

VOTE SUMMARY REPORT

REPORTING PERIOD: 09/01/2022 to 08/31/2023

Voting Statistics

	Total	Percent
Votable Meetings	72	
Meetings Voted	72	100.00%
Meetings with One or More Votes Against Management	28	38.89%
Votable Ballots	73	
Ballots Voted	73	100.00%

Note: A meeting is votable when one or more ballots are eligible to vote at the meeting, and differences in votable meetings and ballots occurs when multiple ballots are available to vote for the same meeting.

	Management Proposals		Shareholder Proposals		All Proposals	
	Total	Percent	Total	Percent	Total	Percent
Votable Proposals	1060		18		1078	
Proposals Voted	1060	100.00%	18	100.00%	1078	100.00%
FOR Votes	958	90.38%	10	55.56%	968	89.80%
AGAINST Votes	99	9.34%	8	44.44%	107	9.93%
ABSTAIN Votes	3	0.28%	0	0.00%	3	0.28%
WITHHOLD Votes	0	0.00%	0	0.00%	0	0.00%
Votes WITH Management	963	90.85%	17	94.44%	980	90.91%
Votes AGAINST Management	97	9.15%	1	5.56%	98	9.09%

Note: Instructions of Do Not Vote are not considered voted; Frequency on Pay votes of 1, 2 or 3 Years are only reflected statistically, where applicable, but present in the underlying detail; and in cases of different votes submitted across ballots for a given meeting, votes cast are distinctly counted by type per proposal where total votes submitted may be higher than unique proposals voted.

Proposal Statistics

	Votable Proposals		Proposals Voted		Management Proposals		Shareholder Proposals		Votes Against Management	
	Total	Percent	Total	Percent	Total	Percent	Total	Percent	Total	Percent
Audit Related	50	4.64%	50	4.64%	45	4.17%	5	0.46%	0	0.00%
Capitalization	204	18.92%	204	18.92%	204	18.92%	0	0.00%	18	1.67%
Company Articles	34	3.15%	34	3.15%	34	3.15%	0	0.00%	0	0.00%
Compensation	246	22.82%	246	22.82%	242	22.45%	4	0.37%	35	3.25%
Corporate Governance	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Director Election	194	18.00%	194	18.00%	191	17.72%	3	0.28%	33	3.06%
Director Related	119	11.04%	119	11.04%	113	10.48%	6	0.56%	6	0.56%
E&S Blended	8	0.74%	8	0.74%	8	0.74%	0	0.00%	0	0.00%
Environmental	4	0.37%	4	0.37%	4	0.37%	0	0.00%	0	0.00%
Miscellaneous	3	0.28%	3	0.28%	3	0.28%	0	0.00%	1	0.09%
Mutual Funds	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
No Research	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Non-Routine Business	19	1.76%	19	1.76%	19	1.76%	0	0.00%	2	0.19%
Routine Business	185	17.16%	185	17.16%	185	17.16%	0	0.00%	1	0.09%
Social	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Strategic Transactions	6	0.56%	6	0.56%	6	0.56%	0	0.00%	1	0.09%
Takeover Related	6	0.56%	6	0.56%	6	0.56%	0	0.00%	1	0.09%
Total	1078	100.00%	1078	100.00%	1060	98.33%	18	1.67%	98	9.09%

Akzo Nobel NV

Meeting Date: 09/06/2022

Country: Netherlands

Ticker: AKZA

Record Date: 08/09/2022

Meeting Type: Extraordinary
Shareholders

Primary ISIN: NL0013267909

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Elect G. Poux-Guillaume to Management Board	Mgmt	For	For	For
3	Close Meeting	Mgmt			

argenx SE

Meeting Date: 09/08/2022

Record Date: 08/11/2022

Country: Netherlands

Meeting Type: Extraordinary Shareholders

Ticker: ARGX

Primary ISIN: NL0010832176

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
	Special Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Elect Camilla Sylvest as Non-Executive Director	Mgmt	For	For	For
3	Other Business (Non-Voting)	Mgmt			
4	Close Meeting	Mgmt			

argenx SE

Meeting Date: 12/12/2022

Record Date: 11/14/2022

Country: Netherlands

Meeting Type: Extraordinary Shareholders

Ticker: ARGX

Primary ISIN: NL0010832176

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Elect Ana Cespedes as Non-Executive Director	Mgmt	For	For	For
3	Other Business (Non-Voting)	Mgmt			
4	Close Meeting	Mgmt			

Koninklijke DSM NV

Meeting Date: 01/23/2023	Country: Netherlands	Ticker: DSM
Record Date: 12/26/2022	Meeting Type: Extraordinary Shareholders	
Primary ISIN: NL0000009827		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Presentation on the Transaction	Mgmt			
3	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	Mgmt	For	For	For
4	Approve Discharge of Management Board	Mgmt	For	For	For
5	Approve Discharge of Supervisory Board	Mgmt	For	For	For
6	Close Meeting	Mgmt			

argenx SE

Meeting Date: 02/27/2023	Country: Netherlands	Ticker: ARGX
Record Date: 01/30/2023	Meeting Type: Extraordinary Shareholders	
Primary ISIN: NL0010832176		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Elect Steve Kroghes as Non-Executive Director	Mgmt	For	For	For
3	Other Business (Non-Voting)	Mgmt			
4	Close Meeting	Mgmt			

Wartsila Oyj Abp

Meeting Date: 03/09/2023	Country: Finland	Ticker: WRT1V
Record Date: 02/27/2023	Meeting Type: Annual	
Primary ISIN: FI0009003727		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt	For	For	For
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
5	Prepare and Approve List of Shareholders	Mgmt	For	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of EUR 0.26 Per Share	Mgmt	For	For	For
9	Approve Discharge of Board and President	Mgmt	For	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
11	Approve Remuneration of Directors in the Amount of EUR 200,000 for Chairman, EUR 105,000 for Vice Chairman, and EUR 80,000 for Other Directors; Approve Meeting Fees; Approve Remuneration for Committee Work	Mgmt	For	For	For
12	Fix Number of Directors at Eight	Mgmt	For	For	For
13	Reelect Karen Bomba, Morten H. Engelstoft, Karin Falk, Johan Forssell, Tom Johnstone (Chair), Mats Rahmstrom and Tiina Tuomela as Directors; Elect Mika Vehvilainen (Vice-Chair) as Director	Mgmt	For	Against	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>					
14	Approve Remuneration of Auditors	Mgmt	For	For	For
15	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
16	Authorize Share Repurchase Program	Mgmt	For	For	For
17	Approve Issuance of up to 57 Million Shares without Preemptive Rights	Mgmt	For	For	For
18	Close Meeting	Mgmt			

Banco Bilbao Vizcaya Argentaria SA

Meeting Date: 03/16/2023	Country: Spain	Ticker: BBVA
Record Date: 03/12/2023	Meeting Type: Annual	Primary ISIN: ES0113211835

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

Stora Enso Oyj

Meeting Date: 03/16/2023	Country: Finland	Ticker: STERV
Record Date: 03/06/2023	Meeting Type: Annual	Primary ISIN: FI0009005961

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt			

Stora Enso Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
5	Prepare and Approve List of Shareholders	Mgmt			
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of EUR 0.60 Per Share	Mgmt	For	For	For
9	Approve Discharge of Board and President	Mgmt	For	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>					
11	Approve Remuneration of Directors in the Amount of EUR 209,000 for Chairman, EUR 118,000 for Vice Chairman, and EUR 81,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
12	Fix Number of Directors at Nine	Mgmt	For	For	For
13	Reelect Hakan Buskhe (Vice-Chair), Elisabeth Fleuriot, Helena Hedblom, Kari Jordan (Chair), Christiane Kuehne, Antti Makinen, Richard Nilsson and Hans Sohlstrom as Directors; Elect Astrid Hermann as New Director	Mgmt	For	Against	Against
<i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee.[SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>					
14	Approve Remuneration of Auditors	Mgmt	For	For	For
15	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
16	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
17	Approve Issuance of up to 2 Million Class R Shares without Preemptive Rights	Mgmt	For	For	For
18	Allow Shareholder Meetings to be Held by Electronic Means Only	Mgmt	For	For	For
19	Decision on Making Order	Mgmt			
20	Close Meeting	Mgmt			

Carl Zeiss Meditec AG

Meeting Date: 03/22/2023

Record Date: 02/28/2023

Country: Germany

Meeting Type: Annual

Ticker: AFX

Primary ISIN: DE0005313704

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
	Management Proposals	Mgmt			
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2021/22 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.10 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2021/22	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2021/22	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2022/23	Mgmt	For	For	For
6.1	Approve Virtual-Only Shareholder Meetings Until 2028	Mgmt	For	Against	For
6.2	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For
7.1	Amend Articles Re: Management Board Composition	Mgmt	For	For	For
7.2	Amend Articles Re: Supervisory Board Composition	Mgmt	For	For	For
7.3	Amend Articles Re: Supervisory Board Chair	Mgmt	For	For	For
7.4	Amend Articles Re: Supervisory Board Meetings	Mgmt	For	For	For
7.5	Amend Articles Re: Supervisory Board Resolutions	Mgmt	For	For	For
7.6	Amend Articles Re: Supervisory Board Committees	Mgmt	For	For	For
8.1	Elect Karl Lamprecht to the Supervisory Board	Mgmt	For	Against	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.[SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
8.2	Elect Tania von der Goltz to the Supervisory Board	Mgmt	For	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
8.3	Elect Christian Mueller to the Supervisory Board	Mgmt	For	Against	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-001] Remuneration arrangements are poorly structured.</i>					

Carl Zeiss Meditec AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
8.4	Elect Peter Kameritsch to the Supervisory Board	Mgmt	For	For	For
8.5	Elect Isabel De Paoli to the Supervisory Board	Mgmt	For	For	For
8.6	Elect Torsten Reitze to the Supervisory Board	Mgmt	For	For	For
9	Approve Remuneration Policy	Mgmt	For	Against	Against
Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.[LN-M0550-001] Remuneration arrangements are poorly structured.					
Shareholder Proposal Submitted by Carl Zeiss AG		Mgmt			
10	Approve Remuneration Report	SH	For	Against	Against
Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.[LN-M0550-001] Remuneration arrangements are poorly structured.					

Orion Oyj

Meeting Date: 03/22/2023	Country: Finland	Ticker: ORNBV
Record Date: 03/10/2023	Meeting Type: Annual	
		Primary ISIN: FI0009014377

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt			
5	Prepare and Approve List of Shareholders	Mgmt			
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of EUR 1.60 Per Share; Approve Charitable Donations of up to EUR 350,000	Mgmt	For	For	For
9	Approve Discharge of Board, President and CEO	Mgmt	For	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For

Orion Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
11	Approve Remuneration of Directors in the Amount of EUR 100,000 for Chairman, EUR 61,000 for Vice Chairman and Chairman of the Committees, and EUR 50,000 for Other Directors; Approve Meeting Fees	Mgmt	For	For	For
12	Fix Number of Directors at Eight	Mgmt	For	For	For
13	Reelect Kari Jussi Aho, Maziar Mike Doustdar, Ari Lehtoranta, Veli-Matti Mattila, Hilpi Rautelin, Eija Ronkainen, Mikael Silvennoinen (Chair) and Karen Lykke Sorensen as Directors	Mgmt	For	For	For
14	Approve Remuneration of Auditors	Mgmt	For	For	For
15	Ratify KPMG as Auditors	Mgmt	For	For	For
16	Allow Shareholder Meetings to be Held by Electronic Means Only	Mgmt	For	Against	For
<i>Blended Rationale: .</i>					
17	Approve Issuance of up to 14 Million Class B Shares without Preemptive Rights	Mgmt	For	For	For
<i>Blended Rationale: [LN-M0300-003] Potential to be excessively dilutive to existing shareholders.</i>					
18	Close Meeting	Mgmt			

Institutional Cash Series plc - BlackRock ICS Euro Liquidity Fund

Meeting Date: 03/24/2023	Country: Ireland	Ticker: N/A
Record Date: 03/22/2023	Meeting Type: Annual	Primary ISIN: IE0005023803

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Ratify EY as Auditors	Mgmt	For	For	For
3	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For

Neste Corp.

Meeting Date: 03/28/2023	Country: Finland	Ticker: NESTE
Record Date: 03/16/2023	Meeting Type: Annual	Primary ISIN: FI0009013296

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt			
5	Prepare and Approve List of Shareholders	Mgmt			
6	Receive Financial Statements and Statutory Reports; Receive Board's Report; Receive Auditor's Report	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of EUR 1.02 Per Share	Mgmt	For	For	For
9	Approve Discharge of Board and President	Mgmt	For	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
11	Approve Remuneration of Directors in the Amount of EUR 95,000 for Chairman, EUR 60,000 for Vice Chairman, and EUR 45,000 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For	For
12	Fix Number of Directors at Nine	Mgmt	For	For	For
13	Reelect Matti Kahkonen (Chair), John Abbott, Nick Elmslie, Just Jansz, Jari Rosendal, Eeva Sipilä (Vice Chair) and Johanna Soderstrom as Directors; Elect Heikki Malinen and Kimmo Viertola as New Directors	Mgmt	For	For	For
14	Approve Remuneration of Auditors	Mgmt	For	For	For
15	Ratify KPMG as Auditors	Mgmt	For	For	For
16	Authorize Share Repurchase Program	Mgmt	For	For	For
17	Approve Issuance of up to 23 Million Shares without Preemptive Rights	Mgmt	For	For	For
18	Amend Articles Re: Book-Entry System	Mgmt	For	Against	For
19	Close Meeting	Mgmt			

Meeting Date: 03/28/2023	Country: Netherlands	Ticker: RAND
Record Date: 02/28/2023	Meeting Type: Annual	Primary ISIN: NL0000379121

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2a	Receive Reports of Management Board and Supervisory Board (Non-Voting)	Mgmt			
2b	Approve Remuneration Report	Mgmt	For	For	For
2c	Adopt Financial Statements	Mgmt	For	For	For
2d	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
2e	Approve Dividends of EUR 2.85 Per Share	Mgmt	For	For	For
3a	Approve Discharge of Management Board	Mgmt	For	For	For
3b	Approve Discharge of Supervisory Board	Mgmt	For	For	For
4a	Elect Jorge Vazquez to Management Board	Mgmt	For	For	For
4b	Elect Myriam Beatove Moreale to Management Board	Mgmt	For	For	For
5a	Elect Cees 't Hart to Supervisory Board	Mgmt	For	For	For
Blended Rationale: .					
5b	Elect Laurence Debroux to Supervisory Board	Mgmt	For	For	For
5c	Elect Jeroen Drost to Supervisory Board	Mgmt	For	For	For
6a	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Preemptive Rights	Mgmt	For	For	For
6b	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
6c	Approve Cancellation of Repurchased Shares	Mgmt	For	For	For
7	Ratify Deloitte Accountants BV as Auditors	Mgmt	For	For	For
8	Ratify PricewaterhouseCoopers Accountants NV as Auditors	Mgmt	For	For	For
9	Other Business (Non-Voting)	Mgmt			
10	Close Meeting	Mgmt			

Enagas SA

Meeting Date: 03/29/2023

Record Date: 03/24/2023

Country: Spain

Meeting Type: Annual

Ticker: ENG

Primary ISIN: ES0130960018

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For
2	Approve Non-Financial Information Statement	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends	Mgmt	For	For	For
4	Approve Discharge of Board	Mgmt	For	For	For
5.1	Reelect Eva Patricia Urbez Sanz as Director	Mgmt	For	For	For
5.2	Reelect Santiago Ferrer Costa as Director	Mgmt	For	For	For
5.3	Fix Number of Directors at 15	Mgmt	For	For	For
6.1	Amend Articles Re: Remuneration Committee and Sustainability and Appointments Committee	Mgmt	For	For	For
6.2	Amend Article 45 Re: Composition, Powers and Functioning of Sustainability and Appointments Committee	Mgmt	For	For	For
6.3	Add New Article 45 bis Re: Composition, Powers and Functioning of Remuneration Committee	Mgmt	For	For	For
7	Amend Article 5 of General Meeting Regulations Re: Convening of General Meetings	Mgmt	For	For	For
8	Advisory Vote on Remuneration Report	Mgmt	For	For	For
9	Receive Amendments to Board of Directors Regulations	Mgmt			
10	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

EDP Renovaveis SA

Meeting Date: 04/04/2023

Record Date: 03/28/2023

Country: Spain

Meeting Type: Annual

Ticker: EDPR

Primary ISIN: ES0127797019

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For

EDP Renovaveis SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
2	Approve Treatment of Net Loss	Mgmt	For	For	For
3	Approve Scrip Dividends	Mgmt	For	For	For
4	Approve Consolidated and Standalone Management Reports, Corporate Governance Report and Management Report	Mgmt	For	For	For
5	Approve Non-Financial Information Statement	Mgmt	For	For	For
6	Appraise Management of Company and Approve Vote of Confidence to Board of Directors	Mgmt	For	For	For
7	Ratify Appointment of and Elect Cynthia Kay Mc Call as Director	Mgmt	For	For	For
8.A	Approve Financing Agreement between EDP Renovaveis SA and EDP Energias de Portugal SA	Mgmt	For	For	For
8.B	Grant Board Powers for the Execution and Development of the Financing Agreement between EDP Renovaveis SA and EDP Energias de Portugal SA	Mgmt	For	For	For
9	Amend Remuneration Policy	Mgmt	For	For	For
10.A	Add New Article 30 Re: Environmental, Social and Corporate Governance Committee	Mgmt	For	For	For
10.B	Amend Articles Re: Governing Bodies, Remuneration of Directors and Appointments and Remunerations Committee	Mgmt	For	For	For
11	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Elisa Oyj

Meeting Date: 04/05/2023	Country: Finland	Ticker: ELISA
Record Date: 03/24/2023	Meeting Type: Annual	Primary ISIN: FI0009007884

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt			
5	Prepare and Approve List of Shareholders	Mgmt			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of EUR 2.15 Per Share	Mgmt	For	For	For
9	Approve Discharge of Board and President	Mgmt	For	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against	For
Blended Rationale: .					
11	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	Mgmt	For	For	For
12	Fix Number of Directors at Eight	Mgmt	For	For	For
13	Reelect Maher Chebbo, Kim Ignatius, Katariina Kravi (Vice Chair), Pia Kall, Topi Manner, Eva-Lotta Sjostedt, Anssi Vanjoki (Chair) and Antti Vasara as Directors	Mgmt	For	For	Against
Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.					
14	Approve Remuneration of Auditors	Mgmt	For	For	For
15	Ratify KPMG as Auditors	Mgmt	For	For	For
16	Allow Shareholder Meetings to be Held by Electronic Means Only	Mgmt	For	Against	For
Blended Rationale: .					
17	Authorize Share Repurchase Program	Mgmt	For	For	For
18	Approve Issuance of up to 15 Million Shares without Preemptive Rights	Mgmt	For	For	For
19	Close Meeting	Mgmt			

Royal KPN NV

Meeting Date: 04/12/2023	Country: Netherlands	Ticker: KPN
Record Date: 03/15/2023	Meeting Type: Annual	
Primary ISIN: NL0000009082		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting and Announcements	Mgmt			

Royal KPN NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
2	Receive Report of Management Board (Non-Voting)	Mgmt			
3	Adopt Financial Statements	Mgmt	For	For	For
4	Approve Remuneration Report	Mgmt	For	For	For
5	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
6	Approve Dividends	Mgmt	For	For	For
7	Approve Discharge of Management Board	Mgmt	For	For	For
8	Approve Discharge of Supervisory Board	Mgmt	For	For	For
9	Ratify Ernst & Young Accountants LLP as Auditors	Mgmt	For	For	For
10	Opportunity to Make Recommendations	Mgmt			
11	Reelect Jolande Sap to Supervisory Board	Mgmt	For	For	For
12	Elect Ben Noteboom to Supervisory Board	Mgmt	For	For	For
13	Elect Frank Heemskerk to Supervisory Board	Mgmt	For	For	For
14	Elect Herman Dijkhuizen to Supervisory Board	Mgmt	For	For	For
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
16	Approve Reduction in Share Capital through Cancellation of Shares	Mgmt	For	For	For
17	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For
18	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
19	Other Business (Non-Voting)	Mgmt			
20	Close Meeting	Mgmt			

CNH Industrial NV

Meeting Date: 04/14/2023	Country: Netherlands	Ticker: CNHI
Record Date: 03/17/2023	Meeting Type: Annual	Primary ISIN: NL0010545661

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
2.a	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
2.b	Adopt Financial Statements	Mgmt	For	For	For
2.c	Approve Dividends of EUR 0.36 Per Share	Mgmt	For	For	For
2.d	Approve Discharge of Directors	Mgmt	For	For	For
3.a	Approve Remuneration Report	Mgmt	For	For	For
3.b	Approve Plan to Grant Rights to Subscribe for Common Shares to Executive Directors under Equity Incentive Plans	Mgmt	For	For	For
4.a	Reelect Suzanne Heywood as Executive Director	Mgmt	For	Against	For
4.b	Reelect Scott W. Wine as Executive Director	Mgmt	For	For	For
4.c	Reelect Howard W. Buffett as Non-Executive Director	Mgmt	For	For	For
4.d	Reelect Karen Linehan as Non-Executive Director	Mgmt	For	For	For
4.e	Reelect Alessandro Nasi as Non-Executive Director	Mgmt	For	For	Against
<i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee.</i>					
4.f	Reelect Vagn Sorensen as Non-Executive Director	Mgmt	For	For	For
4.g	Reelect Asa Tamsons as Non-Executive Director	Mgmt	For	For	For
4.h	Elect Elizabeth Bastoni as Non-Executive Director	Mgmt	For	For	For
4.i	Elect Richard J. Kramer as Non-Executive Director	Mgmt	For	For	For
5.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For
5.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
5.c	Grant Board Authority to Issue Special Voting Shares Up to 10 Percent of Issued Capital	Mgmt	For	Against	Against
<i>Blended Rationale: [SF-M0300-001] We do not believe it is in shareholders' interest to allow the company to issue a new class of stock with rights different than those of common holders.</i>					
5.d	Authorize Repurchase of Up to 10 Percent of Issued Capital	Mgmt	For	For	For
6	Ratify Deloitte Accountants B.V. as Auditors	Mgmt	For	For	For
7	Close Meeting	Mgmt			

Meeting Date: 04/19/2023

Country: France

Ticker: FGR

Record Date: 04/17/2023

Meeting Type: Annual/Special

Primary ISIN: FR0000130452

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 3.60 per Share	Mgmt	For	For	For
4	Reelect Benoit de Ruffray as Director	Mgmt	For	Against	For
5	Reelect Isabelle Salaun as Director	Mgmt	For	For	For
6	Reelect Laurent Dupont as Representative of Employee Shareholders to the Board	Mgmt	For	For	For
7	Approve Remuneration Policy of Directors	Mgmt	For	For	For
8	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For
9	Approve Compensation Report	Mgmt	For	For	For
10	Approve Compensation of Benoit de Ruffray, Chairman and CEO	Mgmt	For	For	For
11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
12	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
13	Authorize Capitalization of Reserves of Up to EUR 80 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
14	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 156.8 Million	Mgmt	For	For	For
15	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 39.2 Million	Mgmt	For	For	For
16	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 39.2 Million	Mgmt	For	For	For
17	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above Under Items 14-16	Mgmt	For	For	For

Eiffage SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
18	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
19	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 15, 16 and 18 at EUR 39.2 Million	Mgmt	For	For	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
21	Authorize up to 1.02 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
22	Ordinary Business	Mgmt			
	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Prysmian SpA

Meeting Date: 04/19/2023	Country: Italy	Ticker: PRY
Record Date: 04/06/2023	Meeting Type: Annual/Special	Primary ISIN: IT0004176001

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
1	Ordinary Business	Mgmt			
	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
	Approve Allocation of Income	Mgmt	For	For	For
	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
	Approve Incentive Plan	Mgmt	For	For	For
	Approve Remuneration Policy	Mgmt	For	For	For
6	Approve Second Section of the Remuneration Report	Mgmt	For	Against	For
Blended Rationale: .					
1	Extraordinary Business	Mgmt			
	Authorize Board to Increase Capital to Service the Incentive Plan	Mgmt	For	For	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Against	Against
Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.					

Meeting Date: 04/20/2023

Country: France

Ticker: COV

Record Date: 04/18/2023

Meeting Type: Annual/Special

Primary ISIN: FR0000064578

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 3.75 per Share	Mgmt	For	For	For
4	Approve Stock Dividend Program	Mgmt	For	For	For
5	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
6	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
7	Approve Compensation of Jean Laurent, Chairman of the Board until July 21, 2022	Mgmt	For	For	For
8	Approve Compensation of Jean-Luc Biamonti, Chairman of the Board since July 21, 2022	Mgmt	For	For	For
9	Approve Compensation of Christophe Kullmann, CEO	Mgmt	For	For	For
10	Approve Compensation of Olivier Esteve, Vice-CEO	Mgmt	For	For	For
11	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
12	Approve Remuneration Policy of CEO	Mgmt	For	For	For
13	Approve Remuneration Policy of Vice-CEO	Mgmt	For	For	For
14	Approve Remuneration Policy of Directors	Mgmt	For	For	For
15	Ratify Appointment of Delfin S.a.r.l. as Director	Mgmt	For	For	For
16	Reelect Jean-Luc Biamonti as Director	Mgmt	For	For	For
17	Reelect Christian Delaire as Director	Mgmt	For	For	For
18	Reelect Olivier Piani as Director	Mgmt	For	For	For
19	Reelect Covea Cooperations as Director	Mgmt	For	For	For
20	Reelect Delfin S.a.r.l. as Director	Mgmt	For	For	For
21	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
22	Approve Company's Climate Transition Plan (Advisory)	Mgmt	For	For	For

Covivio SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
	Extraordinary Business	Mgmt			
23	Authorize Capitalization of Reserves of Up to EUR 28.4 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
24	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
25	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 71 Million	Mgmt	For	For	For
26	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights with Binding Priority Right up to Aggregate Nominal Amount of EUR 28.4 Million	Mgmt	For	For	For
27	Authorize Capital Increase of Up to 10 Percent of Issued Share Capital for Future Exchange Offers	Mgmt	For	For	For
28	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
29	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
30	Amend Article 8 of Bylaws Re: Shareholding Disclosure Thresholds	Mgmt	For	For	For
31	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Gecina SA

Meeting Date: 04/20/2023

Country: France

Ticker: GFC

Record Date: 04/18/2023

Meeting Type: Annual

Primary ISIN: FR0010040865

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Standard Accounting Transfers to Specific Reserve	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends of EUR 5.30 per Share	Mgmt	For	For	For
5	Approve Stock Dividend Program	Mgmt	For	For	For

Gecina SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
6	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
7	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
8	Approve Compensation of Jerome Brunel, Chairman of the Board	Mgmt	For	For	For
9	Approve Compensation of Meka Brunel, CEO until April 21, 2022	Mgmt	For	For	For
10	Approve Compensation of Benat Ortega, CEO since April 21, 2022	Mgmt	For	For	For
11	Approve Remuneration Policy of Directors	Mgmt	For	For	For
12	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
13	Approve Remuneration Policy of CEO	Mgmt	For	For	For
14	Reelect Dominique Dudan as Director	Mgmt	For	For	For
15	Reelect Predica as Director	Mgmt	For	For	For
16	Elect Benat Ortega as Director	Mgmt	For	For	For
17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
18	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Hermes International SCA

Meeting Date: 04/20/2023	Country: France	Ticker: RMS
Record Date: 04/18/2023	Meeting Type: Annual/Special	
		Primary ISIN: FR0000052292

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Discharge of General Managers	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends of EUR 13 per Share	Mgmt	For	For	For
5	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	Against	Against

Blended Rationale: [SF-M0460-001] The company did not provide sufficient information to support the related party transaction.

Hermes International SCA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
6	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	Against	For
7	Approve Compensation Report of Corporate Officers	Mgmt	For	Against	Against
<i>Blended Rationale: [LN-M0550-002] Remuneration committee discretion has been used poorly.[LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
8	Approve Compensation of Axel Dumas, General Manager	Mgmt	For	Against	Against
<i>Blended Rationale: [LN-M0550-002] Remuneration committee discretion has been used poorly.[LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
9	Approve Compensation of Emile Hermes SAS, General Manager	Mgmt	For	Against	Against
<i>Blended Rationale: [LN-M0550-002] Remuneration committee discretion has been used poorly.[LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
10	Approve Compensation of Eric de Seynes, Chairman of the Supervisory Board	Mgmt	For	For	For
11	Approve Remuneration Policy of General Managers	Mgmt	For	Against	Against
<i>Blended Rationale: [LN-M0550-002] Remuneration committee discretion has been used poorly.[LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
12	Approve Remuneration Policy of Supervisory Board Members; Approve Remuneration of Supervisory Board Members in the Aggregate Amount of EUR 900,000	Mgmt	For	For	For
13	Reelect Dorothee Altmayer as Supervisory Board Member	Mgmt	For	Against	For
14	Reelect Monique Cohen as Supervisory Board Member	Mgmt	For	For	For
15	Reelect Renaud Mommeja as Supervisory Board Member	Mgmt	For	Against	For
16	Reelect Eric de Seynes as Supervisory Board Member	Mgmt	For	Against	For
<i>Blended Rationale: .</i>					
17	Renew Appointment of PricewaterhouseCoopers Audit as Auditor	Mgmt	For	For	For
18	Renew Appointment of Grant Thornton Audit as Auditor	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
19	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
20	Authorize Capitalization of Reserves of up to 40 Percent of Issued Capital for Bonus Issue or Increase in Par Value	Mgmt	For	For	For

Hermes International SCA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
21	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 40 Percent of Issued Capital	Mgmt	For	Against	For
22	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights With Binding Priority Right up to 40 Percent of Issued Capital	Mgmt	For	Against	Against
Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.					
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
24	Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to 20 Percent of Issued Capital	Mgmt	For	Against	Against
Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.					
25	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Against	For
26	Delegate Powers to the Management Board to Decide on Merger, Spin-Off Agreement and Acquisition	Mgmt	For	Against	Against
Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.					
27	Delegate Powers to the Management Board to Issue Shares up to 40 Percent of Issued Capital in Connection with Item 26 Above	Mgmt	For	Against	Against
Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.					
28	Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Against	Against
Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.[LN-M0550-001] Remuneration arrangements are poorly structured.					
29	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Akzo Nobel NV

Meeting Date: 04/21/2023	Country: Netherlands	Ticker: AKZA
Record Date: 03/24/2023	Meeting Type: Annual	
		Primary ISIN: NL0013267909

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2.a	Receive Report of Management Board (Non-Voting)	Mgmt			
3.a	Adopt Financial Statements	Mgmt	For	For	For
3.b	Discuss on the Company's Dividend Policy	Mgmt			
3.c	Approve Allocation of Income and Dividends	Mgmt	For	For	For
3.d	Approve Remuneration Report	Mgmt	For	For	For
4.a	Approve Discharge of Management Board	Mgmt	For	For	For
4.b	Approve Discharge of Supervisory Board	Mgmt	For	For	For
5.a	Elect B.J. Noteboom to Supervisory Board	Mgmt	For	For	For
5.b	Reelect J. Poots-Bijl to Supervisory Board	Mgmt	For	For	For
5.c	Reelect D.M. Sluimers to Supervisory Board	Mgmt	For	For	For
6.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For
6.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
7	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
8	Authorize Cancellation of Repurchased Shares	Mgmt	For	For	For
9	Close Meeting	Mgmt			

Amplifon SpA

Meeting Date: 04/21/2023	Country: Italy	Ticker: AMP
Record Date: 04/12/2023	Meeting Type: Annual	
		Primary ISIN: IT0004056880

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
	Ordinary Business	Mgmt			
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Allocation of Income	Mgmt	For	For	For

Amplifon SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
2	Approve Remuneration of Directors	Mgmt	For	For	For
3	Approve Stock Grant Plan 2023-2028	Mgmt	For	Against	Against
Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.					
4.1	Approve Remuneration Policy	Mgmt	For	Against	Against
Blended Rationale: [SD-M0550-005] Termination payments have the potential to be excessive.					
4.2	Approve Second Section of the Remuneration Report	Mgmt	For	Against	Against
Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.					
5	Amend Co-Investment Plan	Mgmt	For	For	For
6	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	Against	For

L'Oreal SA

Meeting Date: 04/21/2023	Country: France	Ticker: OR
Record Date: 04/19/2023	Meeting Type: Annual/Special	
Primary ISIN: FR0000120321		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
1	Ordinary Business	Mgmt			
	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
	Approve Allocation of Income and Dividends of EUR 6 per Share and an Extra of EUR 0.60 per Share to Long Term Registered Shares	Mgmt	For	For	For
4	Reelect Sophie Bellon as Director	Mgmt	For	For	Against
Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.					
5	Reelect Fabienne Dulac as Director	Mgmt	For	For	Against
Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.[LN-M0550-001] Remuneration arrangements are poorly structured.					
6	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.7 Million	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
7	Approve Compensation Report of Corporate Officers	Mgmt	For	Against	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
8	Approve Compensation of Jean-Paul Agon, Chairman of the Board	Mgmt	For	For	For
9	Approve Compensation of Nicolas Hieronimus, CEO	Mgmt	For	For	For
10	Approve Remuneration Policy of Directors	Mgmt	For	For	For
11	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
12	Approve Remuneration Policy of CEO	Mgmt	For	For	For
13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
14	Extraordinary Business	Mgmt			
	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 149,852,237.36	Mgmt	For	For	For
15	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
16	Authorize Capital Increase of up to 2 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
17	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
18	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
19	Approve Contribution in Kind of 25,383,118 Shares from Affaires Marche France et Domaines d'Excellence and Luxury of Retail, their Valuation and Remuneration	Mgmt	For	For	For
20	Approve Contribution in Kind of 1,277,836 Shares from l'Oreal International Distribution, its Valuation and Remuneration	Mgmt	For	For	For
21	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Recordati SpA
Meeting Date: 04/21/2023

Record Date: 04/12/2023

Country: Italy

Meeting Type: Annual

Ticker: REC

Primary ISIN: IT0003828271

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
	Ordinary Business	Mgmt			
	Management Proposals	Mgmt			
1a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1b	Approve Allocation of Income	Mgmt	For	For	For
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt			
2a.1	Slate 1 Submitted by Rossini Sarl	SH	None	Against	Against
<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>					
2a.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For	For
<i>Blended Rationale: [LN-S0275-101] This slate better represents the interests of minority shareholders.</i>					
2b	Appoint Chairman of Internal Statutory Auditors	SH	None	For	For
<i>Blended Rationale: [HK-S0000-001] We consider this to be in the best interests of shareholders.</i>					
	Shareholder Proposals Submitted by Rossini Sarl	Mgmt			
2c	Approve Remuneration of Directors	SH	None	For	For
<i>Blended Rationale: [HK-S0000-001] We consider this to be in the best interests of shareholders.</i>					
	Management Proposals	Mgmt			
3a	Approve Remuneration Policy	Mgmt	For	For	For
3b	Approve Second Section of the Remuneration Report	Mgmt	For	Against	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>					
4	Approve Performance Shares Plan 2023-2025	Mgmt	For	Against	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.[LN-M0550-001] Remuneration arrangements are poorly structured.[SD-M0550-006] Vesting conditions and performance hurdles are unsatisfactory.</i>					
5	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Against	Against
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					

VERBUND AG

Meeting Date: 04/25/2023

Country: Austria

Ticker: VER

Record Date: 04/15/2023

Meeting Type: Annual

Primary ISIN: AT0000746409

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 2.44 per Share and Special Dividends of EUR 1.16 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
5	Ratify Ernst & Young as Auditors for Fiscal Year 2023	Mgmt	For	For	For
6	Approve Remuneration Policy for the Management Board	Mgmt	For	For	For
7	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
8	Approve Remuneration Report	Mgmt	For	For	For
9.1	Elect Juergen Roth as Supervisory Board Member	Mgmt	For	For	For
9.2	Elect Christa Schlager as Supervisory Board Member	Mgmt	For	For	For
9.3	Elect Stefan Szyszkowitz as Supervisory Board Member	Mgmt	For	For	For
9.4	Elect Peter Weinelt as Supervisory Board Member	Mgmt	For	For	For

ASML Holding NV

Meeting Date: 04/26/2023

Country: Netherlands

Ticker: ASML

Record Date: 03/29/2023

Meeting Type: Annual

Primary ISIN: NL0010273215

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Discuss the Company's Business, Financial Situation and Sustainability	Mgmt			
3a	Approve Remuneration Report	Mgmt	For	For	For

ASML Holding NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
3b	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
3c	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
3d	Approve Dividends	Mgmt	For	For	For
4a	Approve Discharge of Management Board	Mgmt	For	For	For
4b	Approve Discharge of Supervisory Board	Mgmt	For	For	For
5	Approve Number of Shares for Management Board	Mgmt	For	For	For
6a	Amend Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
6b	Amend Remuneration of the Members of the Supervisory Board	Mgmt	For	For	For
7	Receive Information on the Composition of the Management Board and Announce Intention to Appoint W.R. Allan to Management Board	Mgmt			
8	Elect N.S. Andersen to Supervisory Board	Mgmt	For	For	For
8b	Elect J.P. de Kreij to Supervisory Board	Mgmt	For	For	For
8c	Discuss Composition of the Supervisory Board	Mgmt			
9	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	Mgmt	For	For	For
10a	Grant Board Authority to Issue Shares Up to 5 Percent of Issued Capital Plus Additional 5 Percent in Case of Merger or Acquisition	Mgmt	For	For	For
10b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
12	Authorize Cancellation of Repurchased Shares	Mgmt	For	For	For
13	Other Business (Non-Voting)	Mgmt			
14	Close Meeting	Mgmt			

IMCD NV

Meeting Date: 04/26/2023

Country: Netherlands

Ticker: IMCD

Record Date: 03/29/2023

Meeting Type: Annual

Primary ISIN: NL0010801007

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2.a	Receive Report of Management Board (Non-Voting)	Mgmt			
2.b	Approve Remuneration Report	Mgmt	For	For	For
3.a	Receive Auditor's Report (Non-Voting)	Mgmt			
3.b	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
3.c	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
3.d	Approve Dividends of EUR 6.78 Per Share	Mgmt	For	For	For
4.a	Approve Discharge of Management Board	Mgmt	For	For	For
4.b	Approve Discharge of Supervisory Board	Mgmt	For	For	For
5	Elect Valerie Diele-Braun to Management Board	Mgmt	For	For	For
6	Ratify Deloitte Accountants B.V. as Auditors for the Financial Year 2024	Mgmt	For	For	For
7	Ratify Ernst & Young Accountants LLP as Auditors for the Financial Year 2025-2027	Mgmt	For	For	For
8.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For
8.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
10	Close Meeting	Mgmt			

AXA SA

Meeting Date: 04/27/2023	Country: France	Ticker: CS
Record Date: 04/25/2023	Meeting Type: Annual/Special	Primary ISIN: FR0000120628

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 1.70 per Share	Mgmt	For	For	For
4	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
5	Approve Compensation of Denis Duverne, Chairman of the Board until April 28, 2022	Mgmt	For	For	For
6	Approve Compensation of Antoine Gosset-Grainville, Chairman of the Board since April 28, 2022	Mgmt	For	For	For
7	Approve Compensation of Thomas Buberl, CEO	Mgmt	For	For	For
8	Approve Remuneration Policy of CEO	Mgmt	For	For	For
9	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
10	Approve Remuneration Policy of Directors	Mgmt	For	For	For
11	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
12	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
13	Authorize Capitalization of Reserves of Up to EUR 1 Billion for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
14	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 2 Billion	Mgmt	For	For	For
15	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 500 Million	Mgmt	For	For	For
16	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 500 Million	Mgmt	For	For	For
17	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	For	For
18	Authorize Capital Increase of Up to EUR 500 Million for Future Exchange Offers	Mgmt	For	For	For
19	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
20	Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities without Preemptive Rights for Up to EUR 500 Million	Mgmt	For	For	For
21	Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities with Preemptive Rights for Up to EUR 2 Billion	Mgmt	For	For	For
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
24	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
25	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Bouygues SA

Meeting Date: 04/27/2023	Country: France	Ticker: EN
Record Date: 04/25/2023	Meeting Type: Annual/Special	Primary ISIN: FR0000120503

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 1.80 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	Against	Against
Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.					
5	Approve Remuneration Policy of Directors	Mgmt	For	For	For
6	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
7	Approve Remuneration Policy of CEO and Vice-CEOs	Mgmt	For	For	For
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
9	Approve Compensation of Martin Bouygues, Chairman of the Board	Mgmt	For	For	For
10	Approve Compensation of Olivier Roussat, CEO	Mgmt	For	Against	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>					
11	Approve Compensation of Pascal Grange, Vice-CEO	Mgmt	For	Against	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>					
12	Approve Compensation of Edward Bouygues, Vice-CEO	Mgmt	For	For	For
13	Reelect Benoit Maes as Director	Mgmt	For	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
14	Reelect Alexandre de Rothschild as Director	Mgmt	For	For	For
15	Authorize Repurchase of Up to 5 Percent of Issued Share Capital	Mgmt	For	Against	Against
<i>Blended Rationale: [RU-M3600-001] Authority has antitakeover potential.</i>					
16	Extraordinary Business	Mgmt			
	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 150 Million	Mgmt	For	Against	Against
<i>Blended Rationale: [RU-M3600-001] Authority has antitakeover potential.</i>					
18	Authorize Capitalization of Reserves of Up to EUR 4 Billion for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
19	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 85 Million	Mgmt	For	Against	Against
<i>Blended Rationale: [RU-M3600-001] Authority has antitakeover potential.[RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>					
20	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 75 Million	Mgmt	For	Against	Against
<i>Blended Rationale: [RU-M3600-001] Authority has antitakeover potential.[RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
21	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	Against	Against
<i>Blended Rationale: [RU-M3600-001] Authority has antitakeover potential.</i>					
22	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	Against	Against
<i>Blended Rationale: [RU-M3600-001] Authority has antitakeover potential.[RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>					
23	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Against	Against
<i>Blended Rationale: [RU-M3600-001] Authority has antitakeover potential.</i>					
24	Authorize Capital Increase of Up to EUR 85 Million for Future Exchange Offers	Mgmt	For	Against	Against
<i>Blended Rationale: [RU-M3600-001] Authority has antitakeover potential.[RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>					
25	Authorize Issuance of Equity upon Conversion of a Subsidiary's Equity-Linked Securities for up to EUR 85 Million	Mgmt	For	Against	Against
<i>Blended Rationale: [RU-M3600-001] Authority has antitakeover potential.[RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>					
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
27	Authorize up to 2 Percent of Issued Capital for Use in Stock Option Plans Reserved for Employees and Corporate Officers	Mgmt	For	Against	Against
<i>Blended Rationale: [SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>					
28	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees and Corporate Officers	Mgmt	For	For	For
29	Authorize up to 0.125 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Retirement	Mgmt	For	For	For
30	Authorize Board to Issue Free Warrants with Preemptive Rights During a Public Tender Offer	Mgmt	For	Against	Against
<i>Blended Rationale: [RU-M3600-001] Authority has antitakeover potential.</i>					

Bouygues SA

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

CRH Plc

Meeting Date: 04/27/2023	Country: Ireland	Ticker: CRH
Record Date: 04/23/2023	Meeting Type: Annual	Primary ISIN: IE0001827041

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

Meeting Date: 04/27/2023

Country: France

Ticker: BN

Record Date: 04/25/2023

Meeting Type: Annual/Special

Primary ISIN: FR0000120644

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

Danone SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
18	Authorize Capital Increase of Up to EUR 16.9 Million for Future Exchange Offers	Mgmt	For	For	For
19	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
20	Authorize Capitalization of Reserves of Up to EUR 42 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
23	Authorize up to 0.5 Percent of Issued Capital for Use in Restricted Stock Plans with Performance Conditions Attached	Mgmt	For	For	For
24	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
	Ordinary Business	Mgmt			
25	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For
26	Elect Sanjiv Mehta as Director	Mgmt	For	For	For

GEA Group AG

Meeting Date: 04/27/2023

Country: Germany

Ticker: G1A

Record Date: 04/05/2023

Meeting Type: Annual

Primary ISIN: DE0006602006

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.95 per Share	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For
5	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
6	Ratify KPMG AG as Auditors for Fiscal Year 2023	Mgmt	For	For	For
7	Elect Hans Kempf to the Supervisory Board	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
8.1	Amend Articles Re: Supervisory Board Term of Office	Mgmt	For	For	For
8.2	Amend Articles Re: By-Elections to the Supervisory Board	Mgmt	For	For	For
9	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
10.1	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For	For
10.2	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For
10.3	Amend Articles Re: General Meeting Chair and Procedure	Mgmt	For	For	For
11	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For

UCB SA

Meeting Date: 04/27/2023

Record Date: 04/13/2023

Country: Belgium

Meeting Type: Annual/Special

Ticker: UCB

Primary ISIN: BE0003739530

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
1	Annual/Special Meeting Agenda	Mgmt			
	Ordinary Part	Mgmt			
	Receive Directors' Reports (Non-Voting)	Mgmt			
2	Receive Auditors' Reports (Non-Voting)	Mgmt			
3	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt			
4	Approve Financial Statements, Allocation of Income and Dividends of EUR 1.33 per Share	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	For	For
6	Approve Discharge of Directors	Mgmt	For	For	Against
Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.					
7	Approve Discharge of Auditors	Mgmt	For	For	For
8.1.A	Reelect Jan Berger as Director	Mgmt	For	For	For
8.1.B	Indicate Jan Berger as Independent Director	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
8.2	Reelect Cyril Janssen as Director	Mgmt	For	For	For
8.3.A	Elect Maelys Castella as Director	Mgmt	For	For	For
8.3.B	Indicate Maelys Castella as Independent Director	Mgmt	For	For	For
	Special Part	Mgmt			
9	Approve Long-Term Incentive Plans	Mgmt	For	For	For
10.1	Approve Change-of-Control Clause Re: EMTN Program Renewal	Mgmt	For	For	For
10.2	Approve Change-of-Control Clause Re: Schuldschein Loan Agreements Entered on 2 November 2022	Mgmt	For	For	For
10.3	Approve Change-of-Control Clause Re: Revolving Credit Facility Agreement	Mgmt	For	For	For

DiaSorin SpA

Meeting Date: 04/28/2023	Country: Italy	Ticker: DIA
Record Date: 04/19/2023	Meeting Type: Annual	
		Primary ISIN: IT0003492391

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
	Ordinary Business	Mgmt			
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Allocation of Income	Mgmt	For	For	For
2.1	Approve Remuneration Policy	Mgmt	For	Against	Against
	Blended Rationale: [SD-M0550-005] Termination payments have the potential to be excessive.[LN-M0550-001] Remuneration arrangements are poorly structured.				
2.2	Approve Second Section of the Remuneration Report	Mgmt	For	For	For
3	Approve Stock Option Plan	Mgmt	For	Against	Against
	Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.[SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging[SD-M0550-006] Vesting conditions and performance hurdles are unsatisfactory.				
4	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	Against	Against
	Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.[SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging[SD-M0550-006] Vesting conditions and performance hurdles are unsatisfactory.				
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Against	Against
	Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.				

Merck KGaA

Meeting Date: 04/28/2023

Country: Germany

Ticker: MRK

Record Date: 04/06/2023

Meeting Type: Annual

Primary ISIN: DE0006599905

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2	Accept Financial Statements and Statutory Reports for Fiscal Year 2022	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 2.20 per Share	Mgmt	For	For	For
4	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For
5	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>					
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 2.5 Billion; Approve Creation of EUR 16.8 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For
8.1	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For	For
8.2	Amend Articles Re: Participation of Supervisory Board Members in the Virtual Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For

argenx SE

Meeting Date: 05/02/2023

Country: Netherlands

Ticker: ARGX

Record Date: 04/04/2023

Meeting Type: Annual

Primary ISIN: NL0010832176

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Receive Report of Management Board (Non-Voting)	Mgmt			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
3	Approve Remuneration Report	Mgmt	For	Against	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.[SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging.</i>					
4.a	Discuss Annual Report for FY 2022	Mgmt			
4.b	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
4.c	Discussion on Company's Corporate Governance Structure	Mgmt			
4.d	Approve Allocation of Losses to the Retained Earnings of the Company	Mgmt	For	For	For
4.e	Approve Discharge of Directors	Mgmt	For	For	For
5	Reelect Don deBethizy as Non-Executive Director	Mgmt	For	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
6	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Pre-emptive Rights	Mgmt	For	For	For
7	Ratify Deloitte Accountants B.V. as Auditors	Mgmt	For	For	For
8	Other Business (Non-Voting)	Mgmt			
9	Close Meeting	Mgmt			

Allianz SE

Meeting Date: 05/04/2023	Country: Germany	Ticker: ALV
Record Date: 04/27/2023	Meeting Type: Annual	
		Primary ISIN: DE0008404005

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

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

Allianz SE

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

KBC Group SA/NV

Meeting Date: 05/04/2023

Country: Belgium

Ticker: KBC

Record Date: 04/20/2023

Meeting Type: Annual

Primary ISIN: BE0003565737

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Receive Directors' Reports (Non-Voting)	Mgmt			
2	Receive Auditors' Reports (Non-Voting)	Mgmt			
3	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt			

KBC Group SA/NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
4	Approve Financial Statements, Allocation of Income, and Dividends of EUR 4 per Share	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	For	Against
Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.					
6	Approve Discharge of Directors	Mgmt	For	For	For
7	Approve Discharge of Auditors	Mgmt	For	For	For
8	Approve Auditors' Remuneration	Mgmt	For	For	For
9.1	Reelect Koenraad Debackere as Independent Director	Mgmt	For	For	Against
Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.[LN-M0201-007] As nomination committee member, responsible for lack of independence.[SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.					
9.2	Reelect Alain Bostoen as Director	Mgmt	For	Against	For
9.3	Reelect Franky Depickere as Director	Mgmt	For	Against	Against
Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence					
9.4	Reelect Frank Donck as Director	Mgmt	For	Against	Against
Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.					
9.5	Elect Marc De Ceuster as Director	Mgmt	For	Against	For
9.6	Elect Raf Sels as Director	Mgmt	For	Against	For
10	Transact Other Business	Mgmt			

KBC Group SA/NV

Meeting Date: 05/04/2023	Country: Belgium	Ticker: KBC
Record Date: 04/20/2023	Meeting Type: Extraordinary Shareholders	
		Primary ISIN: BE0003565737

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
	Extraordinary General Meeting Agenda	Mgmt			
1	Receive Special Board Report Re: Article 7:199 of the Belgian Companies and Associations Code	Mgmt			
2.1	Authorization to Increase Share Capital within the Framework of Authorized Capital Without Preemptive Rights	Mgmt	For	For	For
2.2	Approve Issuance of Shares with Preemptive Rights	Mgmt	For	For	For

KBC Group SA/NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
3	Amend Article 7 Re: Insert Transitional Provision	Mgmt	For	For	For
4	Amend Article 8 Re: Allocation of Share Premiums	Mgmt	For	For	For
5	Authorize Cancellation of Treasury Shares	Mgmt	For	For	For
6	Amend Article 17 Re: Signing of Reports Recording the Decisions of the Board of Directors	Mgmt	For	For	For
7	Amend Article 20 Re: Powers of the Executive Committee	Mgmt	For	For	For
8	Amend Article 23 Re: Deletion of Transitional Provision	Mgmt	For	For	For
9	Approve Coordination of the Articles of Association and Authorize Filing of Required Documents/Formalities at Trade Registry	Mgmt	For	For	For
10	Authorize Implementation of Approved Resolutions	Mgmt	For	For	For
11	Authorize Filing of Required Documents/Formalities at Trade Registry	Mgmt	For	For	For

Schneider Electric SE

Meeting Date: 05/04/2023	Country: France	Ticker: SU
Record Date: 05/02/2023	Meeting Type: Annual/Special	Primary ISIN: FR0000121972

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Treatment of Losses and Dividends of EUR 3.15 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
6	Approve Compensation of Jean-Pascal Tricoire, Chairman and CEO	Mgmt	For	Against	For

Blended Rationale: .

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
7	Approve Remuneration Policy of Jean-Pascal Tricoire, Chairman and CEO from January 1, 2023 until May 3, 2023	Mgmt	For	For	For
8	Approve Remuneration Policy of Peter Herweck, CEO since May 4, 2023	Mgmt	For	For	For
9	Approve Remuneration Policy of Jean-Pascal Tricoire, Chairman of the Board since May 4, 2023	Mgmt	For	For	For
10	Approve Remuneration of Directors in the Aggregate Amount of EUR 2.8 Million	Mgmt	For	For	For
11	Approve Remuneration Policy of Directors	Mgmt	For	For	For
12	Reelect Leo Apotheker as Director	Mgmt	For	For	For
<i>Blended Rationale: .</i>					
13	Reelect Gregory Spierkel as Director	Mgmt	For	For	For
<i>Blended Rationale: .</i>					
14	Reelect Lip-Bu Tan as Director	Mgmt	For	For	For
15	Elect Abhay Parasnis as Director	Mgmt	For	For	For
16	Elect Giulia Chierchia as Director	Mgmt	For	For	For
17	Approve Company's Climate Transition Plan	Mgmt	For	For	For
18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
19	Extraordinary Business	Mgmt			
	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 800 Million	Mgmt	For	For	For
20	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 224 Million	Mgmt	For	For	For
21	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 120 Million	Mgmt	For	For	For
22	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 19-21	Mgmt	For	For	For
23	Authorize Capital Increase of up to 9.81 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
24	Authorize Capitalization of Reserves of Up to EUR 800 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For

Schneider Electric SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
27	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
	Ordinary Business	Mgmt			
28	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

SNAM SpA

Meeting Date: 05/04/2023

Country: Italy

Ticker: SRG

Record Date: 04/24/2023

Meeting Type: Annual

Primary ISIN: IT0003153415

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income	Mgmt	For	For	For
3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
4	Approve the 2023-2025 Long Term Share Incentive Plan	Mgmt	For	For	For
5.1	Approve Remuneration Policy	Mgmt	For	For	For
5.2	Approve Second Section of the Remuneration Report	Mgmt	For	For	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Against	Against

Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.

TERNA Rete Elettrica Nazionale SpA

Meeting Date: 05/09/2023

Country: Italy

Ticker: TRN

Record Date: 04/27/2023

Meeting Type: Annual

Primary ISIN: IT0003242622

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
1	Ordinary Business	Mgmt			
	Management Proposals	Mgmt			
	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income	Mgmt	For	For	For
3	Shareholder Proposals Submitted by CDP Reti SpA	Mgmt			
	Fix Number of Directors	SH	None	For	For
	<i>Blended Rationale: [HK-S0000-001] We consider this to be in the best interests of shareholders.</i>				
4	Fix Board Terms for Directors	SH	None	For	For
5.1	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt			
	Slate 1 Submitted by CDP Reti SpA	SH	None	Against	Against
	<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>				
5.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For	For
6	Shareholder Proposals Submitted by CDP Reti SpA	Mgmt			
	Elect Igor De Biasio as Board Chair	SH	None	For	For
	<i>Blended Rationale: [HK-S0000-001] We consider this to be in the best interests of shareholders.</i>				
7	Approve Remuneration of Directors	SH	None	For	For
8.1	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt			
	Slate 1 Submitted by CDP Reti SpA	SH	None	For	For
	<i>Blended Rationale: [LN-S0275-101] This slate better represents the interests of minority shareholders.</i>				
8.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	Against	Against
	Shareholder Proposal Submitted by CDP Reti SpA	Mgmt			

TERNA Rete Elettrica Nazionale SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
9	Approve Internal Auditors' Remuneration	SH	None	For	For
Blended Rationale: [HK-S0000-001] We consider this to be in the best interests of shareholders.					
	Management Proposals	Mgmt			
10	Approve Long-Term Incentive Plan 2023-2027	Mgmt	For	For	For
11	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
12.1	Approve Remuneration Policy	Mgmt	For	For	For
12.2	Approve Second Section of the Remuneration Report	Mgmt	For	For	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Against	Against
Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.					

Wolters Kluwer NV

Meeting Date: 05/10/2023	Country: Netherlands	Ticker: WKL
Record Date: 04/12/2023	Meeting Type: Annual	
Primary ISIN: NL0000395903		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2.a	Receive Report of Executive Board (Non-Voting)	Mgmt			
2.b	Receive Report of Supervisory Board (Non-Voting)	Mgmt			
2.c	Approve Remuneration Report	Mgmt	For	For	For
3.a	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
3.b	Receive Explanation on Company's Dividend Policy	Mgmt			
3.c	Approve Dividends	Mgmt	For	For	For
4.a	Approve Discharge of Executive Board	Mgmt	For	For	For
4.b	Approve Discharge of Supervisory Board	Mgmt	For	For	For
5	Reelect Chris Vogelzang to Supervisory Board	Mgmt	For	For	For
6.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For

Wolters Kluwer NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
6.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
7	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
8	Approve Cancellation of Shares	Mgmt	For	For	For
9	Approve KPMG Accountants N.V as Auditors	Mgmt	For	For	For
10	Other Business (Non-Voting)	Mgmt			
11	Close Meeting	Mgmt			

adidas AG

Meeting Date: 05/11/2023

Country: Germany

Ticker: ADS

Record Date: 05/04/2023

Meeting Type: Annual

Primary ISIN: DE000A1EWWW0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.70 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
6	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For	For
7	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For
8	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
9	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For

Klepierre SA

Meeting Date: 05/11/2023

Country: France

Ticker: LI

Record Date: 05/09/2023

Meeting Type: Annual/Special

Primary ISIN: FR0000121964

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 1.75 per Share	Mgmt	For	For	For
4	Approve Transaction with Jean-Michel Gault Re: Employment Contract with Klepierre Management SNC	Mgmt	For	For	For
5	Approve Transaction with Klepierre Management SNC and Jean-Michel Gault Re: Settlement Agreement	Mgmt	For	Against	For
6	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
7	Reelect Catherine Simoni as Supervisory Board Member	Mgmt	For	For	For
8	Reelect Florence von Erb as Supervisory Board Member	Mgmt	For	For	For
9	Reelect Stanley Shashoua as Supervisory Board Member	Mgmt	For	For	For
10	Acknowledge End of Mandate of BEAS as Alternate Auditor and Decision Not to Replace	Mgmt	For	For	For
11	Acknowledge End of Mandate of Picarle & Associates as Alternate Auditor and Decision Not to Replace	Mgmt	For	For	For
12	Approve Remuneration Policy of Chairman and Supervisory Board Members	Mgmt	For	For	For
13	Approve Remuneration Policy of Chairman of the Management Board	Mgmt	For	For	For
14	Approve Remuneration Policy of Management Board Members	Mgmt	For	For	For
15	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
16	Approve Compensation of David Simon, Chairman of the Supervisory Board	Mgmt	For	For	For
17	Approve Compensation of Jean-Marc Jestin, Chairman of the Management Board	Mgmt	For	For	For
18	Approve Compensation of Stephane Tortajada, CFO and Management Board Member Since June 22, 2022	Mgmt	For	For	For
19	Approve Compensation of Jean-Michel Gault, CFO and Management Board Member Until June 21, 2022	Mgmt	For	For	For

Klepierre SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
20	Approve Compensation of Benat Ortega, COO and Management Board Member Until January 31, 2022	Mgmt	For	For	For
21	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
22	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
23	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 120 Million	Mgmt	For	For	For
24	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 40,160,564	Mgmt	For	For	For
25	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 40,160,564	Mgmt	For	For	For
26	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 23-25	Mgmt	For	For	For
27	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
28	Authorize Capitalization of Reserves of Up to EUR 100 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
29	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 23-28 at EUR 120 Million	Mgmt	For	For	For
	Ordinary Business	Mgmt			
30	Approve Company's Climate Transition Plan (Advisory)	Mgmt	For	For	For
31	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Unibail-Rodamco-Westfield SE

Meeting Date: 05/11/2023

Country: France

Ticker: URW

Record Date: 05/09/2023

Meeting Type: Annual/Special

Primary ISIN: FR0013326246

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

Unibail-Rodamco-Westfield SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Absence of Dividends	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
5	Approve Compensation of Jean-Marie Tritant, Chairman of the Management Board	Mgmt	For	For	For
6	Approve Compensation of Olivier Bossard, Management Board Member	Mgmt	For	For	For
7	Approve Compensation of Sylvain Montcouquiol, Management Board Member	Mgmt	For	For	For
8	Approve Compensation of Fabrice Mouchel, Management Board Member	Mgmt	For	For	For
9	Approve Compensation of Caroline Puechoultres, Management Board Member	Mgmt	For	For	For
10	Approve Compensation of Leon Bressler, Chairman of the Supervisory Board	Mgmt	For	For	For
11	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
12	Approve Remuneration Policy of Chairman of the Management Board	Mgmt	For	For	For
13	Approve Remuneration Policy of Management Board Members	Mgmt	For	For	For
14	Approve Remuneration Policy for Supervisory Board Members	Mgmt	For	For	For
15	Approve Remuneration of Supervisory Board Members in the Aggregate Amount of EUR 1.6 Million	Mgmt	For	For	For
16	Reelect Susana Gallardo as Supervisory Board Member	Mgmt	For	For	For
17	Reelect Roderick Munsters as Supervisory Board Member	Mgmt	For	For	For
18	Reelect Xavier Niel as Supervisory Board Member	Mgmt	For	For	For
19	Elect Jacques Richier as Supervisory Board Member	Mgmt	For	For	For
20	Elect Sara Lucas as Supervisory Board Member	Mgmt	For	For	For
21	Renew Appointment of Deloitte & Associes as Auditor	Mgmt	For	For	For
22	Appoint KPMG S.A as Auditor	Mgmt	For	For	For
23	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			

Unibail-Rodamco-Westfield SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
24	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
25	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 100 Million	Mgmt	For	For	For
26	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 68 Million	Mgmt	For	For	For
27	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote	Mgmt	For	For	For
28	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
29	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
30	Ordinary Business	Mgmt			
	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Compagnie Generale des Etablissements Michelin SCA

Meeting Date: 05/12/2023	Country: France	Ticker: ML
Record Date: 05/10/2023	Meeting Type: Annual/Special	
		Primary ISIN: FR001400AJ45

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
1	Ordinary Business	Mgmt			
	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
	Approve Allocation of Income and Dividends of EUR 1.25 per Share	Mgmt	For	For	For
	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Approve Remuneration Policy of General Managers	Mgmt	For	For	For
7	Approve Remuneration Policy of Supervisory Board Members	Mgmt	For	For	For

Compagnie Generale des Etablissements Michelin SCA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
9	Approve Compensation of Florent Menegaux	Mgmt	For	For	For
10	Approve Compensation of Yves Chapot	Mgmt	For	For	For
11	Approve Compensation of Barbara Dalibard, Chairwoman of Supervisory Board	Mgmt	For	For	For
12	Elect Barbara Dalibard as Supervisory Board Member	Mgmt	For	For	For
13	Elect Aruna Jayanthi as Supervisory Board Member	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
14	Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
16	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Elia Group SA/NV

Meeting Date: 05/16/2023

Country: Belgium

Ticker: ELI

Record Date: 05/02/2023

Meeting Type: Annual

Primary ISIN: BE0003822393

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
	Annual General Meeting Agenda	Mgmt			
1	Receive Directors' Reports (Non-Voting)	Mgmt			
2	Receive Auditors' Reports (Non-Voting)	Mgmt			
3	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For
4	Approve Amended Remuneration Policy	Mgmt	For	Against	Against
<p><i>Blended Rationale: [LN-M0550-004] Poor use of remuneration committee discretion regarding the grant of a one-off award. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
5	Approve Remuneration Report	Mgmt	For	Against	Against
<p><i>Blended Rationale: [LN-M0550-003] Poor use of remuneration committee discretion regarding increases.[SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>					

Elia Group SA/NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
6	Receive Directors' Reports on the Consolidated Annual Accounts (IFRS) (Non-Voting)	Mgmt			
7	Receive Auditors' Reports on the Consolidated Annual Accounts (IFRS) (Non-Voting)	Mgmt			
8	Receive Consolidated Financial Statements and Statutory Reports (IFRS) (Non-Voting)	Mgmt			
9	Approve Discharge of Directors	Mgmt	For	For	For
10	Approve Discharge of Auditors	Mgmt	For	For	For
11	Reelect Bernard Gustin as Independent Director and Approve His Remuneration	Mgmt	For	Against	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>					
12	Reelect Roberte Kesteman as Independent Director and Approve Her Remuneration	Mgmt	For	Against	Against
<i>Blended Rationale: [RU-M0201-005] Length of proposed tenure exceeds typical market standards without rationale provided by company.[SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-002] Remuneration committee discretion has been used poorly.[LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
13	Reelect Dominique Offergeld as Director and Approve Remuneration	Mgmt	For	Against	Against
<i>Blended Rationale: [RU-M0201-005] Length of proposed tenure exceeds typical market standards without rationale provided by company.[SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-002] Remuneration committee discretion has been used poorly.[LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
14	Elect Eddy Vermoesen as Director and Approve Remuneration	Mgmt	For	Against	Against
<i>Blended Rationale: [RU-M0201-005] Length of proposed tenure exceeds typical market standards without rationale provided by company.</i>					
15	Elect Bernard Thiry as Director and Approve Remuneration	Mgmt	For	Against	Against
<i>Blended Rationale: [RU-M0201-005] Length of proposed tenure exceeds typical market standards without rationale provided by company.</i>					
16	Receive Information on Resignation of Luc De Temmerman as Independent Director and Cecile Flandre as Director	Mgmt	For	For	For
17	Ratify EY and BDO as Auditors and Approve Auditors' Remuneration	Mgmt	For	For	For
18	Transact Other Business	Mgmt			

EssilorLuxottica SA

Meeting Date: 05/17/2023

Country: France

Ticker: EL

Record Date: 05/15/2023

Meeting Type: Annual/Special

Primary ISIN: FR0000121667

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Treatment of Losses and Dividends of EUR 3.23 per Share	Mgmt	For	For	For
4	Ratify Appointment of Mario Notari as Director	Mgmt	For	For	For
5	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
6	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
7	Approve Compensation of Chairman of the Board from January 1, 2022 until June 27, 2022	Mgmt	For	For	For
8	Approve Compensation of Francesco Milleri, CEO until June 27, 2022 and Chairman and CEO since June 27, 2022	Mgmt	For	For	For
9	Approve Compensation of Paul du Saillant, Vice-CEO	Mgmt	For	For	For
10	Approve Remuneration Policy of Directors	Mgmt	For	For	For
11	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Against	For
<i>Blended Rationale: .</i>					
12	Approve Remuneration Policy of Vice-CEO	Mgmt	For	For	For
13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
14	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
15	Authorize Capitalization of Reserves of Up to EUR 500 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
16	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 4 Million	Mgmt	For	For	For
17	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 4 Million	Mgmt	For	For	For
18	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For

EssilorLuxottica SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
19	Ordinary Business	Mgmt			
	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Just Eat Takeaway.com NV

Meeting Date: 05/17/2023	Country: Netherlands	Ticker: TKWY
Record Date: 04/19/2023	Meeting Type: Annual	
Primary ISIN: NL0012015705		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
1	Annual Meeting Agenda	Mgmt			
	Open Meeting	Mgmt			
2a	Receive Report of Management Board (Non-Voting)	Mgmt			
2b	Approve Remuneration Report	Mgmt	For	For	For
2c	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Amend Remuneration Policy for Management Board	Mgmt	For	For	For
4a	Approve Discharge of Management Board	Mgmt	For	For	For
4b	Approve Discharge of Supervisory Board	Mgmt	For	For	For
5a	Reelect Jitse Groen to Management Board	Mgmt	For	For	For
5b	Reelect Brent Wissink to Management Board	Mgmt	For	For	For
5c	Reelect Jorg Gerbig to Management Board	Mgmt	For	For	For
5d	Reelect Andrew Kenny to Management Board	Mgmt	For	For	For
6a	Reelect Dick Boer to Supervisory Board	Mgmt	For	For	For
6b	Reelect Corinne Vigreux to Supervisory Board	Mgmt	For	For	For
6c	Reelect Lloyd Frink to Supervisory Board	Mgmt	For	For	For
6d	Reelect Jambu Palaniappan to Supervisory Board	Mgmt	For	For	For
6e	Reelect Mieke De Schepper to Supervisory Board	Mgmt	For	For	Against

Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.

Just Eat Takeaway.com NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
6f	Reelect Ron Teerlink to Supervisory Board	Mgmt	For	For	For
6g	Elect Abbe Luersman to Supervisory Board	Mgmt	For	For	For
6h	Elect Angela Noon to Supervisory Board	Mgmt	For	For	For
7	Ratify Ernst & Young Accountants LLP as Auditors	Mgmt	For	For	For
8a	Grant Board Authority to Issue Shares for General Purposes and in Connection with Incentive Plans	Mgmt	For	For	For
8b	Grant Board Authority to Issue Shares in Connection with Amazon	Mgmt	For	For	For
9a	Authorize Board to Exclude Preemptive Rights in Relation to the Issue of Shares for General Purposes and in Connection with Incentive Plans	Mgmt	For	For	For
9b	Authorize Board to Exclude Preemptive Rights in Relation to the Issue of Shares in Connection with Amazon	Mgmt	For	For	For
10	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
11	Other Business (Non-Voting)	Mgmt			
12	Close Meeting	Mgmt			

bioMerieux SA

Meeting Date: 05/23/2023

Record Date: 05/19/2023

Country: France

Meeting Type: Annual/Special

Ticker: BIM

Primary ISIN: FR0013280286

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Discharge of Directors	Mgmt	For	Against	Abstain
Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.					
4	Approve Allocation of Income and Dividends of EUR 0.85 per Share	Mgmt	For	For	For
5	Approve Transaction with Fondation Christophe et Rodolphe Merieux Re: Termination Agreement of Sponsorship Contract	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
6	Approve Transaction with Institut Merieux Re: Acquisition of Specific Diagnostics	Mgmt	For	For	For
7	Reelect Philippe Archinard as Director	Mgmt	For	For	Against
<i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee.</i>					
8	Renew Appointment of Grant Thornton as Auditor	Mgmt	For	For	For
9	Approve Remuneration Policy of Corporate Officers	Mgmt	For	For	For
10	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Against	Against
<i>Blended Rationale: [LN-M0550-003] Poor use of remuneration committee discretion regarding increases.[LN-M0550-001] Remuneration arrangements are poorly structured.[SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>					
11	Approve Remuneration Policy of Vice-CEO	Mgmt	For	Against	Against
<i>Blended Rationale: [LN-M0550-003] Poor use of remuneration committee discretion regarding increases.[LN-M0550-001] Remuneration arrangements are poorly structured.[SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>					
12	Approve Remuneration Policy of Directors	Mgmt	For	For	For
13	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
14	Approve Compensation of Alexandre Merieux, Chairman and CEO	Mgmt	For	For	For
15	Approve Compensation of Pierre Boulud, Vice-CEO	Mgmt	For	Against	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>					
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
17	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 4,210,280	Mgmt	For	Against	For
19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to 20 Percent of Issued Capital Per Year	Mgmt	For	Against	Against
<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
20	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 4,210,280	Mgmt	For	Against	Against
<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>					
21	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	Against	For
22	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 18-20	Mgmt	For	Against	Against
<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>					
23	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Against	For
24	Authorize Capitalization of Reserves of Up to EUR 4,210,280 for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
25	Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities without Preemptive Rights for Up to EUR 4,210,280	Mgmt	For	Against	Against
<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>					
26	Authorize up to 10 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	For	Against	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.[RU-M3500-001] Proposal would result in excessive dilution.</i>					
27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
28	Eliminate Preemptive Rights Pursuant to Item 27 Above, in Favor of Employees	Mgmt	For	For	For
29	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 18-20, 22-25 and 27 at EUR 4,210,280	Mgmt	For	For	For
30	Ratify Abandonment of Change of Corporate Form to Societe Europeenne (SE)	Mgmt	For	For	For
31	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Meeting Date: 05/23/2023

Country: France

Ticker: ORA

Record Date: 05/19/2023

Meeting Type: Annual/Special

Primary ISIN: FR0000133308

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 0.70 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Reelect Anne Lange as Director	Mgmt	For	For	For
6	Reelect Anne-Gabrielle Heilbronner as Director	Mgmt	For	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
7	Reelect Alexandre Bompard as Director	Mgmt	For	For	For
8	Elect Momar Nguer as Director	Mgmt	For	For	For
9	Elect Gilles Grapinet as Director	Mgmt	For	For	For
10	Approve Compensation Report	Mgmt	For	For	For
11	Approve Compensation of Stephane Richard, Chairman and CEO until April 3, 2022	Mgmt	For	For	For
12	Approve Compensation of Stephane Richard, Chairman of the Board from April 4, 2022 to May 19, 2022	Mgmt	For	For	For
13	Approve Compensation of Christel Heydemann, CEO since April 4 2022	Mgmt	For	For	For
14	Approve Compensation of Jacques Aschenbroich, Chairman of the Board since May 19, 2022	Mgmt	For	For	For
15	Approve Compensation of Ramon Fernandez, Vice-CEO	Mgmt	For	For	For
16	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
17	Approve Remuneration Policy of CEO	Mgmt	For	For	For
18	Approve Remuneration Policy of Directors	Mgmt	For	For	For
19	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
20	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 2 Billion	Mgmt	For	For	For
21	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 1 Billion	Mgmt	For	For	For
22	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 1 Billion	Mgmt	For	For	For
23	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 20-22	Mgmt	For	For	For
24	Authorize Capital Increase of Up to EUR 1 Billion for Future Exchange Offers	Mgmt	For	For	For
25	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
26	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 20-25 at EUR 3 Billion	Mgmt	For	For	For
27	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	Mgmt	For	For	For
28	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
29	Authorize Capitalization of Reserves of Up to EUR 2 Billion for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
30	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
31	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For
	Shareholder Proposals Submitted by Fonds Commun de Placement d Entreprise Orange Actions	Mgmt			
A	Amend Article 13 of Bylaws Re: Plurality of Directorships	SH	Against	Against	Against
Blended Rationale: [RU-S0000-001] Proposal is not in shareholders' best interests.					
B	Amending Item 27 of Current Meeting to Decrease the Allocation of Free Shares to the Group Employees and Amend the ESG Performance Criteria	SH	Against	Against	Against
Blended Rationale: [RU-S0000-001] Proposal is not in shareholders' best interests.					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
C	Amending Item 27 of Current Meeting to Amend the ESG Performance Criteria	SH	Against	Against	Against
Blended Rationale: [RU-S0000-001] Proposal is not in shareholders' best interests.					
D	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	SH	Against	Against	Against
Blended Rationale: [RU-S0000-001] Proposal is not in shareholders' best interests.					

PUMA SE

Meeting Date: 05/24/2023	Country: Germany	Ticker: PUM
Record Date: 05/02/2023	Meeting Type: Annual	Primary ISIN: DE0006969603

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.82 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
5	Ratify KPMG AG as Auditors for Fiscal Year 2023	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	Against	Against
Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.[LN-M0550-003] Poor use of remuneration committee discretion regarding increases.[LN-M0550-001] Remuneration arrangements are poorly structured.[SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging.					
7.1	Elect Heloise Temple-Boyer to the Supervisory Board	Mgmt	For	Against	Against
Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence[SD-M0201-005] Nominee is not independent and serves on a key committee.					
7.2	Elect Thore Ohlsson to the Supervisory Board	Mgmt	For	Against	Against
Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee.					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
7.3	Elect Jean-Marc Duplaix to the Supervisory Board	Mgmt	For	Against	For
7.4	Elect Fiona May to the Supervisory Board	Mgmt	For	For	Against
<i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence[SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly.[LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
7.5	Elect Martin Koeppel as Employee Representative to the Supervisory Board	Mgmt	For	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-002] Remuneration committee discretion has been used poorly.[LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
7.6	Elect Bernd Illig as Employee Representative to the Supervisory Board	Mgmt	For	For	For
8	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
9	Approve Virtual-Only Shareholder Meetings Until 2028	Mgmt	For	For	For
10	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For

Valeo SA

Meeting Date: 05/24/2023	Country: France	Ticker: FR
Record Date: 05/22/2023	Meeting Type: Annual/Special	Primary ISIN: FR0013176526

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 0.38 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Ratify Appointment of Alexandre Dayon as Director	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
6	Ratify Appointment of Stephanie Frachet as Director	Mgmt	For	For	For
7	Reelect Stephanie Frachet as Director	Mgmt	For	For	For
8	Reelect Patrick Sayer as Director	Mgmt	For	For	For
9	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
10	Approve Compensation of Jacques Aschenbroich, Chairman and CEO from January 1, 2022 until January 26, 2022	Mgmt	For	For	For
11	Approve Compensation of Jacques Aschenbroich, Chairman of the Board since January 26, 2022	Mgmt	For	For	For
12	Approve Compensation of Christophe Perillat, Vice-CEO from January 1, 2022 until January 26, 2022	Mgmt	For	For	For
13	Approve Compensation of Christophe Perillat, CEO from since January 26, 2022	Mgmt	For	For	For
14	Approve Remuneration Policy of Directors	Mgmt	For	For	For
15	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
16	Approve Remuneration Policy of CEO	Mgmt	For	For	For
17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 70 Million	Mgmt	For	For	For
19	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 23 Million	Mgmt	For	For	For
20	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 23 Million	Mgmt	For	For	For
21	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	For	For
22	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 18-21	Mgmt	For	For	For
23	Authorize Capitalization of Reserves of Up to EUR 30 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
24	Authorize Capital Increase of up to 9.45 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
26	Authorize up to 1.89 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
27	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
28	Amend Article 14 of Bylaws Re: Staggering of Directors' Terms of Office	Mgmt	For	For	For
29	Amend Article 13 of Bylaws Re: Designation of Shareholder Employee Representative	Mgmt	For	For	For
	Ordinary Business	Mgmt			
30	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Zalando SE

Meeting Date: 05/24/2023

Record Date: 05/02/2023

Country: Germany

Meeting Type: Annual

Ticker: ZAL

Primary ISIN: DE000ZAL1111

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
5.1	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	Mgmt	For	For	For
5.2	Ratify KPMG AG as Auditors for the Review of Interim Financial Statements Until 2024 AGM	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	Against	Against

Blended Rationale: [LN-M0550-004] Poor use of remuneration committee discretion regarding the grant of a one-off award.

[LN-M0550-001] Remuneration arrangements are poorly structured.

[SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
7.1	Elect Kelly Bennett to the Supervisory Board	Mgmt	For	For	For
7.2	Elect Jennifer Hyman to the Supervisory Board	Mgmt	For	For	For
Blended Rationale: .					
7.3	Elect Niklas Oestberg to the Supervisory Board	Mgmt	For	For	Against
Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.					
7.4	Elect Anders Povlsen to the Supervisory Board	Mgmt	For	For	Against
Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee.[SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-002] Remuneration committee discretion has been used poorly.[LN-M0550-001] Remuneration arrangements are poorly structured.					
7.5	Elect Mariella Roehm-Kottmann to the Supervisory Board	Mgmt	For	For	For
7.6	Elect Susanne Schroeter-Crossan to the Supervisory Board	Mgmt	For	For	For
8	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
9	Approve Virtual-Only Shareholder Meetings Until 2025; Amend Articles Re: Online Participation	Mgmt	For	For	For
10	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For

D'Ieteren Group

Meeting Date: 05/25/2023	Country: Belgium	Ticker: DIE
Record Date: 05/11/2023	Meeting Type: Annual/Special	
		Primary ISIN: BE0974259880

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
1	Annual/Special Meeting Agenda	Mgmt			
	Annual Meeting Agenda	Mgmt			
	Receive Directors' and Auditors' Reports (Non-Voting)	Mgmt			
2	Approve Financial Statements, Allocation of Income, and Dividends of EUR 3.00 per Share	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
3	Approve Remuneration Report	Mgmt	For	Against	Against
<i>Blended Rationale: [LN-M0550-003] Poor use of remuneration committee discretion regarding increases.[SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
4.1	Approve Discharge of Directors	Mgmt	For	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>					
4.2	Approve Discharge of Auditors	Mgmt	For	For	For
5.1	Elect Allegra Patrizi Unipersonnelle, Represented by Allegra Patrizi, as Independent Director	Mgmt	For	For	For
5.2	Elect LSIM SA, Represented by Wolfgang de Limburg Stirum, as Independent Director	Mgmt	For	For	For
5.3	Elect Diligencia Consult SRL, Represented by Diane Govaerts, as Independent Director	Mgmt	For	For	For
5.4	Reelect Michele Sioen as Director	Mgmt	For	Against	For
5.5	Reelect Olivier Perier as Director	Mgmt	For	Against	Against
<i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee.[SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-002] Remuneration committee discretion has been used poorly.[LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
5.6	Approve Co-optation of HECHO SRL, Represented by Hugo De Stoop, as Independent Director	Mgmt	For	For	For
6	Ratify KPMG, Permanently Represented by Axel Jorion, as Auditor	Mgmt	For	For	For
	Extraordinary Meeting Agenda	Mgmt			
1.a	Authorize Board to Issue Shares in the Event of a Public Tender Offer or Share Exchange Offer	Mgmt	For	Against	For
1.b	Authorize Board to Repurchase Shares in the Event of a Serious and Imminent Harm and Under Normal Conditions	Mgmt	For	Against	For
2.a	Authorize Repurchase of Up to 15 Percent of Issued Share Capital	Mgmt	For	Against	For
2.b	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	For
2.c	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	Against	For
3	Approve Cancellation of Repurchased Shares	Mgmt	For	For	For
4	Authorize Coordination of Articles of Association	Mgmt	For	For	For
5	Authorize Implementation of Approved Resolutions	Mgmt	For	For	For

Meeting Date: 05/31/2023

Country: France

Ticker: PUB

Record Date: 05/29/2023

Meeting Type: Annual/Special

Primary ISIN: FR0000130577

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 2.90 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Reelect Suzan LeVine as Supervisory Board Member	Mgmt	For	For	For
6	Reelect Antonella Mei-Pochtler as Supervisory Board Member	Mgmt	For	For	For
7	Appoint KPMG S.A. as Auditor	Mgmt	For	For	For
8	Approve Remuneration Policy of Chairman of Supervisory Board	Mgmt	For	For	For
9	Approve Remuneration Policy of Supervisory Board Members	Mgmt	For	For	For
10	Approve Remuneration Policy of Chairman of Management Board	Mgmt	For	For	For
11	Approve Remuneration Policy of Management Board Members	Mgmt	For	For	For
12	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
13	Approve Compensation of Maurice Levy, Chairman of Supervisory Board	Mgmt	For	For	For
14	Approve Compensation of Arthur Sadoun, Chairman of the Management Board	Mgmt	For	For	For
15	Approve Compensation of Anne-Gabrielle Heilbronner, Management Board Member	Mgmt	For	For	For
16	Approve Compensation of Steve King, Management Board Member until September 14, 2022	Mgmt	For	For	For
17	Approve Compensation of Michel-Alain Proch, Management Board Member	Mgmt	For	For	For
18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
19	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For

Publicis Groupe SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
	Ordinary Business	Mgmt			
22	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Royal KPN NV

Meeting Date: 05/31/2023	Country: Netherlands	Ticker: KPN
Record Date: 05/03/2023	Meeting Type: Extraordinary Shareholders	
		Primary ISIN: NL0000009082

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt			
1	Open Meeting and Announcements	Mgmt			
2	Announce Intention to Appoint Chantal Vergouw and Wouter Stammeijer as Members of the Board of Management	Mgmt			
3	Opportunity to Make Recommendations	Mgmt			
4	Elect Marga de Jager to Supervisory Board	Mgmt	For	For	For
5	Close Meeting	Mgmt			

Corporacion Acciona Energias Renovables SA

Meeting Date: 06/01/2023	Country: Spain	Ticker: ANE
Record Date: 05/26/2023	Meeting Type: Annual	
		Primary ISIN: ES0105563003

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
1.1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For
1.2	Approve Consolidated and Standalone Management Reports	Mgmt	For	For	For
1.3	Approve Discharge of Board	Mgmt	For	For	For

Corporacion Acciona Energias Renovables SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
1.4	Approve Non-Financial Information Statement	Mgmt	For	For	For
1.5	Approve Allocation of Income and Dividends	Mgmt	For	For	For
1.6	Renew Appointment of KPMG Auditores as Auditor	Mgmt	For	For	For
2.1	Reelect Jose Manuel Entrecanales Domecq as Director	Mgmt	For	For	For
2.2	Reelect Rafael Mateo Alcala as Director	Mgmt	For	For	For
2.3	Reelect Juan Ignacio Entrecanales Franco as Director	Mgmt	For	For	For
2.4	Reelect Sonia Dula as Director	Mgmt	For	For	For
2.5	Reelect Karen Christiana Figueres Olsen as Director	Mgmt	For	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-002] Remuneration committee discretion has been used poorly.[LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
2.6	Reelect Juan Luis Lopez Cardenete as Director	Mgmt	For	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-002] Remuneration committee discretion has been used poorly.[LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
2.7	Reelect Maria Salgado Madrinan as Director	Mgmt	For	For	For
2.8	Reelect Rosauro Varo Rodriguez as Director	Mgmt	For	For	For
2.9	Reelect Alejandro Mariano Werner Wainfeld as Director	Mgmt	For	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-002] Remuneration committee discretion has been used poorly.[LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
2.10	Reelect Maria Fanjul Suarez as Director	Mgmt	For	For	For
2.11	Elect Teresa Quiros Alvarez as Director	Mgmt	For	For	For
3	Approve Remuneration Policy for FY 2024, 2025, and 2026	Mgmt	For	Against	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
4	Advisory Vote on Remuneration Report	Mgmt	For	Against	Against
<i>Blended Rationale: [LN-M0550-002] Remuneration committee discretion has been used poorly.[SD-M0550-006] Vesting conditions and performance hurdles are unsatisfactory.[SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>					
5	Approve Sustainability Report and Report on Sustainability Master Plan	Mgmt	For	For	For
6	Authorize Company to Call EGM with 15 Days' Notice	Mgmt	For	For	For
7	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Red Electrica Corp. SA

Meeting Date: 06/05/2023

Country: Spain

Ticker: RED

Record Date: 05/31/2023

Meeting Type: Annual

Primary ISIN: ES0173093024

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
1	Approve Standalone Financial Statements	Mgmt	For	For	For
2	Approve Consolidated Financial Statements	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends	Mgmt	For	For	For
4	Approve Non-Financial Information Statement	Mgmt	For	For	For
5	Approve Discharge of Board	Mgmt	For	For	For
6	Change Company Name and Amend Article 1 Accordingly	Mgmt	For	For	For
7.1	Amend Articles of General Meeting Regulations Re: Purpose and Validity of the Regulations, Competences, Shareholders' Rights and Right to Attendance	Mgmt	For	For	For
7.2	Amend Articles of General Meeting Regulations Re: Proxy, Issuance of Votes Via Telematic Means	Mgmt	For	For	For
7.3	Amend Article 15 of General Meeting Regulations Re: Constitution, Deliberation and Adoption of Resolutions	Mgmt	For	For	For
8	Reelect Jose Juan Ruiz Gomez as Director	Mgmt	For	For	For
9.1	Approve Remuneration Report	Mgmt	For	For	For
9.2	Approve Remuneration of Directors	Mgmt	For	For	For
10	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For
11	Receive Corporate Governance Report	Mgmt			
12	Receive Sustainability Report for FY 2022	Mgmt			
13	Receive Sustainability Plan for FY 2023-2025	Mgmt			

CRH Plc

Meeting Date: 06/08/2023

Country: Ireland

Ticker: CRH

Record Date: 06/04/2023

Meeting Type: Special

Primary ISIN: IE0001827041

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

Meeting Date: 06/08/2023	Country: Ireland	Ticker: CRH
Record Date: 06/04/2023	Meeting Type: Court	Primary ISIN: IE0001827041

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

Meeting Date: 06/19/2023	Country: Spain	Ticker: ANA
Record Date: 06/14/2023	Meeting Type: Annual	Primary ISIN: ES0125220311

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
1.1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For
1.2	Approve Consolidated and Standalone Management Reports	Mgmt	For	For	For
1.3	Approve Discharge of Board	Mgmt	For	For	Against

Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-001] Remuneration arrangements are poorly structured.

Acciona SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
1.4	Approve Non-Financial Information Statement	Mgmt	For	For	For
1.5	Approve Allocation of Income and Dividends	Mgmt	For	For	For
1.6	Renew Appointment of KPMG Auditores as Auditor	Mgmt	For	For	For
2.1	Reelect Jeronimo Marcos Gerard Rivero as Director	Mgmt	For	For	For
2.2	Elect Maria Salgado Madrinan as Director	Mgmt	For	For	For
2.3	Elect Teresa Sanjurjo Gonzalez as Director	Mgmt	For	For	For
2.4	Fix Number of Directors at 13	Mgmt	For	For	For
3.1	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 20 Percent	Mgmt	For	Against	For
3.2	Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities up to EUR 3 Billion with Exclusion of Preemptive Rights up to 20 Percent of Capital	Mgmt	For	Against	For
3.5	Authorize Company to Call EGM with 15 Days' Notice	Mgmt	For	For	For
4	Advisory Vote on Remuneration Report	Mgmt	For	Against	Against
Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.[SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.					
5	Approve 2022 Sustainability Report and 2025 Sustainability Plan	Mgmt	For	For	For
6	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Amadeus IT Group SA

Meeting Date: 06/20/2023	Country: Spain	Ticker: AMS
Record Date: 06/15/2023	Meeting Type: Annual	Primary ISIN: ES0109067019

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For
2	Approve Non-Financial Information Statement	Mgmt	For	For	For
3	Advisory Vote on Remuneration Report	Mgmt	For	For	For

Amadeus IT Group SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
4	Approve Allocation of Income and Dividends	Mgmt	For	For	For
5	Approve Discharge of Board	Mgmt	For	For	For
6.1	Elect Frits Dirk van Paasschen as Director	Mgmt	For	For	For
6.2	Reelect William Connelly as Director	Mgmt	For	For	Abstain
Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.					
6.3	Reelect Luis Maroto Camino as Director	Mgmt	For	For	For
6.4	Reelect Pilar Garcia Ceballos-Zuniga as Director	Mgmt	For	For	For
6.5	Reelect Stephan Gemkow as Director	Mgmt	For	For	For
6.6	Reelect Peter Kuerpick as Director	Mgmt	For	For	For
6.7	Reelect Xiaoqun Clever as Director	Mgmt	For	For	For
7	Approve Remuneration of Directors	Mgmt	For	For	For
8	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Elia Group SA/NV

Meeting Date: 06/21/2023	Country: Belgium	Ticker: ELI
Record Date: 06/07/2023	Meeting Type: Extraordinary Shareholders	
Primary ISIN: BE0003822393		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
1	Extraordinary General Meeting Agenda	Mgmt			
	Receive Special Board Report Re: 7:155 of the Code of companies and associations	Mgmt			
2	Amend Articles Re: Governance Structure	Mgmt	For	For	For
3	Amend Articles Re: Merging of Nomination Committee and the Remuneration Committee	Mgmt	For	For	For

QIAGEN NV

Meeting Date: 06/22/2023	Country: Netherlands	Ticker: QGEN
Record Date: 05/25/2023	Meeting Type: Annual	
Primary ISIN: NL0012169213		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Discharge of Management Board	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board	Mgmt	For	For	For
5.a	Reelect Metin Colpan to Supervisory Board	Mgmt	For	For	For
5.b	Reelect Toralf Haag to Supervisory Board	Mgmt	For	For	For
5.c	Reelect Ross L. Levine to Supervisory Board	Mgmt	For	For	For
5.d	Reelect Elaine Mardis to Supervisory Board	Mgmt	For	For	For
5.e	Reelect Eva Pisa to Supervisory Board	Mgmt	For	For	For
5.f	Reelect Lawrence A. Rosen to Supervisory Board	Mgmt	For	For	For
<i>Blended Rationale: .</i>					
5.g	Reelect Stephen H. Rusckowski to Supervisory Board	Mgmt	For	For	For
5.h	Reelect Elizabeth E. Tallett to Supervisory Board	Mgmt	For	For	For
6.a	Reelect Thierry Bernard to Management Board	Mgmt	For	For	For
6.b	Reelect Roland Sackers to Management Board	Mgmt	For	For	For
7	Reappoint KPMG Accountants N.V. as Auditors	Mgmt	For	For	For
8.a	Grant Supervisory Board Authority to Issue Shares	Mgmt	For	For	For
8.b	Authorize Supervisory Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
9	Authorize Repurchase of Shares	Mgmt	For	For	For
10	Approve Discretionary Rights for the Managing Board to Implement Capital Repayment by Means of Synthetic Share Repurchase	Mgmt	For	For	For
11	Approve Cancellation of Shares	Mgmt	For	For	For
12	Approve QIAGEN N.V. 2023 Stock Plan	Mgmt	For	For	For

Unibail-Rodamco-Westfield NV

Meeting Date: 06/27/2023

Record Date: 05/30/2023

Country: Netherlands

Meeting Type: Annual

Ticker: N/A

Primary ISIN: NL0012846356

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
i	Discuss Annual Report	Mgmt			
1	Approve Remuneration Report	Mgmt	For	For	For
2	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
ii	Receive Explanation on Dividend Policy	Mgmt			
3	Approve Discharge of Management Board	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board	Mgmt	For	For	For
Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence[LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.					
5	Ratify Deloitte Accountants B.V. as Auditors	Mgmt	For	For	For
6	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For
7	Grant Board Authority to Issue Shares Up to 3 Percent of Issued Capital	Mgmt	For	For	For
8	Authorize Board to Exclude Preemptive Rights from Share Issuances for Item 6	Mgmt	For	For	For
9	Authorize Board to Exclude Preemptive Rights from Share Issuances for Item 7	Mgmt	For	For	For
10	Authorize Repurchase of Shares	Mgmt	For	For	For
11	Approve Cancellation of Shares	Mgmt	For	For	For

DSM-Firmenich AG

Meeting Date: 06/29/2023

Record Date:

Country: Switzerland

Meeting Type: Extraordinary Shareholders

Ticker: DSFIR

Primary ISIN: CH1216478797

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for the Period from Jan. 1, 2023 to May 8, 2023	Mgmt	For	For	For

DSM-Firmenich AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
2	Approve Dividends of EUR 1.60 per Share from Capital Contribution Reserves	Mgmt	For	For	For
3.1	Approve Remuneration of Directors in the Amount of EUR 3.6 Million	Mgmt	For	For	For
3.2	Approve Remuneration of Executive Committee in the Amount of EUR 37.9 Million	Mgmt	For	For	For
4.1	Amend Articles Re: Consultative Vote for High Value Transactions	Mgmt	For	For	For
4.2	Amend Articles Re: Information on the Identity of Shareholders	Mgmt	For	For	For
5	Transact Other Business (Voting)	Mgmt	For	Against	Abstain
Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.					

Prosus NV

Meeting Date: 08/23/2023	Country: Netherlands	Ticker: PRX
Record Date: 07/26/2023	Meeting Type: Annual	Primary ISIN: NL0013654783

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Receive Annual Report (Non-Voting)	Mgmt			
2	Approve Remuneration Report	Mgmt	For	Against	Against
Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.[SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.					
3	Adopt Financial Statements	Mgmt	For	For	For
4	Approve Allocation of Income	Mgmt	For	For	For
5	Approve Discharge of Executive Directors	Mgmt	For	For	For
6	Approve Discharge of Non-Executive Directors	Mgmt	For	For	Against
Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-001] Remuneration arrangements are poorly structured.					
7	Approve Remuneration of Non-Executive Directors	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
8.1	Reelect Manisha Girotra as Non-Executive Director	Mgmt	For	For	For
8.2	Reelect Rachel Jafta as Non-Executive Director	Mgmt	For	For	For
8.3	Reelect Mark Sorour as Non-Executive Director	Mgmt	For	For	For
8.4	Reelect Ying Xu as Non-Executive Director	Mgmt	For	For	For
9	Ratify Deloitte Accountants B.V. as Auditors	Mgmt	For	For	For
10	Amend Articles of Association and Grant Board Authority to Issue Shares	Mgmt	For	For	For
11	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Restrict/Exclude Preemptive Rights	Mgmt	For	For	For
12	Authorize Repurchase of Shares	Mgmt	For	Against	Against
Blended Rationale: [LN-M0346-001] Proposed repurchase authority is excessive.					
13	Approve Reduction in Share Capital Through Cancellation of Shares	Mgmt	For	For	For
14	Discuss Voting Results	Mgmt			
15	Close Meeting	Mgmt			