

صندوق الأهلئ ملؤشر أسهم أوروبا
SNB Capital Europe Index Fund

التقرير السنوي 2021
Annual Report 2021



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A) Investment Fund Information
أ) معلومات صندوق الاستثمار

1) Name of the Investment Fund SNB Capital Europe Index Fund	1) اسم صندوق الاستثمار صندوق الأهلي لمؤشر أسهم أوروبا
2) Investment Objectives and Policies <ul style="list-style-type: none"> Fund's Objectives: The fund aims to achieve capital growth over the long term. The Fund seeks to replicate as closely as possible, the performance of the MSCI Europe Islamic M-Series Index (Net Total Return USD). Investment Policies and Practices: The Fund primarily invests in the shares of large and medium cap segment companies listed in European markets. The Fund is managed pursuant to an index-linked passive strategy that is designed to track the performance of the MSCI Europe Islamic M-Series Index (Net Total Return USD). 	2) أهداف وسياسات الاستثمار وممارساته <ul style="list-style-type: none"> أهداف الصندوق: يهدف الصندوق إلى نمو رأس المال على المدى الطويل من خلال تحقيق عائد إجمالي يعادل أداء مؤشر "إم إس سي آي" الإسلامي لمنطقة أوروبا من الفئة "أم" (صافي العائد الإجمالي بالدولار الأمريكي). سياسات الاستثمار وممارساته: يركز الصندوق استثماراته في أسهم الشركات المدرجة في أسواق دول أوروبا الكبرى. يدار الصندوق حسب طريقة الإدارة غير النشطة، المرتبطة بالمؤشر والتي تهدف إلى تتبع مؤشر "إم إس سي آي" الإسلامي لمنطقة أوروبا من الفئة "إم" (صافي العائد الإجمالي بالدولار الأمريكي).
3) Distribution of Income & Gain Policy Income and dividends will be reinvested in the Fund. No income or dividends will be distributed to Unitholders.	3) سياسة توزيع الدخل والأرباح يتم إعادة استثمار الدخل والأرباح في الصندوق، ولا يتم توزيع أي دخل وأرباح على مالكي الوحدات.
4) The fund's reports are available upon request free of charge.	4) تتاح تقارير الصندوق عند الطلب وبدون مقابل.
5) The fund's benchmark and the service provider's website (if any) MSCI Europe Islamic M-Series Index (Net Total Return USD). The benchmark service and its data are provided by (MSCI Inc.).	5) المؤشر الاسترشادي للصندوق، والموقع الإلكتروني لمزود الخدمة (إن وجد) مؤشر "إم إس سي آي" الإسلامي لمنطقة أوروبا من الفئة "إم" (صافي العائد الإجمالي بالدولار الأمريكي). ويتم تزويد خدمة المؤشر وبياناته عن طريق (MSCI Inc.).

B) Fund Performance
(ب) أداء الصندوق

- 1) A comparative table covering the last three financial years/or since inception, highlighting: (1) جدول مقارنة يغطي السنوات المالية الثلاث الأخيرة/ أو منذ التأسيس، يوضح:

Year	2021	2020	2019	السنة
NAV*	152,245,894	98,764,259	81,188,578	صافي قيمة أصول الصندوق*
NAV per Unit*	5.62	4.82	4.04	صافي قيمة أصول الصندوق لكل وحدة*
Highest Price per Unit*	5.74	4.82	4.06	أعلى سعر وحدة*
Lowest Price per Unit *	4.60	2.93	3.01	أقل سعر وحدة*
Number of Units	27,057,278	20,496,187	20,114,333	عدد الوحدات
Income Distribution Per Unit	N/A	N/A	N/A	قيمة الأرباح الموزعة لكل وحدة
Fees & Expense Ratio	0.41%	0.44%	0.42%	نسبة الرسوم والمصروفات
Percentage of borrowed assets from the total asset value, the period of their exposure period and due date (if any)	N/A	N/A	N/A	نسبة الأصول المقرضة من إجمالي قيمة الأصول، ومدة انكشافها وتاريخ استحقاقها (إن وجدت)

*In US Dollar *بالدولار الأمريكي

- 2) A performance record that covers the following: (2) سجل أداء يغطي ما يلي:

- a. The total return for the fund compared to the benchmark for 1 year, 3 years, 5 years and since inception: أ. العائد الإجمالي للصندوق مقارنة بالمؤشر لسنة واحدة، ثلاث سنوات، خمس سنوات ومنذ التأسيس:

Period	Since Inception منذ التأسيس	5 Years 5 سنوات	3 Years 3 سنوات	1 Year سنة	الفترة
Return%	6.59	15.05	22.42	16.77	عائد الصندوق%
Benchmark%	8.78	15.70	23.18	17.48	عائد المؤشر%

- b. The annual total return for the fund compared to the benchmark for the last 10 years/ or since inception: ب. العائد الإجمالي السنوي للصندوق مقارنة بالمؤشر للعشر سنوات الماضية/ أو منذ التأسيس:

Year	2021	2020	2019	2018	2017	2016	2015	2014	2013	2012	السنة
Return%	16.77	19.38	31.6	-11.04	23.50	-1.95	-2.74	-5.81	18.14	16.50	عائد الصندوق%
Benchmark%	17.48	20.07	32.5	-10.64	24.14	0.40	-0.58	-3.60	22.65	20.45	عائد المؤشر%

c. Actual fees and fund expenses paid by the investment fund during the year as a percentage of average Net Asset Value:

ج. مقابل الخدمات والعمولات والأتعاب التي تحملها الصندوق على مدار العام كنسبة مئوية من متوسط صافي قيمة أصول الصندوق:

Fees and Expenses	ألف دولار USD '000	النسبة المئوية %	الرسوم والمصروفات
Management Fees	395	0.30%	أتعاب الإدارة
VAT on Management Fees	59	0.05%	ضريبة القيمة المضافة على أتعاب الإدارة
Custodian Fees	33	0.02%	رسوم الحفظ
Auditor Fees	10	0.01%	أتعاب مراجع الحسابات
Fund Admin Expenses	22	0.01%	مصاريف العمليات الإدارية
CMA Fees	22	0.01%	رسوم هيئة السوق المالية
Tadawul Fees	1	0.00%	رسوم نشر معلومات الصندوق على موقع تداول
Shariah Committee Fees	8	0.01%	أتعاب خدمات اللجنة الشرعية
Independent Fund Board Remunerations	6	0.00%	مكافآت أعضاء مجلس إدارة الصندوق المستقلين
Total Fees and Expenses	556	0.41%	مجموع الرسوم والمصاريف

3) Material Changes

No material changes occurred during the year.

3) تغييرات جوهرية حدثت خلال الفترة

لم تحدث أي تغييرات جوهرية تؤثر على أداء الصندوق.

4) Exercising of Voting Rights

The Fund Manager has exercised voting rights, for more details kindly refer to the "Exercising of voting right Annex".

4) ممارسات التصويت السنوية

قام مدير الصندوق بممارسات التصويت السنوية. وللمزيد من التفاصيل يرجى مراجعة "ملحق ممارسات التصويت السنوية".

5) Fund Board Annual Report

5) تقرير مجلس إدارة الصندوق السنوي

a. Names of Fund Board Members

- Naif Al Saif – Chairman – Non-Independent Member
- Wisam Fasihaldin - Non-Independent Member
- Dr. Asem Al Homaidi - Independent Member
- Mohammed Al Oyaidi - Independent Member

أ. أسماء أعضاء مجلس إدارة الصندوق

- نايف آل سيف - رئيس مجلس إدارة الصندوق - عضو غير مستقل
- وسام فصيح الدين - عضو غير مستقل
- د. عاصم الحميضي - عضو مستقل
- محمد العبيدي - عضو مستقل

b. A brief about of the fund board members' qualifications

Naif Al-Saif: He is currently the Head of Principal Investments in SNB Capital. Naif joined Samba in February 2006. He has 15 years of experience. In Samba, Naif has managed the fixed income portfolio of more than SAR 60 billion and managed the public budget of SAR 225 billion. He is also the Chief Operating Officer in Samba London. Moreover, he is a member in Samba's Asset and Liability Committee. He has taken part in several strategic projects in developing the Saudi

ب. نبذة عن مؤهلات أعضاء مجلس إدارة الصندوق

نايف آل سيف: رئيس إدارة الاستثمارات الخاصة لدى شركة الأهلي المالية. انضم نايف إلى سامبا في فبراير 2006 حاصل على 15 سنة من الخبرة في العمل في سامبا، تولى نايف إدارة محفظة الدخل الثابت والتي تتجاوز 60 مليار ريال سعودي، بالإضافة إلى إدارة الميزانية العمومية التي تتجاوز 225 مليار ريال سعودي. وهو أيضاً رئيس المتداولين لفرع سامبا لندن. وهو عضو في لجنة الأصول والخصوم في سامبا. وقد شارك في العديد من المشاريع الاستراتيجية في تطوير القطاع المصرفي السعودي. قبل انضمامه إلى سامبا، عمل في البنك

banking sector. Prior to joining Samba, he worked for Saudi Hollandi Bank, Derivatives Department, Treasury Section. Naif holds a bachelor's degree with Honors in Finance and Economics from King Fahd University of Petroleum and Minerals and MBA from Prince Sultan University.

Wisam Fasihaldin: He is the Chief Financial Officer at Jeddah Central Development Company (A subsidiary of PIF). Also, he was the Chief Financial Officer at SNB Capital. He joined SNB Capital in 2014G. Prior to that he held multiple roles at Saudi National Bank. He has more than 20 years of experience in financial sector. He received an MBA degree - specialized in Finance University of Business & Technology (former CBA). He holds a Bachelor degree - specialized in Business Administration from King Abdulaziz University.

Dr. Asem Al Homaidi: He is an assistant professor of Finance and Investment. He received PhD in Finance from the University of New Orleans in United States of America, a Master in Financial Economics from University of New Orleans in United States of America, a Master of Finance from University of Tampa, FL and Bachelor's degree from King Saud University in Business Administration (major in Finance) Excellent grade with First Class Honor.

Mohammed Al Oyaidi: He is the founder of OCPAs, has more than 15 years of experience in the area of capital markets, accounting, auditing and risk management. He has also worked in some international companies and agencies such as KPMG, Ernst & Young, the World Bank Group and the Saudi Capital Market Authority. He received a Master of Business Administration from Oklahoma City University and a Bachelor's degree in Accounting from King Saud University. He was awarded CPA Fellowship as well as SOCPA Fellowship. Aloyaidi is Business Valuer certified by Saudi Authority for Accredited Valuers (TAQEEM).

c. Roles and responsibilities of the Fund Board

The responsibilities of the members of the fund board shall include the following:

1. Approving material contracts, decisions and reports involving the fund.
2. Approve a written policy in regards to the voting rights related to the fund assets.
3. Overseeing and, where appropriate, approving or ratifying any conflicts of interest the fund manager has identified.
4. Meeting at least twice annually with the fund manager's compliance committee or its compliance officer to review the fund manager's compliance with all applicable rules, laws and regulations.

السعودي الهولندي، قسم المشتقات المالية - إدارة الخزينة. حصل نايف على درجة البكالوريوس في العلوم المالية والاقتصاد من جامعة الملك فهد للبترول والمعادن وشهادة الماجستير في إدارة الأعمال / مالية من جامعة الأمير سلطان بمرتبة الشرف.

وسام فصيح الدين: المدير المالي لشركة وسط جدة للتطوير (إحدى الشركات التابعة لصندوق الاستثمارات العامة). شغل سابقاً منصب المدير المالي في شركة الأهلي المالية. انضم إلى شركة الأهلي المالية عام 2014م. شغل عدة مناصب في البنك الأهلي السعودي. لديه أكثر من 20 عاماً من الخبرة في الإدارة المالية. حصل على ماجستير في إدارة الأعمال من جامعة الأعمال والتكنولوجيا في المملكة العربية السعودية، وشهادة مراقب تكاليف معتمد. وحاصل على درجة البكالوريوس في إدارة الأعمال من جامعة الملك عبد العزيز.

د. عاصم الحميضي: الدكتور عاصم، أستاذ المالية والاستثمار المساعد. حصل على درجة الدكتوراه في الفلسفة المالية من جامعة نيو أورلينز في الولايات المتحدة الأمريكية، ودرجة الماجستير في الاقتصاد المالي من جامعة نيو أورلينز ومن جامعة تامبا في الولايات المتحدة الأمريكية، ودرجة الماجستير في العلوم المالية من جامعة تامبا في الولايات المتحدة الأمريكية. درس في جامعة الملك سعود وحصل على درجة البكالوريوس في إدارة الأعمال (تخصص المالية) بتقدير امتياز مع مرتبة الشرف الأولى.

محمد العبيدي: مؤسس مكتب العبيدي محاسبون ومراجعون قانونيون، يمتلك خبرة أكثر من (15) عام في السوق المالية والمحاسبة والمراجعة وإدارة المخاطر. سبق له العمل في بعض بيوت الخبرة العالمية مثل شركة كي بي إم جي (KPMG)، وارنست آند يونغ (Ernst & Young)، والبنك الدولي، وهيئة السوق المالية السعودية. حصل على ماجستير إدارة أعمال من جامعة مدينة أوكلاهوما، وشهادة البكالوريوس في المحاسبة من جامعة الملك سعود وزمالة المحاسبين القانونيين الأمريكية (CPA)، وزمالة الهيئة السعودية للمحاسبين القانونيين (SOCPA)، وهو مقيم منشآت معتمد لدى الهيئة السعودية للمقيمين المعتمدين.

ج. أدوار مجلس إدارة الصندوق ومسؤولياته

تشمل مسؤوليات أعضاء مجلس إدارة الصندوق، على سبيل المثال لا الحصر، الآتي:

1. الموافقة على جميع العقود والقرارات والتقارير الجوهرية التي يكون الصندوق طرفاً فيها.
2. اعتماد سياسة مكتوبة فيما يتعلق بحقوق التصويت المتعلقة بأصول الصندوق.
3. الإشراف، ومتى كان ذلك مناسباً، الموافقة أو المصادقة على أي تعارض مصالح يفصح عنه مدير الصندوق وفقاً لللائحة صناديق الاستثمار.
4. الاجتماع مرتين سنوياً على الأقل مع لجنة المطابقة والالتزام لدى مدير الصندوق أو مسؤول المطابقة والالتزام لديه، للتأكد من التزام مدير الصندوق بجميع اللوائح والأنظمة المتبعة.

5. Approving all changes stipulated in Articles (62) and (63) of the Investment Funds Regulations “IFRs” before the fund manager obtains the approval or notification of the unitholders and the Authority (as applicable).
6. Confirming the completeness and accuracy (complete, clear, accurate, and not misleading), and compliance with the IFRs, of the Terms and Conditions and of any other document, contractual or otherwise.
7. Ensuring that the fund manager carries out its obligations in the best interests of the unitholders, in accordance with the IFRs and the Fund’s Terms and Conditions.
8. Reviewing the report that includes assessment of the performance and quality of services provided by the parties involved in providing significant services to the fund referred to in Paragraph (l) of Article (9) of IFRs, in order to ensure that the fund manager fulfils his responsibilities in the interest of unitholders in accordance with the Fund’s Terms and Conditions and the provisions stipulated in IFRs.
9. Assessing the mechanism of the fund manager’s handling of the risks related to the fund’s assets in accordance with the fund manager’s policies and procedures that detect the fund’s risks and how to treat such risks.
10. Have a fiduciary duty to unitholders, including a duty to act in good faith, a duty to act in the best interests of the unitholders and a duty to exercise all reasonable care and skill.
11. Approving the appointment of the external Auditor nominated by the Fund Manager.
12. Taking minutes of meetings that provide all deliberations and facts of the meetings and the decisions taken by the fund’s board of director.
13. Review the report containing all complaints and the measures taken regarding them referred to in Paragraph (m) of Article (9) of IFRs, in order to ensure that the fund manager carries out his responsibilities in a way that serves the interest of unitholders in accordance with the Fund’s Terms and Conditions and what contained in this Regulation.

d. Remuneration of fund board members

Each member of the Fund's independent Board of Directors receives USD (37,333.33) annually, divided by the number of open-ended public investment funds managed by the Fund Manager and supervised by the Fund Board.

5. الموافقة على جميع التغييرات المنصوص عليها في المادتين (62) و (63) من لائحة صناديق الاستثمار وذلك قبل حصول مدير الصندوق على موافقة مالكي الوحدات والهيئة أو إشعارهم (حيثما ينطبق).
6. التأكد من اكتمال ودقة شروط وأحكام الصندوق وأي مستند آخر (سواء أكان عقداً أم غيره) يتضمن إفصاحات تتعلق بالصندوق ومدير الصندوق وإدارته للصندوق، إضافةً إلى التأكد من توافق ما سبق مع أحكام لائحة صناديق الاستثمار.
7. التأكد من قيام مدير الصندوق بمسؤولياته بما يحقق مصلحة مالكي الوحدات وفقاً لشروط وأحكام الصندوق، وأحكام لائحة صناديق الاستثمار.
8. الاطلاع على التقرير المتضمن تقييم أداء وجودة الخدمات المقدمة من الأطراف المعنية بتقديم الخدمات الجوهرية للصندوق المشار إليه في الفقرة (ل) من المادة (9) من لائحة صناديق الاستثمار؛ وذلك للتأكد من قيام مدير الصندوق بمسؤولياته بما يحقق مصلحة مالك الوحدات وفقاً لشروط وأحكام الصندوق وما ورد في لائحة صناديق الاستثمار.
9. تقييم آلية تعامل مدير الصندوق مع المخاطر المتعلقة بأصول الصندوق وفقاً لسياسات وإجراءات مدير الصندوق حيال رصد المخاطر المتعلقة بالصندوق وكيفية التعامل معها.
10. العمل بأمانة وحسن نية واهتمام ومهارة وعناية وحرص وبما يحقق مصلحة مالكي الوحدات.
11. الموافقة على تعيين مراجع الحسابات بعد ترشيحه من قبل مدير الصندوق.
12. تدوين محاضر الاجتماعات التي تشتمل على جميع وقائع الاجتماعات والقرارات التي اتخذها مجلس إدارة الصندوق.
13. الاطلاع على التقرير المتضمن جميع الشكاوى والإجراءات المتخذة حيالها المشار إليه في الفقرة (م) من المادة (9) من لائحة صناديق الاستثمار؛ وذلك للتأكد من قيام مدير الصندوق بمسؤولياته بما يحقق مصلحة مالكي الوحدات وفقاً لشروط وأحكام الصندوق وما ورد في لائحة صناديق الاستثمار.

د. مكافآت أعضاء مجلس إدارة الصندوق

يتقاضى عضو مجلس إدارة الصندوق المستقل (37,333.33) دولار سنوياً مقسمة على عدد الصناديق العامة المفتوحة المدارة من قبل مدير الصندوق والتي يشرف عليها المجلس.

e. A statement of any conflict or potential conflict of interest between the interests of a fund board member and the interests of the fund

Members of the Fund Board may be members of other funds that may seek investment objectives similar to those of the Fund. Therefore, in the exercise of its business, a member of the Fund Board may find himself in a situation of potential conflict of duties or interests with one or more funds. However, in such cases, the member shall take into account his obligations to act in the best interests of the Unitholders to the maximum practicable extent and not to overlook his obligations to his other clients when he considers any investment that may involve a potential conflict of interest, and in situations requiring voting, that Member shall refrain from doing so. To the date of issuing the Terms and Conditions, there is no significant business or other interest to the members of the Fund Board, which is likely to conflict with the interests of the Fund.

f. A statement showing all the funds boards that the relevant board member is participating in

Fund's/ Member's Name	محمد العبيدي Mohammed Al Oyaidi	د. عاصم الحميضي Dr. Asem AlHomaidi	وسام فصيحي الدين Wisam Fasihaldin	نايف آل سيف Naif Al-Saif	اسم الصندوق / العضو
SNB Capital GCC Growth and Income Fund	✓	✓	✓	✓	صندوق الأهلي الخليجي للنمو والدخل
SNB Capital Global REITs Fund	✓	✓	✓	✓	صندوق الأهلي العالمي للريت
SNB Capital Fund of REITs Fund	✓	✓	✓	✓	صندوق الأهلي القابض لصناديق الاستثمار العقارية المتداولة
SNB Capital Freestyle Saudi Equity Fund	✓	✓	✓	✓	صندوق الأهلي المرن للأسهم السعودية
SNB Capital Saudi Small and Mid-Cap Equity Fund	✓	✓	✓	✓	صندوق الأهلي لأسهم الشركات السعودية الصغيرة والمتوسطة
SNB Capital Global Health Care Fund	✓	✓	✓	✓	صندوق الأهلي العالمي للرعاية الصحية
SNB Capital GCC Trading Equity Fund	✓	✓	✓	✓	صندوق الأهلي للمتاجرة بالأسهم الخليجية
SNB Capital Saudi Trading Equity Fund	✓	✓	✓	✓	صندوق الأهلي للمتاجرة بالأسهم السعودية
SNB Capital Asia Pacific Index Fund	✓	✓	✓	✓	صندوق الأهلي لمؤشر أسهم آسيا والباسيفيك
SNB Capital Emerging Markets Index Fund	✓	✓	✓	✓	صندوق الأهلي لمؤشر أسهم الأسواق الناشئة
SNB Capital North America Index Fund	✓	✓	✓	✓	صندوق الأهلي لمؤشر أسهم أمريكا الشمالية
SNB Capital Europe Index Fund	✓	✓	✓	✓	صندوق الأهلي لمؤشر أسهم أوروبا

هـ. تعارض المصالح بين مصالح عضو مجلس إدارة الصندوق ومصالح الصندوق

يجوز لأعضاء مجلس إدارة الصندوق أن يكونوا أعضاء من حين لآخر لصناديق أخرى قد تنشأ أهدافاً استثمارية مماثلة لتلك الخاصة بالصندوق. ولذلك، فمن الممكن أن يجد أحد أعضاء مجلس إدارة الصندوق، في نطاق ممارسته لأعماله، أنه في موقف ينطوي على تعارض محتمل في الواجبات أو المصالح مع واحد أو أكثر من الصناديق. وعلى أي حال، ففي تلك الحالات سوف يراعي عضو مجلس الإدارة التزاماته بالتصرف بما يحقق أقصى مصالح مالكي الوحدات المعنيين إلى أقصى درجة ممكنة عملياً، وعدم إغفال التزاماته تجاه عملائه الآخرين عند الاطلاع بأي استثمار قد ينطوي على تعارض محتمل في المصالح، وفي الحالات التي تتطلب التصويت سوف يمتنع ذلك العضو عن ذلك. علماً أنه إلى تاريخ إعداد الشروط والأحكام، لا يوجد أي نشاط عمل أو مصلحة أخرى مهمة لأعضاء مجلس إدارة الصندوق أو أعضاء مجلس إدارة الصندوق يُحتمل تعارضها مع مصالح الصندوق.

و. جدول يوضح جميع مجالس إدارة الصناديق التي يشارك فيها عضو مجلس الصندوق

Fund's/ Member's Name	محمد العبيدي Mohammed Al Oyaidi	د. عاصم الحميضي Dr. Asem AlHomaidi	وسام فصيح الدين Wisam Fasihaldin	نايف آل سيف Naif Al-Saif	اسم الصندوق / العضو
SNB Capital Sovereign Sukuk Fund				✓	صندوق الأهلي للصكوك السيادية
AlAhli SEDCO Residential Development Fund	✓	✓			صندوق الأهلي سدكو للتطوير السكني
AlAhli REIT Fund (1)	✓				صندوق الأهلي ريت (1)
AlAhli Makkah Hospitality Fund	✓				صندوق الأهلي للضيافة بمكة المكرمة
SNB Capital Real Estate Fund	✓				صندوق الأهلي العقاري

g. Topics discussed and issued resolutions, as well as the fund performance and fund achievement of its objectives

The Fund's Board of Directors held three meetings during 2021. The following is a summary of the key decisions approved and the matters discussed by the Fund's Board of Directors:

- Fund's objectives achievement and performance review.
- Risks related to the funds; including: liquidity, market, and operational risks.
- Ensuring fund's compliance to all applicable rules and regulations.

ز. الموضوعات التي تمت مناقشتها والقرارات الصادرة بشأنها

بما في ذلك أداء الصندوق وتحقيق الصندوق لأهدافه

عقد مجلس إدارة الصندوق ثلاثة اجتماعات خلال العام 2021م، وفيما يلي ملخصاً لأهم القرارات التي تم إقرارها والمواضيع التي تمت مناقشتها من قبل مجلس إدارة الصندوق:

- مناقشة تحقيق الصندوق لأهدافه وأدائه خلال العام.
- المخاطر المتعلقة بالصندوق بما في ذلك مخاطر السيولة، السوق، والتشغيل.
- التزام الصناديق بلوائح هيئة السوق المالية مع مسؤول المطابقة والالتزام.

C) Fund Manager

ج) مدير الصندوق

1) Name and address of the Fund Manager	1) اسم مدير الصندوق، وعنوانه
SNB Capital Company	شركة الأهلي المالية
King Saud Road, P.O. Box 22216, Riyadh 11495, Saudi Arabia	طريق الملك سعود، ص.ب. 22216، الرياض 11495، المملكة العربية السعودية
Tel: +966 920000232	هاتف: +966 920000232
Website: www.alahlicapital.com	الموقع الإلكتروني: www.alahlicapital.com
2) Names and addresses of Sub-Manager / Investment Adviser	2) اسم وعنوان مدير الصندوق من الباطن و/أو مستشارين الاستثمار (إن وجد)
AMUNDI Asset Management	
90 Boulevard Pasteur, 75015 Paris, France.	

3) Investment Activities during the period	3) أنشطة الاستثمار خلال الفترة
The fund targets to replicate as closely as possible, before expenses, the performance of the MSCI Europe Islamic M-series Index (Net Total Return USD).	يهدف الصندوق إلى مواكبة أدائه (قبل المصروفات) قدر المستطاع مع أداء مؤشر "إم إس سي آي" الإسلامي لمنطقة أوروبا من فئة "إم" (صافي العائد الإجمالي بالدولار الأمريكي).

4) Report of investment fund's performance during the period	4) تقرير الأداء خلال الفترة
Fund Performance 16.77% Benchmark Performance 17.48% The fund underperformed the benchmark by 71 bps.	أداء الصندوق 16.77% أداء المؤشر 17.48% انخفض أداء الصندوق عن أداء المؤشر بفارق 71 نقطة أساس.
5) Terms & Conditions Material Changes	5) تغييرات حدثت في شروط وأحكام الصندوق
<ol style="list-style-type: none"> Update Information regarding: Fund Manger's Board of Directors, Financial Disclosure, Fund's Performance, and Fund Manger's Financial Result. Change in the membership of the Fund's Board of Directors: <ol style="list-style-type: none"> Resignation of Mr. Mohammed Alali and Mr. Mohammed AlSaggaf. Appointments of Mr. Naif Al-Saif and Mr. Abduljabar Alabduljabar. Non-fundamental Changes: Change the fund's English name, Update Fund Manager Information, Update Sharia Committee Name – Members - and Guidelines, Update the info of Fund Manager Board of Directors – the members' bio and their memberships. Change in the membership of the fund's board of directors: <ol style="list-style-type: none"> Resignation of Mr. Abduljabar Alabduljabar. Appointment of Mr. Wisam Fasihaldin. 	<ol style="list-style-type: none"> تحديث المعلومات المتعلقة ب: مجلس إدارة الصندوق، ملخص الإفصاح المالي، أداء الصندوق، وملخص المعلومات المالية لمدير الصندوق. تغيير في عضوية مجلس إدارة الصندوق: <ol style="list-style-type: none"> أ. استقالة الأستاذ/ محمد العلي والأستاذ/ محمد السقاف. ب. تعيين الأستاذ/ نايف السيف والأستاذ/ عبد الجبار العبد الجبار. تغييرات غير أساسية: تغيير اسم الصندوق باللغة الإنجليزية، تحديث معلومات مدير الصندوق، تحديث اسم الهيئة الشرعية – الأعضاء - المعايير الشرعية، تحديث معلومات مجلس إدارة مدير الصندوق؛ نبذة عن الأعضاء وعضويتهم. تغيير في عضوية مجلس إدارة الصندوق: <ol style="list-style-type: none"> أ. استقالة الأستاذ/ عبد الجبار العبد الجبار. ب. تعيين الأستاذ/ وسام فصيح الدين.
6) Any other information that would enable unitholders to make an informed judgment about the fund's activities during the period	6) أي معلومة أخرى من شأنها أن تُمكن مالكي الوحدات من اتخاذ قرار مدروس ومبني على معلومات كافية بشأن أنشطة الصندوق خلال الفترة
None.	لا يوجد.
7) Investments in other Investment Funds	7) الاستثمار في صناديق استثمارية أخرى
The fund has not invested substantially in other investment funds.	الصندوق لم يستثمر بشكل كبير في صناديق استثمارية أخرى.
8) Special commission received by the fund manager during the period	8) العمولات الخاصة التي حصل عليها مدير الصندوق خلال الفترة
No special commissions were received during the period. Disclose if any.	لم يحصل مدير الصندوق على أي عمولات خاصة خلال الفترة.
9) Any other data and other information required by Investment Fund Regulations to be included in this report	9) أي بيانات ومعلومات أخرى أوجبت لائحة صناديق الاستثمار تضمينها بهذا التقرير
<ol style="list-style-type: none"> Conflict of Interests There is no conflict of interests. 	<ol style="list-style-type: none"> أ. تعارض في المصالح لا يوجد تعارض مصالح.
<ol style="list-style-type: none"> Fund Distribution During The Year No income or dividends will be distributed to Unitholders. 	<ol style="list-style-type: none"> ب. توزيعات الصندوق خلال العام لا يتم توزيع أي دخل وأرباح على مالكي الوحدات.
<ol style="list-style-type: none"> Incorrect Valuation or Pricing None. 	<ol style="list-style-type: none"> ج. خطأ في التقييم والتسعير لا يوجد.

d. Investment Limitation Breaches

None.

د. مخالفة قيود الاستثمار

لا يوجد.

10) Period for the management of the person registered as fund manager

Since September – 2020.

10) مدة إدارة الشخص المسجل كمدير للصندوق

منذ سبتمبر – 2020.

11) A disclosure of the expense ratio of each underlying fund at end of year and the weighted average expense ratio of all underlying funds that invested in (where applicable)

N/A.

11) الإفصاح عن نسبة مصروفات كل صندوق بنهاية العام والمتوسط المرجح لنسبة مصروفات كل الصناديق الرئيسة المستثمر فيها (حيثما ينطبق)

لا ينطبق.

D) Custodian

د) أمين الحفظ

1) Name and address of custodian

The Northern Trust Company of Saudi Arabia
Nakheel Tower, P.O. Box 10175, Riyadh 11433, Saudi Arabia
Tel: +966114188694
Website: www.northerntrust.com

1) اسم أمين الحفظ، وعنوانه

شركة نورذن ترست العربية السعودية
برج النخيل، ص.ب. 10175، الرياض 11433، المملكة العربية السعودية
هاتف: +966114188694
الموقع: www.northerntrust.com

2) Custodian's duties and responsibilities

- Notwithstanding the delegation by a custodian to one or more third parties under the provisions of Investment Funds Regulations or the Capital Market Institutions Regulations, the custodian shall remain fully responsible for compliance with its responsibilities in accordance to the provisions of Investment Funds Regulations.
- The custodian shall be held responsible to the fund manager and unitholders for any losses caused to the investment fund due to the custodian fraud, negligence, misconduct or willful default.
- The custodian shall be responsible for taking custody and protecting the fund's assets on behalf of unitholders, and taking all necessary administrative measures in relation to the custody of the fund's assets.

2) واجبات ومسؤوليات أمين الحفظ

- يعد أمين الحفظ مسؤولاً عن التزاماته وفقاً لأحكام لائحة صناديق الاستثمار، سواء قام بتأدية مسؤولياته بشكل مباشر أم كلف بها طرفاً ثالثاً بموجب أحكام لائحة صناديق الاستثمار أو لائحة مؤسسات السوق المالية.
- يعد أمين الحفظ مسؤولاً تجاه مدير الصندوق ومالكي الوحدات عن خسائر الصندوق الناجمة بسبب احتياله أو إهماله أو سوء تصرفه المتعمد أو تقصيره المتعمد.
- يعد أمين الحفظ مسؤولاً عن حفظ أصول الصندوق وحمايتها لصالح مالكي الوحدات، وهو مسؤول كذلك عن اتخاذ جميع الإجراءات الإدارية اللازمة فيما يتعلق بحفظ أصول الصندوق.

E) Fund Operator

هـ) مشغل الصندوق

1) Name and address of fund operator

SNB Capital Company
King Saud Road, P.O. Box 22216, Riyadh 11495,
Saudi Arabia
Tel: +966 920000232
Website: www.alahlicapital.com

1) اسم مشغل الصندوق، وعنوانه

شركة الأهلي المالية
طريق الملك سعود، ص.ب. 22216، الرياض 11495،
المملكة العربية السعودية
هاتف: +966 920000232
الموقع الإلكتروني: www.alahlicapital.com

2) Operator's duties and responsibilities

- In relation to investment funds, the fund operator shall be responsible for operating the investment fund.
- The fund operator must maintain the books and records related to the operation of the fund it operates.
- The fund operator must establish a register of unitholders and must maintain it in the Kingdom in accordance to the Investment Funds Regulations.
- The fund operator shall be responsible for the process of dividends distribution (if available) to unitholders.
- The fund operator must process requests for subscriptions or redemption according to the fund's Terms & Conditions.
- The fund operator shall be responsible for calculating the price of the units and valuing the assets of the fund. In so doing, the fund operator shall conduct a full and fair valuation according to the fund's Terms & Conditions.

2) واجبات ومسؤوليات مشغل الصندوق

- يكون مشغل الصندوق مسؤولاً عن تشغيل الصندوق.
- يقوم مشغل الصندوق بالاحتفاظ بالدفاتر والسجلات ذات الصلة بتشغيل الصندوق.
- يقوم مشغل الصندوق بإعداد وتحديث سجلّ بالمالي الوحدات وحفظه في المملكة وفقاً لمتطلبات لائحة صناديق الاستثمار.
- يُعدّ مشغل الصندوق مسؤولاً عن عملية توزيع الأرباح (إن وجدت) حسب سياسة التوزيع المنصوص عليها في شروط وأحكام الصندوق.
- يقوم مشغل الصندوق بإجراءات الاشتراك حسب المنصوص عليها في شروط وأحكام الصندوق.
- يُعدّ مشغل الصندوق مسؤولاً عن تقييم أصول الصندوق تقييماً كاملاً وعادلاً وحساب سعر وحدات الصندوق حسب ما ورد في شروط وأحكام الصندوق.

F) Auditor

و) مراجع الحسابات

Name and Address of Auditor

KPMG Al Fozan & Partners

Riyadh Front – Airport Road P.O Box. 92876, Riyadh 11663,
Saudi Arabia
Tel: +966118748500
Website: www.kpmg.com/sa

اسم مراجع الحسابات، عنوانه

كي بي ام جي الفوزان وشركاه

وأجهاة الرياض – طريق المطار ص.ب. 92876، الرياض 11663 المملكة العربية
السعودية
هاتف: +966118748500
الموقع الإلكتروني: www.kpmg.com/sa

G) Financial Statements

ز) القوائم المالية

As shown below in the financial statements section.

كما هو موضح أدناه في قسم القوائم المالية.

Annex - Exercised Voting Rights

ملحق - ممارسات التصويت السنوية

Issuer Name	Date of General Assembly	Subject of voting (Proposal)	Voting Decision	Voting Reason/Justification
The Sage Group Plc	04/02/2021	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
The Sage Group Plc	04/02/2021	Approve Remuneration Report	For	The proposal is in line with our voting policy
The Sage Group Plc	04/02/2021	Approve Final Dividend	For	The proposal is in line with our voting policy
The Sage Group Plc	04/02/2021	Elect Sangeeta Anand as Director	For	The proposal is in line with our voting policy
The Sage Group Plc	04/02/2021	Elect Irana Wasti as Director	For	The proposal is in line with our voting policy
The Sage Group Plc	04/02/2021	Re-elect Sir Donald Brydon as Director	For	The proposal is in line with our voting policy
The Sage Group Plc	04/02/2021	Re-elect Dr John Bates as Director	For	The proposal is in line with our voting policy
The Sage Group Plc	04/02/2021	Re-elect Jonathan Bewes as Director	Against	The nominee holds three directorships, one of which as an

				executive director and two of which as Chairman of the Audit Committee. Therefore he is considered overboarded.
The Sage Group Plc	04/02/2021	Re-elect Annette Court as Director	For	The proposal is in line with our voting policy
The Sage Group Plc	04/02/2021	Re-elect Drummond Hall as Director	For	The proposal is in line with our voting policy
The Sage Group Plc	04/02/2021	Re-elect Steve Hare as Director	For	The proposal is in line with our voting policy
The Sage Group Plc	04/02/2021	Re-elect Jonathan Howell as Director	For	The proposal is in line with our voting policy
The Sage Group Plc	04/02/2021	Reappoint Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
The Sage Group Plc	04/02/2021	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For	The proposal is in line with our voting policy
The Sage Group Plc	04/02/2021	Authorise Political Donations and Expenditure	For	The proposal is in line with our voting policy
The Sage Group Plc	04/02/2021	Amend Discretionary Share Plan	For	The proposal is in line with our voting policy
The Sage Group Plc	04/02/2021	Authorise Issue of Equity	For	The proposal is in line with our voting policy
The Sage Group Plc	04/02/2021	Authorise Issue of Equity without Pre-emptive Rights	For	The proposal is in line with our voting policy
The Sage Group Plc	04/02/2021	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	The proposal is in line with our voting policy
The Sage Group Plc	04/02/2021	Authorise Market Purchase of Ordinary Shares	Against	This proposal is not in the long term interest of shareholders in the current context.
The Sage Group Plc	04/02/2021	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	The proposal is in line with our voting policy
The Sage Group Plc	04/02/2021	Adopt New Articles of Association	For	The proposal is in line with our voting policy
Kingspan Group Plc	12/02/2021	Approve Migration of the Migrating Shares to Euroclear Bank's Central Securities Depository	For	The proposal is in line with our voting policy
Kingspan Group Plc	12/02/2021	Adopt New Articles of Association	For	The proposal is in line with our voting policy
Kingspan Group Plc	12/02/2021	Authorise Company to Take All Actions to Implement the Migration	For	The proposal is in line with our voting policy
Siemens Healthineers AG	12/02/2021	Receive Financial Statements and Statutory Reports for Fiscal 2020 (Non-Voting)		This is a non-voting item
Siemens Healthineers AG	12/02/2021	Approve Allocation of Income and Dividends of EUR 0.80 per Share	For	The proposal is in line with our voting policy
Siemens Healthineers AG	12/02/2021	Ratify Ernst & Young GmbH as Auditors for Fiscal 2021	For	The proposal is in line with our voting policy
Siemens Healthineers AG	12/02/2021	Amend Articles Re: Information for Registration in the Share Register	For	The proposal is in line with our voting policy
Siemens Healthineers AG	12/02/2021	Approve Increase in Size of Board to Ten Members	For	The proposal is in line with our voting policy
Siemens Healthineers AG	12/02/2021	Elect Peer Schatz to the Supervisory Board	Against	term of the proposed nominee is over 4 years
Siemens Healthineers AG	12/02/2021	Approve Remuneration Policy	For	The proposal is in line with our voting policy
Siemens Healthineers AG	12/02/2021	Approve Remuneration of Supervisory Board	For	The proposal is in line with our voting policy
Siemens Healthineers AG	12/02/2021	Approve Creation of EUR 537.5 Million Pool of Capital without Preemptive Rights	Against	excessive capital increase without preemptive rights
Siemens Healthineers AG	12/02/2021	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 6	For	The proposal is in line with our voting policy

		Billion; Approve Creation of EUR 107.5 Million Pool of Capital to Guarantee Conversion Rights		
Siemens Healthineers AG	12/02/2021	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	The proposal is in line with our voting policy
Siemens Healthineers AG	12/02/2021	Approve Discharge of Management Board Member Bernhard Montag for Fiscal 2020	For	The proposal is in line with our voting policy
Siemens Healthineers AG	12/02/2021	Approve Discharge of Management Board Member Jochen Schmitz for Fiscal 2020	For	The proposal is in line with our voting policy
Siemens Healthineers AG	12/02/2021	Approve Discharge of Management Board Member Christoph Zindel for Fiscal 2020	For	The proposal is in line with our voting policy
Siemens Healthineers AG	12/02/2021	Approve Discharge of Supervisory Board Member Ralf Thomas for Fiscal 2020	For	The proposal is in line with our voting policy
Siemens Healthineers AG	12/02/2021	Approve Discharge of Supervisory Board Member Michael Sen (until Feb. 12, 2020) for Fiscal 2020	For	The proposal is in line with our voting policy
Siemens Healthineers AG	12/02/2021	Approve Discharge of Supervisory Board Member Norbert Gaus for Fiscal 2020	For	The proposal is in line with our voting policy
Siemens Healthineers AG	12/02/2021	Approve Discharge of Supervisory Board Member Roland Busch (from Feb. 12, 2020) for Fiscal 2020	For	The proposal is in line with our voting policy
Siemens Healthineers AG	12/02/2021	Approve Discharge of Supervisory Board Member Marion Helmes for Fiscal 2020	For	The proposal is in line with our voting policy
Siemens Healthineers AG	12/02/2021	Approve Discharge of Supervisory Board Member Andreas Hoffmann for Fiscal 2020	For	The proposal is in line with our voting policy
Siemens Healthineers AG	12/02/2021	Approve Discharge of Supervisory Board Member Philipp Roesler for Fiscal 2020	For	The proposal is in line with our voting policy
Siemens Healthineers AG	12/02/2021	Approve Discharge of Supervisory Board Member Nathalie Von Siemens for Fiscal 2020	For	The proposal is in line with our voting policy
Siemens Healthineers AG	12/02/2021	Approve Discharge of Supervisory Board Member Gregory Sorensen for Fiscal 2020	For	The proposal is in line with our voting policy
Siemens Healthineers AG	12/02/2021	Approve Discharge of Supervisory Board Member Karl-Heinz Streibich for Fiscal 2020	For	The proposal is in line with our voting policy
Kone Oyj	02/03/2021	Open Meeting		This is a non-voting item
Kone Oyj	02/03/2021	Call the Meeting to Order		This is a non-voting item
Kone Oyj	02/03/2021	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	For	The proposal is in line with our voting policy
Kone Oyj	02/03/2021	Acknowledge Proper Convening of Meeting	For	The proposal is in line with our voting policy
Kone Oyj	02/03/2021	Prepare and Approve List of Shareholders	For	The proposal is in line with our voting policy
Kone Oyj	02/03/2021	Receive Financial Statements and Statutory Reports		This is a non-voting item
Kone Oyj	02/03/2021	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Kone Oyj	02/03/2021	Approve Allocation of Income and Dividends of EUR 1.7475 per Class A Share and EUR 1.75 per Class B Share; Approve Extra Dividends of EUR 0.4975 per Class A Share and EUR 0.50 per Class B Share	Against	The payout ratio is more than 100 percent of earnings (i.e. 124.31 percent) and we believe that in the current Covid 19 context this is not in the long term interest of shareholders
Kone Oyj	02/03/2021	Approve Discharge of Board and President	For	The proposal is in line with our voting policy
Kone Oyj	02/03/2021	Approve Remuneration Report (Advisory Vote)	Against	There is a lack of information regarding the STIP and LTIP criteria,

				performance target and weight of metrics
Kone Oyj	02/03/2021	Approve Remuneration of Directors in the Amount of EUR 220,000 for Chairman, EUR 125,000 for Vice Chairman, and EUR 110,000 for Other Directors	Against	The increase of the fees is excessive and the company has failed to give a rationale for such an increase
Kone Oyj	02/03/2021	Fix Number of Directors at Eight	For	The proposal is in line with our voting policy
Kone Oyj	02/03/2021	Reelect Matti Alahuhta, Susan Duinhoven, Antti Herlin, Iiris Herlin, Jussi Herlin, Ravi Kant and Juhani Kaskeala as Directors; Elect Jennifer Xin-Zhe Li as New Director	Against	Jussi Herlin and Antti Herlin are non-independent members of the audit, compensation and nomination committees, which are less than 51% independent.- Juhani Kaskeala and Matti Alahuhta are non-independent members of the compensation and nomination committees, which are less than 51% independent.
Kone Oyj	02/03/2021	Approve Remuneration of Auditors	For	The proposal is in line with our voting policy
Kone Oyj	02/03/2021	Elect One Auditor for the Term Ending on the Conclusion of AGM 2020	For	The proposal is in line with our voting policy
Kone Oyj	02/03/2021	Ratify Ernst & Young as Auditors	For	The proposal is in line with our voting policy
Kone Oyj	02/03/2021	Authorize Share Repurchase Program	For	The proposal is in line with our voting policy
Kone Oyj	02/03/2021	Approve Issuance of Shares and Options without Preemptive Rights	For	The proposal is in line with our voting policy
Kone Oyj	02/03/2021	Close Meeting		This is a non-voting item
Novartis AG	02/03/2021	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Novartis AG	02/03/2021	Approve Discharge of Board and Senior Management	For	The proposal is in line with our voting policy
Novartis AG	02/03/2021	Approve Allocation of Income and Dividends of CHF 3.00 per Share	For	The proposal is in line with our voting policy
Novartis AG	02/03/2021	Approve CHF 16.3 Million Reduction in Share Capital via Cancellation of Repurchased Shares	For	The proposal is in line with our voting policy
Novartis AG	02/03/2021	Authorize Repurchase of up to CHF 10 Billion in Issued Share Capital	For	The proposal is in line with our voting policy
Novartis AG	02/03/2021	Ratify PricewaterhouseCoopers AG as Auditors	For	The proposal is in line with our voting policy
Novartis AG	02/03/2021	Designate Peter Zahn as Independent Proxy	For	The proposal is in line with our voting policy
Novartis AG	02/03/2021	Amend Articles Re: Board of Directors Tenure	For	The proposal is in line with our voting policy
Novartis AG	02/03/2021	Transact Other Business (Voting)	Against	This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and - The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.
Novartis AG	02/03/2021	Approve Remuneration of Directors in the Amount of CHF 8.6 Million	For	The proposal is in line with our voting policy
Novartis AG	02/03/2021	Approve Maximum Remuneration of Executive Committee in the Amount of CHF 91 Million	For	The proposal is in line with our voting policy
Novartis AG	02/03/2021	Approve Remuneration Report	For	The proposal is in line with our voting policy

Novartis AG	02/03/2021	Reelect Joerg Reinhardt as Director and Board Chairman	For	The proposal is in line with our voting policy
Novartis AG	02/03/2021	Reelect Andreas von Planta as Director	For	The proposal is in line with our voting policy
Novartis AG	02/03/2021	Reelect Charles Sawyers as Director	For	The proposal is in line with our voting policy
Novartis AG	02/03/2021	Elect Enrico Vanni as Director	For	The proposal is in line with our voting policy
Novartis AG	02/03/2021	Reelect William Winters as Director	For	The proposal is in line with our voting policy
Novartis AG	02/03/2021	Reelect Nancy Andrews as Director	For	The proposal is in line with our voting policy
Novartis AG	02/03/2021	Reelect Ton Buechner as Director	Against	The nominee holds 3 non-executive directorships, 2 of which as Chairman of the Board. The nominee is therefore overboarded.
Novartis AG	02/03/2021	Reelect Patrice Bula as Director	For	The proposal is in line with our voting policy
Novartis AG	02/03/2021	Reelect Elizabeth Doherty as Director	For	The proposal is in line with our voting policy
Novartis AG	02/03/2021	Reelect Ann Fudge as Director	For	The proposal is in line with our voting policy
Novartis AG	02/03/2021	Reelect Bridgette Heller as Director	For	The proposal is in line with our voting policy
Novartis AG	02/03/2021	Reelect Frans van Houten as Director	For	The proposal is in line with our voting policy
Novartis AG	02/03/2021	Reelect Simon Moroney as Director	For	The proposal is in line with our voting policy
Novartis AG	02/03/2021	Reappoint Patrice Bula as Member of the Compensation Committee	For	The proposal is in line with our voting policy
Novartis AG	02/03/2021	Reappoint Bridgette Heller as Member of the Compensation Committee	For	The proposal is in line with our voting policy
Novartis AG	02/03/2021	Reappoint Enrico Vanni as Member of the Compensation Committee	For	The proposal is in line with our voting policy
Novartis AG	02/03/2021	Reappoint William Winters as Member of the Compensation Committee	For	The proposal is in line with our voting policy
Novartis AG	02/03/2021	Appoint Simon Moroney as Member of the Compensation Committee	For	The proposal is in line with our voting policy
Siemens Gamesa Renewable Energy SA	17/03/2021	Approve Consolidated and Standalone Financial Statements	For	The proposal is in line with our voting policy
Siemens Gamesa Renewable Energy SA	17/03/2021	Approve Consolidated and Standalone Management Reports	For	The proposal is in line with our voting policy
Siemens Gamesa Renewable Energy SA	17/03/2021	Approve Non-Financial Information Statement	For	The proposal is in line with our voting policy
Siemens Gamesa Renewable Energy SA	17/03/2021	Approve Discharge of Board	For	The proposal is in line with our voting policy
Siemens Gamesa Renewable Energy SA	17/03/2021	Approve Treatment of Net Loss	For	The proposal is in line with our voting policy
Siemens Gamesa Renewable Energy SA	17/03/2021	Ratify Appointment of and Elect Tim Dawidowsky as Director	For	The proposal is in line with our voting policy
Siemens Gamesa Renewable Energy SA	17/03/2021	Reelect Mariel von Schumann as Director	For	The proposal is in line with our voting policy
Siemens Gamesa Renewable Energy SA	17/03/2021	Reelect Klaus Rosenfeld as Director	Against	The nominee holds three Non-Executive Directorships and one Executive position as CEO. He is therefore overboarded.
Siemens Gamesa Renewable Energy SA	17/03/2021	Renew Appointment of Ernst & Young as Auditor	For	The proposal is in line with our voting policy
Siemens Gamesa Renewable Energy SA	17/03/2021	Approve Remuneration Policy	For	The proposal is in line with our voting policy
Siemens Gamesa Renewable Energy SA	17/03/2021	Approve Restricted Stock Plan	For	The proposal is in line with our voting policy
Siemens Gamesa Renewable Energy SA	17/03/2021	Authorize Board to Ratify and Execute Approved Resolutions	For	The proposal is in line with our voting policy

Siemens Gamesa Renewable Energy SA	17/03/2021	Advisory Vote on Remuneration Report	For	The proposal is in line with our voting policy
SGS SA	23/03/2021	Approve Discharge of Board and Senior Management	For	The proposal is in line with our voting policy
SGS SA	23/03/2021	Approve Allocation of Income and Dividends of CHF 80.00 per Share	Against	The level of dividend is not in the long term interest of shareholders.
SGS SA	23/03/2021	Approve CHF 70,700 Reduction in Share Capital via Cancellation of Repurchased Shares	For	The proposal is in line with our voting policy
SGS SA	23/03/2021	Approve Creation of CHF 500,000 Pool of Capital without Preemptive Rights	For	The proposal is in line with our voting policy
SGS SA	23/03/2021	Transact Other Business (Voting)	Against	The company has not disclosed sufficient information to enable support of the proposal.
SGS SA	23/03/2021	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
SGS SA	23/03/2021	Approve Remuneration Report (Non-Binding)	Against	Compensation is excessive compared to peers.
SGS SA	23/03/2021	Reelect Calvin Grieder as Director	For	The proposal is in line with our voting policy
SGS SA	23/03/2021	Reelect Sami Atiya as Director	For	The proposal is in line with our voting policy
SGS SA	23/03/2021	Reelect Paul Desmarais as Director	Against	The nominee holds three non-executive directorships including two as Chairman of the Board. The nominee is therefore overboarded.
SGS SA	23/03/2021	Reelect Ian Gallienne as Director	Against	The nominee holds three non-executive directorships and one executive position as CEO. The nominee is therefore overboarded.
SGS SA	23/03/2021	Reelect Shelby du Pasquier as Director	For	The proposal is in line with our voting policy
SGS SA	23/03/2021	Reelect Kory Sorenson as Director	Against	The nominee holds four non-executive directorships including one as Chairman of the Audit Committee. The nominee is therefore overboarded.
SGS SA	23/03/2021	Reelect Tobias Hartmann as Director	For	The proposal is in line with our voting policy
SGS SA	23/03/2021	Elect Janet Vergis as Director	For	The proposal is in line with our voting policy
SGS SA	23/03/2021	Reelect Calvin Grieder as Board Chairman	For	The proposal is in line with our voting policy
SGS SA	23/03/2021	Reappoint Ian Gallienne as Member of the Compensation Committee	Against	The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors. The nominee holds three non-executive directorships and one executive position as CEO. The nominee is therefore overboarded.
SGS SA	23/03/2021	Reappoint Shelby du Pasquier as Member of the Compensation Committee	Against	The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors.
SGS SA	23/03/2021	Reappoint Kory Sorenson as Member of the Compensation Committee	Against	The nominee holds four non-executive directorships including one as Chairman of the Audit Committee. The nominee is therefore overboarded.
SGS SA	23/03/2021	Ratify PricewaterhouseCoopers SA as Auditors	For	The proposal is in line with our voting policy
SGS SA	23/03/2021	Designate Jeandin & Defacqz as Independent Proxy	For	The proposal is in line with our voting policy

SGS SA	23/03/2021	Approve Remuneration of Directors in the Amount of CHF 2.3 Million	For	The proposal is in line with our voting policy
SGS SA	23/03/2021	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 14 Million	For	The proposal is in line with our voting policy
SGS SA	23/03/2021	Approve Variable Remuneration of Executive Committee in the Amount of CHF 3.1 Million	For	The proposal is in line with our voting policy
SGS SA	23/03/2021	Approve Long Term Incentive Plan for Executive Committee in the Amount of CHF 26 Million	For	The proposal is in line with our voting policy
Schindler Holding AG	23/03/2021	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Schindler Holding AG	23/03/2021	Approve Allocation of Income and Dividends of CHF 4.00 per Share and Participation Certificate	For	The proposal is in line with our voting policy
Schindler Holding AG	23/03/2021	Approve Discharge of Board and Senior Management	For	The proposal is in line with our voting policy
Schindler Holding AG	23/03/2021	Transact Other Business (Voting)	Against	The company has not disclosed sufficient information to enable support of the proposal.
Schindler Holding AG	23/03/2021	Approve Variable Remuneration of Directors in the Amount of CHF 4.6 Million	Against	The company has not disclosed sufficient information to enable support of the proposal.
Schindler Holding AG	23/03/2021	Approve Variable Remuneration of Executive Committee in the Amount of CHF 11.3 Million	For	The proposal is in line with our voting policy
Schindler Holding AG	23/03/2021	Approve Fixed Remuneration of Directors in the Amount of CHF 7 Million	For	The proposal is in line with our voting policy
Schindler Holding AG	23/03/2021	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 11.6 Million	For	The proposal is in line with our voting policy
Schindler Holding AG	23/03/2021	Reelect Silvio Napoli as Director and Board Chairman	Against	The board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors.
Schindler Holding AG	23/03/2021	Elect Adam Keswick as Director	Against	The board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors. The nominee holds three non-executive directorships and one executive position. He is therefore overboarded.
Schindler Holding AG	23/03/2021	Elect Günter Schaeuble as Director	Against	The board is not sufficiently independent as per our voting policy.
Schindler Holding AG	23/03/2021	Reelect Alfred Schindler as Director	Against	The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors.
Schindler Holding AG	23/03/2021	Reelect Pius Baschera as Director	Against	The board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors.
Schindler Holding AG	23/03/2021	Reelect Erich Ammann as Director	Against	The board is not sufficiently independent as per our voting

				policy. The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors. The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors.
Schindler Holding AG	23/03/2021	Reelect Luc Bonnard as Director	Against	The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors.
Schindler Holding AG	23/03/2021	Reelect Patrice Bula as Director	For	The proposal is in line with our voting policy
Schindler Holding AG	23/03/2021	Reelect Monika Buetler as Director	For	The proposal is in line with our voting policy
Schindler Holding AG	23/03/2021	Reelect Orit Gadish as Director	Against	The board is not sufficiently independent as per our voting policy.
Schindler Holding AG	23/03/2021	Reelect Tobias Staehelin as Director	For	The proposal is in line with our voting policy
Schindler Holding AG	23/03/2021	Reelect Carole Vischer as Director	Against	The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors.
Schindler Holding AG	23/03/2021	Appoint Adam Keswick as Member of the Compensation Committee	Against	The board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors. The nominee holds three non-executive directorships and one executive position. He is therefore overboarded.
Schindler Holding AG	23/03/2021	Reappoint Pius Baschera as Member of the Compensation Committee	Against	The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors.
Schindler Holding AG	23/03/2021	Reappoint Patrice Bula as Member of the Compensation Committee	For	The proposal is in line with our voting policy
Schindler Holding AG	23/03/2021	Designate Adrian von Segesser as Independent Proxy	For	The proposal is in line with our voting policy
Schindler Holding AG	23/03/2021	Ratify PricewaterhouseCoopers AG as Auditors	For	The proposal is in line with our voting policy
Sartorius Stedim Biotech SA	24/03/2021	Approve Financial Statements and Discharge Directors	For	The proposal is in line with our voting policy
Sartorius Stedim Biotech SA	24/03/2021	Approve Consolidated Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Sartorius Stedim Biotech SA	24/03/2021	Approve Allocation of Income and Dividends of EUR 0.68 per Share	For	The proposal is in line with our voting policy
Sartorius Stedim Biotech SA	24/03/2021	Approve Auditors' Special Report on Related-Party Transactions	Against	The company has not disclosed sufficient information to enable support of the proposal. The company has shown no or insufficient responsiveness to shareholder dissent.
Sartorius Stedim Biotech SA	24/03/2021	Approve Remuneration of Directors in the Aggregate Amount of EUR 313,800	For	The proposal is in line with our voting policy
Sartorius Stedim Biotech SA	24/03/2021	Approve Compensation of Corporate Officers	For	The proposal is in line with our voting policy
Sartorius Stedim Biotech SA	24/03/2021	Approve Compensation of Joachim Kreuzburg, Chairman and CEO	Against	The compensation is excessive compared to peers. There is a lack of

				ESG criteria in the variable compensationThe company has not disclosed sufficient information to enable support of the proposal
Sartorius Stedim Biotech SA	24/03/2021	Approve Remuneration Policy of Corporate Officers	Against	The company has not disclosed sufficient information to enable support of the proposal
Sartorius Stedim Biotech SA	24/03/2021	Authorize Repurchase of Up to 0.10 Percent of Issued Share Capital	For	The proposal is in line with our voting policy
Sartorius Stedim Biotech SA	24/03/2021	Reelect Anne-Marie Graffin as Director	For	The proposal is in line with our voting policy
Sartorius Stedim Biotech SA	24/03/2021	Reelect Susan Dexter as Director	For	The proposal is in line with our voting policy
Sartorius Stedim Biotech SA	24/03/2021	Renew Appointment of KPMG as Auditor	For	The proposal is in line with our voting policy
Sartorius Stedim Biotech SA	24/03/2021	Acknowledge End of Mandate of Salustro Reydel as Alternate Auditor and Decision to Neither Replace Nor Renew	For	The proposal is in line with our voting policy
Sartorius Stedim Biotech SA	24/03/2021	Authorize Filing of Required Documents/Other Formalities	For	The proposal is in line with our voting policy
Sartorius Stedim Biotech SA	24/03/2021	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	The proposal is in line with our voting policy
Sartorius Stedim Biotech SA	24/03/2021	Authorize Filing of Required Documents/Other Formalities	For	The proposal is in line with our voting policy
ABB Ltd.	25/03/2021	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
ABB Ltd.	25/03/2021	Approve Remuneration Report (Non-Binding)	For	The proposal is in line with our voting policy
ABB Ltd.	25/03/2021	Approve Discharge of Board and Senior Management	For	The proposal is in line with our voting policy
ABB Ltd.	25/03/2021	Approve Allocation of Income and Dividends of CHF 0.80 per Share	For	The proposal is in line with our voting policy
ABB Ltd.	25/03/2021	Approve CHF 13.8 Million Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	For	The proposal is in line with our voting policy
ABB Ltd.	25/03/2021	Approve Creation of CHF 24 Million Pool of Capital without Preemptive Rights	Against	Excessive capital increase without preemptive rights.
ABB Ltd.	25/03/2021	Designate Hans Zehnder as Independent Proxy	For	The proposal is in line with our voting policy
ABB Ltd.	25/03/2021	Ratify KPMG AG as Auditors	For	The proposal is in line with our voting policy
ABB Ltd.	25/03/2021	Transact Other Business (Voting)	Against	The company has not disclosed sufficient information to enable support of the proposal.
ABB Ltd.	25/03/2021	Approve Remuneration of Directors in the Amount of CHF 4.4 Million	For	The proposal is in line with our voting policy
ABB Ltd.	25/03/2021	Approve Remuneration of Executive Committee in the Amount of CHF 40 Million	For	The proposal is in line with our voting policy
ABB Ltd.	25/03/2021	Reelect Gunnar Brock as Director	For	The proposal is in line with our voting policy
ABB Ltd.	25/03/2021	Reelect Peter Voser as Director and Board Chairman	For	The proposal is in line with our voting policy
ABB Ltd.	25/03/2021	Reelect David Constable as Director	For	The proposal is in line with our voting policy
ABB Ltd.	25/03/2021	Reelect Frederico Curado as Director	For	The proposal is in line with our voting policy
ABB Ltd.	25/03/2021	Reelect Lars Foerberg as Director	For	The proposal is in line with our voting policy
ABB Ltd.	25/03/2021	Reelect Jennifer Xin-Zhe Li as Director	For	The proposal is in line with our voting policy
ABB Ltd.	25/03/2021	Reelect Geraldine Matchett as Director	For	The proposal is in line with our voting policy

ABB Ltd.	25/03/2021	Reelect David Meline as Director	For	The proposal is in line with our voting policy
ABB Ltd.	25/03/2021	Reelect Satish Pai as Director	For	The proposal is in line with our voting policy
ABB Ltd.	25/03/2021	Reelect Jacob Wallenberg as Director	Against	The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors. The nominee holds four non-executive directorships, one of which as an outside Chairman of the Board. The nominee is therefore overboarded.
ABB Ltd.	25/03/2021	Appoint David Constable as Member of the Compensation Committee	For	The proposal is in line with our voting policy
ABB Ltd.	25/03/2021	Appoint Frederico Curado as Member of the Compensation Committee	For	The proposal is in line with our voting policy
ABB Ltd.	25/03/2021	Appoint Jennifer Xin-Zhe Li as Member of the Compensation Committee	For	The proposal is in line with our voting policy
Givaudan SA	25/03/2021	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Givaudan SA	25/03/2021	Approve Remuneration Report	Against	Compensation is excessive compared to peers
Givaudan SA	25/03/2021	Approve Allocation of Income and Dividends of CHF 64 per Share	For	The proposal is in line with our voting policy
Givaudan SA	25/03/2021	Approve Discharge of Board of Directors	For	The proposal is in line with our voting policy
Givaudan SA	25/03/2021	Transact Other Business (Voting)	Against	The company has not disclosed sufficient information to enable support of the proposal.
Givaudan SA	25/03/2021	Reelect Victor Balli as Director	Against	The nominee holds four non-executive directorships including two as Chairman of the Audit Committee. He is therefore overboarded.
Givaudan SA	25/03/2021	Reelect Werner Bauer as Director	For	The proposal is in line with our voting policy
Givaudan SA	25/03/2021	Reelect Lilian Biner as Director	For	The proposal is in line with our voting policy
Givaudan SA	25/03/2021	Reelect Michael Carlos as Director	For	The proposal is in line with our voting policy
Givaudan SA	25/03/2021	Reelect Ingrid Deltenre as Director	For	The proposal is in line with our voting policy
Givaudan SA	25/03/2021	Reelect Olivier Filliol as Director	For	The proposal is in line with our voting policy
Givaudan SA	25/03/2021	Reelect Sophie Gasperment as Director	Against	The nominee holds five non-executive directorships. She is therefore overboarded.
Givaudan SA	25/03/2021	Reelect Calvin Grieder as Director and Board Chairman	For	The proposal is in line with our voting policy
Givaudan SA	25/03/2021	Reappoint Werner Bauer as Member of the Compensation Committee	For	The proposal is in line with our voting policy
Givaudan SA	25/03/2021	Reappoint Ingrid Deltenre as Member of the Compensation Committee	For	The proposal is in line with our voting policy
Givaudan SA	25/03/2021	Reappoint Victor Balli as Member of the Compensation Committee	Against	The nominee holds four non-executive directorships including two as Chairman of the Audit Committee. He is therefore overboarded.
Givaudan SA	25/03/2021	Designate Manuel Isler as Independent Proxy	For	The proposal is in line with our voting policy
Givaudan SA	25/03/2021	Ratify Deloitte AG as Auditors	For	The proposal is in line with our voting policy
Givaudan SA	25/03/2021	Approve Remuneration of Directors in the Amount of CHF 3.3 Million	For	The proposal is in line with our voting policy

Givaudan SA	25/03/2021	Approve Short Term Variable Remuneration of Executive Committee in the Amount of CHF 4.8 Million	For	The proposal is in line with our voting policy
Givaudan SA	25/03/2021	Approve Fixed and Long Term Variable Remuneration of Executive Committee in the Amount of CHF 15.4 Million	For	The proposal is in line with our voting policy
Moncler SpA	25/03/2021	Approve Issuance of Shares for a Private Placement Reserved to Rivetex Srl, Mattia Rivetti Riccardi, Ginevra Alexandra Shapiro, Pietro Brando Shapiro, Alessandro Gilberti and Venezia Investments Pte Ltd	For	The proposal is in line with our voting policy
Moncler SpA	25/03/2021	Amend Company Bylaws Re: Article 8, 12 and 13	For	The proposal is in line with our voting policy
Orion Oyj	25/03/2021	Open Meeting		This is a non-voting item
Orion Oyj	25/03/2021	Call the Meeting to Order		This is a non-voting item
Orion Oyj	25/03/2021	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting		This is a non-voting item
Orion Oyj	25/03/2021	Acknowledge Proper Convening of Meeting		This is a non-voting item
Orion Oyj	25/03/2021	Prepare and Approve List of Shareholders		This is a non-voting item
Orion Oyj	25/03/2021	Receive Financial Statements and Statutory Reports		This is a non-voting item
Orion Oyj	25/03/2021	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Orion Oyj	25/03/2021	Approve Allocation of Income and Dividends of EUR 1.50 Per Share; Approve Charitable Donations of up to EUR 350,000	Against	The level of dividend is not in the long term interest of shareholders.
Orion Oyj	25/03/2021	Approve Discharge of Board and President	For	The proposal is in line with our voting policy
Orion Oyj	25/03/2021	Approve Remuneration Report (Advisory Vote)	Against	LTI with insufficient performance period. There is a lack of ESG criteria in the variable compensation.
Orion Oyj	25/03/2021	Approve Remuneration of Directors in the Amount of EUR 90,000 for Chairman, EUR 55,000 for Vice Chairman and Chairmen of the Committees, and EUR 45,000 for Other Directors; Approve Meeting Fees	For	The proposal is in line with our voting policy
Orion Oyj	25/03/2021	Fix Number of Directors at Eight	For	The proposal is in line with our voting policy
Orion Oyj	25/03/2021	Reelect Mikael Silvennoinen (Chair), Kari Jussi Aho, Pia Kalsta, Ari Lehtoranta, Timo Maasilta, Hilpi Rautelin and Eija Ronkainen as Directors; Elect Veli-Matti Mattila as New Director	For	The proposal is in line with our voting policy
Orion Oyj	25/03/2021	Approve Remuneration of Auditors	For	The proposal is in line with our voting policy
Orion Oyj	25/03/2021	Ratify KPMG as Auditors	For	The proposal is in line with our voting policy
Orion Oyj	25/03/2021	Approve Issuance of up to 14 Million Class B Shares without Preemptive Rights	For	The proposal is in line with our voting policy
Orion Oyj	25/03/2021	Close Meeting		This is a non-voting item
Neste Corp.	30/03/2021	Open Meeting		This is a non-voting item
Neste Corp.	30/03/2021	Call the Meeting to Order		This is a non-voting item
Neste Corp.	30/03/2021	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting		This is a non-voting item
Neste Corp.	30/03/2021	Acknowledge Proper Convening of Meeting		This is a non-voting item
Neste Corp.	30/03/2021	Prepare and Approve List of Shareholders		This is a non-voting item

Neste Corp.	30/03/2021	Receive Financial Statements and Statutory Reports; Receive Board's Report; Receive Auditor's Report		This is a non-voting item
Neste Corp.	30/03/2021	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Neste Corp.	30/03/2021	Approve Allocation of Income and Dividends of EUR 0.80 Per Share	For	The proposal is in line with our voting policy
Neste Corp.	30/03/2021	Approve Discharge of Board and President	For	The proposal is in line with our voting policy
Neste Corp.	30/03/2021	Approve Remuneration Report (Advisory Vote)	For	The proposal is in line with our voting policy
Neste Corp.	30/03/2021	Approve Remuneration of Directors in the Amount of EUR 67,900 for Chairman, EUR 49,600 for Vice Chairman, and EUR 35,700 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	For	The Proposal is in shareholders' interest.
Neste Corp.	30/03/2021	Fix Number of Directors at Nine	For	The proposal is in line with our voting policy
Neste Corp.	30/03/2021	Reelect Matti Kahkonen (Chair), Sonat Burman Olsson, Nick Elmslie, Martina Floel, Jean-Baptiste Renard, Jari Rosendal, Johanna Soderstrom and Marco Wiren (Vice Chair) as Directors; Elect John Abbott as New Director	For	The proposal is in line with our voting policy
Neste Corp.	30/03/2021	Approve Remuneration of Auditors	For	The proposal is in line with our voting policy
Neste Corp.	30/03/2021	Ratify KPMG as Auditors	For	The proposal is in line with our voting policy
Neste Corp.	30/03/2021	Authorize Share Repurchase Program	For	The proposal is in line with our voting policy
Neste Corp.	30/03/2021	Amend Articles Re: Number of Directors; Auditors; Notice of General Meeting; Remuneration Policy and Report on the Agenda of AGMs	For	The proposal is in line with our voting policy
Neste Corp.	30/03/2021	Close Meeting		This is a non-voting item
UPM-Kymmene Oyj	30/03/2021	Open Meeting		This is a non-voting item
UPM-Kymmene Oyj	30/03/2021	Call the Meeting to Order		This is a non-voting item
UPM-Kymmene Oyj	30/03/2021	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting		This is a non-voting item
UPM-Kymmene Oyj	30/03/2021	Acknowledge Proper Convening of Meeting		This is a non-voting item
UPM-Kymmene Oyj	30/03/2021	Prepare and Approve List of Shareholders		This is a non-voting item
UPM-Kymmene Oyj	30/03/2021	Receive Financial Statements and Statutory Reports		This is a non-voting item
UPM-Kymmene Oyj	30/03/2021	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
UPM-Kymmene Oyj	30/03/2021	Approve Allocation of Income and Dividends of EUR 1.30 Per Share	For	The proposal is in line with our voting policy
UPM-Kymmene Oyj	30/03/2021	Approve Discharge of Board and President	For	The proposal is in line with our voting policy
UPM-Kymmene Oyj	30/03/2021	Approve Remuneration Report	Against	Compensation is excessive compared to peers. There is a lack of environmental criteria in the variable compensation.
UPM-Kymmene Oyj	30/03/2021	Remuneration of Directors in the Amount of EUR 195,000 for Chairman, EUR 140,000 for Deputy Chairman and EUR 115,000 for Other Directors; Approve Compensation for Committee Work	For	The proposal is in line with our voting policy
UPM-Kymmene Oyj	30/03/2021	Fix Number of Directors at Nine	For	The proposal is in line with our voting policy

UPM-Kymmene Oyj	30/03/2021	Reelect Berndt Brunow, Henrik Ehrnrooth, Piia-Noora Kauppi, Marjan Oudeman, Kim Wahl, Bjorn Wahlroos, Emma FitzGerald and Martin a Porta as Directors; Elect Jari Gustafsson as New Director	Against	The nominee Maria (Marjan) Oudeman holds four non-executive directorships including two as Chairman of the Audit Committee. The nominee is therefore overboarded.
UPM-Kymmene Oyj	30/03/2021	Approve Remuneration of Auditors	For	The proposal is in line with our voting policy
UPM-Kymmene Oyj	30/03/2021	Ratify PricewaterhouseCoopers as Auditors	For	The proposal is in line with our voting policy
UPM-Kymmene Oyj	30/03/2021	Approve Issuance of up to 25 Million Shares without Preemptive Rights	For	The proposal is in line with our voting policy
UPM-Kymmene Oyj	30/03/2021	Authorize Share Repurchase Program	For	The proposal is in line with our voting policy
UPM-Kymmene Oyj	30/03/2021	Authorize Charitable Donations	For	The proposal is in line with our voting policy
UPM-Kymmene Oyj	30/03/2021	Close Meeting		This is a non-voting item
Beiersdorf AG	01/04/2021	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (Non-Voting)		This is a non-voting item
Beiersdorf AG	01/04/2021	Approve Allocation of Income and Dividends of EUR 0.70 per Share	For	The proposal is in line with our voting policy
Beiersdorf AG	01/04/2021	Approve Discharge of Management Board for Fiscal Year 2020	For	The proposal is in line with our voting policy
Beiersdorf AG	01/04/2021	Approve Discharge of Supervisory Board for Fiscal Year 2020	For	The proposal is in line with our voting policy
Beiersdorf AG	01/04/2021	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2021	For	The proposal is in line with our voting policy
Beiersdorf AG	01/04/2021	Approve Remuneration Policy	For	The proposal is in line with our voting policy
Beiersdorf AG	01/04/2021	Approve Remuneration of Supervisory Board	For	The proposal is in line with our voting policy
Straumann Holding AG	09/04/2021	Approve Allocation of Income and Dividends of CHF 5.75 per Share	For	The proposal is in line with our voting policy
Straumann Holding AG	09/04/2021	Approve Discharge of Board of Directors	For	The proposal is in line with our voting policy
Straumann Holding AG	09/04/2021	Approve Fixed Remuneration of Directors in the Amount of CHF 2.7 Million	For	The proposal is in line with our voting policy
Straumann Holding AG	09/04/2021	Designate Neovius AG as Independent Proxy	For	The proposal is in line with our voting policy
Straumann Holding AG	09/04/2021	Ratify Ernst & Young AG as Auditors	For	The proposal is in line with our voting policy
Straumann Holding AG	09/04/2021	Transact Other Business (Voting)	Against	The company has not disclosed sufficient information to enable support of the proposal.
Straumann Holding AG	09/04/2021	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Straumann Holding AG	09/04/2021	Approve Remuneration Report	Against	There is a lack of ESG criteria in the variable compensation.
Straumann Holding AG	09/04/2021	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 9 Million	For	The proposal is in line with our voting policy
Straumann Holding AG	09/04/2021	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 3.5 Million	For	The proposal is in line with our voting policy
Straumann Holding AG	09/04/2021	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 3.1 Million	For	The proposal is in line with our voting policy
Straumann Holding AG	09/04/2021	Reelect Gilbert Achermann as Director and Board Chairman	Against	The board is not sufficiently independent as per our voting policy. The nominee holds four non-executive directorships including one as Chairman of the Board and one as Chairman of the Audit Committee.

				The nominee is therefore overboarded.
Straumann Holding AG	09/04/2021	Reelect Sebastian Burckhardt as Director	Against	The board is not sufficiently independent as per our voting policy The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors.
Straumann Holding AG	09/04/2021	Reelect Marco Gadola as Director	Against	The board is not sufficiently independent as per our voting policy The nominee holds four non-executive directorships including one as Chairman of the Board. The nominee is therefore overboarded.
Straumann Holding AG	09/04/2021	Reelect Juan Gonzalez as Director	For	The proposal is in line with our voting policy
Straumann Holding AG	09/04/2021	Reelect Beat Luethi as Director	For	The proposal is in line with our voting policy
Straumann Holding AG	09/04/2021	Reelect Thomas Straumann as Director	For	The proposal is in line with our voting policy
Straumann Holding AG	09/04/2021	Reelect Regula Wallimann as Director	Against	The nominee holds three non-executive directorships including two as Chairman of the Audit Committee. The nominee is therefore overboarded.
Straumann Holding AG	09/04/2021	Elect Petra Rumpf as Director	Against	The board is not sufficiently independent as per our voting policy
Straumann Holding AG	09/04/2021	Appoint Beat Luethi as Member of the Compensation Committee	Against	The board is not sufficiently independent as per our voting policy.
Straumann Holding AG	09/04/2021	Appoint Regula Wallimann as Member of the Compensation Committee	Against	The nominee holds three non-executive directorships including two as Chairman of the Audit Committee. The nominee is therefore overboarded.
Straumann Holding AG	09/04/2021	Appoint Juan Gonzalez as Member of the Compensation Committee	For	The proposal is in line with our voting policy
Rio Tinto Plc	09/04/2021	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Rio Tinto Plc	09/04/2021	Approve Remuneration Policy	For	The proposal is in line with our voting policy
Rio Tinto Plc	09/04/2021	Approve Remuneration Report for UK Law Purposes	Against	Compensation is excessive compared to peers. Insufficient action to reduce compensation outcome in light of the Juukan Gorge incident
Rio Tinto Plc	09/04/2021	Approve Remuneration Report for Australian Law Purposes	Against	Compensation is excessive compared to peers. Insufficient action to reduce compensation outcome in light of the Juukan Gorge incident
Rio Tinto Plc	09/04/2021	Re-elect Megan Clark as Director	Against	As Chair of the Sustainability Committee, a vote against has been determined in light of the governance failures in managing the Juukan Gorge incident.
Rio Tinto Plc	09/04/2021	Re-elect Hinda Gharbi as Director	For	The proposal is in line with our voting policy
Rio Tinto Plc	09/04/2021	Re-elect Simon Henry as Director	For	The proposal is in line with our voting policy
Rio Tinto Plc	09/04/2021	Re-elect Sam Laidlaw as Director	For	The proposal is in line with our voting policy
Rio Tinto Plc	09/04/2021	Re-elect Simon McKeon as Director	For	The proposal is in line with our voting policy
Rio Tinto Plc	09/04/2021	Re-elect Jennifer Nason as Director	For	The proposal is in line with our voting policy

Rio Tinto Plc	09/04/2021	Re-elect Jakob Stausholm as Director	For	The proposal is in line with our voting policy
Rio Tinto Plc	09/04/2021	Re-elect Simon Thompson as Director	For	The proposal is in line with our voting policy
Rio Tinto Plc	09/04/2021	Re-elect Ngaire Woods as Director	For	The proposal is in line with our voting policy
Rio Tinto Plc	09/04/2021	Reappoint KPMG LLP as Auditors	For	The proposal is in line with our voting policy
Rio Tinto Plc	09/04/2021	Authorise the Audit Committee to Fix Remuneration of Auditors	For	The proposal is in line with our voting policy
Rio Tinto Plc	09/04/2021	Authorise UK Political Donations and Expenditure	For	The proposal is in line with our voting policy
Rio Tinto Plc	09/04/2021	Approve Global Employee Share Plan	For	The proposal is in line with our voting policy
Rio Tinto Plc	09/04/2021	Approve UK Share Plan	For	The proposal is in line with our voting policy
Rio Tinto Plc	09/04/2021	Authorise Issue of Equity	For	The proposal is in line with our voting policy
Rio Tinto Plc	09/04/2021	Authorise Issue of Equity without Pre-emptive Rights	For	The proposal is in line with our voting policy
Rio Tinto Plc	09/04/2021	Authorise Market Purchase of Ordinary Shares	For	The proposal is in line with our voting policy
Rio Tinto Plc	09/04/2021	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	The proposal is in line with our voting policy
Geberit AG	14/04/2021	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Geberit AG	14/04/2021	Approve Allocation of Income and Dividends of CHF 11.40 per Share	For	The proposal is in line with our voting policy
Geberit AG	14/04/2021	Approve Discharge of Board of Directors	For	The proposal is in line with our voting policy
Geberit AG	14/04/2021	Designate Roger Mueller as Independent Proxy	For	The proposal is in line with our voting policy
Geberit AG	14/04/2021	Ratify PricewaterhouseCoopers AG as Auditors	For	The proposal is in line with our voting policy
Geberit AG	14/04/2021	Approve CHF 116,709 Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	For	The proposal is in line with our voting policy
Geberit AG	14/04/2021	Transact Other Business (Voting)	Against	The company has not disclosed sufficient information to enable support of the proposal.
Geberit AG	14/04/2021	Reelect Albert Baehny as Director and Board Chairman	Against	The nominee holds three non-executive directorships including two as Chairman of the Board. The nominee is therefore overboarded.
Geberit AG	14/04/2021	Reelect Felix Ehrat as Director	For	The proposal is in line with our voting policy
Geberit AG	14/04/2021	Reelect Werner Karlen as Director	For	The proposal is in line with our voting policy
Geberit AG	14/04/2021	Reelect Bernadette Koch as Director	For	The proposal is in line with our voting policy
Geberit AG	14/04/2021	Reelect Eunice Zehnder-Lai as Director	For	The proposal is in line with our voting policy
Geberit AG	14/04/2021	Elect Thomas Bachmann as Director	For	The proposal is in line with our voting policy
Geberit AG	14/04/2021	Reappoint Werner Karlen as Member of the Compensation Committee	For	The proposal is in line with our voting policy
Geberit AG	14/04/2021	Reappoint Eunice Zehnder-Lai as Member of the Compensation Committee	For	The proposal is in line with our voting policy
Geberit AG	14/04/2021	Appoint Thomas Bachmann as Member of the Compensation Committee	For	The proposal is in line with our voting policy
Geberit AG	14/04/2021	Approve Remuneration Report	Against	There is a lack of ESG criteria in the variable compensation.

Geberit AG	14/04/2021	Approve Remuneration of Directors in the Amount of CHF 2.4 Million	For	The proposal is in line with our voting policy
Geberit AG	14/04/2021	Approve Remuneration of Executive Committee in the Amount of CHF 11.5 Million	For	The proposal is in line with our voting policy
Smith & Nephew Plc	14/04/2021	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Smith & Nephew Plc	14/04/2021	Approve Remuneration Report	For	The proposal is in line with our voting policy
Smith & Nephew Plc	14/04/2021	Approve Final Dividend	For	The proposal is in line with our voting policy
Smith & Nephew Plc	14/04/2021	Re-elect Roland Diggelmann as Director	For	The proposal is in line with our voting policy
Smith & Nephew Plc	14/04/2021	Re-elect Erik Engstrom as Director	For	The proposal is in line with our voting policy
Smith & Nephew Plc	14/04/2021	Re-elect Robin Freestone as Director	Against	The nominee holds four non-executive directorships including one as Chairman of the Board and one as Chairman of the Audit Committee. The nominee is therefore overboarded.
Smith & Nephew Plc	14/04/2021	Elect John Ma as Director	For	The proposal is in line with our voting policy
Smith & Nephew Plc	14/04/2021	Elect Katarzyna Mazur-Hofsasess as Director	For	The proposal is in line with our voting policy
Smith & Nephew Plc	14/04/2021	Elect Rick Medlock as Director	For	The proposal is in line with our voting policy
Smith & Nephew Plc	14/04/2021	Elect Anne-Francoise Nesmes as Director	For	The proposal is in line with our voting policy
Smith & Nephew Plc	14/04/2021	Re-elect Marc Owen as Director	For	The proposal is in line with our voting policy
Smith & Nephew Plc	14/04/2021	Re-elect Roberto Quarta as Director	For	The proposal is in line with our voting policy
Smith & Nephew Plc	14/04/2021	Re-elect Angie Risley as Director	For	The proposal is in line with our voting policy
Smith & Nephew Plc	14/04/2021	Elect Bob White as Director	For	The proposal is in line with our voting policy
Smith & Nephew Plc	14/04/2021	Reappoint KPMG LLP as Auditors	For	The proposal is in line with our voting policy
Smith & Nephew Plc	14/04/2021	Authorise Board to Fix Remuneration of Auditors	For	The proposal is in line with our voting policy
Smith & Nephew Plc	14/04/2021	Authorise Issue of Equity	For	The proposal is in line with our voting policy
Smith & Nephew Plc	14/04/2021	Authorise Issue of Equity without Pre-emptive Rights	For	The proposal is in line with our voting policy
Smith & Nephew Plc	14/04/2021	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	The proposal is in line with our voting policy
Smith & Nephew Plc	14/04/2021	Authorise Market Purchase of Ordinary Shares	For	The proposal is in line with our voting policy
Smith & Nephew Plc	14/04/2021	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	The proposal is in line with our voting policy
Smith & Nephew Plc	14/04/2021	Adopt New Articles of Association	For	The proposal is in line with our voting policy
Ferrari NV	15/04/2021	Open Meeting		This is a non-voting item
Ferrari NV	15/04/2021	Appoint Ernst & Young Accountants LLP as Auditors	For	The proposal is in line with our voting policy
Ferrari NV	15/04/2021	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	The proposal is in line with our voting policy
Ferrari NV	15/04/2021	Approve Awards to Executive Director	For	The proposal is in line with our voting policy
Ferrari NV	15/04/2021	Close Meeting		This is a non-voting item

Ferrari NV	15/04/2021	Receive Director's Board Report (Non-Voting)		This is a non-voting item
Ferrari NV	15/04/2021	Receive Explanation on Company's Reserves and Dividend Policy		This is a non-voting item
Ferrari NV	15/04/2021	Approve Remuneration Report	Against	The compensation is excessive compared to peers. There is a lack of ESG criteria in the variable compensation. The LTI is not fully performance based as it may reward a performance below the median of peers group (for 50% of the LTI).
Ferrari NV	15/04/2021	Adopt Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Ferrari NV	15/04/2021	Approve Dividends of EUR 0.867 Per Share	For	The proposal is in line with our voting policy
Ferrari NV	15/04/2021	Approve Discharge of Directors	For	The proposal is in line with our voting policy
Ferrari NV	15/04/2021	Reelect John Elkann as Executive Director	For	The proposal is in line with our voting policy
Ferrari NV	15/04/2021	Reelect Piero Ferrari as Non-Executive Director	For	The proposal is in line with our voting policy
Ferrari NV	15/04/2021	Reelect Delphine Arnault as Non-Executive Director	For	The proposal is in line with our voting policy
Ferrari NV	15/04/2021	Reelect Francesca Bellettini as Non-Executive Director	For	The proposal is in line with our voting policy
Ferrari NV	15/04/2021	Reelect Eduardo H. Cue as Non-Executive Director	For	The proposal is in line with our voting policy
Ferrari NV	15/04/2021	Reelect Sergio Duca as Non-Executive Director	For	The proposal is in line with our voting policy
Ferrari NV	15/04/2021	Reelect John Galantic as Non-Executive Director	For	The proposal is in line with our voting policy
Ferrari NV	15/04/2021	Reelect Maria Patrizia Grieco as Non-Executive Director	Against	The nominee holds four non-executive directorships, one of which as an outside Chairman of the Board). The nominee is therefore overboarded.
Ferrari NV	15/04/2021	Reelect Adam Keswick as Non-Executive Director	Against	The nominee is an outside executive and holds three non-executive directorships. The nominee is therefore overboarded.
Ferrari NV	15/04/2021	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	For	The proposal is in line with our voting policy
Ferrari NV	15/04/2021	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	The proposal is in line with our voting policy
Ferrari NV	15/04/2021	Grant Board Authority to Issue Special Voting Shares	For	The proposal is in line with our voting policy
Orkla ASA	15/04/2021	Open Meeting; Elect Chairman of Meeting	For	The proposal is in line with our voting policy
Orkla ASA	15/04/2021	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 2.75 Per Share	For	The proposal is in line with our voting policy
Orkla ASA	15/04/2021	Approve Guidelines for Incentive-Based Compensation for Executive Management	For	The proposal is in line with our voting policy
Orkla ASA	15/04/2021	Discuss Company's Corporate Governance Statement		This is a non-voting item
Orkla ASA	15/04/2021	Elect Nils-Henrik Pettersson as Member of Nominating Committee	For	The proposal is in line with our voting policy
Orkla ASA	15/04/2021	Approve Remuneration of Directors	For	The proposal is in line with our voting policy
Orkla ASA	15/04/2021	Approve Remuneration of Nominating Committee	For	The proposal is in line with our voting policy

Orkla ASA	15/04/2021	Approve Remuneration of Auditors	For	The proposal is in line with our voting policy
Orkla ASA	15/04/2021	Authorize Repurchase of Shares for Use in Employee Incentive Programs	For	The proposal is in line with our voting policy
Orkla ASA	15/04/2021	Authorize Share Repurchase Program and Reissuance and/or Cancellation of Repurchased Shares	For	The proposal is in line with our voting policy
Orkla ASA	15/04/2021	Reelect Stein Hagen as Director	Against	The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors.
Orkla ASA	15/04/2021	Reelect Ingrid Blank as Director	Against	The nominee holds five non-executive directorships including one as Chairman of the Audit Committee. The nominee is therefore overboarded.
Orkla ASA	15/04/2021	Reelect Nils Selte as Director	Against	The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors.
Orkla ASA	15/04/2021	Reelect Liselott Kilaas as Director	Against	The nominee holds seven non-executive directorships including one as Chairman of the Board. The nominee is therefore overboarded.
Orkla ASA	15/04/2021	Reelect Peter Agnefjall as Director	For	The proposal is in line with our voting policy
Orkla ASA	15/04/2021	Reelect Anna Mossberg as Director	For	The proposal is in line with our voting policy
Orkla ASA	15/04/2021	Reelect Anders Kristiansen as Director	For	The proposal is in line with our voting policy
Orkla ASA	15/04/2021	Reelect Caroline Kjos as Deputy Director	For	The proposal is in line with our voting policy
Nestle SA	15/04/2021	Approve Discharge of Board and Senior Management	For	The proposal is in line with our voting policy
Nestle SA	15/04/2021	Approve Allocation of Income and Dividends of CHF 2.75 per Share	For	The proposal is in line with our voting policy
Nestle SA	15/04/2021	Approve CHF 6.6 Million Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	For	The proposal is in line with our voting policy
Nestle SA	15/04/2021	Approve Climate Action Plan	For	The proposal is in line with our voting policy
Nestle SA	15/04/2021	Transact Other Business (Voting)	Against	The company has not disclosed sufficient information to enable support of the proposal.
Nestle SA	15/04/2021	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Nestle SA	15/04/2021	Approve Remuneration Report	Against	Compensation is excessive compared to peers.
Nestle SA	15/04/2021	Reelect Paul Bulcke as Director and Board Chairman	For	The proposal is in line with our voting policy
Nestle SA	15/04/2021	Reelect Ulf Schneider as Director	For	The proposal is in line with our voting policy
Nestle SA	15/04/2021	Reelect Henri de Castries as Director	For	The proposal is in line with our voting policy
Nestle SA	15/04/2021	Reelect Renato Fassbind as Director	Against	overboarding issues
Nestle SA	15/04/2021	Reelect Pablo Isla as Director	For	The proposal is in line with our voting policy
Nestle SA	15/04/2021	Reelect Ann Veneman as Director	For	The proposal is in line with our voting policy
Nestle SA	15/04/2021	Reelect Eva Cheng as Director	For	The proposal is in line with our voting policy
Nestle SA	15/04/2021	Reelect Patrick Aebischer as Director	For	The proposal is in line with our voting policy

Nestle SA	15/04/2021	Reelect Kasper Rorsted as Director	For	The proposal is in line with our voting policy
Nestle SA	15/04/2021	Reelect Kimberly Ross as Director	For	The proposal is in line with our voting policy
Nestle SA	15/04/2021	Reelect Dick Boer as Director	For	The proposal is in line with our voting policy
Nestle SA	15/04/2021	Reelect Dinesh Paliwal as Director	For	The proposal is in line with our voting policy
Nestle SA	15/04/2021	Reelect Hanne Jimenez de Mora as Director	For	The proposal is in line with our voting policy
Nestle SA	15/04/2021	Elect Lindiwe Sibanda as Director	For	The proposal is in line with our voting policy
Nestle SA	15/04/2021	Appoint Pablo Isla as Member of the Compensation Committee	For	The proposal is in line with our voting policy
Nestle SA	15/04/2021	Appoint Patrick Aebischer as Member of the Compensation Committee	For	The proposal is in line with our voting policy
Nestle SA	15/04/2021	Appoint Dick Boer as Member of the Compensation Committee	For	The proposal is in line with our voting policy
Nestle SA	15/04/2021	Appoint Kasper Rorsted as Member of the Compensation Committee	For	The proposal is in line with our voting policy
Nestle SA	15/04/2021	Ratify Ernst & Young AG as Auditors	For	The proposal is in line with our voting policy
Nestle SA	15/04/2021	Designate Hartmann Dreyer as Independent Proxy	For	The proposal is in line with our voting policy
Nestle SA	15/04/2021	Approve Remuneration of Directors in the Amount of CHF 10 Million	For	The proposal is in line with our voting policy
Nestle SA	15/04/2021	Approve Remuneration of Executive Committee in the Amount of CHF 57.5 Million	For	The proposal is in line with our voting policy
Covestro AG	16/04/2021	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (Non-Voting)		This is a non-voting item
Covestro AG	16/04/2021	Approve Allocation of Income and Dividends of EUR 1.30 per Share	For	The proposal is in line with our voting policy
Covestro AG	16/04/2021	Approve Discharge of Management Board for Fiscal Year 2020	For	The proposal is in line with our voting policy
Covestro AG	16/04/2021	Approve Discharge of Supervisory Board for Fiscal Year 2020	For	The proposal is in line with our voting policy
Covestro AG	16/04/2021	Ratify KPMG AG as Auditors for Fiscal Year 2021	For	The proposal is in line with our voting policy
Covestro AG	16/04/2021	Elect Lise Kingo to the Supervisory Board	For	The proposal is in line with our voting policy
Covestro AG	16/04/2021	Approve Creation of EUR 58 Million Pool of Capital with Partial Exclusion of Preemptive Rights	For	The proposal is in line with our voting policy
Covestro AG	16/04/2021	Approve Remuneration Policy	For	The proposal is in line with our voting policy
Covestro AG	16/04/2021	Approve Remuneration of Supervisory Board	For	The proposal is in line with our voting policy
Henkel AG & Co. KGaA	16/04/2021	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Henkel AG & Co. KGaA	16/04/2021	Approve Allocation of Income and Dividends of EUR 1.83 per Ordinary Share and EUR 1.85 per Preferred Share	For	The proposal is in line with our voting policy
Henkel AG & Co. KGaA	16/04/2021	Approve Discharge of Personally Liable Partner for Fiscal Year 2020	For	The proposal is in line with our voting policy
Henkel AG & Co. KGaA	16/04/2021	Approve Discharge of Supervisory Board for Fiscal Year 2020	For	The proposal is in line with our voting policy
Henkel AG & Co. KGaA	16/04/2021	Approve Discharge of Shareholders' Committee for Fiscal Year 2020	For	The proposal is in line with our voting policy
Henkel AG & Co. KGaA	16/04/2021	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2021	For	The proposal is in line with our voting policy
Henkel AG & Co. KGaA	16/04/2021	Elect James Rowan to the Shareholders' Committee	For	The proposal is in line with our voting policy

Henkel AG & Co. KGaA	16/04/2021	Approve Remuneration Policy	For	The proposal is in line with our voting policy
Henkel AG & Co. KGaA	16/04/2021	Amend Articles Re: Remuneration of Supervisory Board and Shareholders' Committee	For	The proposal is in line with our voting policy
Henkel AG & Co. KGaA	16/04/2021	Approve Remuneration of Supervisory Board and Shareholders' Committee	For	The proposal is in line with our voting policy
Henkel AG & Co. KGaA	16/04/2021	Amend Articles Re: Electronic Participation in the General Meeting	For	The proposal is in line with our voting policy
Recordati SpA	20/04/2021	Approve Stock Option Plan	Against	The proposal would lead excessive dilution There is a lack of transparency on performance goals Discretionary Payments / powers
Recordati SpA	20/04/2021	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	The proposal is in line with our voting policy
Recordati SpA	20/04/2021	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Recordati SpA	20/04/2021	Approve Allocation of Income	For	The proposal is in line with our voting policy
Recordati SpA	20/04/2021	Approve Remuneration Policy	For	The proposal is in line with our voting policy
Recordati SpA	20/04/2021	Approve Second Section of the Remuneration Report	For	The proposal is in line with our voting policy
Recordati SpA	20/04/2021	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against	The company has not disclosed sufficient information to enable support of the proposal
L'Oreal SA	20/04/2021	Approve Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
L'Oreal SA	20/04/2021	Approve Consolidated Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
L'Oreal SA	20/04/2021	Approve Allocation of Income and Dividends of EUR 4 per Share and an Extra of EUR 0.40 per Share to Long Term Registered Shares	For	The proposal is in line with our voting policy
L'Oreal SA	20/04/2021	Elect Nicolas Hieronimus as Director	For	The proposal is in line with our voting policy
L'Oreal SA	20/04/2021	Elect Alexandre Ricard as Director	For	The proposal is in line with our voting policy
L'Oreal SA	20/04/2021	Reelect Francoise Bettencourt Meyers as Director	For	The proposal is in line with our voting policy
L'Oreal SA	20/04/2021	Reelect Paul Bulcke as Director	For	The proposal is in line with our voting policy
L'Oreal SA	20/04/2021	Reelect Virginie Morgon as Director	For	The proposal is in line with our voting policy
L'Oreal SA	20/04/2021	Approve Compensation Report of Corporate Officers	For	The proposal is in line with our voting policy
L'Oreal SA	20/04/2021	Approve Compensation of Jean-Paul Agon, Chairman and CEO	For	The proposal is in line with our voting policy
L'Oreal SA	20/04/2021	Approve Remuneration Policy of Directors	For	The proposal is in line with our voting policy
L'Oreal SA	20/04/2021	Approve Remuneration Policy of Jean-Paul Agon, Chairman and CEO Until April 30, 2021	For	The proposal is in line with our voting policy
L'Oreal SA	20/04/2021	Approve Remuneration Policy of Nicolas Hieronimus, CEO Since May 1, 2021	For	The proposal is in line with our voting policy
L'Oreal SA	20/04/2021	Approve Remuneration Policy of Jean-Paul Agon, Chairman of the Board Since May 1, 2021	For	The proposal is in line with our voting policy
L'Oreal SA	20/04/2021	Approve Amendment of Employment Contract of Nicolas Hieronimus, CEO Since May 1, 2021	For	The proposal is in line with our voting policy
L'Oreal SA	20/04/2021	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	The proposal is in line with our voting policy

L'Oreal SA	20/04/2021	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up a Maximum Nominal Share Capital value of EUR 156,764,042.40	For	The proposal is in line with our voting policy
L'Oreal SA	20/04/2021	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	For	The proposal is in line with our voting policy
L'Oreal SA	20/04/2021	Authorize Capital Increase of up to 2 Percent of Issued Capital for Contributions in Kind	For	The proposal is in line with our voting policy
L'Oreal SA	20/04/2021	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	The proposal is in line with our voting policy
L'Oreal SA	20/04/2021	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	For	The proposal is in line with our voting policy
L'Oreal SA	20/04/2021	Amend Article 9.2 of Bylaws Re: Written Consultation	For	The proposal is in line with our voting policy
L'Oreal SA	20/04/2021	Authorize Filing of Required Documents/Other Formalities	For	The proposal is in line with our voting policy
VERBUND AG	20/04/2021	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (Non-Voting)		This is a non-voting item
VERBUND AG	20/04/2021	Approve Allocation of Income and Dividends of EUR 0.75 per Share	For	The proposal is in line with our voting policy
VERBUND AG	20/04/2021	Approve Discharge of Management Board for Fiscal Year 2020	For	The proposal is in line with our voting policy
VERBUND AG	20/04/2021	Approve Discharge of Supervisory Board for Fiscal Year 2020	For	The proposal is in line with our voting policy
VERBUND AG	20/04/2021	Ratify Deloitte as Auditors for Fiscal Year 2021	For	The proposal is in line with our voting policy
VERBUND AG	20/04/2021	Approve Remuneration Report	For	The proposal is in line with our voting policy
VERBUND AG	20/04/2021	Approve Remuneration of Supervisory Board Members	For	The proposal is in line with our voting policy
VERBUND AG	20/04/2021	New/Amended Proposals from Shareholders	Against	The company has not disclosed sufficient information to enable support of the proposal.
VERBUND AG	20/04/2021	New/Amended Proposals from Management and Supervisory Board	Against	The company has not disclosed sufficient information to enable support of the proposal.
Sika AG	20/04/2021	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Sika AG	20/04/2021	Approve Allocation of Income and Dividends of CHF 2.50 per Share	For	The proposal is in line with our voting policy
Sika AG	20/04/2021	Approve Discharge of Board of Directors	For	The proposal is in line with our voting policy
Sika AG	20/04/2021	Transact Other Business (Voting)	Against	The company has not disclosed sufficient information to enable support of the proposal.
Sika AG	20/04/2021	Reelect Paul Haelg as Director	For	The proposal is in line with our voting policy
Sika AG	20/04/2021	Reelect Monika Ribar as Director	For	The proposal is in line with our voting policy
Sika AG	20/04/2021	Reelect Daniel Sauter as Director	For	The proposal is in line with our voting policy
Sika AG	20/04/2021	Reelect Christoph Tobler as Director	For	The proposal is in line with our voting policy
Sika AG	20/04/2021	Reelect Justin Howell as Director	For	The proposal is in line with our voting policy
Sika AG	20/04/2021	Reelect Thierry Vanlancker as Director	For	The proposal is in line with our voting policy
Sika AG	20/04/2021	Reelect Viktor Balli as Director	Against	The nominee holds four non-executive directorships including three as Chairman of the Audit

				Committee. The nominee is therefore overboarded.
Sika AG	20/04/2021	Elect Paul Schuler as Director	For	The proposal is in line with our voting policy
Sika AG	20/04/2021	Reelect Paul Haelg as Board Chairman	For	The proposal is in line with our voting policy
Sika AG	20/04/2021	Appoint Daniel Sauter as Member of the Nomination and Compensation Committee	For	The proposal is in line with our voting policy
Sika AG	20/04/2021	Appoint Justin Howell as Member of the Nomination and Compensation Committee	For	The proposal is in line with our voting policy
Sika AG	20/04/2021	Appoint Thierry Vanlancker as Member of the Nomination and Compensation Committee	For	The proposal is in line with our voting policy
Sika AG	20/04/2021	Ratify Ernst & Young AG as Auditors	For	The proposal is in line with our voting policy
Sika AG	20/04/2021	Designate Jost Windlin as Independent Proxy	For	The proposal is in line with our voting policy
Sika AG	20/04/2021	Approve Remuneration Report (Non-Binding)	For	The proposal is in line with our voting policy
Sika AG	20/04/2021	Approve Remuneration of Directors in the Amount of CHF 3.3 Million	For	The proposal is in line with our voting policy
Sika AG	20/04/2021	Approve Remuneration of Executive Committee in the Amount of CHF 21.5 Million	For	The proposal is in line with our voting policy
Bunzl Plc	21/04/2021	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Bunzl Plc	21/04/2021	Approve Final Dividend	For	The proposal is in line with our voting policy
Bunzl Plc	21/04/2021	Re-elect Peter Ventress as Director	Against	The nominee holds three non-executive directorships, two of which as Chairman of the Board. The nominee is therefore overboarded.
Bunzl Plc	21/04/2021	Re-elect Frank van Zanten as Director	For	The proposal is in line with our voting policy
Bunzl Plc	21/04/2021	Re-elect Richard Howes as Director	For	The proposal is in line with our voting policy
Bunzl Plc	21/04/2021	Re-elect Vanda Murray as Director	For	The proposal is in line with our voting policy
Bunzl Plc	21/04/2021	Re-elect Lloyd Pitchford as Director	For	The proposal is in line with our voting policy
Bunzl Plc	21/04/2021	Re-elect Stephan Nanninga as Director	Against	The nominee holds one executive mandates and three non-executive directorships. The nominee is therefore overboarded.
Bunzl Plc	21/04/2021	Elect Vin Murria as Director	Against	The nominee holds six non-executive directorships, two of which as outside Chairman of the Board. The nominee is therefore overboarded.
Bunzl Plc	21/04/2021	Elect Maria Fernanda Mejia as Director	For	The proposal is in line with our voting policy
Bunzl Plc	21/04/2021	Reappoint PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Bunzl Plc	21/04/2021	Authorise Board to Fix Remuneration of Auditors	For	The proposal is in line with our voting policy
Bunzl Plc	21/04/2021	Approve Remuneration Policy	For	The proposal is in line with our voting policy
Bunzl Plc	21/04/2021	Approve Remuneration Report	For	The proposal is in line with our voting policy
Bunzl Plc	21/04/2021	Amend Long-Term Incentive Plan	For	The proposal is in line with our voting policy
Bunzl Plc	21/04/2021	Approve US Employee Stock Purchase Plan	For	The proposal is in line with our voting policy

Bunzl Plc	21/04/2021	Amend Savings Related Share Option Scheme	For	The proposal is in line with our voting policy
Bunzl Plc	21/04/2021	Authorise Issue of Equity	For	The proposal is in line with our voting policy
Bunzl Plc	21/04/2021	Authorise Issue of Equity without Pre-emptive Rights	For	The proposal is in line with our voting policy
Bunzl Plc	21/04/2021	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	The proposal is in line with our voting policy
Bunzl Plc	21/04/2021	Authorise Market Purchase of Ordinary Shares	For	The proposal is in line with our voting policy
Bunzl Plc	21/04/2021	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	The proposal is in line with our voting policy
Bunzl Plc	21/04/2021	Adopt New Articles of Association	For	The proposal is in line with our voting policy
RELX Plc	22/04/2021	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
RELX Plc	22/04/2021	Approve Remuneration Report	Against	Compensation is excessive compared to peers.
RELX Plc	22/04/2021	Approve Final Dividend	For	The proposal is in line with our voting policy
RELX Plc	22/04/2021	Reappoint Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
RELX Plc	22/04/2021	Authorise the Audit Committee to Fix Remuneration of Auditors	For	The proposal is in line with our voting policy
RELX Plc	22/04/2021	Elect Paul Walker as Director	For	The proposal is in line with our voting policy
RELX Plc	22/04/2021	Elect June Felix as Director	For	The proposal is in line with our voting policy
RELX Plc	22/04/2021	Re-elect Erik Engstrom as Director	For	The proposal is in line with our voting policy
RELX Plc	22/04/2021	Re-elect Wolfhart Hauser as Director	For	The proposal is in line with our voting policy
RELX Plc	22/04/2021	Re-elect Charlotte Hogg as Director	For	The proposal is in line with our voting policy
RELX Plc	22/04/2021	Re-elect Marike van Lier Lels as Director	For	The proposal is in line with our voting policy
RELX Plc	22/04/2021	Re-elect Nick Luff as Director	For	The proposal is in line with our voting policy
RELX Plc	22/04/2021	Re-elect Robert MacLeod as Director	For	The proposal is in line with our voting policy
RELX Plc	22/04/2021	Re-elect Linda Sanford as Director	For	The proposal is in line with our voting policy
RELX Plc	22/04/2021	Re-elect Andrew Sukawaty as Director	For	The proposal is in line with our voting policy
RELX Plc	22/04/2021	Re-elect Suzanne Wood as Director	For	The proposal is in line with our voting policy
RELX Plc	22/04/2021	Authorise Issue of Equity	For	The proposal is in line with our voting policy
RELX Plc	22/04/2021	Authorise Issue of Equity without Pre-emptive Rights	For	The proposal is in line with our voting policy
RELX Plc	22/04/2021	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	The proposal is in line with our voting policy
RELX Plc	22/04/2021	Authorise Market Purchase of Ordinary Shares	For	The proposal is in line with our voting policy
RELX Plc	22/04/2021	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	The proposal is in line with our voting policy
Taylor Wimpey Plc	22/04/2021	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Taylor Wimpey Plc	22/04/2021	Approve Final Dividend	For	The proposal is in line with our voting policy
Taylor Wimpey Plc	22/04/2021	Re-elect Irene Dorner as Director	Against	The nominee holds three non-executive directorships, one of which

				as the Chairman of the Board and another as an outside Chairman of the Audit Committee. The nominee is therefore overboarded.
Taylor Wimpey Plc	22/04/2021	Re-elect Pete Redfern as Director	For	The proposal is in line with our voting policy
Taylor Wimpey Plc	22/04/2021	Re-elect Chris Carney as Director	For	The proposal is in line with our voting policy
Taylor Wimpey Plc	22/04/2021	Re-elect Jennie Daly as Director	For	The proposal is in line with our voting policy
Taylor Wimpey Plc	22/04/2021	Re-elect Gwyn Burr as Director	For	The proposal is in line with our voting policy
Taylor Wimpey Plc	22/04/2021	Re-elect Angela Knight as Director	For	The proposal is in line with our voting policy
Taylor Wimpey Plc	22/04/2021	Re-elect Robert Noel as Director	For	The proposal is in line with our voting policy
Taylor Wimpey Plc	22/04/2021	Re-elect Humphrey Singer as Director	For	The proposal is in line with our voting policy
Taylor Wimpey Plc	22/04/2021	Elect Lord Jitesh Gadhia as Director	For	The proposal is in line with our voting policy
Taylor Wimpey Plc	22/04/2021	Elect Scilla Grimble as Director	For	The proposal is in line with our voting policy
Taylor Wimpey Plc	22/04/2021	Appoint PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Taylor Wimpey Plc	22/04/2021	Authorise the Audit Committee to Fix Remuneration of Auditors	For	The proposal is in line with our voting policy
Taylor Wimpey Plc	22/04/2021	Authorise Issue of Equity	For	The proposal is in line with our voting policy
Taylor Wimpey Plc	22/04/2021	Authorise Issue of Equity without Pre-emptive Rights	For	The proposal is in line with our voting policy
Taylor Wimpey Plc	22/04/2021	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	The proposal is in line with our voting policy
Taylor Wimpey Plc	22/04/2021	Authorise Market Purchase of Ordinary Shares	For	The proposal is in line with our voting policy
Taylor Wimpey Plc	22/04/2021	Approve Remuneration Report	Against	There is a lack of ESG criteria in the variable compensation.
Taylor Wimpey Plc	22/04/2021	Authorise UK Political Donations and Expenditure	For	The proposal is in line with our voting policy
Taylor Wimpey Plc	22/04/2021	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	The proposal is in line with our voting policy
Taylor Wimpey Plc	22/04/2021	Adopt New Articles of Association	For	The proposal is in line with our voting policy
Moncler SpA	22/04/2021	Approve Second Section of the Remuneration Report	For	The proposal is in line with our voting policy
Moncler SpA	22/04/2021	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	The proposal is in line with our voting policy
Moncler SpA	22/04/2021	Approve Auditors and Authorize Board to Fix Their Remuneration	For	The proposal is in line with our voting policy
Moncler SpA	22/04/2021	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Moncler SpA	22/04/2021	Approve Allocation of Income	For	The proposal is in line with our voting policy
Moncler SpA	22/04/2021	Fix Number of Directors	For	The proposal is in line with our voting policy
Moncler SpA	22/04/2021	Elect Director	For	The proposal is in line with our voting policy
Moncler SpA	22/04/2021	Approve Remuneration of Directors	For	The proposal is in line with our voting policy
Moncler SpA	22/04/2021	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against	The company has not disclosed sufficient information to enable support of the proposal
Akzo Nobel NV	22/04/2021	Open Meeting		This is a non-voting item

Akzo Nobel NV	22/04/2021	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	The proposal is in line with our voting policy
Akzo Nobel NV	22/04/2021	Authorize Cancellation of Repurchased Shares	For	The proposal is in line with our voting policy
Akzo Nobel NV	22/04/2021	Close Meeting		This is a non-voting item
Akzo Nobel NV	22/04/2021	Receive Report of Management Board (Non-Voting)		This is a non-voting item
Akzo Nobel NV	22/04/2021	Adopt Financial Statements	For	The proposal is in line with our voting policy
Akzo Nobel NV	22/04/2021	Discuss on the Company's Dividend Policy		This is a non-voting item
Akzo Nobel NV	22/04/2021	Approve Dividends of EUR 1.95 Per Share	For	The proposal is in line with our voting policy
Akzo Nobel NV	22/04/2021	Approve Remuneration Report	Against	Compensation is excessive compared to peers. Discretionary payments/powers. There is a lack of transparency on performance goals. There is a lack of environmental criteria in the variable compensation.
Akzo Nobel NV	22/04/2021	Approve Discharge of Management Board	For	The proposal is in line with our voting policy
Akzo Nobel NV	22/04/2021	Approve Discharge of Supervisory Board	For	The proposal is in line with our voting policy
Akzo Nobel NV	22/04/2021	Amend Remuneration Policy for Management Board	Against	Increase in the STI and LTI while the remuneration is already excessive compared to peers group. The chair matching plan is not performance based.
Akzo Nobel NV	22/04/2021	Amend Remuneration Policy for Supervisory Board	For	The proposal is in line with our voting policy
Akzo Nobel NV	22/04/2021	Reelect T.F.J. Vanlancker to Management Board	For	The proposal is in line with our voting policy
Akzo Nobel NV	22/04/2021	Reelect P.W. Thomas to Supervisory Board	For	The proposal is in line with our voting policy
Akzo Nobel NV	22/04/2021	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	The proposal is in line with our voting policy
Akzo Nobel NV	22/04/2021	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	The proposal is in line with our voting policy
DiaSorin SpA	22/04/2021	Amend Company Bylaws: Articles 3, 8, 9-bis, 11 and 18	For	The proposal is in line with our voting policy
DiaSorin SpA	22/04/2021	Approve Stock Option Plan	For	The proposal is in line with our voting policy
DiaSorin SpA	22/04/2021	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	The proposal is in line with our voting policy
DiaSorin SpA	22/04/2021	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
DiaSorin SpA	22/04/2021	Approve Allocation of Income	For	The proposal is in line with our voting policy
DiaSorin SpA	22/04/2021	Approve Remuneration Policy	Against	The company has not disclosed sufficient information to enable support of the proposal.
DiaSorin SpA	22/04/2021	Approve Second Section of the Remuneration Report	Against	There is a lack of ESG criteria in the variable compensation. Compensation is excessive compared to peers.
DiaSorin SpA	22/04/2021	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against	The company has not disclosed sufficient information to enable support of the proposal.
Kering SA	22/04/2021	Approve Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Kering SA	22/04/2021	Approve Consolidated Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Kering SA	22/04/2021	Approve Allocation of Income and Dividends of EUR 8 per Share	For	The proposal is in line with our voting policy

Kering SA	22/04/2021	Reelect Francois-Henri Pinault as Director	For	The proposal is in line with our voting policy
Kering SA	22/04/2021	Reelect Jean-Francois Palus as Director	For	The proposal is in line with our voting policy
Kering SA	22/04/2021	Reelect Financiere Pinault as Director	For	The proposal is in line with our voting policy
Kering SA	22/04/2021	Reelect Baudouin Prot as Director	For	The proposal is in line with our voting policy
Kering SA	22/04/2021	Approve Compensation of Corporate Officers	For	The proposal is in line with our voting policy
Kering SA	22/04/2021	Approve Compensation of Francois-Henri Pinault, Chairman and CEO	For	The proposal is in line with our voting policy
Kering SA	22/04/2021	Approve Compensation of Jean-Francois Palus, Vice-CEO	For	The proposal is in line with our voting policy
Kering SA	22/04/2021	Approve Remuneration Policy of Executive Corporate Officers	For	The proposal is in line with our voting policy
Kering SA	22/04/2021	Approve Remuneration Policy of Corporate Officers	For	The proposal is in line with our voting policy
Kering SA	22/04/2021	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.4 Million	For	The proposal is in line with our voting policy
Kering SA	22/04/2021	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	The proposal is in line with our voting policy
Kering SA	22/04/2021	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	The proposal is in line with our voting policy
Kering SA	22/04/2021	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 200 Million	For	The proposal is in line with our voting policy
Kering SA	22/04/2021	Authorize Capitalization of Reserves of Up to EUR 200 Million for Bonus Issue or Increase in Par Value	For	The proposal is in line with our voting policy
Kering SA	22/04/2021	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 50 Million	For	The proposal is in line with our voting policy
Kering SA	22/04/2021	Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Investors or Restricted Number of Investors, up to Aggregate Nominal Amount of EUR 50 Million	For	The proposal is in line with our voting policy
Kering SA	22/04/2021	Authorize Board to Set Issue Price for 5 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights Under Items 18 and 19	For	The proposal is in line with our voting policy
Kering SA	22/04/2021	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 16, 18 and 19	For	The proposal is in line with our voting policy
Kering SA	22/04/2021	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	The proposal is in line with our voting policy
Kering SA	22/04/2021	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	The proposal is in line with our voting policy
Kering SA	22/04/2021	Authorize Filing of Required Documents/Other Formalities	For	The proposal is in line with our voting policy
Teleperformance SE	22/04/2021	Approve Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Teleperformance SE	22/04/2021	Approve Consolidated Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Teleperformance SE	22/04/2021	Approve Allocation of Income and Dividends of EUR 2.40 per Share	For	The proposal is in line with our voting policy
Teleperformance SE	22/04/2021	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	The proposal is in line with our voting policy

Teleperformance SE	22/04/2021	Approve Compensation of Corporate Officers	For	The proposal is in line with our voting policy
Teleperformance SE	22/04/2021	Approve Compensation of Daniel Julien, Chairman and CEO	Against	Compensation is excessive compared to peers. There is a notable disconnect between pay and performance. Discretionary payments/powers. The performance conditions are not stringent enough. The company has not provided sufficient information to justify this increase in variable remuneration.
Teleperformance SE	22/04/2021	Approve Compensation of Olivier Rigaudy, Vice-CEO	For	The proposal is in line with our voting policy
Teleperformance SE	22/04/2021	Approve Remuneration Policy of Directors	For	The proposal is in line with our voting policy
Teleperformance SE	22/04/2021	Approve Remuneration Policy of the Chairman and CEO	For	The proposal is in line with our voting policy
Teleperformance SE	22/04/2021	Approve Remuneration Policy of the Vice-CEO	For	The proposal is in line with our voting policy
Teleperformance SE	22/04/2021	Reelect Daniel Julien as Director	For	The proposal is in line with our voting policy
Teleperformance SE	22/04/2021	Reelect Emily Abrera as Director	For	The proposal is in line with our voting policy
Teleperformance SE	22/04/2021	Reelect Alain Boulet as Director	For	The proposal is in line with our voting policy
Teleperformance SE	22/04/2021	Reelect Robert Paszczak as Director	For	The proposal is in line with our voting policy
Teleperformance SE	22/04/2021	Reelect Stephen Wingham as Director	For	The proposal is in line with our voting policy
Teleperformance SE	22/04/2021	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	The proposal is in line with our voting policy
Teleperformance SE	22/04/2021	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	The proposal is in line with our voting policy
Teleperformance SE	22/04/2021	Authorize Capitalization of Reserves of Up to EUR 142 Million for Bonus Issue or Increase in Par Value	For	The proposal is in line with our voting policy
Teleperformance SE	22/04/2021	Amend Article 21 of Bylaws Re: Transactions	For	The proposal is in line with our voting policy
Teleperformance SE	22/04/2021	Authorize Filing of Required Documents/Other Formalities	For	The proposal is in line with our voting policy
Wolters Kluwer NV	22/04/2021	Open Meeting		This is a non-voting item
Wolters Kluwer NV	22/04/2021	Reelect Kevin Entricken to Management Board	For	The proposal is in line with our voting policy
Wolters Kluwer NV	22/04/2021	Approve Remuneration Policy for Management Board	For	The proposal is in line with our voting policy
Wolters Kluwer NV	22/04/2021	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	The proposal is in line with our voting policy
Wolters Kluwer NV	22/04/2021	Authorize Cancellation of Repurchased Shares	For	The proposal is in line with our voting policy
Wolters Kluwer NV	22/04/2021	Other Business (Non-Voting)		This is a non-voting item
Wolters Kluwer NV	22/04/2021	Close Meeting		This is a non-voting item
Wolters Kluwer NV	22/04/2021	Receive Report of Management Board (Non-Voting)		This is a non-voting item
Wolters Kluwer NV	22/04/2021	Receive Report of Supervisory Board (Non-Voting)		This is a non-voting item
Wolters Kluwer NV	22/04/2021	Approve Remuneration Report	For	The proposal is in line with our voting policy
Wolters Kluwer NV	22/04/2021	Adopt Financial Statements	For	The proposal is in line with our voting policy
Wolters Kluwer NV	22/04/2021	Receive Explanation on Company's Dividend Policy		This is a non-voting item

Wolters Kluwer NV	22/04/2021	Approve Dividends of EUR 1.36 Per Share	For	The proposal is in line with our voting policy
Wolters Kluwer NV	22/04/2021	Approve Discharge of Management Board	For	The proposal is in line with our voting policy
Wolters Kluwer NV	22/04/2021	Approve Discharge of Supervisory Board	For	The proposal is in line with our voting policy
Wolters Kluwer NV	22/04/2021	Reelect Frans Cremers to Supervisory Board	For	The proposal is in line with our voting policy
Wolters Kluwer NV	22/04/2021	Reelect Ann Ziegler to Supervisory Board	For	The proposal is in line with our voting policy
Wolters Kluwer NV	22/04/2021	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	For	The proposal is in line with our voting policy
Wolters Kluwer NV	22/04/2021	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	The proposal is in line with our voting policy
Merck KGaA	23/04/2021	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (Non-Voting)		This is a non-voting item
Merck KGaA	23/04/2021	Accept Financial Statements and Statutory Reports for Fiscal Year 2020	For	The proposal is in line with our voting policy
Merck KGaA	23/04/2021	Approve Allocation of Income and Dividends of EUR 1.40 per Share	For	The proposal is in line with our voting policy
Merck KGaA	23/04/2021	Approve Discharge of Executive Board Fiscal Year 2020	For	The proposal is in line with our voting policy
Merck KGaA	23/04/2021	Approve Discharge of Supervisory Board for Fiscal Year 2020	For	The proposal is in line with our voting policy
Merck KGaA	23/04/2021	Ratify KPMG AG as Auditors for Fiscal Year 2021	For	The proposal is in line with our voting policy
Merck KGaA	23/04/2021	Amend Articles Re: Supervisory Board Approval of Transactions with Related Parties	For	The proposal is in line with our voting policy
Merck KGaA	23/04/2021	Approve Remuneration Policy	For	The proposal is in line with our voting policy
Merck KGaA	23/04/2021	Approve Remuneration of Supervisory Board	For	The proposal is in line with our voting policy
Merck KGaA	23/04/2021	Approve Eleven Affiliation Agreements	For	The proposal is in line with our voting policy
Hikma Pharmaceuticals Plc	23/04/2021	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Hikma Pharmaceuticals Plc	23/04/2021	Approve Final Dividend	For	The proposal is in line with our voting policy
Hikma Pharmaceuticals Plc	23/04/2021	Reappoint PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Hikma Pharmaceuticals Plc	23/04/2021	Authorise the Audit Committee to Fix Remuneration of Auditors	For	The proposal is in line with our voting policy
Hikma Pharmaceuticals Plc	23/04/2021	Elect Douglas Hurt as Director	Against	The nominee holds three non-executive directorships all of which as Chairman of the Audit Committee. The nominee is therefore overboarded.
Hikma Pharmaceuticals Plc	23/04/2021	Re-elect Said Darwazah as Director	For	The proposal is in line with our voting policy
Hikma Pharmaceuticals Plc	23/04/2021	Re-elect Siggi Olafsson as Director	For	The proposal is in line with our voting policy
Hikma Pharmaceuticals Plc	23/04/2021	Re-elect Mazen Darwazah as Director	For	The proposal is in line with our voting policy
Hikma Pharmaceuticals Plc	23/04/2021	Re-elect Patrick Butler as Director	For	The proposal is in line with our voting policy
Hikma Pharmaceuticals Plc	23/04/2021	Re-elect Ali Al-Husry as Director	For	The proposal is in line with our voting policy
Hikma Pharmaceuticals Plc	23/04/2021	Re-elect Dr Pamela Kirby as Director	For	The proposal is in line with our voting policy
Hikma Pharmaceuticals Plc	23/04/2021	Re-elect John Castellani as Director	For	The proposal is in line with our voting policy

Hikma Pharmaceuticals Plc	23/04/2021	Re-elect Nina Henderson as Director	For	The proposal is in line with our voting policy
Hikma Pharmaceuticals Plc	23/04/2021	Re-elect Cynthia Schwalm as Director	Against	The nominee holds five non-executive directorships. The nominee is therefore overboarded.
Hikma Pharmaceuticals Plc	23/04/2021	Approve Remuneration Report	Against	There is a lack of ESG criteria in the variable compensation.
Hikma Pharmaceuticals Plc	23/04/2021	Adopt New Articles of Association	For	The proposal is in line with our voting policy
Hikma Pharmaceuticals Plc	23/04/2021	Authorise Issue of Equity	For	The proposal is in line with our voting policy
Hikma Pharmaceuticals Plc	23/04/2021	Authorise Issue of Equity without Pre-emptive Rights	For	The proposal is in line with our voting policy
Hikma Pharmaceuticals Plc	23/04/2021	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	The proposal is in line with our voting policy
Hikma Pharmaceuticals Plc	23/04/2021	Authorise Market Purchase of Ordinary Shares	For	The proposal is in line with our voting policy
Hikma Pharmaceuticals Plc	23/04/2021	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	The proposal is in line with our voting policy
Alcon Inc.	28/04/2021	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Alcon Inc.	28/04/2021	Approve Discharge of Board and Senior Management	For	The proposal is in line with our voting policy
Alcon Inc.	28/04/2021	Approve Allocation of Income and Dividends of CHF 0.10 per Share	For	The proposal is in line with our voting policy
Alcon Inc.	28/04/2021	Designate Hartmann Dreyer Attorneys-at-Law as Independent Proxy	For	The proposal is in line with our voting policy
Alcon Inc.	28/04/2021	Ratify PricewaterhouseCoopers SA as Auditors	For	The proposal is in line with our voting policy
Alcon Inc.	28/04/2021	Transact Other Business (Voting)	Against	The company has not disclosed sufficient information to enable support of the proposal.
Alcon Inc.	28/04/2021	Approve Remuneration Report (Non-Binding)	Against	Discretionary payments/powers. The company has not disclosed sufficient information to enable support of the proposal. There is a lack of ESG criteria in the variable compensation.
Alcon Inc.	28/04/2021	Approve Remuneration of Directors in the Amount of CHF 3.3 Million	For	The proposal is in line with our voting policy
Alcon Inc.	28/04/2021	Approve Remuneration of Executive Committee in the Amount of CHF 38.4 Million	For	The proposal is in line with our voting policy
Alcon Inc.	28/04/2021	Reelect Michael Ball as Director and Board Chairman	For	The proposal is in line with our voting policy
Alcon Inc.	28/04/2021	Reelect Dieter Spaelti as Director	For	The proposal is in line with our voting policy
Alcon Inc.	28/04/2021	Reelect Lynn Bleil as Director	For	The proposal is in line with our voting policy
Alcon Inc.	28/04/2021	Reelect Arthur Cummings as Director	For	The proposal is in line with our voting policy
Alcon Inc.	28/04/2021	Reelect David Endicott as Director	For	The proposal is in line with our voting policy
Alcon Inc.	28/04/2021	Reelect Thomas Glanzmann as Director	For	The proposal is in line with our voting policy
Alcon Inc.	28/04/2021	Reelect Keith Grossman as Director	For	The proposal is in line with our voting policy
Alcon Inc.	28/04/2021	Reelect Scott Maw as Director	Against	The nominee holds four non-executive directorships, two of which as the Chairman of the Audit Committee. The nominee is therefore overboarded.
Alcon Inc.	28/04/2021	Reelect Karen May as Director	For	The proposal is in line with our voting policy

Alcon Inc.	28/04/2021	Reelect Ines Poeschel as Director	For	The proposal is in line with our voting policy
Alcon Inc.	28/04/2021	Reappoint Thomas Glanzmann as Member of the Compensation Committee	For	The proposal is in line with our voting policy
Alcon Inc.	28/04/2021	Reappoint Keith Grossman as Member of the Compensation Committee	For	The proposal is in line with our voting policy
Alcon Inc.	28/04/2021	Reappoint Karen May as Member of the Compensation Committee	For	The proposal is in line with our voting policy
Alcon Inc.	28/04/2021	Reappoint Ines Poeschel as Member of the Compensation Committee	For	The proposal is in line with our voting policy
Persimmon Plc	28/04/2021	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Persimmon Plc	28/04/2021	Approve Remuneration Report	For	The proposal is in line with our voting policy
Persimmon Plc	28/04/2021	Re-elect Roger Devlin as Director	For	The proposal is in line with our voting policy
Persimmon Plc	28/04/2021	Elect Dean Finch as Director	For	The proposal is in line with our voting policy
Persimmon Plc	28/04/2021	Re-elect Michael Killoran as Director	For	The proposal is in line with our voting policy
Persimmon Plc	28/04/2021	Re-elect Nigel Mills as Director	For	The proposal is in line with our voting policy
Persimmon Plc	28/04/2021	Re-elect Rachel Kentleton as Director	For	The proposal is in line with our voting policy
Persimmon Plc	28/04/2021	Re-elect Simon Litherland as Director	For	The proposal is in line with our voting policy
Persimmon Plc	28/04/2021	Re-elect Joanna Place as Director	For	The proposal is in line with our voting policy
Persimmon Plc	28/04/2021	Elect Annemarie Durbin as Director	For	The proposal is in line with our voting policy
Persimmon Plc	28/04/2021	Elect Andrew Wyllie as Director	For	The proposal is in line with our voting policy
Persimmon Plc	28/04/2021	Reappoint Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Persimmon Plc	28/04/2021	Authorise the Audit Committee to Fix Remuneration of Auditors	For	The proposal is in line with our voting policy
Persimmon Plc	28/04/2021	Authorise Issue of Equity	For	The proposal is in line with our voting policy
Persimmon Plc	28/04/2021	Authorise Issue of Equity without Pre-emptive Rights	For	The proposal is in line with our voting policy
Persimmon Plc	28/04/2021	Authorise Market Purchase of Ordinary Shares	For	The proposal is in line with our voting policy
Persimmon Plc	28/04/2021	Adopt New Articles of Association	For	The proposal is in line with our voting policy
Persimmon Plc	28/04/2021	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	The proposal is in line with our voting policy
Schneider Electric SE	28/04/2021	Approve Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Schneider Electric SE	28/04/2021	Approve Consolidated Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Schneider Electric SE	28/04/2021	Approve Treatment of Losses and Dividends of EUR 2.60 per Share	For	The proposal is in line with our voting policy
Schneider Electric SE	28/04/2021	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	The proposal is in line with our voting policy
Schneider Electric SE	28/04/2021	Approve Compensation Report of Corporate Officers	For	The proposal is in line with our voting policy
Schneider Electric SE	28/04/2021	Approve Compensation of Jean-Pascal Tricoire, Chairman and CEO	For	The proposal is in line with our voting policy
Schneider Electric SE	28/04/2021	Approve Remuneration Policy of Chairman and CEO	For	The proposal is in line with our voting policy
Schneider Electric SE	28/04/2021	Approve Remuneration Policy of Directors	For	The proposal is in line with our voting policy

Schneider Electric SE	28/04/2021	Reelect Jean-Pascal Tricoire as Director	For	The proposal is in line with our voting policy
Schneider Electric SE	28/04/2021	Elect Anna Ohlsson-Leijon as Director	For	The proposal is in line with our voting policy
Schneider Electric SE	28/04/2021	Elect Thierry Jacquet as Representative of Employee Shareholders to the Board	Against	Shareholder proposal not in shareholders' interest
Schneider Electric SE	28/04/2021	Elect Zennia Csikos as Representative of Employee Shareholders to the Board	Against	Shareholder proposal not in shareholders' interest
Schneider Electric SE	28/04/2021	Reelect Xiaoyun Ma as Representative of Employee Shareholders to the Board	For	The proposal is in line with our voting policy
Schneider Electric SE	28/04/2021	Elect Malene Kvist Kristensen as Representative of Employee Shareholders to the Board	Against	Shareholder proposal not in shareholders' interest
Schneider Electric SE	28/04/2021	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	The proposal is in line with our voting policy
Schneider Electric SE	28/04/2021	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 800 Million	For	The proposal is in line with our voting policy
Schneider Electric SE	28/04/2021	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 224 Million	For	The proposal is in line with our voting policy
Schneider Electric SE	28/04/2021	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 120 Million	For	The proposal is in line with our voting policy
Schneider Electric SE	28/04/2021	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 16-18	For	The proposal is in line with our voting policy
Schneider Electric SE	28/04/2021	Authorize Capital Increase of up to 9.88 Percent of Issued Capital for Contributions in Kind	For	The proposal is in line with our voting policy
Schneider Electric SE	28/04/2021	Authorize Capitalization of Reserves of Up to EUR 800 Million for Bonus Issue or Increase in Par Value	For	The proposal is in line with our voting policy
Schneider Electric SE	28/04/2021	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	The proposal is in line with our voting policy
Schneider Electric SE	28/04/2021	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	For	The proposal is in line with our voting policy
Schneider Electric SE	28/04/2021	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	The proposal is in line with our voting policy
Schneider Electric SE	28/04/2021	Amend Article 13 of Bylaws Re: Editorial Change	For	The proposal is in line with our voting policy
Schneider Electric SE	28/04/2021	Authorize Filing of Required Documents/Other Formalities	For	The proposal is in line with our voting policy
Continental AG	29/04/2021	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (Non-Voting)		This is a non-voting item
Continental AG	29/04/2021	Approve Allocation of Income and Omission of Dividends	For	The proposal is in line with our voting policy
Continental AG	29/04/2021	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2021	For	The proposal is in line with our voting policy
Continental AG	29/04/2021	Amend Articles of Association	For	The proposal is in line with our voting policy
Continental AG	29/04/2021	Approve Spin-Off and Takeover Agreement with Vitesco Technologies Group Aktiengesellschaft	For	The proposal is in line with our voting policy
Continental AG	29/04/2021	Approve Discharge of Management Board Member Nikolai Setzer for Fiscal Year 2020	For	The proposal is in line with our voting policy

Continental AG	29/04/2021	Approve Discharge of Management Board Member Elmar Degenhart for Fiscal Year 2020	For	The proposal is in line with our voting policy
Continental AG	29/04/2021	Approve Discharge of Management Board Member Hans-Juergen Duensing for Fiscal Year 2020	For	The proposal is in line with our voting policy
Continental AG	29/04/2021	Approve Discharge of Management Board Member Frank Jourdan for Fiscal Year 2020	For	The proposal is in line with our voting policy
Continental AG	29/04/2021	Approve Discharge of Management Board Member Christian Koetz for Fiscal Year 2020	For	The proposal is in line with our voting policy
Continental AG	29/04/2021	Approve Discharge of Management Board Member Helmut Matschi for Fiscal Year 2020	For	The proposal is in line with our voting policy
Continental AG	29/04/2021	Approve Discharge of Management Board Member Ariane Reinhart for Fiscal Year 2020	For	The proposal is in line with our voting policy
Continental AG	29/04/2021	Approve Discharge of Management Board Member Wolfgang Schaefer for Fiscal Year 2020	For	The proposal is in line with our voting policy
Continental AG	29/04/2021	Approve Discharge of Management Board Member Andreas Wolf for Fiscal Year 2020	For	The proposal is in line with our voting policy
Continental AG	29/04/2021	Approve Discharge of Supervisory Board Member Wolfgang Reitzle for Fiscal Year 2020	For	The proposal is in line with our voting policy
Continental AG	29/04/2021	Approve Discharge of Supervisory Board Member Rolf Nonnenmacher for Fiscal Year 2020	For	The proposal is in line with our voting policy
Continental AG	29/04/2021	Approve Discharge of Supervisory Board Member Dirk Nordmann for Fiscal Year 2020	For	The proposal is in line with our voting policy
Continental AG	29/04/2021	Approve Discharge of Supervisory Board Member Lorenz Pfau for Fiscal Year 2020	For	The proposal is in line with our voting policy
Continental AG	29/04/2021	Approve Discharge of Supervisory Board Member Klaus Rosenfeld for Fiscal Year 2020	For	The proposal is in line with our voting policy
Continental AG	29/04/2021	Approve Discharge of Supervisory Board Member Georg Schaeffler for Fiscal Year 2020	For	The proposal is in line with our voting policy
Continental AG	29/04/2021	Approve Discharge of Supervisory Board Member Maria-Elisabeth Schaeffler-Thumann for Fiscal Year 2020	For	The proposal is in line with our voting policy
Continental AG	29/04/2021	Approve Discharge of Supervisory Board Member Joerg Schoenfelder for Fiscal Year 2020	For	The proposal is in line with our voting policy
Continental AG	29/04/2021	Approve Discharge of Supervisory Board Member Stefan Scholz for Fiscal Year 2020	For	The proposal is in line with our voting policy
Continental AG	29/04/2021	Approve Discharge of Supervisory Board Member Kirsten Voerkelfor Fiscal Year 2020	For	The proposal is in line with our voting policy
Continental AG	29/04/2021	Approve Discharge of Supervisory Board Member Elke Volkmann for Fiscal Year 2020	For	The proposal is in line with our voting policy
Continental AG	29/04/2021	Approve Discharge of Supervisory Board Member Hasan Allak for Fiscal Year 2020	For	The proposal is in line with our voting policy
Continental AG	29/04/2021	Approve Discharge of Supervisory Board Member Siegfried Wolf for Fiscal Year 2020	For	The proposal is in line with our voting policy
Continental AG	29/04/2021	Approve Discharge of Supervisory Board Member Christiane Benner for Fiscal Year 2020	For	The proposal is in line with our voting policy

Continental AG	29/04/2021	Approve Discharge of Supervisory Board Member Gunter Dunkel for Fiscal Year 2020	For	The proposal is in line with our voting policy
Continental AG	29/04/2021	Approve Discharge of Supervisory Board Member Francesco Grioli for Fiscal Year 2020	For	The proposal is in line with our voting policy
Continental AG	29/04/2021	Approve Discharge of Supervisory Board Member Michael Iglhaut for Fiscal Year 2020	For	The proposal is in line with our voting policy
Continental AG	29/04/2021	Approve Discharge of Supervisory Board Member Satish Khatu for Fiscal Year 2020	For	The proposal is in line with our voting policy
Continental AG	29/04/2021	Approve Discharge of Supervisory Board Member Isabel Knauf for Fiscal Year 2020	For	The proposal is in line with our voting policy
Continental AG	29/04/2021	Approve Discharge of Supervisory Board Member Sabine Neuss for Fiscal Year 2020	For	The proposal is in line with our voting policy
UCB SA	29/04/2021	Receive Directors' Reports (Non-Voting)		This is a non-voting item
UCB SA	29/04/2021	Receive Auditors' Reports (Non-Voting)		This is a non-voting item
UCB SA	29/04/2021	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)		This is a non-voting item
UCB SA	29/04/2021	Approve Financial Statements, Allocation of Income, and Dividends of EUR 1.27 per Share	For	The proposal is in line with our voting policy
UCB SA	29/04/2021	Approve Remuneration Report	Against	Compensation is excessive compared to peers. Weight, Threshold, target of performance metrics not disclosed
UCB SA	29/04/2021	Approve Remuneration Policy	For	The proposal is in line with our voting policy
UCB SA	29/04/2021	Approve Discharge of Directors	For	The proposal is in line with our voting policy
UCB SA	29/04/2021	Approve Discharge of Auditors	For	The proposal is in line with our voting policy
UCB SA	29/04/2021	Ratify Mazars as Auditors	For	The proposal is in line with our voting policy
UCB SA	29/04/2021	Approve Long-Term Incentive Plans - Program of Free Allocation of Shares	For	The proposal is in line with our voting policy
UCB SA	29/04/2021	Approve Change-of-Control Clause Re: EMTN Program	For	The proposal is in line with our voting policy
UCB SA	29/04/2021	Elect Stefan Oschmann as Director	For	The proposal is in line with our voting policy
UCB SA	29/04/2021	Indicate Stefan Oschmann as Independent Director	For	The proposal is in line with our voting policy
UCB SA	29/04/2021	Elect Fiona du Monceau as Director	For	The proposal is in line with our voting policy
UCB SA	29/04/2021	Ratify the Co-optation of Susan Gasser as Independent Director	For	The proposal is in line with our voting policy
UCB SA	29/04/2021	Elect Susan Gasser as Director	For	The proposal is in line with our voting policy
UCB SA	29/04/2021	Indicate Susan Gasser as Independent Director	For	The proposal is in line with our voting policy
UCB SA	29/04/2021	Elect Jonathan Peacock as Director	Against	The nominee holds four non-executive directorships including one as Chairman of the Board and two as Chairman of the Audit Committee. The nominee is therefore overboarded.
UCB SA	29/04/2021	Indicate Jonathan Peacock as Independent Director	For	The proposal is in line with our voting policy
UCB SA	29/04/2021	Reelect Albrecht De Graeve as Director	For	The proposal is in line with our voting policy
UCB SA	29/04/2021	Indicate Albrecht De Graeve as Independent Director	For	The proposal is in line with our voting policy

UCB SA	29/04/2021	Elect Viviane Monges as Director	For	The proposal is in line with our voting policy
UCB SA	29/04/2021	Indicate Viviane Monges as Independent Director	For	The proposal is in line with our voting policy
ASML Holding NV	29/04/2021	Open Meeting		This is a non-voting item
ASML Holding NV	29/04/2021	Discuss the Company's Business, Financial Situation and Sustainability		This is a non-voting item
ASML Holding NV	29/04/2021	Approve Number of Shares for Management Board	For	The proposal is in line with our voting policy
ASML Holding NV	29/04/2021	Approve Certain Adjustments to the Remuneration Policy for Management Board	For	The proposal is in line with our voting policy
ASML Holding NV	29/04/2021	Approve Certain Adjustments to the Remuneration Policy for Supervisory Board	For	The proposal is in line with our voting policy
ASML Holding NV	29/04/2021	Receive Information on the Composition of the Management Board		This is a non-voting item
ASML Holding NV	29/04/2021	Ratify KPMG Accountants N.V. as Auditors	For	The proposal is in line with our voting policy
ASML Holding NV	29/04/2021	Authorize Cancellation of Repurchased Shares	For	The proposal is in line with our voting policy
ASML Holding NV	29/04/2021	Other Business (Non-Voting)		This is a non-voting item
ASML Holding NV	29/04/2021	Close Meeting		This is a non-voting item
ASML Holding NV	29/04/2021	Grant Board Authority to Issue Shares Up to 5 Percent of Issued Capital for General Purposes	For	The proposal is in line with our voting policy
ASML Holding NV	29/04/2021	Authorize Board to Exclude Preemptive Rights from Share Issuances under Item 11.a	For	The proposal is in line with our voting policy
ASML Holding NV	29/04/2021	Grant Board Authority to Issue or Grant Rights to Subscribe for Ordinary Shares Up to 5 Percent in Case of Merger or Acquisition	For	The proposal is in line with our voting policy
ASML Holding NV	29/04/2021	Authorize Board to Exclude Preemptive Rights from Share Issuances under 11.c	For	The proposal is in line with our voting policy
ASML Holding NV	29/04/2021	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	The proposal is in line with our voting policy
ASML Holding NV	29/04/2021	Authorize Additional Repurchase of Up to 10 Percent of Issued Share Capital	Against	The share buyback is excessive.
ASML Holding NV	29/04/2021	Approve Remuneration Report	For	The proposal is in line with our voting policy
ASML Holding NV	29/04/2021	Adopt Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
ASML Holding NV	29/04/2021	Receive Clarification on Company's Reserves and Dividend Policy		This is a non-voting item
ASML Holding NV	29/04/2021	Approve Dividends of EUR 2.75 Per Share	For	The proposal is in line with our voting policy
ASML Holding NV	29/04/2021	Approve Discharge of Management Board	For	The proposal is in line with our voting policy
ASML Holding NV	29/04/2021	Approve Discharge of Supervisory Board	For	The proposal is in line with our voting policy
ASML Holding NV	29/04/2021	Elect B. Conix to Supervisory Board	For	The proposal is in line with our voting policy
ASML Holding NV	29/04/2021	Receive Information on the Composition of the Supervisory Board		This is a non-voting item
Umicore	29/04/2021	Receive Directors' and Auditors' Reports (Non-Voting)		This is a non-voting item
Umicore	29/04/2021	Approve Remuneration Report	Against	The weight and the targets of performance metrics are not disclosed. The LTIP is not performance based. Last year, there was a high level of vote against the remuneration and the Board not give

				an explanation on how the shareholder's dissent was addressed.
Umicore	29/04/2021	Approve Financial Statements, Allocation of Income, and Dividends of EUR 0.75 per Share	For	The proposal is in line with our voting policy
Umicore	29/04/2021	Approve Grant of an Identical Profit Premium to Umicore Employees	For	The proposal is in line with our voting policy
Umicore	29/04/2021	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)		This is a non-voting item
Umicore	29/04/2021	Approve Discharge of Members of the Supervisory Board	For	The proposal is in line with our voting policy
Umicore	29/04/2021	Approve Discharge of Auditors	For	The proposal is in line with our voting policy
Umicore	29/04/2021	Approve Remuneration of the Members of the Supervisory Board	For	The proposal is in line with our voting policy
Umicore	29/04/2021	Approve Change-of-Control Clause Re: Finance Contract with European Investment Bank	For	The proposal is in line with our voting policy
Umicore	29/04/2021	Approve Change-of-Control Clause Re: Revolving Facility Agreement with J.P. Morgan AG	For	The proposal is in line with our voting policy
Umicore	29/04/2021	Approve Change-of-Control Clause Re: Convertible Bonds Maturing on 23 June 2025 (ISIN BE6322623669)	For	The proposal is in line with our voting policy
Umicore	29/04/2021	Ratify EY BV as Auditors	For	The proposal is in line with our voting policy
Umicore	29/04/2021	Approve Auditors' Remuneration	For	The proposal is in line with our voting policy
Umicore	29/04/2021	Reelect Thomas Leysen as Member of the Supervisory Board	For	The proposal is in line with our voting policy
Umicore	29/04/2021	Reelect Koenraad Debackere as an Independent Member of the Supervisory Board	For	The proposal is in line with our voting policy
Umicore	29/04/2021	Reelect Mark Garrett as an Independent Member of the Supervisory Board	Against	The nominee holds three non-executive directorships including two as Chairman of the Board. The nominee is therefore overboarded.
Umicore	29/04/2021	Reelect Eric Meurice as an Independent Member of the Supervisory Board	Against	The nominee holds four non-executive directorships including one as Chairman of the Board. The nominee is therefore overboarded.
Umicore	29/04/2021	Elect Birgit Behrendt as an Independent Member of the Supervisory Board	For	The proposal is in line with our voting policy
GEA Group AG	30/04/2021	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (Non-Voting)		This is a non-voting item
GEA Group AG	30/04/2021	Approve Allocation of Income and Dividends of EUR 0.85 per Share	Against	The level of dividend is not in the long term interest of shareholders.
GEA Group AG	30/04/2021	Approve Discharge of Management Board for Fiscal Year 2020	For	The proposal is in line with our voting policy
GEA Group AG	30/04/2021	Approve Discharge of Supervisory Board for Fiscal Year 2020	For	The proposal is in line with our voting policy
GEA Group AG	30/04/2021	Ratify KPMG AG as Auditors for Fiscal Year 2021	For	The proposal is in line with our voting policy
GEA Group AG	30/04/2021	Approve Remuneration Policy	For	The proposal is in line with our voting policy
GEA Group AG	30/04/2021	Approve Remuneration of Supervisory Board	For	The proposal is in line with our voting policy
GEA Group AG	30/04/2021	Amend Articles Re: Supervisory Board Term of Office	For	The proposal is in line with our voting policy
GEA Group AG	30/04/2021	Approve Creation of EUR 52 Million Pool of Authorized Capital I with Preemptive Rights	For	The proposal is in line with our voting policy

GEA Group AG	30/04/2021	Approve Creation of EUR 52 Million Pool of Authorized Capital II with Partial Exclusion of Preemptive Rights	For	The proposal is in line with our voting policy
GEA Group AG	30/04/2021	Approve Creation of EUR 52 Million Pool of Authorized Capital III with Partial Exclusion of Preemptive Rights	For	The proposal is in line with our voting policy
GEA Group AG	30/04/2021	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds with Partial Exclusion of Preemptive Rights up to Aggregate Nominal Amount of EUR 750 Million; Approve Creation of EUR 52 Million Pool of Capital to Guarantee Conversion Rights	For	The proposal is in line with our voting policy
GEA Group AG	30/04/2021	Elect Juergen Fleischer to the Supervisory Board	For	The proposal is in line with our voting policy
GEA Group AG	30/04/2021	Elect Colin Hall to the Supervisory Board	Against	The nominee holds one executive position and three non-executive directorships. The nominee is therefore overboarded.
GEA Group AG	30/04/2021	Elect Klaus Helmrich to the Supervisory Board	For	The proposal is in line with our voting policy
GEA Group AG	30/04/2021	Elect Annette Koehler to the Supervisory Board	Against	The nominee holds three non-executive directorships as Chairman of the Audit Committee. The nominee is therefore overboarded.
GEA Group AG	30/04/2021	Elect Holly Lei to the Supervisory Board	For	The proposal is in line with our voting policy
GEA Group AG	30/04/2021	Elect Molly Zhang to the Supervisory Board	For	The proposal is in line with our voting policy
Kingspan Group Plc	30/04/2021	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Kingspan Group Plc	30/04/2021	Approve Final Dividend	For	The proposal is in line with our voting policy
Kingspan Group Plc	30/04/2021	Authorise Board to Fix Remuneration of Auditors	For	The proposal is in line with our voting policy
Kingspan Group Plc	30/04/2021	Approve Remuneration Report	Against	The remuneration structure is not satisfactory.
Kingspan Group Plc	30/04/2021	Approve Increase in the Limit for Non-executive Directors' Fees	For	The proposal is in line with our voting policy
Kingspan Group Plc	30/04/2021	Authorise Issue of Equity	For	The proposal is in line with our voting policy
Kingspan Group Plc	30/04/2021	Authorise Issue of Equity without Pre-emptive Rights	For	The proposal is in line with our voting policy
Kingspan Group Plc	30/04/2021	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	The proposal is in line with our voting policy
Kingspan Group Plc	30/04/2021	Authorise Market Purchase of Shares	For	The proposal is in line with our voting policy
Kingspan Group Plc	30/04/2021	Authorise Reissuance of Treasury Shares	For	The proposal is in line with our voting policy
Kingspan Group Plc	30/04/2021	Authorise the Company to Call EGM with Two Weeks' Notice	For	The proposal is in line with our voting policy
Kingspan Group Plc	30/04/2021	Re-elect Gene Murtagh as Director	Abstain	Mr. Murtagh has been on the Board since 1999, and CEO since 2005. Major failures have occurred causing significant reputational harm under Mr. Murtagh's watch. An abstention signals our grave concerns.
Kingspan Group Plc	30/04/2021	Re-elect Geoff Doherty as Director	For	The proposal is in line with our voting policy
Kingspan Group Plc	30/04/2021	Re-elect Russell Shiels as Director	For	The proposal is in line with our voting policy

Kingspan Group Plc	30/04/2021	Re-elect Gilbert McCarthy as Director	For	The proposal is in line with our voting policy
Kingspan Group Plc	30/04/2021	Re-elect Linda Hickey as Director	For	The proposal is in line with our voting policy
Kingspan Group Plc	30/04/2021	Re-elect Michael Cawley as Director	Against	The nominee holds four non-executive directorships, two of which as Chairman of the Audit Committee and one as outside Chairman of the Board. The nominee is therefore overboarded.
Kingspan Group Plc	30/04/2021	Re-elect John Cronin as Director	For	The proposal is in line with our voting policy
Kingspan Group Plc	30/04/2021	Re-elect Jost Massenber as Director	For	The proposal is in line with our voting policy
Kingspan Group Plc	30/04/2021	Re-elect Anne Heraty as Director	For	The proposal is in line with our voting policy
Pearson Plc	30/04/2021	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Pearson Plc	30/04/2021	Approve Final Dividend	For	The proposal is in line with our voting policy
Pearson Plc	30/04/2021	Elect Andy Bird as Director	For	The proposal is in line with our voting policy
Pearson Plc	30/04/2021	Re-elect Elizabeth Corley as Director	For	The proposal is in line with our voting policy
Pearson Plc	30/04/2021	Re-elect Sherry Coutu as Director	For	The proposal is in line with our voting policy
Pearson Plc	30/04/2021	Re-elect Sally Johnson as Director	For	The proposal is in line with our voting policy
Pearson Plc	30/04/2021	Re-elect Linda Lorimer as Director	For	The proposal is in line with our voting policy
Pearson Plc	30/04/2021	Re-elect Graeme Pitkethly as Director	For	The proposal is in line with our voting policy
Pearson Plc	30/04/2021	Re-elect Tim Score as Director	For	The proposal is in line with our voting policy
Pearson Plc	30/04/2021	Re-elect Sidney Taurel as Director	For	The proposal is in line with our voting policy
Pearson Plc	30/04/2021	Re-elect Lincoln Wallen as Director	For	The proposal is in line with our voting policy
Pearson Plc	30/04/2021	Approve Remuneration Report	Against	The company has not provided sufficient information to justify an excessive salary increase. The remuneration structure is not satisfactory. The company has shown no or insufficient responsiveness to shareholder dissent. There is a lack of ESG criteria in the variable compensation.
Pearson Plc	30/04/2021	Reappoint PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Pearson Plc	30/04/2021	Authorise the Audit Committee to Fix Remuneration of Auditors	For	The proposal is in line with our voting policy
Pearson Plc	30/04/2021	Authorise Issue of Equity	For	The proposal is in line with our voting policy
Pearson Plc	30/04/2021	Authorise Issue of Equity without Pre-emptive Rights	For	The proposal is in line with our voting policy
Pearson Plc	30/04/2021	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	The proposal is in line with our voting policy
Pearson Plc	30/04/2021	Authorise Market Purchase of Ordinary Shares	For	The proposal is in line with our voting policy
Pearson Plc	30/04/2021	Authorise the Company to Call General Meeting with Two Weeks' Notice	Against	The Proposal is not in shareholders' interest.
Pearson Plc	30/04/2021	Adopt New Articles of Association	For	The proposal is in line with our voting policy

Sanofi	30/04/2021	Approve Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Sanofi	30/04/2021	Approve Consolidated Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Sanofi	30/04/2021	Approve Treatment of Losses and Dividends of EUR 3.20 per Share	For	The proposal is in line with our voting policy
Sanofi	30/04/2021	Ratify Appointment of Gilles Schnepf as Director	For	The proposal is in line with our voting policy
Sanofi	30/04/2021	Reelect Fabienne Lecorvaisier as Director	For	The proposal is in line with our voting policy
Sanofi	30/04/2021	Reelect Melanie Lee as Director	For	The proposal is in line with our voting policy
Sanofi	30/04/2021	Elect Barbara Lavernos as Director	For	The proposal is in line with our voting policy
Sanofi	30/04/2021	Approve Compensation Report of Corporate Officers	For	The proposal is in line with our voting policy
Sanofi	30/04/2021	Approve Compensation of Serge Weinberg, Chairman of the Board	For	The proposal is in line with our voting policy
Sanofi	30/04/2021	Approve Compensation of Paul Hudson, CEO	For	The proposal is in line with our voting policy
Sanofi	30/04/2021	Approve Remuneration Policy of Directors	For	The proposal is in line with our voting policy
Sanofi	30/04/2021	Approve Remuneration Policy of Chairman of the Board	For	The proposal is in line with our voting policy
Sanofi	30/04/2021	Approve Remuneration Policy of CEO	For	The proposal is in line with our voting policy
Sanofi	30/04/2021	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	The proposal is in line with our voting policy
Sanofi	30/04/2021	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	The proposal is in line with our voting policy
Sanofi	30/04/2021	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 997 Million	For	The proposal is in line with our voting policy
Sanofi	30/04/2021	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 240 Million	For	The proposal is in line with our voting policy
Sanofi	30/04/2021	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 240 Million	For	The proposal is in line with our voting policy
Sanofi	30/04/2021	Approve Issuance of Debt Securities Giving Access to New Shares of Subsidiaries and/or Debt Securities, up to Aggregate Amount of EUR 7 Billion	For	The proposal is in line with our voting policy
Sanofi	30/04/2021	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	For	The proposal is in line with our voting policy
Sanofi	30/04/2021	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	The proposal is in line with our voting policy
Sanofi	30/04/2021	Authorize Capitalization of Reserves of Up to EUR 500 Million for Bonus Issue or Increase in Par Value	For	The proposal is in line with our voting policy
Sanofi	30/04/2021	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	The proposal is in line with our voting policy
Sanofi	30/04/2021	Authorize up to 5 Percent of Issued Capital for Use in Restricted Stock Plans	For	The proposal is in line with our voting policy
Sanofi	30/04/2021	Amend Article 13 of Bylaws Re: Written Consultation	For	The proposal is in line with our voting policy
Sanofi	30/04/2021	Amend Articles 14 and 17 of Bylaws Re: Board Powers and Censors	For	The proposal is in line with our voting policy

Sanofi	30/04/2021	Authorize Filing of Required Documents/Other Formalities	For	The proposal is in line with our voting policy
Tenaris SA	03/05/2021	Receive and Approve Board's and Auditor's Reports Re: Consolidated Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Tenaris SA	03/05/2021	Approve Consolidated Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Tenaris SA	03/05/2021	Approve Financial Statements	For	The proposal is in line with our voting policy
Tenaris SA	03/05/2021	Approve Allocation of Income and Dividends	For	The proposal is in line with our voting policy
Tenaris SA	03/05/2021	Approve Discharge of Directors	For	The proposal is in line with our voting policy
Tenaris SA	03/05/2021	Elect Directors (Bundled)	Against	The board is not sufficiently independent as per our voting policy. The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria. Roberto Luis Monti and Jaime Serra Puche are non-independent members of the Audit Committee which is not composed in majority of independent directors. Guillermo Francisco Vogel Hinojosa holds four non-executive directorships, one of which as an outside Chairman of the Board. The nominee is therefore overboarded.
Tenaris SA	03/05/2021	Approve Remuneration of Directors	For	The proposal is in line with our voting policy
Tenaris SA	03/05/2021	Approve Remuneration Report	Against	The company has not disclosed sufficient information to enable support of the proposal. There is a lack of transparency on performance goals. The remuneration structure is not satisfactory. The composition of the Remuneration Committee is not satisfactory. Compensation is excessive compared to peers. There is a lack of Environmental criteria in the variable compensation.
Tenaris SA	03/05/2021	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	For	The proposal is in line with our voting policy
Tenaris SA	03/05/2021	Allow Electronic Distribution of Company Documents to Shareholders	For	The proposal is in line with our voting policy
Hermes International SCA	04/05/2021	Approve Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Hermes International SCA	04/05/2021	Approve Consolidated Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Hermes International SCA	04/05/2021	Approve Discharge of General Managers	For	The proposal is in line with our voting policy
Hermes International SCA	04/05/2021	Approve Allocation of Income and Dividends of EUR 4.55 per Share	For	The proposal is in line with our voting policy
Hermes International SCA	04/05/2021	Approve Auditors' Special Report on Related-Party Transactions	Against	The company has not disclosed sufficient information to enable support of the proposal.
Hermes International SCA	04/05/2021	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against	The proposal favors an anti-takeover device which is not in shareholders' interest.
Hermes International SCA	04/05/2021	Approve Compensation of Corporate Officers	Against	Discretionary payments/powers. The remuneration structure is not satisfactory.

Hermes International SCA	04/05/2021	Approve Compensation of Axel Dumas, General Manager	Against	Discretionary payments/powers. The remuneration structure is not satisfactory. Compensation is excessive compared to peers.
Hermes International SCA	04/05/2021	Approve Compensation of Emile Hermes SARL, General Manager	Against	Discretionary payments/powers. The remuneration structure is not satisfactory.
Hermes International SCA	04/05/2021	Approve Compensation of Eric de Seynes, Chairman of the Supervisory Board	For	The proposal is in line with our voting policy
Hermes International SCA	04/05/2021	Approve Remuneration Policy of General Managers	Against	Discretionary payments/powers. The remuneration structure is not satisfactory
Hermes International SCA	04/05/2021	Approve Remuneration Policy of Supervisory Board Members	For	The proposal is in line with our voting policy
Hermes International SCA	04/05/2021	Reelect Matthieu Dumas as Supervisory Board Member	For	The proposal is in line with our voting policy
Hermes International SCA	04/05/2021	Reelect Blaise Guerrand as Supervisory Board Member	For	The proposal is in line with our voting policy
Hermes International SCA	04/05/2021	Reelect Olympia Guerrand as Supervisory Board Member	For	The proposal is in line with our voting policy
Hermes International SCA	04/05/2021	Reelect Alexandre Viros as Supervisory Board Member	For	The proposal is in line with our voting policy
Hermes International SCA	04/05/2021	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	The proposal is in line with our voting policy
Hermes International SCA	04/05/2021	Authorize Capitalization of Reserves of up to 40 Percent of Issued Capital for Bonus Issue or Increase in Par Value	For	The proposal is in line with our voting policy
Hermes International SCA	04/05/2021	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 40 Percent of Issued Capital	Against	The proposal favors an anti-takeover device which is not in shareholders' interest.
Hermes International SCA	04/05/2021	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to 40 Percent of Issued Capital	Against	Excessive capital increase without preemptive rights. The proposal favors an anti-takeover device which is not in shareholders' interest.
Hermes International SCA	04/05/2021	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	The proposal is in line with our voting policy
Hermes International SCA	04/05/2021	Approve Issuance of Equity or Equity-Linked Securities up to 20 Percent of Issued Capital Per Year for Private Placements	Against	Excessive capital increase without preemptive rights. The proposal favors an anti-takeover device which is not in shareholders' interest.
Hermes International SCA	04/05/2021	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against	The proposal favors an anti-takeover device which is not in shareholders' interest.
Hermes International SCA	04/05/2021	Delegate Powers to the Management Board to Implement Spin-Off Agreements	Against	The Proposal is not in shareholders' interest.
Hermes International SCA	04/05/2021	Delegate Powers to the Management Board to Issue Shares in Connection with Item 24 Above	Against	The Proposal is not in shareholders' interest.
Hermes International SCA	04/05/2021	Amend Articles of Bylaws Re. Change of Corporate Form of Emile Hermes SARL	For	The proposal is in line with our voting policy
Hermes International SCA	04/05/2021	Authorize Filing of Required Documents/Other Formalities	For	The proposal is in line with our voting policy
Chocoladefabriken Lindt & Spruengli AG	04/05/2021	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Chocoladefabriken Lindt & Spruengli AG	04/05/2021	Approve Remuneration Report (Non-Binding)	For	The proposal is in line with our voting policy
Chocoladefabriken Lindt & Spruengli AG	04/05/2021	Approve Discharge of Board and Senior Management	For	The proposal is in line with our voting policy
Chocoladefabriken Lindt & Spruengli AG	04/05/2021	Transact Other Business (Voting)	Against	The company has not disclosed sufficient information to enable support of the proposal.
Chocoladefabriken Lindt & Spruengli AG	04/05/2021	Approve Allocation of Income and Dividends of CHF 731 per Registered	For	The proposal is in line with our voting policy

		Share and CHF 73.10 per Participation Certificate		
Chocoladefabriken Lindt & Spruengli AG	04/05/2021	Approve Transfer of CHF 88.5 Million from Capital Contribution Reserves to Free Reserves and Dividends of CHF 369 per Registered Share and CHF 36.90 per Participation Certificate from Free Reserves	For	The proposal is in line with our voting policy
Chocoladefabriken Lindt & Spruengli AG	04/05/2021	Reelect Ernst Tanner as Director and Board Chairman	Against	The board is not sufficiently independent as per our voting policy
Chocoladefabriken Lindt & Spruengli AG	04/05/2021	Reelect Antonio Bulgheroni as Director	Against	The board is not sufficiently independent as per our voting policy The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors. The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors. The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors.
Chocoladefabriken Lindt & Spruengli AG	04/05/2021	Reelect Rudolf Spruengli as Director	Against	The board is not sufficiently independent as per our voting policy The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors. The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors.
Chocoladefabriken Lindt & Spruengli AG	04/05/2021	Reelect Elisabeth Guertler as Director	Against	The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors.
Chocoladefabriken Lindt & Spruengli AG	04/05/2021	Reelect Thomas Rinderknecht as Director	For	The proposal is in line with our voting policy
Chocoladefabriken Lindt & Spruengli AG	04/05/2021	Reelect Silvio Denz as Director	For	The proposal is in line with our voting policy
Chocoladefabriken Lindt & Spruengli AG	04/05/2021	Reappoint Rudolf Spruengli as Member of the Compensation Committee	Against	The board is not sufficiently independent as per our voting policy The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors. The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors.
Chocoladefabriken Lindt & Spruengli AG	04/05/2021	Reappoint Antonio Bulgheroni as Member of the Compensation Committee	Against	The board is not sufficiently independent as per our voting policy The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors. The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of

				independent directors. The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors.
Chocoladefabriken Lindt & Spruengli AG	04/05/2021	Reappoint Silvio Denz as Member of the Compensation Committee	For	The proposal is in line with our voting policy
Chocoladefabriken Lindt & Spruengli AG	04/05/2021	Designate Patrick Schleiffer as Independent Proxy	For	The proposal is in line with our voting policy
Chocoladefabriken Lindt & Spruengli AG	04/05/2021	Ratify PricewaterhouseCoopers AG as Auditors	For	The proposal is in line with our voting policy
Chocoladefabriken Lindt & Spruengli AG	04/05/2021	Approve Remuneration of Directors in the Amount of CHF 3.2 Million	For	The proposal is in line with our voting policy
Chocoladefabriken Lindt & Spruengli AG	04/05/2021	Approve Remuneration of Executive Committee in the Amount of CHF 18 Million	For	The proposal is in line with our voting policy
Kuehne + Nagel International AG	04/05/2021	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Kuehne + Nagel International AG	04/05/2021	Approve Allocation of Income and Dividends of CHF 4.50 per Share	For	The proposal is in line with our voting policy
Kuehne + Nagel International AG	04/05/2021	Approve Discharge of Board and Senior Management	For	The proposal is in line with our voting policy
Kuehne + Nagel International AG	04/05/2021	Approve Remuneration Report	Against	The remuneration structure is not satisfactory. LTI is not fully performance-based. There is a lack of ESG criteria in the variable compensation.
Kuehne + Nagel International AG	04/05/2021	Transact Other Business (Voting)	Against	The company has not disclosed sufficient information to enable support of the proposal.
Kuehne + Nagel International AG	04/05/2021	Reelect Dominik Buergy as Director	For	The proposal is in line with our voting policy
Kuehne + Nagel International AG	04/05/2021	Reelect Renato Fassbind as Director	Against	The nominee holds three non-executive directorships including two as Chairman of the Audit Committee. The nominee is therefore overboarded.
Kuehne + Nagel International AG	04/05/2021	Reelect Karl Gernandt as Director	For	The proposal is in line with our voting policy
Kuehne + Nagel International AG	04/05/2021	Reelect David Kamenetzky as Director	For	The proposal is in line with our voting policy
Kuehne + Nagel International AG	04/05/2021	Reelect Klaus-Michael Kuehne as Director	For	The proposal is in line with our voting policy
Kuehne + Nagel International AG	04/05/2021	Reelect Hauke Stars as Director	For	The proposal is in line with our voting policy
Kuehne + Nagel International AG	04/05/2021	Reelect Martin Wittig as Director	For	The proposal is in line with our voting policy
Kuehne + Nagel International AG	04/05/2021	Reelect Joerg Wolle as Director	Against	The nominee holds three non-executive directorships including two as Chairman of the Board. The nominee is therefore overboarded.
Kuehne + Nagel International AG	04/05/2021	Elect Tobias Staehelin as Director	For	The proposal is in line with our voting policy
Kuehne + Nagel International AG	04/05/2021	Reelect Joerg Wolle as Board Chairman	Against	The nominee holds three non-executive directorships including two as Chairman of the Board. The nominee is therefore overboarded.
Kuehne + Nagel International AG	04/05/2021	Reappoint Karl Gernandt as Member of the Compensation Committee	Against	The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors. The nominee is a non-independent member of the Nomination Committee which is not

				composed in majority of independent directors.
Kuehne + Nagel International AG	04/05/2021	Reappoint Klaus-Michael Kuehne as Member of the Compensation Committee	Against	The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors. The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors.
Kuehne + Nagel International AG	04/05/2021	Reappoint Hauke Stars as Member of the Compensation Committee	For	The proposal is in line with our voting policy
Kuehne + Nagel International AG	04/05/2021	Designate Investarit AG as Independent Proxy	For	The proposal is in line with our voting policy
Kuehne + Nagel International AG	04/05/2021	Ratify Ernst & Young AG as Auditors	For	The proposal is in line with our voting policy
Kuehne + Nagel International AG	04/05/2021	Approve Remuneration of Directors in the Amount of CHF 5.5 Million	Against	Board fees are excessive. Board fees have been increased excessively.
Kuehne + Nagel International AG	04/05/2021	Approve Remuneration of Executive Committee in the Amount of CHF 22 Million	Against	The company has not provided sufficient information to justify an excessive salary increase. The company has not disclosed sufficient information to enable support of the proposal.
Air Liquide SA	04/05/2021	Approve Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Air Liquide SA	04/05/2021	Approve Consolidated Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Air Liquide SA	04/05/2021	Approve Allocation of Income and Dividends of EUR 2.75 per Share and an Extra of EUR 0.27 per Share to Long Term Registered Shares	For	The proposal is in line with our voting policy
Air Liquide SA	04/05/2021	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	The proposal is in line with our voting policy
Air Liquide SA	04/05/2021	Reelect Xavier Huillard as Director	For	The proposal is in line with our voting policy
Air Liquide SA	04/05/2021	Elect Pierre Breber as Director	For	The proposal is in line with our voting policy
Air Liquide SA	04/05/2021	Elect Aiman Ezzat as Director	For	The proposal is in line with our voting policy
Air Liquide SA	04/05/2021	Elect Bertrand Dumazy as Director	For	The proposal is in line with our voting policy
Air Liquide SA	04/05/2021	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of the New Transactions	For	The proposal is in line with our voting policy
Air Liquide SA	04/05/2021	Approve Compensation of Benoit Potier	For	The proposal is in line with our voting policy
Air Liquide SA	04/05/2021	Approve Compensation Report of Corporate Officers	For	The proposal is in line with our voting policy
Air Liquide SA	04/05/2021	Approve Remuneration Policy of Corporate Officers	For	The proposal is in line with our voting policy
Air Liquide SA	04/05/2021	Approve Remuneration Policy of Directors	For	The proposal is in line with our voting policy
Air Liquide SA	04/05/2021	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	The proposal is in line with our voting policy
Air Liquide SA	04/05/2021	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 470 Million	For	The proposal is in line with our voting policy
Air Liquide SA	04/05/2021	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	For	The proposal is in line with our voting policy

Air Liquide SA	04/05/2021	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	The proposal is in line with our voting policy
Air Liquide SA	04/05/2021	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	For	The proposal is in line with our voting policy
Air Liquide SA	04/05/2021	Authorize Filing of Required Documents/Other Formalities	For	The proposal is in line with our voting policy
PUMA SE	05/05/2021	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (Non-Voting)		This is a non-voting item
PUMA SE	05/05/2021	Approve Allocation of Income and Dividends of EUR 0.16 per Share	For	The proposal is in line with our voting policy
PUMA SE	05/05/2021	Approve Discharge of Management Board for Fiscal Year 2020	For	The proposal is in line with our voting policy
PUMA SE	05/05/2021	Approve Discharge of Supervisory Board for Fiscal Year 2020	For	The proposal is in line with our voting policy
PUMA SE	05/05/2021	Ratify Deloitte GmbH as Auditors for Fiscal Year 2021	For	The proposal is in line with our voting policy
PUMA SE	05/05/2021	Approve Remuneration Policy	For	The proposal is in line with our voting policy
PUMA SE	05/05/2021	Approve Creation of EUR 30 Million Pool of Capital with Partial Exclusion of Preemptive Rights	For	The proposal is in line with our voting policy
PUMA SE	05/05/2021	Amend 2020 Share Repurchase Authorization to Allow Reissuance of Repurchased Shares to Members of the Management Board	For	The proposal is in line with our voting policy
Lonza Group AG	06/05/2021	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Lonza Group AG	06/05/2021	Approve Remuneration Report	For	The proposal is in line with our voting policy
Lonza Group AG	06/05/2021	Approve Discharge of Board and Senior Management	For	The proposal is in line with our voting policy
Lonza Group AG	06/05/2021	Approve Allocation of Income and Dividends of CHF 3.00 per Share	For	The proposal is in line with our voting policy
Lonza Group AG	06/05/2021	Ratify KPMG Ltd as Auditors	For	The proposal is in line with our voting policy
Lonza Group AG	06/05/2021	Designate ThomannFischer as Independent Proxy	For	The proposal is in line with our voting policy
Lonza Group AG	06/05/2021	Approve Remuneration of Directors in the Amount of CHF 2.7 Million	For	The proposal is in line with our voting policy
Lonza Group AG	06/05/2021	Approve Renewal of CHF 7.5 Million Pool of Authorized Capital without Preemptive Rights	For	The proposal is in line with our voting policy
Lonza Group AG	06/05/2021	Transact Other Business (Voting)	Against	The company has not disclosed sufficient information to enable support of the proposal.
Lonza Group AG	06/05/2021	Reelect Werner Bauer as Director	For	The proposal is in line with our voting policy
Lonza Group AG	06/05/2021	Reelect Albert Baehny as Director	For	The proposal is in line with our voting policy
Lonza Group AG	06/05/2021	Reelect Dorothee Deuring as Director	For	The proposal is in line with our voting policy
Lonza Group AG	06/05/2021	Reelect Angelica Kohlmann as Director	For	The proposal is in line with our voting policy
Lonza Group AG	06/05/2021	Reelect Christoph Maeder as Director	For	The proposal is in line with our voting policy
Lonza Group AG	06/05/2021	Reelect Barbara Richmond as Director	For	The proposal is in line with our voting policy
Lonza Group AG	06/05/2021	Reelect Juergen Steinemann as Director	For	The proposal is in line with our voting policy
Lonza Group AG	06/05/2021	Reelect Olivier Verscheure as Director	For	The proposal is in line with our voting policy

Lonza Group AG	06/05/2021	Reelect Albert Baehny as Board Chairman	For	The proposal is in line with our voting policy
Lonza Group AG	06/05/2021	Reappoint Angelica Kohlmann as Member of the Nomination and Compensation Committee	For	The proposal is in line with our voting policy
Lonza Group AG	06/05/2021	Reappoint Christoph Maeder as Member of the Nomination and Compensation Committee	For	The proposal is in line with our voting policy
Lonza Group AG	06/05/2021	Reappoint Juergen Steinemann as Member of the Nomination and Compensation Committee	For	The proposal is in line with our voting policy
Lonza Group AG	06/05/2021	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 5.6 Million for the Period July 1, 2021 - June 30, 2022	For	The proposal is in line with our voting policy
Lonza Group AG	06/05/2021	Approve Variable Short-Term Remuneration of Executive Committee in the Amount of CHF 3.3 Million for Fiscal Year 2020	For	The proposal is in line with our voting policy
Lonza Group AG	06/05/2021	Approve Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 10.5 Million for Fiscal Year 2021	For	The proposal is in line with our voting policy
Mondi Plc	06/05/2021	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Mondi Plc	06/05/2021	Approve Remuneration Report	For	The proposal is in line with our voting policy
Mondi Plc	06/05/2021	Approve Final Dividend	For	The proposal is in line with our voting policy
Mondi Plc	06/05/2021	Elect Svein Richard Brandtzaeg as Director	Against	The nominee holds four non-executive directorships, one of which as an outside Chairman of the Board. The nominee is therefore overboarded.
Mondi Plc	06/05/2021	Elect Sue Clark as Director	For	The proposal is in line with our voting policy
Mondi Plc	06/05/2021	Elect Mike Powell as Director	For	The proposal is in line with our voting policy
Mondi Plc	06/05/2021	Elect Angela Strank as Director	For	The proposal is in line with our voting policy
Mondi Plc	06/05/2021	Re-elect Tanya Fratto as Director	For	The proposal is in line with our voting policy
Mondi Plc	06/05/2021	Re-elect Enoch Godongwana as Director	For	The proposal is in line with our voting policy
Mondi Plc	06/05/2021	Re-elect Andrew King as Director	For	The proposal is in line with our voting policy
Mondi Plc	06/05/2021	Re-elect Dominique Reiniche as Director	For	The proposal is in line with our voting policy
Mondi Plc	06/05/2021	Re-elect Philip Yea as Director	For	The proposal is in line with our voting policy
Mondi Plc	06/05/2021	Re-elect Stephen Young as Director	For	The proposal is in line with our voting policy
Mondi Plc	06/05/2021	Reappoint PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Mondi Plc	06/05/2021	Authorise the Audit Committee to Fix Remuneration of Auditors	For	The proposal is in line with our voting policy
Mondi Plc	06/05/2021	Authorise Issue of Equity	For	The proposal is in line with our voting policy
Mondi Plc	06/05/2021	Authorise Issue of Equity without Pre-emptive Rights	For	The proposal is in line with our voting policy
Mondi Plc	06/05/2021	Authorise Market Purchase of Ordinary Shares	For	The proposal is in line with our voting policy
Mondi Plc	06/05/2021	Adopt New Articles of Association	For	The proposal is in line with our voting policy

Mondi Plc	06/05/2021	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	The proposal is in line with our voting policy
Koninklijke DSM NV	06/05/2021	Open Meeting		This is a non-voting item
Koninklijke DSM NV	06/05/2021	Amend Articles of Association	For	The proposal is in line with our voting policy
Koninklijke DSM NV	06/05/2021	Receive Report of Management Board (Non-Voting)		This is a non-voting item
Koninklijke DSM NV	06/05/2021	Approve Remuneration Report	For	The proposal is in line with our voting policy
Koninklijke DSM NV	06/05/2021	Adopt Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Koninklijke DSM NV	06/05/2021	Reelect Dimitri de Vreeze to Management Board	For	The proposal is in line with our voting policy
Koninklijke DSM NV	06/05/2021	Ratify KPMG Accountants N.V as Auditors	For	The proposal is in line with our voting policy
Koninklijke DSM NV	06/05/2021	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	The proposal is in line with our voting policy
Koninklijke DSM NV	06/05/2021	Approve Reduction in Share Capital through Cancellation of Shares	For	The proposal is in line with our voting policy
Koninklijke DSM NV	06/05/2021	Other Business (Non-Voting)		This is a non-voting item
Koninklijke DSM NV	06/05/2021	Discuss Voting Results		This is a non-voting item
Koninklijke DSM NV	06/05/2021	Close Meeting		This is a non-voting item
Koninklijke DSM NV	06/05/2021	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Pre-emptive Rights	For	The proposal is in line with our voting policy
Koninklijke DSM NV	06/05/2021	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital in Connection with a Rights Issue	For	The proposal is in line with our voting policy
Koninklijke DSM NV	06/05/2021	Receive Explanation on Company's Reserves and Dividend Policy		This is a non-voting item
Koninklijke DSM NV	06/05/2021	Approve Dividends of EUR 2.40 Per Share	For	The proposal is in line with our voting policy
Koninklijke DSM NV	06/05/2021	Approve Discharge of Management Board	For	The proposal is in line with our voting policy
Koninklijke DSM NV	06/05/2021	Approve Discharge of Supervisory Board	For	The proposal is in line with our voting policy
Koninklijke DSM NV	06/05/2021	Reelect Frits van Paasschen to Supervisory Board	For	The proposal is in line with our voting policy
Koninklijke DSM NV	06/05/2021	Reelect John Ramsay to Supervisory Board	Against	The nominee holds four non-executive directorships as Chairman of the Audit Committee. The nominee is therefore overboarded.
Koninklijke DSM NV	06/05/2021	Elect Carla Mahieu to Supervisory Board	For	The proposal is in line with our voting policy
Koninklijke DSM NV	06/05/2021	Elect Corien M. Wortmann-Kool to Supervisory Board	For	The proposal is in line with our voting policy
Koninklijke Philips NV	06/05/2021	President's Speech		This is a non-voting item
Koninklijke Philips NV	06/05/2021	Reelect Marnix van Ginneken to Management Board	For	The proposal is in line with our voting policy
Koninklijke Philips NV	06/05/2021	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	The proposal is in line with our voting policy
Koninklijke Philips NV	06/05/2021	Approve Cancellation of Repurchased Shares	For	The proposal is in line with our voting policy
Koninklijke Philips NV	06/05/2021	Other Business (Non-Voting)		This is a non-voting item
Koninklijke Philips NV	06/05/2021	Receive Explanation on Company's Reserves and Dividend Policy		This is a non-voting item
Koninklijke Philips NV	06/05/2021	Adopt Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Koninklijke Philips NV	06/05/2021	Approve Dividends of EUR 0.85 Per Share	For	The proposal is in line with our voting policy
Koninklijke Philips NV	06/05/2021	Approve Remuneration Report	For	The proposal is in line with our voting policy

Koninklijke Philips NV	06/05/2021	Approve Discharge of Management Board	For	The proposal is in line with our voting policy
Koninklijke Philips NV	06/05/2021	Approve Discharge of Supervisory Board	For	The proposal is in line with our voting policy
Koninklijke Philips NV	06/05/2021	Elect Chua Sock Koong to Supervisory Board	For	The proposal is in line with our voting policy
Koninklijke Philips NV	06/05/2021	Elect Indra Nooyi to Supervisory Board	For	The proposal is in line with our voting policy
Koninklijke Philips NV	06/05/2021	Grant Board Authority to Issue Shares	For	The proposal is in line with our voting policy
Koninklijke Philips NV	06/05/2021	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	The proposal is in line with our voting policy
Schibsted ASA	06/05/2021	Elect Chairman of Meeting	For	The proposal is in line with our voting policy
Schibsted ASA	06/05/2021	Approve Notice of Meeting and Agenda	For	The proposal is in line with our voting policy
Schibsted ASA	06/05/2021	Designate Inspector(s) of Minutes of Meeting	For	The proposal is in line with our voting policy
Schibsted ASA	06/05/2021	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Schibsted ASA	06/05/2021	Approve Remuneration of Auditors	For	The proposal is in line with our voting policy
Schibsted ASA	06/05/2021	Ratify PWC as Auditors	For	The proposal is in line with our voting policy
Schibsted ASA	06/05/2021	Approve Remuneration Policy And Other Terms of Employment For Executive Management	For	The proposal is in line with our voting policy
Schibsted ASA	06/05/2021	Receive Report from Nominating Committee		This is a non-voting item
Schibsted ASA	06/05/2021	Approve Remuneration of Directors in the Amount of NOK 1.2 Million for Chairman and NOK 558,000 for Other Directors; Approve Additional Fees; Approve Remuneration for Committee Work	For	The proposal is in line with our voting policy
Schibsted ASA	06/05/2021	Approve Remuneration of Nominating Committee in the Amount of NOK 146,000 for Chairman and NOK 90,000 for Other Members	For	The proposal is in line with our voting policy
Schibsted ASA	06/05/2021	Grant Power of Attorney to Board Pursuant to Article 7 of Articles of Association	For	The proposal is in line with our voting policy
Schibsted ASA	06/05/2021	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	The proposal is in line with our voting policy
Schibsted ASA	06/05/2021	Approve Creation of NOK 6.5 Million Pool of Capital without Preemptive Rights	For	The proposal is in line with our voting policy
Schibsted ASA	06/05/2021	Elect Kjersti Loken Stavrum (Chair) as Member to the Nominating Committee	For	The proposal is in line with our voting policy
Schibsted ASA	06/05/2021	Elect Spencer Adair as Member to the Nominating Committee	For	The proposal is in line with our voting policy
Schibsted ASA	06/05/2021	Elect Ann Kristin Brautaset as Member to the Nominating Committee	For	The proposal is in line with our voting policy
Schibsted ASA	06/05/2021	Elect Ole Jacob Sunde (Chair) as Director	Against	The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors.
Schibsted ASA	06/05/2021	Elect Eugenie van Wiechen as Director	For	The proposal is in line with our voting policy
Schibsted ASA	06/05/2021	Elect Phillipe Vimard as Director	For	The proposal is in line with our voting policy
Schibsted ASA	06/05/2021	Elect Anna Mossberg as Director	For	The proposal is in line with our voting policy
Schibsted ASA	06/05/2021	Elect Satu Huber as Director	For	The proposal is in line with our voting policy

Schibsted ASA	06/05/2021	Elect Karl-Christian Agerup as Director	Against	The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors.
Schibsted ASA	06/05/2021	Elect Rune Bjerke as Director	For	The proposal is in line with our voting policy
Schibsted ASA	06/05/2021	Elect Hugo Maurstad as Director	Against	The nominee holds four non-executive directorships, two of which as an outside Chairman of the Board. The nominee is therefore overboarded.
Vifor Pharma AG	06/05/2021	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Vifor Pharma AG	06/05/2021	Approve Discharge of Board and Senior Management	For	The proposal is in line with our voting policy
Vifor Pharma AG	06/05/2021	Approve Allocation of Income and Dividends of CHF 2.00 per Share	For	The proposal is in line with our voting policy
Vifor Pharma AG	06/05/2021	Approve Remuneration Report	Against	There is a lack of ESG criteria in the variable compensation.
Vifor Pharma AG	06/05/2021	Transact Other Business (Voting)	Against	The company has not disclosed sufficient information to enable support of the proposal.
Vifor Pharma AG	06/05/2021	Approve Remuneration of Directors in the Amount of CHF 4 Million	For	The proposal is in line with our voting policy
Vifor Pharma AG	06/05/2021	Approve Remuneration of Executive Committee in the Amount of CHF 19.5 Million	For	The proposal is in line with our voting policy
Vifor Pharma AG	06/05/2021	Reelect Jacques Theurillat as Director and Board Chairman	For	The proposal is in line with our voting policy
Vifor Pharma AG	06/05/2021	Reelect Romeo Cerutti as Director	For	The proposal is in line with our voting policy
Vifor Pharma AG	06/05/2021	Reelect Michel Burnier as Director	For	The proposal is in line with our voting policy
Vifor Pharma AG	06/05/2021	Reelect Sue Mahony as Director	For	The proposal is in line with our voting policy
Vifor Pharma AG	06/05/2021	Reelect Kim Stratton as Director	For	The proposal is in line with our voting policy
Vifor Pharma AG	06/05/2021	Elect Alexandre LeBeaut as Director	For	The proposal is in line with our voting policy
Vifor Pharma AG	06/05/2021	Elect Asa Riisberg as Director	For	The proposal is in line with our voting policy
Vifor Pharma AG	06/05/2021	Reappoint Sue Mahony as Member of the Compensation Committee	For	The proposal is in line with our voting policy
Vifor Pharma AG	06/05/2021	Reappoint Michel Burnier as Member of the Compensation Committee	For	The proposal is in line with our voting policy
Vifor Pharma AG	06/05/2021	Reappoint Romeo Cerutti as Member of the Compensation Committee	For	The proposal is in line with our voting policy
Vifor Pharma AG	06/05/2021	Designate Walder Wyss AG as Independent Proxy	For	The proposal is in line with our voting policy
Vifor Pharma AG	06/05/2021	Ratify Ernst & Young AG as Auditors	For	The proposal is in line with our voting policy
The Swatch Group AG	11/05/2021	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
The Swatch Group AG	11/05/2021	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
The Swatch Group AG	11/05/2021	Approve Discharge of Board and Senior Management	For	The proposal is in line with our voting policy
The Swatch Group AG	11/05/2021	Approve Discharge of Board and Senior Management	For	The proposal is in line with our voting policy
The Swatch Group AG	11/05/2021	Approve Allocation of Income and Dividends of CHF 0.70 per Registered Share and CHF 3.50 per Bearer Share	For	The proposal is in line with our voting policy

The Swatch Group AG	11/05/2021	Approve Allocation of Income and Dividends of CHF 0.70 per Registered Share and CHF 3.50 per Bearer Share	For	The proposal is in line with our voting policy
The Swatch Group AG	11/05/2021	Designate Bernhard Lehmann as Independent Proxy	For	The proposal is in line with our voting policy
The Swatch Group AG	11/05/2021	Designate Bernhard Lehmann as Independent Proxy	For	The proposal is in line with our voting policy
The Swatch Group AG	11/05/2021	Ratify PricewaterhouseCoopers AG as Auditors	For	The proposal is in line with our voting policy
The Swatch Group AG	11/05/2021	Ratify PricewaterhouseCoopers AG as Auditors	For	The proposal is in line with our voting policy
The Swatch Group AG	11/05/2021	Amend Articles Re: Virtual General Meeting	Against	Virtual only meetings, while having some advantage as allowing more Shareholders to participate in a meeting, may also deprive them of meaningful exchanges. At the most we are in favor of hybrid meetings.
The Swatch Group AG	11/05/2021	Amend Articles Re: Virtual General Meeting	Against	Virtual only meetings, while having some advantage as allowing more Shareholders to participate in a meeting, may also deprive them of meaningful exchanges. At the most we are in favor of hybrid meetings.
The Swatch Group AG	11/05/2021	Transact Other Business (Voting)	Against	The company has not disclosed sufficient information to enable support of the proposal.
The Swatch Group AG	11/05/2021	Transact Other Business (Voting)	Against	The company has not disclosed sufficient information to enable support of the proposal.
The Swatch Group AG	11/05/2021	Approve Fixed Remuneration of Non-Executive Directors in the Amount of CHF 780,000	For	The proposal is in line with our voting policy
The Swatch Group AG	11/05/2021	Approve Fixed Remuneration of Non-Executive Directors in the Amount of CHF 780,000	For	The proposal is in line with our voting policy
The Swatch Group AG	11/05/2021	Approve Fixed Remuneration of Executive Directors in the Amount of CHF 2.6 Million	Against	Compensation is excessive compared to peers.
The Swatch Group AG	11/05/2021	Approve Fixed Remuneration of Executive Directors in the Amount of CHF 2.6 Million	Against	Compensation is excessive compared to peers.
The Swatch Group AG	11/05/2021	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 5.7 Million	Against	Compensation is excessive compared to peers.
The Swatch Group AG	11/05/2021	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 5.7 Million	Against	Compensation is excessive compared to peers.
The Swatch Group AG	11/05/2021	Approve Variable Remuneration of Executive Directors in the Amount of CHF 4.2 Million	Against	The remuneration structure is not satisfactory. Compensation is excessive compared to peers. There is a lack of ESG criteria in the variable compensation.
The Swatch Group AG	11/05/2021	Approve Variable Remuneration of Executive Directors in the Amount of CHF 4.2 Million	Against	The remuneration structure is not satisfactory. Compensation is excessive compared to peers. There is a lack of ESG criteria in the variable compensation.
The Swatch Group AG	11/05/2021	Approve Variable Remuneration of Executive Committee in the Amount of CHF 10.7 Million	Against	The remuneration structure is not satisfactory. Compensation is excessive compared to peers. There is a lack of ESG criteria in the variable compensation.

The Swatch Group AG	11/05/2021	Approve Variable Remuneration of Executive Committee in the Amount of CHF 10.7 Million	Against	The remuneration structure is not satisfactory. Compensation is excessive compared to peers. There is a lack of ESG criteria in the variable compensation.
The Swatch Group AG	11/05/2021	Reelect Nayla Hayek as Director	Against	The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors. The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors.
The Swatch Group AG	11/05/2021	Reelect Nayla Hayek as Director	Against	The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors. The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors.
The Swatch Group AG	11/05/2021	Reelect Ernst Tanner as Director	Against	The board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors. The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors.
The Swatch Group AG	11/05/2021	Reelect Ernst Tanner as Director	Against	The board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors. The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors.
The Swatch Group AG	11/05/2021	Reelect Daniela Aeschlimann as Director	Against	The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors. The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors.
The Swatch Group AG	11/05/2021	Reelect Daniela Aeschlimann as Director	Against	The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors. The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors.
The Swatch Group AG	11/05/2021	Reelect Georges Hayek as Director	For	The proposal is in line with our voting policy
The Swatch Group AG	11/05/2021	Reelect Georges Hayek as Director	For	The proposal is in line with our voting policy
The Swatch Group AG	11/05/2021	Reelect Claude Nicollier as Director	Against	The board is not sufficiently independent as per our voting

				policyThe nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors.The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors.
The Swatch Group AG	11/05/2021	Reelect Claude Nicollier as Director	Against	The board is not sufficiently independent as per our voting policyThe nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors.The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors.
The Swatch Group AG	11/05/2021	Reelect Jean-Pierre Roth as Director	For	The proposal is in line with our voting policy
The Swatch Group AG	11/05/2021	Reelect Jean-Pierre Roth as Director	For	The proposal is in line with our voting policy
The Swatch Group AG	11/05/2021	Reelect Nayla Hayek as Board Chairman	Against	The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors.The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors.
The Swatch Group AG	11/05/2021	Reelect Nayla Hayek as Board Chairman	Against	The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors.The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors.
The Swatch Group AG	11/05/2021	Reappoint Nayla Hayek as Member of the Compensation Committee	Against	The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors.The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors.
The Swatch Group AG	11/05/2021	Reappoint Nayla Hayek as Member of the Compensation Committee	Against	The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors.The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors.
The Swatch Group AG	11/05/2021	Reappoint Ernst Tanner as Member of the Compensation Committee	Against	The board is not sufficiently independent as per our voting policyThe nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors.The nominee is a non-independent member of the Remuneration Committee which is

				not composed in majority of independent directors.
The Swatch Group AG	11/05/2021	Reappoint Ernst Tanner as Member of the Compensation Committee	Against	The board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors. The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors.
The Swatch Group AG	11/05/2021	Reappoint Daniela Aeschlimann as Member of the Compensation Committee	Against	The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors. The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors.
The Swatch Group AG	11/05/2021	Reappoint Daniela Aeschlimann as Member of the Compensation Committee	Against	The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors. The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors.
The Swatch Group AG	11/05/2021	Reappoint Georges Hayek as Member of the Compensation Committee	For	The proposal is in line with our voting policy
The Swatch Group AG	11/05/2021	Reappoint Georges Hayek as Member of the Compensation Committee	For	The proposal is in line with our voting policy
The Swatch Group AG	11/05/2021	Reappoint Claude Nicollier as Member of the Compensation Committee	Against	The board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors. The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors.
The Swatch Group AG	11/05/2021	Reappoint Claude Nicollier as Member of the Compensation Committee	Against	The board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors. The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors.
The Swatch Group AG	11/05/2021	Reappoint Jean-Pierre Roth as Member of the Compensation Committee	For	The proposal is in line with our voting policy
The Swatch Group AG	11/05/2021	Reappoint Jean-Pierre Roth as Member of the Compensation Committee	For	The proposal is in line with our voting policy
AstraZeneca Plc	11/05/2021	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
AstraZeneca Plc	11/05/2021	Approve Dividends	For	The proposal is in line with our voting policy
AstraZeneca Plc	11/05/2021	Reappoint PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy

AstraZeneca Plc	11/05/2021	Authorise Board to Fix Remuneration of Auditors	For	The proposal is in line with our voting policy
AstraZeneca Plc	11/05/2021	Approve Remuneration Report	Against	Compensation is excessive compared to peers.
AstraZeneca Plc	11/05/2021	Approve Remuneration Policy	Against	The company has not provided sufficient information to justify this increase in variable remuneration.
AstraZeneca Plc	11/05/2021	Authorise UK Political Donations and Expenditure	For	The proposal is in line with our voting policy
AstraZeneca Plc	11/05/2021	Authorise Issue of Equity	For	The proposal is in line with our voting policy
AstraZeneca Plc	11/05/2021	Authorise Issue of Equity without Pre-emptive Rights	For	The proposal is in line with our voting policy
AstraZeneca Plc	11/05/2021	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	The proposal is in line with our voting policy
AstraZeneca Plc	11/05/2021	Authorise Market Purchase of Ordinary Shares	For	The proposal is in line with our voting policy
AstraZeneca Plc	11/05/2021	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	The proposal is in line with our voting policy
AstraZeneca Plc	11/05/2021	Amend Performance Share Plan	Against	The company has not provided sufficient information to justify this increase in variable remuneration.
AstraZeneca Plc	11/05/2021	Re-elect Leif Johansson as Director	For	The proposal is in line with our voting policy
AstraZeneca Plc	11/05/2021	Re-elect Pascal Soriot as Director	For	The proposal is in line with our voting policy
AstraZeneca Plc	11/05/2021	Re-elect Marc Dunoyer as Director	For	The proposal is in line with our voting policy
AstraZeneca Plc	11/05/2021	Re-elect Philip Broadley as Director	For	The proposal is in line with our voting policy
AstraZeneca Plc	11/05/2021	Elect Euan Ashley as Director	For	The proposal is in line with our voting policy
AstraZeneca Plc	11/05/2021	Re-elect Michel Demare as Director	For	The proposal is in line with our voting policy
AstraZeneca Plc	11/05/2021	Re-elect Deborah DiSanzo as Director	For	The proposal is in line with our voting policy
AstraZeneca Plc	11/05/2021	Elect Diana Layfield as Director	For	The proposal is in line with our voting policy
AstraZeneca Plc	11/05/2021	Re-elect Sheri McCoy as Director	Against	The nominee holds five non-executive directorships including one as Chairman of the Board. The nominee is therefore overboarded.
AstraZeneca Plc	11/05/2021	Re-elect Tony Mok as Director	For	The proposal is in line with our voting policy
AstraZeneca Plc	11/05/2021	Re-elect Nazneen Rahman as Director	For	The proposal is in line with our voting policy
AstraZeneca Plc	11/05/2021	Re-elect Marcus Wallenberg as Director	Against	The nominee holds four non-executive directorships including two as Chairman of the Board. The nominee is therefore overboarded.
AstraZeneca Plc	11/05/2021	Approve Acquisition of Alexion Pharmaceuticals, Inc.	For	The proposal is in line with our voting policy
adidas AG	12/05/2021	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (Non-Voting)		This is a non-voting item
adidas AG	12/05/2021	Approve Allocation of Income and Dividends of EUR 3.00 per Share	For	The proposal is in line with our voting policy
adidas AG	12/05/2021	Approve Discharge of Management Board for Fiscal Year 2020	For	The proposal is in line with our voting policy
adidas AG	12/05/2021	Approve Discharge of Supervisory Board for Fiscal Year 2020	For	The proposal is in line with our voting policy
adidas AG	12/05/2021	Elect Jackie Joyner-Kersey to the Supervisory Board	For	The proposal is in line with our voting policy

adidas AG	12/05/2021	Approve Remuneration Policy	For	The proposal is in line with our voting policy
adidas AG	12/05/2021	Approve Remuneration of Supervisory Board	For	The proposal is in line with our voting policy
adidas AG	12/05/2021	Amend Articles Re: Information for Registration in the Share Register	For	The proposal is in line with our voting policy
adidas AG	12/05/2021	Approve Creation of EUR 50 Million Pool of Capital with Preemptive Rights	For	The proposal is in line with our voting policy
adidas AG	12/05/2021	Approve Creation of EUR 20 Million Pool of Capital without Preemptive Rights	For	The proposal is in line with our voting policy
adidas AG	12/05/2021	Cancel Authorized Capital 2016	For	The proposal is in line with our voting policy
adidas AG	12/05/2021	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	The proposal is in line with our voting policy
adidas AG	12/05/2021	Authorize Use of Financial Derivatives when Repurchasing Shares	For	The proposal is in line with our voting policy
adidas AG	12/05/2021	Ratify KPMG AG as Auditors for Fiscal Year 2021	For	The proposal is in line with our voting policy
Nemetschek SE	12/05/2021	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (Non-Voting)		This is a non-voting item
Nemetschek SE	12/05/2021	Approve Allocation of Income and Dividends of EUR 0.30 per Share	For	The proposal is in line with our voting policy
Nemetschek SE	12/05/2021	Approve Discharge of Management Board for Fiscal Year 2020	For	The proposal is in line with our voting policy
Nemetschek SE	12/05/2021	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2021	For	The proposal is in line with our voting policy
Nemetschek SE	12/05/2021	Approve Remuneration Policy	Against	Discretionary payments/powers. There is a lack of transparency on performance criteria. There is a lack of ESG criteria in the variable compensation.
Nemetschek SE	12/05/2021	Approve Remuneration of Supervisory Board	For	The proposal is in line with our voting policy
Nemetschek SE	12/05/2021	Approve Creation of EUR 11.6 Million Pool of Capital without Preemptive Rights	For	The proposal is in line with our voting policy
Nemetschek SE	12/05/2021	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 700 Million; Approve Creation of EUR 11.6 Million Pool of Capital to Guarantee Conversion Rights	For	The proposal is in line with our voting policy
Nemetschek SE	12/05/2021	Amend Articles Re: Proof of Entitlement	For	The proposal is in line with our voting policy
Nemetschek SE	12/05/2021	Approve Discharge of Supervisory Board Member Kurt Dobitsch for Fiscal Year 2020	For	The proposal is in line with our voting policy
Nemetschek SE	12/05/2021	Approve Discharge of Supervisory Board Member Georg Nemetschek for Fiscal Year 2020	For	The proposal is in line with our voting policy
Nemetschek SE	12/05/2021	Approve Discharge of Supervisory Board Member Ruediger Herzog for Fiscal Year 2020	For	The proposal is in line with our voting policy
Nemetschek SE	12/05/2021	Approve Discharge of Supervisory Board Member Bill Krouch for Fiscal Year 2020	For	The proposal is in line with our voting policy
Rational AG	12/05/2021	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (Non-Voting)		This is a non-voting item
Rational AG	12/05/2021	Approve Allocation of Income and Dividends of EUR 4.80 per Share	For	The proposal is in line with our voting policy
Rational AG	12/05/2021	Approve Discharge of Management Board for Fiscal Year 2020	For	The proposal is in line with our voting policy

Rational AG	12/05/2021	Approve Discharge of Supervisory Board for Fiscal Year 2020	For	The proposal is in line with our voting policy
Rational AG	12/05/2021	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2021	For	The proposal is in line with our voting policy
Rational AG	12/05/2021	Approve Remuneration Policy	Against	LTI with Insufficient vesting period. Discretionary payments/powers.
Rational AG	12/05/2021	Approve Remuneration of Supervisory Board	For	The proposal is in line with our voting policy
Rational AG	12/05/2021	Amend Articles Re: Proof of Entitlement	For	The proposal is in line with our voting policy
SAP SE	12/05/2021	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (Non-Voting)		This is a non-voting item
SAP SE	12/05/2021	Approve Allocation of Income and Dividends of EUR 1.85 per Share	For	The proposal is in line with our voting policy
SAP SE	12/05/2021	Approve Discharge of Management Board for Fiscal Year 2020	For	The proposal is in line with our voting policy
SAP SE	12/05/2021	Approve Discharge of Supervisory Board for Fiscal Year 2020	For	The proposal is in line with our voting policy
SAP SE	12/05/2021	Ratify KPMG AG as Auditors for Fiscal Year 2021	For	The proposal is in line with our voting policy
SAP SE	12/05/2021	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 10 Billion; Approve Creation of EUR 100 Million Pool of Capital to Guarantee Conversion Rights	For	The proposal is in line with our voting policy
SAP SE	12/05/2021	Amend Corporate Purpose	For	The proposal is in line with our voting policy
SAP SE	12/05/2021	Amend Articles Re: Proof of Entitlement	For	The proposal is in line with our voting policy
SAP SE	12/05/2021	Elect Qi Lu to the Supervisory Board	For	The proposal is in line with our voting policy
SAP SE	12/05/2021	Elect Rouven Westphal to the Supervisory Board	For	The proposal is in line with our voting policy
Antofagasta Plc	12/05/2021	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Antofagasta Plc	12/05/2021	Approve Remuneration Report	Against	Compensation is excessive compared to peers.
Antofagasta Plc	12/05/2021	Approve Final Dividend	For	The proposal is in line with our voting policy
Antofagasta Plc	12/05/2021	Re-elect Jean-Paul Luksic as Director	For	The proposal is in line with our voting policy
Antofagasta Plc	12/05/2021	Re-elect Ollie Oliveira as Director	For	The proposal is in line with our voting policy
Antofagasta Plc	12/05/2021	Re-elect Ramon Jara as Director	For	The proposal is in line with our voting policy
Antofagasta Plc	12/05/2021	Re-elect Juan Claro as Director	For	The proposal is in line with our voting policy
Antofagasta Plc	12/05/2021	Re-elect Andronico Luksic as Director	For	The proposal is in line with our voting policy
Antofagasta Plc	12/05/2021	Re-elect Vivianne Blanlot as Director	For	The proposal is in line with our voting policy
Antofagasta Plc	12/05/2021	Re-elect Jorge Bande as Director	For	The proposal is in line with our voting policy
Antofagasta Plc	12/05/2021	Re-elect Francisca Castro as Director	For	The proposal is in line with our voting policy
Antofagasta Plc	12/05/2021	Re-elect Michael Anglin as Director	Against	The nominee holds one executive position and three non-executive directorships including one as Chairman of the Board. The nominee is therefore overboarded.

Antofagasta Plc	12/05/2021	Re-elect Tony Jensen as Director	For	The proposal is in line with our voting policy
Antofagasta Plc	12/05/2021	Elect Director Appointed Between 24 March 2021 and 12 May 2021	For	The proposal is in line with our voting policy
Antofagasta Plc	12/05/2021	Reappoint PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Antofagasta Plc	12/05/2021	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For	The proposal is in line with our voting policy
Antofagasta Plc	12/05/2021	Authorise Issue of Equity	For	The proposal is in line with our voting policy
Antofagasta Plc	12/05/2021	Authorise Issue of Equity without Pre-emptive Rights	For	The proposal is in line with our voting policy
Antofagasta Plc	12/05/2021	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	The proposal is in line with our voting policy
Antofagasta Plc	12/05/2021	Authorise Market Purchase of Ordinary Shares	For	The proposal is in line with our voting policy
Antofagasta Plc	12/05/2021	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	The proposal is in line with our voting policy
Antofagasta Plc	12/05/2021	Adopt New Articles of Association	Against	The proposed amendment to articles of association are not in shareholders' interest.
Rentokil Initial Plc	12/05/2021	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Rentokil Initial Plc	12/05/2021	Approve Remuneration Policy	Against	The company has not provided sufficient information to justify this increase in variable remuneration.
Rentokil Initial Plc	12/05/2021	Approve Remuneration Report	Against	Compensation is excessive compared to peers.
Rentokil Initial Plc	12/05/2021	Amend Performance Share Plan	Against	The company has not provided sufficient information to justify this increase in variable remuneration.
Rentokil Initial Plc	12/05/2021	Approve Final Dividend	For	The proposal is in line with our voting policy
Rentokil Initial Plc	12/05/2021	Elect Stuart Ingall-Tombs as Director	For	The proposal is in line with our voting policy
Rentokil Initial Plc	12/05/2021	Elect Sarosh Mistry as Director	For	The proposal is in line with our voting policy
Rentokil Initial Plc	12/05/2021	Re-elect John Pettigrew as Director	For	The proposal is in line with our voting policy
Rentokil Initial Plc	12/05/2021	Re-elect Andy Ransom as Director	For	The proposal is in line with our voting policy
Rentokil Initial Plc	12/05/2021	Re-elect Richard Solomons as Director	For	The proposal is in line with our voting policy
Rentokil Initial Plc	12/05/2021	Re-elect Julie Southern as Director	Against	The nominee holds four non-executive directorships, all of which as the Chairman of the Audit Committee. The nominee is therefore overboarded.
Rentokil Initial Plc	12/05/2021	Re-elect Cathy Turner as Director	For	The proposal is in line with our voting policy
Rentokil Initial Plc	12/05/2021	Re-elect Linda Yueh as Director	Against	The nominee holds four non-executive directorships, one of which as an outside Chairman of the Board. The nominee is therefore overboarded.
Rentokil Initial Plc	12/05/2021	Appoint PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Rentokil Initial Plc	12/05/2021	Authorise Board to Fix Remuneration of Auditors	For	The proposal is in line with our voting policy
Rentokil Initial Plc	12/05/2021	Authorise UK Political Donations and Expenditure	For	The proposal is in line with our voting policy
Rentokil Initial Plc	12/05/2021	Authorise Issue of Equity	For	The proposal is in line with our voting policy

Rentokil Initial Plc	12/05/2021	Authorise Issue of Equity without Pre-emptive Rights	For	The proposal is in line with our voting policy
Rentokil Initial Plc	12/05/2021	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	The proposal is in line with our voting policy
Rentokil Initial Plc	12/05/2021	Authorise Market Purchase of Ordinary Shares	For	The proposal is in line with our voting policy
Rentokil Initial Plc	12/05/2021	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	The proposal is in line with our voting policy
Spirax-Sarco Engineering Plc	12/05/2021	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Spirax-Sarco Engineering Plc	12/05/2021	Approve Remuneration Report	Against	Compensation is excessive compared to peers.
Spirax-Sarco Engineering Plc	12/05/2021	Approve Final Dividend	For	The proposal is in line with our voting policy
Spirax-Sarco Engineering Plc	12/05/2021	Reappoint Deloitte LLP as Auditors	For	The proposal is in line with our voting policy
Spirax-Sarco Engineering Plc	12/05/2021	Authorise Board to Fix Remuneration of Auditors	For	The proposal is in line with our voting policy
Spirax-Sarco Engineering Plc	12/05/2021	Re-elect Jamie Pike as Director	For	The proposal is in line with our voting policy
Spirax-Sarco Engineering Plc	12/05/2021	Re-elect Nicholas Anderson as Director	For	The proposal is in line with our voting policy
Spirax-Sarco Engineering Plc	12/05/2021	Re-elect Dr Trudy Schoolenberg as Director	For	The proposal is in line with our voting policy
Spirax-Sarco Engineering Plc	12/05/2021	Re-elect Peter France as Director	For	The proposal is in line with our voting policy
Spirax-Sarco Engineering Plc	12/05/2021	Re-elect Caroline Johnstone as Director	For	The proposal is in line with our voting policy
Spirax-Sarco Engineering Plc	12/05/2021	Re-elect Jane Kingston as Director	For	The proposal is in line with our voting policy
Spirax-Sarco Engineering Plc	12/05/2021	Re-elect Kevin Thompson as Director	For	The proposal is in line with our voting policy
Spirax-Sarco Engineering Plc	12/05/2021	Elect Nimesh Patel as Director	For	The proposal is in line with our voting policy
Spirax-Sarco Engineering Plc	12/05/2021	Elect Angela Archon as Director	For	The proposal is in line with our voting policy
Spirax-Sarco Engineering Plc	12/05/2021	Elect Dr Olivia Qiu as Director	For	The proposal is in line with our voting policy
Spirax-Sarco Engineering Plc	12/05/2021	Elect Richard Gillingwater as Director	For	The proposal is in line with our voting policy
Spirax-Sarco Engineering Plc	12/05/2021	Authorise Issue of Equity	For	The proposal is in line with our voting policy
Spirax-Sarco Engineering Plc	12/05/2021	Approve Scrip Dividend Alternative	For	The proposal is in line with our voting policy
Spirax-Sarco Engineering Plc	12/05/2021	Authorise Issue of Equity without Pre-emptive Rights	For	The proposal is in line with our voting policy
Spirax-Sarco Engineering Plc	12/05/2021	Authorise Market Purchase of Ordinary Shares	For	The proposal is in line with our voting policy
Antofagasta Plc	12/05/2021	Adopt New Articles of Association	Against	The proposed amendment to articles of association are not in shareholders' interest.
Zalando SE	19/05/2021	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (Non-Voting)		This is a non-voting item
Zalando SE	19/05/2021	Approve Allocation of Income and Omission of Dividends	For	The proposal is in line with our voting policy
Zalando SE	19/05/2021	Approve Discharge of Management Board for Fiscal Year 2020	For	The proposal is in line with our voting policy
Zalando SE	19/05/2021	Approve Discharge of Supervisory Board for Fiscal Year 2020	For	The proposal is in line with our voting policy
Zalando SE	19/05/2021	Approve Remuneration Policy	Against	The remuneration structure is not satisfactory.LTI is not fully performance-based.LTI with

				Insufficient vesting period. Discretionary payments/powers.
Zalando SE	19/05/2021	Approve Remuneration of Supervisory Board	For	The proposal is in line with our voting policy
Zalando SE	19/05/2021	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2021	For	The proposal is in line with our voting policy
Zalando SE	19/05/2021	Ratify Ernst & Young GmbH as Auditors Until the 2022 AGM	For	The proposal is in line with our voting policy
Zalando SE	19/05/2021	Elect Kelly Bennett to the Supervisory Board as Shareholder Representative	For	The proposal is in line with our voting policy
Zalando SE	19/05/2021	Elect Jennifer Hyman to the Supervisory Board as Shareholder Representative	For	The proposal is in line with our voting policy
Zalando SE	19/05/2021	Elect Niklas Oestberg to the Supervisory Board as Shareholder Representative	For	The proposal is in line with our voting policy
Zalando SE	19/05/2021	Elect Anders Holch Povlsen to the Supervisory Board as Shareholder Representative	For	The proposal is in line with our voting policy
Zalando SE	19/05/2021	Elect Mariella Roehm-Kottmann to the Supervisory Board as Shareholder Representative	For	The proposal is in line with our voting policy
Zalando SE	19/05/2021	Elect Cristina Stenbeck to the Supervisory Board as Shareholder Representative	For	The proposal is in line with our voting policy
Knorr-Bremse AG	20/05/2021	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (Non-Voting)		This is a non-voting item
Knorr-Bremse AG	20/05/2021	Approve Allocation of Income and Dividends of EUR 1.52 per Share	For	The proposal is in line with our voting policy
Knorr-Bremse AG	20/05/2021	Approve Discharge of Management Board for Fiscal Year 2020	For	The proposal is in line with our voting policy
Knorr-Bremse AG	20/05/2021	Approve Discharge of Supervisory Board for Fiscal Year 2020	For	The proposal is in line with our voting policy
Knorr-Bremse AG	20/05/2021	Ratify KPMG AG as Auditors for Fiscal Year 2021	For	The proposal is in line with our voting policy
Knorr-Bremse AG	20/05/2021	Approve Remuneration Policy	For	The proposal is in line with our voting policy
Knorr-Bremse AG	20/05/2021	Approve US-Employee Share Purchase Plan	For	The proposal is in line with our voting policy
Knorr-Bremse AG	20/05/2021	Elect Klaus Mangold to the Supervisory Board	For	The proposal is in line with our voting policy
Knorr-Bremse AG	20/05/2021	Elect Kathrin Dahnke to the Supervisory Board	Against	There are issues with the board which do not enable support of the proposal.
Knorr-Bremse AG	20/05/2021	Elect Thomas Enders to the Supervisory Board	Against	There are issues with the board which do not enable support of the proposal.
Knorr-Bremse AG	20/05/2021	Elect Stefan Sommer to the Supervisory Board	Against	There are issues with the board which do not enable support of the proposal.
Knorr-Bremse AG	20/05/2021	Elect Julia Thiele-Schuerhoff to the Supervisory Board	Against	There are issues with the board which do not enable support of the proposal.
Knorr-Bremse AG	20/05/2021	Elect Theodor Weimer to the Supervisory Board	Against	There are issues with the board which do not enable support of the proposal.
Temenos AG	20/05/2021	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Temenos AG	20/05/2021	Approve Allocation of Income and Dividends of CHF 0.90 per Share	Against	The level of dividend is not in the long term interest of shareholders.
Temenos AG	20/05/2021	Approve Discharge of Board and Senior Management	For	The proposal is in line with our voting policy
Temenos AG	20/05/2021	Approve Creation of CHF 35.5 Million Pool of Capital without Preemptive Rights	For	The proposal is in line with our voting policy

Temenos AG	20/05/2021	Designate Perreard de Boccard SA as Independent Proxy	For	The proposal is in line with our voting policy
Temenos AG	20/05/2021	Ratify PricewaterhouseCoopers SA as Auditors	For	The proposal is in line with our voting policy
Temenos AG	20/05/2021	Transact Other Business (Voting)	Against	The company has not disclosed sufficient information to enable support of the proposal.
Temenos AG	20/05/2021	Approve Remuneration of Directors in the Amount of USD 8.2 Million	For	The proposal is in line with our voting policy
Temenos AG	20/05/2021	Approve Remuneration of Executive Committee in the Amount of USD 40 Million	Against	There is a lack of ESG criteria in the variable compensation.
Temenos AG	20/05/2021	Elect James Benson as Director	For	The proposal is in line with our voting policy
Temenos AG	20/05/2021	Reelect Andreas Andreades as Director and Board Chairman	For	The proposal is in line with our voting policy
Temenos AG	20/05/2021	Reelect Thibault de Tersant as Director	For	The proposal is in line with our voting policy
Temenos AG	20/05/2021	Reelect Ian Cookson as Director	For	The proposal is in line with our voting policy
Temenos AG	20/05/2021	Reelect Erik Hansen as Director	For	The proposal is in line with our voting policy
Temenos AG	20/05/2021	Reelect Peter Spenser as Director	For	The proposal is in line with our voting policy
Temenos AG	20/05/2021	Reelect Homaira Akbari as Director	For	The proposal is in line with our voting policy
Temenos AG	20/05/2021	Reelect Maurizio Carli as Director	For	The proposal is in line with our voting policy
Temenos AG	20/05/2021	Reappoint Homaira Akbari as Member of the Compensation Committee	For	The proposal is in line with our voting policy
Temenos AG	20/05/2021	Reappoint Peter Spenser as Member of the Compensation Committee	For	The proposal is in line with our voting policy
Temenos AG	20/05/2021	Reappoint Maurizio Carli as Member of the Compensation Committee	For	The proposal is in line with our voting policy
Temenos AG	20/05/2021	Appoint James Benson as Member of the Compensation Committee	For	The proposal is in line with our voting policy
bioMerieux SA	20/05/2021	Approve Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
bioMerieux SA	20/05/2021	Approve Consolidated Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
bioMerieux SA	20/05/2021	Approve Discharge of Directors	For	The proposal is in line with our voting policy
bioMerieux SA	20/05/2021	Approve Allocation of Income and Dividends of EUR 0.62 per Share	For	The proposal is in line with our voting policy
bioMerieux SA	20/05/2021	Approve Transaction with Institut Merieux Re: Amendment to the Services Agreement	Against	The company has not disclosed sufficient information to enable support of the proposal.
bioMerieux SA	20/05/2021	Approve Transaction with Fondation Merieux Re: Payment of an Additional Envelope of EUR 12 Million under its Sponsorship Agreement	For	The proposal is in line with our voting policy
bioMerieux SA	20/05/2021	Approve Transaction with Fondation Merieux Re: Payment of an Additional Envelope of EUR 500,000 under its Sponsorship Agreement	For	The proposal is in line with our voting policy
bioMerieux SA	20/05/2021	Approve Transaction with Fonds de Dotation bioMerieux Re: Payment of an Initial Endowment of EUR 20 Million to Fonds de Dotation bioMerieux	For	The proposal is in line with our voting policy
bioMerieux SA	20/05/2021	Reelect Alain Merieux as Founder Chairman	For	The proposal is in line with our voting policy
bioMerieux SA	20/05/2021	Reelect Marie-Paule Kieny as Director	For	The proposal is in line with our voting policy

bioMerieux SA	20/05/2021	Reelect Fanny Letier as Director	For	The proposal is in line with our voting policy
bioMerieux SA	20/05/2021	Approve Remuneration Policy of Corporate Officers	For	The proposal is in line with our voting policy
bioMerieux SA	20/05/2021	Approve Remuneration Policy of Chairman and CEO	Against	The company has not disclosed sufficient information to enable support of the proposal.
bioMerieux SA	20/05/2021	Approve Remuneration Policy of Vice-CEO	Against	The company has not disclosed sufficient information to enable support of the proposal.
bioMerieux SA	20/05/2021	Approve Remuneration Policy of Directors	For	The proposal is in line with our voting policy
bioMerieux SA	20/05/2021	Approve Compensation Report of Corporate Officers	For	The proposal is in line with our voting policy
bioMerieux SA	20/05/2021	Approve Compensation of Alexandre Merieux, Chairman and CEO	Against	The remuneration structure is not satisfactory.
bioMerieux SA	20/05/2021	Approve Compensation of Didier Boulud, Vice-CEO	Against	LTI is not fully performance-based.LTI with insufficient performance period.There is a lack of ESG criteria in the variable compensation.
bioMerieux SA	20/05/2021	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	The proposal is in line with our voting policy
bioMerieux SA	20/05/2021	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	The proposal is in line with our voting policy
bioMerieux SA	20/05/2021	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 4.21 Million	Against	The proposal favors an anti-takeover device which is not in shareholders' interest.
bioMerieux SA	20/05/2021	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 4.21 Million	Against	Excessive capital increase without preemptive rights.The proposal favors an anti-takeover device which is not in shareholders' interest.
bioMerieux SA	20/05/2021	Approve Issuance of Equity or Equity-Linked Securities for up to 20 Percent of Issued Capital Per Year for Private Placements	Against	Excessive capital increase without preemptive rights.The proposal favors an anti-takeover device which is not in shareholders' interest.
bioMerieux SA	20/05/2021	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Against	Excessive capital increase without preemptive rights.The proposal favors an anti-takeover device which is not in shareholders' interest.
bioMerieux SA	20/05/2021	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 21-23	Against	Excessive capital increase without preemptive rights.The proposal favors an anti-takeover device which is not in shareholders' interest.
bioMerieux SA	20/05/2021	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against	The proposal favors an anti-takeover device which is not in shareholders' interest.
bioMerieux SA	20/05/2021	Authorize Capitalization of Reserves of Up to EUR 4.21 Million for Bonus Issue or Increase in Par Value	For	The proposal is in line with our voting policy
bioMerieux SA	20/05/2021	Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities without Preemptive Rights for Up to EUR 4.21 Million	Against	Excessive capital increase without preemptive rights
bioMerieux SA	20/05/2021	Authorize up to 10 Percent of Issued Capital for Use in Restricted Stock Plans	Against	The proposal would lead to excessive dilution.LTI is not fully performance-based.There is a lack of transparency on performance criteria.LTI with Insufficient vesting period.LTI with insufficient performance period.The remuneration structure is not satisfactory.
bioMerieux SA	20/05/2021	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	The proposal is in line with our voting policy

bioMerieux SA	20/05/2021	Eliminate Preemptive Rights Pursuant to Item 30 Above, in Favor of Employees	For	The proposal is in line with our voting policy
bioMerieux SA	20/05/2021	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 21-28 and 30 at EUR 4.21 Million	For	The proposal is in line with our voting policy
bioMerieux SA	20/05/2021	Amend Articles 12, 14, 15 and 17 of Bylaws Re: Remuneration of Corporate Officers; Written Consultation; Corporate Purpose	For	The proposal is in line with our voting policy
bioMerieux SA	20/05/2021	Approve Change of Corporate Form to Societe Europeenne (SE)	For	The proposal is in line with our voting policy
bioMerieux SA	20/05/2021	Pursuant to Item 34 Above, Adopt New Bylaws	For	The proposal is in line with our voting policy
bioMerieux SA	20/05/2021	Authorize Filing of Required Documents/Other Formalities	For	The proposal is in line with our voting policy
EssilorLuxottica SA	21/05/2021	Approve Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
EssilorLuxottica SA	21/05/2021	Approve Consolidated Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
EssilorLuxottica SA	21/05/2021	Approve Allocation of Income and Dividends of EUR 2.23 per Share	For	The proposal is in line with our voting policy
EssilorLuxottica SA	21/05/2021	Approve Auditors' Special Report on Related-Party Transactions	For	The proposal is in line with our voting policy
EssilorLuxottica SA	21/05/2021	Approve Compensation Report of Corporate Officers	For	The proposal is in line with our voting policy
EssilorLuxottica SA	21/05/2021	Approve Compensation of Leonardo Del Vecchio, Chairman and CEO Until Dec. 17, 2020 and Chairman of the Board Since Dec. 17, 2020	For	The proposal is in line with our voting policy
EssilorLuxottica SA	21/05/2021	Approve Compensation of Hubert Sagnieres, Vice-Chairman and Vice-CEO Until Dec. 17, 2020 and Vice-Chairman of the Board Since Dec. 17, 2020	For	The proposal is in line with our voting policy
EssilorLuxottica SA	21/05/2021	Approve Remuneration Policy of Corporate Officers, Since Jan. 1, 2020 Until the General Assembly	For	The proposal is in line with our voting policy
EssilorLuxottica SA	21/05/2021	Approve Remuneration Policy of Corporate Officers, Since the General Assembly	Against	The company has not provided sufficient information to justify an excessive salary increase. The severance entitlements are excessive. The remuneration structure is not satisfactory. The performance conditions are not stringent enough.
EssilorLuxottica SA	21/05/2021	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	The proposal is in line with our voting policy
EssilorLuxottica SA	21/05/2021	Amend Bylaws to Comply with Legal Changes	For	The proposal is in line with our voting policy
EssilorLuxottica SA	21/05/2021	Amend Article 13 of Bylaws Re: Directors Length of Term	For	The proposal is in line with our voting policy
EssilorLuxottica SA	21/05/2021	Amend Article 15, 16 and 23 of Bylaws Re: Board Deliberation	For	The proposal is in line with our voting policy
EssilorLuxottica SA	21/05/2021	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	The proposal is in line with our voting policy
EssilorLuxottica SA	21/05/2021	Authorize up to 2.5 Percent of Issued Capital for Use in Restricted Stock Plans	For	The proposal is in line with our voting policy
EssilorLuxottica SA	21/05/2021	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 5 Percent of Issued Capital	For	The proposal is in line with our voting policy
EssilorLuxottica SA	21/05/2021	Authorize Capitalization of Reserves of Up to EUR 500 Million for Bonus Issue or Increase in Par Value	For	The proposal is in line with our voting policy
EssilorLuxottica SA	21/05/2021	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	The proposal is in line with our voting policy

EssilorLuxottica SA	21/05/2021	Reelect Leonardo Del Vecchio as Director	For	The proposal is in line with our voting policy
EssilorLuxottica SA	21/05/2021	Reelect Romolo Bardin as Director	Against	The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors. The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors. The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors.
EssilorLuxottica SA	21/05/2021	Reelect Juliette Favre as Director	For	The proposal is in line with our voting policy
EssilorLuxottica SA	21/05/2021	Reelect Francesco Milleri as Director	For	The proposal is in line with our voting policy
EssilorLuxottica SA	21/05/2021	Reelect Paul du Saillant as Director	For	The proposal is in line with our voting policy
EssilorLuxottica SA	21/05/2021	Reelect Cristina Scocchia as Director	For	The proposal is in line with our voting policy
EssilorLuxottica SA	21/05/2021	Elect Jean-Luc Biamonti as Director	Against	The nominee holds one executive position as combined CEO/Chair and two non-executive directorships including one as Chairman of the Audit Committee. The nominee is therefore overboarded.
EssilorLuxottica SA	21/05/2021	Elect Marie-Christine Coisne as Director	For	The proposal is in line with our voting policy
EssilorLuxottica SA	21/05/2021	Elect Jose Gonzalo as Director	For	The proposal is in line with our voting policy
EssilorLuxottica SA	21/05/2021	Elect Swati Piramal as Director	For	The proposal is in line with our voting policy
EssilorLuxottica SA	21/05/2021	Elect Nathalie von Siemens as Director	For	The proposal is in line with our voting policy
EssilorLuxottica SA	21/05/2021	Elect Andrea Zappia as Director	For	The proposal is in line with our voting policy
EssilorLuxottica SA	21/05/2021	Directors Length of Term, Pursuant Item 12	For	The proposal is in line with our voting policy
EssilorLuxottica SA	21/05/2021	Authorize Filing of Required Documents/Other Formalities	For	The proposal is in line with our voting policy
Croda International Plc	21/05/2021	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Croda International Plc	21/05/2021	Approve Remuneration Report	For	The proposal is in line with our voting policy
Croda International Plc	21/05/2021	Approve Final Dividend	For	The proposal is in line with our voting policy
Croda International Plc	21/05/2021	Re-elect Roberto Cirillo as Director	For	The proposal is in line with our voting policy
Croda International Plc	21/05/2021	Re-elect Jacqui Ferguson as Director	For	The proposal is in line with our voting policy
Croda International Plc	21/05/2021	Re-elect Steve Foots as Director	For	The proposal is in line with our voting policy
Croda International Plc	21/05/2021	Re-elect Anita Frew as Director	For	The proposal is in line with our voting policy
Croda International Plc	21/05/2021	Re-elect Helena Ganczakowski as Director	For	The proposal is in line with our voting policy
Croda International Plc	21/05/2021	Re-elect Keith Layden as Director	For	The proposal is in line with our voting policy
Croda International Plc	21/05/2021	Re-elect Jez Maiden as Director	For	The proposal is in line with our voting policy
Croda International Plc	21/05/2021	Re-elect John Ramsay as Director	Against	The nominee holds three non-executive directorships as Chairman

				of the Audit Committee. The nominee is therefore overboarded.
Croda International Plc	21/05/2021	Reappoint KPMG LLP as Auditors	For	The proposal is in line with our voting policy
Croda International Plc	21/05/2021	Authorise the Audit Committee to Fix Remuneration of Auditors	For	The proposal is in line with our voting policy
Croda International Plc	21/05/2021	Authorise UK Political Donations and Expenditure	For	The proposal is in line with our voting policy
Croda International Plc	21/05/2021	Authorise Issue of Equity	For	The proposal is in line with our voting policy
Croda International Plc	21/05/2021	Authorise Issue of Equity without Pre-emptive Rights	For	The proposal is in line with our voting policy
Croda International Plc	21/05/2021	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	The proposal is in line with our voting policy
Croda International Plc	21/05/2021	Authorise Market Purchase of Ordinary Shares	For	The proposal is in line with our voting policy
Croda International Plc	21/05/2021	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	The proposal is in line with our voting policy
Croda International Plc	21/05/2021	Adopt New Articles of Association	For	The proposal is in line with our voting policy
Intertek Group Plc	26/05/2021	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Intertek Group Plc	26/05/2021	Approve Remuneration Policy	Against	The remuneration structure is not satisfactory.
Intertek Group Plc	26/05/2021	Approve Remuneration Report	Against	There is a lack of ESG criteria in the variable compensation.
Intertek Group Plc	26/05/2021	Approve Final Dividend	For	The proposal is in line with our voting policy
Intertek Group Plc	26/05/2021	Elect Lynda Clarizio as Director	For	The proposal is in line with our voting policy
Intertek Group Plc	26/05/2021	Elect Tamara Ingram as Director	For	The proposal is in line with our voting policy
Intertek Group Plc	26/05/2021	Elect Jonathan Timmis as Director	For	The proposal is in line with our voting policy
Intertek Group Plc	26/05/2021	Re-elect Andrew Martin as Director	For	The proposal is in line with our voting policy
Intertek Group Plc	26/05/2021	Re-elect Andre Lacroix as Director	For	The proposal is in line with our voting policy
Intertek Group Plc	26/05/2021	Re-elect Graham Allan as Director	For	The proposal is in line with our voting policy
Intertek Group Plc	26/05/2021	Re-elect Gurnek Bains as Director	For	The proposal is in line with our voting policy
Intertek Group Plc	26/05/2021	Re-elect Dame Makin as Director	For	The proposal is in line with our voting policy
Intertek Group Plc	26/05/2021	Re-elect Gill Rider as Director	For	The proposal is in line with our voting policy
Intertek Group Plc	26/05/2021	Re-elect Jean-Michel Valette as Director	Against	The nominee holds three non-executive directorships including one as Chairman of the Board and two as Chairman of the Audit Committee. The nominee is therefore overboarded.
Intertek Group Plc	26/05/2021	Reappoint PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Intertek Group Plc	26/05/2021	Authorise the Audit Committee to Fix Remuneration of Auditors	For	The proposal is in line with our voting policy
Intertek Group Plc	26/05/2021	Authorise Issue of Equity	For	The proposal is in line with our voting policy
Intertek Group Plc	26/05/2021	Authorise UK Political Donations and Expenditure	For	The proposal is in line with our voting policy
Intertek Group Plc	26/05/2021	Authorise Issue of Equity without Pre-emptive Rights	For	The proposal is in line with our voting policy

Intertek Group Plc	26/05/2021	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	The proposal is in line with our voting policy
Intertek Group Plc	26/05/2021	Authorise Market Purchase of Ordinary Shares	For	The proposal is in line with our voting policy
Intertek Group Plc	26/05/2021	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	The proposal is in line with our voting policy
Intertek Group Plc	26/05/2021	Amend Articles of Association	For	The proposal is in line with our voting policy
Dassault Systemes SA	26/05/2021	Approve Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Dassault Systemes SA	26/05/2021	Approve Consolidated Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Dassault Systemes SA	26/05/2021	Approve Allocation of Income and Dividends of EUR 0.56 per Share	For	The proposal is in line with our voting policy
Dassault Systemes SA	26/05/2021	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	The proposal is in line with our voting policy
Dassault Systemes SA	26/05/2021	Approve Remuneration Policy of Corporate Officers	Against	The remuneration structure is not satisfactory. Compensation is excessive. LTI with insufficient performance period.
Dassault Systemes SA	26/05/2021	Approve Compensation of Charles Edelstenne, Chairman of the Board	For	The proposal is in line with our voting policy
Dassault Systemes SA	26/05/2021	Approve Compensation of Bernard Charles, Vice Chairman of the Board and CEO	Against	Compensation is excessive compared to peers. The company has not disclosed sufficient information to enable support of the proposal. The remuneration structure is not satisfactory.
Dassault Systemes SA	26/05/2021	Approve Compensation Report of Corporate Officers	For	The proposal is in line with our voting policy
Dassault Systemes SA	26/05/2021	Reelect Odile Desforges as Director	For	The proposal is in line with our voting policy
Dassault Systemes SA	26/05/2021	Reelect Soumitra Dutta as Director	For	The proposal is in line with our voting policy
Dassault Systemes SA	26/05/2021	Ratify Appointment of Pascal Daloz as Interim Director	For	The proposal is in line with our voting policy
Dassault Systemes SA	26/05/2021	Authorize Repurchase of Up to 5 Million Issued Share Capital	For	The proposal is in line with our voting policy
Dassault Systemes SA	26/05/2021	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	The proposal is in line with our voting policy
Dassault Systemes SA	26/05/2021	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 12 Million	For	The proposal is in line with our voting policy
Dassault Systemes SA	26/05/2021	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 12 Million	For	The proposal is in line with our voting policy
Dassault Systemes SA	26/05/2021	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 12 Million	For	The proposal is in line with our voting policy
Dassault Systemes SA	26/05/2021	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 14-16	For	The proposal is in line with our voting policy
Dassault Systemes SA	26/05/2021	Authorize Capitalization of Reserves of Up to EUR 12 Million for Bonus Issue or Increase in Par Value	For	The proposal is in line with our voting policy
Dassault Systemes SA	26/05/2021	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	The proposal is in line with our voting policy

Dassault Systemes SA	26/05/2021	Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans	For	The proposal is in line with our voting policy
Dassault Systemes SA	26/05/2021	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	The proposal is in line with our voting policy
Dassault Systemes SA	26/05/2021	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	For	The proposal is in line with our voting policy
Dassault Systemes SA	26/05/2021	Approve 5-for-1 Stock Split	For	The proposal is in line with our voting policy
Dassault Systemes SA	26/05/2021	Authorize Filing of Required Documents/Other Formalities	For	The proposal is in line with our voting policy
Carl Zeiss Meditec AG	27/05/2021	Receive Financial Statements and Statutory Reports for Fiscal Year 2019/20 (Non-Voting)		This is a non-voting item
Carl Zeiss Meditec AG	27/05/2021	Approve Allocation of Income and Dividends of EUR 0.50 per Share	For	The proposal is in line with our voting policy
Carl Zeiss Meditec AG	27/05/2021	Approve Discharge of Management Board for Fiscal Year 2019/20	For	The proposal is in line with our voting policy
Carl Zeiss Meditec AG	27/05/2021	Approve Discharge of Supervisory Board for Fiscal Year 2019/20	For	The proposal is in line with our voting policy
Carl Zeiss Meditec AG	27/05/2021	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2020/21	For	The proposal is in line with our voting policy
Carl Zeiss Meditec AG	27/05/2021	Approve Remuneration Policy	For	The proposal is in line with our voting policy
Carl Zeiss Meditec AG	27/05/2021	Approve Remuneration of Supervisory Board	For	The proposal is in line with our voting policy
Carl Zeiss Meditec AG	27/05/2021	Elect Peter Kameritsch to the Supervisory Board	Against	There are issues with the board which do not enable support of the proposal.
Carl Zeiss Meditec AG	27/05/2021	Elect Christian Mueller to the Supervisory Board	Against	The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors. The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors. There are issues with the board which do not enable support of the proposal.
Carl Zeiss Meditec AG	27/05/2021	Elect Torsten Reitze to the Supervisory Board	Against	There are issues with the board which do not enable support of the proposal.
STMicroelectronics NV	27/05/2021	Receive Report of Management Board (Non-Voting)		This is a non-voting item
STMicroelectronics NV	27/05/2021	Receive Report of Supervisory Board (Non-Voting)		This is a non-voting item
STMicroelectronics NV	27/05/2021	Approve Remuneration Report	Against	There is a lack of ESG criteria in the variable compensation. The LTI has both a performance period and a vesting period which are insufficient. There is a lack of transparency on performance goals.
STMicroelectronics NV	27/05/2021	Approve Remuneration Policy for Management Board	For	The proposal is in line with our voting policy
STMicroelectronics NV	27/05/2021	Adopt Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
STMicroelectronics NV	27/05/2021	Approve Dividends	For	The proposal is in line with our voting policy
STMicroelectronics NV	27/05/2021	Approve Discharge of Management Board	For	The proposal is in line with our voting policy
STMicroelectronics NV	27/05/2021	Approve Discharge of Supervisory Board	For	The proposal is in line with our voting policy

STMicroelectronics NV	27/05/2021	Reelect Jean-Marc Chery to Management Board	For	The proposal is in line with our voting policy
STMicroelectronics NV	27/05/2021	Approve Grant of Unvested Stock Awards to Jean-Marc Chery as President and CEO	For	The proposal is in line with our voting policy
STMicroelectronics NV	27/05/2021	Approve Unvested Stock Award Plan for Management and Key Employees	For	The proposal is in line with our voting policy
STMicroelectronics NV	27/05/2021	Reelect Nicolas Dufourcq to Supervisory Board	For	The proposal is in line with our voting policy
STMicroelectronics NV	27/05/2021	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	The proposal is in line with our voting policy
STMicroelectronics NV	27/05/2021	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Pre-emptive Rights	For	The proposal is in line with our voting policy
STMicroelectronics NV	27/05/2021	Allow Questions		This is a non-voting item
Ipsen SA	27/05/2021	Approve Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Ipsen SA	27/05/2021	Approve Consolidated Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Ipsen SA	27/05/2021	Approve Allocation of Income and Dividends of EUR 1 per Share	For	The proposal is in line with our voting policy
Ipsen SA	27/05/2021	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	The proposal is in line with our voting policy
Ipsen SA	27/05/2021	Reelect Antoine Flochel as Director	Against	The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors
Ipsen SA	27/05/2021	Reelect Margaret Liu as Director	For	The proposal is in line with our voting policy
Ipsen SA	27/05/2021	Reelect Carol Stuckley as Director	For	The proposal is in line with our voting policy
Ipsen SA	27/05/2021	Ratify Appointment David Loew as Director	For	The proposal is in line with our voting policy
Ipsen SA	27/05/2021	Reelect David Loew as Director	For	The proposal is in line with our voting policy
Ipsen SA	27/05/2021	Approve Remuneration Policy of Directors	For	The proposal is in line with our voting policy
Ipsen SA	27/05/2021	Approve Remuneration Policy of Chairman of the Board	For	The proposal is in line with our voting policy
Ipsen SA	27/05/2021	Approve Remuneration Policy of CEO and Executive Corporate Officers	Against	There is a lack of transparency on performance criteria. Discretionary payments/powers. The remuneration structure is not satisfactory. The company has not disclosed sufficient information to enable support of the proposal
Ipsen SA	27/05/2021	Approve Compensation Report of Corporate Officers	For	The proposal is in line with our voting policy
Ipsen SA	27/05/2021	Approve Compensation of Marc de Garidel, Chairman of the Board	For	The proposal is in line with our voting policy
Ipsen SA	27/05/2021	Approve Compensation of Aymeric Le Chatelier, CEO Until 30 June 2020	Against	There is a lack of transparency on performance criteria. The company has not disclosed sufficient information to enable support of the proposal.
Ipsen SA	27/05/2021	Approve Compensation of David Loew, CEO Since 1 July 2020	Against	There is a lack of transparency on performance criteria. The company has not disclosed sufficient information to enable support of the proposal. The remuneration structure is not satisfactory.
Ipsen SA	27/05/2021	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	The proposal is in line with our voting policy

Ipsen SA	27/05/2021	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	The proposal is in line with our voting policy
Ipsen SA	27/05/2021	Authorize Capitalization of Reserves of up to 20 Percent of Issued Share Capital for Bonus Issue or Increase in Par Value	For	The proposal is in line with our voting policy
Ipsen SA	27/05/2021	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 20 Percent of Issued Share Capital	For	The proposal is in line with our voting policy
Ipsen SA	27/05/2021	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to 10 Percent of Issued Share Capital	For	The proposal is in line with our voting policy
Ipsen SA	27/05/2021	Approve Issuance of up to 10 Percent of Issued Capital Per Year for a Private Placement	For	The proposal is in line with our voting policy
Ipsen SA	27/05/2021	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 20 to 22	For	The proposal is in line with our voting policy
Ipsen SA	27/05/2021	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against	Excessive capital increase without preemptive rights.
Ipsen SA	27/05/2021	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	The proposal is in line with our voting policy
Ipsen SA	27/05/2021	Authorize up to 3 Percent of Issued Capital for Use in Stock Option Plans	Against	The company has not disclosed sufficient information to enable support of the proposal.
Ipsen SA	27/05/2021	Authorize Filing of Required Documents/Other Formalities	For	The proposal is in line with our voting policy
Reckitt Benckiser Group Plc	28/05/2021	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Reckitt Benckiser Group Plc	28/05/2021	Approve Remuneration Report	Against	Compensation is excessive compared to peers. There is a lack of ESG criteria in the variable compensation.
Reckitt Benckiser Group Plc	28/05/2021	Approve Final Dividend	For	The proposal is in line with our voting policy
Reckitt Benckiser Group Plc	28/05/2021	Re-elect Andrew Bonfield as Director	For	The proposal is in line with our voting policy
Reckitt Benckiser Group Plc	28/05/2021	Re-elect Jeff Carr as Director	For	The proposal is in line with our voting policy
Reckitt Benckiser Group Plc	28/05/2021	Re-elect Nicandro Durante as Director	For	The proposal is in line with our voting policy
Reckitt Benckiser Group Plc	28/05/2021	Re-elect Mary Harris as Director	For	The proposal is in line with our voting policy
Reckitt Benckiser Group Plc	28/05/2021	Re-elect Mehmood Khan as Director	For	The proposal is in line with our voting policy
Reckitt Benckiser Group Plc	28/05/2021	Re-elect Pam Kirby as Director	For	The proposal is in line with our voting policy
Reckitt Benckiser Group Plc	28/05/2021	Re-elect Sara Mathew as Director	Against	The nominee holds four non-executive directorships, one of which as an outside Chairman of the Board. The nominee is therefore overboarded.
Reckitt Benckiser Group Plc	28/05/2021	Re-elect Laxman Narasimhan as Director	For	The proposal is in line with our voting policy
Reckitt Benckiser Group Plc	28/05/2021	Re-elect Chris Sinclair as Director	For	The proposal is in line with our voting policy
Reckitt Benckiser Group Plc	28/05/2021	Re-elect Elane Stock as Director	For	The proposal is in line with our voting policy
Reckitt Benckiser Group Plc	28/05/2021	Elect Olivier Bohuon as Director	For	The proposal is in line with our voting policy
Reckitt Benckiser Group Plc	28/05/2021	Elect Margherita Della Valle as Director	For	The proposal is in line with our voting policy

Reckitt Benckiser Group Plc	28/05/2021	Reappoint KPMG LLP as Auditors	For	The proposal is in line with our voting policy
Reckitt Benckiser Group Plc	28/05/2021	Authorise the Audit Committee to Fix Remuneration of Auditors	For	The proposal is in line with our voting policy
Reckitt Benckiser Group Plc	28/05/2021	Authorise UK Political Donations and Expenditure	For	The proposal is in line with our voting policy
Reckitt Benckiser Group Plc	28/05/2021	Authorise Issue of Equity	For	The proposal is in line with our voting policy
Reckitt Benckiser Group Plc	28/05/2021	Authorise Issue of Equity without Pre-emptive Rights	For	The proposal is in line with our voting policy
Reckitt Benckiser Group Plc	28/05/2021	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	The proposal is in line with our voting policy
Reckitt Benckiser Group Plc	28/05/2021	Authorise Market Purchase of Ordinary Shares	For	The proposal is in line with our voting policy
Reckitt Benckiser Group Plc	28/05/2021	Adopt New Articles of Association	For	The proposal is in line with our voting policy
Reckitt Benckiser Group Plc	28/05/2021	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	The proposal is in line with our voting policy
Mowi ASA	09/06/2021	Elect Chairman of Meeting; Designate Inspector(s) of Minutes of Meeting	For	The proposal is in line with our voting policy
Mowi ASA	09/06/2021	Approve Notice of Meeting and Agenda	For	The proposal is in line with our voting policy
Mowi ASA	09/06/2021	Receive Briefing on the Business		This is a non-voting item
Mowi ASA	09/06/2021	Accept Financial Statements and Statutory Reports; Approve Allocation of Income	Against	The level of dividend is not in the long term interest of shareholders.
Mowi ASA	09/06/2021	Discuss Company's Corporate Governance Statement		This is a non-voting item
Mowi ASA	09/06/2021	Approve Remuneration Policy And Other Terms of Employment For Executive Management	For	The proposal is in line with our voting policy
Mowi ASA	09/06/2021	Approve Equity Plan Financing	For	The proposal is in line with our voting policy
Mowi ASA	09/06/2021	Approve Remuneration of Directors	For	The proposal is in line with our voting policy
Mowi ASA	09/06/2021	Approve Remuneration of Nomination Committee	For	The proposal is in line with our voting policy
Mowi ASA	09/06/2021	Approve Remuneration of Auditors	For	The proposal is in line with our voting policy
Mowi ASA	09/06/2021	Authorize Board to Distribute Dividends	Against	The level of dividend is not in the long term interest of shareholders.
Mowi ASA	09/06/2021	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	The proposal is in line with our voting policy
Mowi ASA	09/06/2021	Reelect Ole-Eirik Leroy (Chairman) as Director	Against	The board is not sufficiently independent as per our voting policy.
Mowi ASA	09/06/2021	Reelect Kristian Melhuus (Vice Chairman) as Director	For	The proposal is in line with our voting policy
Mowi ASA	09/06/2021	Reelect Lisbet K. Naero as Director	For	The proposal is in line with our voting policy
Mowi ASA	09/06/2021	Elect Nicholays Gheysens as New Director	Against	The board is not sufficiently independent as per our voting policy.
Mowi ASA	09/06/2021	Elect Kathrine Fredriksen as New Personal Deputy Director for Cecilie Fredriksen	For	The proposal is in line with our voting policy
Mowi ASA	09/06/2021	Elect Ann Kristin Brautaset as Member and Chair of Nominating Committee	For	The proposal is in line with our voting policy
Mowi ASA	09/06/2021	Elect Merete Haugli as Member of Nominating Committee	For	The proposal is in line with our voting policy
Mowi ASA	09/06/2021	Approve Creation of NOK 387.8 Million Pool of Capital without Preemptive Rights	For	The proposal is in line with our voting policy
Mowi ASA	09/06/2021	Authorize Issuance of Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of NOK 3.2	For	The proposal is in line with our voting policy

		Billion; Approve Creation of NOK 387.8 Million Pool of Capital to Guarantee Conversion Rights		
Brenntag SE	10/06/2021	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (Non-Voting)		This is a non-voting item
Brenntag SE	10/06/2021	Approve Allocation of Income and Dividends of EUR 1.35 per Share	For	The proposal is in line with our voting policy
Brenntag SE	10/06/2021	Approve Discharge of Management Board for Fiscal Year 2020	For	The proposal is in line with our voting policy
Brenntag SE	10/06/2021	Approve Discharge of Supervisory Board for Fiscal Year 2020	For	The proposal is in line with our voting policy
Brenntag SE	10/06/2021	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2021	For	The proposal is in line with our voting policy
Brenntag SE	10/06/2021	Approve Remuneration Policy for the Management Board	For	The proposal is in line with our voting policy
Brenntag SE	10/06/2021	Approve Remuneration of Supervisory Board	For	The proposal is in line with our voting policy
Brenntag SE	10/06/2021	Approve Remuneration Policy for the Supervisory Board	For	The proposal is in line with our voting policy
Bechtle AG	15/06/2021	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (Non-Voting)		This is a non-voting item
Bechtle AG	15/06/2021	Approve Allocation of Income and Dividends of EUR 1.35 per Share	For	The proposal is in line with our voting policy
Bechtle AG	15/06/2021	Approve Discharge of Management Board for Fiscal Year 2020	For	The proposal is in line with our voting policy
Bechtle AG	15/06/2021	Approve Discharge of Supervisory Board for Fiscal Year 2020	For	The proposal is in line with our voting policy
Bechtle AG	15/06/2021	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2021	For	The proposal is in line with our voting policy
Bechtle AG	15/06/2021	Approve EUR 84 Million Capitalization of Reserves for Bonus Issue of Shares	For	The proposal is in line with our voting policy
Bechtle AG	15/06/2021	Approve Creation of EUR 18.9 Million Pool of Capital with Partial Exclusion of Preemptive Rights	For	The proposal is in line with our voting policy
Bechtle AG	15/06/2021	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 350 Million; Approve Creation of EUR 6.3 Million Pool of Capital to Guarantee Conversion Rights	For	The proposal is in line with our voting policy
Bechtle AG	15/06/2021	Approve Remuneration Policy	For	The proposal is in line with our voting policy
Bechtle AG	15/06/2021	Approve Remuneration of Supervisory Board	For	The proposal is in line with our voting policy
Bechtle AG	15/06/2021	Approve Affiliation Agreement with Bechtle E-Commerce Holding AG	For	The proposal is in line with our voting policy
Sonova Holding AG	15/06/2021	Approve Allocation of Income and Dividends of CHF 3.20 per Share	For	The proposal is in line with our voting policy
Sonova Holding AG	15/06/2021	Approve Discharge of Board and Senior Management	For	The proposal is in line with our voting policy
Sonova Holding AG	15/06/2021	Approve CHF 61,299 Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	For	The proposal is in line with our voting policy
Sonova Holding AG	15/06/2021	Transact Other Business (Voting)	Against	The Proposal is not in shareholders' interest.
Sonova Holding AG	15/06/2021	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Sonova Holding AG	15/06/2021	Approve Remuneration Report (Non-Binding)	Against	Compensation is excessive compared to peers

Sonova Holding AG	15/06/2021	Reelect Robert Spoerry as Director and Board Chairman	Against	The nominee holds three non-executive directorships including two as Chairman of the Board. The nominee is therefore overboarded.
Sonova Holding AG	15/06/2021	Reelect Lynn Bleil as Director	For	The proposal is in line with our voting policy
Sonova Holding AG	15/06/2021	Reelect Lukas Braunschweiler as Director	For	The proposal is in line with our voting policy
Sonova Holding AG	15/06/2021	Reelect Stacy Seng as Director	For	The proposal is in line with our voting policy
Sonova Holding AG	15/06/2021	Reelect Ronald van der Vis as Director	For	The proposal is in line with our voting policy
Sonova Holding AG	15/06/2021	Reelect Jinlong Wang as Director	For	The proposal is in line with our voting policy
Sonova Holding AG	15/06/2021	Reelect Adrian Widmer as Director	Against	The nominee holds one executive position and two non-executive directorships as Chairman of the Audit Committee. The nominee is therefore overboarded.
Sonova Holding AG	15/06/2021	Elect Gregory Behar as Director	Against	The nominee holds one executive position and three non-executive directorships. The nominee is therefore overboarded.
Sonova Holding AG	15/06/2021	Elect Roland Diggelmann as Director	For	The proposal is in line with our voting policy
Sonova Holding AG	15/06/2021	Reappoint Stacy Seng as Member of the Nomination and Compensation Committee	For	The proposal is in line with our voting policy
Sonova Holding AG	15/06/2021	Appoint Lukas Braunschweiler as Member of the Nomination and Compensation Committee	For	The proposal is in line with our voting policy
Sonova Holding AG	15/06/2021	Appoint Roland Diggelmann as Member of the Nomination and Compensation Committee	For	The proposal is in line with our voting policy
Sonova Holding AG	15/06/2021	Ratify Ernst & Young AG as Auditors	For	The proposal is in line with our voting policy
Sonova Holding AG	15/06/2021	Designate Keller KLG as Independent Proxy	For	The proposal is in line with our voting policy
Sonova Holding AG	15/06/2021	Approve Remuneration of Directors in the Amount of CHF 3.1 Million	For	The proposal is in line with our voting policy
Sonova Holding AG	15/06/2021	Approve Remuneration of Executive Committee in the Amount of CHF 15.8 Million	For	The proposal is in line with our voting policy
Amadeus IT Group SA	16/06/2021	Approve Consolidated and Standalone Financial Statements	For	The proposal is in line with our voting policy
Amadeus IT Group SA	16/06/2021	Approve Non-Financial Information Statement	For	The proposal is in line with our voting policy
Amadeus IT Group SA	16/06/2021	Approve Treatment of Net Loss	For	The proposal is in line with our voting policy
Amadeus IT Group SA	16/06/2021	Approve Discharge of Board	For	The proposal is in line with our voting policy
Amadeus IT Group SA	16/06/2021	Advisory Vote on Remuneration Report	Against	The remuneration structure is not satisfactory. Compensation is excessive compared to peers. There is a lack of ESG criteria in the variable compensation.
Amadeus IT Group SA	16/06/2021	Approve Remuneration of Directors	For	The proposal is in line with our voting policy
Amadeus IT Group SA	16/06/2021	Approve Remuneration Policy	For	The proposal is in line with our voting policy
Amadeus IT Group SA	16/06/2021	Approve Performance Share Plan	For	The proposal is in line with our voting policy
Amadeus IT Group SA	16/06/2021	Authorize Board to Ratify and Execute Approved Resolutions	For	The proposal is in line with our voting policy

Amadeus IT Group SA	16/06/2021	Amend Article 11 Re: Share Capital Increase	For	The proposal is in line with our voting policy
Amadeus IT Group SA	16/06/2021	Amend Article 24 Re: Remote Voting	For	The proposal is in line with our voting policy
Amadeus IT Group SA	16/06/2021	Add New Article 24 bis Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	For	The proposal is in line with our voting policy
Amadeus IT Group SA	16/06/2021	Amend Articles Re: Board Functions and Remuneration	For	The proposal is in line with our voting policy
Amadeus IT Group SA	16/06/2021	Amend Articles Re: Board Committees	For	The proposal is in line with our voting policy
Amadeus IT Group SA	16/06/2021	Amend Articles of General Meeting Regulations Re: Company's Name and Corporate Website	For	The proposal is in line with our voting policy
Amadeus IT Group SA	16/06/2021	Amend Article 7 of General Meeting Regulations Re: Right to Information	For	The proposal is in line with our voting policy
Amadeus IT Group SA	16/06/2021	Amend Articles of General Meeting Regulations Re: Holding of the General Meeting	For	The proposal is in line with our voting policy
Amadeus IT Group SA	16/06/2021	Amend Articles of General Meeting Regulations Re: Constitution and Start of the Session	For	The proposal is in line with our voting policy
Amadeus IT Group SA	16/06/2021	Elect Jana Eggert as Director	For	The proposal is in line with our voting policy
Amadeus IT Group SA	16/06/2021	Reelect Francesco Loredan as Director	For	The proposal is in line with our voting policy
Amadeus IT Group SA	16/06/2021	Elect Amanda Mesler as Director	For	The proposal is in line with our voting policy
Amadeus IT Group SA	16/06/2021	Reelect Luis Maroto Camino as Director	For	The proposal is in line with our voting policy
Amadeus IT Group SA	16/06/2021	Reelect David Webster as Director	For	The proposal is in line with our voting policy
Amadeus IT Group SA	16/06/2021	Reelect Clara Furse as Director	For	The proposal is in line with our voting policy
Amadeus IT Group SA	16/06/2021	Reelect Nicolas Huss as Director	For	The proposal is in line with our voting policy
Amadeus IT Group SA	16/06/2021	Reelect Stephan Gemkow as Director	For	The proposal is in line with our voting policy
Amadeus IT Group SA	16/06/2021	Reelect Peter Kuerpick as Director	For	The proposal is in line with our voting policy
Amadeus IT Group SA	16/06/2021	Reelect Pilar Garcia Ceballos-Zuniga as Director	For	The proposal is in line with our voting policy
Delivery Hero SE	16/06/2021	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (Non-Voting)		This is a non-voting item
Delivery Hero SE	16/06/2021	Approve Discharge of Management Board for Fiscal Year 2020	For	The proposal is in line with our voting policy
Delivery Hero SE	16/06/2021	Ratify KPMG AG as Auditors for Fiscal Year 2021	For	The proposal is in line with our voting policy
Delivery Hero SE	16/06/2021	Approve Remuneration Policy	Against	No cap on LTI. Lack of relative KPI on LTI
Delivery Hero SE	16/06/2021	Approve Remuneration of Supervisory Board	For	The proposal is in line with our voting policy
Delivery Hero SE	16/06/2021	Approve Creation of EUR 13.7 Million Pool of Capital without Preemptive Rights	For	The proposal is in line with our voting policy
Delivery Hero SE	16/06/2021	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 3 Billion; Approve Creation of EUR 14 Million Pool of Capital to Guarantee Conversion Rights; Amend 2019 Resolution	For	The proposal is in line with our voting policy

Delivery Hero SE	16/06/2021	Approve Creation of EUR 6.9 Million Pool of Capital for Employee Stock Purchase Plan	For	The proposal is in line with our voting policy
Delivery Hero SE	16/06/2021	Approve Stock Option Plan for Key Employees; Approve Creation of EUR 5 Million Pool of Conditional Capital to Guarantee Conversion Rights	For	The proposal is in line with our voting policy
Delivery Hero SE	16/06/2021	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	The proposal is in line with our voting policy
Delivery Hero SE	16/06/2021	Authorize Use of Financial Derivatives when Repurchasing Shares	For	The proposal is in line with our voting policy
Delivery Hero SE	16/06/2021	Approve Discharge of Supervisory Board Member Martin Enderle for Fiscal Year 2020	For	The proposal is in line with our voting policy
Delivery Hero SE	16/06/2021	Approve Discharge of Supervisory Board Member Gerald Taylor for Fiscal Year 2020	For	The proposal is in line with our voting policy
Delivery Hero SE	16/06/2021	Approve Discharge of Supervisory Board Member Hilary Goshier for Fiscal Year 2020	For	The proposal is in line with our voting policy
Delivery Hero SE	16/06/2021	Approve Discharge of Supervisory Board Member Patrick Kolek for Fiscal Year 2020	For	The proposal is in line with our voting policy
Delivery Hero SE	16/06/2021	Approve Discharge of Supervisory Board Member Bjoern Ljungberg for Fiscal Year 2020	For	The proposal is in line with our voting policy
Delivery Hero SE	16/06/2021	Approve Discharge of Supervisory Board Member Vera Stachowiak for Fiscal Year 2020	For	The proposal is in line with our voting policy
Delivery Hero SE	16/06/2021	Approve Discharge of Supervisory Board Member Christian Graf von Hardenberg for Fiscal Year 2020	For	The proposal is in line with our voting policy
Delivery Hero SE	16/06/2021	Approve Discharge of Supervisory Board Member Jeanette Gorgas for Fiscal Year 2020	For	The proposal is in line with our voting policy
Delivery Hero SE	16/06/2021	Approve Discharge of Supervisory Board Member Nils Engvall for Fiscal Year 2020	For	The proposal is in line with our voting policy
Delivery Hero SE	16/06/2021	Approve Discharge of Supervisory Board Member Gabriella Ardbo for Fiscal Year 2020	For	The proposal is in line with our voting policy
Coca-Cola HBC AG	22/06/2021	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Coca-Cola HBC AG	22/06/2021	Approve Discharge of Board and Senior Management	For	The proposal is in line with our voting policy
Coca-Cola HBC AG	22/06/2021	Designate Ines Poeschel as Independent Proxy	For	The proposal is in line with our voting policy
Coca-Cola HBC AG	22/06/2021	Approve UK Remuneration Report	Against	There is a lack of ESG criteria in the variable compensation. Discretionary payments/powers.
Coca-Cola HBC AG	22/06/2021	Approve Remuneration Policy	For	The proposal is in line with our voting policy
Coca-Cola HBC AG	22/06/2021	Approve Swiss Remuneration Report	Against	There is a lack of ESG criteria in the variable compensation. Discretionary payments/powers.
Coca-Cola HBC AG	22/06/2021	Authorise Market Purchase of Ordinary Shares	For	The proposal is in line with our voting policy
Coca-Cola HBC AG	22/06/2021	Approve Maximum Aggregate Amount of Remuneration for Directors	For	The proposal is in line with our voting policy
Coca-Cola HBC AG	22/06/2021	Approve Maximum Aggregate Amount of Remuneration for the Operating Committee	For	The proposal is in line with our voting policy
Coca-Cola HBC AG	22/06/2021	Approve Allocation of Income	Against	The level of dividend is not in the long term interest of shareholders.

Coca-Cola HBC AG	22/06/2021	Approve Dividend from Reserves	Against	The level of dividend is not in the long term interest of shareholders
Coca-Cola HBC AG	22/06/2021	Re-elect Anastassis David as Director and as Board Chairman	Against	The board is not sufficiently independent as per our voting policy
Coca-Cola HBC AG	22/06/2021	Re-elect Zoran Bogdanovic as Director	For	The proposal is in line with our voting policy
Coca-Cola HBC AG	22/06/2021	Re-elect Charlotte Boyle as Director and as Member of the Remuneration Committee	For	The proposal is in line with our voting policy
Coca-Cola HBC AG	22/06/2021	Re-elect Reto Francioni as Director and as Member of the Remuneration Committee	Against	The board is not sufficiently independent as per our voting policy
Coca-Cola HBC AG	22/06/2021	Re-elect Olusola David-Borha as Director	For	The proposal is in line with our voting policy
Coca-Cola HBC AG	22/06/2021	Re-elect William Douglas III as Director	For	The proposal is in line with our voting policy
Coca-Cola HBC AG	22/06/2021	Re-elect Anastasios Leventis as Director	For	The proposal is in line with our voting policy
Coca-Cola HBC AG	22/06/2021	Re-elect Christodoulos Leventis as Director	For	The proposal is in line with our voting policy
Coca-Cola HBC AG	22/06/2021	Re-elect Alexandra Papalexopoulou as Director	For	The proposal is in line with our voting policy
Coca-Cola HBC AG	22/06/2021	Re-elect Ryan Rudolph as Director	For	The proposal is in line with our voting policy
Coca-Cola HBC AG	22/06/2021	Re-elect Anna Diamantopoulou as Director and as Member of the Remuneration Committee	For	The proposal is in line with our voting policy
Coca-Cola HBC AG	22/06/2021	Elect Bruno Pietracchi as Director	For	The proposal is in line with our voting policy
Coca-Cola HBC AG	22/06/2021	Elect Henrique Braun as Director	For	The proposal is in line with our voting policy
Coca-Cola HBC AG	22/06/2021	Reappoint PricewaterhouseCoopers AG as Auditors	For	The proposal is in line with our voting policy
Coca-Cola HBC AG	22/06/2021	Advisory Vote on Reappointment of the Independent Registered Public Accounting Firm PricewaterhouseCoopers SA for UK Purposes	For	The proposal is in line with our voting policy
QIAGEN NV	29/06/2021	Adopt Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
QIAGEN NV	29/06/2021	Approve Remuneration Report	Against	LTI is not fully performance-based. Discretionary payments/powers. The severance entitlements are excessive. Compensation is excessive compared to peers.
QIAGEN NV	29/06/2021	Approve Discharge of Management Board	For	The proposal is in line with our voting policy
QIAGEN NV	29/06/2021	Approve Discharge of Supervisory Board	For	The proposal is in line with our voting policy
QIAGEN NV	29/06/2021	Approve Remuneration Policy for Management Board	For	The proposal is in line with our voting policy
QIAGEN NV	29/06/2021	Ratify KPMG Accountants N.V. as Auditors	For	The proposal is in line with our voting policy
QIAGEN NV	29/06/2021	Authorize Repurchase of Issued Share Capital	For	The proposal is in line with our voting policy
QIAGEN NV	29/06/2021	Amend Articles of Association in Connection with Changes to Dutch Law	For	The proposal is in line with our voting policy
QIAGEN NV	29/06/2021	Grant Board Authority to Issue Shares	For	The proposal is in line with our voting policy
QIAGEN NV	29/06/2021	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	The proposal is in line with our voting policy
QIAGEN NV	29/06/2021	Authorize Board to Exclude Preemptive Rights from Share Issuances in	Against	Excessive capital increase without preemptive rights.

		Connection to Mergers, Acquisitions or Strategic Alliances		
QIAGEN NV	29/06/2021	Reelect Metin Colpan to Supervisory Board	For	The proposal is in line with our voting policy
QIAGEN NV	29/06/2021	Reelect Thomas Ebeling to Supervisory Board	For	The proposal is in line with our voting policy
QIAGEN NV	29/06/2021	Reelect Toralf Haag to Supervisory Board	For	The proposal is in line with our voting policy
QIAGEN NV	29/06/2021	Reelect Ross L. Levine to Supervisory Board	For	The proposal is in line with our voting policy
QIAGEN NV	29/06/2021	Reelect Elaine Mardis to Supervisory Board	For	The proposal is in line with our voting policy
QIAGEN NV	29/06/2021	Reelect Lawrence A. Rosen to Supervisory Board	For	The proposal is in line with our voting policy
QIAGEN NV	29/06/2021	Reelect Elizabeth E. Tallett to Supervisory Board	Against	The nominee holds four non-executive directorships, one of which as an outside Chairman of the Board and another one as an outside Chairman of the Audit Committee. The nominee is therefore overboarded.
QIAGEN NV	29/06/2021	Reelect Thierry Bernard to Management Board	For	The proposal is in line with our voting policy
QIAGEN NV	29/06/2021	Reelect Roland Sackers to Management Board	For	The proposal is in line with our voting policy
QIAGEN NV	29/06/2021	Approve Partial Amendment of Remuneration Policy for Supervisory Board	For	The proposal is in line with our voting policy
QIAGEN NV	29/06/2021	Approve Remuneration of Supervisory Board	For	The proposal is in line with our voting policy
Adevinta ASA	29/06/2021	Approve Notice of Meeting and Agenda	For	The proposal is in line with our voting policy
Adevinta ASA	29/06/2021	Elect Chairman of Meeting	For	The proposal is in line with our voting policy
Adevinta ASA	29/06/2021	Designate Inspector(s) of Minutes of Meeting	For	The proposal is in line with our voting policy
Adevinta ASA	29/06/2021	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Adevinta ASA	29/06/2021	Approve Company's Corporate Governance Statement	For	The proposal is in line with our voting policy
Adevinta ASA	29/06/2021	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against	Insufficient disclosure of STI metrics and targets There is a lack of ESG criteria in the variable compensation.
Adevinta ASA	29/06/2021	Approve Remuneration of Auditors	For	The proposal is in line with our voting policy
Adevinta ASA	29/06/2021	Approve Remuneration of Directors in the Amount of NOK 1.45 Million for Chairman and NOK 750,000 for the Other Directors; Approve Committee Fees	For	The proposal is in line with our voting policy
Adevinta ASA	29/06/2021	Elect Ole E. Dahl as Member of Nominating Committee	For	The proposal is in line with our voting policy
Adevinta ASA	29/06/2021	Approve Remuneration of Nominating Committee	For	The proposal is in line with our voting policy
Adevinta ASA	29/06/2021	Approve Creation of NOK 24.5 Million Pool of Capital without Preemptive Rights	For	The proposal is in line with our voting policy
Adevinta ASA	29/06/2021	Authorize Issuance of Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of NOK 7.5 Billion; Approve Creation of NOK 24.5 Million Pool of Capital to Guarantee Conversion Rights	For	The proposal is in line with our voting policy
Adevinta ASA	29/06/2021	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	The proposal is in line with our voting policy

Adevinta ASA	29/06/2021	Amend eBay Classified Closing Articles Re: Shareholder Rights	For	The proposal is in line with our voting policy
Adevinta ASA	29/06/2021	Reelect Orla Noonan (Chairman) as Director	For	The proposal is in line with our voting policy
Adevinta ASA	29/06/2021	Reelect Fernando Abril-Martorell Hernandez as Director	For	The proposal is in line with our voting policy
Adevinta ASA	29/06/2021	Reelect Peter Brooks-Johnson as Director	For	The proposal is in line with our voting policy
Adevinta ASA	29/06/2021	Reelect Sophie Javary as Director	For	The proposal is in line with our voting policy
Adevinta ASA	29/06/2021	Reelect Kristin Skogen Lund as Director	For	The proposal is in line with our voting policy
Adevinta ASA	29/06/2021	Elect Julia Jaekel as New Director	For	The proposal is in line with our voting policy
Adevinta ASA	29/06/2021	Elect Michael Nilles as New Director	For	The proposal is in line with our voting policy
Ubisoft Entertainment SA	01/07/2021	Approve Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Ubisoft Entertainment SA	01/07/2021	Approve Treatment of Losses	For	The proposal is in line with our voting policy
Ubisoft Entertainment SA	01/07/2021	Approve Consolidated Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Ubisoft Entertainment SA	01/07/2021	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	The proposal is in line with our voting policy
Ubisoft Entertainment SA	01/07/2021	Approve Compensation Report of Corporate Officers	For	The proposal is in line with our voting policy
Ubisoft Entertainment SA	01/07/2021	Approve Compensation of Yves Guillemot, Chairman and CEO	For	The proposal is in line with our voting policy
Ubisoft Entertainment SA	01/07/2021	Approve Compensation of Claude Guillemot, Vice-CEO	For	The proposal is in line with our voting policy
Ubisoft Entertainment SA	01/07/2021	Approve Compensation of Michel Guillemot, Vice-CEO	For	The proposal is in line with our voting policy
Ubisoft Entertainment SA	01/07/2021	Approve Compensation of Gerard Guillemot, Vice-CEO	For	The proposal is in line with our voting policy
Ubisoft Entertainment SA	01/07/2021	Approve Compensation of Christian Guillemot, Vice-CEO	For	The proposal is in line with our voting policy
Ubisoft Entertainment SA	01/07/2021	Approve Remuneration Policy of Chairman and CEO	For	The proposal is in line with our voting policy
Ubisoft Entertainment SA	01/07/2021	Approve Remuneration Policy of Vice-CEOs	For	The proposal is in line with our voting policy
Ubisoft Entertainment SA	01/07/2021	Approve Remuneration Policy of Directors	For	The proposal is in line with our voting policy
Ubisoft Entertainment SA	01/07/2021	Ratify Appointment of Belen Essioux-Trujillo as Director	For	The proposal is in line with our voting policy
Ubisoft Entertainment SA	01/07/2021	Reelect Laurence Hubert-Moy as Director	For	The proposal is in line with our voting policy
Ubisoft Entertainment SA	01/07/2021	Reelect Didier Crespel as Director	For	The proposal is in line with our voting policy
Ubisoft Entertainment SA	01/07/2021	Reelect Claude Guillemot as Director	For	The proposal is in line with our voting policy
Ubisoft Entertainment SA	01/07/2021	Reelect Michel Guillemot as Director	For	The proposal is in line with our voting policy
Ubisoft Entertainment SA	01/07/2021	Reelect Christian Guillemot as Director	For	The proposal is in line with our voting policy
Ubisoft Entertainment SA	01/07/2021	Ratify Change Location of Registered Office to 2 rue Chene Heleuc, 56910 Carentoir and Amend Article 2 of Bylaws Accordingly	For	The proposal is in line with our voting policy
Ubisoft Entertainment SA	01/07/2021	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	The proposal is in line with our voting policy
Ubisoft Entertainment SA	01/07/2021	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	The proposal is in line with our voting policy

Ubisoft Entertainment SA	01/07/2021	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	The proposal is in line with our voting policy
Ubisoft Entertainment SA	01/07/2021	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and/or Corporate Officers of International Subsidiaries	For	The proposal is in line with our voting policy
Ubisoft Entertainment SA	01/07/2021	Authorize Capital Issuances for Use in Employee Stock Purchase Plans, Reserved for Specific Beneficiaries	For	The proposal is in line with our voting policy
Ubisoft Entertainment SA	01/07/2021	Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	For	The proposal is in line with our voting policy
Ubisoft Entertainment SA	01/07/2021	Authorize up to 0.10 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Executive Corporate Officers	For	The proposal is in line with our voting policy
Ubisoft Entertainment SA	01/07/2021	Authorize Filing of Required Documents/Other Formalities	For	The proposal is in line with our voting policy
Kering SA	06/07/2021	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	The proposal is in line with our voting policy
AVEVA Group Plc	07/07/2021	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
AVEVA Group Plc	07/07/2021	Approve Remuneration Report	Against	Compensation is excessive compared to peers.
AVEVA Group Plc	07/07/2021	Approve Final Dividend	For	The proposal is in line with our voting policy
AVEVA Group Plc	07/07/2021	Approve Sub-Plan for Californian-based Participants of Global Employee Share Purchase Plan	For	The proposal is in line with our voting policy
AVEVA Group Plc	07/07/2021	Approve Long Term Incentive Plan	For	The proposal is in line with our voting policy
AVEVA Group Plc	07/07/2021	Approve Restricted Share Plan	For	The proposal is in line with our voting policy
AVEVA Group Plc	07/07/2021	Re-elect Olivier Blum as Director	For	The proposal is in line with our voting policy
AVEVA Group Plc	07/07/2021	Re-elect Peter Herweck as Director	For	The proposal is in line with our voting policy
AVEVA Group Plc	07/07/2021	Re-elect Philip Aiken as Director	Against	The nominee holds three non-executive directorships, two of which as Chairman of the Board. The nominee is therefore overboarded.
AVEVA Group Plc	07/07/2021	Re-elect James Kidd as Director	For	The proposal is in line with our voting policy
AVEVA Group Plc	07/07/2021	Re-elect Jennifer Allerton as Director	For	The proposal is in line with our voting policy
AVEVA Group Plc	07/07/2021	Re-elect Christopher Humphrey as Director	Against	The nominee holds three non-executive directorships, one of which as an outside Chairman of the Board and the other two as Chairman of the Audit Committee. The nominee is therefore overboarded.
AVEVA Group Plc	07/07/2021	Re-elect Ron Mobed as Director	For	The proposal is in line with our voting policy
AVEVA Group Plc	07/07/2021	Re-elect Paula Dowdy as Director	For	The proposal is in line with our voting policy
AVEVA Group Plc	07/07/2021	Reappoint Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
AVEVA Group Plc	07/07/2021	Authorise Board to Fix Remuneration of Auditors	For	The proposal is in line with our voting policy
AVEVA Group Plc	07/07/2021	Authorise Market Purchase of Ordinary Shares	For	The proposal is in line with our voting policy
AVEVA Group Plc	07/07/2021	Authorise Issue of Equity	For	The proposal is in line with our voting policy
AVEVA Group Plc	07/07/2021	Authorise Issue of Equity without Pre-emptive Rights	For	The proposal is in line with our voting policy

AVEVA Group Plc	07/07/2021	Adopt New Articles of Association	For	The proposal is in line with our voting policy
AVEVA Group Plc	07/07/2021	Approve Reduction of Share Premium Account	For	The proposal is in line with our voting policy
AVEVA Group Plc	07/07/2021	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	The proposal is in line with our voting policy
Industria de Diseno Textil SA	13/07/2021	Approve Standalone Financial Statements	For	The proposal is in line with our voting policy
Industria de Diseno Textil SA	13/07/2021	Approve Consolidated Financial Statements and Discharge of Board	For	The proposal is in line with our voting policy
Industria de Diseno Textil SA	13/07/2021	Approve Non-Financial Information Statement	For	The proposal is in line with our voting policy
Industria de Diseno Textil SA	13/07/2021	Approve Allocation of Income and Dividends	For	The proposal is in line with our voting policy
Industria de Diseno Textil SA	13/07/2021	Reelect Jose Arnau Sierra as Director	For	The proposal is in line with our voting policy
Industria de Diseno Textil SA	13/07/2021	Renew Appointment of Deloitte as Auditor	For	The proposal is in line with our voting policy
Industria de Diseno Textil SA	13/07/2021	Approve Restated General Meeting Regulations Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	For	The proposal is in line with our voting policy
Industria de Diseno Textil SA	13/07/2021	Approve Remuneration Policy	For	The proposal is in line with our voting policy
Industria de Diseno Textil SA	13/07/2021	Approve Long-Term Incentive Plan	For	The proposal is in line with our voting policy
Industria de Diseno Textil SA	13/07/2021	Advisory Vote on Remuneration Report	For	The proposal is in line with our voting policy
Industria de Diseno Textil SA	13/07/2021	Authorize Board to Ratify and Execute Approved Resolutions	For	The proposal is in line with our voting policy
Industria de Diseno Textil SA	13/07/2021	Receive Amendments to Board of Directors Regulations		This is a non-voting item
Industria de Diseno Textil SA	13/07/2021	Amend Article 8 Re: Representation of Shares	For	The proposal is in line with our voting policy
Industria de Diseno Textil SA	13/07/2021	Amend Articles Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	For	The proposal is in line with our voting policy
Industria de Diseno Textil SA	13/07/2021	Amend Articles Re: Board of Directors and Board Committees	For	The proposal is in line with our voting policy
Industria de Diseno Textil SA	13/07/2021	Amend Article 36 Re: Approval of Accounts and Distribution of Dividends	For	The proposal is in line with our voting policy
Industria de Diseno Textil SA	13/07/2021	Approve Restated Articles of Association	For	The proposal is in line with our voting policy
Burberry Group Plc	14/07/2021	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Burberry Group Plc	14/07/2021	Approve Remuneration Report	Against	Compensation is excessive compared to peers.
Burberry Group Plc	14/07/2021	Approve Final Dividend	For	The proposal is in line with our voting policy
Burberry Group Plc	14/07/2021	Re-elect Dr Gerry Murphy as Director	For	The proposal is in line with our voting policy
Burberry Group Plc	14/07/2021	Re-elect Marco Gobetti as Director	For	The proposal is in line with our voting policy
Burberry Group Plc	14/07/2021	Re-elect Julie Brown as Director	For	The proposal is in line with our voting policy
Burberry Group Plc	14/07/2021	Re-elect Fabiola Arredondo as Director	For	The proposal is in line with our voting policy
Burberry Group Plc	14/07/2021	Re-elect Sam Fischer as Director	For	The proposal is in line with our voting policy
Burberry Group Plc	14/07/2021	Re-elect Ron Frasc as Director	For	The proposal is in line with our voting policy
Burberry Group Plc	14/07/2021	Re-elect Matthew Key as Director	For	The proposal is in line with our voting policy

Burberry Group Plc	14/07/2021	Re-elect Debra Lee as Director	For	The proposal is in line with our voting policy
Burberry Group Plc	14/07/2021	Re-elect Dame Carolyn McCall as Director	For	The proposal is in line with our voting policy
Burberry Group Plc	14/07/2021	Re-elect Orna NiChionna as Director	For	The proposal is in line with our voting policy
Burberry Group Plc	14/07/2021	Elect Antoine de Saint-Affrique as Director	For	The proposal is in line with our voting policy
Burberry Group Plc	14/07/2021	Reappoint Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Burberry Group Plc	14/07/2021	Authorise the Audit Committee to Fix Remuneration of Auditors	For	The proposal is in line with our voting policy
Burberry Group Plc	14/07/2021	Approve International Free Share Plan	For	The proposal is in line with our voting policy
Burberry Group Plc	14/07/2021	Approve Share Incentive Plan	For	The proposal is in line with our voting policy
Burberry Group Plc	14/07/2021	Approve Sharesave Plan	For	The proposal is in line with our voting policy
Burberry Group Plc	14/07/2021	Authorise UK Political Donations and Expenditure	For	The proposal is in line with our voting policy
Burberry Group Plc	14/07/2021	Authorise Issue of Equity	For	The proposal is in line with our voting policy
Burberry Group Plc	14/07/2021	Authorise Issue of Equity without Pre-emptive Rights	For	The proposal is in line with our voting policy
Burberry Group Plc	14/07/2021	Authorise Market Purchase of Ordinary Shares	For	The proposal is in line with our voting policy
Burberry Group Plc	14/07/2021	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	The proposal is in line with our voting policy
Burberry Group Plc	14/07/2021	Adopt New Articles of Association	For	The proposal is in line with our voting policy
Experian Plc	21/07/2021	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Experian Plc	21/07/2021	Approve Remuneration Report	Against	Compensation is excessive compared to peers There is a lack of ESG criteria in the variable compensation
Experian Plc	21/07/2021	Elect Alison Brittain as Director	For	The proposal is in line with our voting policy
Experian Plc	21/07/2021	Elect Jonathan Howell as Director	For	The proposal is in line with our voting policy
Experian Plc	21/07/2021	Re-elect Dr Ruba Borno as Director	For	The proposal is in line with our voting policy
Experian Plc	21/07/2021	Re-elect Brian Cassin as Director	For	The proposal is in line with our voting policy
Experian Plc	21/07/2021	Re-elect Caroline Donahue as Director	For	The proposal is in line with our voting policy
Experian Plc	21/07/2021	Re-elect Luiz Fleury as Director	For	The proposal is in line with our voting policy
Experian Plc	21/07/2021	Re-elect Deirdre Mahlan as Director	For	The proposal is in line with our voting policy
Experian Plc	21/07/2021	Re-elect Lloyd Pitchford as Director	For	The proposal is in line with our voting policy
Experian Plc	21/07/2021	Re-elect Mike Rogers as Director	For	The proposal is in line with our voting policy
Experian Plc	21/07/2021	Re-elect George Rose as Director	For	The proposal is in line with our voting policy
Experian Plc	21/07/2021	Re-elect Kerry Williams as Director	For	The proposal is in line with our voting policy
Experian Plc	21/07/2021	Reappoint KPMG LLP as Auditors	For	The proposal is in line with our voting policy
Experian Plc	21/07/2021	Authorise Board to Fix Remuneration of Auditors	For	The proposal is in line with our voting policy
Experian Plc	21/07/2021	Authorise Issue of Equity	For	The proposal is in line with our voting policy

Experian Plc	21/07/2021	Authorise Issue of Equity without Pre-emptive Rights	For	The proposal is in line with our voting policy
Experian Plc	21/07/2021	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	The proposal is in line with our voting policy
Experian Plc	21/07/2021	Authorise Market Purchase of Ordinary Shares	For	The proposal is in line with our voting policy
Experian Plc	21/07/2021	Adopt New Articles of Association	For	The proposal is in line with our voting policy
Halma Plc	22/07/2021	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Halma Plc	22/07/2021	Approve Final Dividend	For	The proposal is in line with our voting policy
Halma Plc	22/07/2021	Approve Remuneration Report	Against	Compensation is excessive compared to peers. There is a lack of ESG metrics in the variable compensation.
Halma Plc	22/07/2021	Approve Remuneration Policy	Against	The company has not provided sufficient information to justify this increase in variable remuneration. The company has not provided sufficient information to justify an excessive salary increase.
Halma Plc	22/07/2021	Elect Dame Louise Makin as Director	For	The proposal is in line with our voting policy
Halma Plc	22/07/2021	Elect Dharmash Mistry as Director	For	The proposal is in line with our voting policy
Halma Plc	22/07/2021	Re-elect Carole Cran as Director	For	The proposal is in line with our voting policy
Halma Plc	22/07/2021	Re-elect Jo Harlow as Director	For	The proposal is in line with our voting policy
Halma Plc	22/07/2021	Re-elect Tony Rice as Director	Against	The nominee holds three non-executive directorships, two of which as the Chairman of the Board. The nominee is therefore overboarded.
Halma Plc	22/07/2021	Re-elect Marc Ronchetti as Director	For	The proposal is in line with our voting policy
Halma Plc	22/07/2021	Re-elect Roy Twite as Director	For	The proposal is in line with our voting policy
Halma Plc	22/07/2021	Re-elect Jennifer Ward as Director	For	The proposal is in line with our voting policy
Halma Plc	22/07/2021	Re-elect Andrew Williams as Director	For	The proposal is in line with our voting policy
Halma Plc	22/07/2021	Reappoint PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Halma Plc	22/07/2021	Authorise Board to Fix Remuneration of Auditors	For	The proposal is in line with our voting policy
Halma Plc	22/07/2021	Authorise Issue of Equity	For	The proposal is in line with our voting policy
Halma Plc	22/07/2021	Authorise UK Political Donations and Expenditure	For	The proposal is in line with our voting policy
Halma Plc	22/07/2021	Authorise Issue of Equity without Pre-emptive Rights	For	The proposal is in line with our voting policy
Halma Plc	22/07/2021	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	The proposal is in line with our voting policy
Halma Plc	22/07/2021	Authorise Market Purchase of Ordinary Shares	For	The proposal is in line with our voting policy
Halma Plc	22/07/2021	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	The proposal is in line with our voting policy
EMS-Chemie Holding AG	07/08/2021	Open Meeting		This is a non-voting item
EMS-Chemie Holding AG	07/08/2021	Acknowledge Proper Convening of Meeting		This is a non-voting item
EMS-Chemie Holding AG	07/08/2021	Approve Allocation of Income and Ordinary Dividends of CHF 13.00 per	For	The proposal is in line with our voting policy

		Share and a Special Dividend of CHF 4.00 per Share		
EMS-Chemie Holding AG	07/08/2021	Approve Discharge of Board and Senior Management	For	The proposal is in line with our voting policy
EMS-Chemie Holding AG	07/08/2021	Transact Other Business (Voting)	Against	The company has not disclosed sufficient information to enable support of the proposal.
EMS-Chemie Holding AG	07/08/2021	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
EMS-Chemie Holding AG	07/08/2021	Approve Remuneration of Board of Directors in the Amount of CHF 833,000	For	The proposal is in line with our voting policy
EMS-Chemie Holding AG	07/08/2021	Approve Remuneration of Executive Committee in the Amount of CHF 2.8 Million	Against	There is a lack of ESG criteria in the variable compensation. The remuneration structure is not satisfactory. The company has not disclosed sufficient information to enable support of the proposal.
EMS-Chemie Holding AG	07/08/2021	Reelect Bernhard Merki as Director, Board Chairman, and Member of the Compensation Committee	For	The proposal is in line with our voting policy
EMS-Chemie Holding AG	07/08/2021	Reelect Magdalena Martullo as Director	For	The proposal is in line with our voting policy
EMS-Chemie Holding AG	07/08/2021	Reelect Joachim Streu as Director and Member of the Compensation Committee	For	The proposal is in line with our voting policy
EMS-Chemie Holding AG	07/08/2021	Reelect Christoph Maeder as Director and Member of the Compensation Committee	For	The proposal is in line with our voting policy
EMS-Chemie Holding AG	07/08/2021	Ratify Ernst & Young AG as Auditors	For	The proposal is in line with our voting policy
EMS-Chemie Holding AG	07/08/2021	Designate Robert Daeppen as Independent Proxy	For	The proposal is in line with our voting policy
Berkeley Group Holdings Plc	03/09/2021	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Berkeley Group Holdings Plc	03/09/2021	Approve Remuneration Report	Against	Compensation is excessive compared to peers. There is a lack of ESG criteria in the variable compensation.
Berkeley Group Holdings Plc	03/09/2021	Re-elect Glyn Barker as Director	Against	The nominee holds four non-executive directorships, one of which as the Chairman of the Board and another as an outside Chairman of the Audit Committee. The nominee is therefore overboarded.
Berkeley Group Holdings Plc	03/09/2021	Re-elect Diana Brightmore-Armour as Director	For	The proposal is in line with our voting policy
Berkeley Group Holdings Plc	03/09/2021	Re-elect Andy Myers as Director	For	The proposal is in line with our voting policy
Berkeley Group Holdings Plc	03/09/2021	Re-elect Rob Perrins as Director	For	The proposal is in line with our voting policy
Berkeley Group Holdings Plc	03/09/2021	Re-elect Richard Stearn as Director	For	The proposal is in line with our voting policy
Berkeley Group Holdings Plc	03/09/2021	Re-elect Sean Ellis as Director	For	The proposal is in line with our voting policy
Berkeley Group Holdings Plc	03/09/2021	Re-elect Karl Whiteman as Director	For	The proposal is in line with our voting policy
Berkeley Group Holdings Plc	03/09/2021	Re-elect Justin Tibaldi as Director	For	The proposal is in line with our voting policy
Berkeley Group Holdings Plc	03/09/2021	Re-elect Paul Vallone as Director	For	The proposal is in line with our voting policy
Berkeley Group Holdings Plc	03/09/2021	Re-elect Sir John Armit as Director	For	The proposal is in line with our voting policy
Berkeley Group Holdings Plc	03/09/2021	Re-elect Rachel Downey as Director	For	The proposal is in line with our voting policy

Berkeley Group Holdings Plc	03/09/2021	Elect Elizabeth Adekunle as Director	For	The proposal is in line with our voting policy
Berkeley Group Holdings Plc	03/09/2021	Elect William Jackson as Director	For	The proposal is in line with our voting policy
Berkeley Group Holdings Plc	03/09/2021	Elect Sarah Sands as Director	For	The proposal is in line with our voting policy
Berkeley Group Holdings Plc	03/09/2021	Elect Andy Kemp as Director	For	The proposal is in line with our voting policy
Berkeley Group Holdings Plc	03/09/2021	Reappoint KPMG LLP as Auditors	For	The proposal is in line with our voting policy
Berkeley Group Holdings Plc	03/09/2021	Authorise the Audit Committee to Fix Remuneration of Auditors	For	The proposal is in line with our voting policy
Berkeley Group Holdings Plc	03/09/2021	Authorise Issue of Equity	For	The proposal is in line with our voting policy
Berkeley Group Holdings Plc	03/09/2021	Authorise Issue of Equity without Pre-emptive Rights	For	The proposal is in line with our voting policy
Berkeley Group Holdings Plc	03/09/2021	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	The proposal is in line with our voting policy
Berkeley Group Holdings Plc	03/09/2021	Authorise Market Purchase of Ordinary Shares	For	The proposal is in line with our voting policy
Berkeley Group Holdings Plc	03/09/2021	Authorise UK Political Donations and Expenditure	For	The proposal is in line with our voting policy
Berkeley Group Holdings Plc	03/09/2021	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	The proposal is in line with our voting policy
Berkeley Group Holdings Plc	03/09/2021	Adopt New Articles of Association	For	The proposal is in line with our voting policy
Berkeley Group Holdings Plc	03/09/2021	Approve Matters Relating to the B Share Scheme and Share Consolidation	For	The proposal is in line with our voting policy
Berkeley Group Holdings Plc	03/09/2021	Approve Terms of the Option Agreement	For	The proposal is in line with our voting policy
DSV Panalpina A/S	08/09/2021	Elect Tarek Sultan Al-Essa as Director	For	The proposal is in line with our voting policy
DSV Panalpina A/S	08/09/2021	Amendment to Remuneration Policy for Board of Directors and Executive Management	For	The proposal is in line with our voting policy
DSV Panalpina A/S	08/09/2021	Approve Creation of DKK 48 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 48 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 48 Million	Against	Excessive capital increase without preemptive right.
DSV Panalpina A/S	08/09/2021	Change Company Name to DSV A/S	For	The proposal is in line with our voting policy
Logitech International S.A.	08/09/2021	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Logitech International S.A.	08/09/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
Logitech International S.A.	08/09/2021	Appropriation of Retained Earnings and Declaration of Dividend	For	The proposal is in line with our voting policy
Logitech International S.A.	08/09/2021	Approve Discharge of Board and Senior Management	For	The proposal is in line with our voting policy
Logitech International S.A.	08/09/2021	Elect Wendy Becker as Board Chairman	For	The proposal is in line with our voting policy
Logitech International S.A.	08/09/2021	Approve Remuneration of Board of Directors in the Amount of CHF 3,400,000	For	The proposal is in line with our voting policy
Logitech International S.A.	08/09/2021	Approve Remuneration of the Group Management Team in the Amount of USD 24,900,000	For	The proposal is in line with our voting policy
Logitech International S.A.	08/09/2021	Ratify KPMG AG as Auditors and Ratify KPMG LLP as Independent Registered Public Accounting Firm for Fiscal Year 2022	For	The proposal is in line with our voting policy

Logitech International S.A.	08/09/2021	Designate Etude Regina Wenger & Sarah Keiser-Wuger as Independent Representative	For	The proposal is in line with our voting policy
Logitech International S.A.	08/09/2021	Elect Director Patrick Aebischer	Against	The nominee holds four non-executive directorships, one of which as an outside Chairman of the Board. The nominee is therefore overboarded.
Logitech International S.A.	08/09/2021	Elect Director Wendy Becker	For	The proposal is in line with our voting policy
Logitech International S.A.	08/09/2021	Elect Director Edouard Bugnion	For	The proposal is in line with our voting policy
Logitech International S.A.	08/09/2021	Elect Director Riet Cadonau	Against	The nominee holds four non-executive directorships, one of which as an outside Chairman of the Board. The nominee is therefore overboarded.
Logitech International S.A.	08/09/2021	Elect Director Bracken Darrell	For	The proposal is in line with our voting policy
Logitech International S.A.	08/09/2021	Elect Director Guy Gecht	For	The proposal is in line with our voting policy
Logitech International S.A.	08/09/2021	Elect Director Neil Hunt	For	The proposal is in line with our voting policy
Logitech International S.A.	08/09/2021	Elect Director Marjorie Lao	For	The proposal is in line with our voting policy
Logitech International S.A.	08/09/2021	Elect Director Neela Montgomery	For	The proposal is in line with our voting policy
Logitech International S.A.	08/09/2021	Elect Director Michael Polk	For	The proposal is in line with our voting policy
Logitech International S.A.	08/09/2021	Elect Director Deborah Thomas	For	The proposal is in line with our voting policy
Logitech International S.A.	08/09/2021	Appoint Edouard Bugnion as Member of the Compensation Committee	For	The proposal is in line with our voting policy
Logitech International S.A.	08/09/2021	Appoint Riet Cadonau as Member of the Compensation Committee	Against	The nominee holds four non-executive directorships, one of which as an outside Chairman of the Board. The nominee is therefore overboarded.
Logitech International S.A.	08/09/2021	Appoint Neil Hunt as Member of the Compensation Committee	For	The proposal is in line with our voting policy
Logitech International S.A.	08/09/2021	Appoint Michael Polk as Member of the Compensation Committee	For	The proposal is in line with our voting policy
Logitech International S.A.	08/09/2021	Appoint Neela Montgomery as Member of the Compensation Committee	For	The proposal is in line with our voting policy
Logitech International S.A.	08/09/2021	Authorize Independent Representative to Vote on Any Amendment to Previous Resolutions	Against	The company has not disclosed sufficient information to enable support of the proposal.
Auto Trader Group Plc	17/09/2021	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Auto Trader Group Plc	17/09/2021	Approve Remuneration Policy	For	The proposal is in line with our voting policy
Auto Trader Group Plc	17/09/2021	Approve Remuneration Report	For	The proposal is in line with our voting policy
Auto Trader Group Plc	17/09/2021	Approve Final Dividend	Against	The level of dividend is not in the long term interest of shareholders
Auto Trader Group Plc	17/09/2021	Re-elect Ed Williams as Director	For	The proposal is in line with our voting policy
Auto Trader Group Plc	17/09/2021	Re-elect Nathan Coe as Director	For	The proposal is in line with our voting policy
Auto Trader Group Plc	17/09/2021	Re-elect David Keens as Director	For	The proposal is in line with our voting policy
Auto Trader Group Plc	17/09/2021	Re-elect Jill Easterbrook as Director	For	The proposal is in line with our voting policy

Auto Trader Group Plc	17/09/2021	Re-elect Jeni Mundy as Director	For	The proposal is in line with our voting policy
Auto Trader Group Plc	17/09/2021	Re-elect Catherine Faiers as Director	For	The proposal is in line with our voting policy
Auto Trader Group Plc	17/09/2021	Re-elect Jamie Warner as Director	For	The proposal is in line with our voting policy
Auto Trader Group Plc	17/09/2021	Re-elect Sigga Sigurdardottir as Director	For	The proposal is in line with our voting policy
Auto Trader Group Plc	17/09/2021	Reappoint KPMG LLP as Auditors	For	The proposal is in line with our voting policy
Auto Trader Group Plc	17/09/2021	Authorise Board to Fix Remuneration of Auditors	For	The proposal is in line with our voting policy
Auto Trader Group Plc	17/09/2021	Authorise Issue of Equity	For	The proposal is in line with our voting policy
Auto Trader Group Plc	17/09/2021	Authorise Issue of Equity without Pre-emptive Rights	For	The proposal is in line with our voting policy
Auto Trader Group Plc	17/09/2021	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Specified Capital Investment	For	The proposal is in line with our voting policy
Auto Trader Group Plc	17/09/2021	Authorise Market Purchase of Ordinary Shares	For	The proposal is in line with our voting policy
Auto Trader Group Plc	17/09/2021	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	The proposal is in line with our voting policy
Smiths Group Plc	17/09/2021	Approve the Sale of Smiths Medical 2020 Limited to Trulli Bidco Limited Pursuant to the Sale and Purchase Agreement	Against	a new offer and better offer has been received by the Company and Management is no longer supporting the Trulli Bidco transaction
Smiths Group Plc	17/09/2021	Approve Share Buyback Programme	Against	The share buyback is excessive. The Proposal is not in shareholders' interest.
ASM International NV	29/09/2021	Open Meeting		This is a non-voting item
ASM International NV	29/09/2021	Close Meeting		This is a non-voting item
ASM International NV	29/09/2021	Elect Pauline van der Meer Mohr to Supervisory Board	For	The proposal is in line with our voting policy
ASM International NV	29/09/2021	Elect Adalio Sanchez to Supervisory Board	For	The proposal is in line with our voting policy
Colruyt SA	29/09/2021	Receive and Approve Directors' and Auditors' Reports, and Report of the Works Council	For	The proposal is in line with our voting policy
Colruyt SA	29/09/2021	Approve Remuneration Report	Against	There is a lack of transparency on performance criteria. There is a lack of transparency on performance goals. The remuneration structure is not satisfactory. The company has shown no or insufficient responsiveness to shareholder dissent.
Colruyt SA	29/09/2021	Approve Remuneration Policy	Against	The Board did not implement changes in the remuneration policy in response of shareholders' dissent.
Colruyt SA	29/09/2021	Approve Dividends of EUR 1.47 Per Share	For	The proposal is in line with our voting policy
Colruyt SA	29/09/2021	Approve Allocation of Income	For	The proposal is in line with our voting policy
Colruyt SA	29/09/2021	Elect Dirk JS Van den Berghe BV, Permanently Represented by Dirk Van den Berghe, as Independent Director	For	The proposal is in line with our voting policy
Colruyt SA	29/09/2021	Approve Discharge of Auditors	For	The proposal is in line with our voting policy
Colruyt SA	29/09/2021	Transact Other Business		This is a non-voting item
Colruyt SA	29/09/2021	Adopt Financial Statements	For	The proposal is in line with our voting policy

Colruyt SA	29/09/2021	Accept Consolidated Financial Statements	For	The proposal is in line with our voting policy
Colruyt SA	29/09/2021	Reelect Korys Business Services I NV, Permanently Represented by Hilde Cerstelotte, as Director	Against	The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors.
Colruyt SA	29/09/2021	Reelect Korys Business Services II NV, Permanently Represented by Frans Colruyt, as Director	For	The proposal is in line with our voting policy
Colruyt SA	29/09/2021	Reelect Fast Forward Services BV, Permanently Represented by Rika Coppens, as Director	For	The proposal is in line with our voting policy
Colruyt SA	29/09/2021	Approve Discharge of Directors	For	The proposal is in line with our voting policy
Colruyt SA	29/09/2021	Approve Discharge of Francois Gillet as Director	For	The proposal is in line with our voting policy
DiaSorin SpA	04/10/2021	Authorize the Conversion of Bonds "EUR 500,000,000 Zero Coupon Equity Linked Bonds due 2028" and Approve Capital Increase without Preemptive Rights to Service the Conversion of Bonds	For	The proposal is in line with our voting policy
Colruyt SA	07/10/2021	Receive Special Board Report Re: Increase of Capital with the Waiver of Pre-emptive Rights in the Interest of the Company		This is a non-voting item
Colruyt SA	07/10/2021	Receive Special Auditor Report Re: Articles 7:179 and 7:191 of the Companies and Associations Code		This is a non-voting item
Colruyt SA	07/10/2021	Approve Employee Stock Purchase Plan Up To 1,000,000 Shares	For	The proposal is in line with our voting policy
Colruyt SA	07/10/2021	Approve Determination of Issue Price Based on Average Stock Price of Ordinary Shares	For	The proposal is in line with our voting policy
Colruyt SA	07/10/2021	Eliminate Preemptive Rights	For	The proposal is in line with our voting policy
Colruyt SA	07/10/2021	Approve Increase in Share Capital by Multiplication of the Issue Price of the NewShares Set	For	The proposal is in line with our voting policy
Colruyt SA	07/10/2021	Approve Subscription Period	For	The proposal is in line with our voting policy
Colruyt SA	07/10/2021	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	For	The proposal is in line with our voting policy
Colruyt SA	07/10/2021	Receive Special Board Report Re: Authorized Capital Drawn up Pursuant to Article 7:199 of the Companies and Associations Code		This is a non-voting item
Colruyt SA	07/10/2021	Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	Against	Excessive capital increase without preemptive rights.
Colruyt SA	07/10/2021	Authorize Board to Issue Shares in the Event of a Public Tender Offer or Share Exchange Offer and Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	Against	The proposal favors an anti-takeover device which is not in shareholders' interest.
Colruyt SA	07/10/2021	Amend Articles to Reflect Changes in Capital	Against	The proposal favors an anti-takeover device which is not in shareholders' interest.Excessive capital increase without preemptive rights.
Colruyt SA	07/10/2021	Amend Article 12 Re: Adoption of the Previous Resolution	For	The proposal is in line with our voting policy
Colruyt SA	07/10/2021	Approve Cancellation of Treasury Shares	For	The proposal is in line with our voting policy

Colruyt SA	07/10/2021	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	For	The proposal is in line with our voting policy
Barratt Developments Plc	13/10/2021	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Barratt Developments Plc	13/10/2021	Approve Remuneration Report	Against	Compensation is excessive compared to peers.
Barratt Developments Plc	13/10/2021	Approve Final Dividend	For	The proposal is in line with our voting policy
Barratt Developments Plc	13/10/2021	Elect Katie Bickerstaffe as Director	For	The proposal is in line with our voting policy
Barratt Developments Plc	13/10/2021	Elect Chris Weston as Director	For	The proposal is in line with our voting policy
Barratt Developments Plc	13/10/2021	Re-elect John Allan as Director	For	The proposal is in line with our voting policy
Barratt Developments Plc	13/10/2021	Re-elect David Thomas as Director	For	The proposal is in line with our voting policy
Barratt Developments Plc	13/10/2021	Re-elect Steven Boyes as Director	For	The proposal is in line with our voting policy
Barratt Developments Plc	13/10/2021	Re-elect Nina Bibby as Director	For	The proposal is in line with our voting policy
Barratt Developments Plc	13/10/2021	Re-elect Jock Lennox as Director	For	The proposal is in line with our voting policy
Barratt Developments Plc	13/10/2021	Re-elect Sharon White as Director	For	The proposal is in line with our voting policy
Barratt Developments Plc	13/10/2021	Reappoint Deloitte LLP as Auditors	For	The proposal is in line with our voting policy
Barratt Developments Plc	13/10/2021	Authorise the Audit Committee to Fix Remuneration of Auditors	For	The proposal is in line with our voting policy
Barratt Developments Plc	13/10/2021	Authorise EU Political Donations and Expenditure	For	The proposal is in line with our voting policy
Barratt Developments Plc	13/10/2021	Approve Increase to the Annual Aggregate Limit on Directors' Fees	For	The proposal is in line with our voting policy
Barratt Developments Plc	13/10/2021	Authorise Issue of Equity	For	The proposal is in line with our voting policy
Barratt Developments Plc	13/10/2021	Authorise Issue of Equity without Pre-emptive Rights	For	The proposal is in line with our voting policy
Barratt Developments Plc	13/10/2021	Authorise Market Purchase of Ordinary Shares	For	The proposal is in line with our voting policy
Barratt Developments Plc	13/10/2021	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	The proposal is in line with our voting policy
Smiths Group Plc	17/11/2021	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Smiths Group Plc	17/11/2021	Approve Remuneration Policy	For	The proposal is in line with our voting policy
Smiths Group Plc	17/11/2021	Approve Remuneration Report	For	The proposal is in line with our voting policy
Smiths Group Plc	17/11/2021	Approve Final Dividend	Against	The level of dividend is not in the long term interest of shareholders
Smiths Group Plc	17/11/2021	Elect Paul Keel as Director	For	The proposal is in line with our voting policy
Smiths Group Plc	17/11/2021	Re-elect Sir George Buckley as Director	Against	The nominee holds three Non-Executive Directorships, including two as Chairman of the Board. He is therefore considered overboarded.
Smiths Group Plc	17/11/2021	Re-elect Pam Cheng as Director	For	The proposal is in line with our voting policy
Smiths Group Plc	17/11/2021	Re-elect Dame Ann Dowling as Director	For	The proposal is in line with our voting policy
Smiths Group Plc	17/11/2021	Re-elect Tanya Fratto as Director	For	The proposal is in line with our voting policy
Smiths Group Plc	17/11/2021	Re-elect Karin Hoeing as Director	For	The proposal is in line with our voting policy

Smiths Group Plc	17/11/2021	Re-elect William Seeger as Director	For	The proposal is in line with our voting policy
Smiths Group Plc	17/11/2021	Re-elect Mark Seligman as Director	For	The proposal is in line with our voting policy
Smiths Group Plc	17/11/2021	Re-elect John Shipsey as Director	For	The proposal is in line with our voting policy
Smiths Group Plc	17/11/2021	Re-elect Noel Tata as Director	Against	The nominee holds six Non-Executive Directorships, including three as Chairman of the Board. He is therefore considered overboarded.
Smiths Group Plc	17/11/2021	Reappoint KPMG LLP as Auditors	For	The proposal is in line with our voting policy
Smiths Group Plc	17/11/2021	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	For	The proposal is in line with our voting policy
Smiths Group Plc	17/11/2021	Authorise Issue of Equity	For	The proposal is in line with our voting policy
Smiths Group Plc	17/11/2021	Authorise Issue of Equity without Pre-emptive Rights	For	The proposal is in line with our voting policy
Smiths Group Plc	17/11/2021	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	The proposal is in line with our voting policy
Smiths Group Plc	17/11/2021	Authorise Market Purchase of Ordinary Shares	For	The proposal is in line with our voting policy
Smiths Group Plc	17/11/2021	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	The proposal is in line with our voting policy
Smiths Group Plc	17/11/2021	Authorise UK Political Donations and Expenditure	For	The proposal is in line with our voting policy
Smiths Group Plc	17/11/2021	Approve Sale of Smiths Medical 2020 Limited	For	The proposal is in line with our voting policy
Smiths Group Plc	17/11/2021	Authorise Market Purchase of Ordinary Shares	Against	The share buyback is excessive.
Ferguson Plc	02/12/2021	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Ferguson Plc	02/12/2021	Approve Remuneration Report	Against	Compensation is excessive compared to peers. There is a lack of ESG criteria in the variable compensation.
Ferguson Plc	02/12/2021	Approve Final Dividend	For	The proposal is in line with our voting policy
Ferguson Plc	02/12/2021	Elect Kelly Baker as Director	For	The proposal is in line with our voting policy
Ferguson Plc	02/12/2021	Elect Brian May as Director	For	The proposal is in line with our voting policy
Ferguson Plc	02/12/2021	Elect Suzanne Wood as Director	Against	The nominee holds one executive mandate and two non-executive directorships, one of which as an outside Chairman of the Audit Committee. The nominee is therefore overboarded.
Ferguson Plc	02/12/2021	Re-elect Bill Brundage as Director	For	The proposal is in line with our voting policy
Ferguson Plc	02/12/2021	Re-elect Geoff Drabble as Director	Against	The nominee holds three non-executive directorships, two of which as the Chairman of the Board. The nominee is therefore overboarded.
Ferguson Plc	02/12/2021	Re-elect Catherine Halligan as Director	For	The proposal is in line with our voting policy
Ferguson Plc	02/12/2021	Re-elect Kevin Murphy as Director	For	The proposal is in line with our voting policy
Ferguson Plc	02/12/2021	Re-elect Alan Murray as Director	For	The proposal is in line with our voting policy
Ferguson Plc	02/12/2021	Re-elect Tom Schmitt as Director	For	The proposal is in line with our voting policy
Ferguson Plc	02/12/2021	Re-elect Dr Nadia Shouraboura as Director	For	The proposal is in line with our voting policy

Ferguson Plc	02/12/2021	Re-elect Jacqueline Simmonds as Director	For	The proposal is in line with our voting policy
Ferguson Plc	02/12/2021	Reappoint Deloitte LLP as Auditors	For	The proposal is in line with our voting policy
Ferguson Plc	02/12/2021	Authorise the Audit Committee to Fix Remuneration of Auditors	For	The proposal is in line with our voting policy
Ferguson Plc	02/12/2021	Authorise UK Political Donations and Expenditure	For	The proposal is in line with our voting policy
Ferguson Plc	02/12/2021	Authorise Issue of Equity	For	The proposal is in line with our voting policy
Ferguson Plc	02/12/2021	Approve Employee Share Purchase Plan	For	The proposal is in line with our voting policy
Ferguson Plc	02/12/2021	Authorise Issue of Equity without Pre-emptive Rights	For	The proposal is in line with our voting policy
Ferguson Plc	02/12/2021	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	The proposal is in line with our voting policy
Ferguson Plc	02/12/2021	Authorise Market Purchase of Ordinary Shares	For	The proposal is in line with our voting policy
Coloplast A/S	02/12/2021	Receive Report of Board		This is a non-voting item
Coloplast A/S	02/12/2021	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Coloplast A/S	02/12/2021	Approve Allocation of Income	For	The proposal is in line with our voting policy
Coloplast A/S	02/12/2021	Approve Remuneration Report	Against	There are no ESG metrics in the variable remuneration
Coloplast A/S	02/12/2021	Approve Remuneration of Directors in the Amount of DKK 1.35 Million for Chairman, DKK 787,500 for Deputy Chairman, and DKK 450,000 for Other Directors; Approve Remuneration for Committee Work	For	The proposal is in line with our voting policy
Coloplast A/S	02/12/2021	Approve Update of the Company's Overall Guidelines for Incentive Pay to the Executive Management	For	The proposal is in line with our voting policy
Coloplast A/S	02/12/2021	Ratify PricewaterhouseCoopers as Auditors	For	The proposal is in line with our voting policy
Coloplast A/S	02/12/2021	Other Business		This is a non-voting item
Coloplast A/S	02/12/2021	Reelect Lars Soren Rasmussen as Director	Abstain	The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors. The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors.
Coloplast A/S	02/12/2021	Reelect Niels Peter Louis-Hansen as Director	Abstain	The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors. The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors.
Coloplast A/S	02/12/2021	Reelect Jette Nygaard-Andersen as Director	For	The proposal is in line with our voting policy
Coloplast A/S	02/12/2021	Reelect Carsten Hellmann as Director	For	The proposal is in line with our voting policy
Coloplast A/S	02/12/2021	Reelect Marianne Wiinholt as Director	Abstain	The nominee holds one outside executive position and two non-executive directorships, both of which as the Chairman of the Audit

				Committee. The nominee is therefore overboarded.
Coloplast A/S	02/12/2021	Elect Annette Bruls as New Director	For	The proposal is in line with our voting policy
Barry Callebaut AG	08/12/2021	Approve Allocation of Income and Dividends of CHF 28.00 per Share	For	The proposal is in line with our voting policy
Barry Callebaut AG	08/12/2021	Approve Discharge of Board and Senior Management	For	The proposal is in line with our voting policy
Barry Callebaut AG	08/12/2021	Transact Other Business (Voting)	Against	The company has not disclosed sufficient information to enable support of the proposal.
Barry Callebaut AG	08/12/2021	Accept Annual Report	For	The proposal is in line with our voting policy
Barry Callebaut AG	08/12/2021	Approve Remuneration Report	Against	Compensation is excessive compared to peers.
Barry Callebaut AG	08/12/2021	Accept Financial Statements and Consolidated Financial Statements	For	The proposal is in line with our voting policy
Barry Callebaut AG	08/12/2021	Reelect Patrick De Maeseneire as Director	For	The proposal is in line with our voting policy
Barry Callebaut AG	08/12/2021	Reelect Markus Neuhaus as Director	Against	The nominee holds four non-executive directorships, three of which as the Chairman of the Audit Committee. The nominee is therefore overboarded.
Barry Callebaut AG	08/12/2021	Reelect Fernando Aguirre as Director	For	The proposal is in line with our voting policy
Barry Callebaut AG	08/12/2021	Reelect Angela Wei Dong as Director	For	The proposal is in line with our voting policy
Barry Callebaut AG	08/12/2021	Reelect Nicolas Jacobs as Director	For	The proposal is in line with our voting policy
Barry Callebaut AG	08/12/2021	Reelect Elio Sceti as Director	For	The proposal is in line with our voting policy
Barry Callebaut AG	08/12/2021	Reelect Tim Minges as Director	For	The proposal is in line with our voting policy
Barry Callebaut AG	08/12/2021	Reelect Yen Tan as Director	Against	The nominee holds five non-executive directorships. The nominee is therefore overboarded.
Barry Callebaut AG	08/12/2021	Elect Antoine de Saint-Affrique as Director	For	The proposal is in line with our voting policy
Barry Callebaut AG	08/12/2021	Reelect Patrick De Maeseneire as Board Chairman	For	The proposal is in line with our voting policy
Barry Callebaut AG	08/12/2021	Appoint Fernando Aguirre as Member of the Compensation Committee	For	The proposal is in line with our voting policy
Barry Callebaut AG	08/12/2021	Appoint Elio Sceti as Member of the Compensation Committee	For	The proposal is in line with our voting policy
Barry Callebaut AG	08/12/2021	Appoint Tim Minges as Member of the Compensation Committee	For	The proposal is in line with our voting policy
Barry Callebaut AG	08/12/2021	Appoint Yen Tan as Member of the Compensation Committee	Against	The nominee holds five non-executive directorships. The nominee is therefore overboarded.
Barry Callebaut AG	08/12/2021	Designate Keller KLG as Independent Proxy	For	The proposal is in line with our voting policy
Barry Callebaut AG	08/12/2021	Ratify KPMG AG as Auditors	For	The proposal is in line with our voting policy
Barry Callebaut AG	08/12/2021	Approve Remuneration of Board of Directors in the Amount of CHF 2.2 Million and CHF 2.8 Million in the Form of Shares	For	The proposal is in line with our voting policy
Barry Callebaut AG	08/12/2021	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 6.5 Million	For	The proposal is in line with our voting policy
Barry Callebaut AG	08/12/2021	Approve Variable Remuneration of Executive Committee in the Amount of CHF 17.9 Million	For	The proposal is in line with our voting policy

Associated British Foods Plc	10/12/2021	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Associated British Foods Plc	10/12/2021	Approve Remuneration Report	Against	Discretionary payments/powers.
Associated British Foods Plc	10/12/2021	Approve Final Dividend	For	The proposal is in line with our voting policy
Associated British Foods Plc	10/12/2021	Re-elect Emma Adamo as Director	For	The proposal is in line with our voting policy
Associated British Foods Plc	10/12/2021	Re-elect Graham Allan as Director	For	The proposal is in line with our voting policy
Associated British Foods Plc	10/12/2021	Re-elect John Bason as Director	For	The proposal is in line with our voting policy
Associated British Foods Plc	10/12/2021	Re-elect Ruth Cairnie as Director	For	The proposal is in line with our voting policy
Associated British Foods Plc	10/12/2021	Re-elect Wolfhart Hauser as Director	For	The proposal is in line with our voting policy
Associated British Foods Plc	10/12/2021	Re-elect Michael McLintock as Director	For	The proposal is in line with our voting policy
Associated British Foods Plc	10/12/2021	Elect Dame Heather Rabbatts as Director	For	The proposal is in line with our voting policy
Associated British Foods Plc	10/12/2021	Re-elect Richard Reid as Director	For	The proposal is in line with our voting policy
Associated British Foods Plc	10/12/2021	Re-elect George Weston as Director	For	The proposal is in line with our voting policy
Associated British Foods Plc	10/12/2021	Reappoint Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Associated British Foods Plc	10/12/2021	Authorise the Audit Committee to Fix Remuneration of Auditors	For	The proposal is in line with our voting policy
Associated British Foods Plc	10/12/2021	Authorise UK Political Donations and Expenditure	For	The proposal is in line with our voting policy
Associated British Foods Plc	10/12/2021	Authorise Issue of Equity	For	The proposal is in line with our voting policy
Associated British Foods Plc	10/12/2021	Authorise Issue of Equity without Pre-emptive Rights	For	The proposal is in line with our voting policy
Associated British Foods Plc	10/12/2021	Authorise Market Purchase of Ordinary Shares	For	The proposal is in line with our voting policy
Associated British Foods Plc	10/12/2021	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	The proposal is in line with our voting policy
Ambu A/S	14/12/2021	Receive Management's Report		This is a non-voting item
Ambu A/S	14/12/2021	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Ambu A/S	14/12/2021	Approve Remuneration Report	Against	Compensation is excessive compared to peers. There is a lack of ESG criteria in the variable compensation.
Ambu A/S	14/12/2021	Approve Allocation of Income and Dividends of DKK 0.29 Per Share	For	The proposal is in line with our voting policy
Ambu A/S	14/12/2021	Approve Remuneration of Directors in the Amount of DKK 1.05 Million for Chairman, DKK 700,000 for Vice Chairman and DKK 350,000 for Other Directors; Approve Compensation for Committee Work	For	The proposal is in line with our voting policy
Ambu A/S	14/12/2021	Elect Jorgen Jensen (Chair) as Director	For	The proposal is in line with our voting policy
Ambu A/S	14/12/2021	Elect Christian Sagild (Vice-Chair) as Director	Abstain	The nominee holds three non-executive directorships, two of which as the Chairman of the Audit Committee and one as an outside Chairman of the Board. The nominee is therefore overboarded.
Ambu A/S	14/12/2021	Ratify Ernst & Young as Auditors	For	The proposal is in line with our voting policy

SNB CAPITAL EUROPE INDEX FUND
(Formerly known as Alahli Europe Index Fund)
(Managed by SNB Capital Company –
formerly known as NCB Capital Company)
FINANCIAL STATEMENTS
For the year ended 31 December 2021
with
Independent Auditor's Report to the Unitholders



KPMG Professional Services

Riyadh Front, Airport Road
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Riyadh 11663
Kingdom of Saudi Arabia
Commercial Registration No. 1010425494

Headquarters in Riyadh

كي بي إم جي للاستشارات المهنية

واجهة الرياض، طريق المطار
صندوق بريد 92876
الرياض 11663
المملكة العربية السعودية
سجل تجاري رقم 1010425494

المركز الرئيسي في الرياض

Independent Auditor's Report

To the Unitholders of SNB Capital Europe Index Fund (formerly known as AlAhli Europe Index Fund)

Opinion

We have audited the financial statements of **SNB Capital Europe Index Fund** ("the Fund") managed by **SNB Capital Company** (formerly known as **NCB Capital Company**) (the "Fund Manager"), which comprise the statement of financial position as at 31 December 2021, the statements of profit or loss and other comprehensive income, changes in equity attributable to unitholders and cash flows for the year then ended, and notes to the financial statements, comprising significant accounting policies and other explanatory information.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Fund as at 31 December 2021, and its financial performance and its cash flows for the year then ended in accordance with International Financial Reporting Standards (IFRS) that are endorsed in the Kingdom of Saudi Arabia and other standards and pronouncements issued by Saudi Organization for Chartered and Professional Accountants (SOCPA).

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing that are endorsed in the Kingdom of Saudi Arabia. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Fund in accordance with the professional code of conduct and ethics that are endorsed in the Kingdom of Saudi Arabia that are relevant to our audit of the financial statements, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Fund Manager and Those Charged with Governance for the Financial Statements

The Fund Manager is responsible for the preparation and fair presentation of the financial statements in accordance with IFRS that are endorsed in the Kingdom of Saudi Arabia and other standards and pronouncements issued by SOCPA, and to comply with the applicable provisions of the Investment Funds Regulations issued by the Capital Market Authority ("CMA"), the Fund's terms and conditions, and the Information Memorandum, and for such internal control as the Fund Manager determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Fund Manager is responsible for assessing the Fund's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Fund Manager either intends to liquidate the Fund or to cease operations, or has no realistic alternative but to do so.

Those charged with governance, the Fund Board, are responsible for overseeing the Fund's financial reporting process.



Independent Auditor's Report

To the Unitholders of SNB Capital Europe Index Fund (formerly known as AlAhli Europe Index Fund)
(continued)

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. 'Reasonable assurance' is a high level of assurance, but is not a guarantee that an audit conducted in accordance with International Standards on Auditing that are endorsed in the Kingdom of Saudi Arabia, will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with International Standards on Auditing that are endorsed in the Kingdom of Saudi Arabia, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Fund Manager's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Fund Manager.
- Conclude on the appropriateness of the Fund Manager's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Fund's ability to continue as a going concern. If we conclude that a material uncertainty exists, then we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Fund to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit of **SNB Capital Europe Index Fund** ("the Fund").

KPMG Professional Services

Dr. Abdullah Hamad Al Fozan
License No. 348

Riyadh: 28 Sha'ban 1443H
Corresponding to 31 March 2022



SNB CAPITAL EUROPE INDEX FUND (FORMERLY KNOWN AS ALAHLI EUROPE INDEX FUND)

(Managed by SNB Capital Company - formerly known as NCB Capital Company)

STATEMENT OF FINANCIAL POSITION

As at 31 December 2021

Expressed in US Dollars '000 (unless otherwise stated)

		31 December 2021	31 December 2020
	<i>Notes</i>		
ASSETS			
Cash and cash equivalents	8	869	546
Investments	9	150,989	98,023
Other receivables		453	1,318
Total assets		<u>152,311</u>	<u>99,887</u>
LIABILITY			
Other payables		65	1,123
Equity attributable to Unitholders		<u>152,246</u>	<u>98,764</u>
Units in issue in thousands (number)	10	<u>27,057</u>	<u>20,496</u>
Equity per unit (USD)		<u>5.6269</u>	<u>4.8187</u>

The accompanying notes 1 to 15 form
an integral part of these financial statements

SNB CAPITAL EUROPE INDEX FUND (FORMERLY KNOWN AS ALAHLI EUROPE INDEX FUND)

(Managed by SNB Capital Company - formerly known as NCB Capital Company)

STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME

For the year ended 31 December 2021

Expressed in US Dollars '000 (unless otherwise stated)

	<i>Note</i>	For the year ended 31 December	
		<u>2021</u>	<u>2020</u>
Dividend income		2,008	1,104
Realised gain on sale of FVTPL investments – net		5,168	2,900
Unrealised gain on FVTPL investments – net		<u>13,216</u>	<u>9,852</u>
Total income		<u>20,392</u>	<u>13,856</u>
Management fees	11	(395)	(231)
Custody fees		(33)	(36)
Administrative expenses		(23)	(16)
Value added tax expense		(59)	(24)
Professional fees		(10)	(10)
Fund Board remuneration		(6)	(8)
Shariah audit fees		(8)	(8)
Capital Market Authority fees		<u>(2)</u>	<u>(2)</u>
Total operating expenses		<u>(536)</u>	<u>(335)</u>
Profit for the year		<u>19,856</u>	<u>13,521</u>
Other comprehensive income for the year		<u>--</u>	<u>--</u>
Total comprehensive income for the year		<u>19,856</u>	<u>13,521</u>

The accompanying notes 1 to 15 form
an integral part of these financial statements

SNB CAPITAL EUROPE INDEX FUND (FORMERLY KNOWN AS ALAHLI EUROPE INDEX FUND)

(Managed by SNB Capital Company - formerly known as NCB Capital Company)

STATEMENT OF CHANGES IN EQUITY ATTRIBUTABLE TO UNITHOLDERS

For the year ended 31 December 2021

Expressed in US Dollars '000 (unless otherwise stated)

	<u>For the year ended 31 December</u>	
	<u>2021</u>	<u>2020</u>
Equity attributable to Unitholders at the beginning of the year	98,764	81,189
Total comprehensive income for the year	19,856	13,521
Increase in equity from unit transactions during the year		
Proceeds from units sold	56,293	38,617
Value of units redeemed	(22,667)	(34,563)
	33,626	4,054
Equity attributable to Unitholders at the end of the year	152,246	98,764

The accompanying notes 1 to 15 form
an integral part of these financial statements

SNB CAPITAL EUROPE INDEX FUND (FORMERLY KNOWN AS ALAHLI EUROPE INDEX FUND)

(Managed by SNB Capital Company - formerly known as NCB Capital Company)

STATEMENT OF CASH FLOWS

For the year ended 31 December 2021

Expressed in US Dollars '000 (unless otherwise stated)

	<i>Notes</i>	<u>For the year ended 31 December</u>	
		<u>2021</u>	<u>2020</u>
Cash flows from operating activities			
Profit for the year		19,856	13,521
<i>Adjustments for:</i>			
Realised gain on sale of FVTPL investments – net		(5,168)	(2,900)
Unrealised gain on FVTPL investments – net		(13,216)	(9,852)
		<u>1,472</u>	<u>769</u>
<i>Changes in operating assets and liabilities:</i>			
FVTPL investments		(34,582)	(4,648)
Other receivables		865	(906)
Other payables		(1,058)	540
		<u>(33,303)</u>	<u>(4,245)</u>
Net cash used in operating activities			
Cash flows from financing activities			
Proceeds from units sold		56,293	38,617
Value of units redeemed		(22,667)	(34,563)
		<u>33,626</u>	<u>4,054</u>
Net cash generated from financing activities			
Net increase / (decrease) in cash and cash equivalents		323	(191)
Cash and cash equivalent at the beginning of the year	8	<u>546</u>	<u>737</u>
Cash and cash equivalents at the end of the year	8	<u>869</u>	<u>546</u>

The accompanying notes 1 to 15 form
an integral part of these financial statements

SNB CAPITAL EUROPE INDEX FUND (FORMERLY KNOWN AS ALAHLI EUROPE INDEX FUND)

(Managed by SNB Capital Company - formerly known as NCB Capital Company)

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2021

Expressed in US Dollars '000 (unless otherwise stated)

1. THE FUND AND ITS ACTIVITIES

SNB Capital Europe Index Fund (formerly known as AlAhli Europe Index Fund) (the "Fund") is a Shariah compliant, open-ended investment fund, managed by SNB Capital Company (formerly known as NCB Capital Company) (the "Fund Manager"), a subsidiary of The Saudi National Bank (formerly known as National Commercial Bank) (the "Bank"), for the benefit of the Fund's Unitholders.

NCB Capital Company has completed its merger proceedings with the Samba Capital & Investment Management Company effective July 9, 2021 and the name has been changed to SNB Capital Company.

The Fund's investments are held by Northern Trust Corporation, a custodian appointed by the Fund Manager.

The Fund Manager has appointed an international investment house, Amundi - France, as sub-manager to the Fund. Their duties include opening separate independent investment accounts and managing the Fund's assets in line with the investment strategies and Shariah guidelines.

The Fund invests in securities of companies listed on major European stock exchanges. Un-invested cash balances may be held in cash, Shariah compliant money market and murabaha funds and / or placed in Murabaha contracts.

The terms and conditions of the Fund were originally approved by the Saudi Central Bank (SAMA) and subsequently endorsed by CMA through its letter dated 18 Dhul Hijja 1429H (corresponding to 16 December 2008).

The Fund is governed by the Investment Fund Regulations (the "Regulations") published by Capital Market Authority ("CMA") on 3 Dhul Hijja 1427 H (corresponding to 24 December 2006) thereafter amended on 16 Sha'ban 1437 H (corresponding to 23 May 2016). The Regulations were further amended (the "Amended Regulations") on 17 Rajab 1442 H (corresponding to 1 March 2021), detailing requirements for all funds within the Kingdom of Saudi Arabia. The Amended Regulations have effective dates starting from 19 Ramadan 1442 H (corresponding to 1 May 2021).

The Fund is established under article 31 of the Investment Fund Regulations ("the Regulations") issued by the Capital Market Authority ("CMA").

2. BASIS OF ACCOUNTING

These financial statements of the Fund have been prepared in accordance with International Financial Reporting Standards ("IFRS") as endorsed in the Kingdom of Saudi Arabia and other standards and pronouncements issued by Saudi Organization for Chartered and Professional Accountants ("SOCPA"), and to comply with the applicable provisions of the Investment Funds Regulations issued by Capital Market Authority, the Fund's terms and conditions and the Information Memorandum.

SNB CAPITAL EUROPE INDEX FUND (FORMERLY KNOWN AS ALAHLI EUROPE INDEX FUND)

(Managed by SNB Capital Company - formerly known as NCB Capital Company)

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2021

Expressed in US Dollars '000 (unless otherwise stated)

3. BASIS OF MEASUREMENT

The financial statements have been prepared on going concern concept and a historical cost convention using accrual basis of accounting except for investments measured at fair value through profit or loss (“FVTPL”) which are recorded at fair value.

The Fund does not have a clearly identifiable operating cycle and therefore does not present current and non-current assets and liabilities separately in the statement of financial position. Instead, assets and liabilities are presented in order of their liquidity.

4. FUNCTIONAL AND PRESENTATION CURRENCY

Items included in the financial statements are measured using the currency of the primary economic environment in which the Fund operates (the “functional currency”). These financial statements are presented in United States Dollar (“USD”) which is the Fund’s functional and presentation currency.

5. CHANGES IN FUND’S TERMS AND CONDITIONS

The Fund Manager has updated the terms and conditions of the Fund during the year. The changes include revisions required to align the terms and conditions with the Amended Regulations, to reflect changes in the Fund Board and certain other administrative changes.

6. CRITICAL ACCOUNTING ESTIMATES AND ASSUMPTIONS

The preparation of the financial statements requires management to make judgments, estimates and assumptions that affect the application of accounting policies and the reported amounts of assets, liabilities, income and expenses. Actual results may differ from these estimates. Estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the year in which the estimates are revised and in any future years affected.

Fair value estimation

Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The fair value measurement is based on the presumption that the transaction to sell the asset or transfer the liability takes place either:

- In the principal market for the asset or liability, or
- In the absence of a principal market, in the most advantageous market for the asset or liability

The fund has classified the investment measured at Fair Value Through Profit or Loss (FVTPL) per the fair value hierarchy as level 1. During the year there has been no transfer in fair value hierarchy for FVTPL investments. Other financial instruments such as cash and cash equivalents, other receivables and other payables are short term in nature and their carrying amounts are reasonable approximation of the fair value.

SNB CAPITAL EUROPE INDEX FUND (FORMERLY KNOWN AS ALAHLI EUROPE INDEX FUND)

(Managed by SNB Capital Company - formerly known as NCB Capital Company)

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2021

Expressed in US Dollars '000 (unless otherwise stated)

7. SIGNIFICANT ACCOUNTING POLICIES

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

7.1 *Cash and cash equivalents*

Cash equivalents include cash at bank and short term, highly liquid investments that are readily convertible to known amounts of cash and which are subject to an insignificant risk of change in value.

7.2 *Receivables*

Receivables are initially recognised when they are originated. Receivables without a significant financing component is initially measured at the transaction price and subsequently at their amortised cost using effective interest / commission rate method. Loss allowance for receivables is always measured at an amount equal to lifetime expected credit losses.

7.3 *Financial assets and liabilities*

Classification of financial assets

On initial recognition, a financial asset is measured at its fair value and classified at amortised cost, fair value through profit or loss ("FVTPL") or fair value through other comprehensive income ("FVOCI").

Financial assets measured at amortised cost

A financial asset is measured at amortised cost if it meets both of the following conditions and is not designated as at FVTPL:

- the asset is held within a business model whose objective is to hold assets to collect contractual cash flows; and
- the contractual terms of the financial asset give rise on specified dates to cash flows that are solely payments of principal and commission on the principal amount outstanding.

Financial assets measured at fair value through other comprehensive income ("FVOCI")

A financial asset is measured at FVOCI only if it meets both of the following conditions and is not designated as at FVTPL.

- it is held within a business model whose objective is achieved by both collecting contractual cash flows and selling financial assets; and
- its contractual terms give rise on specified dates to cash flows that are solely payments of principle and commission on the principle amount outstanding.

On initial recognition of an equity investment that is not held for trading, the Fund Manager may irrevocably elect to present subsequent changes in fair value in OCI. This election is made on an investment-by-investment basis.

SNB CAPITAL EUROPE INDEX FUND (FORMERLY KNOWN AS ALAHLI EUROPE INDEX FUND)

(Managed by SNB Capital Company - formerly known as NCB Capital Company)

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2021

Expressed in US Dollars '000 (unless otherwise stated)

7. SIGNIFICANT ACCOUNTING POLICIES (continued)

7.3 *Financial assets and liabilities (continued)*

Classification of financial assets (continued)

Financial assets measured at fair value through profit or loss ("FVTPL")

All financial assets not classified as measured at amortised cost or FVOCI are measured at FVTPL.

Business model assessment

The Fund Manager assesses the objective of a business model in which an asset is held at a portfolio level because this best reflects the way the business is managed and information is provided to management. The information considered includes:

- the stated policies and objectives for the portfolio and the operation of those policies in practice;
- how the performance of the portfolio is evaluated and reported to the Fund Manager;
- the risks that affect the performance of the business model (and the financial assets held within that business model) and how those risks are managed;
- how managers of the business are compensated - e.g. whether compensation is based on the fair value of the assets managed or the contractual cash flows collected; and
- the frequency, volume and timing of sales in prior periods, the reasons for such sales and its expectations about future sales activity. However, information about sales activity is not considered in isolation, but as part of an overall assessment of how the Fund's stated objective for managing the financial assets is achieved and how cash flows are realized.

The business model assessment is based on reasonably expected scenarios without taking 'worst case' or 'stress case' scenarios into account. If cash flows after initial recognition are realized in a way that is different from the Fund's original expectations, the Fund does not change the classification of the remaining financial assets held in that business model, but incorporates such information when assessing newly purchased financial assets going forward.

Financial assets that are held for trading and whose performance is evaluated on a fair value basis are measured at FVTPL because they are neither held to collect contractual cash flows nor held both to collect contractual cash flows and to sell financial assets.

Assessment whether contractual cash flows are solely payments of principal and commission

For the purposes of this assessment, 'principal' is defined as the fair value of the financial asset on initial recognition. Interest or 'Commission' is defined as consideration for the time value of money and for the credit risk associated with the principal amount outstanding during a particular period of time and for other basic lending risks and costs (for example: liquidity risk and administrative costs), as well as profit margin.

In assessing whether the contractual cash flows are solely payments of principal and commission, the Fund considers the contractual terms of the instrument. This includes assessing whether the financial asset contains a contractual term that could change the timing or amount of contractual cash flows such that it would not meet this condition. In making the assessment, the Fund considers:

SNB CAPITAL EUROPE INDEX FUND (FORMERLY KNOWN AS ALAHLI EUROPE INDEX FUND)

(Managed by SNB Capital Company - formerly known as NCB Capital Company)

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2021

Expressed in US Dollars '000 (unless otherwise stated)

7. SIGNIFICANT ACCOUNTING POLICIES (continued)

7.3 *Financial assets and liabilities (continued)*

Classification of financial assets (continued)

contingent events that would change the amount and timing of cash flows;

- leverage features;
- prepayment and extension terms;
- terms that limit the Fund's claim to cash flows from specified assets (for example, non-recourse asset arrangements); and
- features that modify consideration of the time value of money – for example, periodical reset of interest / commission rates.

Reclassifications

Financial assets are not reclassified subsequent to their initial recognition, except in the period after the Fund changes its business model for managing financial assets.

Classification of financial liabilities

The Fund classifies its financial liabilities at amortised cost unless it has designated liabilities at FVTPL.

Recognition and initial measurement

An entity shall recognise a financial asset or a financial liability in its statement of financial position when, and only when, the entity becomes party to the contractual provisions of the instrument. Financial assets measured at FVTPL are initially recognized on the trade date, which the date on which is the Fund becomes a party to the contractual provisions of the instrument. Other financial assets and financial liabilities are recognized on the date on which they are originated.

Financial asset or financial liability is measured initially at fair value plus or minus, for an item not at FVTPL, transaction costs that are directly attributable to its acquisition issue.

Subsequent measurement

Financial assets at FVTPL are subsequently measured at fair value. Net gain or losses including any foreign exchange gains and losses, are recognized in profit or loss in 'realised and unrealised gains / (losses) on FVTPL investments' in the statement of comprehensive income.

Financial assets and financial liabilities at amortised cost are subsequently measured at amortised cost using the effective interest / commission method and is recognized in the statement of comprehensive income. Any gain or loss on de-recognition is also recognized in the statement of comprehensive income. The 'amortised cost' of a financial asset or financial liability is the amount at which the financial asset or financial liability is measured on initial recognition minus the principal repayments, plus or minus the cumulative commission using the effective interest / commission method of any difference between that initial amount and the maturity amount and, for financial assets, adjusted for any loss allowance.

SNB CAPITAL EUROPE INDEX FUND (FORMERLY KNOWN AS ALAHLI EUROPE INDEX FUND)

(Managed by SNB Capital Company - formerly known as NCB Capital Company)

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2021

Expressed in US Dollars '000 (unless otherwise stated)

7. SIGNIFICANT ACCOUNTING POLICIES (continued)

7.3 *Financial assets and liabilities (continued)*

Derecognition

The Fund derecognizes a financial asset when the contractual rights to the cash flow from the asset expire, or it transfers the rights to receive the contractual cash flows in a transaction in which substantially all of the risks and rewards of ownership of the financial asset are transferred or in which the Fund neither transfers nor retains substantially all of the risks and rewards of ownership and does not retain control of the financial asset.

On derecognition of the financial asset, the difference between the carrying amount of the asset (or the carrying amount allocated to the portion of the asset that is derecognised) and the consideration received (including any new asset obtained less any new liability assumed) is recognized in the statement of comprehensive income. Any commission in such transferred financial assets that is created or retained by the Fund is recognized as a separate asset or liability.

The Fund enters into transactions whereby it transfers assets recognized on its statement of financial position but retains either all or substantially all of the risks and rewards of the transferred assets or a portion of them. If all or substantially all of the risk and rewards are retained, then the transferred assets are not derecognized. The Fund derecognizes a financial liability when its contractual obligations are discharged or cancelled or expire.

Offsetting

Financial assets and financial liabilities are offset and the net amount presented in the statement of financial position when, and only when, the Fund has legally enforceable right to offset the amounts and intends either to settle them on a net basis or to realize the asset and settle them liability simultaneously.

Income and expenses are presented on a net basis for gain and losses from financial instruments at FVTPL and foreign exchange gains and losses.

7.4 *Provisions*

A provision is recognised when the Fund has a present legal or constructive obligation as a result of past events, it is probable that an outflow of resources embodying economic benefits will be required to settle the obligation, and a reliable estimate of the amount can be made. Provision is not recognised for future operating losses.

7.5 *Equity per unit*

The Fund is open for subscription and redemption of units on every US business day. The equity per unit is calculated by dividing the equity attributable to unitholders included in the statement of financial position by the number of units outstanding at the year end.

7.6 *Distributions to the Unitholders*

Distribution to the Unitholders is accounted for as a deduction from net assets (equity) attributable to the Unitholders.

SNB CAPITAL EUROPE INDEX FUND (FORMERLY KNOWN AS ALAHLI EUROPE INDEX FUND)

(Managed by SNB Capital Company - formerly known as NCB Capital Company)

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2021

Expressed in US Dollars '000 (unless otherwise stated)

7. SIGNIFICANT ACCOUNTING POLICIES (continued)

7.7 *Units in issue*

The Fund classifies financial instruments issued as financial liabilities or equity instruments in accordance with the substance of the contractual terms of the instruments.

The Fund has redeemable units in issue. On liquidation of the Fund, they entitle the holders to the residual net assets. They rank *pari passu* in all respects and have identical terms and conditions. The redeemable units provide investors with the right to require redemption for cash at a value proportionate to the investor's share in the Fund's net assets at each redemption date as well as in the event of the Fund's liquidation.

Redeemable units are classified as equity as it meets all of the following conditions:

- it entitles the holder to a pro rata share of the Fund's net assets in the event of the Fund's liquidation;
- it is in the class of instruments that is subordinate to all other classes of instruments;
- all financial instruments in the class of instruments that is subordinate to all other classes of instruments have identical features;
- the instrument does not include any other features that would require classification as a liability; and
- the total expected cash flows attributable to the instrument over its life are based substantially on the profit or loss, the change in recognized net assets or the change in the fair value of the recognized and unrecognized net assets of the Fund over the life of the instrument.

Incremental costs directly attributable to the issue or redemption of redeemable units are recognized directly in equity as a deduction from the proceeds or part of the acquisition cost.

7.8 *Taxation / zakat*

Under the current system of zakat and income tax in the Kingdom of Saudi Arabia, the Fund is exempt from paying any zakat and income tax. Zakat and income tax are considered to be the obligation of the Unitholders and are not provided in the financial statements.

The Value Added Tax ("VAT") applicable for fees and expenses are recognized in the statement of comprehensive income.

7.9 *Dividend income*

Dividend income is recognized in statement of comprehensive income on the date on which the right to receive payment is established. For quoted equity securities, this is usually the *ex-dividend* date. For unquoted equity securities, this is usually the date on which the shareholders approve the payment of a dividend. Dividend income from equity securities designated as at fair value through profit or loss ("FVTPL") is recognized in statement of comprehensive income in a separate line item.

7.10 *Management fee expense*

Management fee expense is recognized in the statement of comprehensive income as the related services are performed.

7.11 *Accrued expenses and other payables*

Accrued expenses and other payables are recognised initially at fair value and subsequently measured at amortised cost using the effective commission rate method.

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7. SIGNIFICANT ACCOUNTING POLICIES (continued)

7.12 *New IFRS standards, IFRIC interpretations and amendments thereof, adopted by the Fund*

Below amendments to accounting standards and interpretations became applicable for annual reporting periods commencing on or after 1 January 2021. The Fund manager has assessed that the amendments have no significant impact on the Fund's financial statements.

Standards / Interpretations and Amendments

Amendment to IFRS 16 Leases: COVID-19-Related Rent Concessions (applicable for annual periods beginning on or after 1 June 2020)

Amendments to IFRS 9, IAS 39, IFRS 7, IFRS 4 and IFRS 16 Interest Rate Benchmark Reform – Phase 2.

7.13 *Standards issued but not yet effective*

Standards issued but not yet effective are listed below. The Fund intends to adopt these standards when they become effective.

<u>Standards / Interpretations and amendments</u>	<u>Description</u>	<u>Effective from periods beginning on or after the following date</u>
Amendments to IAS 1	Classification of Liabilities as current or non-current	January 1, 2022
Amendments to IAS 37	Onerous contracts – Cost of Fulfilling a contract	January 1, 2022
Annual Improvements to IFRS standards 2018 - 2020		January 1, 2022
Amendments to IFRS 3	Reference to Conceptual Framework	January 1, 2022
Amendments to IAS 1 and IFRS practice statement 2	Disclosure of accounting policies	January 1, 2023
Amendments to IAS 8	Definition of accounting estimates	January 1, 2023
Amendments to IAS 12	Deferred tax related to assets and liabilities arising from a single transaction	January 1, 2023
Amendments to IFRS 10 and IAS 28	Sale or contribution of assets between investor or Joint Venture	Available for optional adoption / effective date deferred indefinitely

The above amended standards and interpretations are not expected to have a significant impact on the Fund's financial statements.

8. CASH AND CASH EQUIVALENTS

This comprises of balances held with a local Bank having a sound credit rating.

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9. INVESTMENTS

The composition of investments measured at FVTPL by currency is summarized below:

		31 December 2021		
<i>Currency</i>	<i>Country</i>	% of Total Value	Cost	Fair Value
Euro	Austria, Belgium, Finland, France, Germany, Ireland, Italy, Luxembourg, Netherlands, and Spain	42.29	47,963	63,852
Swiss Franc	Switzerland	25.81	29,039	38,973
Pound Sterling	Switzerland, United Kingdom	15.37	18,821	23,210
Danish Krone	Denmark	8.22	8,212	12,410
Swedish Krona	Sweden	7.68	8,551	11,591
Norwegian Krone	Norway	0.63	931	953
		100	113,517	150,989

		31 December 2020		
<i>Currency</i>	<i>Country</i>	% of Total Value	Cost	Fair Value
Euro	Austria, Belgium, Finland, France, Germany, Ireland, Italy, Luxembourg, Netherlands, and Spain	41.62	29,527	40,795
Swiss Franc	Switzerland	26.11	20,593	25,596
Pound Sterling	Jersey, Switzerland, United Kingdom	16.09	12,907	15,770
Danish Krone	Denmark	8.46	5,228	8,297
Swedish Krona	Sweden	7.07	4,954	6,930
Norwegian Krone	Norway	0.65	558	635
		100	73,767	98,023

The composition of investments measured at FVTPL by industry sector is summarized below:

		31 December 2021		
<i>Industry Sector</i>		% of Total Value (Fair Value)	Cost	Fair Value
Healthcare		27.53	32,612	41,561
Industrials		24.47	24,519	36,944
Consumer Goods		18.03	21,176	27,218
Information Technology		14.98	16,726	22,623
Basic Materials		5.81	7,085	8,779
Consumer Services		4.66	6,005	7,028
Utilities		2.70	3,528	4,071
Oil & Gas		0.54	716	821
Others		1.28	1,150	1,944
		100	113,517	150,989

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9. INVESTMENTS (CONTINUED)

Investments measured at fair value through profit or loss (continued)

<i>Industry Sector</i>	31 December 2020		
	% of Total Value		
	<u>(Fair Value)</u>	<u>Cost</u>	<u>Fair Value</u>
Healthcare	27.13	21,783	26,597
Industrials	23.64	16,859	23,169
Consumer Goods	19.14	14,753	18,757
Information Technology	14.07	9,610	13,795
Basic Materials	6.18	4,446	6,056
Consumer Services	4.49	3,189	4,401
Utilities	3.31	2,304	3,249
Oil & Gas	2.04	823	1,999
	<u>100</u>	<u>73,767</u>	<u>98,023</u>

10. UNITS TRANSACTIONS

Transactions in units during the year are summarized as follows:

	For the year ended 31 December	
	<u>2021</u> <u>Units' 000</u>	<u>2020</u> <u>Units' 000</u>
Units at the beginning of the year	20,496	20,114
Units sold	10,886	9,397
Units redeemed	(4,325)	(9,015)
Net increase in units during the year	6,561	382
Units at the end of the year	27,057	20,496

As at 31 December 2021, the top five Unitholders represented of 61.65% (31 December 2020: 64.58%) of the Fund's units.

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11. RELATED PARTY TRANSACTIONS AND BALANCES

The related party of the Fund includes Fund Manager, Fund Board, other funds managed by the Fund Manager, and Saudi National Bank, being parent of the Fund Manager.

Management fee and other expenses

The Fund is managed and administered by the Fund Manager. For these services, the Fund accrues, daily a management fee, which should not be more than the maximum annual rate of 0.3% p.a. of the Fund's daily equity as set out in the Fund's terms and conditions.

The Fund Manager is also entitled to recover expenses incurred on behalf of the Fund relating to audit, custody, advisory, data processing and other similar charges. The maximum amount of such expenses that can be recovered from the Fund by the Fund Manager is restricted to 0.5% per annum of the Fund's equity at the respective valuation days. These expenses have been recovered by the Fund Manager on an actual basis.

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11. RELATED PARTY TRANSACTIONS AND BALANCES (continued)

Transactions with related parties

During the year, the Fund entered into the following transactions, other than those disclosed elsewhere in the financial statements, with related parties in the ordinary course of business. These transactions were carried out on the basis of approved terms and conditions of the Fund. All related party transactions are approved by the Fund Board.

<u>Related party</u>	<u>Nature of transaction</u>	<u>Amount of transactions</u>		<u>Balance as at</u>	
		<u>2021</u>	<u>2020</u>	<u>31 December 2021</u>	<u>31 December 2020</u>
SNBC	Management fee	395	231		--
	Expenses paid on behalf of the Fund	141	104	--	--
SNB Capital Multi Asset Conservative Fund	Subscription of units	114	6,106		
	Redemption of units	1,342	6,335	7,692	7,728
SNB Capital Multi Asset Moderate Fund	Subscription of units	2,176	6,535		
	Redemption of units	500	5,845	16,999	12,937
SNB Capital Multi Asset Growth Fund	Subscription of units	1,744	2,563		
	Redemption of units	1,938	1,921	12,441	10,815
SNB Capital Global Equity Fund	Subscription of units	84	--		
	Redemption of units	--	1,688	85	--
AlAhli Takaful Company	Subscription of units	1,200	1,120		
	Redemption of units	--	1,013	1,255	--

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12. FINANCIAL RISK MANAGEMENT

12.1 *Financial risk factors*

The Fund's activities expose it to a variety of financial risks including market risk, credit risk, liquidity risk and operational risk.

The Fund Manager is responsible for identifying and controlling risks. The Fund Board supervises the Fund Manager and is ultimately responsible for the overall management of the Fund.

Monitoring and controlling risks are primarily set up to be performed based on the limits established by the Fund Board. The Fund has its Terms and Conditions document that set out its overall business strategies, its tolerance of risks and its general risk management philosophy and is obliged to take actions to rebalance the portfolio in line with the investment guidelines.

12.1.1 *Market risk*

a) *Foreign exchange risk*

Foreign exchange risk is the risk that the value of future cash flows of a financial instrument will fluctuate due to changes in foreign exchange rates and arises from financial instruments denominated in foreign currency. The Fund views the United States Dollar as its functional currency.

The Fund's financial assets and liabilities are denominated in currencies other than its functional currency. Accordingly, the value of the Fund's assets may be affected favorably or unfavorably by fluctuations in currency rates.

The analysis calculates the effect of a reasonably possible notional movement of the U.S. Dollar against the underlying currencies of the investment portfolio with all other variables held constant, on the statement of statement of comprehensive income due to the fair value of currency sensitive assets.

	<u>Change in market rates</u>	<u>31 December 2021</u>	<u>31 December 2020</u>
Euro	± 10 %	± 6,385	± 4,080
Swiss Franc	± 10 %	± 3,897	± 2,560
Pound Sterling	± 10 %	± 2,321	± 1,577
Danish Krone	± 10 %	± 1,241	± 830
Swedish Krona	± 10 %	± 1,159	± 693
Norwegian Krone	± 10 %	± 95	± 62

b) *Commission rate risk*

Commission rate risk is the risk that the value of the future cash flows of a financial instrument or fair values of fixed coupon financial instruments will fluctuate due to changes in market commission rates.

All the assets and liabilities of the Fund are non-commission bearing therefore the Fund is not exposed to commission rate risk.

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12. FINANCIAL RISK MANAGEMENT (continued)

12.1 *Financial risk factors (continued)*

12.1.1 *Market risk (continued)*

c) *Other price risk*

Other price risk is the risk that the value of the Fund's financial instruments will fluctuate as a result of changes in market prices caused by factors other than foreign currency and commission rate movements. The price risk arises primarily from uncertainty about the future prices of financial instruments that the Fund holds. The Fund Manager daily monitors concentration of risk for equity based on securities and industries in line with defined limits while closely tracking the portfolio level volatilities. As of the statement of financial position date, the Fund has investments in equities which are exposed to price risk.

The effect on the equity (as a result of the change in the fair value of investments) due to a reasonably possible notional change in market price of the equity investments, with all other variables held constants is as follows:

	31 December <u>2021</u>	31 December <u>2020</u>
Effect on equity	±10% <u>15,099</u>	±10% <u>9,802</u>

12.1.2 *Credit risk*

Credit risk is the risk that one party to a financial instrument will fail to discharge an obligation and cause the other party to incur a financial loss. The Fund Manager seeks to manage credit risk by monitoring credit exposures, limiting transactions with specific counterparties, and continually assessing the creditworthiness of counterparties. As at the statement of financial position date, the Fund's maximum exposure to credit risk is represented by the carrying amount of cash and cash equivalents, which represent cash at bank with a local Bank having Moody's credit rating of A3, and other receivables. There is no impact of ECL on these financial assets.

12.1.3 *Liquidity risk*

Liquidity risk is the risk that the Fund may not be able to generate sufficient cash resources to settle its obligations in full as they fall due or can only do so on terms that are materially disadvantageous.

The Fund's terms and conditions provide for subscription and redemption of units on every US Business day (Monday to Friday) and it is, therefore, exposed to the liquidity risk of meeting unitholder redemptions on these days. The Fund Manager monitors liquidity requirements by ensuring that sufficient funds are available to meet any commitments as they arise, either through new subscriptions, liquidation of the investment portfolio or by taking short term loans from the facilities obtained by the Fund Manager.

The Fund manages its liquidity risk by investing predominantly in securities that it expects to be able to liquidate within short period.

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12. FINANCIAL RISK MANAGEMENT (continued)

12.1.4 Operational risk

Operational risk is the risk of direct or indirect loss arising from a variety of causes associated with the processes, technology and infrastructure supporting the Fund's activities either internally or externally at the Fund's service provider and from external factors other than credit, liquidity, currency and market risks such as those arising from the legal and regulatory requirements.

The Fund's objective is to manage operational risk to balance limiting of financial losses and damage to its reputation with achieving its investment objective of maximising returns to unitholders.

The primary responsibility for the development and implementation of control over operational risks rests with the Risk Management Team. This responsibility is supported by the development of overall standard for the management of operational risk, which encompasses the controls and processes at the service providers and the establishment of service levels with the service providers, in the following areas:

- documentation of controls and procedures
- requirements for
 - appropriate segregation of duties between various functions, roles and responsibilities;
 - reconciliation and monitoring of transactions; and
 - periodic assessment of operational risks faced,
- the adequacy of controls and procedures to address the risks identified;
- compliance with regulatory and other legal requirements;
- development of contingency plans;
- training and professional development;
- ethical and business standards; and
- risk mitigation.

12.1.5 Considerations due to COVID-19

The COVID-19 pandemic continues to disrupt global markets as many geographies are experiencing re swinging waves of infections despite having previously controlled the outbreak through aggressive precautionary measures. The Government of the Kingdom of Saudi Arabia ("the Government") however, has managed to successfully control the outbreak to date, owing primarily to the effective measures taken by the Government.

The Fund Manager however continues to be cognizant of both the micro and macroeconomic challenges that COVID-19 has posed, the effects of which may be felt for some time and is closely monitoring its exposures.

13. LAST VALUATION DAY

The last valuation day for the purpose of preparation of these financial statements was 31 December 2021 (2020: 31 December 2020).

14. EVENTS AFTER THE END OF THE REPORTING PERIOD

There was no event subsequent to the statement of financial position date which required adjustment of or disclosure in the financial statements or notes thereto.

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15. APPROVAL OF THE FINANCIAL STATEMENTS

These financial statements were approved by the Fund Manager on 28 Sha'ban 1443H Corresponding to 31 March 2022.

Ambu A/S	14/12/2021	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	For	The proposal is in line with our voting policy
Ambu A/S	14/12/2021	Approve Indemnification of Members of the Board of Directors and Executive Management	For	The proposal is in line with our voting policy
Ambu A/S	14/12/2021	Approve Update of the Company's Overall Guidelines for Incentive Pay to the Executive Management	Against	Discretionary payments/powers.
Ambu A/S	14/12/2021	Approve Creation of DKK 12.9 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 12.9 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 12.9 Million	For	The proposal is in line with our voting policy
Ambu A/S	14/12/2021	Reelect Henrik Ehlers Wulff as Director	For	The proposal is in line with our voting policy
Ambu A/S	14/12/2021	Reelect Britt Meelby Jensen as Director	For	The proposal is in line with our voting policy
Ambu A/S	14/12/2021	Elect Michael del Prado as New Director	For	The proposal is in line with our voting policy
Ambu A/S	14/12/2021	Elect Susanne Larsson as New Director	For	The proposal is in line with our voting policy