and Statutory Reports	G
Koninklijke Ahold Delhaize NV	05/07/2023	Netherlands	Approve Executive Appointment	Director Related	Elect Jolanda Poots-Bijl to Management Board	G
Industria de Diseno Textil SA	11/07/2023	Spain	Authorize Share Repurchase Program	Capitalization	Authorize Share Repurchase Program	G
Industria de Diseno Textil SA	11/07/2023	Spain	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Advisory Vote on Remuneration Report	G
Industria de Diseno Textil SA	11/07/2023	Spain	Approve Remuneration Policy	Compensation	Approve Remuneration Policy	G
Industria de Diseno Textil SA	11/07/2023	Spain	Approve Restricted Stock Plan	Compensation	Approve Long-Term Incentive Plan	G
Industria de Diseno Textil SA	11/07/2023	Spain	Elect Director	Director Election	Reelect Jose Luis Duran Schulz as Director	G
Industria de Diseno Textil SA	11/07/2023	Spain	Elect Director	Director Election	Reelect Amancio Ortega Gaona as Director	G
Industria de Diseno Textil SA	11/07/2023	Spain	Fix Number of Directors and/or Auditors	Director Related	Fix Number of Directors at 10	G
Industria de Diseno Textil SA	11/07/2023	Spain	Approve Discharge of Board and President (Bundled)	Director Related	Approve Discharge of Board	G
Industria de Diseno Textil SA	11/07/2023	Spain	Accept/Approve Corporate Social Responsibility Report	E&S Blended	Approve Non-Financial Information Statement	E, S
Industria de Diseno Textil SA	11/07/2023	Spain	Authorize Board to Ratify and Execute Approved Resolutions	Routine Business	Authorize Board to Ratify and Execute Approved Resolutions	G
Industria de Diseno Textil SA	11/07/2023	Spain	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income and Dividends	G

Analysis of Votes: FOR

Company Name	Meeting Date	Market	Proposal Code Description	Proposal Type Category	Proposal Text	ESG Pillar *
Industria de Diseno Textil SA	11/07/2023	Spain	Accept Consolidated Financial Statements and Statutory Reports	Routine Business	Approve Consolidated Financial Statements	G
Industria de Diseno Textil SA	11/07/2023	Spain	Accept Financial Statements and Statutory Reports	Routine Business	Approve Standalone Financial Statements	G
Fresenius Medical Care AG & Co. KGaA	14/07/2023	Germany	Ratify Auditors	Audit Related	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023, for the Review of Interim Financial Statements for the First Half of Fiscal Year 2023 and for the Interim Financial Statements Until 2024 AGM	G
Fresenius Medical Care AG & Co. KGaA	14/07/2023	Germany	Elect Supervisory Board Member	Director Election	Elect Marcus Kuhnert to the Supervisory Board, if Item 1 is Accepted	G
Fresenius Medical Care AG & Co. KGaA	14/07/2023	Germany	Elect Supervisory Board Member	Director Election	Elect Shervin Korangy to the Supervisory Board, if Item 1 is Accepted	G
Fresenius Medical Care AG & Co. KGaA	14/07/2023	Germany	Change of Corporate Form	Strategic Transactions	Change of Corporate Form to a Stock Corporation (AG)	G
Pernod Ricard SA	10/11/2023	France	Authorize Board to Increase Capital in the Event of Demand Exceeding Amounts Submitted to Shareholder Vote Above	Capitalization	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 16, 17 and 19	G
Pernod Ricard SA	10/11/2023	France	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	Capitalization	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 130 Million	G
Pernod Ricard SA	10/11/2023	France	Approve Issuance of Shares for a Private Placement	Capitalization	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 39 Million	G
Pernod Ricard SA	10/11/2023	France	Authorize Share Repurchase Program	Capitalization	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G
Pernod Ricard SA	10/11/2023	France	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Capitalization	Authorize Capitalization of Reserves of Up to EUR 130 Million for Bonus Issue or Increase in Par Value	G
Pernod Ricard SA	10/11/2023	France	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	Capitalization	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	G
Pernod Ricard SA	10/11/2023	France	Approve Reduction in Share Capital	Capitalization	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	G
Pernod Ricard SA	10/11/2023	France	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Capitalization	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 39 Million	G
Pernod Ricard SA	10/11/2023	France	Remuneration-Related	Compensation	Approve Compensation Report of Corporate Officers	G
Pernod Ricard SA	10/11/2023	France	Approve Remuneration Policy	Compensation	Approve Remuneration Policy of Directors	G
Pernod Ricard SA	10/11/2023	France	Advisory Vote to Ratify Named Executive Officers' Compensation	Compensation	Approve Compensation of Alexandre Ricard, Chairman and CEO	G
Pernod Ricard SA	10/11/2023	France	Approve Qualified Employee Stock Purchase Plan	Compensation	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	G
Pernod Ricard SA	10/11/2023	France	Approve Qualified Employee Stock Purchase Plan	Compensation	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of the Group's Subsidiaries	G
Pernod Ricard SA	10/11/2023	France	Approve Remuneration of Directors and/or Committee Members	Compensation	Approve Remuneration of Directors in the Aggregate Amount of EUR 1,350,000	G
Pernod Ricard SA	10/11/2023	France	Approve Remuneration Policy	Compensation	Approve Remuneration Policy of Alexandre Ricard, Chairman and CEO	G
Pernod Ricard SA	10/11/2023	France	Elect Director	Director Election	Reelect Kory Sorenson as Director	G
Pernod Ricard SA	10/11/2023	France	Elect Director	Director Election	Reelect Philippe Petitcolin as Director	G
Pernod Ricard SA	10/11/2023	France	Elect Director	Director Election	Elect Max Koeune as Director	G
Pernod Ricard SA	10/11/2023	France	Approve Special Auditors' Report Regarding Related-Party Transactions	Non-Routine Business	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	G
Pernod Ricard SA	10/11/2023	France	Accept Consolidated Financial Statements and Statutory Reports	Routine Business	Approve Consolidated Financial Statements and Statutory Reports	G
Pernod Ricard SA	10/11/2023	France	Approve Allocation of Income and Dividends	Routine Business	Approve Allocation of Income and Dividends of EUR 4.70 per Share	G
Pernod Ricard SA	10/11/2023	France	Accept Financial Statements and Statutory Reports	Routine Business	Approve Financial Statements and Statutory Reports	G



Analysis of Votes: FOR

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Pernod Ricard SA	10/11/2023	France	Authorize Filing of Required Documents/Other Formalities	Routine Business	Authorize Filing of Required Documents/Other Formalities	G