

صندوق الأهلي لمؤشر أسهم أمريكا الشمالية  
SNB Capital North America Index Fund

التقرير السنوي 2021  
Annual Report 2021



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1) Name of the Investment Fund	اسم صندوق الاستثمار
SNB Capital North America Index Fund	صندوق الأهلي لمؤشر أسهم أمريكا الشمالية
2) Investment Objectives and Policies	أهداف وسياسات الاستثمار وممارساته
<ul style="list-style-type: none"> <li><b>Fund's Objectives:</b> The fund aims to achieve capital growth over the long term. The Fund seeks to replicate as closely as possible, before expenses, the performance of the MSCI North America Islamic M-Series Index (Net Total Return USD).</li> <li><b>Investment Policies and Practices:</b> The Fund Primarily invests in the stocks of large-medium cap listed in American and Canadian markets. The Fund is managed pursuant to an index-linked passive strategy that is designed to trace the performance of MSCI North America Islamic M-Series Index (Net Total Return USD).</li> </ul>	<ul style="list-style-type: none"> <li><b>أهداف الصندوق:</b> يهدف الصندوق إلى نمو رأس المال على المدى الطويل من خلال تحقيق عائد إجمالي يعادل أداء مؤشر "إم إس سي آي" الإسلامي لمنطقة أمريكا الشمالية من الفئة "إم" (صافي العائد الإجمالي بالدولار الأمريكي).</li> <li><b>سياسات الاستثمار وممارساته:</b> يستثمر الصندوق بشكل أساسي في أسهم شركات أمريكا الشمالية المدرجة الكبيرة والمتوسطة حيث يركز الصندوق استثماراته في أسهم الشركات المدرجة في الأسواق الأمريكية والأسواق الكندية. يدار الصندوق حسب استراتيجية الإدارة غير النشطة، المرتبطة بالمؤشر والتي تهدف إلى تتبع أداء مؤشر "إم إس سي آي" الإسلامي لمنطقة أمريكا الشمالية من الفئة "إم" (صافي العائد الإجمالي بالدولار الأمريكي).</li> </ul>
3) Distribution of Income & Gain Policy	سياسة توزيع الدخل والأرباح
Income and dividends will be reinvested in the Fund. No income or dividends will be distributed to Unitholders.	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)	5) المؤشر الاسترشادي للصندوق، والموقع الإلكتروني لمزود الخدمة (إن وجد)
MSCI North America Islamic M-Series Index (Net Total Return USD). The benchmark service and its data are provided by (MSCI Inc.).	مؤشر "إم إس سي آي" الإسلامي لمنطقة أمريكا الشمالية من الفئة "إم" (صافي العائد الإجمالي بالدولار الأمريكي). ويتم تزويد خدمة المؤشر وبياناته عن طريق (MSCI Inc.).

## A) 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*	459,038,870	263,767,422	198,951,626	صافي قيمة أصول الصندوق*
NAV per Unit*	8.51	6.63	5.38	صافي قيمة أصول الصندوق لكل وحدة*
Highest Price per Unit*	8.57	6.63	5.40	أعلى سعر وحدة*
Lowest Price per Unit*	6.47	3.84	4.08	أقل سعر وحدة*
Number of Units	53,973,041	39,758,158	36,959,936	عدد الوحدات
Income Distribution Per Unit	N/A	N/A	N/A	قيمة الأرباح الموزعة لكل وحدة
Fees & Expense Ratio	0.35%	0.36%	0.34%	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 %	7.66	18.48	26.62	28.20	عائد الصندوق %
Benchmark %	9.97	18.99	27.23	28.67	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 %	28.20	23.25	28.49	-4.17	20.00	4.18	-0.54	7.95	31.39	8.75	عائد الصندوق %
Benchmark %	28.67	24.01	29.08	-3.82	20.43	7.34	3.14	13.85	31.18	12.96	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	1,106	0.30%	أتعاب الإدارة
VAT on Management Fees	166	0.05%	ضريبة القيمة المضافة على أتعاب الإدارة
Custodian Fees	13	0.00%	رسوم الحفظ
Auditor Fees	10	0.00%	أتعاب مراجع الحسابات
Fund Admin Expenses	50	0.00%	مصاريف العمليات الإدارية
CMA Fees	2	0.00%	رسوم هيئة السوق المالية
Tadawul Fees	1	0.00%	رسوم نشر معلومات الصندوق على موقع تداول
Shariah Committee Fees	8	0.00%	أتعاب خدمات اللجنة الشرعية
Independent Fund Board Remunerations	6	0.00%	مكافآت أعضاء مجلس إدارة الصندوق المستقلين
<b>Total Fees and Expenses</b>	<b>1,362</b>	<b>0.35%</b>	<b>مجموع الرسوم والمصاريف</b>

3) Material Changes

There were no material changes that occurred during the period.

3) تغيرات جوهرية حدثت خلال الفترة

لم تحدث أي تغييرات جوهرية تؤثر على أداء الصندوق خلال الفترة.

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

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

several strategic projects in developing the Saudi 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

المصرفي السعودي. قبل انضمامه إلى سامبا، عمل في البنك 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. حاصل 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 عبدالعزيز.

**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



- officer to review the fund manager's compliance with all applicable rules, laws and regulations.
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 (I) 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.

- والالتزام لديه، للتأكد من التزام مدير الصندوق بجميع اللوائح والأنظمة المتبعة.
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، إضافة 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.

#### 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.

#### 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.

#### 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.

#### 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 بالنصرف 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.

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

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

اسم الصندوق / العضو	نايف آل سيف Naif Al-Saif	وسام الدين فاسيخ Wisam Fasihaldin	د. عاصم الحميضي Dr. Asem AlHomaidi	محمد العبيدي Mohammed Al Oyaidi	Fund's/ Member's Name
صندوق الأهلي الخليجي للنمو والدخل	✓	✓	✓	✓	SNB Capital GCC Growth and Income Fund
صندوق الأهلي العالمي للريث	✓	✓	✓	✓	SNB Capital Global REITs Fund
صندوق الأهلي القابض لصناديق الاستثمار العقارية المتداولة	✓	✓	✓	✓	SNB Capital Fund of REITs Fund
صندوق الأهلي المرن للأسهم السعودية	✓	✓	✓	✓	SNB Capital Freestyle Saudi Equity Fund
صندوق الأهلي لأسهم الشركات السعودية الصغيرة والمتوسطة	✓	✓	✓	✓	SNB Capital Saudi Small and Mid-Cap Equity Fund
صندوق الأهلي العالمي للرعاية الصحية	✓	✓	✓	✓	SNB Capital Global Health Care Fund
صندوق الأهلي للمتاجرة بالأسهم الخليجية	✓	✓	✓	✓	SNB Capital GCC Trading Equity Fund
صندوق الأهلي للمتاجرة بالأسهم السعودية	✓	✓	✓	✓	SNB Capital Saudi Trading Equity Fund



اسم الصندوق / العضو	نايف آل سيف Naif Al-Saif	وسام فصيح الدين Wisam Fasihaldin	د. عاصم الحميضي Dr. Asem AlHomaidi	محمد العبيدي Mohammed Al Oyaidi	Fund's/ Member's Name
صندوق الأهلي لمؤشر أسهم آسيا والباسيفيك	✓	✓	✓	✓	SNB Capital Asia Pacific Index Fund
صندوق الأهلي لمؤشر أسهم الأسواق الناشئة	✓	✓	✓	✓	SNB Capital Emerging Markets Index Fund
صندوق الأهلي لمؤشر أسهم أمريكا الشمالية	✓	✓	✓	✓	SNB Capital North America Index Fund
صندوق الأهلي لمؤشر أسهم أوروبا	✓	✓	✓	✓	SNB Capital Europe Index Fund
صندوق الأهلي للصكوك السيادية	✓				SNB Capital Sovereign Sukuk Fund
صندوق الأهلي سدكو للتطوير السكني			✓	✓	AlAhli SEDCO Residential Development Fund
صندوق الأهلي ريت (1)				✓	AlAhli REIT Fund (1)
صندوق الأهلي للضيافة بمكة المكرمة				✓	AlAhli Makkah Hospitality Fund
صندوق الأهلي العقاري				✓	SNB Capital Real Estate Fund

**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.

**B) Fund Manager**

**(ج) مدير الصندوق**

**1) Name and address of the Fund Manager**

**SNB Capital Company**

King Saud Road, P.O. Box 22216, Riyadh 11495, Saudi Arabia  
Tel: +966 920000232

Website: [www.alahlicapital.com](http://www.alahlicapital.com)

**1) اسم مدير الصندوق، وعنوانه**

شركة الأهلي المالية

طريق الملك سعود، ص.ب. 22216، الرياض 11495، المملكة العربية السعودية  
هاتف: +966 920000232

الموقع الإلكتروني: [www.alahlicapital.com](http://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.

<b>3) Investment Activities during the period</b>	<b>3) أنشطة الاستثمار خلال الفترة</b>
<p>The fund targets to replicate as closely as possible, before expenses, the performance of the MSCI North America Islamic M-series Index (Net Total Return USD).</p>	<p>يهدف الصندوق إلى مواكبة أدائه (قبل المصروفات) قدر المستطاع مع أداء مؤشر "إم إس سي آي" الإسلامي لمنطقة أمريكا الشمالية من فئة "إم" (صافي العائد الإجمالي بالدولار الأمريكي).</p>
<b>4) Report of investment fund's performance during the period</b>	<b>4) تقرير الأداء خلال الفترة</b>
<p>Fund Performance 28.20%</p>	<p>أداء الصندوق 28.20%</p>
<p>Benchmark Performance 28.67%</p>	<p>أداء المؤشر 28.67%</p>
<p>The fund out/underperformed the benchmark by 47 bps.</p>	<p>تفوق/انخفض أداء الصندوق عن أداء المؤشر بفارق 47 نقطة أساس.</p>
<b>5) Terms &amp; Conditions Material Changes</b>	<b>5) تغيرات حدثت في شروط وأحكام الصندوق</b>
<p>1. Update Information regarding: Fund Manger's Board of Directors, Financial Disclosure, Fund's Performance, and Fund Manger's Financial Result.</p>	<p>1. تحديث المعلومات المتعلقة بـ: مجلس إدارة الصندوق، ملخص الإفصاح المالي، أداء الصندوق، وملخص المعلومات المالية لمدير الصندوق.</p>
<p>2. Change in the membership of the Fund's Board of Directors:</p>	<p>2. تغيير في عضوية مجلس إدارة الصندوق:</p>
<p>a. Resignation of Mr. Mohammed Alali and Mr. Mohammed AlSaggaf.</p>	<p>أ. استقالة الأستاذ/ محمد العلي والأستاذ/ محمد السقاف.</p>
<p>b. Appointments of Mr. Naif Al-Saif and Mr. Abduljabar Alabduljabar.</p>	<p>ب. تعيين الأستاذ/ نايف السيف والأستاذ/ عبد الجبار العبد الجبار.</p>
<p>3. 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.</p>	<p>3. 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 وعضوياتهم.</p>
<p>4. Change in the membership of the fund's board of directors:</p>	<p>4. تغيير في عضوية مجلس إدارة الصندوق:</p>
<p>a. Resignation of Mr. Abduljabar Alabduljabar.</p>	<p>أ. استقالة الأستاذ/ عبد الجبار العبد الجبار.</p>
<p>b. Appointment of Mr. Wisam Fasihaldin.</p>	<p>ب. تعيين الأستاذ/ وسام فصبح الدين.</p>
<b>6) Any other information that would enable unitholders to make an informed judgment about the fund's activities during the period</b>	<b>6) أي معلومة أخرى من شأنها أن تمكن مالكي الوحدات من اتخاذ قرار مدروس ومبني على معلومات كافية بشأن أنشطة الصندوق خلال الفترة</b>
<p>None.</p>	<p>لا يوجد.</p>
<b>7) Investments in other Investment Funds</b>	<b>7) الاستثمار في صناديق استثمارية أخرى</b>
<p>The fund does not invest substantially in other investment funds.</p>	<p>الصندوق لم يستثمر بشكل كبير في صناديق استثمارية أخرى.</p>
<b>8) Special commission received by the fund manager during the period</b>	<b>8) العمولات الخاصة التي حصل عليها مدير الصندوق خلال الفترة</b>
<p>No special commissions were received during the period.</p>	<p>لم يحصل مدير الصندوق على أي عمولات خاصة خلال الفترة.</p>
<b>9) Any other data and other information required by Investment Fund Regulations to be included in this report</b>	<b>9) أي بيانات ومعلومات أخرى أوجبت لائحة صناديق الاستثمار تضمينها بهذا التقرير</b>
<p>a. <b>Conflict of Interests</b> There is no conflict of interests.</p>	<p>أ. <b>تعارض في المصالح</b> لا يوجد تعارض مصالح.</p>

**b. Fund Distribution During The Year**

No income or dividends will be distributed to Unitholders.

**ب. توزيعات الصندوق خلال العام**

لا يتم توزيع أي دخل وأرباح على مالكي الوحدات.

**c. Incorrect Valuation or Pricing**

None.

**ج. خطأ في التقويم 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**
**10) مدة إدارة الشخص المسجل كمدير للصندوق**

Since September – 2020.

منذ سبتمبر – 2020م.

**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.

**C) 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](http://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 الإلكتروني: [www.northerntrust.com](http://www.northerntrust.com)

**2) Custodian's duties and responsibilities**
**2) واجبات ومسؤوليات أمين الحفظ**

- 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.

- 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.

## D) Fund Operator

## هـ) مشغل الصندوق

1) Name and address of fund operator	1) اسم مشغل الصندوق، وعنوانه
<b>SNB Capital Company</b> King Saud Road, P.O. Box 22216, Riyadh 11495, Saudi Arabia Tel: +966 920000232 Website: <a href="http://www.alahlicapital.com">www.alahlicapital.com</a>	<b>شركة الأهلي المالية</b> طريق الملك سعود، ص.ب. 22216، الرياض 11495، المملكة العربية السعودية هاتف: +966 920000232 الموقع الإلكتروني: <a href="http://www.alahlicapital.com">www.alahlicapital.com</a>
2) Operator's duties and responsibilities	2) واجبات ومسؤوليات مشغل الصندوق
<ul style="list-style-type: none"> <li>- In relation to investment funds, the fund operator shall be responsible for operating the investment fund.</li> <li>- The fund operator must maintain the books and records related to the operation of the fund it operates.</li> <li>- The fund operator must establish a register of unitholders and must maintain it in the Kingdom in accordance to the Investment Funds Regulations.</li> <li>- The fund operator shall be responsible for the process of dividends distribution (if available) to unitholders.</li> <li>- The fund operator must process requests for subscriptions or redemption according to the fund's Terms &amp; Conditions.</li> <li>- 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 &amp; Conditions.</li> </ul>	<ul style="list-style-type: none"> <li>- يكون مشغل الصندوق مسؤولاً عن تشغيل الصندوق.</li> <li>- يقوم مشغل الصندوق بالاحتفاظ بالدفاتر والسجلات ذات الصلة بتشغيل الصندوق.</li> <li>- يقوم مشغل الصندوق بإعداد وتحديث سجلّ بالكي الوحدات وحفظه في المملكة وفقاً لمتطلبات لائحة صناديق الاستثمار.</li> <li>- يُعدّ مشغل الصندوق مسؤولاً عن عملية توزيع الأرباح (إن وجدت) حسب سياسة التوزيع المنصوص عليها في شروط وأحكام الصندوق.</li> <li>- يقوم مشغل الصندوق بإجراءات الاشتراك حسب المنصوص عليها في شروط وأحكام الصندوق.</li> <li>- يُعدّ مشغل الصندوق مسؤولاً عن تقييم أصول الصندوق تقييماً كاملاً وعادلاً وحساب سعر وحدات الصندوق حسب ما ورد في شروط وأحكام الصندوق.</li> </ul>

## E) Auditor

## و) مراجع الحسابات

Name and Address of Auditor	اسم مراجع الحسابات، عنوانه
<b>KPMG Al Fozan &amp; Partners</b> Riyadh Front – Airport Road P.O. Box. 92876, Riyadh 11663, Saudi Arabia Tel: +966118748500 Website: <a href="http://www.kpmg.com/sa">www.kpmg.com/sa</a>	<b>كي بي ام جي الفوزان وشركاه</b> واجهة الرياض – طريق المطار ص.ب. 92876، الرياض 11663 المملكة العربية السعودية هاتف: +966118748500 الموقع الإلكتروني: <a href="http://www.kpmg.com/sa">www.kpmg.com/sa</a>

## F) 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	
Pioneer Natural Resources Company	12/01/2021	Issue Shares in Connection with Merger	For	The proposal is in line with our voting policy	
Veeva Systems Inc.	13/01/2021	Approve Conversion to Delaware Public Benefit Corporation	For	The proposal is in line with our voting policy	
Veeva Systems Inc.	13/01/2021	Declassify the Board of Directors	For	The proposal is in line with our voting policy	

Micron Technology, Inc.	14/01/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
Micron Technology, Inc.	14/01/2021	Amend Omnibus Stock Plan	For	The proposal is in line with our voting policy
Micron Technology, Inc.	14/01/2021	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Micron Technology, Inc.	14/01/2021	Elect Director Richard M. Beyer	For	The proposal is in line with our voting policy
Micron Technology, Inc.	14/01/2021	Elect Director Lynn A. Dugle	For	The proposal is in line with our voting policy
Micron Technology, Inc.	14/01/2021	Elect Director Steven J. Gomo	Against	Overboarding
Micron Technology, Inc.	14/01/2021	Elect Director Mary Pat McCarthy	For	The proposal is in line with our voting policy
Micron Technology, Inc.	14/01/2021	Elect Director Sanjay Mehrotra	For	The proposal is in line with our voting policy
Micron Technology, Inc.	14/01/2021	Elect Director Robert E. Switz	For	The proposal is in line with our voting policy
Micron Technology, Inc.	14/01/2021	Elect Director MaryAnn Wright	For	The proposal is in line with our voting policy
Concho Resources Inc.	15/01/2021	Approve Merger Agreement	For	The proposal is in line with our voting policy
Concho Resources Inc.	15/01/2021	Advisory Vote on Golden Parachutes	Against	Arrangements would lead to excessive payments
ConocoPhillips	15/01/2021	Issue Shares in Connection with Merger	For	The proposal is in line with our voting policy
D.R. Horton, Inc.	20/01/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
D.R. Horton, Inc.	20/01/2021	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
D.R. Horton, Inc.	20/01/2021	Elect Director Donald R. Horton	For	The proposal is in line with our voting policy
D.R. Horton, Inc.	20/01/2021	Elect Director Barbara K. Allen	For	The proposal is in line with our voting policy
D.R. Horton, Inc.	20/01/2021	Elect Director Brad S. Anderson	Against	The nominee has been reclassified to non-independent due to tenure of 12 years or more. A vote AGAINST is warranted because:- The nominee is a non-independent director and the board is less than 50 percent independent (i.e. 33.33 percent).- The nominee is a non-independent member of the Audit Committee and the committee is less than 51 percent independent (i.e. 40.0 percent).- The nominee is a non-independent member of the Remuneration Committee and the committee is less than 51 percent independent (i.e. 40.0 percent).- The nominee is a non-independent member of the Nomination Committee and the committee is less than 51 percent independent (i.e. 40.0 percent).
D.R. Horton, Inc.	20/01/2021	Elect Director Michael R. Buchanan	Against	The nominee has been reclassified to non-independent due to tenure of 12 years or more. A vote AGAINST is warranted because:- The nominee is a non-independent director and the board is less than 50 percent independent (i.e. 33.33 percent).- The nominee is a non-independent member of the Audit Committee and the committee is less than 51 percent independent (i.e. 40.0 percent).- The nominee is a non-independent member of the Remuneration Committee and the committee is less than 51 percent independent (i.e. 40.0 percent).- The nominee is a non-independent member of the Nomination Committee and the committee is less than 51 percent independent (i.e. 40.0 percent).
D.R. Horton, Inc.	20/01/2021	Elect Director Michael W. Hewatt	Against	The nominee has been reclassified to non-independent due to tenure of 12 years or more. A vote AGAINST is warranted because:- The nominee is a non-independent director and the board is less than 50 percent independent (i.e. 33.33 percent).- The nominee is a non-independent member of the Audit Committee and the committee is less than 51 percent independent (i.e. 40.0 percent).- The nominee is a non-independent member of the Remuneration

				Committee and the committee is less than 51 percent independent (i.e. 40.0 percent).- The nominee is a non-independent member of the Nomination Committee and the committee is less than 51 percent independent (i.e. 40.0 percent).
D.R. Horton, Inc.	20/01/2021	Elect Director Maribess L. Miller	Against	The nominee is the chairman of the Nomination Committee and the board independence is below the recommended guidelines.
Intuit Inc.	21/01/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Lack of ESG criteria in compensation structure
Intuit Inc.	21/01/2021	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Intuit Inc.	21/01/2021	Elect Director Eve Burton	For	The proposal is in line with our voting policy
Intuit Inc.	21/01/2021	Elect Director Scott D. Cook	For	The proposal is in line with our voting policy
Intuit Inc.	21/01/2021	Elect Director Richard L. Dalzell	For	The proposal is in line with our voting policy
Intuit Inc.	21/01/2021	Elect Director Sasan K. Goodarzi	For	The proposal is in line with our voting policy
Intuit Inc.	21/01/2021	Elect Director Deborah Liu	For	The proposal is in line with our voting policy
Intuit Inc.	21/01/2021	Elect Director Tekedra Mawakana	For	The proposal is in line with our voting policy
Intuit Inc.	21/01/2021	Elect Director Suzanne Nora Johnson	For	The proposal is in line with our voting policy
Intuit Inc.	21/01/2021	Elect Director Dennis D. Powell	For	The proposal is in line with our voting policy
Intuit Inc.	21/01/2021	Elect Director Brad D. Smith	Against	The nominee holds 2 non-executive directorships, one of which as Board Chair, and one executive directorship. The nominee is therefore considered overboarded .
Intuit Inc.	21/01/2021	Elect Director Thomas Szkutak	For	The proposal is in line with our voting policy
Intuit Inc.	21/01/2021	Elect Director Raul Vazquez	For	The proposal is in line with our voting policy
Intuit Inc.	21/01/2021	Elect Director Jeff Weiner	For	The proposal is in line with our voting policy
Becton, Dickinson and Company	26/01/2021	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Becton, Dickinson and Company	26/01/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Problematic use of one-time awards.
Becton, Dickinson and Company	26/01/2021	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	We support this proposal as a lower threshold would enhance the current shareholder right to call special meetings.
Becton, Dickinson and Company	26/01/2021	Elect Director Catherine M. Burzik	For	The proposal is in line with our voting policy
Becton, Dickinson and Company	26/01/2021	Elect Director R. Andrew Eckert	For	The proposal is in line with our voting policy
Becton, Dickinson and Company	26/01/2021	Elect Director Vincent A. Forlenza	For	The proposal is in line with our voting policy
Becton, Dickinson and Company	26/01/2021	Elect Director Claire M. Fraser	For	The proposal is in line with our voting policy
Becton, Dickinson and Company	26/01/2021	Elect Director Jeffrey W. Henderson	Against	The nominee holds four non-executive directorships, two of which as the outside Chairman of the Audit Committee. The nominee is therefore overboarded.
Becton, Dickinson and Company	26/01/2021	Elect Director Christopher Jones	For	The proposal is in line with our voting policy
Becton, Dickinson and Company	26/01/2021	Elect Director Marshall O. Larsen	For	The proposal is in line with our voting policy
Becton, Dickinson and Company	26/01/2021	Elect Director David F. Melcher	For	The proposal is in line with our voting policy
Becton, Dickinson and Company	26/01/2021	Elect Director Thomas E. Polen	For	The proposal is in line with our voting policy
Becton, Dickinson and Company	26/01/2021	Elect Director Claire Pomeroy	For	The proposal is in line with our voting policy
Becton, Dickinson and Company	26/01/2021	Elect Director Rebecca W. Rimel	For	The proposal is in line with our voting policy
Becton, Dickinson and Company	26/01/2021	Elect Director Timothy M. Ring	For	The proposal is in line with our voting policy



Becton, Dickinson and Company	26/01/2021	Elect Director Bertram L. Scott	Against	The nominee has been reclassified to non-independent due to excessive tenure. A vote AGAINST is warranted because:- The nominee holds four non-executive directorships, two of which as the Chairman of the Audit Committee. The nominee is therefore overboarded.
CGI Inc.	27/01/2021	Approve PricewaterhouseCoopers LLP as Auditors and Authorize the Audit and Risk Management Committee to Fix Their Remuneration	For	The proposal is in line with our voting policy
CGI Inc.	27/01/2021	Amend By-Law 1986-5 Re: Shareholder Meetings Through Virtual Means	For	The proposal is in line with our voting policy
CGI Inc.	27/01/2021	Elect Director Alain Bouchard	For	The proposal is in line with our voting policy
CGI Inc.	27/01/2021	Elect Director George A. Cope	For	The proposal is in line with our voting policy
CGI Inc.	27/01/2021	Elect Director Paule Dore	For	The proposal is in line with our voting policy
CGI Inc.	27/01/2021	Elect Director Julie Godin	For	The proposal is in line with our voting policy
CGI Inc.	27/01/2021	Elect Director Serge Godin	For	The proposal is in line with our voting policy
CGI Inc.	27/01/2021	Elect Director Timothy J. Hearn	For	The proposal is in line with our voting policy
CGI Inc.	27/01/2021	Elect Director Andre Imbeau	For	The proposal is in line with our voting policy
CGI Inc.	27/01/2021	Elect Director Gilles Labbe	For	The proposal is in line with our voting policy
CGI Inc.	27/01/2021	Elect Director Michael B. Pedersen	For	The proposal is in line with our voting policy
CGI Inc.	27/01/2021	Elect Director Stephen S. Poloz	For	The proposal is in line with our voting policy
CGI Inc.	27/01/2021	Elect Director Mary Powell	For	The proposal is in line with our voting policy
CGI Inc.	27/01/2021	Elect Director Alison C. Reed	For	The proposal is in line with our voting policy
CGI Inc.	27/01/2021	Elect Director Michael E. Roach	For	The proposal is in line with our voting policy
CGI Inc.	27/01/2021	Elect Director George D. Schindler	For	The proposal is in line with our voting policy
CGI Inc.	27/01/2021	Elect Director Kathy N. Waller	Withhold	Overboarding
CGI Inc.	27/01/2021	Elect Director Joakim Westh	Withhold	Overboarding
Air Products and Chemicals, Inc.	28/01/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
Air Products and Chemicals, Inc.	28/01/2021	Approve Omnibus Stock Plan	For	The proposal is in line with our voting policy
Air Products and Chemicals, Inc.	28/01/2021	Ratify Deloitte & Touche LLP as Auditors	For	The proposal is in line with our voting policy
Air Products and Chemicals, Inc.	28/01/2021	Elect Director Susan K. Carter	For	The proposal is in line with our voting policy
Air Products and Chemicals, Inc.	28/01/2021	Elect Director Charles I. Cogut	For	The proposal is in line with our voting policy
Air Products and Chemicals, Inc.	28/01/2021	Elect Director Lisa A. Davis	For	The proposal is in line with our voting policy
Air Products and Chemicals, Inc.	28/01/2021	Elect Director Chadwick C. Deaton	For	The proposal is in line with our voting policy
Air Products and Chemicals, Inc.	28/01/2021	Elect Director Seifollah (Seifi) Ghasemi	For	The proposal is in line with our voting policy
Air Products and Chemicals, Inc.	28/01/2021	Elect Director David H. Y. Ho	For	The proposal is in line with our voting policy
Air Products and Chemicals, Inc.	28/01/2021	Elect Director Edward L. Monser	For	The proposal is in line with our voting policy
Air Products and Chemicals, Inc.	28/01/2021	Elect Director Matthew H. Paull	For	The proposal is in line with our voting policy
Emerson Electric Co.	02/02/2021	Ratify KPMG LLP as Auditors	For	The proposal is in line with our voting policy
Emerson Electric Co.	02/02/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Absence of ESG Criteria in variable compensation metrics
Emerson Electric Co.	02/02/2021	Elect Director Mark A. Blinn	Withhold	The nominee holds four non-executive directorships, one of which as the Chairman of the Audit Committee. The nominee is therefore overboarded.

Emerson Electric Co.	02/02/2021	Elect Director Arthur F. Golden	For	The proposal is in line with our voting policy
Emerson Electric Co.	02/02/2021	Elect Director Candace Kendle	For	The proposal is in line with our voting policy
Emerson Electric Co.	02/02/2021	Elect Director James S. Turley	Withhold	The nominee holds four non-executive directorships, two of which as the Chairman of the Audit Committee. The nominee is therefore overboarded.
Rockwell Automation, Inc.	02/02/2021	Elect Director William P. Gipson	For	The proposal is in line with our voting policy
Rockwell Automation, Inc.	02/02/2021	Elect Director J. Phillip Holloman	For	The proposal is in line with our voting policy
Rockwell Automation, Inc.	02/02/2021	Elect Director Steven R. Kalmanson	For	The proposal is in line with our voting policy
Rockwell Automation, Inc.	02/02/2021	Elect Director Lawrence D. Kingsley	For	The proposal is in line with our voting policy
Rockwell Automation, Inc.	02/02/2021	Elect Director Lisa A. Payne	For	The proposal is in line with our voting policy
Rockwell Automation, Inc.	02/02/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
Rockwell Automation, Inc.	02/02/2021	Ratify Deloitte & Touche LLP as Auditors	For	The proposal is in line with our voting policy
Accenture plc	03/02/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
Accenture plc	03/02/2021	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	For	The proposal is in line with our voting policy
Accenture plc	03/02/2021	Renew the Board's Authority to Issue Shares Under Irish Law	For	The proposal is in line with our voting policy
Accenture plc	03/02/2021	Authorize Board to Opt-Out of Statutory Pre-Emption Rights	For	The proposal is in line with our voting policy
Accenture plc	03/02/2021	Determine Price Range for Reissuance of Treasury Shares	For	The proposal is in line with our voting policy
Accenture plc	03/02/2021	Elect Director Jaime Ardila	Against	The nominee holds three non-executive directorships, two of which as an outside Chairman of the Board. The nominee is therefore overboarded.
Accenture plc	03/02/2021	Elect Director Herbert Hainer	For	The proposal is in line with our voting policy
Accenture plc	03/02/2021	Elect Director Nancy McKinstry	For	The proposal is in line with our voting policy
Accenture plc	03/02/2021	Elect Director Beth E. Mooney	For	The proposal is in line with our voting policy
Accenture plc	03/02/2021	Elect Director Gilles C. Pelisson	For	The proposal is in line with our voting policy
Accenture plc	03/02/2021	Elect Director Paula A. Price	Against	The nominee holds four non-executive directorships, one of which as the Chairman of the Audit Committee. The nominee is therefore overboarded.
Accenture plc	03/02/2021	Elect Director Venkata (Murthy) Renduchintala	For	The proposal is in line with our voting policy
Accenture plc	03/02/2021	Elect Director David Rowland	For	The proposal is in line with our voting policy
Accenture plc	03/02/2021	Elect Director Arun Sarin	For	The proposal is in line with our voting policy
Accenture plc	03/02/2021	Elect Director Julie Sweet	For	The proposal is in line with our voting policy
Accenture plc	03/02/2021	Elect Director Frank K. Tang	For	The proposal is in line with our voting policy
Accenture plc	03/02/2021	Elect Director Tracey T. Travis	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.
PTC Inc.	10/02/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Insufficient response to shareholder dissent.
PTC Inc.	10/02/2021	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
PTC Inc.	10/02/2021	Elect Director Janice Chaffin	For	The proposal is in line with our voting policy
PTC Inc.	10/02/2021	Elect Director Phillip Fernandez	For	The proposal is in line with our voting policy
PTC Inc.	10/02/2021	Elect Director James Heppelmann	For	The proposal is in line with our voting policy
PTC Inc.	10/02/2021	Elect Director Klaus Hoehn	For	The proposal is in line with our voting policy

PTC Inc.	10/02/2021	Elect Director Paul Lacy	Withhold	The nominee has been reclassified to non-independent due to tenure of 12 years or more. WITHHOLD votes are warranted because:- The nominee is a non-independent member of the Audit Committee and the committee is less than 51 percent independent (i.e. 50 percent).- The nominee is a non-independent member of the Remuneration Committee and the committee is less than 51 percent independent (i.e. 33 percent).
PTC Inc.	10/02/2021	Elect Director Corinna Lathan	For	The proposal is in line with our voting policy
PTC Inc.	10/02/2021	Elect Director Blake Moret	Withhold	The nominee is a non-independent member of the Nomination Committee and the committee is less than 51 percent independent (i.e. 50 percent)
PTC Inc.	10/02/2021	Elect Director Robert Schechter	Withhold	The nominee has been reclassified to non-independent due to tenure of 12 years or more. WITHHOLD votes are warranted because:- The nominee is a non-independent member of the Audit Committee and the committee is less than 51 percent independent (i.e. 50 percent).- The nominee is a non-independent member of the Remuneration Committee and the committee is less than 51 percent independent (i.e. 33 percent).
Nordson Corporation	02/03/2021	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Nordson Corporation	02/03/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Executive compensation must ensure the alignment of the interests of the executive managers with those of the shareholders and those of the company's other stakeholders within the scope of social and environmental responsibility. The evolution of compensation over time must therefore be consistent with the trends observed in the company's financial and non-financial performance. Amundi is vigilant on the inclusion of ESG criteria in variable remuneration. In the absence of ESG metrics in the Company's variable compensation Amundi cannot support this proposal.
Nordson Corporation	02/03/2021	Approve Omnibus Stock Plan	For	The proposal is in line with our voting policy
Nordson Corporation	02/03/2021	Elect Director John A. DeFord	For	The proposal is in line with our voting policy
Nordson Corporation	02/03/2021	Elect Director Arthur L. George, Jr.	For	The proposal is in line with our voting policy
Nordson Corporation	02/03/2021	Elect Director Frank M. Jaehnert	For	The proposal is in line with our voting policy
Nordson Corporation	02/03/2021	Elect Director Ginger M. Jones	For	The proposal is in line with our voting policy
Nordson Corporation	02/03/2021	Elect Director Jennifer A. Parmentier	For	The proposal is in line with our voting policy
Slack Technologies, Inc.	02/03/2021	Approve Merger Agreement	For	The proposal is in line with our voting policy
Slack Technologies, Inc.	02/03/2021	Advisory Vote on Golden Parachutes	For	The proposal is in line with our voting policy
Fair Isaac Corporation	03/03/2021	Approve Omnibus Stock Plan	For	The proposal is in line with our voting policy
Fair Isaac Corporation	03/03/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Executive compensation must ensure the alignment of the interests of the executive managers with those of the shareholders and those of the company's other stakeholders within the scope of social and environmental responsibility. The evolution of compensation over time must therefore be consistent with the trends observed in the company's financial and non-financial performance. Amundi is vigilant on the inclusion of ESG criteria in variable remuneration. In the absence of ESG metrics in the Company's variable compensation Amundi cannot support this proposal.
Fair Isaac Corporation	03/03/2021	Ratify Deloitte & Touche LLP as Auditors	For	The proposal is in line with our voting policy

Fair Isaac Corporation	03/03/2021	Elect Director Braden R. Kelly	For	The proposal is in line with our voting policy
Fair Isaac Corporation	03/03/2021	Elect Director Fabiola R. Arredondo	For	The proposal is in line with our voting policy
Fair Isaac Corporation	03/03/2021	Elect Director James D. Kirsner	For	The proposal is in line with our voting policy
Fair Isaac Corporation	03/03/2021	Elect Director William J. Lansing	For	The proposal is in line with our voting policy
Fair Isaac Corporation	03/03/2021	Elect Director Eva Manolis	For	The proposal is in line with our voting policy
Fair Isaac Corporation	03/03/2021	Elect Director Marc F. McMorris	For	The proposal is in line with our voting policy
Fair Isaac Corporation	03/03/2021	Elect Director Joanna Rees	For	The proposal is in line with our voting policy
Fair Isaac Corporation	03/03/2021	Elect Director David A. Rey	For	The proposal is in line with our voting policy
Analog Devices, Inc.	10/03/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Executive compensation must ensure the alignment of the interests of the executive managers with those of the shareholders and those of the company's other stakeholders within the scope of social and environmental responsibility. The evolution of compensation over time must therefore be consistent with the trends observed in the company's financial and non-financial performance. Amundi is vigilant on the inclusion of ESG criteria in the variable remuneration. In the absence of ESG metrics in the Company's variable compensation Amundi cannot support this proposal.
Analog Devices, Inc.	10/03/2021	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Analog Devices, Inc.	10/03/2021	Elect Director Ray Stata	For	The proposal is in line with our voting policy
Analog Devices, Inc.	10/03/2021	Elect Director Vincent Roche	For	The proposal is in line with our voting policy
Analog Devices, Inc.	10/03/2021	Elect Director James A. Champy	Against	The nominee has been reclassified to non-independent due to tenure of 12 years or more. A vote AGAINST is warranted because:- The nominee is a non-independent member of the Nomination Committee and the committee is less than 51 percent independent (i.e. 50.0 percent).
Analog Devices, Inc.	10/03/2021	Elect Director Anantha P. Chandrakasan	For	The proposal is in line with our voting policy
Analog Devices, Inc.	10/03/2021	Elect Director Bruce R. Evans	For	The proposal is in line with our voting policy
Analog Devices, Inc.	10/03/2021	Elect Director Edward H. Frank	For	The proposal is in line with our voting policy
Analog Devices, Inc.	10/03/2021	Elect Director Laurie H. Glimcher	For	The proposal is in line with our voting policy
Analog Devices, Inc.	10/03/2021	Elect Director Karen M. Golz	For	The proposal is in line with our voting policy
Analog Devices, Inc.	10/03/2021	Elect Director Mark M. Little	For	The proposal is in line with our voting policy
Analog Devices, Inc.	10/03/2021	Elect Director Kenton J. Sicchitano	For	The proposal is in line with our voting policy
Analog Devices, Inc.	10/03/2021	Elect Director Susie Wee	For	The proposal is in line with our voting policy
QUALCOMM Incorporated	10/03/2021	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
QUALCOMM Incorporated	10/03/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Executive compensation must ensure the alignment of the interests of the executive managers with those of the shareholders and those of the company's other stakeholders within the scope of social and environmental responsibility. The evolution of compensation over time must therefore be consistent with the trends observed in the company's financial and non-financial performance. Amundi is vigilant on the inclusion of ESG criteria in the variable remuneration. In the absence of ESG metrics in the Company's variable compensation Amundi cannot support this proposal.
QUALCOMM Incorporated	10/03/2021	Elect Director Sylvia Acevedo	For	The proposal is in line with our voting policy
QUALCOMM Incorporated	10/03/2021	Elect Director Mark Fields	For	The proposal is in line with our voting policy

QUALCOMM Incorporated	10/03/2021	Elect Director Jeffrey W. Henderson	Against	The nominee holds 4 non-executive directorships, two of which as chairman of the Audit committee. The nominee is therefore considered overboarded.
QUALCOMM Incorporated	10/03/2021	Elect Director Gregory N. Johnson	For	The proposal is in line with our voting policy
QUALCOMM Incorporated	10/03/2021	Elect Director Ann M. Livermore	For	The proposal is in line with our voting policy
QUALCOMM Incorporated	10/03/2021	Elect Director Harish Manwani	Against	The nominee holds four non-executive directorships and one mandate as executive officer. The nominee is therefore considered overboarded.
QUALCOMM Incorporated	10/03/2021	Elect Director Mark D. McLaughlin	For	The proposal is in line with our voting policy
QUALCOMM Incorporated	10/03/2021	Elect Director Jamie S. Miller	For	The proposal is in line with our voting policy
QUALCOMM Incorporated	10/03/2021	Elect Director Steve Mollenkopf	For	The proposal is in line with our voting policy
QUALCOMM Incorporated	10/03/2021	Elect Director Clark T. "Sandy" Randt, Jr.	For	The proposal is in line with our voting policy
QUALCOMM Incorporated	10/03/2021	Elect Director Irene B. Rosenfeld	For	The proposal is in line with our voting policy
QUALCOMM Incorporated	10/03/2021	Elect Director Kornelis "Neil" Smit	For	The proposal is in line with our voting policy
QUALCOMM Incorporated	10/03/2021	Elect Director Jean-Pascal Tricoire	For	The proposal is in line with our voting policy
QUALCOMM Incorporated	10/03/2021	Elect Director Anthony J. Vinciguerra	For	The proposal is in line with our voting policy
TE Connectivity Ltd.	10/03/2021	Elect Board Chairman Thomas J. Lynch	Against	In line with the vote recommendation to Item 1g, a vote AGAINST is warranted.
TE Connectivity Ltd.	10/03/2021	Designate Rene Schwarzenbach as Independent Proxy	For	The proposal is in line with our voting policy
TE Connectivity Ltd.	10/03/2021	Approve Discharge of Board and Senior Management	For	The proposal is in line with our voting policy
TE Connectivity Ltd.	10/03/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
TE Connectivity Ltd.	10/03/2021	Approve the Increase in Maximum Aggregate Remuneration of Executive Management	For	The proposal is in line with our voting policy
TE Connectivity Ltd.	10/03/2021	Approve Maximum Aggregate Remuneration of Board of Directors	For	The proposal is in line with our voting policy
TE Connectivity Ltd.	10/03/2021	Approve Allocation of Available Earnings at September 25, 2020	For	The proposal is in line with our voting policy
TE Connectivity Ltd.	10/03/2021	Approve Declaration of Dividend	For	The proposal is in line with our voting policy
TE Connectivity Ltd.	10/03/2021	Approve Reduction in Share Capital via Cancellation of Shares	For	The proposal is in line with our voting policy
TE Connectivity Ltd.	10/03/2021	Amend Non-Qualified Employee Stock Purchase Plan	For	The proposal is in line with our voting policy
TE Connectivity Ltd.	10/03/2021	Amend Omnibus Stock Plan	For	The proposal is in line with our voting policy
TE Connectivity Ltd.	10/03/2021	Adjourn Meeting	For	The proposal is in line with our voting policy
TE Connectivity Ltd.	10/03/2021	Elect Director Pierre R. Brondeau	Against	The nominee holds one executive mandate and 2 non-executive directorships, one of which as an outside Chairman of the Board. The nominee is therefore overboarded.
TE Connectivity Ltd.	10/03/2021	Elect Director Terrence R. Curtin	For	The proposal is in line with our voting policy
TE Connectivity Ltd.	10/03/2021	Elect Director Carol A. (John) Davidson	For	The proposal is in line with our voting policy
TE Connectivity Ltd.	10/03/2021	Elect Director Lynn A. Dugle	For	The proposal is in line with our voting policy
TE Connectivity Ltd.	10/03/2021	Elect Director William A. Jeffrey	For	The proposal is in line with our voting policy
TE Connectivity Ltd.	10/03/2021	Elect Director David M. Kerko *Withdrawn Resolution*		This is a non-voting item

TE Connectivity Ltd.	10/03/2021	Elect Director Thomas J. Lynch	Against	The nominee holds 3 non-executive directorships, and one mandate as the Chairman of the Board. The nominee is therefore overboarded.
TE Connectivity Ltd.	10/03/2021	Elect Director Heath A. Mitts	For	The proposal is in line with our voting policy
TE Connectivity Ltd.	10/03/2021	Elect Director Yong Nam	For	The proposal is in line with our voting policy
TE Connectivity Ltd.	10/03/2021	Elect Director Daniel J. Phelan	For	The proposal is in line with our voting policy
TE Connectivity Ltd.	10/03/2021	Elect Director Abhijit Y. Talwalkar	Against	The nominee holds four non-executive directorships, two of which as an outside Chairman of the Board. The nominee is therefore overboarded.
TE Connectivity Ltd.	10/03/2021	Elect Director Mark C. Trudeau	For	The proposal is in line with our voting policy
TE Connectivity Ltd.	10/03/2021	Elect Director Dawn C. Willoughby	For	The proposal is in line with our voting policy
TE Connectivity Ltd.	10/03/2021	Elect Director Laura H. Wright	For	The proposal is in line with our voting policy
TE Connectivity Ltd.	10/03/2021	Elect Daniel J. Phelan as Member of Management Development and Compensation Committee	For	The proposal is in line with our voting policy
TE Connectivity Ltd.	10/03/2021	Elect Abhijit Y. Talwalkar as Member of Management Development and Compensation Committee	Against	In line with the vote recommendation to Item 1k, a vote AGAINST is warranted.
TE Connectivity Ltd.	10/03/2021	Elect Mark C. Trudeau as Member of Management Development and Compensation Committee	For	The proposal is in line with our voting policy
TE Connectivity Ltd.	10/03/2021	Elect Dawn C. Willoughby as Member of Management Development and Compensation Committee	For	The proposal is in line with our voting policy
TE Connectivity Ltd.	10/03/2021	Accept Annual Report for Fiscal Year Ended September 25, 2020	For	The proposal is in line with our voting policy
TE Connectivity Ltd.	10/03/2021	Accept Statutory Financial Statements for Fiscal Year Ended September 25, 2020	For	The proposal is in line with our voting policy
TE Connectivity Ltd.	10/03/2021	Approve Consolidated Financial Statements for Fiscal Year Ended September 25, 2020	For	The proposal is in line with our voting policy
TE Connectivity Ltd.	10/03/2021	Ratify Deloitte & Touche LLP as Independent Registered Public Accounting Firm for Fiscal Year 2021	For	The proposal is in line with our voting policy
TE Connectivity Ltd.	10/03/2021	Ratify Deloitte AG as Swiss Registered Auditors	For	The proposal is in line with our voting policy
TE Connectivity Ltd.	10/03/2021	Ratify PricewaterhouseCoopers AG as Special Auditors	For	The proposal is in line with our voting policy
Johnson Controls International plc	10/03/2021	Authorize Market Purchases of Company Shares	For	The proposal is in line with our voting policy
Johnson Controls International plc	10/03/2021	Determine Price Range for Reissuance of Treasury Shares	For	The proposal is in line with our voting policy
Johnson Controls International plc	10/03/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
Johnson Controls International plc	10/03/2021	Approve Omnibus Stock Plan	For	The proposal is in line with our voting policy
Johnson Controls International plc	10/03/2021	Approve the Directors' Authority to Allot Shares	For	The proposal is in line with our voting policy
Johnson Controls International plc	10/03/2021	Approve the Disapplication of Statutory Pre-Emption Rights	For	The proposal is in line with our voting policy
Johnson Controls International plc	10/03/2021	Elect Director Jean Blackwell	For	The proposal is in line with our voting policy
Johnson Controls International plc	10/03/2021	Elect Director Pierre Cohade	For	The proposal is in line with our voting policy
Johnson Controls International plc	10/03/2021	Elect Director Michael E. Daniels	For	The proposal is in line with our voting policy



Johnson Controls International plc	10/03/2021	Elect Director Juan Pablo del Valle Perochena	Against	The nominee holds 3 directorships, two of which as an executive director. The nominee is therefore considered overboarded.
Johnson Controls International plc	10/03/2021	Elect Director W. Roy Dunbar	For	The proposal is in line with our voting policy
Johnson Controls International plc	10/03/2021	Elect Director Gretchen R. Haggerty	For	The proposal is in line with our voting policy
Johnson Controls International plc	10/03/2021	Elect Director Simone Menne	For	The proposal is in line with our voting policy
Johnson Controls International plc	10/03/2021	Elect Director George R. Oliver	For	The proposal is in line with our voting policy
Johnson Controls International plc	10/03/2021	Elect Director Jurgen Tinggren	For	The proposal is in line with our voting policy
Johnson Controls International plc	10/03/2021	Elect Director Mark Vergnano	For	The proposal is in line with our voting policy
Johnson Controls International plc	10/03/2021	Elect Director R. David Yost	For	The proposal is in line with our voting policy
Johnson Controls International plc	10/03/2021	Elect Director John D. Young	For	The proposal is in line with our voting policy
Johnson Controls International plc	10/03/2021	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Johnson Controls International plc	10/03/2021	Authorize Board to Fix Remuneration of Auditors	For	The proposal is in line with our voting policy
Hologic Inc.	11/03/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The pay-for-performance misalignment for the year in review was not mitigated and further, concerns are raised regarding severance payments and benefits made to an NEO upon his voluntary retirement. For 2020 long-term incentives, the company incorporated a one-year performance period for the new free cash flow metric and the proxy discloses that an additional metric will utilize an annual performance period for fiscal 2021 awards. While some investors may have comfort with temporarily shortened performance periods in response to the pandemic, given that the company made this change prior to March of 2020, it is unclear if the shortened performance periods are meant to be temporary. Most investors prefer for the majority of equity awards to be tied to multi-year performance periods. The rigor of the LTI program's relative TSR target goal also raises some concern, as the metric targets merely the median of peers without an apparent cap on payouts if absolute TSR is negative. In addition, there are significant concerns surrounding the payments and benefits provided to an NEO in connection with his retirement. Specifically, the NEO received severance pay consistent with what he would have received in connection with a qualifying termination, while receiving continued vesting of his time-vesting awards and accelerated vesting of his deferred compensation balance as if he were "retirement eligible," though the proxy did not indicate that his termination was involuntary and states no NEOs were eligible for such retirement benefits during the year in review.
Hologic Inc.	11/03/2021	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Hologic Inc.	11/03/2021	Elect Director Stephen P. MacMillan	Against	The nominee is the company's CEO/Chair and the board's lead director is not independent.
Hologic Inc.	11/03/2021	Elect Director Sally W. Crawford	For	The proposal is in line with our voting policy
Hologic Inc.	11/03/2021	Elect Director Charles J. Dockendorff	Against	The nominee holds four non-executive directorships, all of which as the Chairman of the Audit Committee. The nominee is therefore overboarded.
Hologic Inc.	11/03/2021	Elect Director Scott T. Garrett	For	The proposal is in line with our voting policy

Hologic Inc.	11/03/2021	Elect Director Ludwig N. Hantson	For	The proposal is in line with our voting policy
Hologic Inc.	11/03/2021	Elect Director Namal Nawana	For	The proposal is in line with our voting policy
Hologic Inc.	11/03/2021	Elect Director Christiana Stamoulis	For	The proposal is in line with our voting policy
Hologic Inc.	11/03/2021	Elect Director Amy M. Wendell	For	The proposal is in line with our voting policy
IHS Markit Ltd.	11/03/2021	Approve Merger Agreement	For	The proposal is in line with our voting policy
IHS Markit Ltd.	11/03/2021	Advisory Vote on Golden Parachutes	Against	As an incentive for the CEO to remain with the company post merger for one year as a special advisor, in addition to \$11 million in compensation, he will receive a \$40 million retention bonus
Applied Materials, Inc.	11/03/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
Applied Materials, Inc.	11/03/2021	Ratify KPMG LLP as Auditors	For	The proposal is in line with our voting policy
Applied Materials, Inc.	11/03/2021	Amend Omnibus Stock Plan	For	The proposal is in line with our voting policy
Applied Materials, Inc.	11/03/2021	Amend Qualified Employee Stock Purchase Plan	For	The proposal is in line with our voting policy
Applied Materials, Inc.	11/03/2021	Require Independent Board Chairman	For	Due to his tenure exceeding 11 years we do not consider the Chair to be independent as per our policy. In the absence of a Lead Independent Director, we support the proposal.
Applied Materials, Inc.	11/03/2021	Improve Executive Compensation Program and Policy	For	Amundi considers that the level and evolution of compensation should not be susceptible of forming the basis for hostile reactions harmful to the company, its image and therefore its development. The analysis of the pay equity ratio contributes to the assessment of this acceptability.
Applied Materials, Inc.	11/03/2021	Elect Director Rani Borkar	For	The proposal is in line with our voting policy
Applied Materials, Inc.	11/03/2021	Elect Director Judy Bruner	Against	The nominee holds four non-executive directorships, three of which as the Chairman of the Audit Committee. The nominee is therefore overboarded.
Applied Materials, Inc.	11/03/2021	Elect Director Xun (Eric) Chen	For	The proposal is in line with our voting policy
Applied Materials, Inc.	11/03/2021	Elect Director Aart J. de Geus	For	The proposal is in line with our voting policy
Applied Materials, Inc.	11/03/2021	Elect Director Gary E. Dickerson	For	The proposal is in line with our voting policy
Applied Materials, Inc.	11/03/2021	Elect Director Thomas J. Iannotti	Against	The nominee has been reclassified to non-independent due to tenure of 12 years or more. A vote AGAINST is warranted because:- The nominee is a non-independent member of the Remuneration Committee and the committee is less than 51 percent independent (i.e. 33.33 percent).
Applied Materials, Inc.	11/03/2021	Elect Director Alexander A. Karsner	Against	The nominee has been reclassified to non-independent due to tenure of 12 years or more. A vote AGAINST is warranted because:- The nominee is a non-independent member of the Remuneration Committee and the committee is less than 51 percent independent (i.e. 33.33 percent).
Applied Materials, Inc.	11/03/2021	Elect Director Adrianna C. Ma	For	The proposal is in line with our voting policy
Applied Materials, Inc.	11/03/2021	Elect Director Yvonne McGill	For	The proposal is in line with our voting policy
Applied Materials, Inc.	11/03/2021	Elect Director Scott A. McGregor	For	The proposal is in line with our voting policy
F5 Networks, Inc.	11/03/2021	Amend Omnibus Stock Plan	For	The proposal is in line with our voting policy
F5 Networks, Inc.	11/03/2021	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
F5 Networks, Inc.	11/03/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
F5 Networks, Inc.	11/03/2021	Elect Director Sandra E. Bergeron	For	The proposal is in line with our voting policy
F5 Networks, Inc.	11/03/2021	Elect Director Elizabeth L. Buse	For	The proposal is in line with our voting policy
F5 Networks, Inc.	11/03/2021	Elect Director Michel Combes	Against	Michel Combes has failed to attend at least 75 percent of his total board and committee meetings held during the fiscal year under review without disclosing the reason for the absences.

F5 Networks, Inc.	11/03/2021	Elect Director Michael L. Dreyer	For	The proposal is in line with our voting policy
F5 Networks, Inc.	11/03/2021	Elect Director Alan J. Higginson	For	The proposal is in line with our voting policy
F5 Networks, Inc.	11/03/2021	Elect Director Peter S. Klein	For	The proposal is in line with our voting policy
F5 Networks, Inc.	11/03/2021	Elect Director Francois Locoh-Donou	For	The proposal is in line with our voting policy
F5 Networks, Inc.	11/03/2021	Elect Director Nikhil Mehta	For	The proposal is in line with our voting policy
F5 Networks, Inc.	11/03/2021	Elect Director Marie E. Myers	For	The proposal is in line with our voting policy
F5 Networks, Inc.	11/03/2021	Elect Director Sripada Shivananda	For	The proposal is in line with our voting policy
Agilent Technologies, Inc.	17/03/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There are no ESG metrics in variable compensation.
Agilent Technologies, Inc.	17/03/2021	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Agilent Technologies, Inc.	17/03/2021	Elect Director Mala Anand	For	The proposal is in line with our voting policy
Agilent Technologies, Inc.	17/03/2021	Elect Director Koh Boon Hwee	For	The proposal is in line with our voting policy
Agilent Technologies, Inc.	17/03/2021	Elect Director Michael R. McMullen	For	The proposal is in line with our voting policy
Agilent Technologies, Inc.	17/03/2021	Elect Director Daniel K. Podolsky	For	The proposal is in line with our voting policy
The Cooper Companies, Inc.	17/03/2021	Ratify KPMG LLP as Auditors	For	The proposal is in line with our voting policy
The Cooper Companies, Inc.	17/03/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
The Cooper Companies, Inc.	17/03/2021	Elect Director Colleen E. Jay	For	The proposal is in line with our voting policy
The Cooper Companies, Inc.	17/03/2021	Elect Director William A. Kozy	For	The proposal is in line with our voting policy
The Cooper Companies, Inc.	17/03/2021	Elect Director Jody S. Lindell	For	The proposal is in line with our voting policy
The Cooper Companies, Inc.	17/03/2021	Elect Director Teresa S. Madden	For	The proposal is in line with our voting policy
The Cooper Companies, Inc.	17/03/2021	Elect Director Gary S. Petersmeyer	For	The proposal is in line with our voting policy
The Cooper Companies, Inc.	17/03/2021	Elect Director Robert S. Weiss	For	The proposal is in line with our voting policy
The Cooper Companies, Inc.	17/03/2021	Elect Director Albert G. White, III	For	The proposal is in line with our voting policy
Starbucks Corporation	17/03/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Disconnect between pay and performance. Excessive quantum. Insufficiently justified one-time cash awards.
Starbucks Corporation	17/03/2021	Ratify Deloitte & Touche LLP as Auditors	For	The proposal is in line with our voting policy
Starbucks Corporation	17/03/2021	Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	For	Amundi is in favor of employee involvement in corporate governance (as well as employee share ownership), because these practices help align the interests of shareholders and employees over the long term. Amundi thus promotes the appointment of employee Directors as a principle of good governance.
Starbucks Corporation	17/03/2021	Elect Director Richard E. Allison, Jr.	For	The proposal is in line with our voting policy
Starbucks Corporation	17/03/2021	Elect Director Rosalind G. Brewer *Withdrawn Resolution*		This is a non-voting item
Starbucks Corporation	17/03/2021	Elect Director Andrew Campion	For	The proposal is in line with our voting policy
Starbucks Corporation	17/03/2021	Elect Director Mary N. Dillon	For	The proposal is in line with our voting policy
Starbucks Corporation	17/03/2021	Elect Director Isabel Ge Mahe	For	The proposal is in line with our voting policy
Starbucks Corporation	17/03/2021	Elect Director Mellody Hobson	For	The proposal is in line with our voting policy
Starbucks Corporation	17/03/2021	Elect Director Kevin R. Johnson	For	The proposal is in line with our voting policy
Starbucks Corporation	17/03/2021	Elect Director Jorgen Vig Knudstorp	For	The proposal is in line with our voting policy
Starbucks Corporation	17/03/2021	Elect Director Satya Nadella	For	The proposal is in line with our voting policy
Starbucks Corporation	17/03/2021	Elect Director Joshua Cooper Ramo	For	The proposal is in line with our voting policy

Starbucks Corporation	17/03/2021	Elect Director Clara Shih	For	The proposal is in line with our voting policy
Starbucks Corporation	17/03/2021	Elect Director Javier G. Teruel	For	The proposal is in line with our voting policy
Keysight Technologies, Inc.	18/03/2021	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Keysight Technologies, Inc.	18/03/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
Keysight Technologies, Inc.	18/03/2021	Advisory Vote on Say on Pay Frequency	One Year	An annual say-on-pay frequency is in the shareholders' interest.
Keysight Technologies, Inc.	18/03/2021	Elect Director Ronald S. Nersesian	For	The proposal is in line with our voting policy
Keysight Technologies, Inc.	18/03/2021	Elect Director Charles J. Dockendorff	Against	The nominee holds four Non-Executive Directorships, all of which as Chairman of the Audit Committee. He is therefore considered overboarded.
Keysight Technologies, Inc.	18/03/2021	Elect Director Robert A. Rango	For	The proposal is in line with our voting policy
HEICO Corporation	19/03/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
HEICO Corporation	19/03/2021	Ratify Deloitte & Touche LLP as Auditors	For	The proposal is in line with our voting policy
HEICO Corporation	19/03/2021	Elect Director Thomas M. Culligan	For	The proposal is in line with our voting policy
HEICO Corporation	19/03/2021	Elect Director Adolfo Henriques	For	The proposal is in line with our voting policy
HEICO Corporation	19/03/2021	Elect Director Mark H. Hildebrandt	Withhold	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.
HEICO Corporation	19/03/2021	Elect Director Eric A. Mendelson	Withhold	The board is not sufficiently independent as per our voting policy.
HEICO Corporation	19/03/2021	Elect Director Laurans A. Mendelson	Withhold	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
HEICO Corporation	19/03/2021	Elect Director Victor H. Mendelson	Withhold	The board is not sufficiently independent as per our voting policy.
HEICO Corporation	19/03/2021	Elect Director Julie Neitzel	For	The proposal is in line with our voting policy
HEICO Corporation	19/03/2021	Elect Director Alan Schriesheim	Withhold	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.
HEICO Corporation	19/03/2021	Elect Director Frank J. Schwitter	Withhold	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.
Xilinx, Inc.	07/04/2021	Approve Merger Agreement	For	The proposal is in line with our voting policy
Xilinx, Inc.	07/04/2021	Advisory Vote on Golden Parachutes	For	The proposal is in line with our voting policy
Xilinx, Inc.	07/04/2021	Adjourn Meeting	For	The proposal is in line with our voting policy
Schlumberger N.V.	07/04/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
Schlumberger N.V.	07/04/2021	Adopt and Approve Financials and Dividends	For	The proposal is in line with our voting policy

Schlumberger N.V.	07/04/2021	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Schlumberger N.V.	07/04/2021	Amend Omnibus Stock Plan	For	The proposal is in line with our voting policy
Schlumberger N.V.	07/04/2021	Amend Qualified Employee Stock Purchase Plan	For	The proposal is in line with our voting policy
Schlumberger N.V.	07/04/2021	Amend Non-Employee Director Restricted Stock Plan	For	The proposal is in line with our voting policy
Schlumberger N.V.	07/04/2021	Elect Director Patrick de La Chevardiere	For	The proposal is in line with our voting policy
Schlumberger N.V.	07/04/2021	Elect Director Miguel M. Galuccio	For	The proposal is in line with our voting policy
Schlumberger N.V.	07/04/2021	Elect Director Olivier Le Peuch	For	The proposal is in line with our voting policy
Schlumberger N.V.	07/04/2021	Elect Director Tatiana A. Mitrova	For	The proposal is in line with our voting policy
Schlumberger N.V.	07/04/2021	Elect Director Maria Moræus Hanssen	For	The proposal is in line with our voting policy
Schlumberger N.V.	07/04/2021	Elect Director Mark G. Papa	For	The proposal is in line with our voting policy
Schlumberger N.V.	07/04/2021	Elect Director Henri Seydoux	For	The proposal is in line with our voting policy
Schlumberger N.V.	07/04/2021	Elect Director Jeff W. Sheets	For	The proposal is in line with our voting policy
Synopsys, Inc.	08/04/2021	Amend Omnibus Stock Plan	For	The proposal is in line with our voting policy
Synopsys, Inc.	08/04/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Synopsys, Inc.	08/04/2021	Ratify KPMG LLP as Auditors	For	The proposal is in line with our voting policy
Synopsys, Inc.	08/04/2021	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	The Proposal is in shareholders' interest.
Synopsys, Inc.	08/04/2021	Elect Director Aart J. de Geus	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
Synopsys, Inc.	08/04/2021	Elect Director Chi-Foon Chan	For	The proposal is in line with our voting policy
Synopsys, Inc.	08/04/2021	Elect Director Janice D. Chaffin	Against	The board is not sufficiently independent as per our voting policy.
Synopsys, Inc.	08/04/2021	Elect Director Bruce R. Chizen	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.
Synopsys, Inc.	08/04/2021	Elect Director Mercedes Johnson	Against	The nominee holds four non-executive directorships, one of which as the Chairman of the Audit Committee. The nominee is therefore overboarded.
Synopsys, Inc.	08/04/2021	Elect Director Chrysostomos L. "Max" Nikias	For	The proposal is in line with our voting policy
Synopsys, Inc.	08/04/2021	Elect Director Jeannine P. Sargent	For	The proposal is in line with our voting policy
Synopsys, Inc.	08/04/2021	Elect Director John Schwarz	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.
Synopsys, Inc.	08/04/2021	Elect Director Roy Vallee	Against	The board is not sufficiently independent as per our voting policy.
A. O. Smith Corporation	13/04/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
A. O. Smith Corporation	13/04/2021	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
A. O. Smith Corporation	13/04/2021	Elect Director Ronald D. Brown	Withhold	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.
A. O. Smith Corporation	13/04/2021	Elect Director Ilham Kadri	For	The proposal is in line with our voting policy

A. O. Smith Corporation	13/04/2021	Elect Director Idelle K. Wolf	Withhold	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.
A. O. Smith Corporation	13/04/2021	Elect Director Gene C. Wulf	Withhold	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.
HP Inc.	13/04/2021	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
HP Inc.	13/04/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
HP Inc.	13/04/2021	Provide Right to Act by Written Consent	For	The Proposal is in shareholders' interest.
HP Inc.	13/04/2021	Elect Director Aida M. Alvarez	For	The proposal is in line with our voting policy
HP Inc.	13/04/2021	Elect Director Shumeet Banerji	For	The proposal is in line with our voting policy
HP Inc.	13/04/2021	Elect Director Robert R. Bennett	For	The proposal is in line with our voting policy
HP Inc.	13/04/2021	Elect Director Charles "Chip" V. Bergh	For	The proposal is in line with our voting policy
HP Inc.	13/04/2021	Elect Director Stacy Brown-Philpot	For	The proposal is in line with our voting policy
HP Inc.	13/04/2021	Elect Director Stephanie A. Burns	For	The proposal is in line with our voting policy
HP Inc.	13/04/2021	Elect Director Mary Anne Citrino	For	The proposal is in line with our voting policy
HP Inc.	13/04/2021	Elect Director Richard L. Clemmer	For	The proposal is in line with our voting policy
HP Inc.	13/04/2021	Elect Director Enrique J. Lores	For	The proposal is in line with our voting policy
HP Inc.	13/04/2021	Elect Director Judith "Jami" Miscik	For	The proposal is in line with our voting policy
HP Inc.	13/04/2021	Elect Director Subra Suresh	For	The proposal is in line with our voting policy
PPG Industries, Inc.	15/04/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of Environmental criteria in the variable compensation.
PPG Industries, Inc.	15/04/2021	Declassify the Board of Directors	For	The proposal is in line with our voting policy
PPG Industries, Inc.	15/04/2021	Eliminate Supermajority Vote Requirement	For	The proposal is in line with our voting policy
PPG Industries, Inc.	15/04/2021	Ratify PricewaterhouseCoopers LLP as Auditor	For	The proposal is in line with our voting policy
PPG Industries, Inc.	15/04/2021	Require Independent Board Chair	Against	The proposal is not in shareholders' interest at this time.
PPG Industries, Inc.	15/04/2021	Elect Director Steven A. Davis	For	The proposal is in line with our voting policy
PPG Industries, Inc.	15/04/2021	Elect Director Michael W. Lamach	For	The proposal is in line with our voting policy
PPG Industries, Inc.	15/04/2021	Elect Director Michael T. Nally	For	The proposal is in line with our voting policy
PPG Industries, Inc.	15/04/2021	Elect Director Guillermo Novo	For	The proposal is in line with our voting policy
PPG Industries, Inc.	15/04/2021	Elect Director Martin H. Richenhagen	For	The proposal is in line with our voting policy
PPG Industries, Inc.	15/04/2021	Elect Director Catherine R. Smith	For	The proposal is in line with our voting policy
Marvell Technology Group Ltd.	15/04/2021	Reduce Supermajority Vote Requirement to Approve Merger	For	The proposal is in line with our voting policy
Marvell Technology Group Ltd.	15/04/2021	Approve Merger Agreement	For	The proposal is in line with our voting policy
Marvell Technology Group Ltd.	15/04/2021	Adjourn Meeting	For	The proposal is in line with our voting policy
The Coca-Cola Company	20/04/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
The Coca-Cola Company	20/04/2021	Ratify Ernst & Young LLP as Auditor	For	The proposal is in line with our voting policy
The Coca-Cola Company	20/04/2021	Report on Sugar and Public Health	For	While we are mindful of disclosure efforts made by the Company, we renew our support to this proposal. Numerous studies have demonstrated the negative health impacts of excessive sugar consumption. The American Heart Association advises limits for added sugars — no added sugar for children younger than age two, no more than 24 grams of sugar for children



				older than two and women, and no more than 36 grams of sugar for men. A 12-oz. can of regular soda contains around 40 grams of sugar. Harvard's T.H. Chan School of Public Health has called rising consumption of sugary drinks a "major contributor to the obesity epidemic". In addition we are aware that the COVID 19 context, and its disproportionate impact on people of color, has underlined the need for even more transparency on the subject. The requested report would be useful to shareholders providing feedback on the Company's sugar products marketed to consumers, especially those Coke products targeted to children and young consumers.
The Coca-Cola Company	20/04/2021	Elect Director Herbert A. Allen	For	The proposal is in line with our voting policy
The Coca-Cola Company	20/04/2021	Elect Director James Quincey	For	The proposal is in line with our voting policy
The Coca-Cola Company	20/04/2021	Elect Director Caroline J. Tsay	For	The proposal is in line with our voting policy
The Coca-Cola Company	20/04/2021	Elect Director David B. Weinberg	For	The proposal is in line with our voting policy
The Coca-Cola Company	20/04/2021	Elect Director Marc Bolland	Against	The nominee holds one executive mandate and two non-executive directorships, one of which as an outside Chairman of the Board. The nominee is therefore overboarded.
The Coca-Cola Company	20/04/2021	Elect Director Ana Botin	For	The proposal is in line with our voting policy
The Coca-Cola Company	20/04/2021	Elect Director Christopher C. Davis	For	The proposal is in line with our voting policy
The Coca-Cola Company	20/04/2021	Elect Director Barry Diller	Against	The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors. The nominee holds two executive mandates and two non-executive directorships. The nominee is therefore overboarded.
The Coca-Cola Company	20/04/2021	Elect Director Helene D. Gayle	For	The proposal is in line with our voting policy
The Coca-Cola Company	20/04/2021	Elect Director Alexis M. Herman	Against	The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors.
The Coca-Cola Company	20/04/2021	Elect Director Robert A. Kotick	For	The proposal is in line with our voting policy
The Coca-Cola Company	20/04/2021	Elect Director Maria Elena Lagomasino	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.
Adobe Inc.	20/04/2021	Amend Omnibus Stock Plan	For	The proposal is in line with our voting policy
Adobe Inc.	20/04/2021	Ratify KPMG LLP as Auditors	For	The proposal is in line with our voting policy
Adobe Inc.	20/04/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Adobe Inc.	20/04/2021	Elect Director Amy Banse	For	The proposal is in line with our voting policy
Adobe Inc.	20/04/2021	Elect Director Melanie Boulden	For	The proposal is in line with our voting policy
Adobe Inc.	20/04/2021	Elect Director Frank Calderoni	For	The proposal is in line with our voting policy
Adobe Inc.	20/04/2021	Elect Director James Daley	Against	The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors.
Adobe Inc.	20/04/2021	Elect Director Laura Desmond	For	The proposal is in line with our voting policy
Adobe Inc.	20/04/2021	Elect Director Shantanu Narayen	For	The proposal is in line with our voting policy
Adobe Inc.	20/04/2021	Elect Director Kathleen Oberg	For	The proposal is in line with our voting policy
Adobe Inc.	20/04/2021	Elect Director Dheeraj Pandey	For	The proposal is in line with our voting policy
Adobe Inc.	20/04/2021	Elect Director David Ricks	For	The proposal is in line with our voting policy
Adobe Inc.	20/04/2021	Elect Director Daniel Rosensweig	Against	The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors.

Adobe Inc.	20/04/2021	Elect Director John Warnock	For	The proposal is in line with our voting policy
Canadian Pacific Railway Limited	21/04/2021	Ratify Deloitte LLP as Auditors	For	The proposal is in line with our voting policy
Canadian Pacific Railway Limited	21/04/2021	Advisory Vote on Executive Compensation Approach	Against	Compensation is excessive compared to peers
Canadian Pacific Railway Limited	21/04/2021	Approve Share Split	For	The proposal is in line with our voting policy
Canadian Pacific Railway Limited	21/04/2021	SP: Hold an Annual Non-Binding Advisory Vote on Climate Change	For	The shareholder proposal will allow shareholders an additional channel to opine on the company's climate plans every year.
Canadian Pacific Railway Limited	21/04/2021	Elect Director John Baird	For	The proposal is in line with our voting policy
Canadian Pacific Railway Limited	21/04/2021	Elect Director Andrea Robertson	For	The proposal is in line with our voting policy
Canadian Pacific Railway Limited	21/04/2021	Elect Director Gordon T. Trafton	For	The proposal is in line with our voting policy
Canadian Pacific Railway Limited	21/04/2021	Elect Director Isabelle Courville	For	The proposal is in line with our voting policy
Canadian Pacific Railway Limited	21/04/2021	Elect Director Keith E. Creel	For	The proposal is in line with our voting policy
Canadian Pacific Railway Limited	21/04/2021	Elect Director Gillian (Jill) H. Denham	Withhold	The nominee holds four non-executive directorships, one of which as an outside Chairman of the Board. The nominee is therefore overboarded.
Canadian Pacific Railway Limited	21/04/2021	Elect Director Edward R. Hamberger	For	The proposal is in line with our voting policy
Canadian Pacific Railway Limited	21/04/2021	Elect Director Rebecca MacDonald	For	The proposal is in line with our voting policy
Canadian Pacific Railway Limited	21/04/2021	Elect Director Edward L. Monser	For	The proposal is in line with our voting policy
Canadian Pacific Railway Limited	21/04/2021	Elect Director Matthew H. Paull	For	The proposal is in line with our voting policy
Canadian Pacific Railway Limited	21/04/2021	Elect Director Jane L. Peverett	Withhold	The nominee holds four non-executive directorships, one of which as the Chairman of the Audit Committee. The nominee is therefore overboarded.
The Sherwin-Williams Company	21/04/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of Environmental criteria in the variable compensation.
The Sherwin-Williams Company	21/04/2021	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
The Sherwin-Williams Company	21/04/2021	Elect Director Kerri B. Anderson	Against	The nominee holds four non-executive directorships, two of which as an outside Chairman of the Audit Committee. The nominee is therefore overboarded.
The Sherwin-Williams Company	21/04/2021	Elect Director Arthur F. Anton	Against	The nominee holds four non-executive directorships, one of which as the Chairman of the Audit Committee and another as an outside Chairman of the Board. The nominee is therefore overboarded.
The Sherwin-Williams Company	21/04/2021	Elect Director Jeff M. Fetting	For	The proposal is in line with our voting policy
The Sherwin-Williams Company	21/04/2021	Elect Director Richard J. Kramer	For	The proposal is in line with our voting policy
The Sherwin-Williams Company	21/04/2021	Elect Director John G. Morikis	For	The proposal is in line with our voting policy
The Sherwin-Williams Company	21/04/2021	Elect Director Christine A. Poon	Against	The nominee holds five non-executive directorships. The nominee is therefore overboarded.
The Sherwin-Williams Company	21/04/2021	Elect Director Aaron M. Powell	For	The proposal is in line with our voting policy
The Sherwin-Williams Company	21/04/2021	Elect Director Michael H. Thaman	For	The proposal is in line with our voting policy
The Sherwin-Williams Company	21/04/2021	Elect Director Matthew Thornton, III	For	The proposal is in line with our voting policy
The Sherwin-Williams Company	21/04/2021	Elect Director Steven H. Wunning	For	The proposal is in line with our voting policy
Texas Instruments Incorporated	22/04/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.

Texas Instruments Incorporated	22/04/2021	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Texas Instruments Incorporated	22/04/2021	Provide Right to Act by Written Consent	For	The Proposal is in shareholders' interest.
Texas Instruments Incorporated	22/04/2021	Elect Director Mark A. Blinn	Against	The nominee holds four non-executive directorships, one of which as the Chairman of the Audit Committee. The nominee is therefore overboarded.
Texas Instruments Incorporated	22/04/2021	Elect Director Todd M. Bluedorn	For	The proposal is in line with our voting policy
Texas Instruments Incorporated	22/04/2021	Elect Director Janet F. Clark	For	The proposal is in line with our voting policy
Texas Instruments Incorporated	22/04/2021	Elect Director Carrie S. Cox	Against	The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors.
Texas Instruments Incorporated	22/04/2021	Elect Director Martin S. Craighead	For	The proposal is in line with our voting policy
Texas Instruments Incorporated	22/04/2021	Elect Director Jean M. Hobby	For	The proposal is in line with our voting policy
Texas Instruments Incorporated	22/04/2021	Elect Director Michael D. Hsu	For	The proposal is in line with our voting policy
Texas Instruments Incorporated	22/04/2021	Elect Director Ronald Kirk	For	The proposal is in line with our voting policy
Texas Instruments Incorporated	22/04/2021	Elect Director Pamela H. Patsley	Against	The nominee is a non-independent member of the Remuneration 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 Audit Committee. The nominee is therefore overboarded.
Texas Instruments Incorporated	22/04/2021	Elect Director Robert E. Sanchez	For	The proposal is in line with our voting policy
Texas Instruments Incorporated	22/04/2021	Elect Director Richard K. Templeton	For	The proposal is in line with our voting policy
Pfizer Inc.	22/04/2021	Ratify KPMG LLP as Auditor	For	The proposal is in line with our voting policy
Pfizer Inc.	22/04/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Pfizer Inc.	22/04/2021	Require Independent Board Chair	Against	We do not consider that shareholders' interest would be served by this proposal at this time: there is a Lead Independent Director in place.
Pfizer Inc.	22/04/2021	Report on Political Contributions and Expenditures	For	Increased disclosure would allow shareholders to more fully assess risks presented by the Company's lobbying activities
Pfizer Inc.	22/04/2021	Report on Access to COVID-19 Products	Against	Amundi is not convinced by the interest for shareholders of this proposal. It is to be noted that the Company denies the statement of the proponent and reiterates that it has not received any direct funding from the U.S. government in the development of its vaccine.
Pfizer Inc.	22/04/2021	Elect Director Ronald E. Blaylock	For	The proposal is in line with our voting policy
Pfizer Inc.	22/04/2021	Elect Director Suzanne Nora Johnson	For	The proposal is in line with our voting policy
Pfizer Inc.	22/04/2021	Elect Director James Quincey	For	The proposal is in line with our voting policy
Pfizer Inc.	22/04/2021	Elect Director James C. Smith	For	The proposal is in line with our voting policy
Pfizer Inc.	22/04/2021	Elect Director Albert Bourla	For	The proposal is in line with our voting policy
Pfizer Inc.	22/04/2021	Elect Director Susan Desmond-Hellmann	For	The proposal is in line with our voting policy
Pfizer Inc.	22/04/2021	Elect Director Joseph J. Echevarria	Against	The nominee holds four non-executive directorships, including one as an outside Chairman of the Board and the Audit Committee, and one as an outside Chairman of the Audit Committee. The nominee is therefore overboarded.
Pfizer Inc.	22/04/2021	Elect Director Scott Gottlieb	For	The proposal is in line with our voting policy

Pfizer Inc.	22/04/2021	Elect Director Helen H. Hobbs	For	The proposal is in line with our voting policy
Pfizer Inc.	22/04/2021	Elect Director Susan Hockfield	For	The proposal is in line with our voting policy
Pfizer Inc.	22/04/2021	Elect Director Dan R. Littman	For	The proposal is in line with our voting policy
Pfizer Inc.	22/04/2021	Elect Director Shantanu Narayan	For	The proposal is in line with our voting policy
J.B. Hunt Transport Services, Inc.	22/04/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
J.B. Hunt Transport Services, Inc.	22/04/2021	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
J.B. Hunt Transport Services, Inc.	22/04/2021	Elect Director Douglas G. Duncan	For	The proposal is in line with our voting policy
J.B. Hunt Transport Services, Inc.	22/04/2021	Elect Director James L. Robo	Against	The board is not sufficiently independent as per our voting policy. The nominee holds two executive mandates and one non-executive directorship. The nominee is therefore overboarded. The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors.
J.B. Hunt Transport Services, Inc.	22/04/2021	Elect Director Kirk Thompson	Against	The board is not sufficiently independent as per our voting policy.
J.B. Hunt Transport Services, Inc.	22/04/2021	Elect Director Francesca M. Edwardson	For	The proposal is in line with our voting policy
J.B. Hunt Transport Services, Inc.	22/04/2021	Elect Director Wayne Garrison	Against	The board is not sufficiently independent as per our voting policy.
J.B. Hunt Transport Services, Inc.	22/04/2021	Elect Director Sharilyn S. Gasaway	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.
J.B. Hunt Transport Services, Inc.	22/04/2021	Elect Director Gary C. George	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.
J.B. Hunt Transport Services, Inc.	22/04/2021	Elect Director Thad Hill	For	The proposal is in line with our voting policy
J.B. Hunt Transport Services, Inc.	22/04/2021	Elect Director J. Bryan Hunt, Jr.	Against	The board is not sufficiently independent as per our voting policy.
J.B. Hunt Transport Services, Inc.	22/04/2021	Elect Director Gale V. King	For	The proposal is in line with our voting policy
J.B. Hunt Transport Services, Inc.	22/04/2021	Elect Director John N. Roberts, III	For	The proposal is in line with our voting policy
Johnson & Johnson	22/04/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The company has not disclosed sufficient information to enable support of the proposal. Discretionary payments/powers. There is a lack of ESG criteria in the variable compensation.
Johnson & Johnson	22/04/2021	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Johnson & Johnson	22/04/2021	Report on Government Financial Support and Access to COVID-19 Vaccines and Therapeutics	Against	The Company has stated that its COVID-19 vaccine will be sold to the public on a not-for-profit basis for emergency pandemic use. We consider that the Company's disclosure regarding the development and pricing of its COVID-19 vaccine candidate is satisfactory at this stage. We do not view this proposal as in shareholders' interest at this time.
Johnson & Johnson	22/04/2021	Require Independent Board Chair	For	The CEO and Chair positions are combined and the Lead Director is not independent as per Amundi's criteria.
Johnson & Johnson	22/04/2021	Report on Civil Rights Audit	For	Amundi is mindful of the Company's diversity-related disclosure, however more comprehensive diversity data could be supplied to enable better assessment of the efficacy of the company's related policies. The requested report could help positively impact the company's long-term value creation as well as reduce

				reputational and legal risks. Amundi therefore considers that the proposal has merit.
Johnson & Johnson	22/04/2021	Adopt Policy on Bonus Banking	For	We consider that this proposal would enable, while allowing reasonable Board discretion, to both disincentivize excessive risk taking and to ensure executives do not receive unjust enrichment following incidents of misconduct. We therefore consider that the proposal is in shareholders' interest.
Johnson & Johnson	22/04/2021	Elect Director Mary C. Beckerle	For	The proposal is in line with our voting policy
Johnson & Johnson	22/04/2021	Elect Director D. Scott Davis	For	The proposal is in line with our voting policy
Johnson & Johnson	22/04/2021	Elect Director Ian E. L. Davis	For	The proposal is in line with our voting policy
Johnson & Johnson	22/04/2021	Elect Director Jennifer A. Doudna	For	The proposal is in line with our voting policy
Johnson & Johnson	22/04/2021	Elect Director Alex Gorsky	For	The proposal is in line with our voting policy
Johnson & Johnson	22/04/2021	Elect Director Marillyn A. Hewson	For	The proposal is in line with our voting policy
Johnson & Johnson	22/04/2021	Elect Director Hubert Joly	For	The proposal is in line with our voting policy
Johnson & Johnson	22/04/2021	Elect Director Mark B. McClellan	For	The proposal is in line with our voting policy
Johnson & Johnson	22/04/2021	Elect Director Anne M. Mulcahy	For	The proposal is in line with our voting policy
Johnson & Johnson	22/04/2021	Elect Director Charles Prince	For	The proposal is in line with our voting policy
Johnson & Johnson	22/04/2021	Elect Director A. Eugene Washington	For	The proposal is in line with our voting policy
Johnson & Johnson	22/04/2021	Elect Director Mark A. Weinberger	For	The proposal is in line with our voting policy
Johnson & Johnson	22/04/2021	Elect Director Nadja Y. West	For	The proposal is in line with our voting policy
Johnson & Johnson	22/04/2021	Elect Director Ronald A. Williams	For	The proposal is in line with our voting policy
Avery Dennison Corporation	22/04/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of Environmental criteria in the variable compensation.
Avery Dennison Corporation	22/04/2021	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Avery Dennison Corporation	22/04/2021	Elect Director Bradley A. Alford	For	The proposal is in line with our voting policy
Avery Dennison Corporation	22/04/2021	Elect Director Anthony K. Anderson	Against	The nominee holds four non-executive directorships, one of which as an outside Chairman of the Audit Committee. The nominee is therefore overboarded.
Avery Dennison Corporation	22/04/2021	Elect Director Mark J. Barrenechea	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.
Avery Dennison Corporation	22/04/2021	Elect Director Mitchell R. Butier	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
Avery Dennison Corporation	22/04/2021	Elect Director Ken C. Hicks	Against	The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors.
Avery Dennison Corporation	22/04/2021	Elect Director Andres A. Lopez	For	The proposal is in line with our voting policy
Avery Dennison Corporation	22/04/2021	Elect Director Patrick T. Siewert	Against	The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors.
Avery Dennison Corporation	22/04/2021	Elect Director Julia A. Stewart	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.
Avery Dennison Corporation	22/04/2021	Elect Director Martha N. Sullivan	For	The proposal is in line with our voting policy
Intuitive Surgical, Inc.	22/04/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Intuitive Surgical, Inc.	22/04/2021	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy

Intuitive Surgical, Inc.	22/04/2021	Amend Omnibus Stock Plan	Against	The cost of the compensation plan is excessive. The remuneration structure is not satisfactory. Discretionary payments. The company has not disclosed sufficient information to enable support of the proposal.
Intuitive Surgical, Inc.	22/04/2021	Elect Director Craig H. Barratt	For	The proposal is in line with our voting policy
Intuitive Surgical, Inc.	22/04/2021	Elect Director Joseph C. Beery	For	The proposal is in line with our voting policy
Intuitive Surgical, Inc.	22/04/2021	Elect Director Gary S. Guthart	For	The proposal is in line with our voting policy
Intuitive Surgical, Inc.	22/04/2021	Elect Director Amal M. Johnson	For	The proposal is in line with our voting policy
Intuitive Surgical, Inc.	22/04/2021	Elect Director Don R. Kania	For	The proposal is in line with our voting policy
Intuitive Surgical, Inc.	22/04/2021	Elect Director Amy L. Ladd	For	The proposal is in line with our voting policy
Intuitive Surgical, Inc.	22/04/2021	Elect Director Keith R. Leonard, Jr.	For	The proposal is in line with our voting policy
Intuitive Surgical, Inc.	22/04/2021	Elect Director Alan J. Levy	For	The proposal is in line with our voting policy
Intuitive Surgical, Inc.	22/04/2021	Elect Director Jami Dover Nachtsheim	For	The proposal is in line with our voting policy
Intuitive Surgical, Inc.	22/04/2021	Elect Director Monica P. Reed	For	The proposal is in line with our voting policy
Intuitive Surgical, Inc.	22/04/2021	Elect Director Mark J. Rubash	For	The proposal is in line with our voting policy
Abbott Laboratories	23/04/2021	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Abbott Laboratories	23/04/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Abbott Laboratories	23/04/2021	Report on Lobbying Payments and Policy	For	Increased disclosure would allow shareholders to more fully assess risks presented by the Company's lobbying activities
Abbott Laboratories	23/04/2021	Report on Racial Justice	For	Amundi is mindful of Abbott's diversity-related disclosure, however more comprehensive diversity data could be supplied to enable better assessment of the efficacy of the company's related policies. The requested report could help positively impact the company's long-term value creation as well as reduce reputational and legal risks. Amundi therefore considers that the proposal has merit.
Abbott Laboratories	23/04/2021	Require Independent Board Chair	For	The lead director is not independent as per Amundi's tenure criteria. We therefore support this proposal.
Abbott Laboratories	23/04/2021	Elect Director Robert J. Alpern	Withhold	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.
Abbott Laboratories	23/04/2021	Elect Director Daniel J. Starks	Withhold	The board is not sufficiently independent as per our voting policy.
Abbott Laboratories	23/04/2021	Elect Director John G. Stratton	For	The proposal is in line with our voting policy
Abbott Laboratories	23/04/2021	Elect Director Glenn F. Tilton	Withhold	The board is not sufficiently independent as per our voting policy.
Abbott Laboratories	23/04/2021	Elect Director Miles D. White	Withhold	The board is not sufficiently independent as per our voting policy.
Abbott Laboratories	23/04/2021	Elect Director Roxanne S. Austin	Withhold	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. The nominee holds 4 non-executive directorships, 2 of which as the Chairman of the Audit Committee. The nominee is therefore overboarded.
Abbott Laboratories	23/04/2021	Elect Director Sally E. Blount	For	The proposal is in line with our voting policy
Abbott Laboratories	23/04/2021	Elect Director Robert B. Ford	For	The proposal is in line with our voting policy
Abbott Laboratories	23/04/2021	Elect Director Michelle A. Kumbier	For	The proposal is in line with our voting policy



Abbott Laboratories	23/04/2021	Elect Director Darren W. McDew	For	The proposal is in line with our voting policy
Abbott Laboratories	23/04/2021	Elect Director Nancy McKinstry	For	The proposal is in line with our voting policy
Abbott Laboratories	23/04/2021	Elect Director William A. Osborn	Withhold	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.
Abbott Laboratories	23/04/2021	Elect Director Michael F. Roman	For	The proposal is in line with our voting policy
Abbott Laboratories	23/04/2021	Adopt Majority Voting Standard for Amendments of the Articles of Incorporation and Effect Other Ministerial Changes	For	The proposal is in line with our voting policy
Abbott Laboratories	23/04/2021	Adopt Majority Voting Standard for Certain Extraordinary Transactions	For	The proposal is in line with our voting policy
Fastenal Company	24/04/2021	Ratify KPMG LLP as Auditors	For	The proposal is in line with our voting policy
Fastenal Company	24/04/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Fastenal Company	24/04/2021	Elect Director Scott A. Satterlee	Against	The board is not sufficiently independent as per our voting policy.
Fastenal Company	24/04/2021	Elect Director Michael J. Ancius	Against	The board is not sufficiently independent as per our voting policy.
Fastenal Company	24/04/2021	Elect Director Stephen L. Eastman	For	The proposal is in line with our voting policy
Fastenal Company	24/04/2021	Elect Director Daniel L. Florness	For	The proposal is in line with our voting policy
Fastenal Company	24/04/2021	Elect Director Rita J. Heise	Against	The board is not sufficiently independent as per our voting policy.
Fastenal Company	24/04/2021	Elect Director Hsenghung Sam Hsu	For	The proposal is in line with our voting policy
Fastenal Company	24/04/2021	Elect Director Daniel L. Johnson	For	The proposal is in line with our voting policy
Fastenal Company	24/04/2021	Elect Director Nicholas J. Lundquist	Against	The board is not sufficiently independent as per our voting policy.
Fastenal Company	24/04/2021	Elect Director Reyne K. Wisecup	Against	The board is not sufficiently independent as per our voting policy.
PerkinElmer, Inc.	27/04/2021	Ratify Deloitte & Touche LLP as Auditors	For	The proposal is in line with our voting policy
PerkinElmer, Inc.	27/04/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
PerkinElmer, Inc.	27/04/2021	Elect Director Peter Barrett	For	The proposal is in line with our voting policy
PerkinElmer, Inc.	27/04/2021	Elect Director Samuel R. Chapin	Against	The nominee holds 3 non-executive directorships, 2 of which as the Chairman of the Audit Committee. The nominee is therefore overboarded.
PerkinElmer, Inc.	27/04/2021	Elect Director Sylvie Gregoire	For	The proposal is in line with our voting policy
PerkinElmer, Inc.	27/04/2021	Elect Director Alexis P. Michas	For	The proposal is in line with our voting policy
PerkinElmer, Inc.	27/04/2021	Elect Director Prahlad R. Singh	For	The proposal is in line with our voting policy
PerkinElmer, Inc.	27/04/2021	Elect Director Michel Vounatsos	For	The proposal is in line with our voting policy
PerkinElmer, Inc.	27/04/2021	Elect Director Frank Witney	For	The proposal is in line with our voting policy
PerkinElmer, Inc.	27/04/2021	Elect Director Pascale Witz	For	The proposal is in line with our voting policy
Equity LifeStyle Properties, Inc.	27/04/2021	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Equity LifeStyle Properties, Inc.	27/04/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Equity LifeStyle Properties, Inc.	27/04/2021	Elect Director Andrew Berkenfield	For	The proposal is in line with our voting policy
Equity LifeStyle Properties, Inc.	27/04/2021	Elect Director Samuel Zell	Withhold	The board is not sufficiently independent as per our voting policy. The nominee holds 5 non-executive directorships, all of which as the Chairman of the Board. The nominee is therefore overboarded.

Equity LifeStyle Properties, Inc.	27/04/2021	Elect Director Derrick Burks	For	The proposal is in line with our voting policy
Equity LifeStyle Properties, Inc.	27/04/2021	Elect Director Philip Calian	Withhold	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.
Equity LifeStyle Properties, Inc.	27/04/2021	Elect Director David Contis	Withhold	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.
Equity LifeStyle Properties, Inc.	27/04/2021	Elect Director Constance Freedman	For	The proposal is in line with our voting policy
Equity LifeStyle Properties, Inc.	27/04/2021	Elect Director Thomas Heneghan	Withhold	The board is not sufficiently independent as per our voting policy.
Equity LifeStyle Properties, Inc.	27/04/2021	Elect Director Marguerite Nader	For	The proposal is in line with our voting policy
Equity LifeStyle Properties, Inc.	27/04/2021	Elect Director Scott Peppet	For	The proposal is in line with our voting policy
Equity LifeStyle Properties, Inc.	27/04/2021	Elect Director Sheli Rosenberg	Withhold	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.
Otis Worldwide Corporation	27/04/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Otis Worldwide Corporation	27/04/2021	Advisory Vote on Say on Pay Frequency	One Year	An annual say-on-pay frequency is in the shareholders' interest.
Otis Worldwide Corporation	27/04/2021	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Otis Worldwide Corporation	27/04/2021	Elect Director Jeffrey H. Black	For	The proposal is in line with our voting policy
Otis Worldwide Corporation	27/04/2021	Elect Director Kathy Hopinkah Hannan	For	The proposal is in line with our voting policy
Otis Worldwide Corporation	27/04/2021	Elect Director Shailesh G. Jejurikar	For	The proposal is in line with our voting policy
Otis Worldwide Corporation	27/04/2021	Elect Director Christopher J. Kearney	For	The proposal is in line with our voting policy
Otis Worldwide Corporation	27/04/2021	Elect Director Judith F. Marks	For	The proposal is in line with our voting policy
Otis Worldwide Corporation	27/04/2021	Elect Director Harold W. McGraw, III	For	The proposal is in line with our voting policy
Otis Worldwide Corporation	27/04/2021	Elect Director Margaret M. V. Preston	For	The proposal is in line with our voting policy
Otis Worldwide Corporation	27/04/2021	Elect Director Shelley Stewart, Jr.	For	The proposal is in line with our voting policy
Otis Worldwide Corporation	27/04/2021	Elect Director John H. Walker	For	The proposal is in line with our voting policy
Canadian National Railway Company	27/04/2021	Ratify KPMG LLP as Auditors	For	The proposal is in line with our voting policy

Canadian National Railway Company	27/04/2021	Advisory Vote on Executive Compensation Approach	For	The proposal is in line with our voting policy
Canadian National Railway Company	27/04/2021	Management Advisory Vote on Climate Change	For	The proposal is in line with our voting policy
Canadian National Railway Company	27/04/2021	SP 1: Institute a New Safety-Centered Bonus System	Against	Employees safety is a key element that Amundi is considering when assessing the ESG quality of a company. This is the responsibility of the company to settle a strong safety policy and to include KPIs linked to this policy in the compensation of the executives. The resolution dictates the payout structure of the bonus plan and therefore is considered too precriptive.
Canadian National Railway Company	27/04/2021	SP 2: Require the CN Police Service to Cede Criminal Investigation of All Workplace Deaths and Serious Injuries and Instead Request the Independent Police Forces in Canada and the US to Do Such Investigations	Against	This request is already covered by the Railway Safety Act and the Canadian Criminal Code.
Canadian National Railway Company	27/04/2021	Elect Director Shauneen Bruder	For	The proposal is in line with our voting policy
Canadian National Railway Company	27/04/2021	Elect Director Julie Godin	For	The proposal is in line with our voting policy
Canadian National Railway Company	27/04/2021	Elect Director Denise Gray	For	The proposal is in line with our voting policy
Canadian National Railway Company	27/04/2021	Elect Director Justin M. Howell	For	The proposal is in line with our voting policy
Canadian National Railway Company	27/04/2021	Elect Director Kevin G. Lynch	For	The proposal is in line with our voting policy
Canadian National Railway Company	27/04/2021	Elect Director Margaret A. McKenzie	Withhold	The nominee holds three non-executive directorships, one of which as an outside Chairman of the Board and another as an outside Chairman of the Audit Committee. The nominee is therefore overboarded.
Canadian National Railway Company	27/04/2021	Elect Director James E. O'Connor	For	The proposal is in line with our voting policy
Canadian National Railway Company	27/04/2021	Elect Director Robert Pace	For	The proposal is in line with our voting policy
Canadian National Railway Company	27/04/2021	Elect Director Robert L. Phillips	Withhold	The nominee holds three non-executive directorships, one of which as an outside Chairman of the Board and another as an outside Chairman of the Audit Committee. The nominee is therefore overboarded.
Canadian National Railway Company	27/04/2021	Elect Director Jean-Jacques Ruest	For	The proposal is in line with our voting policy
Canadian National Railway Company	27/04/2021	Elect Director Laura Stein	For	The proposal is in line with our voting policy
Rollins, Inc.	27/04/2021	Ratify Grant Thornton LLP as Auditors	For	The proposal is in line with our voting policy
Rollins, Inc.	27/04/2021	Increase Authorized Common Stock	For	The proposal is in line with our voting policy
Rollins, Inc.	27/04/2021	Elect Director Gary W. Rollins	Withhold	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria. The nominee holds 1 executive position and 2 non-executive directorships, all of which as chairman of the Board. The nominee is therefore considered overboarded
Rollins, Inc.	27/04/2021	Elect Director Harry J. Cynkus	Withhold	The nominee holds 3 non-executive directorships, 2 of which as chairman of the Audit committee. The nominee is therefore considered overboarded
Rollins, Inc.	27/04/2021	Elect Director Pamela R. Rollins	For	The proposal is in line with our voting policy
FMC Corporation	27/04/2021	Ratify KPMG LLP as Auditors	For	The proposal is in line with our voting policy
FMC Corporation	27/04/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ENVIRONMENTAL criteria in the variable compensation.

FMC Corporation	27/04/2021	Elect Director Pierre Brondeau	Against	The board is not sufficiently independent as per our voting policy. The nominee holds 3 non-executive directorships, 2 of which as the Chairman of the Board. The nominee is therefore overboarded.
FMC Corporation	27/04/2021	Elect Director Eduardo E. Cordeiro	For	The proposal is in line with our voting policy
FMC Corporation	27/04/2021	Elect Director Carol Anthony (John) Davidson	For	The proposal is in line with our voting policy
FMC Corporation	27/04/2021	Elect Director Mark Douglas	For	The proposal is in line with our voting policy
FMC Corporation	27/04/2021	Elect Director C. Scott Greer	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.
FMC Corporation	27/04/2021	Elect Director K'Lynne Johnson	For	The proposal is in line with our voting policy
FMC Corporation	27/04/2021	Elect Director Dirk A. Kempthorne	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.
FMC Corporation	27/04/2021	Elect Director Paul J. Norris	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.
FMC Corporation	27/04/2021	Elect Director Margareth Ovrum	For	The proposal is in line with our voting policy
FMC Corporation	27/04/2021	Elect Director Robert C. Pallash	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.
FMC Corporation	27/04/2021	Elect Director Vincent R. Volpe, Jr.	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.
MSCI Inc.	27/04/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is excessive compared to peers. There is a lack of ESG criteria in the variable compensation.
MSCI Inc.	27/04/2021	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
MSCI Inc.	27/04/2021	Elect Director Henry A. Fernandez	For	The proposal is in line with our voting policy
MSCI Inc.	27/04/2021	Elect Director Robert G. Ashe	For	The proposal is in line with our voting policy
MSCI Inc.	27/04/2021	Elect Director Wayne Edmunds	For	The proposal is in line with our voting policy
MSCI Inc.	27/04/2021	Elect Director Catherine R. Kinney	For	The proposal is in line with our voting policy
MSCI Inc.	27/04/2021	Elect Director Jacques P. Perold	For	The proposal is in line with our voting policy
MSCI Inc.	27/04/2021	Elect Director Sandy C. Rattray	For	The proposal is in line with our voting policy
MSCI Inc.	27/04/2021	Elect Director Linda H. Riefler	For	The proposal is in line with our voting policy
MSCI Inc.	27/04/2021	Elect Director Marcus L. Smith	For	The proposal is in line with our voting policy
MSCI Inc.	27/04/2021	Elect Director Paula Volent	For	The proposal is in line with our voting policy
Bio-Rad Laboratories, Inc.	27/04/2021	Ratify KPMG LLP as Auditors	For	The proposal is in line with our voting policy
Bio-Rad Laboratories, Inc.	27/04/2021	Elect Director Melinda Litherland	For	The proposal is in line with our voting policy
Bio-Rad Laboratories, Inc.	27/04/2021	Elect Director Arnold A. Pinkston	For	The proposal is in line with our voting policy
Eaton Corporation plc	28/04/2021	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	For	The proposal is in line with our voting policy
Eaton Corporation plc	28/04/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.

Eaton Corporation plc	28/04/2021	Authorize Issue of Equity with Pre-emptive Rights	For	The proposal is in line with our voting policy
Eaton Corporation plc	28/04/2021	Authorize Issue of Equity without Pre-emptive Rights	For	The proposal is in line with our voting policy
Eaton Corporation plc	28/04/2021	Authorize Share Repurchase of Issued Share Capital	For	The proposal is in line with our voting policy
Eaton Corporation plc	28/04/2021	Elect Director Craig Arnold	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
Eaton Corporation plc	28/04/2021	Elect Director Christopher M. Connor	Against	The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors.
Eaton Corporation plc	28/04/2021	Elect Director Olivier Leonetti	For	The proposal is in line with our voting policy
Eaton Corporation plc	28/04/2021	Elect Director Deborah L. McCoy	For	The proposal is in line with our voting policy
Eaton Corporation plc	28/04/2021	Elect Director Silvio Napoli	For	The proposal is in line with our voting policy
Eaton Corporation plc	28/04/2021	Elect Director Gregory R. Page	Against	The nominee holds 4 non-executive directorships, 1 of which as the Chairman of the Board. The nominee is therefore overboarded. The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors.
Eaton Corporation plc	28/04/2021	Elect Director Sandra Pianalto	For	The proposal is in line with our voting policy
Eaton Corporation plc	28/04/2021	Elect Director Lori J. Ryerkerk	For	The proposal is in line with our voting policy
Eaton Corporation plc	28/04/2021	Elect Director Gerald B. Smith	For	The proposal is in line with our voting policy
Eaton Corporation plc	28/04/2021	Elect Director Dorothy C. Thompson	For	The proposal is in line with our voting policy
Duke Realty Corporation	28/04/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Duke Realty Corporation	28/04/2021	Ratify KPMG LLP as Auditors	For	The proposal is in line with our voting policy
Duke Realty Corporation	28/04/2021	Elect Director John P. Case	For	The proposal is in line with our voting policy
Duke Realty Corporation	28/04/2021	Elect Director James B. Connor	For	The proposal is in line with our voting policy
Duke Realty Corporation	28/04/2021	Elect Director Tamara D. Fischer	For	The proposal is in line with our voting policy
Duke Realty Corporation	28/04/2021	Elect Director Norman K. Jenkins	For	The proposal is in line with our voting policy
Duke Realty Corporation	28/04/2021	Elect Director Kelly T. Killingsworth	For	The proposal is in line with our voting policy
Duke Realty Corporation	28/04/2021	Elect Director Melanie R. Sabelhaus	For	The proposal is in line with our voting policy
Duke Realty Corporation	28/04/2021	Elect Director Peter M. Scott, III	For	The proposal is in line with our voting policy
Duke Realty Corporation	28/04/2021	Elect Director David P. Stockert	For	The proposal is in line with our voting policy
Duke Realty Corporation	28/04/2021	Elect Director Chris T. Sultemeier	For	The proposal is in line with our voting policy
Duke Realty Corporation	28/04/2021	Elect Director Michael E. Szymanczyk	For	The proposal is in line with our voting policy
Duke Realty Corporation	28/04/2021	Elect Director Warren M. Thompson	For	The proposal is in line with our voting policy
Duke Realty Corporation	28/04/2021	Elect Director Lynn C. Thurber	Against	The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors.
W.W. Grainger, Inc.	28/04/2021	Ratify Ernst & Young LLP as Auditor	For	The proposal is in line with our voting policy
W.W. Grainger, Inc.	28/04/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
W.W. Grainger, Inc.	28/04/2021	Elect Director Rodney C. Adkins	Withhold	The nominee holds four non-executive directorships, one of which as an outside Chairman of the Board. The nominee is therefore overboarded.
W.W. Grainger, Inc.	28/04/2021	Elect Director E. Scott Santi	For	The proposal is in line with our voting policy
W.W. Grainger, Inc.	28/04/2021	Elect Director Susan Slavik Williams	For	The proposal is in line with our voting policy
W.W. Grainger, Inc.	28/04/2021	Elect Director Lucas E. Watson	For	The proposal is in line with our voting policy

W.W. Grainger, Inc.	28/04/2021	Elect Director Steven A. White	Withhold	The nominee holds one executive mandate and three non-executive directorships. The nominee is therefore overboarded.
W.W. Grainger, Inc.	28/04/2021	Elect Director Brian P. Anderson	Withhold	The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors.
W.W. Grainger, Inc.	28/04/2021	Elect Director V. Ann Hailey	Withhold	The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors.
W.W. Grainger, Inc.	28/04/2021	Elect Director Katherine D. Jaspon	For	The proposal is in line with our voting policy
W.W. Grainger, Inc.	28/04/2021	Elect Director Stuart L. Levenick	Withhold	The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors.
W.W. Grainger, Inc.	28/04/2021	Elect Director D.G. Macpherson	Withhold	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
W.W. Grainger, Inc.	28/04/2021	Elect Director Neil S. Novich	Withhold	The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors.
W.W. Grainger, Inc.	28/04/2021	Elect Director Beatriz R. Perez	For	The proposal is in line with our voting policy
W.W. Grainger, Inc.	28/04/2021	Elect Director Michael J. Roberts	For	The proposal is in line with our voting policy
DuPont de Nemours, Inc.	28/04/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
DuPont de Nemours, Inc.	28/04/2021	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
DuPont de Nemours, Inc.	28/04/2021	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	The proposal is in line with our voting policy
DuPont de Nemours, Inc.	28/04/2021	Provide Right to Act by Written Consent	For	The Proposal is in shareholders' interest.
DuPont de Nemours, Inc.	28/04/2021	Adopt Policy to Annually Disclose EEO-1 Data	For	Workforce diversity within the subject of Human capital management is of concern to investors. We support the disclosing of the EEO-1 reports, even more so because they are already produced for regulatory reasons. The report would provide standardized and comparable information to shareholders, enabling them to better assess how diversity is managed by the Company.
DuPont de Nemours, Inc.	28/04/2021	Report on Plastic Pollution	For	While we are mindful that the Company has stated working towards zero discharge of plastics to marine and freshwaters, we consider that current disclosure could be more robust and that shareholders would benefit from the implementation of the proposal recommendations to better assess how the Company is managing this issue.
DuPont de Nemours, Inc.	28/04/2021	Elect Director Amy G. Brady	For	The proposal is in line with our voting policy
DuPont de Nemours, Inc.	28/04/2021	Elect Director Edward D. Breen	For	The proposal is in line with our voting policy
DuPont de Nemours, Inc.	28/04/2021	Elect Director Ruby R. Chandy	For	The proposal is in line with our voting policy
DuPont de Nemours, Inc.	28/04/2021	Elect Director Franklin K. Clyburn, Jr.	For	The proposal is in line with our voting policy
DuPont de Nemours, Inc.	28/04/2021	Elect Director Terrence R. Curtin	For	The proposal is in line with our voting policy
DuPont de Nemours, Inc.	28/04/2021	Elect Director Alexander M. Cutler	For	The proposal is in line with our voting policy
DuPont de Nemours, Inc.	28/04/2021	Elect Director Eleuthere I. du Pont	For	The proposal is in line with our voting policy
DuPont de Nemours, Inc.	28/04/2021	Elect Director Luther C. Kissam	For	The proposal is in line with our voting policy
DuPont de Nemours, Inc.	28/04/2021	Elect Director Frederick M. Lowery	For	The proposal is in line with our voting policy
DuPont de Nemours, Inc.	28/04/2021	Elect Director Raymond J. Milchovich	For	The proposal is in line with our voting policy
DuPont de Nemours, Inc.	28/04/2021	Elect Director Deanna M. Mulligan	For	The proposal is in line with our voting policy
DuPont de Nemours, Inc.	28/04/2021	Elect Director Steven M. Sterin	For	The proposal is in line with our voting policy



Newmont Corporation	28/04/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
Newmont Corporation	28/04/2021	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Newmont Corporation	28/04/2021	Elect Director Patrick G. Awuah, Jr.	For	The proposal is in line with our voting policy
Newmont Corporation	28/04/2021	Elect Director Julio M. Quintana	Against	The nominee holds 4 non-executive directorships, 1 of which as the Chairman of the Board. The nominee is therefore overboarded.
Newmont Corporation	28/04/2021	Elect Director Susan N. Story	For	The proposal is in line with our voting policy
Newmont Corporation	28/04/2021	Elect Director Gregory H. Boyce	For	The proposal is in line with our voting policy
Newmont Corporation	28/04/2021	Elect Director Bruce R. Brook	Against	The nominee holds 3 non-executive directorships, all of which as the Chairman of the Audit Committee. The nominee is therefore overboarded.
Newmont Corporation	28/04/2021	Elect Director Maura Clark	Against	The nominee holds 4 non-executive directorships, 1 of which as the Chairman of the Audit Committee. The nominee is therefore overboarded.
Newmont Corporation	28/04/2021	Elect Director Matthew Coon Come	For	The proposal is in line with our voting policy
Newmont Corporation	28/04/2021	Elect Director Jose Manuel Madero	For	The proposal is in line with our voting policy
Newmont Corporation	28/04/2021	Elect Director Rene Medori	Against	The nominee holds 3 non-executive directorships, including one as Chairman of the Board and one as Chairman of the Audit Committee. The nominee is therefore overboarded.
Newmont Corporation	28/04/2021	Elect Director Jane Nelson	For	The proposal is in line with our voting policy
Newmont Corporation	28/04/2021	Elect Director Thomas Palmer	For	The proposal is in line with our voting policy
Cabot Oil & Gas Corporation	29/04/2021	Ratify PricewaterhouseCoopers LLP as Auditors	Against	We consider that the non-audit fees are excessive compared to total fees, which is detrimental to independence
Cabot Oil & Gas Corporation	29/04/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ENVIRONMENTAL criteria in the variable compensation.
Cabot Oil & Gas Corporation	29/04/2021	Elect Director Dorothy M. Ables	For	The proposal is in line with our voting policy
Cabot Oil & Gas Corporation	29/04/2021	Elect Director Rhys J. Best	Withhold	The nominee holds 4 non-executive directorships, 2 of which as the Chairman of the Board. The nominee is therefore overboarded.
Cabot Oil & Gas Corporation	29/04/2021	Elect Director Robert S. Boswell	For	The proposal is in line with our voting policy
Cabot Oil & Gas Corporation	29/04/2021	Elect Director Amanda M. Brock	For	The proposal is in line with our voting policy
Cabot Oil & Gas Corporation	29/04/2021	Elect Director Peter B. Delaney	For	The proposal is in line with our voting policy
Cabot Oil & Gas Corporation	29/04/2021	Elect Director Dan O. Dinges	Withhold	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
Cabot Oil & Gas Corporation	29/04/2021	Elect Director W. Matt Ralls	For	The proposal is in line with our voting policy
Cabot Oil & Gas Corporation	29/04/2021	Elect Director Marcus A. Watts	For	The proposal is in line with our voting policy
Kimberly-Clark Corporation	29/04/2021	Ratify Deloitte & Touche LLP as Auditors	For	The proposal is in line with our voting policy
Kimberly-Clark Corporation	29/04/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
Kimberly-Clark Corporation	29/04/2021	Approve Omnibus Stock Plan	For	The proposal is in line with our voting policy
Kimberly-Clark Corporation	29/04/2021	Approve Non-Employee Director Omnibus Stock Plan	For	The proposal is in line with our voting policy
Kimberly-Clark Corporation	29/04/2021	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	The proposal is in line with our voting policy
Kimberly-Clark Corporation	29/04/2021	Provide Right to Act by Written Consent	For	The Proposal is in shareholders' interest.

Kimberly-Clark Corporation	29/04/2021	Elect Director John W. Culver	For	The proposal is in line with our voting policy
Kimberly-Clark Corporation	29/04/2021	Elect Director Mark T. Smucker	For	The proposal is in line with our voting policy
Kimberly-Clark Corporation	29/04/2021	Elect Director Michael D. White	For	The proposal is in line with our voting policy
Kimberly-Clark Corporation	29/04/2021	Elect Director Robert W. Decherd	Against	The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors.
Kimberly-Clark Corporation	29/04/2021	Elect Director Michael D. Hsu	For	The proposal is in line with our voting policy
Kimberly-Clark Corporation	29/04/2021	Elect Director Mae C. Jemison	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.
Kimberly-Clark Corporation	29/04/2021	Elect Director S. Todd Maclin	For	The proposal is in line with our voting policy
Kimberly-Clark Corporation	29/04/2021	Elect Director Sherilyn S. McCoy	Against	The nominee holds 5 non-executive directorships. The nominee is therefore overboarded.
Kimberly-Clark Corporation	29/04/2021	Elect Director Christa S. Quarles	For	The proposal is in line with our voting policy
Kimberly-Clark Corporation	29/04/2021	Elect Director Ian C. Read	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. The nominee holds one executive position and three non-executive directorships, one of which as the Chairman of the Board. The nominee is therefore overboarded.
Kimberly-Clark Corporation	29/04/2021	Elect Director Dunia A. Shive	Against	The nominee holds 3 non-executive directorships, 2 of which as the Chairman of the Audit Committee. The nominee is therefore overboarded.
Genuine Parts Company	29/04/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Genuine Parts Company	29/04/2021	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Genuine Parts Company	29/04/2021	Elect Director Elizabeth W. Camp	For	The proposal is in line with our voting policy
Genuine Parts Company	29/04/2021	Elect Director Robert C. "Robin" Loudermilk, Jr.	For	The proposal is in line with our voting policy
Genuine Parts Company	29/04/2021	Elect Director Wendy B. Needham	For	The proposal is in line with our voting policy
Genuine Parts Company	29/04/2021	Elect Director Juliette W. Pryor	For	The proposal is in line with our voting policy
Genuine Parts Company	29/04/2021	Elect Director E. Jenner Wood, III	For	The proposal is in line with our voting policy
Genuine Parts Company	29/04/2021	Elect Director Richard Cox, Jr.	For	The proposal is in line with our voting policy
Genuine Parts Company	29/04/2021	Elect Director Paul D. Donahue	Withhold	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
Genuine Parts Company	29/04/2021	Elect Director Gary P. Fayard	For	The proposal is in line with our voting policy
Genuine Parts Company	29/04/2021	Elect Director P. Russell Hardin	For	The proposal is in line with our voting policy
Genuine Parts Company	29/04/2021	Elect Director John R. Holder	For	The proposal is in line with our voting policy
Genuine Parts Company	29/04/2021	Elect Director Donna W. Hyland	For	The proposal is in line with our voting policy
Genuine Parts Company	29/04/2021	Elect Director John D. Johns	For	The proposal is in line with our voting policy
Genuine Parts Company	29/04/2021	Elect Director Jean-Jacques Lafont	For	The proposal is in line with our voting policy
Church & Dwight Co., Inc.	29/04/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Church & Dwight Co., Inc.	29/04/2021	Eliminate Supermajority Vote Requirement to Fill Board Vacancies	For	The proposal is in line with our voting policy

Church & Dwight Co., Inc.	29/04/2021	Eliminate Supermajority Vote Requirement to Approve Certain Mergers, Consolidations or Dispositions of Substantial Assets	For	The proposal is in line with our voting policy
Church & Dwight Co., Inc.	29/04/2021	Amend Articles of Incorporation to Remove Provisions Relating to Classified Board	For	The proposal is in line with our voting policy
Church & Dwight Co., Inc.	29/04/2021	Ratify Deloitte & Touche LLP as Auditors	For	The proposal is in line with our voting policy
Church & Dwight Co., Inc.	29/04/2021	Elect Director James R. Craigie	Against	The board is not sufficiently independent as per our voting policy.
Church & Dwight Co., Inc.	29/04/2021	Elect Director Matthew T. Farrell	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
Church & Dwight Co., Inc.	29/04/2021	Elect Director Bradley C. Irwin	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.
Church & Dwight Co., Inc.	29/04/2021	Elect Director Penry W. Price	For	The proposal is in line with our voting policy
Church & Dwight Co., Inc.	29/04/2021	Elect Director Susan G. Saideman	For	The proposal is in line with our voting policy
Church & Dwight Co., Inc.	29/04/2021	Elect Director Ravichandra K. Saligram	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.
Church & Dwight Co., Inc.	29/04/2021	Elect Director Robert K. Shearer	Against	The nominee holds 3 non-executive directorships, all of which as the Chairman of the Audit Committee and 1 also as the Chairman of the Board. The nominee is therefore overboarded. The board is not sufficiently independent as per our voting policy.
Church & Dwight Co., Inc.	29/04/2021	Elect Director Janet S. Vergis	For	The proposal is in line with our voting policy
Church & Dwight Co., Inc.	29/04/2021	Elect Director Arthur B. Winkleblack	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.
Church & Dwight Co., Inc.	29/04/2021	Elect Director Laurie J. Yoler	For	The proposal is in line with our voting policy
EOG Resources, Inc.	29/04/2021	Ratify Deloitte & Touche LLP as Auditors	For	The proposal is in line with our voting policy
EOG Resources, Inc.	29/04/2021	Approve Omnibus Stock Plan	For	The proposal is in line with our voting policy
EOG Resources, Inc.	29/04/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
EOG Resources, Inc.	29/04/2021	Elect Director Janet F. Clark	For	The proposal is in line with our voting policy
EOG Resources, Inc.	29/04/2021	Elect Director Charles R. Crisp	For	The proposal is in line with our voting policy
EOG Resources, Inc.	29/04/2021	Elect Director Robert P. Daniels	For	The proposal is in line with our voting policy
EOG Resources, Inc.	29/04/2021	Elect Director James C. Day	For	The proposal is in line with our voting policy
EOG Resources, Inc.	29/04/2021	Elect Director C. Christopher Gaut	For	The proposal is in line with our voting policy
EOG Resources, Inc.	29/04/2021	Elect Director Michael T. Kerr	For	The proposal is in line with our voting policy
EOG Resources, Inc.	29/04/2021	Elect Director Julie J. Robertson	For	The proposal is in line with our voting policy
EOG Resources, Inc.	29/04/2021	Elect Director Donald F. Textor	For	The proposal is in line with our voting policy
EOG Resources, Inc.	29/04/2021	Elect Director William R. Thomas	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
Aptiv PLC	30/04/2021	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	For	The proposal is in line with our voting policy

Aptiv PLC	30/04/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Discretionary payments/powers. Compensation is excessive compared to peers. There is a lack of ESG criteria in the variable compensation.
Aptiv PLC	30/04/2021	Elect Director Kevin P. Clark	For	The proposal is in line with our voting policy
Aptiv PLC	30/04/2021	Elect Director Richard L. Clemmer	For	The proposal is in line with our voting policy
Aptiv PLC	30/04/2021	Elect Director Nancy E. Cooper	Against	The nominee holds 3 non-executive directorships, one of which as the Chairman of the Board and the other two as the Chairman of the Audit Committee. The nominee is therefore overboarded.
Aptiv PLC	30/04/2021	Elect Director Nicholas M. Donofrio	For	The proposal is in line with our voting policy
Aptiv PLC	30/04/2021	Elect Director Rajiv L. Gupta	For	The proposal is in line with our voting policy
Aptiv PLC	30/04/2021	Elect Director Joseph L. Hooley	For	The proposal is in line with our voting policy
Aptiv PLC	30/04/2021	Elect Director Merit E. Janow	For	The proposal is in line with our voting policy
Aptiv PLC	30/04/2021	Elect Director Sean O. Mahoney	For	The proposal is in line with our voting policy
Aptiv PLC	30/04/2021	Elect Director Paul M. Meister	Against	The nominee holds 3 non-executive directorships, one of which as the Chairman of the Board and the other two as the Chairman of the Audit Committee. The nominee is therefore overboarded.
Aptiv PLC	30/04/2021	Elect Director Robert K. Ortberg	For	The proposal is in line with our voting policy
Aptiv PLC	30/04/2021	Elect Director Colin J. Parris	For	The proposal is in line with our voting policy
Aptiv PLC	30/04/2021	Elect Director Ana G. Pinczuk	For	The proposal is in line with our voting policy
Agnico Eagle Mines Limited	30/04/2021	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	For	The proposal is in line with our voting policy
Agnico Eagle Mines Limited	30/04/2021	Amend Stock Option Plan	For	The proposal is in line with our voting policy
Agnico Eagle Mines Limited	30/04/2021	Advisory Vote on Executive Compensation Approach	Against	Compensation is excessive compared to peers. There is a lack of environmental criteria in the variable compensation.
Agnico Eagle Mines Limited	30/04/2021	Elect Director Leona Aglukkaq	For	The proposal is in line with our voting policy
Agnico Eagle Mines Limited	30/04/2021	Elect Director Jamie C. Sokalsky	Withhold	The nominee holds three non executives directorships including one as Chairman of the Board and one as chairman of the audit committee. The nominee is therefore overboard.
Agnico Eagle Mines Limited	30/04/2021	Elect Director Sean Boyd	For	The proposal is in line with our voting policy
Agnico Eagle Mines Limited	30/04/2021	Elect Director Martine A. Celej	For	The proposal is in line with our voting policy
Agnico Eagle Mines Limited	30/04/2021	Elect Director Robert J. Gemmell	For	The proposal is in line with our voting policy
Agnico Eagle Mines Limited	30/04/2021	Elect Director Mel Leiderman	For	The proposal is in line with our voting policy
Agnico Eagle Mines Limited	30/04/2021	Elect Director Deborah McCombe	For	The proposal is in line with our voting policy
Agnico Eagle Mines Limited	30/04/2021	Elect Director James D. Nasso	For	The proposal is in line with our voting policy
Agnico Eagle Mines Limited	30/04/2021	Elect Director Sean Riley	For	The proposal is in line with our voting policy
Agnico Eagle Mines Limited	30/04/2021	Elect Director J. Merfyn Roberts	For	The proposal is in line with our voting policy
Teleflex Incorporated	30/04/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Teleflex Incorporated	30/04/2021	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Teleflex Incorporated	30/04/2021	Declassify the Board of Directors	For	The Proposal is in shareholders' interest.
Teleflex Incorporated	30/04/2021	Elect Director Candace H. Duncan	For	The proposal is in line with our voting policy

Teleflex Incorporated	30/04/2021	Elect Director Stephen K. Klasko	Against	The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors.
Teleflex Incorporated	30/04/2021	Elect Director Stuart A. Randle	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.
Carvana Co.	03/05/2021	Approve Qualified Employee Stock Purchase Plan	For	The proposal is in line with our voting policy
Carvana Co.	03/05/2021	Ratify Grant Thornton LLP as Auditors	For	The proposal is in line with our voting policy
Carvana Co.	03/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Carvana Co.	03/05/2021	Elect Director Ernest Garcia, III	Withhold	There are issues with the board which do not enable support of the proposal.
Carvana Co.	03/05/2021	Elect Director Ira Platt	Withhold	There are issues with the board which do not enable support of the proposal.
Eli Lilly and Company	03/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Eli Lilly and Company	03/05/2021	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Eli Lilly and Company	03/05/2021	Declassify the Board of Directors	For	The proposal is in line with our voting policy
Eli Lilly and Company	03/05/2021	Eliminate Supermajority Vote Requirement	For	The proposal is in line with our voting policy
Eli Lilly and Company	03/05/2021	Report on Lobbying Payments and Policy	For	There is a lack of lobbying disclosure and on how the Board oversees political spending and indirect lobbying expenditures. We therefore consider that this shareholder proposal has merit.
Eli Lilly and Company	03/05/2021	Require Independent Board Chair	For	The Proposal is in shareholders' interest.
Eli Lilly and Company	03/05/2021	Adopt Policy on Bonus Banking	For	Adoption of the proposal would enhance and complete measures already in place providing more safeguards for shareholders
Eli Lilly and Company	03/05/2021	Clawback Disclosure of Recoupment Activity from Senior Officers	For	Increased disclosure of how the Company is enforcing its clawback policy would benefit shareholders
Eli Lilly and Company	03/05/2021	Elect Director Katherine Baicker	For	The proposal is in line with our voting policy
Eli Lilly and Company	03/05/2021	Elect Director J. Erik Fyrwald	Against	The nominee holds 4 non-executive directorships, 1 of which as chairman of the Board. The nominee is therefore considered overboarded.
Eli Lilly and Company	03/05/2021	Elect Director Jamere Jackson	Against	The nominee holds one executive position and two non-executive directorships, 1 of which as Chairman of the Audit Committee. The nominee is therefore overboarded.
Eli Lilly and Company	03/05/2021	Elect Director Gabrielle Sulzberger	For	The proposal is in line with our voting policy
Eli Lilly and Company	03/05/2021	Elect Director Jackson P. Tai	Against	There are issues with the board which do not enable support of the proposal.
Paycom Software, Inc.	03/05/2021	Ratify Grant Thornton LLP as Auditors	For	The proposal is in line with our voting policy
Paycom Software, Inc.	03/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is excessive. The remuneration structure is not satisfactory. The company has shown no or insufficient responsiveness to shareholder dissent. Compensation is excessive compared to peers. There is a lack of ESG criteria in the variable compensation.
Paycom Software, Inc.	03/05/2021	Report on Plans to Improve Diversity of Executive Leadership	For	This shareholder proposal has not been opposed by Management. We believe that human capital management is a material issue for all companies, and the Company is no exception. An extremely important aspect of human capital management is ensuring that a company's workforce is diverse and inclusive. In

				order for shareholders to monitor performance on this crucial issue, companies should provide quantitative, comparable data concerning the demographic diversity of their workforces, and their plans to remedy any noted imbalances.
Paycom Software, Inc.	03/05/2021	Elect Director Robert J. Levenson	Withhold	There are issues with the board which do not enable support of the proposal.
Paycom Software, Inc.	03/05/2021	Elect Director Frederick C. Peters, II	Withhold	There are issues with the board which do not enable support of the proposal. The company has shown no or insufficient responsiveness to shareholder dissent.
Expeditors International of Washington, Inc.	04/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Expeditors International of Washington, Inc.	04/05/2021	Ratify KPMG LLP as Auditors	For	The proposal is in line with our voting policy
Expeditors International of Washington, Inc.	04/05/2021	Elect Director Robert R. Wright	For	The proposal is in line with our voting policy
Expeditors International of Washington, Inc.	04/05/2021	Elect Director Glenn M. Alger	For	The proposal is in line with our voting policy
Expeditors International of Washington, Inc.	04/05/2021	Elect Director Robert P. Carlile	For	The proposal is in line with our voting policy
Expeditors International of Washington, Inc.	04/05/2021	Elect Director James M. DuBois	For	The proposal is in line with our voting policy
Expeditors International of Washington, Inc.	04/05/2021	Elect Director Mark A. Emmert	For	The proposal is in line with our voting policy
Expeditors International of Washington, Inc.	04/05/2021	Elect Director Diane H. Gulyas	For	The proposal is in line with our voting policy
Expeditors International of Washington, Inc.	04/05/2021	Elect Director Jeffrey S. Musser	For	The proposal is in line with our voting policy
Expeditors International of Washington, Inc.	04/05/2021	Elect Director Liane J. Pelletier	For	The proposal is in line with our voting policy
Fortune Brands Home & Security, Inc.	04/05/2021	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Fortune Brands Home & Security, Inc.	04/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Fortune Brands Home & Security, Inc.	04/05/2021	Elect Director Ann Fritz Hackett	For	The proposal is in line with our voting policy
Fortune Brands Home & Security, Inc.	04/05/2021	Elect Director John G. Morikis	For	The proposal is in line with our voting policy
Fortune Brands Home & Security, Inc.	04/05/2021	Elect Director Jeffery S. Perry	For	The proposal is in line with our voting policy
Fortune Brands Home & Security, Inc.	04/05/2021	Elect Director Ronald V. Waters, III	Against	The nominee holds 3 non-executive directorships, two of which as chairman of the Audit committee. The nominee is therefore considered overboarded
Pentair plc	04/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Pentair plc	04/05/2021	Approve Deloitte & Touche LLP as Auditors and Authorize Board to Fix Their Remuneration	For	The proposal is in line with our voting policy
Pentair plc	04/05/2021	Amend Non-Qualified Employee Stock Purchase Plan	For	The proposal is in line with our voting policy
Pentair plc	04/05/2021	Renew the Board's Authority to Issue Shares Under Irish Law	For	The proposal is in line with our voting policy
Pentair plc	04/05/2021	Authorize Board to Opt-Out of Statutory Pre-Emption Rights	For	The proposal is in line with our voting policy
Pentair plc	04/05/2021	Determine Price Range for Reissuance of Treasury Shares	For	The proposal is in line with our voting policy
Pentair plc	04/05/2021	Elect Director Mona Abutaleb Stephenson	For	The proposal is in line with our voting policy
Pentair plc	04/05/2021	Elect Director Glynis A. Bryan	For	The proposal is in line with our voting policy
Pentair plc	04/05/2021	Elect Director T. Michael Glenn	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.
Pentair plc	04/05/2021	Elect Director Theodore L. Harris	For	The proposal is in line with our voting policy
Pentair plc	04/05/2021	Elect Director Gregory E. Knight	For	The proposal is in line with our voting policy
Pentair plc	04/05/2021	Elect Director David A. Jones	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.
Pentair plc	04/05/2021	Elect Director Michael T. Speetzen	For	The proposal is in line with our voting policy
Pentair plc	04/05/2021	Elect Director John L. Stauch	For	The proposal is in line with our voting policy
Pentair plc	04/05/2021	Elect Director Billie I. Williamson	For	The proposal is in line with our voting policy
Packaging Corporation of America	04/05/2021	Ratify KPMG LLP as Auditors	For	The proposal is in line with our voting policy
Packaging Corporation of America	04/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of Environmental criteria in the variable compensation.
Packaging Corporation of America	04/05/2021	Elect Director Cheryl K. Beebe	Against	The board is not sufficiently independent as per our voting policy. The nominee holds four non-executive directorships, one of which as the Chairman of the Audit Committee and another as an outside Chairman of the Board. The nominee is therefore overboarded.
Packaging Corporation of America	04/05/2021	Elect Director Paul T. Stecko	Against	The board is not sufficiently independent as per our voting policy.
Packaging Corporation of America	04/05/2021	Elect Director James D. Woodrum	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.
Packaging Corporation of America	04/05/2021	Elect Director Duane C. Farrington	For	The proposal is in line with our voting policy
Packaging Corporation of America	04/05/2021	Elect Director Donna A. Harman	For	The proposal is in line with our voting policy
Packaging Corporation of America	04/05/2021	Elect Director Mark W. Kowlzan	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
Packaging Corporation of America	04/05/2021	Elect Director Robert C. Lyons	For	The proposal is in line with our voting policy
Packaging Corporation of America	04/05/2021	Elect Director Thomas P. Maurer	For	The proposal is in line with our voting policy
Packaging Corporation of America	04/05/2021	Elect Director Samuel M. Mencoff	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.
Packaging Corporation of America	04/05/2021	Elect Director Roger B. Porter	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.
Packaging Corporation of America	04/05/2021	Elect Director Thomas S. Souleles	For	The proposal is in line with our voting policy
Baxter International Inc.	04/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Baxter International Inc.	04/05/2021	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy

Baxter International Inc.	04/05/2021	Approve Omnibus Stock Plan	For	The proposal is in line with our voting policy
Baxter International Inc.	04/05/2021	Amend Qualified Employee Stock Purchase Plan	For	The proposal is in line with our voting policy
Baxter International Inc.	04/05/2021	Provide Right to Act by Written Consent	For	The Proposal is in shareholders' interest.
Baxter International Inc.	04/05/2021	Require Independent Board Chair	Against	The proposal is not in shareholders' interest at this time.
Baxter International Inc.	04/05/2021	Elect Director Jose (Joe) E. Almeida	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
Baxter International Inc.	04/05/2021	Elect Director Thomas F. Chen	For	The proposal is in line with our voting policy
Baxter International Inc.	04/05/2021	Elect Director John D. Forsyth	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.
Baxter International Inc.	04/05/2021	Elect Director Peter S. Hellman	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.
Baxter International Inc.	04/05/2021	Elect Director Michael F. Mahoney	For	The proposal is in line with our voting policy
Baxter International Inc.	04/05/2021	Elect Director Patricia B. Morrison	For	The proposal is in line with our voting policy
Baxter International Inc.	04/05/2021	Elect Director Stephen N. Oesterle	For	The proposal is in line with our voting policy
Baxter International Inc.	04/05/2021	Elect Director Cathy R. Smith	For	The proposal is in line with our voting policy
Baxter International Inc.	04/05/2021	Elect Director Thomas T. Stalkamp	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.
Baxter International Inc.	04/05/2021	Elect Director Albert P.L. Stroucken	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.
Baxter International Inc.	04/05/2021	Elect Director Amy A. Wendell	For	The proposal is in line with our voting policy
Baxter International Inc.	04/05/2021	Elect Director David S. Wilkes	For	The proposal is in line with our voting policy
Pool Corporation	04/05/2021	Ratify Ernst & Young LLP as Auditor	For	The proposal is in line with our voting policy
Pool Corporation	04/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Pool Corporation	04/05/2021	Elect Director Peter D. Arvan	For	The proposal is in line with our voting policy
Pool Corporation	04/05/2021	Elect Director Timothy M. Graven	For	The proposal is in line with our voting policy
Pool Corporation	04/05/2021	Elect Director Debra S. Oler	For	The proposal is in line with our voting policy
Pool Corporation	04/05/2021	Elect Director Manuel J. Perez de la Mesa	Against	The board is not sufficiently independent as per our voting policy.
Pool Corporation	04/05/2021	Elect Director Harlan F. Seymour	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.
Pool Corporation	04/05/2021	Elect Director Robert C. Sledd	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.
Pool Corporation	04/05/2021	Elect Director John E. Stokely	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.
Pool Corporation	04/05/2021	Elect Director David G. Whalen	For	The proposal is in line with our voting policy
Barrick Gold Corporation	04/05/2021	Approve Pricewaterhousecoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	The proposal is in line with our voting policy
Barrick Gold Corporation	04/05/2021	Advisory Vote on Executive Compensation Approach	Against	Compensation is excessive compared to peers
Barrick Gold Corporation	04/05/2021	Approve Reduction in Stated Capital	For	The proposal is in line with our voting policy
Barrick Gold Corporation	04/05/2021	Elect Director D. Mark Bristow	For	The proposal is in line with our voting policy
Barrick Gold Corporation	04/05/2021	Elect Director John L. Thornton	For	The proposal is in line with our voting policy
Barrick Gold Corporation	04/05/2021	Elect Director Gustavo A. Cisneros	Withhold	The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors
Barrick Gold Corporation	04/05/2021	Elect Director Christopher L. Coleman	For	The proposal is in line with our voting policy
Barrick Gold Corporation	04/05/2021	Elect Director J. Michael Evans	For	The proposal is in line with our voting policy
Barrick Gold Corporation	04/05/2021	Elect Director Brian L. Greenspun	For	The proposal is in line with our voting policy
Barrick Gold Corporation	04/05/2021	Elect Director J. Brett Harvey	Withhold	The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors.
Barrick Gold Corporation	04/05/2021	Elect Director Anne N. Kabagambe	For	The proposal is in line with our voting policy
Barrick Gold Corporation	04/05/2021	Elect Director Andrew J. Quinn	For	The proposal is in line with our voting policy
Barrick Gold Corporation	04/05/2021	Elect Director M. Loreto Silva	For	The proposal is in line with our voting policy
Edwards Lifesciences Corporation	04/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
Edwards Lifesciences Corporation	04/05/2021	Amend Qualified Employee Stock Purchase Plan	For	The proposal is in line with our voting policy
Edwards Lifesciences Corporation	04/05/2021	Amend Nonqualified Employee Stock Purchase Plan	For	The proposal is in line with our voting policy
Edwards Lifesciences Corporation	04/05/2021	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Edwards Lifesciences Corporation	04/05/2021	Provide Right to Act by Written Consent	Against	proposal not in shareholders' interest
Edwards Lifesciences Corporation	04/05/2021	Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	For	Amundi is in favor of employee involvement in corporate governance (as well as employee share ownership), because these practices help align the interests of shareholders and employees over the long term. Amundi thus promotes the appointment of employee Directors as a principle of good governance.
Edwards Lifesciences Corporation	04/05/2021	Elect Director Kieran T. Gallahue	For	The proposal is in line with our voting policy
Edwards Lifesciences Corporation	04/05/2021	Elect Director Leslie S. Heisz	For	The proposal is in line with our voting policy
Edwards Lifesciences Corporation	04/05/2021	Elect Director Paul A. LaViolette	Against	The nominee holds 3 non-executive directorships, 2 of which as the Chairman of the Board. The nominee is therefore overboarded.
Edwards Lifesciences Corporation	04/05/2021	Elect Director Steven R. Loranger	For	The proposal is in line with our voting policy
Edwards Lifesciences Corporation	04/05/2021	Elect Director Martha H. Marsh	For	The proposal is in line with our voting policy

Edwards Lifesciences Corporation	04/05/2021	Elect Director Michael A. Mussallem	For	The proposal is in line with our voting policy
Edwards Lifesciences Corporation	04/05/2021	Elect Director Ramona Sequeira	For	The proposal is in line with our voting policy
Edwards Lifesciences Corporation	04/05/2021	Elect Director Nicholas J. Valeriani	For	The proposal is in line with our voting policy
Imperial Oil Limited	04/05/2021	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Imperial Oil Limited	04/05/2021	Adopt a Corporate Wide Ambition to Achieve Net Zero Carbon Emissions	For	Shareholders may benefit from additional disclosure (ie more granularity in its trajectory) from Imperial Oil in support of the low-carbon economy
Imperial Oil Limited	04/05/2021	Elect Director D.W. (David) Cornhill	For	The proposal is in line with our voting policy
Imperial Oil Limited	04/05/2021	Elect Director B.W. (Bradley) Corson	Withhold	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
Imperial Oil Limited	04/05/2021	Elect Director M.R. (Matthew) Crocker	For	The proposal is in line with our voting policy
Imperial Oil Limited	04/05/2021	Elect Director K.T. (Krystyna) Hoeg	For	The proposal is in line with our voting policy
Imperial Oil Limited	04/05/2021	Elect Director M.C. (Miranda) Hubbs	For	The proposal is in line with our voting policy
Imperial Oil Limited	04/05/2021	Elect Director J.M. (Jack) Mintz	For	The proposal is in line with our voting policy
Imperial Oil Limited	04/05/2021	Elect Director D.S. (David) Sutherland	For	The proposal is in line with our voting policy
West Pharmaceutical Services, Inc.	04/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
West Pharmaceutical Services, Inc.	04/05/2021	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
West Pharmaceutical Services, Inc.	04/05/2021	Elect Director Mark A. Buthman	For	The proposal is in line with our voting policy
West Pharmaceutical Services, Inc.	04/05/2021	Elect Director William F. Feehery	For	The proposal is in line with our voting policy
West Pharmaceutical Services, Inc.	04/05/2021	Elect Director Robert F. Friel	For	The proposal is in line with our voting policy
West Pharmaceutical Services, Inc.	04/05/2021	Elect Director Eric M. Green	For	The proposal is in line with our voting policy
West Pharmaceutical Services, Inc.	04/05/2021	Elect Director Thomas W. Hofmann	For	The proposal is in line with our voting policy
West Pharmaceutical Services, Inc.	04/05/2021	Elect Director Deborah L. V. Keller	For	The proposal is in line with our voting policy
West Pharmaceutical Services, Inc.	04/05/2021	Elect Director Myla P. Lai-Goldman	For	The proposal is in line with our voting policy
West Pharmaceutical Services, Inc.	04/05/2021	Elect Director Douglas A. Michels	For	The proposal is in line with our voting policy
West Pharmaceutical Services, Inc.	04/05/2021	Elect Director Paolo Pucci	For	The proposal is in line with our voting policy
West Pharmaceutical Services, Inc.	04/05/2021	Elect Director Patrick J. Zenner	For	The proposal is in line with our voting policy
Cognex Corporation	05/05/2021	Elect Director Sachin Lawande	For	The proposal is in line with our voting policy
Cognex Corporation	05/05/2021	Ratify Grant Thornton LLP as Auditors	For	The proposal is in line with our voting policy
Cognex Corporation	05/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
IHS Markit Ltd.	05/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
IHS Markit Ltd.	05/05/2021	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	For	The proposal is in line with our voting policy
IHS Markit Ltd.	05/05/2021	Elect Director Lance Uggle	For	The proposal is in line with our voting policy
IHS Markit Ltd.	05/05/2021	Elect Director John Browne	For	The proposal is in line with our voting policy
IHS Markit Ltd.	05/05/2021	Elect Director Dinyar S. Devitre	For	The proposal is in line with our voting policy

IHS Markit Ltd.	05/05/2021	Elect Director Ruann F. Ernst	For	The proposal is in line with our voting policy
IHS Markit Ltd.	05/05/2021	Elect Director Jacques Esculier	For	The proposal is in line with our voting policy
IHS Markit Ltd.	05/05/2021	Elect Director Gay Huey Evans	For	The proposal is in line with our voting policy
IHS Markit Ltd.	05/05/2021	Elect Director William E. Ford	For	The proposal is in line with our voting policy
IHS Markit Ltd.	05/05/2021	Elect Director Nicoletta Giadrossi	For	The proposal is in line with our voting policy
IHS Markit Ltd.	05/05/2021	Elect Director Robert P. Kelly	For	The proposal is in line with our voting policy
IHS Markit Ltd.	05/05/2021	Elect Director Deborah Doyle McWhinney	For	The proposal is in line with our voting policy
IHS Markit Ltd.	05/05/2021	Elect Director Jean-Paul L. Montupet	For	The proposal is in line with our voting policy
IHS Markit Ltd.	05/05/2021	Elect Director Deborah K. Orida	For	The proposal is in line with our voting policy
IHS Markit Ltd.	05/05/2021	Elect Director James A. Rosenthal	For	The proposal is in line with our voting policy
PepsiCo, Inc.	05/05/2021	Ratify KPMG LLP as Auditors	For	The proposal is in line with our voting policy
PepsiCo, Inc.	05/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
PepsiCo, Inc.	05/05/2021	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	The Proposal is in shareholders' interest.
PepsiCo, Inc.	05/05/2021	Report on Sugar and Public Health	For	Numerous studies have demonstrated the negative health impacts of excessive sugar consumption. The American Heart Association advises limits for added sugars — no added sugar for children younger than age two, no more than 24 grams of sugar for children older than two and women, and no more than 36 grams of sugar for men. A 12-oz. can of regular soda contains around 40 grams of sugar. Harvard's T.H. Chan School of Public Health has called rising consumption of sugary drinks a "major contributor to the obesity epidemic". In addition we are aware that the COVID 19 context has underlined the need for even more transparency on the subject. The requested report would be useful to shareholders providing feedback on the Company's sugar products marketed to consumers, especially those products targeted to children and young consumers.
PepsiCo, Inc.	05/05/2021	Report on External Public Health Costs	For	Issues of social responsibility and sustainable development, such as those of governance, are essential in the assessment of a company. Only a global vision of the company, going beyond the purely financial aspect and integrating all risks and opportunities, in particular for ESG criteria (Environment, Social, Governance), allows an assessment of its intrinsic value and long-term economic performance. These two dimensions are not mutually contradictory but complement one another. The social acceptance of a company's practices contributes to its image, and therefore indirectly to its development and profitability for its shareholders. The proposed report would contribute to this vision.
PepsiCo, Inc.	05/05/2021	Elect Director Segun Agbaje	For	The proposal is in line with our voting policy
PepsiCo, Inc.	05/05/2021	Elect Director Shona L. Brown	Against	The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors.
PepsiCo, Inc.	05/05/2021	Elect Director Cesar Conde	For	The proposal is in line with our voting policy
PepsiCo, Inc.	05/05/2021	Elect Director Ian Cook	Against	The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors.
PepsiCo, Inc.	05/05/2021	Elect Director Dina Dublon	Against	The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors.

PepsiCo, Inc.	05/05/2021	Elect Director Michelle Gass	For	The proposal is in line with our voting policy
PepsiCo, Inc.	05/05/2021	Elect Director Ramon L. Laguarta	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
PepsiCo, Inc.	05/05/2021	Elect Director Dave Lewis	For	The proposal is in line with our voting policy
PepsiCo, Inc.	05/05/2021	Elect Director David C. Page	For	The proposal is in line with our voting policy
PepsiCo, Inc.	05/05/2021	Elect Director Robert C. Pohlad	For	The proposal is in line with our voting policy
PepsiCo, Inc.	05/05/2021	Elect Director Daniel Vasella	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.
PepsiCo, Inc.	05/05/2021	Elect Director Darren Walker	For	The proposal is in line with our voting policy
PepsiCo, Inc.	05/05/2021	Elect Director Alberto Weisser	For	The proposal is in line with our voting policy
Toromont Industries Ltd.	05/05/2021	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	For	The proposal is in line with our voting policy
Toromont Industries Ltd.	05/05/2021	Advisory Vote on Executive Compensation Approach	For	The proposal is in line with our voting policy
Toromont Industries Ltd.	05/05/2021	Amend Stock Option Plan	For	The proposal is in line with our voting policy
Toromont Industries Ltd.	05/05/2021	Re-approve Shareholder Rights Plan	For	The proposal is in line with our voting policy
Toromont Industries Ltd.	05/05/2021	Elect Director Peter J. Blake	For	The proposal is in line with our voting policy
Toromont Industries Ltd.	05/05/2021	Elect Director Katherine A. Rethy	For	The proposal is in line with our voting policy
Toromont Industries Ltd.	05/05/2021	Elect Director Richard G. Roy	Withhold	The nominee holds four non-executive directorships including one as Chairman of the Audit Committee. The nominee is therefore overboarded.
Toromont Industries Ltd.	05/05/2021	Elect Director Benjamin D. Cherniavsky	For	The proposal is in line with our voting policy
Toromont Industries Ltd.	05/05/2021	Elect Director Jeffrey S. Chisholm	For	The proposal is in line with our voting policy
Toromont Industries Ltd.	05/05/2021	Elect Director Cathryn E. Cranston	For	The proposal is in line with our voting policy
Toromont Industries Ltd.	05/05/2021	Elect Director James W. Gill	For	The proposal is in line with our voting policy
Toromont Industries Ltd.	05/05/2021	Elect Director Wayne S. Hill	For	The proposal is in line with our voting policy
Toromont Industries Ltd.	05/05/2021	Elect Director Sharon L. Hodgson	For	The proposal is in line with our voting policy
Toromont Industries Ltd.	05/05/2021	Elect Director Scott J. Medhurst	For	The proposal is in line with our voting policy
Toromont Industries Ltd.	05/05/2021	Elect Director Robert M. Ogilvie	For	The proposal is in line with our voting policy
NVR, Inc.	05/05/2021	Ratify KPMG LLP as Auditors	For	The proposal is in line with our voting policy
NVR, Inc.	05/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
NVR, Inc.	05/05/2021	Elect Director Dwight C. Schar	Against	The board is not sufficiently independent as per our voting policy.
NVR, Inc.	05/05/2021	Elect Director David A. Preiser	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. There are issues with the board which do not enable support of the proposal.
NVR, Inc.	05/05/2021	Elect Director W. Grady Rosier	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. There are issues with the board which do not enable support of the proposal.
NVR, Inc.	05/05/2021	Elect Director Susan Williamson Ross	Against	There are issues with the board which do not enable support of the proposal.
NVR, Inc.	05/05/2021	Elect Director C. E. Andrews	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.
NVR, Inc.	05/05/2021	Elect Director Sallie B. Bailey	For	The proposal is in line with our voting policy
NVR, Inc.	05/05/2021	Elect Director Thomas D. Eckert	Against	There are issues with the board which do not enable support of the proposal.
NVR, Inc.	05/05/2021	Elect Director Alfred E. Festa	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.
NVR, Inc.	05/05/2021	Elect Director Manuel H. Johnson	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.
NVR, Inc.	05/05/2021	Elect Director Alexandra A. Jung	For	The proposal is in line with our voting policy
NVR, Inc.	05/05/2021	Elect Director Mel Martinez	For	The proposal is in line with our voting policy
NVR, Inc.	05/05/2021	Elect Director William A. Moran	Against	The board is not sufficiently independent as per our voting policy.
Stryker Corporation	05/05/2021	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Stryker Corporation	05/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Stryker Corporation	05/05/2021	Report on Workforce Involvement in Corporate Governance	For	Amundi is in favor of employee involvement in corporate governance (as well as employee share ownership), because these practices help align the interests of shareholders and employees over the long term. Amundi thus promotes the appointment of employee Directors as a principle of good governance. The request report is in line with these convictions and merits support.
Stryker Corporation	05/05/2021	Provide Right to Call A Special Meeting	For	The Proposal is in shareholders' interest.
Stryker Corporation	05/05/2021	Elect Director Mary K. Brainerd	For	The proposal is in line with our voting policy
Stryker Corporation	05/05/2021	Elect Director Giovanni Caforio	For	The proposal is in line with our voting policy
Stryker Corporation	05/05/2021	Elect Director Srikant M. Datar	Against	The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors.
Stryker Corporation	05/05/2021	Elect Director Allan C. Golston	For	The proposal is in line with our voting policy
Stryker Corporation	05/05/2021	Elect Director Kevin A. Lobo	For	The proposal is in line with our voting policy
Stryker Corporation	05/05/2021	Elect Director Sherilyn S. McCoy	Against	The nominee holds 5 non-executive directorships, 1 of which as the Chairman of the Board. The nominee is therefore overboarded.
Stryker Corporation	05/05/2021	Elect Director Andrew K. Silvernail	For	The proposal is in line with our voting policy
Stryker Corporation	05/05/2021	Elect Director Lisa M. Skeete Tatum	For	The proposal is in line with our voting policy
Stryker Corporation	05/05/2021	Elect Director Ronda E. Stryker	Against	The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors.
Stryker Corporation	05/05/2021	Elect Director Rajeev Suri	For	The proposal is in line with our voting policy
Danaher Corporation	05/05/2021	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Danaher Corporation	05/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Danaher Corporation	05/05/2021	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	The Proposal is in shareholders' interest.
Danaher Corporation	05/05/2021	Elect Director Rainer M. Blair	For	The proposal is in line with our voting policy
Danaher Corporation	05/05/2021	Elect Director Linda Hefner Filler	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.

Danaher Corporation	05/05/2021	Elect Director Teri List	Against	Problematic pledging activity unaddressed by the Audit Committee.
Danaher Corporation	05/05/2021	Elect Director Walter G. Lohr, Jr.	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. Problematic pledging activity unaddressed by the Audit Committee.
Danaher Corporation	05/05/2021	Elect Director Jessica L. Mega	For	The proposal is in line with our voting policy
Danaher Corporation	05/05/2021	Elect Director Mitchell P. Rales	Against	The nominee holds one executive mandate and two non-executive directorships, one of which as an outside Chairman of the Board. The nominee is therefore overboarded.
Danaher Corporation	05/05/2021	Elect Director Steven M. Rales	For	The proposal is in line with our voting policy
Danaher Corporation	05/05/2021	Elect Director Pardis C. Sabeti	For	The proposal is in line with our voting policy
Danaher Corporation	05/05/2021	Elect Director John T. Schwieters	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. Problematic pledging activity unaddressed by the Audit Committee.
Danaher Corporation	05/05/2021	Elect Director Alan G. Spoon	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, one of which as an outside Chairman of the Board and another as an outside Chairman of the Audit Committee. The nominee is therefore overboarded.
Danaher Corporation	05/05/2021	Elect Director Raymond C. Stevens	For	The proposal is in line with our voting policy
Danaher Corporation	05/05/2021	Elect Director Elias A. Zerhouni	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.
Franco-Nevada Corporation	05/05/2021	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	The proposal is in line with our voting policy
Franco-Nevada Corporation	05/05/2021	Advisory Vote on Executive Compensation Approach	For	The proposal is in line with our voting policy
Franco-Nevada Corporation	05/05/2021	Elect Director David Harquail	For	The proposal is in line with our voting policy
Franco-Nevada Corporation	05/05/2021	Elect Director Elliott Pew	For	The proposal is in line with our voting policy
Franco-Nevada Corporation	05/05/2021	Elect Director Paul Brink	For	The proposal is in line with our voting policy
Franco-Nevada Corporation	05/05/2021	Elect Director Tom Albanese	For	The proposal is in line with our voting policy
Franco-Nevada Corporation	05/05/2021	Elect Director Derek W. Evans	Withhold	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
Franco-Nevada Corporation	05/05/2021	Elect Director Catharine Farrow	For	The proposal is in line with our voting policy

Franco-Nevada Corporation	05/05/2021	Elect Director Louis Gignac	Withhold	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.
Franco-Nevada Corporation	05/05/2021	Elect Director Maureen Jensen	For	The proposal is in line with our voting policy
Franco-Nevada Corporation	05/05/2021	Elect Director Jennifer Maki	For	The proposal is in line with our voting policy
Franco-Nevada Corporation	05/05/2021	Elect Director Randall Oliphant	For	The proposal is in line with our voting policy
Boston Scientific Corporation	06/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Boston Scientific Corporation	06/05/2021	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Boston Scientific Corporation	06/05/2021	Report on Non-Management Employee Representation on the Board of Directors	For	Amundi is in favor of employee involvement in corporate governance (as well as employee share ownership), because these practices help align the interests of shareholders and employees over the long term. Amundi thus promotes the appointment of employee Directors as a principle of good governance.
Boston Scientific Corporation	06/05/2021	Elect Director Nelda J. Connors	For	The proposal is in line with our voting policy
Boston Scientific Corporation	06/05/2021	Elect Director Charles J. Dockendorff	Withhold	The nominee holds 4 non-executive directorships, all of which as the Chairman of the Audit Committee. The nominee is therefore overboarded.
Boston Scientific Corporation	06/05/2021	Elect Director Yoshiaki Fujimori	Withhold	The nominee holds 5 non-executive directorships. The nominee is therefore overboarded.
Boston Scientific Corporation	06/05/2021	Elect Director Donna A. James	For	The proposal is in line with our voting policy
Boston Scientific Corporation	06/05/2021	Elect Director Edward J. Ludwig	For	The proposal is in line with our voting policy
Boston Scientific Corporation	06/05/2021	Elect Director Michael F. Mahoney	For	The proposal is in line with our voting policy
Boston Scientific Corporation	06/05/2021	Elect Director David J. Roux	For	The proposal is in line with our voting policy
Boston Scientific Corporation	06/05/2021	Elect Director John E. Sununu	For	The proposal is in line with our voting policy
Boston Scientific Corporation	06/05/2021	Elect Director Ellen M. Zane	For	The proposal is in line with our voting policy
Constellation Software Inc.	06/05/2021	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	For	The proposal is in line with our voting policy
Constellation Software Inc.	06/05/2021	Advisory Vote on Executive Compensation Approach	Against	There is a lack of ESG criteria in the variable compensation.
Constellation Software Inc.	06/05/2021	Elect Director Jeff Bender	Withhold	The board is not sufficiently independent as per our voting policy.
Constellation Software Inc.	06/05/2021	Elect Director Donna Parr	For	The proposal is in line with our voting policy
Constellation Software Inc.	06/05/2021	Elect Director Andrew Pastor	For	The proposal is in line with our voting policy
Constellation Software Inc.	06/05/2021	Elect Director Dexter Salna	Withhold	The board is not sufficiently independent as per our voting policy.
Constellation Software Inc.	06/05/2021	Elect Director Stephen R. Scotchmer	Withhold	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.
Constellation Software Inc.	06/05/2021	Elect Director Barry Symons	Withhold	The board is not sufficiently independent as per our voting policy.

Constellation Software Inc.	06/05/2021	Elect Director Robin Van Poelje	Withhold	The board is not sufficiently independent as per our voting policy.
Constellation Software Inc.	06/05/2021	Elect Director John Billowits	Withhold	The board is not sufficiently independent as per our voting policy.
Constellation Software Inc.	06/05/2021	Elect Director Lawrence Cunningham	For	The proposal is in line with our voting policy
Constellation Software Inc.	06/05/2021	Elect Director Susan Gayner	For	The proposal is in line with our voting policy
Constellation Software Inc.	06/05/2021	Elect Director Robert Kittel	For	The proposal is in line with our voting policy
Constellation Software Inc.	06/05/2021	Elect Director Mark Leonard	Withhold	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
Constellation Software Inc.	06/05/2021	Elect Director Paul McFeeters	For	The proposal is in line with our voting policy
Constellation Software Inc.	06/05/2021	Elect Director Mark Miller	Withhold	The board is not sufficiently independent as per our voting policy.
Constellation Software Inc.	06/05/2021	Elect Director Lori O'Neill	For	The proposal is in line with our voting policy
Mettler-Toledo International Inc.	06/05/2021	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Mettler-Toledo International Inc.	06/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
Mettler-Toledo International Inc.	06/05/2021	Amend Omnibus Stock Plan	For	The proposal is in line with our voting policy
Mettler-Toledo International Inc.	06/05/2021	Elect Director Robert F. Spoerry	Against	The board is not sufficiently independent as per our voting policy. The nominee holds 3 non-executive directorships, 2 of which as the Chairman of the Board. The nominee is therefore overboarded.
Mettler-Toledo International Inc.	06/05/2021	Elect Director Wah-Hui Chu	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.
Mettler-Toledo International Inc.	06/05/2021	Elect Director Domitille Doat-Le Bigot	For	The proposal is in line with our voting policy
Mettler-Toledo International Inc.	06/05/2021	Elect Director Olivier A. Filliol	Against	The board is not sufficiently independent as per our voting policy.
Mettler-Toledo International Inc.	06/05/2021	Elect Director Elisha W. Finney	Against	The nominee holds 4 non-executive directorships, 3 of which as the Chairman of the Audit Committee. The nominee is therefore overboarded.
Mettler-Toledo International Inc.	06/05/2021	Elect Director Richard Francis	For	The proposal is in line with our voting policy
Mettler-Toledo International Inc.	06/05/2021	Elect Director Michael A. Kelly	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.
Mettler-Toledo International Inc.	06/05/2021	Elect Director Thomas P. Salice	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.
Cameco Corporation	06/05/2021	Elect Director Leontine Atkins	For	The proposal is in line with our voting policy
Cameco Corporation	06/05/2021	Elect Director Ian Bruce	For	The proposal is in line with our voting policy
Cameco Corporation	06/05/2021	Elect Director Daniel Camus	For	The proposal is in line with our voting policy

Cameco Corporation	06/05/2021	Elect Director Donald Deranger	For	The proposal is in line with our voting policy
Cameco Corporation	06/05/2021	Elect Director Catherine Gignac	For	The proposal is in line with our voting policy
Cameco Corporation	06/05/2021	Elect Director Tim Gitzel	For	The proposal is in line with our voting policy
Cameco Corporation	06/05/2021	Elect Director Jim Gowans	Withhold	The nominee holds five non-executive directorships. The nominee is therefore overboarded.
Cameco Corporation	06/05/2021	Elect Director Kathryn (Kate) Jackson	For	The proposal is in line with our voting policy
Cameco Corporation	06/05/2021	Elect Director Don Kayne	Withhold	The nominee holds two executive mandates and one non-executive directorship. The nominee is therefore overboarded.
Cameco Corporation	06/05/2021	Ratify KPMG LLP as Auditors	For	The proposal is in line with our voting policy
Cameco Corporation	06/05/2021	Advisory Vote on Executive Compensation Approach	For	The proposal is in line with our voting policy
Cameco Corporation	06/05/2021	The Undersigned Hereby Certifies that the Shares Represented by this Proxy are Owned and Controlled by a Canadian. Vote FOR = Yes and ABSTAIN = No. A Vote Against will be treated as not voted.	Abstain	No Canadian control of shares
Ecolab Inc.	06/05/2021	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Ecolab Inc.	06/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of Environmental criteria in the variable compensation.
Ecolab Inc.	06/05/2021	Amend Proxy Access Right	For	The Proposal is in shareholders' interest.
Ecolab Inc.	06/05/2021	Elect Director Douglas M. Baker, Jr.	For	The proposal is in line with our voting policy
Ecolab Inc.	06/05/2021	Elect Director Shari L. Ballard	For	The proposal is in line with our voting policy
Ecolab Inc.	06/05/2021	Elect Director Barbara J. Beck	For	The proposal is in line with our voting policy
Ecolab Inc.	06/05/2021	Elect Director Christophe Beck	For	The proposal is in line with our voting policy
Ecolab Inc.	06/05/2021	Elect Director Jeffrey M. Ettinger	For	The proposal is in line with our voting policy
Ecolab Inc.	06/05/2021	Elect Director Arthur J. Higgins	For	The proposal is in line with our voting policy
Ecolab Inc.	06/05/2021	Elect Director Michael Larson	Against	The nominee holds four non-executive directorships, one of which as an outside Chairman of the Board. The nominee is therefore overboarded.
Ecolab Inc.	06/05/2021	Elect Director David W. MacLennan	For	The proposal is in line with our voting policy
Ecolab Inc.	06/05/2021	Elect Director Tracy B. McKibben	For	The proposal is in line with our voting policy
Ecolab Inc.	06/05/2021	Elect Director Lionel L. Nowell, III	For	The proposal is in line with our voting policy
Ecolab Inc.	06/05/2021	Elect Director Victoria J. Reich	Against	The nominee holds three non-executive directorships, all of which as the Chairman of the Audit Committee. The nominee is therefore overboarded.
Ecolab Inc.	06/05/2021	Elect Director Suzanne M. Vautrinot	For	The proposal is in line with our voting policy
Ecolab Inc.	06/05/2021	Elect Director John J. Zillmer	Against	The nominee holds one executive mandates and two non-executive directorships, one of which as an outside Chairman of the Board. The nominee is therefore overboarded.
Equifax Inc.	06/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Equifax Inc.	06/05/2021	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Equifax Inc.	06/05/2021	Elect Director Mark W. Begor	For	The proposal is in line with our voting policy
Equifax Inc.	06/05/2021	Elect Director Mark L. Feidler	For	The proposal is in line with our voting policy
Equifax Inc.	06/05/2021	Elect Director G. Thomas Hough	For	The proposal is in line with our voting policy
Equifax Inc.	06/05/2021	Elect Director Robert D. Marcus	For	The proposal is in line with our voting policy
Equifax Inc.	06/05/2021	Elect Director Scott A. McGregor	For	The proposal is in line with our voting policy
Equifax Inc.	06/05/2021	Elect Director John A. McKinley	For	The proposal is in line with our voting policy

Equifax Inc.	06/05/2021	Elect Director Robert W. Selander	For	The proposal is in line with our voting policy
Equifax Inc.	06/05/2021	Elect Director Melissa D. Smith	For	The proposal is in line with our voting policy
Equifax Inc.	06/05/2021	Elect Director Audrey Boone Tillman	For	The proposal is in line with our voting policy
Equifax Inc.	06/05/2021	Elect Director Heather H. Wilson	For	The proposal is in line with our voting policy
Gildan Activewear Inc.	06/05/2021	Advisory Vote on Executive Compensation Approach	Against	There is a notable disconnect between pay and performance. The company has not provided sufficient information to justify an excessive salary increase. Discretionary payments/powers. The remuneration structure is not satisfactory. Compensation is excessive compared to peers.
Gildan Activewear Inc.	06/05/2021	Ratify KPMG LLP as Auditors	For	The proposal is in line with our voting policy
Gildan Activewear Inc.	06/05/2021	Elect Director Donald C. Berg	For	The proposal is in line with our voting policy
Gildan Activewear Inc.	06/05/2021	Elect Director Anne Martin-Vachon	For	The proposal is in line with our voting policy
Gildan Activewear Inc.	06/05/2021	Elect Director Maryse Bertrand	For	The proposal is in line with our voting policy
Gildan Activewear Inc.	06/05/2021	Elect Director Marc Caira	For	The proposal is in line with our voting policy
Gildan Activewear Inc.	06/05/2021	Elect Director Glenn J. Chamandy	For	The proposal is in line with our voting policy
Gildan Activewear Inc.	06/05/2021	Elect Director Shirley E. Cunningham	For	The proposal is in line with our voting policy
Gildan Activewear Inc.	06/05/2021	Elect Director Russell Goodman	Withhold	The nominee holds three non-executive directorships, two of which as an outside Chairman of the Audit Committee. The nominee is therefore overboarded.
Gildan Activewear Inc.	06/05/2021	Elect Director Charles M. Herington	For	The proposal is in line with our voting policy
Gildan Activewear Inc.	06/05/2021	Elect Director Luc Jobin	For	The proposal is in line with our voting policy
Gildan Activewear Inc.	06/05/2021	Elect Director Craig A. Leavitt	For	The proposal is in line with our voting policy
Tractor Supply Company	06/05/2021	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Tractor Supply Company	06/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is excessive compared to peers. There is a lack of ESG criteria in the variable compensation.
Tractor Supply Company	06/05/2021	Amend Certificate of Incorporation to Become a Public Benefit Corporation	For	Issues of social responsibility and sustainable development, such as those of governance, are essential in the assessment of a company. The social acceptance of a company's practices contributes to its image, and therefore indirectly to its development and profitability for its shareholders. We consider that stating a purpose in line with this objective, within the framework presented in this proposal, would be in shareholders' interest.
Tractor Supply Company	06/05/2021	Elect Director Cynthia T. Jamison	Withhold	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.
Tractor Supply Company	06/05/2021	Elect Director Joy Brown	For	The proposal is in line with our voting policy
Tractor Supply Company	06/05/2021	Elect Director Ricardo Cardenas	For	The proposal is in line with our voting policy
Tractor Supply Company	06/05/2021	Elect Director Denise L. Jackson	For	The proposal is in line with our voting policy
Tractor Supply Company	06/05/2021	Elect Director Thomas A. Kingsbury	For	The proposal is in line with our voting policy
Tractor Supply Company	06/05/2021	Elect Director Ramkumar Krishnan	For	The proposal is in line with our voting policy
Tractor Supply Company	06/05/2021	Elect Director Edna K. Morris	For	The proposal is in line with our voting policy
Tractor Supply Company	06/05/2021	Elect Director Mark J. Weikel	For	The proposal is in line with our voting policy
Tractor Supply Company	06/05/2021	Elect Director Harry A. Lawton, III	For	The proposal is in line with our voting policy
AMETEK, Inc.	06/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
AMETEK, Inc.	06/05/2021	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
AMETEK, Inc.	06/05/2021	Elect Director Tod E. Carpenter	For	The proposal is in line with our voting policy



AMETEK, Inc.	06/05/2021	Elect Director Karleen M. Oberton	For	The proposal is in line with our voting policy
Ritchie Bros. Auctioneers Incorporated	06/05/2021	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	For	The proposal is in line with our voting policy
Ritchie Bros. Auctioneers Incorporated	06/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is excessive compared to peers. There is a lack of ESG criteria in the variable compensation.
Ritchie Bros. Auctioneers Incorporated	06/05/2021	Elect Director Erik Olsson	Withhold	The nominee holds 4 non-executive directorships, 2 of which as the Chairman of the Board. The nominee is therefore overboarded.
Ritchie Bros. Auctioneers Incorporated	06/05/2021	Elect Director Ann Fandozzi	For	The proposal is in line with our voting policy
Ritchie Bros. Auctioneers Incorporated	06/05/2021	Elect Director Beverley Anne Briscoe	For	The proposal is in line with our voting policy
Ritchie Bros. Auctioneers Incorporated	06/05/2021	Elect Director Robert George Elton	For	The proposal is in line with our voting policy
Ritchie Bros. Auctioneers Incorporated	06/05/2021	Elect Director J. Kim Fennell	For	The proposal is in line with our voting policy
Ritchie Bros. Auctioneers Incorporated	06/05/2021	Elect Director Amy Guggenheim Shenkan	For	The proposal is in line with our voting policy
Ritchie Bros. Auctioneers Incorporated	06/05/2021	Elect Director Sarah Raiss	For	The proposal is in line with our voting policy
Ritchie Bros. Auctioneers Incorporated	06/05/2021	Elect Director Christopher Zimmerman	For	The proposal is in line with our voting policy
Ritchie Bros. Auctioneers Incorporated	06/05/2021	Elect Director Adam DeWitt	For	The proposal is in line with our voting policy
C.H. Robinson Worldwide, Inc.	06/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
C.H. Robinson Worldwide, Inc.	06/05/2021	Ratify Deloitte & Touche LLP as Auditors	For	The proposal is in line with our voting policy
C.H. Robinson Worldwide, Inc.	06/05/2021	Elect Director Scott P. Anderson	For	The proposal is in line with our voting policy
C.H. Robinson Worldwide, Inc.	06/05/2021	Elect Director Paula C. Tolliver	For	The proposal is in line with our voting policy
C.H. Robinson Worldwide, Inc.	06/05/2021	Elect Director Robert C. Biesterfeld, Jr.	For	The proposal is in line with our voting policy
C.H. Robinson Worldwide, Inc.	06/05/2021	Elect Director Kermit R. Crawford	For	The proposal is in line with our voting policy
C.H. Robinson Worldwide, Inc.	06/05/2021	Elect Director Wayne M. Fortun	For	The proposal is in line with our voting policy
C.H. Robinson Worldwide, Inc.	06/05/2021	Elect Director Timothy C. Gokey	For	The proposal is in line with our voting policy
C.H. Robinson Worldwide, Inc.	06/05/2021	Elect Director Mary J. Steele Guilfoile	Against	The nominee holds 4 non-executive directorships, 1 of which as the Chairman of the Audit Committee. The nominee is therefore overboarded.
C.H. Robinson Worldwide, Inc.	06/05/2021	Elect Director Jodee A. Kozlak	For	The proposal is in line with our voting policy
C.H. Robinson Worldwide, Inc.	06/05/2021	Elect Director Brian P. Short	For	The proposal is in line with our voting policy
C.H. Robinson Worldwide, Inc.	06/05/2021	Elect Director James B. Stake	For	The proposal is in line with our voting policy
Cadence Design Systems, Inc.	06/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Cadence Design Systems, Inc.	06/05/2021	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Cadence Design Systems, Inc.	06/05/2021	Reduce Ownership Threshold for Shareholders to Request Action by Written Consent	For	The Proposal is in shareholders' interest.
Cadence Design Systems, Inc.	06/05/2021	Elect Director Mark W. Adams	For	The proposal is in line with our voting policy
Cadence Design Systems, Inc.	06/05/2021	Elect Director Ita Brennan	For	The proposal is in line with our voting policy
Cadence Design Systems, Inc.	06/05/2021	Elect Director Lewis Chew	For	The proposal is in line with our voting policy

Cadence Design Systems, Inc.	06/05/2021	Elect Director Julia Liuson	For	The proposal is in line with our voting policy
Cadence Design Systems, Inc.	06/05/2021	Elect Director James D. Plummer	For	The proposal is in line with our voting policy
Cadence Design Systems, Inc.	06/05/2021	Elect Director Alberto Sangiovanni-Vincentelli	Against	The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors.
Cadence Design Systems, Inc.	06/05/2021	Elect Director John B. Shoven	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.
Cadence Design Systems, Inc.	06/05/2021	Elect Director Young K. Sohn	For	The proposal is in line with our voting policy
Cadence Design Systems, Inc.	06/05/2021	Elect Director Lip-Bu Tan	For	The proposal is in line with our voting policy
Kirkland Lake Gold Ltd.	06/05/2021	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	For	The proposal is in line with our voting policy
Kirkland Lake Gold Ltd.	06/05/2021	Advisory Vote on Executive Compensation Approach	For	The proposal is in line with our voting policy
Kirkland Lake Gold Ltd.	06/05/2021	Elect Director Jonathan Gill	For	The proposal is in line with our voting policy
Kirkland Lake Gold Ltd.	06/05/2021	Elect Director Peter Grosskopf	For	The proposal is in line with our voting policy
Kirkland Lake Gold Ltd.	06/05/2021	Elect Director Ingrid Hibbard	For	The proposal is in line with our voting policy
Kirkland Lake Gold Ltd.	06/05/2021	Elect Director Arnold Klassen	Withhold	The nominee holds one executive mandate and two non-executive directorships, both of which as the Chairman of the Audit Committee. The nominee is therefore overboarded.
Kirkland Lake Gold Ltd.	06/05/2021	Elect Director Elizabeth Lewis-Gray	For	The proposal is in line with our voting policy
Kirkland Lake Gold Ltd.	06/05/2021	Elect Director Anthony Makuch	For	The proposal is in line with our voting policy
Kirkland Lake Gold Ltd.	06/05/2021	Elect Director Barry Olson	For	The proposal is in line with our voting policy
Kirkland Lake Gold Ltd.	06/05/2021	Elect Director Jeff Parr	For	The proposal is in line with our voting policy
Dover Corporation	07/05/2021	Approve Omnibus Stock Plan	For	The proposal is in line with our voting policy
Dover Corporation	07/05/2021	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Dover Corporation	07/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
Dover Corporation	07/05/2021	Provide Right to Act by Written Consent	For	The Proposal is in shareholders' interest.
Dover Corporation	07/05/2021	Elect Director Deborah L. DeHaas	For	The proposal is in line with our voting policy
Dover Corporation	07/05/2021	Elect Director H. John Gilbertson, Jr.	For	The proposal is in line with our voting policy
Dover Corporation	07/05/2021	Elect Director Kristiane C. Graham	Against	The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors.
Dover Corporation	07/05/2021	Elect Director Michael F. Johnston	For	The proposal is in line with our voting policy
Dover Corporation	07/05/2021	Elect Director Eric A. Spiegel	For	The proposal is in line with our voting policy
Dover Corporation	07/05/2021	Elect Director Richard J. Tobin	For	The proposal is in line with our voting policy
Dover Corporation	07/05/2021	Elect Director Stephen M. Todd	For	The proposal is in line with our voting policy
Dover Corporation	07/05/2021	Elect Director Stephen K. Wagner	For	The proposal is in line with our voting policy
Dover Corporation	07/05/2021	Elect Director Keith E. Wandell	For	The proposal is in line with our voting policy
Dover Corporation	07/05/2021	Elect Director Mary A. Winston	Against	The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors. The nominee holds 4 non-executive directorships, 1 of which as the Chairman of the Audit Committee. The nominee is therefore overboarded.

Colgate-Palmolive Company	07/05/2021	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Colgate-Palmolive Company	07/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Colgate-Palmolive Company	07/05/2021	Require Independent Board Chair	For	The Proposal is in shareholders' interest.
Colgate-Palmolive Company	07/05/2021	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	The Proposal is in shareholders' interest.
Colgate-Palmolive Company	07/05/2021	Elect Director John P. Bilbrey	For	The proposal is in line with our voting policy
Colgate-Palmolive Company	07/05/2021	Elect Director John T. Cahill	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.
Colgate-Palmolive Company	07/05/2021	Elect Director Lisa M. Edwards	For	The proposal is in line with our voting policy
Colgate-Palmolive Company	07/05/2021	Elect Director C. Martin Harris	For	The proposal is in line with our voting policy
Colgate-Palmolive Company	07/05/2021	Elect Director Martina Hund-Mejean	For	The proposal is in line with our voting policy
Colgate-Palmolive Company	07/05/2021	Elect Director Kimberly A. Nelson	For	The proposal is in line with our voting policy
Colgate-Palmolive Company	07/05/2021	Elect Director Lorrie M. Norrington	For	The proposal is in line with our voting policy
Colgate-Palmolive Company	07/05/2021	Elect Director Michael B. Polk	For	The proposal is in line with our voting policy
Colgate-Palmolive Company	07/05/2021	Elect Director Stephen I. Sadove	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 holds 4 non-executive directorships, 1 of which as the Chairman of the Board. The nominee is therefore overboarded.
Colgate-Palmolive Company	07/05/2021	Elect Director Noel R. Wallace	For	The proposal is in line with our voting policy
Corteva, Inc.	07/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Corteva, Inc.	07/05/2021	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Corteva, Inc.	07/05/2021	Elect Director Lamberto Andreotti	For	The proposal is in line with our voting policy
Corteva, Inc.	07/05/2021	Elect Director James C. Collins, Jr.	For	The proposal is in line with our voting policy
Corteva, Inc.	07/05/2021	Elect Director Klaus A. Engel	For	The proposal is in line with our voting policy
Corteva, Inc.	07/05/2021	Elect Director David C. Everitt	For	The proposal is in line with our voting policy
Corteva, Inc.	07/05/2021	Elect Director Janet P. Giesselman	Against	The nominee holds 5 non-executive directorships. The nominee is therefore overboarded.
Corteva, Inc.	07/05/2021	Elect Director Karen H. Grimes	For	The proposal is in line with our voting policy
Corteva, Inc.	07/05/2021	Elect Director Michael O. Johannis	For	The proposal is in line with our voting policy
Corteva, Inc.	07/05/2021	Elect Director Rebecca B. Liebert	For	The proposal is in line with our voting policy
Corteva, Inc.	07/05/2021	Elect Director Marcos M. Lutz	For	The proposal is in line with our voting policy
Corteva, Inc.	07/05/2021	Elect Director Nayaki Nayyar	For	The proposal is in line with our voting policy
Corteva, Inc.	07/05/2021	Elect Director Gregory R. Page	Against	The nominee holds 4 non-executive directorships, 1 of which as the Chairman of the Board. The nominee is therefore overboarded.
Corteva, Inc.	07/05/2021	Elect Director Kerry J. Preete	For	The proposal is in line with our voting policy
Corteva, Inc.	07/05/2021	Elect Director Patrick J. Ward	For	The proposal is in line with our voting policy

CSX Corporation	07/05/2021	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
CSX Corporation	07/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
CSX Corporation	07/05/2021	Elect Director Donna M. Alvarado	For	The proposal is in line with our voting policy
CSX Corporation	07/05/2021	Elect Director Thomas P. Bostick	For	The proposal is in line with our voting policy
CSX Corporation	07/05/2021	Elect Director James M. Foote	For	The proposal is in line with our voting policy
CSX Corporation	07/05/2021	Elect Director Steven T. Halverson	For	The proposal is in line with our voting policy
CSX Corporation	07/05/2021	Elect Director Paul C. Hilal	For	The proposal is in line with our voting policy
CSX Corporation	07/05/2021	Elect Director David M. Moffett	Against	The nominee holds 4 non-executive directorships, 2 of which as the Chairman of the Audit Committee. The nominee is therefore overboarded.
CSX Corporation	07/05/2021	Elect Director Linda H. Riefler	For	The proposal is in line with our voting policy
CSX Corporation	07/05/2021	Elect Director Suzanne M. Vautrinot	For	The proposal is in line with our voting policy
CSX Corporation	07/05/2021	Elect Director James L. Wainscott	For	The proposal is in line with our voting policy
CSX Corporation	07/05/2021	Elect Director J. Steven Whisler	For	The proposal is in line with our voting policy
CSX Corporation	07/05/2021	Elect Director John J. Zillmer	Against	The nominee holds 1 executive mandate and 2 non-executive directorships, 1 of which as the Chairman of the Board. The nominee is therefore overboarded.
Lundin Mining Corporation	07/05/2021	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	The proposal is in line with our voting policy
Lundin Mining Corporation	07/05/2021	Advisory Vote on Executive Compensation Approach	For	The proposal is in line with our voting policy
Lundin Mining Corporation	07/05/2021	Amend By-law No. 1	For	The proposal is in line with our voting policy
Lundin Mining Corporation	07/05/2021	Elect Director Donald K. Charter	Withhold	The nominee is a non-independent member of the Audit 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.
Lundin Mining Corporation	07/05/2021	Elect Director C. Ashley Heppenstall	Withhold	The nominee holds five non-executive directorships, two of which as an outside Chairman of the Board and Chairman of Audit Committee. The nominee is therefore overboarded.
Lundin Mining Corporation	07/05/2021	Elect Director Marie Inkster	For	The proposal is in line with our voting policy
Lundin Mining Corporation	07/05/2021	Elect Director Peter C. Jones	For	The proposal is in line with our voting policy
Lundin Mining Corporation	07/05/2021	Elect Director Jack O. Lundin	For	The proposal is in line with our voting policy
Lundin Mining Corporation	07/05/2021	Elect Director Lukas H. Lundin	Withhold	The nominee holds five non-executive directorships, three of which as the Chairman of the Board. The nominee is therefore overboarded.
Lundin Mining Corporation	07/05/2021	Elect Director Dale C. Peniuk	Withhold	The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors. The nominee holds four non-executive directorships as the Chairman of the Audit Committee. The nominee is therefore overboarded.
Lundin Mining Corporation	07/05/2021	Elect Director Karen P. Poniachik	For	The proposal is in line with our voting policy
Lundin Mining Corporation	07/05/2021	Elect Director Catherine J. G. Stefan	For	The proposal is in line with our voting policy
Teradyne, Inc.	07/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Teradyne, Inc.	07/05/2021	Reduce Supermajority Vote Requirement to Approve Merger, Share Exchanges and Substantial Sales of Company Asset	For	The proposal is in line with our voting policy

Teradyne, Inc.	07/05/2021	Provide Right to Act by Written Consent	For	The proposal is in line with our voting policy
Teradyne, Inc.	07/05/2021	Amend Qualified Employee Stock Purchase Plan	For	The proposal is in line with our voting policy
Teradyne, Inc.	07/05/2021	Amend Omnibus Stock Plan	For	The proposal is in line with our voting policy
Teradyne, Inc.	07/05/2021	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Teradyne, Inc.	07/05/2021	Elect Director Michael A. Bradley	For	The proposal is in line with our voting policy
Teradyne, Inc.	07/05/2021	Elect Director Edwin J. Gillis	Against	The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors.
Teradyne, Inc.	07/05/2021	Elect Director Timothy E. Guertin	For	The proposal is in line with our voting policy
Teradyne, Inc.	07/05/2021	Elect Director Peter Herweck	For	The proposal is in line with our voting policy
Teradyne, Inc.	07/05/2021	Elect Director Mark E. Jagiela	For	The proposal is in line with our voting policy
Teradyne, Inc.	07/05/2021	Elect Director Mercedes Johnson	Against	The nominee holds 4 non-executive directorships, 1 of which as the Chairman of the Audit Committee. The nominee is therefore overboarded.
Teradyne, Inc.	07/05/2021	Elect Director Marilyn Matz	For	The proposal is in line with our voting policy
Teradyne, Inc.	07/05/2021	Elect Director Paul J. Tufano	Against	The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors.
Illinois Tool Works Inc.	07/05/2021	Ratify Deloitte & Touche LLP as Auditor	For	The proposal is in line with our voting policy
Illinois Tool Works Inc.	07/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Illinois Tool Works Inc.	07/05/2021	Provide Right to Act by Written Consent	For	The Proposal is in shareholders' interest.
Illinois Tool Works Inc.	07/05/2021	Elect Director Daniel J. Brutto	For	The proposal is in line with our voting policy
Illinois Tool Works Inc.	07/05/2021	Elect Director Susan Crown	Against	The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors.
Illinois Tool Works Inc.	07/05/2021	Elect Director Darrell L. Ford	For	The proposal is in line with our voting policy
Illinois Tool Works Inc.	07/05/2021	Elect Director James W. Griffith	For	The proposal is in line with our voting policy
Illinois Tool Works Inc.	07/05/2021	Elect Director Jay L. Henderson	For	The proposal is in line with our voting policy
Illinois Tool Works Inc.	07/05/2021	Elect Director Richard H. Lenny	For	The proposal is in line with our voting policy
Illinois Tool Works Inc.	07/05/2021	Elect Director E. Scott Santi	For	The proposal is in line with our voting policy
Illinois Tool Works Inc.	07/05/2021	Elect Director David B. Smith, Jr.	Against	The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors.
Illinois Tool Works Inc.	07/05/2021	Elect Director Pamela B. Strobel	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.
Illinois Tool Works Inc.	07/05/2021	Elect Director Anre D. Williams	For	The proposal is in line with our voting policy
Stanley Black & Decker, Inc.	10/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Stanley Black & Decker, Inc.	10/05/2021	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Stanley Black & Decker, Inc.	10/05/2021	Provide Right to Act by Written Consent	For	The proposal is in line with our voting policy
Stanley Black & Decker, Inc.	10/05/2021	Eliminate Supermajority Vote Requirement Applicable Under the Connecticut Business Corporation Act	For	The proposal is in line with our voting policy
Stanley Black & Decker, Inc.	10/05/2021	Eliminate Supermajority Vote Requirement to Approve Certain Business Combinations	For	The proposal is in line with our voting policy

Stanley Black & Decker, Inc.	10/05/2021	Adopt Majority Voting for Uncontested Election of Directors	For	The proposal is in line with our voting policy
Stanley Black & Decker, Inc.	10/05/2021	Elect Director Andrea J. Ayers	For	The proposal is in line with our voting policy
Stanley Black & Decker, Inc.	10/05/2021	Elect Director George W. Buckley	Against	The nominee holds three non-executive directorships, two of which as the Chairman of the Board. The nominee is therefore overboarded.
Stanley Black & Decker, Inc.	10/05/2021	Elect Director Patrick D. Campbell	Against	The nominee holds four non-executive directorships, one of which as the Chairman of the Audit Committee and another two as an outside Chairman of the Board. The nominee is therefore overboarded.
Stanley Black & Decker, Inc.	10/05/2021	Elect Director Carlos M. Cardoso	For	The proposal is in line with our voting policy
Stanley Black & Decker, Inc.	10/05/2021	Elect Director Robert B. Coutts	For	The proposal is in line with our voting policy
Stanley Black & Decker, Inc.	10/05/2021	Elect Director Debra A. Crew	For	The proposal is in line with our voting policy
Stanley Black & Decker, Inc.	10/05/2021	Elect Director Michael D. Hankin	For	The proposal is in line with our voting policy
Stanley Black & Decker, Inc.	10/05/2021	Elect Director James M. Loree	For	The proposal is in line with our voting policy
Stanley Black & Decker, Inc.	10/05/2021	Elect Director Jane M. Palmieri	For	The proposal is in line with our voting policy
Stanley Black & Decker, Inc.	10/05/2021	Elect Director Mojdeh Poul	For	The proposal is in line with our voting policy
Stanley Black & Decker, Inc.	10/05/2021	Elect Director Dmitri L. Stockton	For	The proposal is in line with our voting policy
Stanley Black & Decker, Inc.	10/05/2021	Elect Director Irving Tan	For	The proposal is in line with our voting policy
Uber Technologies, Inc.	10/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
Uber Technologies, Inc.	10/05/2021	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Uber Technologies, Inc.	10/05/2021	Eliminate Supermajority Vote Requirement	For	The proposal is in line with our voting policy
Uber Technologies, Inc.	10/05/2021	Report on Lobbying Payments and Policy	For	Increased disclosure would allow shareholders to more fully assess risks presented by the Company's lobbying activities.
Uber Technologies, Inc.	10/05/2021	Elect Director Ronald Sugar	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.
Uber Technologies, Inc.	10/05/2021	Elect Director Revathi Advaiti	For	The proposal is in line with our voting policy
Uber Technologies, Inc.	10/05/2021	Elect Director Ursula Burns	For	The proposal is in line with our voting policy
Uber Technologies, Inc.	10/05/2021	Elect Director Robert Eckert	Against	The nominee holds four non-executive directorships including one as Chairman of the Board. The nominee is therefore overboarded.
Uber Technologies, Inc.	10/05/2021	Elect Director Amanda Ginsberg	For	The proposal is in line with our voting policy
Uber Technologies, Inc.	10/05/2021	Elect Director Dara Khosrowshahi	For	The proposal is in line with our voting policy
Uber Technologies, Inc.	10/05/2021	Elect Director Wan Ling Martello	For	The proposal is in line with our voting policy
Uber Technologies, Inc.	10/05/2021	Elect Director Yasir Al-Rumayyan	For	The proposal is in line with our voting policy
Uber Technologies, Inc.	10/05/2021	Elect Director John Thain	For	The proposal is in line with our voting policy
Uber Technologies, Inc.	10/05/2021	Elect Director David I. Trujillo	For	The proposal is in line with our voting policy
Uber Technologies, Inc.	10/05/2021	Elect Director Alexander Wynaendts	For	The proposal is in line with our voting policy
3M Company	11/05/2021	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
3M Company	11/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
3M Company	11/05/2021	Amend Omnibus Stock Plan	For	The proposal is in line with our voting policy



3M Company	11/05/2021	Consider Pay Disparity Between Executives and Other Employees	For	Amundi considers that social cohesion represents a systemic risk for companies, as well as an opportunity for those who wish to integrate it in a positive way, in particular through controls of the wage balance within the framework of compensation policies. We therefore consider that this proposal has merit.
3M Company	11/05/2021	Amend Certificate of Incorporation to Become a Public Benefit Corporation	For	Issues of social responsibility and sustainable development, such as those of governance, are essential in the assessment of a company. The social acceptance of a company's practices contributes to its image, and therefore indirectly to its development and profitability for its shareholders. We consider that stating a purpose in line with this objective, within the framework presented in this proposal, would be in shareholders' interest.
3M Company	11/05/2021	Elect Director Thomas "Tony" K. Brown	For	The proposal is in line with our voting policy
3M Company	11/05/2021	Elect Director Pamela J. Craig	For	The proposal is in line with our voting policy
3M Company	11/05/2021	Elect Director David B. Dillon	For	The proposal is in line with our voting policy
3M Company	11/05/2021	Elect Director Michael L. Eskew	Against	The nominee holds four non-executive directorships, one of which as an outside Chairman of the Audit Committee. The nominee is therefore overboarded.
3M Company	11/05/2021	Elect Director James R. Fitterling	For	The proposal is in line with our voting policy
3M Company	11/05/2021	Elect Director Herbert L. Henkel	For	The proposal is in line with our voting policy
3M Company	11/05/2021	Elect Director Amy E. Hood	For	The proposal is in line with our voting policy
3M Company	11/05/2021	Elect Director Muhtar Kent	For	The proposal is in line with our voting policy
3M Company	11/05/2021	Elect Director Dambisa F. Moyo	For	The proposal is in line with our voting policy
3M Company	11/05/2021	Elect Director Gregory R. Page	Against	The nominee holds four non-executive directorships, one of which as an outside Chairman of the Board. The nominee is therefore overboarded.
3M Company	11/05/2021	Elect Director Michael F. Roman	For	The proposal is in line with our voting policy
3M Company	11/05/2021	Elect Director Patricia A. Woertz	For	The proposal is in line with our voting policy
Alexion Pharmaceuticals, Inc.	11/05/2021	Approve Merger Agreement	For	The proposal is in line with our voting policy
Alexion Pharmaceuticals, Inc.	11/05/2021	Advisory Vote on Golden Parachutes	Against	Excessive golden parachute
Alexion Pharmaceuticals, Inc.	11/05/2021	Adjourn Meeting	For	The proposal is in line with our voting policy
ConocoPhillips	11/05/2021	Ratify Ernst & Young LLP as Auditor	For	The proposal is in line with our voting policy
ConocoPhillips	11/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
ConocoPhillips	11/05/2021	Adopt Simple Majority Vote	For	There are no concerns identified with this shareholder proposal.
ConocoPhillips	11/05/2021	Emission Reduction Targets	For	Additional information on meeting Paris Agreement goals would be useful to shareholders to assess potential risks and increase their understanding on how the company is managing its transition.
ConocoPhillips	11/05/2021	Elect Director Charles E. Bunch	For	The proposal is in line with our voting policy
ConocoPhillips	11/05/2021	Elect Director Caroline Maury Devine	For	The proposal is in line with our voting policy
ConocoPhillips	11/05/2021	Elect Director John V. Faraci	Against	The nominee holds four non-executive directorships, one of which as the Chairman of the Audit Committee. The nominee is therefore overboarded.
ConocoPhillips	11/05/2021	Elect Director Jody Freeman	For	The proposal is in line with our voting policy
ConocoPhillips	11/05/2021	Elect Director Gay Huey Evans	For	The proposal is in line with our voting policy
ConocoPhillips	11/05/2021	Elect Director Jeffrey A. Joerres	For	The proposal is in line with our voting policy
ConocoPhillips	11/05/2021	Elect Director Ryan M. Lance	Against	Improvable climate change management
ConocoPhillips	11/05/2021	Elect Director Timothy A. Leach	For	The proposal is in line with our voting policy

ConocoPhillips	11/05/2021	Elect Director William H. McRaven	For	The proposal is in line with our voting policy
ConocoPhillips	11/05/2021	Elect Director Sharmila Mulligan	For	The proposal is in line with our voting policy
ConocoPhillips	11/05/2021	Elect Director Eric D. Mullins	For	The proposal is in line with our voting policy
ConocoPhillips	11/05/2021	Elect Director Arjun N. Murti	For	The proposal is in line with our voting policy
ConocoPhillips	11/05/2021	Elect Director Robert A. Niblock	Against	Improvable climate change management
ConocoPhillips	11/05/2021	Elect Director David T. Seaton	For	The proposal is in line with our voting policy
ConocoPhillips	11/05/2021	Elect Director R.A. Walker	For	The proposal is in line with our voting policy
Tyler Technologies, Inc.	11/05/2021	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Tyler Technologies, Inc.	11/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Tyler Technologies, Inc.	11/05/2021	Elect Director Glenn A. Carter	For	The proposal is in line with our voting policy
Tyler Technologies, Inc.	11/05/2021	Elect Director Brenda A. Cline	Against	The nominee holds four non-executive directorships, three of which as the Chairman of the Audit Committee and another one as an outside Chairman of the Board. The nominee is therefore overboarded.
Tyler Technologies, Inc.	11/05/2021	Elect Director Ronnie D. Hawkins, Jr.	For	The proposal is in line with our voting policy
Tyler Technologies, Inc.	11/05/2021	Elect Director Mary L. Landrieu	For	The proposal is in line with our voting policy
Tyler Technologies, Inc.	11/05/2021	Elect Director John S. Marr, Jr.	For	The proposal is in line with our voting policy
Tyler Technologies, Inc.	11/05/2021	Elect Director H. Lynn Moore, Jr.	For	The proposal is in line with our voting policy
Tyler Technologies, Inc.	11/05/2021	Elect Director Daniel M. Pope	For	The proposal is in line with our voting policy
Tyler Technologies, Inc.	11/05/2021	Elect Director Dustin R. Womble	For	The proposal is in line with our voting policy
Waters Corporation	11/05/2021	Ratify PricewaterhouseCoopers LLP as Auditor	For	The proposal is in line with our voting policy
Waters Corporation	11/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Waters Corporation	11/05/2021	Elect Director Udit Batra	For	The proposal is in line with our voting policy
Waters Corporation	11/05/2021	Elect Director Linda Baddour	For	The proposal is in line with our voting policy
Waters Corporation	11/05/2021	Elect Director Michael J. Berendt	Against	The board is not sufficiently independent as per our voting policy.
Waters Corporation	11/05/2021	Elect Director Edward Conard	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.
Waters Corporation	11/05/2021	Elect Director Gary E. Hendrickson	For	The proposal is in line with our voting policy
Waters Corporation	11/05/2021	Elect Director Pearl S. Huang	For	The proposal is in line with our voting policy
Waters Corporation	11/05/2021	Elect Director Christopher A. Kuebler	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.
Waters Corporation	11/05/2021	Elect Director Flemming Ornskov	Against	The board is not sufficiently independent as per our voting policy.
Waters Corporation	11/05/2021	Elect Director Thomas P. Salice	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.
Cummins Inc.	11/05/2021	Elect Director N. Thomas Linebarger	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
Cummins Inc.	11/05/2021	Elect Director Robert J. Bernhard	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.

Cummins Inc.	11/05/2021	Elect Director Franklin R. Chang Diaz	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.
Cummins Inc.	11/05/2021	Elect Director Bruno V. Di Leo Allen	For	The proposal is in line with our voting policy
Cummins Inc.	11/05/2021	Elect Director Stephen B. Dobbs	For	The proposal is in line with our voting policy
Cummins Inc.	11/05/2021	Elect Director Carla A. Harris	For	The proposal is in line with our voting policy
Cummins Inc.	11/05/2021	Elect Director Robert K. Herdman	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.
Cummins Inc.	11/05/2021	Elect Director Alexis M. Herman	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.
Cummins Inc.	11/05/2021	Elect Director Thomas J. Lynch	Against	The nominee holds 4 non-executive directorships, 1 of which as the Chairman of the Board. The nominee is therefore overboarded.
Cummins Inc.	11/05/2021	Elect Director William I. Miller	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.
Cummins Inc.	11/05/2021	Elect Director Georgia R. Nelson	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.
Cummins Inc.	11/05/2021	Elect Director Kimberly A. Nelson	For	The proposal is in line with our voting policy
Cummins Inc.	11/05/2021	Elect Director Karen H. Quintos	For	The proposal is in line with our voting policy
Cummins Inc.	11/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Cummins Inc.	11/05/2021	Ratify PricewaterhouseCoopers LLP as Auditor	For	The proposal is in line with our voting policy
Cummins Inc.	11/05/2021	Abolish Professional Services Allowance	For	While the amounts in question are small, they are not linked to performance. In a Company that reports that the CEO's compensation for 2020 was 313.5 times the similarly calculated compensation of its median employee, discontinuing such perquisites would be a contributing gesture, albeit small, to social cohesion.
Waste Management, Inc.	11/05/2021	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Waste Management, Inc.	11/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Waste Management, Inc.	11/05/2021	Elect Director James C. Fish, Jr.	For	The proposal is in line with our voting policy

Waste Management, Inc.	11/05/2021	Elect Director Andres R. Gluski	For	The proposal is in line with our voting policy
Waste Management, Inc.	11/05/2021	Elect Director Victoria M. Holt	For	The proposal is in line with our voting policy
Waste Management, Inc.	11/05/2021	Elect Director Kathleen M. Mazzarella	For	The proposal is in line with our voting policy
Waste Management, Inc.	11/05/2021	Elect Director Sean E. Menke	For	The proposal is in line with our voting policy
Waste Management, Inc.	11/05/2021	Elect Director William B. Plummer	Against	The nominee holds 4 non-executive directorships, 2 of which as the Chairman of the Audit committee and 1 as the Chairman of the Board. The nominee is therefore overboarded
Waste Management, Inc.	11/05/2021	Elect Director John C. Pope	Against	The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors. The nominee holds 4 non-executive directorships, 1 of which as the Chairman of the Board and 1 as the Chairman of the Audit committee. The nominee is therefore overboarded.
Waste Management, Inc.	11/05/2021	Elect Director Maryrose T. Sylvester	For	The proposal is in line with our voting policy
Waste Management, Inc.	11/05/2021	Elect Director Thomas H. Weidemeyer	Against	The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors.
TransUnion	11/05/2021	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
TransUnion	11/05/2021	Elect Director William P. (Billy) Bosworth	For	The proposal is in line with our voting policy
TransUnion	11/05/2021	Elect Director Suzanne P. Clark	For	The proposal is in line with our voting policy
TransUnion	11/05/2021	Elect Director Kermit R. Crawford	For	The proposal is in line with our voting policy
TransUnion	11/05/2021	Elect Director Russell P. Fradin	For	The proposal is in line with our voting policy
TransUnion	11/05/2021	Elect Director Pamela A. Joseph	For	The proposal is in line with our voting policy
TransUnion	11/05/2021	Elect Director Thomas L. Monahan, III	For	The proposal is in line with our voting policy
Wayfair Inc.	11/05/2021	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Wayfair Inc.	11/05/2021	Elect Director Niraj Shah	For	The proposal is in line with our voting policy
Wayfair Inc.	11/05/2021	Elect Director Steven Conine	For	The proposal is in line with our voting policy
Wayfair Inc.	11/05/2021	Elect Director Michael Choe	For	The proposal is in line with our voting policy
Wayfair Inc.	11/05/2021	Elect Director Andrea Jung	For	The proposal is in line with our voting policy
Wayfair Inc.	11/05/2021	Elect Director Michael Kumin	For	The proposal is in line with our voting policy
Wayfair Inc.	11/05/2021	Elect Director Jeffrey Naylor	For	The proposal is in line with our voting policy
Wayfair Inc.	11/05/2021	Elect Director Anke Schaferkordt	For	The proposal is in line with our voting policy
Wayfair Inc.	11/05/2021	Elect Director Michael E. Sneed	For	The proposal is in line with our voting policy
IDEX Corporation	12/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
IDEX Corporation	12/05/2021	Ratify Deloitte & Touche LLP as Auditors	For	The proposal is in line with our voting policy
IDEX Corporation	12/05/2021	Elect Director William M. Cook	Against	The nominee holds 3 non-executive directorships, 2 of which as the Chairman of the Board. The nominee is therefore overboarded.
IDEX Corporation	12/05/2021	Elect Director Mark A. Buthman	For	The proposal is in line with our voting policy
IDEX Corporation	12/05/2021	Elect Director Lakecia N. Gunter	For	The proposal is in line with our voting policy
Masco Corporation	12/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Masco Corporation	12/05/2021	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Masco Corporation	12/05/2021	Elect Director Mark R. Alexander	For	The proposal is in line with our voting policy
Masco Corporation	12/05/2021	Elect Director Marie A. Ffolkes	For	The proposal is in line with our voting policy
Masco Corporation	12/05/2021	Elect Director John C. Plant	For	The proposal is in line with our voting policy

Gilead Sciences, Inc.	12/05/2021	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Gilead Sciences, Inc.	12/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Gilead Sciences, Inc.	12/05/2021	Require Independent Board Chair	For	The roles of Chair and CEO are combined and the Lead Director is not independent as per Amundi's voting policy
Gilead Sciences, Inc.	12/05/2021	Elect Director Jacqueline K. Barton	For	The proposal is in line with our voting policy
Gilead Sciences, Inc.	12/05/2021	Elect Director Jeffrey A. Bluestone	For	The proposal is in line with our voting policy
Gilead Sciences, Inc.	12/05/2021	Elect Director Sandra J. Horning	For	The proposal is in line with our voting policy
Gilead Sciences, Inc.	12/05/2021	Elect Director Kelly A. Kramer	For	The proposal is in line with our voting policy
Gilead Sciences, Inc.	12/05/2021	Elect Director Kevin E. Lofton	For	The proposal is in line with our voting policy
Gilead Sciences, Inc.	12/05/2021	Elect Director Harish Manwani	Against	The nominee holds one executive mandate and four non-executive directorships. The nominee is therefore overboarded.
Gilead Sciences, Inc.	12/05/2021	Elect Director Daniel P. O'Day	For	The proposal is in line with our voting policy
Gilead Sciences, Inc.	12/05/2021	Elect Director Javier J. Rodriguez	For	The proposal is in line with our voting policy
Gilead Sciences, Inc.	12/05/2021	Elect Director Anthony Walters	For	The proposal is in line with our voting policy
IDEXX Laboratories, Inc.	12/05/2021	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
IDEXX Laboratories, Inc.	12/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG metrics in the variable compensation.
IDEXX Laboratories, Inc.	12/05/2021	Elect Director Bruce L. Clafin	For	The proposal is in line with our voting policy
IDEXX Laboratories, Inc.	12/05/2021	Elect Director Asha S. Collins	For	The proposal is in line with our voting policy
IDEXX Laboratories, Inc.	12/05/2021	Elect Director Daniel M. Junius	For	The proposal is in line with our voting policy
IDEXX Laboratories, Inc.	12/05/2021	Elect Director Sam Samad	For	The proposal is in line with our voting policy
Skyworks Solutions, Inc.	12/05/2021	Ratify KPMG LLP as Auditor	For	The proposal is in line with our voting policy
Skyworks Solutions, Inc.	12/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is excessive compared to peers. There is a lack of ESG criteria in the variable compensation. The remuneration structure is not satisfactory.
Skyworks Solutions, Inc.	12/05/2021	Amend Omnibus Stock Plan	For	The proposal is in line with our voting policy
Skyworks Solutions, Inc.	12/05/2021	Adopt Simple Majority Vote	For	The Proposal is in shareholders' interest.
Skyworks Solutions, Inc.	12/05/2021	Elect Director Alan S. Batey	For	The proposal is in line with our voting policy
Skyworks Solutions, Inc.	12/05/2021	Elect Director Kevin L. Beebe	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. The nominee holds five non-executive directorships. The nominee is therefore overboarded.
Skyworks Solutions, Inc.	12/05/2021	Elect Director Timothy R. Furey	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.
Skyworks Solutions, Inc.	12/05/2021	Elect Director Liam K. Griffin	For	The proposal is in line with our voting policy
Skyworks Solutions, Inc.	12/05/2021	Elect Director Christine King	For	The proposal is in line with our voting policy
Skyworks Solutions, Inc.	12/05/2021	Elect Director David P. McGlade	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.
Skyworks Solutions, Inc.	12/05/2021	Elect Director Robert A. Schriesheim	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.
Skyworks Solutions, Inc.	12/05/2021	Elect Director Kimberly S. Stevenson	Against	The nominee holds an outside executive mandate and three non-executive directorships. The nominee is therefore overboarded.
Xylem Inc.	12/05/2021	Ratify Deloitte & Touche LLP as Auditors	For	The proposal is in line with our voting policy
Xylem Inc.	12/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Xylem Inc.	12/05/2021	Amend Proxy Access Right	For	The Proposal is in shareholders' interest.
Xylem Inc.	12/05/2021	Elect Director Jeanne Beliveau-Dunn	For	The proposal is in line with our voting policy
Xylem Inc.	12/05/2021	Elect Director Patrick K. Decker	For	The proposal is in line with our voting policy
Xylem Inc.	12/05/2021	Elect Director Robert F. Friel	For	The proposal is in line with our voting policy
Xylem Inc.	12/05/2021	Elect Director Jorge M. Gomez	For	The proposal is in line with our voting policy
Xylem Inc.	12/05/2021	Elect Director Victoria D. Harker	Against	The nominee holds one executive position and three non-executive directorships including one as Chairman of the Audit Committee. The nominee is therefore overboarded.
Xylem Inc.	12/05/2021	Elect Director Steven R. Loranger	For	The proposal is in line with our voting policy
Xylem Inc.	12/05/2021	Elect Director Surya N. Mohapatra	For	The proposal is in line with our voting policy
Xylem Inc.	12/05/2021	Elect Director Jerome A. Peribere	For	The proposal is in line with our voting policy
Xylem Inc.	12/05/2021	Elect Director Markos I. Tambakeras	For	The proposal is in line with our voting policy
Xylem Inc.	12/05/2021	Elect Director Lila Tretikov	For	The proposal is in line with our voting policy
Xylem Inc.	12/05/2021	Elect Director Uday Yadav	For	The proposal is in line with our voting policy
Pan American Silver Corp.	12/05/2021	Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration	For	The proposal is in line with our voting policy
Pan American Silver Corp.	12/05/2021	Advisory Vote on Executive Compensation Approach	For	The proposal is in line with our voting policy
Pan American Silver Corp.	12/05/2021	Elect Director Michael Carroll	For	The proposal is in line with our voting policy
Pan American Silver Corp.	12/05/2021	Elect Director Neil de Gelder	For	The proposal is in line with our voting policy
Pan American Silver Corp.	12/05/2021	Elect Director Charles Jeannes	For	The proposal is in line with our voting policy
Pan American Silver Corp.	12/05/2021	Elect Director Jennifer Maki	Withhold	The nominee holds three non-executive directorships, two of which as an outside Chairman of the Audit Committee. The nominee is therefore overboarded.
Pan American Silver Corp.	12/05/2021	Elect Director Walter Segsworth	Withhold	The nominee holds three non-executive directorships, two of which as an outside Chairman of the Board. The nominee is therefore overboarded.
Pan American Silver Corp.	12/05/2021	Elect Director Kathleen Sendall	For	The proposal is in line with our voting policy
Pan American Silver Corp.	12/05/2021	Elect Director Michael Steinmann	For	The proposal is in line with our voting policy
Pan American Silver Corp.	12/05/2021	Elect Director Gillian Winckler	For	The proposal is in line with our voting policy
Trimble Inc.	12/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Trimble Inc.	12/05/2021	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Trimble Inc.	12/05/2021	Elect Director Steven W. Berglund	For	The proposal is in line with our voting policy
Trimble Inc.	12/05/2021	Elect Director James C. Dalton	For	The proposal is in line with our voting policy
Trimble Inc.	12/05/2021	Elect Director Borje Ekholm	For	The proposal is in line with our voting policy



Trimble Inc.	12/05/2021	Elect Director Kaigham (Ken) Gabriel	For	The proposal is in line with our voting policy
Trimble Inc.	12/05/2021	Elect Director Meaghan Lloyd	For	The proposal is in line with our voting policy
Trimble Inc.	12/05/2021	Elect Director Sandra MacQuillan	For	The proposal is in line with our voting policy
Trimble Inc.	12/05/2021	Elect Director Robert G. Painter	For	The proposal is in line with our voting policy
Trimble Inc.	12/05/2021	Elect Director Mark S. Peek	For	The proposal is in line with our voting policy
Trimble Inc.	12/05/2021	Elect Director Johan Wibergh	For	The proposal is in line with our voting policy
Juniper Networks, Inc.	13/05/2021	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Juniper Networks, Inc.	13/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
Juniper Networks, Inc.	13/05/2021	Elect Director Gary Daichendt	For	The proposal is in line with our voting policy
Juniper Networks, Inc.	13/05/2021	Elect Director Anne DeSanto	For	The proposal is in line with our voting policy
Juniper Networks, Inc.	13/05/2021	Elect Director Kevin DeNuccio	For	The proposal is in line with our voting policy
Juniper Networks, Inc.	13/05/2021	Elect Director James Dolce	For	The proposal is in line with our voting policy
Juniper Networks, Inc.	13/05/2021	Elect Director Christine Gorjanc	For	The proposal is in line with our voting policy
Juniper Networks, Inc.	13/05/2021	Elect Director Janet Haugen	Against	The nominee holds three non-executive directorships, two of which as the Chairman of the Audit Committee. The nominee is therefore overboarded.
Juniper Networks, Inc.	13/05/2021	Elect Director Scott Kriens	For	The proposal is in line with our voting policy
Juniper Networks, Inc.	13/05/2021	Elect Director Rahul Merchant	For	The proposal is in line with our voting policy
Juniper Networks, Inc.	13/05/2021	Elect Director Rami Rahim	For	The proposal is in line with our voting policy
Juniper Networks, Inc.	13/05/2021	Elect Director William Stensrud	Against	The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors.
Union Pacific Corporation	13/05/2021	Ratify Deloitte & Touche LLP as Auditors	For	The proposal is in line with our voting policy
Union Pacific Corporation	13/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
Union Pacific Corporation	13/05/2021	Approve Omnibus Stock Plan	For	The proposal is in line with our voting policy
Union Pacific Corporation	13/05/2021	Approve Nonqualified Employee Stock Purchase Plan	For	The proposal is in line with our voting policy
Union Pacific Corporation	13/05/2021	Report on EEO	For	Workforce diversity within the subject of Human capital management is of concern to investors. We support the disclosing of EEO-1 reports, even more so because the report is already produced for regulatory reasons. The report would provide standardized and comparable information to shareholders, enabling them to better assess how diversity is managed by the Company.
Union Pacific Corporation	13/05/2021	Publish Annually a Report Assessing Diversity and Inclusion Efforts	For	Given the potential reputational risks involved, shareholders would benefit from additional disclosure.
Union Pacific Corporation	13/05/2021	Annual Vote and Report on Climate Change	For	While we are aware of the positive steps taken by the company regarding target change targets, we nevertheless consider that the proposal has merit insofar it reiterates the importance for shareholders of monitoring this subject.
Union Pacific Corporation	13/05/2021	Elect Director Andrew H. Card, Jr.	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.
Union Pacific Corporation	13/05/2021	Elect Director William J. DeLaney	For	The proposal is in line with our voting policy
Union Pacific Corporation	13/05/2021	Elect Director David B. Dillon	For	The proposal is in line with our voting policy
Union Pacific Corporation	13/05/2021	Elect Director Lance M. Fritz	For	The proposal is in line with our voting policy

Union Pacific Corporation	13/05/2021	Elect Director Deborah C. Hopkins	For	The proposal is in line with our voting policy
Union Pacific Corporation	13/05/2021	Elect Director Jane H. Lute	For	The proposal is in line with our voting policy
Union Pacific Corporation	13/05/2021	Elect Director Michael R. McCarthy	Against	The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors.
Union Pacific Corporation	13/05/2021	Elect Director Thomas F. McLarty, III	Against	The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors.
Union Pacific Corporation	13/05/2021	Elect Director Jose H. Villarreal	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.
Union Pacific Corporation	13/05/2021	Elect Director Christopher J. Williams	Against	The nominee holds three non-executive directorships, two of which as an outside Chairman of the Audit Committee. The nominee is therefore overboarded.
United Parcel Service, Inc.	13/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
United Parcel Service, Inc.	13/05/2021	Approve Omnibus Stock Plan	For	The proposal is in line with our voting policy
United Parcel Service, Inc.	13/05/2021	Ratify Deloitte & Touche LLP as Auditors	For	The proposal is in line with our voting policy
United Parcel Service, Inc.	13/05/2021	Report on Lobbying Payments and Policy	For	Increased disclosure would allow shareholders to more fully assess risks presented by the Company's lobbying activities, assess if spending is in line with stated objectives and how the Board monitors them.
United Parcel Service, Inc.	13/05/2021	Approve Recapitalization Plan for all Stock to Have One-vote per Share	For	The Proposal is in shareholders' interest.
United Parcel Service, Inc.	13/05/2021	Report on Climate Change	For	Additional information on meeting Paris Agreement goals would be useful to shareholders to assess potential risks and increase their understanding on how the company is managing its transition.
United Parcel Service, Inc.	13/05/2021	Amend Certificate of Incorporation to Become a Public Benefit Corporation	For	Issues of social responsibility and sustainable development, such as those of governance, are essential in the assessment of a company. The social acceptance of a company's practices contributes to its image, and therefore indirectly to its development and profitability for its shareholders. We consider that stating a purpose in line with this objective, within the framework presented in this proposal, would be in shareholders' interest.
United Parcel Service, Inc.	13/05/2021	Publish Annually a Report Assessing Diversity and Inclusion Efforts	For	Given the potential reputational risks involved, shareholders would benefit from additional disclosure.
United Parcel Service, Inc.	13/05/2021	Elect Director Carol B. Tome	For	The proposal is in line with our voting policy
United Parcel Service, Inc.	13/05/2021	Elect Director Rodney C. Adkins	Against	The nominee holds four non-executive directorships, one of which as an outside Chairman of the Board. The nominee is therefore overboarded.
United Parcel Service, Inc.	13/05/2021	Elect Director Eva C. Boratto	For	The proposal is in line with our voting policy
United Parcel Service, Inc.	13/05/2021	Elect Director Michael J. Burns	For	The proposal is in line with our voting policy
United Parcel Service, Inc.	13/05/2021	Elect Director Wayne M. Hewett	For	The proposal is in line with our voting policy
United Parcel Service, Inc.	13/05/2021	Elect Director Angela Hwang	For	The proposal is in line with our voting policy
United Parcel Service, Inc.	13/05/2021	Elect Director Kate E. Johnson	For	The proposal is in line with our voting policy
United Parcel Service, Inc.	13/05/2021	Elect Director William R. Johnson	For	The proposal is in line with our voting policy

United Parcel Service, Inc.	13/05/2021	Elect Director Ann M. Livermore	For	The proposal is in line with our voting policy
United Parcel Service, Inc.	13/05/2021	Elect Director Franck J. Moison	For	The proposal is in line with our voting policy
United Parcel Service, Inc.	13/05/2021	Elect Director Christiana Smith Shi	For	The proposal is in line with our voting policy
United Parcel Service, Inc.	13/05/2021	Elect Director Russell Stokes	For	The proposal is in line with our voting policy
United Parcel Service, Inc.	13/05/2021	Elect Director Kevin Warsh	For	The proposal is in line with our voting policy
Intel Corporation	13/05/2021	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Intel Corporation	13/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a notable disconnect between pay and performance. There is a lack of transparency on performance goals. The remuneration structure is not satisfactory.
Intel Corporation	13/05/2021	Provide Right to Act by Written Consent	For	The Proposal is in shareholders' interest.
Intel Corporation	13/05/2021	Report on Global Median Gender/Racial Pay Gap	For	Additional disclosure would be useful to shareholders' understanding of how this subject is managed by the Company.
Intel Corporation	13/05/2021	Report on Whether Written Policies or Unwritten Norms Reinforce Racism in Company Culture	For	Additional disclosure would be useful to shareholders' understanding of how this subject is managed by the Company.
Intel Corporation	13/05/2021	Elect Director Patrick P. Gelsinger	For	The proposal is in line with our voting policy
Intel Corporation	13/05/2021	Elect Director James J. Goetz	For	The proposal is in line with our voting policy
Intel Corporation	13/05/2021	Elect Director Alyssa Henry	For	The proposal is in line with our voting policy
Intel Corporation	13/05/2021	Elect Director Omar Ishrak	For	The proposal is in line with our voting policy
Intel Corporation	13/05/2021	Elect Director Risa Lavizzo-Mourey	For	The proposal is in line with our voting policy
Intel Corporation	13/05/2021	Elect Director Tsu-Jae King Liu	For	The proposal is in line with our voting policy
Intel Corporation	13/05/2021	Elect Director Gregory D. Smith	For	The proposal is in line with our voting policy
Intel Corporation	13/05/2021	Elect Director Dion J. Weisler	For	The proposal is in line with our voting policy
Intel Corporation	13/05/2021	Elect Director Frank D. Yeary	For	The proposal is in line with our voting policy
Norfolk Southern Corporation	13/05/2021	Ratify KPMG LLP as Auditors	For	The proposal is in line with our voting policy
Norfolk Southern Corporation	13/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is excessive compared to peers. There is a lack of ESG criteria in the variable compensation.
Norfolk Southern Corporation	13/05/2021	Amend Proxy Access Right	For	We support this proposal as the proposed elimination of the 20-shareholder aggregation limit would improve the company's existing proxy access right for shareholders.
Norfolk Southern Corporation	13/05/2021	Report on Corporate Climate Lobbying Aligned with Paris Agreement	For	Increased disclosure would allow shareholders to more fully assess risks presented by the Company's lobbying activities, and assess if spending is in line with stated objectives.
Norfolk Southern Corporation	13/05/2021	Elect Director Thomas D. Bell, Jr.	For	The proposal is in line with our voting policy
Norfolk Southern Corporation	13/05/2021	Elect Director Mitchell E. Daniels, Jr.	For	The proposal is in line with our voting policy
Norfolk Southern Corporation	13/05/2021	Elect Director Marcela E. Donadio	For	The proposal is in line with our voting policy
Norfolk Southern Corporation	13/05/2021	Elect Director John C. Huffard, Jr.	For	The proposal is in line with our voting policy
Norfolk Southern Corporation	13/05/2021	Elect Director Christopher T. Jones	For	The proposal is in line with our voting policy
Norfolk Southern Corporation	13/05/2021	Elect Director Thomas C. Kelleher	For	The proposal is in line with our voting policy
Norfolk Southern Corporation	13/05/2021	Elect Director Steven F. Leer	For	The proposal is in line with our voting policy

Norfolk Southern Corporation	13/05/2021	Elect Director Michael D. Lockhart	For	The proposal is in line with our voting policy
Norfolk Southern Corporation	13/05/2021	Elect Director Amy E. Miles	For	The proposal is in line with our voting policy
Norfolk Southern Corporation	13/05/2021	Elect Director Claude Mongeau	For	The proposal is in line with our voting policy
Norfolk Southern Corporation	13/05/2021	Elect Director Jennifer F. Scanlon	For	The proposal is in line with our voting policy
Norfolk Southern Corporation	13/05/2021	Elect Director James A. Squires	For	The proposal is in line with our voting policy
Norfolk Southern Corporation	13/05/2021	Elect Director John R. Thompson	For	The proposal is in line with our voting policy
O'Reilly Automotive, Inc.	13/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
O'Reilly Automotive, Inc.	13/05/2021	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
O'Reilly Automotive, Inc.	13/05/2021	Amend Proxy Access Right	For	The Proposal is in shareholders' interest.
O'Reilly Automotive, Inc.	13/05/2021	Elect Director David O'Reilly	Against	The board is not sufficiently independent as per our voting policy.
O'Reilly Automotive, Inc.	13/05/2021	Elect Director Larry O'Reilly	Against	The board is not sufficiently independent as per our voting policy.
O'Reilly Automotive, Inc.	13/05/2021	Elect Director Greg Henslee	Against	The board is not sufficiently independent as per our voting policy.
O'Reilly Automotive, Inc.	13/05/2021	Elect Director Jay D. Burchfield	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.
O'Reilly Automotive, Inc.	13/05/2021	Elect Director Thomas T. Hendrickson	For	The proposal is in line with our voting policy
O'Reilly Automotive, Inc.	13/05/2021	Elect Director John R. Murphy	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.
O'Reilly Automotive, Inc.	13/05/2021	Elect Director Dana M. Perlman	Against	The board is not sufficiently independent as per our voting policy.
O'Reilly Automotive, Inc.	13/05/2021	Elect Director Maria A. Sastre	For	The proposal is in line with our voting policy
O'Reilly Automotive, Inc.	13/05/2021	Elect Director Andrea M. Weiss	For	The proposal is in line with our voting policy
Henry Schein, Inc.	13/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Henry Schein, Inc.	13/05/2021	Ratify BDO USA, LLP as Auditor	For	The proposal is in line with our voting policy
Henry Schein, Inc.	13/05/2021	Elect Director Mohamad Ali	For	The proposal is in line with our voting policy
Henry Schein, Inc.	13/05/2021	Elect Director Barry J. Alperin	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.
Henry Schein, Inc.	13/05/2021	Elect Director Gerald A. Benjamin	For	The proposal is in line with our voting policy
Henry Schein, Inc.	13/05/2021	Elect Director Stanley M. Bergman	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
Henry Schein, Inc.	13/05/2021	Elect Director James P. Breslawski	For	The proposal is in line with our voting policy
Henry Schein, Inc.	13/05/2021	Elect Director Deborah Derby	For	The proposal is in line with our voting policy
Henry Schein, Inc.	13/05/2021	Elect Director Joseph L. Herring	For	The proposal is in line with our voting policy
Henry Schein, Inc.	13/05/2021	Elect Director Kurt P. Kuehn	For	The proposal is in line with our voting policy
Henry Schein, Inc.	13/05/2021	Elect Director Philip A. Laskawy	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. 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.
Henry Schein, Inc.	13/05/2021	Elect Director Anne H. Margulies	For	The proposal is in line with our voting policy
Henry Schein, Inc.	13/05/2021	Elect Director Mark E. Mlotek	For	The proposal is in line with our voting policy
Henry Schein, Inc.	13/05/2021	Elect Director Steven Paladino	For	The proposal is in line with our voting policy
Henry Schein, Inc.	13/05/2021	Elect Director Carol Raphael	For	The proposal is in line with our voting policy
Henry Schein, Inc.	13/05/2021	Elect Director E. Dianne Rekow	For	The proposal is in line with our voting policy
Henry Schein, Inc.	13/05/2021	Elect Director Bradley T. Sheares	For	The proposal is in line with our voting policy
Henry Schein, Inc.	13/05/2021	Elect Director Reed V. Tuckson	For	The proposal is in line with our voting policy
WSP Global Inc.	13/05/2021	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
WSP Global Inc.	13/05/2021	Advisory Vote on Executive Compensation Approach	Against	There is a lack of ESG criteria in the variable compensation.
WSP Global Inc.	13/05/2021	Elect Director Louis-Philippe Carriere	For	The proposal is in line with our voting policy
WSP Global Inc.	13/05/2021	Elect Director Christopher Cole	Withhold	The nominee holds three non-executive directorships, all of which as the Chairman of the Board. The nominee is therefore overboarded.
WSP Global Inc.	13/05/2021	Elect Director Alexandre L'Heureux	For	The proposal is in line with our voting policy
WSP Global Inc.	13/05/2021	Elect Director Birgit Norgaard	For	The proposal is in line with our voting policy
WSP Global Inc.	13/05/2021	Elect Director Suzanne Rancourt	For	The proposal is in line with our voting policy
WSP Global Inc.	13/05/2021	Elect Director Paul Raymond	For	The proposal is in line with our voting policy
WSP Global Inc.	13/05/2021	Elect Director Pierre Shoiry	For	The proposal is in line with our voting policy
WSP Global Inc.	13/05/2021	Elect Director Linda Smith-Galipeau	For	The proposal is in line with our voting policy
Martin Marietta Materials, Inc.	13/05/2021	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Martin Marietta Materials, Inc.	13/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG metrics in the variable compensation.
Martin Marietta Materials, Inc.	13/05/2021	Elect Director Dorothy M. Ables	Against	There are issues with the Board which do not enable support of the proposal.
Martin Marietta Materials, Inc.	13/05/2021	Elect Director Donald W. Slager	Against	There are issues with the Board which do not enable support of the proposal.
Martin Marietta Materials, Inc.	13/05/2021	Elect Director David C. Wajsgas	Against	There are issues with the Board which do not enable support of the proposal.
Martin Marietta Materials, Inc.	13/05/2021	Elect Director Sue W. Cole	Against	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.
Martin Marietta Materials, Inc.	13/05/2021	Elect Director Smith W. Davis	Against	There are issues with the Board which do not enable support of the proposal.
Martin Marietta Materials, Inc.	13/05/2021	Elect Director Anthony R. Fox	Against	There are issues with the Board which do not enable support of the proposal.
Martin Marietta Materials, Inc.	13/05/2021	Elect Director John J. Koraleski	Against	There are issues with the Board which do not enable support of the proposal.
Martin Marietta Materials, Inc.	13/05/2021	Elect Director C. Howard Nye	Against	There are issues with the Board which do not enable support of the proposal.
Martin Marietta Materials, Inc.	13/05/2021	Elect Director Laree E. Perez	Against	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.
Martin Marietta Materials, Inc.	13/05/2021	Elect Director Thomas H. Pike	Against	There are issues with the Board which do not enable support of the proposal.
Martin Marietta Materials, Inc.	13/05/2021	Elect Director Michael J. Quillen	Against	There are issues with the Board which do not enable support of the proposal.

Waste Connections, Inc.	14/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Waste Connections, Inc.	14/05/2021	Approve Grant Thornton LLP as Auditors and Authorize Board to Fix Their Remuneration	For	The proposal is in line with our voting policy
Waste Connections, Inc.	14/05/2021	Elect Director Edward E. "Ned" Guillet	Withhold	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
Waste Connections, Inc.	14/05/2021	Elect Director Michael W. Harlan	Withhold	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
Waste Connections, Inc.	14/05/2021	Elect Director Larry S. Hughes	For	The proposal is in line with our voting policy
Waste Connections, Inc.	14/05/2021	Elect Director Worthing F. Jackman	For	The proposal is in line with our voting policy
Waste Connections, Inc.	14/05/2021	Elect Director Elise L. Jordan	For	The proposal is in line with our voting policy
Waste Connections, Inc.	14/05/2021	Elect Director Susan "Sue" Lee	For	The proposal is in line with our voting policy
Waste Connections, Inc.	14/05/2021	Elect Director Ronald J. Mittelstaedt	For	The proposal is in line with our voting policy
Waste Connections, Inc.	14/05/2021	Elect Director William J. Razzouk	Withhold	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.
Weyerhaeuser Company	14/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Weyerhaeuser Company	14/05/2021	Ratify KPMG LLP as Auditors	For	The proposal is in line with our voting policy
Weyerhaeuser Company	14/05/2021	Elect Director Mark A. Emmert	Against	The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors.
Weyerhaeuser Company	14/05/2021	Elect Director Rick R. Holley	For	The proposal is in line with our voting policy
Weyerhaeuser Company	14/05/2021	Elect Director Sara Grootwassink Lewis	For	The proposal is in line with our voting policy
Weyerhaeuser Company	14/05/2021	Elect Director Deidra C. Merriwether	For	The proposal is in line with our voting policy
Weyerhaeuser Company	14/05/2021	Elect Director Al Monaco	For	The proposal is in line with our voting policy
Weyerhaeuser Company	14/05/2021	Elect Director Nicole W. Piasecki	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.
Weyerhaeuser Company	14/05/2021	Elect Director Lawrence A. Selzer	For	The proposal is in line with our voting policy
Weyerhaeuser Company	14/05/2021	Elect Director Devin W. Stockfish	For	The proposal is in line with our voting policy
Weyerhaeuser Company	14/05/2021	Elect Director Kim Williams	Against	The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors.
Vulcan Materials Company	14/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Vulcan Materials Company	14/05/2021	Ratify Deloitte & Touche LLP as Auditors	For	The proposal is in line with our voting policy



Vulcan Materials Company	14/05/2021	Elect Director Thomas A. Fanning	For	The proposal is in line with our voting policy
Vulcan Materials Company	14/05/2021	Elect Director J. Thomas Hill	For	The proposal is in line with our voting policy
Vulcan Materials Company	14/05/2021	Elect Director Cynthia L. Hostetler	For	The proposal is in line with our voting policy
Vulcan Materials Company	14/05/2021	Elect Director Richard T. O'Brien	Against	The nominee holds 4 non-executive directorships, 1 of which as the Chairman of the Board and 1 as the Chairman of the Audit Committee. The nominee is therefore overboarded.
Wheaton Precious Metals Corp.	14/05/2021	Elect Director George L. Brack	For	The proposal is in line with our voting policy
Wheaton Precious Metals Corp.	14/05/2021	Elect Director Randy V.J. Smallwood	For	The proposal is in line with our voting policy
Wheaton Precious Metals Corp.	14/05/2021	Elect Director John A. Brough	For	The proposal is in line with our voting policy
Wheaton Precious Metals Corp.	14/05/2021	Elect Director R. Peter Gillin	Withhold	The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors. The nominee holds five non-executive directorships, one of which as an outside Chairman of the Board. The nominee is therefore overboarded.
Wheaton Precious Metals Corp.	14/05/2021	Elect Director Chantal Gosselin	For	The proposal is in line with our voting policy
Wheaton Precious Metals Corp.	14/05/2021	Elect Director Douglas M. Holtby	For	The proposal is in line with our voting policy
Wheaton Precious Metals Corp.	14/05/2021	Elect Director Glenn Antony Ives	For	The proposal is in line with our voting policy
Wheaton Precious Metals Corp.	14/05/2021	Elect Director Charles A. Jeannes	For	The proposal is in line with our voting policy
Wheaton Precious Metals Corp.	14/05/2021	Elect Director Eduardo Luna	Withhold	The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors.
Wheaton Precious Metals Corp.	14/05/2021	Elect Director Marilyn Schonberner	For	The proposal is in line with our voting policy
Wheaton Precious Metals Corp.	14/05/2021	Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration	For	The proposal is in line with our voting policy
Wheaton Precious Metals Corp.	14/05/2021	Advisory Vote on Executive Compensation Approach	For	The proposal is in line with our voting policy
Zebra Technologies Corporation	14/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Zebra Technologies Corporation	14/05/2021	Ratify Ernst & Young LLP as Auditor	For	The proposal is in line with our voting policy
Zebra Technologies Corporation	14/05/2021	Elect Director Chirantan "CJ" Desai	For	The proposal is in line with our voting policy
Zebra Technologies Corporation	14/05/2021	Elect Director Richard L. Keyser	Withhold	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.
Zebra Technologies Corporation	14/05/2021	Elect Director Ross W. Manire	Withhold	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.
ANSYS, Inc.	14/05/2021	Ratify Deloitte & Touche LLP as Auditor	For	The proposal is in line with our voting policy
ANSYS, Inc.	14/05/2021	Approve Omnibus Stock Plan	For	The proposal is in line with our voting policy
ANSYS, Inc.	14/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.

ANSYS, Inc.	14/05/2021	Adopt Simple Majority Vote	For	We support this proposal given that elimination of the supermajority vote requirement would enhance shareholder rights.
ANSYS, Inc.	14/05/2021	Elect Director Jim Frankola	For	The proposal is in line with our voting policy
ANSYS, Inc.	14/05/2021	Elect Director Alec D. Gallimore	For	The proposal is in line with our voting policy
ANSYS, Inc.	14/05/2021	Elect Director Ronald W. Hovsepian	For	The proposal is in line with our voting policy
Seagen Inc.	14/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Seagen Inc.	14/05/2021	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Seagen Inc.	14/05/2021	Elect Director Felix J. Baker	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. The nominee holds five non-executive directorships. The nominee is therefore overboarded.
Seagen Inc.	14/05/2021	Elect Director Clay B. Siegall	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
Seagen Inc.	14/05/2021	Elect Director Nancy A. Simonian	Against	The board is not sufficiently independent as per our voting policy
The Hershey Company	17/05/2021	Ratify Ernst & Young LLP as Auditor	For	The proposal is in line with our voting policy
The Hershey Company	17/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is excessive compared to peers. There is a lack of ESG criteria in the variable compensation
The Hershey Company	17/05/2021	Elect Director Pamela M. Arway	For	The proposal is in line with our voting policy
The Hershey Company	17/05/2021	Elect Director Anthony J. Palmer	For	The proposal is in line with our voting policy
The Hershey Company	17/05/2021	Elect Director Juan R. Perez	For	The proposal is in line with our voting policy
The Hershey Company	17/05/2021	Elect Director Wendy L. Schoppert	For	The proposal is in line with our voting policy
The Hershey Company	17/05/2021	Elect Director James W. Brown	For	The proposal is in line with our voting policy
The Hershey Company	17/05/2021	Elect Director Michele G. Buck	For	The proposal is in line with our voting policy
The Hershey Company	17/05/2021	Elect Director Victor L. Crawford	For	The proposal is in line with our voting policy
The Hershey Company	17/05/2021	Elect Director Robert M. Dutkowsky	For	The proposal is in line with our voting policy
The Hershey Company	17/05/2021	Elect Director Mary Kay Haben	For	The proposal is in line with our voting policy
The Hershey Company	17/05/2021	Elect Director James C. Katzman	For	The proposal is in line with our voting policy
The Hershey Company	17/05/2021	Elect Director M. Diane Koken	For	The proposal is in line with our voting policy
The Hershey Company	17/05/2021	Elect Director Robert M. Malcolm	For	The proposal is in line with our voting policy
Teladoc Health, Inc.	17/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Teladoc Health, Inc.	17/05/2021	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Teladoc Health, Inc.	17/05/2021	Elect Director Christopher Bischoff	For	The proposal is in line with our voting policy
Teladoc Health, Inc.	17/05/2021	Elect Director Karen L. Daniel	For	The proposal is in line with our voting policy
Teladoc Health, Inc.	17/05/2021	Elect Director Sandra L. Fenwick	For	The proposal is in line with our voting policy
Teladoc Health, Inc.	17/05/2021	Elect Director William H. Frist	Against	The nominee holds five non-executive directorships. The nominee is therefore overboarded.
Teladoc Health, Inc.	17/05/2021	Elect Director Jason Gorevic	For	The proposal is in line with our voting policy
Teladoc Health, Inc.	17/05/2021	Elect Director Catherine A. Jacobson	For	The proposal is in line with our voting policy
Teladoc Health, Inc.	17/05/2021	Elect Director Thomas G. McKinley	For	The proposal is in line with our voting policy
Teladoc Health, Inc.	17/05/2021	Elect Director Kenneth H. Paulus	For	The proposal is in line with our voting policy
Teladoc Health, Inc.	17/05/2021	Elect Director David Shedlarz	For	The proposal is in line with our voting policy

Teladoc Health, Inc.	17/05/2021	Elect Director Mark Douglas Smith	For	The proposal is in line with our voting policy
Teladoc Health, Inc.	17/05/2021	Elect Director David B. Snow, Jr.	For	The proposal is in line with our voting policy
Chipotle Mexican Grill, Inc.	18/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is excessive compared to peers. Discretionary payments/powers. The remuneration structure is not satisfactory.
Chipotle Mexican Grill, Inc.	18/05/2021	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Chipotle Mexican Grill, Inc.	18/05/2021	Provide Right to Act by Written Consent	For	The Proposal is in shareholders' interest.
Chipotle Mexican Grill, Inc.	18/05/2021	Elect Director Albert S. Baldocchi	For	The proposal is in line with our voting policy
Chipotle Mexican Grill, Inc.	18/05/2021	Elect Director Brian Niccol	Withhold	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
Chipotle Mexican Grill, Inc.	18/05/2021	Elect Director Mary Winston	Withhold	The nominee holds four non-executive directorships including one as Chairman of the Audit Committee. The nominee is therefore overboarded.
Chipotle Mexican Grill, Inc.	18/05/2021	Elect Director Matthew A. Carey	For	The proposal is in line with our voting policy
Chipotle Mexican Grill, Inc.	18/05/2021	Elect Director Gregg L. Engles	For	The proposal is in line with our voting policy
Chipotle Mexican Grill, Inc.	18/05/2021	Elect Director Patricia Fili-Krushel	For	The proposal is in line with our voting policy
Chipotle Mexican Grill, Inc.	18/05/2021	Elect Director Neil W. Flanzraich	For	The proposal is in line with our voting policy
Chipotle Mexican Grill, Inc.	18/05/2021	Elect Director Mauricio Gutierrez	For	The proposal is in line with our voting policy
Chipotle Mexican Grill, Inc.	18/05/2021	Elect Director Robin Hickenlooper	For	The proposal is in line with our voting policy
Chipotle Mexican Grill, Inc.	18/05/2021	Elect Director Scott Maw	Withhold	The nominee holds four non-executive directorships including two as Chairman of the Audit Committee. The nominee is therefore overboarded.
Chipotle Mexican Grill, Inc.	18/05/2021	Elect Director Ali Namvar	For	The proposal is in line with our voting policy
Knight-Swift Transportation Holdings Inc.	18/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Knight-Swift Transportation Holdings Inc.	18/05/2021	Ratify Grant Thornton LLP as Auditors	For	The proposal is in line with our voting policy
Knight-Swift Transportation Holdings Inc.	18/05/2021	Reduce Supermajority Vote Requirement	For	The Proposal is in shareholders' interest.
Knight-Swift Transportation Holdings Inc.	18/05/2021	Elect Director Gary Knight	Withhold	The board is not sufficiently independent as per our voting policy.
Knight-Swift Transportation Holdings Inc.	18/05/2021	Elect Director Kathryn Munro	Withhold	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.
Motorola Solutions, Inc.	18/05/2021	Ratify PricewaterhouseCoopers LLP as Auditor	For	The proposal is in line with our voting policy
Motorola Solutions, Inc.	18/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Motorola Solutions, Inc.	18/05/2021	Elect Director Gregory Q. Brown	For	The proposal is in line with our voting policy
Motorola Solutions, Inc.	18/05/2021	Elect Director Kenneth D. Denman	For	The proposal is in line with our voting policy
Motorola Solutions, Inc.	18/05/2021	Elect Director Egon P. Durban	Against	The nominee holds six non-executive directorships. The nominee is therefore overboarded.
Motorola Solutions, Inc.	18/05/2021	Elect Director Clayton M. Jones	For	The proposal is in line with our voting policy
Motorola Solutions, Inc.	18/05/2021	Elect Director Judy C. Lewent	For	The proposal is in line with our voting policy
Motorola Solutions, Inc.	18/05/2021	Elect Director Gregory K. Mondre	For	The proposal is in line with our voting policy

Motorola Solutions, Inc.	18/05/2021	Elect Director Joseph M. Tucci	For	The proposal is in line with our voting policy
Amgen Inc.	18/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
Amgen Inc.	18/05/2021	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Amgen Inc.	18/05/2021	Elect Director Wanda M. Austin	For	The proposal is in line with our voting policy
Amgen Inc.	18/05/2021	Elect Director Robert A. Bradway	For	The proposal is in line with our voting policy
Amgen Inc.	18/05/2021	Elect Director Brian J. Druker	For	The proposal is in line with our voting policy
Amgen Inc.	18/05/2021	Elect Director Robert A. Eckert	Against	The nominee holds four non-executive directorships including one as Chairman of the Board. The nominee is therefore overboarded.
Amgen Inc.	18/05/2021	Elect Director Greg C. Garland	For	The proposal is in line with our voting policy
Amgen Inc.	18/05/2021	Elect Director Charles M. Holley, Jr.	Against	The nominee holds three non-executive directorships including two as Chairman of the Audit Committee. The nominee is therefore overboarded.
Amgen Inc.	18/05/2021	Elect Director Tyler Jacks	For	The proposal is in line with our voting policy
Amgen Inc.	18/05/2021	Elect Director Ellen J. Kullman	For	The proposal is in line with our voting policy
Amgen Inc.	18/05/2021	Elect Director Amy E. Miles	For	The proposal is in line with our voting policy
Amgen Inc.	18/05/2021	Elect Director Ronald D. Sugar	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.
Amgen Inc.	18/05/2021	Elect Director R. Sanders Williams	For	The proposal is in line with our voting policy
Zendesk, Inc.	18/05/2021	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Zendesk, Inc.	18/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Zendesk, Inc.	18/05/2021	Elect Director Archana Agrawal	For	The proposal is in line with our voting policy
Zendesk, Inc.	18/05/2021	Elect Director Hilarie Koplow-McAdams	Against	There are issues with the board which do not enable support of the proposal.
Zendesk, Inc.	18/05/2021	Elect Director Michelle Wilson	Against	There are issues with the board which do not enable support of the proposal.
Verisk Analytics, Inc.	19/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Verisk Analytics, Inc.	19/05/2021	Approve Omnibus Stock Plan	For	The proposal is in line with our voting policy
Verisk Analytics, Inc.	19/05/2021	Ratify Deloitte & Touche LLP as Auditors	For	The proposal is in line with our voting policy
Verisk Analytics, Inc.	19/05/2021	Elect Director Samuel G. Liss	Against	The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors.
Verisk Analytics, Inc.	19/05/2021	Elect Director Bruce E. Hansen	For	The proposal is in line with our voting policy
Verisk Analytics, Inc.	19/05/2021	Elect Director Therese M. Vaughan	For	The proposal is in line with our voting policy
Verisk Analytics, Inc.	19/05/2021	Elect Director Kathleen A. Hogenson	For	The proposal is in line with our voting policy
Enphase Energy, Inc.	19/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Enphase Energy, Inc.	19/05/2021	Increase Authorized Common Stock	For	The proposal is in line with our voting policy
Enphase Energy, Inc.	19/05/2021	Approve Omnibus Stock Plan	For	The proposal is in line with our voting policy
Enphase Energy, Inc.	19/05/2021	Ratify Deloitte & Touche LLP as Auditors	For	The proposal is in line with our voting policy
Enphase Energy, Inc.	19/05/2021	Elect Director Badrinarayanan Kothandaraman	For	The proposal is in line with our voting policy
Enphase Energy, Inc.	19/05/2021	Elect Director Joseph Malchow	For	The proposal is in line with our voting policy
Mondelez International, Inc.	19/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Mondelez International, Inc.	19/05/2021	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy

Mondelez International, Inc.	19/05/2021	Consider Pay Disparity Between Executives and Other Employees	For	Amundi considers that social cohesion represents a systemic risk for companies, as well as an opportunity for those who wish to integrate it in a positive way, in particular through controls of the wage balance within the framework of compensation policies. We therefore consider that this proposal has merit.
Mondelez International, Inc.	19/05/2021	Elect Director Lewis W.K. Booth	For	The proposal is in line with our voting policy
Mondelez International, Inc.	19/05/2021	Elect Director Charles E. Bunch	Against	Concerns about Company behaviour in the UK : firing and re-hiring 291 workers with poorer working conditions.
Mondelez International, Inc.	19/05/2021	Elect Director Lois D. Juliber	For	The proposal is in line with our voting policy
Mondelez International, Inc.	19/05/2021	Elect Director Peter W. May	For	The proposal is in line with our voting policy
Mondelez International, Inc.	19/05/2021	Elect Director Jorge S. Mesquita	For	The proposal is in line with our voting policy
Mondelez International, Inc.	19/05/2021	Elect Director Jane Hamilton Nielsen	For	The proposal is in line with our voting policy
Mondelez International, Inc.	19/05/2021	Elect Director Fredric G. Reynolds	Against	The nominee holds four non-executive directorships, all of which as the Chairman of the Audit Committee. The nominee is therefore overboarded.
Mondelez International, Inc.	19/05/2021	Elect Director Christiana S. Shi	For	The proposal is in line with our voting policy
Mondelez International, Inc.	19/05/2021	Elect Director Patrick T. Siewert	For	The proposal is in line with our voting policy
Mondelez International, Inc.	19/05/2021	Elect Director Michael A. Todman	Against	The nominee holds four non-executive directorships, one of which as Chairman of the Audit Committee. The nominee is therefore overboarded.
Mondelez International, Inc.	19/05/2021	Elect Director Jean-Francois M. L. van Boxmeer	Against	The nominee holds four non-executive directorships, one of which as an outside Chairman of the Board. The nominee is therefore overboarded.
Mondelez International, Inc.	19/05/2021	Elect Director Dirk Van de Put	For	The proposal is in line with our voting policy
Vertex Pharmaceuticals Incorporated	19/05/2021	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Vertex Pharmaceuticals Incorporated	19/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Vertex Pharmaceuticals Incorporated	19/05/2021	Report on Lobbying Payments and Policy	For	While we are aware of the progress made by the Company on this matter, increased disclosure would allow shareholders to more fully assess risks presented by its lobbying activities
Vertex Pharmaceuticals Incorporated	19/05/2021	Report on Political Contributions and Expenditures	For	Increased disclosure would allow shareholders to more fully assess risks presented by the Company's Political Contributions and Expenditures.
Vertex Pharmaceuticals Incorporated	19/05/2021	Elect Director Sangeeta Bhatia	For	The proposal is in line with our voting policy
Vertex Pharmaceuticals Incorporated	19/05/2021	Elect Director Bruce Sachs	For	The proposal is in line with our voting policy
Vertex Pharmaceuticals Incorporated	19/05/2021	Elect Director Lloyd Carney	Against	The nominee holds one executive position and four non-executive directorships including two as Chairman of the Board and one as Chairman of the Audit Committee. The nominee is therefore overboarded.
Vertex Pharmaceuticals Incorporated	19/05/2021	Elect Director Alan Garber	For	The proposal is in line with our voting policy
Vertex Pharmaceuticals Incorporated	19/05/2021	Elect Director Terrence Kearney	For	The proposal is in line with our voting policy
Vertex Pharmaceuticals Incorporated	19/05/2021	Elect Director Reshma Kewalramani	For	The proposal is in line with our voting policy
Vertex Pharmaceuticals Incorporated	19/05/2021	Elect Director Yuchun Lee	For	The proposal is in line with our voting policy
Vertex Pharmaceuticals Incorporated	19/05/2021	Elect Director Jeffrey Leiden	For	The proposal is in line with our voting policy

Vertex Pharmaceuticals Incorporated	19/05/2021	Elect Director Margaret McGlynn	For	The proposal is in line with our voting policy
Vertex Pharmaceuticals Incorporated	19/05/2021	Elect Director Diana McKenzie	For	The proposal is in line with our voting policy
Align Technology, Inc.	19/05/2021	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Align Technology, Inc.	19/05/2021	Amend Bylaws to Add Federal Forum Selection Provision	For	The proposal is in line with our voting policy
Align Technology, Inc.	19/05/2021	Amend Qualified Employee Stock Purchase Plan	For	The proposal is in line with our voting policy
Align Technology, Inc.	19/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is excessive compared to peers. There is a lack of ESG criteria in the variable compensation.
Align Technology, Inc.	19/05/2021	Elect Director Kevin J. Dallas	For	The proposal is in line with our voting policy
Align Technology, Inc.	19/05/2021	Elect Director Warren S. Thaler	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.
Align Technology, Inc.	19/05/2021	Elect Director Joseph M. Hogan	For	The proposal is in line with our voting policy
Align Technology, Inc.	19/05/2021	Elect Director Joseph Lacob	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.
Align Technology, Inc.	19/05/2021	Elect Director C. Raymond Larkin, Jr.	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.
Align Technology, Inc.	19/05/2021	Elect Director George J. Morrow	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.
Align Technology, Inc.	19/05/2021	Elect Director Anne M. Myong	For	The proposal is in line with our voting policy
Align Technology, Inc.	19/05/2021	Elect Director Andrea L. Saia	For	The proposal is in line with our voting policy
Align Technology, Inc.	19/05/2021	Elect Director Greg J. Santora	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.
Align Technology, Inc.	19/05/2021	Elect Director Susan E. Siegel	For	The proposal is in line with our voting policy
CBRE Group, Inc.	19/05/2021	Ratify KPMG LLP as Auditors	For	The proposal is in line with our voting policy
CBRE Group, Inc.	19/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
CBRE Group, Inc.	19/05/2021	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	The Proposal is in shareholders' interest.
CBRE Group, Inc.	19/05/2021	Elect Director Brandon B. Boze	For	The proposal is in line with our voting policy
CBRE Group, Inc.	19/05/2021	Elect Director Beth F. Cobert	For	The proposal is in line with our voting policy
CBRE Group, Inc.	19/05/2021	Elect Director Reginald H. Gilyard	For	The proposal is in line with our voting policy
CBRE Group, Inc.	19/05/2021	Elect Director Shira D. Goodman	For	The proposal is in line with our voting policy
CBRE Group, Inc.	19/05/2021	Elect Director Christopher T. Jenny	For	The proposal is in line with our voting policy
CBRE Group, Inc.	19/05/2021	Elect Director Gerardo I. Lopez	Against	The nominee holds one executive mandate and three non-executive directorships. The nominee is therefore overboarded.



CBRE Group, Inc.	19/05/2021	Elect Director Oscar Munoz	For	The proposal is in line with our voting policy
CBRE Group, Inc.	19/05/2021	Elect Director Robert E. Sulentic	For	The proposal is in line with our voting policy
CBRE Group, Inc.	19/05/2021	Elect Director Laura D. Tyson	For	The proposal is in line with our voting policy
CBRE Group, Inc.	19/05/2021	Elect Director Sanjiv Yajnik	For	The proposal is in line with our voting policy
Cerner Corporation	19/05/2021	Ratify KPMG LLP as Auditors	For	The proposal is in line with our voting policy
Cerner Corporation	19/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Cerner Corporation	19/05/2021	Eliminate Supermajority Vote Requirement	For	The Proposal is in shareholders' interest.
Cerner Corporation	19/05/2021	Elect Director Mitchell E. Daniels, Jr.	For	The proposal is in line with our voting policy
Cerner Corporation	19/05/2021	Elect Director Elder Granger	For	The proposal is in line with our voting policy
Cerner Corporation	19/05/2021	Elect Director John J. Greisch	For	The proposal is in line with our voting policy
Cerner Corporation	19/05/2021	Elect Director Melinda J. Mount	For	The proposal is in line with our voting policy
Old Dominion Freight Line, Inc.	19/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is excessive compared to peers. There is a lack of ESG criteria in the variable compensation.
Old Dominion Freight Line, Inc.	19/05/2021	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Old Dominion Freight Line, Inc.	19/05/2021	Elect Director Sherry A. Aaholm	For	The proposal is in line with our voting policy
Old Dominion Freight Line, Inc.	19/05/2021	Elect Director Leo H. Suggs	Withhold	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.
Old Dominion Freight Line, Inc.	19/05/2021	Elect Director D. Michael Wray	Withhold	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.
Old Dominion Freight Line, Inc.	19/05/2021	Elect Director David S. Congdon	Withhold	The board is not sufficiently independent as per our voting policy.
Old Dominion Freight Line, Inc.	19/05/2021	Elect Director John R. Congdon, Jr.	Withhold	The board is not sufficiently independent as per our voting policy.
Old Dominion Freight Line, Inc.	19/05/2021	Elect Director Bradley R. Gabosch	For	The proposal is in line with our voting policy
Old Dominion Freight Line, Inc.	19/05/2021	Elect Director Greg C. Gantt	For	The proposal is in line with our voting policy
Old Dominion Freight Line, Inc.	19/05/2021	Elect Director Patrick D. Hanley	For	The proposal is in line with our voting policy
Old Dominion Freight Line, Inc.	19/05/2021	Elect Director John D. Kasarda	Withhold	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.
Old Dominion Freight Line, Inc.	19/05/2021	Elect Director Wendy T. Stallings	For	The proposal is in line with our voting policy
Old Dominion Freight Line, Inc.	19/05/2021	Elect Director Thomas A. Stith, III	For	The proposal is in line with our voting policy
Robert Half International Inc.	19/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Robert Half International Inc.	19/05/2021	Ratify PricewaterhouseCoopers LLP as Auditor	For	The proposal is in line with our voting policy
Robert Half International Inc.	19/05/2021	Elect Director Julia L. Coronado	For	The proposal is in line with our voting policy
Robert Half International Inc.	19/05/2021	Elect Director Dirk A. Kempthorne	For	The proposal is in line with our voting policy
Robert Half International Inc.	19/05/2021	Elect Director Harold M. Messmer, Jr.	Against	The board is not sufficiently independent as per our voting policy.

Robert Half International Inc.	19/05/2021	Elect Director Marc H. Morial	For	The proposal is in line with our voting policy
Robert Half International Inc.	19/05/2021	Elect Director Barbara J. Novogradac	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.
Robert Half International Inc.	19/05/2021	Elect Director Robert J. Pace	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.
Robert Half International Inc.	19/05/2021	Elect Director Frederick A. Richman	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.
Robert Half International Inc.	19/05/2021	Elect Director M. Keith Waddell	For	The proposal is in line with our voting policy
Neurocrine Biosciences, Inc.	19/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Neurocrine Biosciences, Inc.	19/05/2021	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Neurocrine Biosciences, Inc.	19/05/2021	Elect Director William H. Rastetter	Withhold	The nominee holds four non-executive directorships, three of which as the Chairman of the Board. The nominee is therefore overboarded.
Neurocrine Biosciences, Inc.	19/05/2021	Elect Director George J. Morrow	For	The proposal is in line with our voting policy
Neurocrine Biosciences, Inc.	19/05/2021	Elect Director Leslie V. Norwalk	Withhold	The nominee holds one executive mandate and five non-executive directorships. The nominee is therefore overboarded.
Amphenol Corporation	19/05/2021	Ratify Deloitte & Touche LLP as Auditors	For	The proposal is in line with our voting policy
Amphenol Corporation	19/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Amphenol Corporation	19/05/2021	Amend Stock Option Plan	For	The proposal is in line with our voting policy
Amphenol Corporation	19/05/2021	Increase Authorized Common Stock	For	The proposal is in line with our voting policy
Amphenol Corporation	19/05/2021	Amend Proxy Access Right	For	The Proposal is in shareholders' interest.
Amphenol Corporation	19/05/2021	Elect Director Stanley L. Clark	For	The proposal is in line with our voting policy
Amphenol Corporation	19/05/2021	Elect Director John D. Craig	For	The proposal is in line with our voting policy
Amphenol Corporation	19/05/2021	Elect Director David P. Falck	For	The proposal is in line with our voting policy
Amphenol Corporation	19/05/2021	Elect Director Edward G. Jepsen	For	The proposal is in line with our voting policy
Amphenol Corporation	19/05/2021	Elect Director Rita S. Lane	For	The proposal is in line with our voting policy
Amphenol Corporation	19/05/2021	Elect Director Robert A. Livingston	For	The proposal is in line with our voting policy
Amphenol Corporation	19/05/2021	Elect Director Martin H. Loeffler	For	The proposal is in line with our voting policy
Amphenol Corporation	19/05/2021	Elect Director R. Adam Norwitt	For	The proposal is in line with our voting policy
Amphenol Corporation	19/05/2021	Elect Director Anne Clarke Wolff	For	The proposal is in line with our voting policy
Ross Stores, Inc.	19/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Ross Stores, Inc.	19/05/2021	Ratify Deloitte & Touche LLP as Auditors	For	The proposal is in line with our voting policy
Ross Stores, Inc.	19/05/2021	Adopt Share Retention Policy For Senior Executives *Withdrawn Resolution*		This is a non-voting item
Ross Stores, Inc.	19/05/2021	Elect Director K. Gunnar Bjorklund	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.
Ross Stores, Inc.	19/05/2021	Elect Director Michael J. Bush	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.
Ross Stores, Inc.	19/05/2021	Elect Director Sharon D. Garrett	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.
Ross Stores, Inc.	19/05/2021	Elect Director Michael J. Hartshorn	Against	The board is not sufficiently independent as per our voting policy.
Ross Stores, Inc.	19/05/2021	Elect Director Stephen D. Milligan	For	The proposal is in line with our voting policy
Ross Stores, Inc.	19/05/2021	Elect Director Patricia H. Mueller	For	The proposal is in line with our voting policy
Ross Stores, Inc.	19/05/2021	Elect Director George P. Orban	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.
Ross Stores, Inc.	19/05/2021	Elect Director Gregory L. Quesnel	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.
Ross Stores, Inc.	19/05/2021	Elect Director Larree M. Renda	For	The proposal is in line with our voting policy
Ross Stores, Inc.	19/05/2021	Elect Director Barbara Rentler	For	The proposal is in line with our voting policy
Ross Stores, Inc.	19/05/2021	Elect Director Doniel N. Sutton	For	The proposal is in line with our voting policy
Thermo Fisher Scientific Inc.	19/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
Thermo Fisher Scientific Inc.	19/05/2021	Ratify PricewaterhouseCoopers LLP as Auditor	For	The proposal is in line with our voting policy
Thermo Fisher Scientific Inc.	19/05/2021	Provide Right to Call A Special Meeting	For	The Proposal is in shareholders' interest.
Thermo Fisher Scientific Inc.	19/05/2021	Elect Director Marc N. Casper	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
Thermo Fisher Scientific Inc.	19/05/2021	Elect Director Nelson J. Chai	For	The proposal is in line with our voting policy
Thermo Fisher Scientific Inc.	19/05/2021	Elect Director C. Martin Harris	For	The proposal is in line with our voting policy
Thermo Fisher Scientific Inc.	19/05/2021	Elect Director Tyler Jacks	For	The proposal is in line with our voting policy
Thermo Fisher Scientific Inc.	19/05/2021	Elect Director R. Alexandra Keith	For	The proposal is in line with our voting policy
Thermo Fisher Scientific Inc.	19/05/2021	Elect Director Thomas J. Lynch	Against	The nominee is a non-independent member of the Remuneration 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.
Thermo Fisher Scientific Inc.	19/05/2021	Elect Director Jim P. Manzi	Against	The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors.
Thermo Fisher Scientific Inc.	19/05/2021	Elect Director James C. Mullen	For	The proposal is in line with our voting policy
Thermo Fisher Scientific Inc.	19/05/2021	Elect Director Lars R. Sorensen	For	The proposal is in line with our voting policy
Thermo Fisher Scientific Inc.	19/05/2021	Elect Director Debora L. Spar	For	The proposal is in line with our voting policy
Thermo Fisher Scientific Inc.	19/05/2021	Elect Director Scott M. Sperling	Against	The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors.
Thermo Fisher Scientific Inc.	19/05/2021	Elect Director Dion J. Weisler	For	The proposal is in line with our voting policy
CDW Corporation	20/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
CDW Corporation	20/05/2021	Ratify Ernst & Young LLP as Auditor	For	The proposal is in line with our voting policy
CDW Corporation	20/05/2021	Eliminate Supermajority Vote Requirement	For	The proposal is in line with our voting policy
CDW Corporation	20/05/2021	Amend Certificate of Incorporation to Eliminate Obsolete Competition and Corporate Opportunity Provision	For	The proposal is in line with our voting policy
CDW Corporation	20/05/2021	Approve Omnibus Stock Plan	For	The proposal is in line with our voting policy
CDW Corporation	20/05/2021	Amend Qualified Employee Stock Purchase Plan	For	The proposal is in line with our voting policy
CDW Corporation	20/05/2021	Elect Director Virginia C. Addicott	For	The proposal is in line with our voting policy
CDW Corporation	20/05/2021	Elect Director James A. Bell	For	The proposal is in line with our voting policy
CDW Corporation	20/05/2021	Elect Director Lynda M. Clarizio	For	The proposal is in line with our voting policy
CDW Corporation	20/05/2021	Elect Director Paul J. Finnegan	For	The proposal is in line with our voting policy
CDW Corporation	20/05/2021	Elect Director Anthony R. Foxx	For	The proposal is in line with our voting policy
CDW Corporation	20/05/2021	Elect Director Christine A. Leahy	For	The proposal is in line with our voting policy
CDW Corporation	20/05/2021	Elect Director Sanjay Mehrotra	For	The proposal is in line with our voting policy
CDW Corporation	20/05/2021	Elect Director David W. Nelms	For	The proposal is in line with our voting policy
CDW Corporation	20/05/2021	Elect Director Joseph R. Swedish	For	The proposal is in line with our voting policy
CDW Corporation	20/05/2021	Elect Director Donna F. Zarcone	For	The proposal is in line with our voting policy
Dropbox, Inc.	20/05/2021	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Dropbox, Inc.	20/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Dropbox, Inc.	20/05/2021	Elect Director Andrew W. Houston	Withhold	There are issues with the board which do not enable support of the proposal.
Dropbox, Inc.	20/05/2021	Elect Director Donald W. Blair	Withhold	There are issues with the board which do not enable support of the proposal.
Dropbox, Inc.	20/05/2021	Elect Director Lisa Campbell	Withhold	There are issues with the board which do not enable support of the proposal.
Dropbox, Inc.	20/05/2021	Elect Director Paul E. Jacobs	Withhold	There are issues with the board which do not enable support of the proposal.
Dropbox, Inc.	20/05/2021	Elect Director Robert J. Mylod, Jr.	Withhold	The nominee holds four non-executive directorships, two of which as an outside Chairman of the Board. The nominee is therefore overboarded. There are issues with the board which do not enable support of the proposal.
Dropbox, Inc.	20/05/2021	Elect Director Karen Peacock	Withhold	There are issues with the board which do not enable support of the proposal.
Dropbox, Inc.	20/05/2021	Elect Director Michael Seibel	For	The proposal is in line with our voting policy

Kansas City Southern	20/05/2021	Ratify PricewaterhouseCoopers LLP as Auditor	For	The proposal is in line with our voting policy
Kansas City Southern	20/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The remuneration structure is not satisfactory. There is a lack of ESG criteria in the variable compensation.
Kansas City Southern	20/05/2021	Elect Director Lydia I. Beebe	For	The proposal is in line with our voting policy
Kansas City Southern	20/05/2021	Elect Director Patrick J. Ottensmeyer	For	The proposal is in line with our voting policy
Kansas City Southern	20/05/2021	Elect Director Lu M. Cordova	For	The proposal is in line with our voting policy
Kansas City Southern	20/05/2021	Elect Director Robert J. Druten	Against	The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors. The nominee holds three non-executive directorships, two of which as the Chairman of the Board. The nominee is therefore overboarded.
Kansas City Southern	20/05/2021	Elect Director Antonio O. Garza, Jr.	For	The proposal is in line with our voting policy
Kansas City Southern	20/05/2021	Elect Director David Garza-Santos	For	The proposal is in line with our voting policy
Kansas City Southern	20/05/2021	Elect Director Janet H. Kennedy	For	The proposal is in line with our voting policy
Kansas City Southern	20/05/2021	Elect Director Mitchell J. Krebs	For	The proposal is in line with our voting policy
Kansas City Southern	20/05/2021	Elect Director Henry J. Maier	For	The proposal is in line with our voting policy
Kansas City Southern	20/05/2021	Elect Director Thomas A. McDonnell	Against	The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors.
The Home Depot, Inc.	20/05/2021	Ratify KPMG LLP as Auditors	For	The proposal is in line with our voting policy
The Home Depot, Inc.	20/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG metrics in the variable compensation.
The Home Depot, Inc.	20/05/2021	Amend Shareholder Written Consent Provisions	For	The Proposal is in shareholders' interest.
The Home Depot, Inc.	20/05/2021	Report on Political Contributions Congruency Analysis	For	Increased disclosure would allow shareholders to more fully assess risks presented by the Company's lobbying activities, assess if spending is in line with stated objectives and how the Board monitors them.
The Home Depot, Inc.	20/05/2021	Report on Prison Labor in the Supply Chain	For	While we recognize the Company's efforts through responsible sourcing standards, additional disclosure could be supplied to enable better assessment of the efficacy of the company's related policies. The requested report could help positively impact the company's long-term value creation as well as reduce reputational and legal risks. Amundi therefore considers that the proposal has merit.
The Home Depot, Inc.	20/05/2021	Elect Director Gerard J. Arpey	For	The proposal is in line with our voting policy
The Home Depot, Inc.	20/05/2021	Elect Director Ari Bousbib	For	The proposal is in line with our voting policy
The Home Depot, Inc.	20/05/2021	Elect Director Jeffery H. Boyd	For	The proposal is in line with our voting policy
The Home Depot, Inc.	20/05/2021	Elect Director Gregory D. Breneman	For	The proposal is in line with our voting policy
The Home Depot, Inc.	20/05/2021	Elect Director J. Frank Brown	For	The proposal is in line with our voting policy
The Home Depot, Inc.	20/05/2021	Elect Director Albert P. Carey	For	The proposal is in line with our voting policy
The Home Depot, Inc.	20/05/2021	Elect Director Helena B. Foulkes	For	The proposal is in line with our voting policy
The Home Depot, Inc.	20/05/2021	Elect Director Linda R. Gooden	For	The proposal is in line with our voting policy
The Home Depot, Inc.	20/05/2021	Elect Director Wayne M. Hewett	For	The proposal is in line with our voting policy
The Home Depot, Inc.	20/05/2021	Elect Director Manuel Kadre	For	The proposal is in line with our voting policy
The Home Depot, Inc.	20/05/2021	Elect Director Stephanie C. Linnartz	For	The proposal is in line with our voting policy
The Home Depot, Inc.	20/05/2021	Elect Director Craig A. Menear	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
Zoetis Inc.	20/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Zoetis Inc.	20/05/2021	Ratify KPMG LLP as Auditor	For	The proposal is in line with our voting policy

Zoetis Inc.	20/05/2021	Adopt Simple Majority Vote	For	The Proposal is in shareholders' interest.
Zoetis Inc.	20/05/2021	Elect Director Sanjay Khosla	For	The proposal is in line with our voting policy
Zoetis Inc.	20/05/2021	Elect Director Antoinette R. Leatherberry	For	The proposal is in line with our voting policy
Zoetis Inc.	20/05/2021	Elect Director Willie M. Reed	For	The proposal is in line with our voting policy
Zoetis Inc.	20/05/2021	Elect Director Linda Rhodes	For	The proposal is in line with our voting policy
AvalonBay Communities, Inc.	20/05/2021	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
AvalonBay Communities, Inc.	20/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
AvalonBay Communities, Inc.	20/05/2021	Elect Director Glyn F. Aeppel	For	The proposal is in line with our voting policy
AvalonBay Communities, Inc.	20/05/2021	Elect Director Terry S. Brown	For	The proposal is in line with our voting policy
AvalonBay Communities, Inc.	20/05/2021	Elect Director Alan B. Buckelew	For	The proposal is in line with our voting policy
AvalonBay Communities, Inc.	20/05/2021	Elect Director Ronald L. Havner, Jr.	Against	The nominee holds four non-executive directorships including three as Chairman of the Board and one as Chairman of the Audit Committee. The nominee is therefore overboarded.
AvalonBay Communities, Inc.	20/05/2021	Elect Director Stephen P. Hills	For	The proposal is in line with our voting policy
AvalonBay Communities, Inc.	20/05/2021	Elect Director Christopher B. Howard	For	The proposal is in line with our voting policy
AvalonBay Communities, Inc.	20/05/2021	Elect Director Richard J. Lieb	Against	The nominee holds four non-executive directorships including one as Chairman of the Audit Committee. The nominee is therefore overboarded.
AvalonBay Communities, Inc.	20/05/2021	Elect Director Nnenna Lynch	For	The proposal is in line with our voting policy
AvalonBay Communities, Inc.	20/05/2021	Elect Director Timothy J. Naughton	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
AvalonBay Communities, Inc.	20/05/2021	Elect Director Benjamin W. Schall	For	The proposal is in line with our voting policy
AvalonBay Communities, Inc.	20/05/2021	Elect Director Susan Swanezy	For	The proposal is in line with our voting policy
AvalonBay Communities, Inc.	20/05/2021	Elect Director W. Edward Walter	For	The proposal is in line with our voting policy
Mohawk Industries, Inc.	20/05/2021	Ratify KPMG LLP as Auditors	For	The proposal is in line with our voting policy
Mohawk Industries, Inc.	20/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Mohawk Industries, Inc.	20/05/2021	Elect Director Bruce C. Bruckmann	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.
Mohawk Industries, Inc.	20/05/2021	Elect Director John M. Engquist	For	The proposal is in line with our voting policy
Lennox International Inc.	20/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is excessive compared to peers There is a lack of ESG criteria in the variable compensation.
Lennox International Inc.	20/05/2021	Ratify KPMG LLP as Auditors	For	The proposal is in line with our voting policy
Lennox International Inc.	20/05/2021	Elect Director Sherry L. Buck	For	The proposal is in line with our voting policy
Lennox International Inc.	20/05/2021	Elect Director Gregory T. Swienton	For	The proposal is in line with our voting policy
Lennox International Inc.	20/05/2021	Elect Director Todd J. Teske	For	The proposal is in line with our voting policy
DexCom, Inc.	20/05/2021	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
DexCom, Inc.	20/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
DexCom, Inc.	20/05/2021	Declassify the Board of Directors	For	The proposal is in line with our voting policy
DexCom, Inc.	20/05/2021	Elect Director Kevin R. Sayer	For	The proposal is in line with our voting policy
DexCom, Inc.	20/05/2021	Elect Director Nicholas Augustinos	For	The proposal is in line with our voting policy



DexCom, Inc.	20/05/2021	Elect Director Bridgette P. Heller	For	The proposal is in line with our voting policy
BioMarin Pharmaceutical Inc.	25/05/2021	Ratify KPMG LLP as Auditors	For	The proposal is in line with our voting policy
BioMarin Pharmaceutical Inc.	25/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
BioMarin Pharmaceutical Inc.	25/05/2021	Amend Omnibus Stock Plan	For	The proposal is in line with our voting policy
BioMarin Pharmaceutical Inc.	25/05/2021	Elect Director Jean-Jacques Bienaime	Withhold	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
BioMarin Pharmaceutical Inc.	25/05/2021	Elect Director David E.I. Pyott	For	The proposal is in line with our voting policy
BioMarin Pharmaceutical Inc.	25/05/2021	Elect Director Dennis J. Slamon	For	The proposal is in line with our voting policy
BioMarin Pharmaceutical Inc.	25/05/2021	Elect Director Elizabeth McKee Anderson	For	The proposal is in line with our voting policy
BioMarin Pharmaceutical Inc.	25/05/2021	Elect Director Willard Dere	For	The proposal is in line with our voting policy
BioMarin Pharmaceutical Inc.	25/05/2021	Elect Director Michael Grey	Withhold	The nominee holds six non-executive directorships, three of which as an outside Chairman of the Board. The nominee is therefore overboarded.
BioMarin Pharmaceutical Inc.	25/05/2021	Elect Director Elaine J. Heron	Withhold	The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors.
BioMarin Pharmaceutical Inc.	25/05/2021	Elect Director Maykin Ho	For	The proposal is in line with our voting policy
BioMarin Pharmaceutical Inc.	25/05/2021	Elect Director Robert J. Hombach	Withhold	The nominee holds three non-executive directorships, two of which as the Chairman of the Audit Committee. The nominee is therefore overboarded.
BioMarin Pharmaceutical Inc.	25/05/2021	Elect Director V. Bryan Lawlis	Withhold	The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors.
BioMarin Pharmaceutical Inc.	25/05/2021	Elect Director Richard A. Meier	For	The proposal is in line with our voting policy
Merck & Co., Inc.	25/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG metrics in the variable compensation
Merck & Co., Inc.	25/05/2021	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Merck & Co., Inc.	25/05/2021	Provide Right to Act by Written Consent	Against	We do not consider that adoption of this proposal is necessary at this time.
Merck & Co., Inc.	25/05/2021	Report on Access to COVID-19 Products	Against	The Company no longer has a vaccine under development and while it is working on two investigational therapeutics for SARS-CoV-2/COVID-19 it states that it has not received public financial support for either investigational therapeutic, and neither has received regulatory approval. We therefore do not consider that this proposal is relevant.
Merck & Co., Inc.	25/05/2021	Elect Director Leslie A. Brun	Against	The nominee holds four non-executive directorships, one of which as an outside Chairman of the Board. The nominee is therefore overboarded.
Merck & Co., Inc.	25/05/2021	Elect Director Mary Ellen Coe	For	The proposal is in line with our voting policy
Merck & Co., Inc.	25/05/2021	Elect Director Pamela J. Craig	For	The proposal is in line with our voting policy
Merck & Co., Inc.	25/05/2021	Elect Director Kenneth C. Frazier	For	The proposal is in line with our voting policy
Merck & Co., Inc.	25/05/2021	Elect Director Thomas H. Glocer	For	The proposal is in line with our voting policy
Merck & Co., Inc.	25/05/2021	Elect Director Risa J. Lavizzo-Mourey	For	The proposal is in line with our voting policy
Merck & Co., Inc.	25/05/2021	Elect Director Stephen L. Mayo	For	The proposal is in line with our voting policy
Merck & Co., Inc.	25/05/2021	Elect Director Paul B. Rothman	For	The proposal is in line with our voting policy

Merck & Co., Inc.	25/05/2021	Elect Director Patricia F. Russo	Against	The nominee holds four non-executive directorships, one of which as an outside Chairman of the Board. The nominee is therefore overboarded.
Merck & Co., Inc.	25/05/2021	Elect Director Christine E. Seidman	For	The proposal is in line with our voting policy
Merck & Co., Inc.	25/05/2021	Elect Director Inge G. Thulin	For	The proposal is in line with our voting policy
Merck & Co., Inc.	25/05/2021	Elect Director Kathy J. Warden	For	The proposal is in line with our voting policy
Merck & Co., Inc.	25/05/2021	Elect Director Peter C. Wendell	For	The proposal is in line with our voting policy
IPG Photonics Corporation	25/05/2021	Ratify Deloitte & Touche LLP as Auditors	For	The proposal is in line with our voting policy
IPG Photonics Corporation	25/05/2021	Elect Director Valentin P. Gapontsev	For	The proposal is in line with our voting policy
IPG Photonics Corporation	25/05/2021	Elect Director Eugene A. Scherbakov	For	The proposal is in line with our voting policy
IPG Photonics Corporation	25/05/2021	Elect Director Michael C. Child	For	The proposal is in line with our voting policy
IPG Photonics Corporation	25/05/2021	Elect Director Jeanmarie F. Desmond	For	The proposal is in line with our voting policy
IPG Photonics Corporation	25/05/2021	Elect Director Gregory P. Dougherty	For	The proposal is in line with our voting policy
IPG Photonics Corporation	25/05/2021	Elect Director Eric Meurice	Against	The nominee holds four non-executive directorships, one of which as an outside Chairman of the Board. The nominee is therefore overboarded.
IPG Photonics Corporation	25/05/2021	Elect Director Natalia Pavlova	For	The proposal is in line with our voting policy
IPG Photonics Corporation	25/05/2021	Elect Director John R. Peeler	For	The proposal is in line with our voting policy
IPG Photonics Corporation	25/05/2021	Elect Director Thomas J. Seifert	For	The proposal is in line with our voting policy
Chevron Corporation	26/05/2021	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Chevron Corporation	26/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
Chevron Corporation	26/05/2021	Reduce Scope 3 Emissions	For	Additional information on meeting Paris Agreement goals would be useful to shareholders to assess potential risks and increase their understanding on how the company is managing its transition.
Chevron Corporation	26/05/2021	Report on Impacts of Net Zero 2050 Scenario	For	We believe that independently audited NZE2050 scenario information would be beneficial to shareholders
Chevron Corporation	26/05/2021	Amend Certificate of Incorporation to Become a Public Benefit Corporation	For	Issues of social responsibility and sustainable development, such as those of governance, are essential in the assessment of a company. The social acceptance of a company's practices contributes to its image, and therefore indirectly to its development and profitability for its shareholders. We consider that stating a purpose in line with this objective, within the framework presented in this proposal, would be in shareholders' interest.
Chevron Corporation	26/05/2021	Report on Lobbying Payments and Policy	For	Increased disclosure would allow shareholders to more fully assess risks presented by the Company's lobbying activities, assess if spending is in line with stated objectives and how the Board monitors them.
Chevron Corporation	26/05/2021	Require Independent Board Chair	For	The proposal is in shareholders' interest
Chevron Corporation	26/05/2021	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	The Proposal is in shareholders' interest.
Chevron Corporation	26/05/2021	Elect Director Wanda M. Austin	Against	Unsatisfactory management of climate change issues
Chevron Corporation	26/05/2021	Elect Director John B. Frank	Against	Unsatisfactory management of climate change issues. In addition the nominee holds four non-executive directorships including two as Chairman of the Board. The nominee is therefore overboarded.

Chevron Corporation	26/05/2021	Elect Director Alice P. Gast	Against	Unsatisfactory management of climate change issues
Chevron Corporation	26/05/2021	Elect Director Enrique Hernandez, Jr.	Against	Unsatisfactory management of climate change issues
Chevron Corporation	26/05/2021	Elect Director Marillyn A. Hewson	For	The proposal is in line with our voting policy
Chevron Corporation	26/05/2021	Elect Director Jon M. Huntsman, Jr.	For	The proposal is in line with our voting policy
Chevron Corporation	26/05/2021	Elect Director Charles W. Moorman, IV	Against	Unsatisfactory management of climate change issues
Chevron Corporation	26/05/2021	Elect Director Dambisa F. Moyo	Against	Unsatisfactory management of climate change issues
Chevron Corporation	26/05/2021	Elect Director Debra Reed-Klages	Against	Unsatisfactory management of climate change issues
Chevron Corporation	26/05/2021	Elect Director Ronald D. Sugar	Against	Unsatisfactory management of climate change issues. In addition 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.
Chevron Corporation	26/05/2021	Elect Director D. James Umpleby, III	Against	There are issues with the Board which do not enable support of the proposal.
Chevron Corporation	26/05/2021	Elect Director Michael K. Wirth	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
Illumina, Inc.	26/05/2021	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Illumina, Inc.	26/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Illumina, Inc.	26/05/2021	Elect Director Caroline D. Dorsa	Against	The nominee holds four non-executive directorships including three as Chairman of the Audit Committee. The nominee is therefore overboarded.
Illumina, Inc.	26/05/2021	Elect Director Robert S. Epstein	For	The proposal is in line with our voting policy
Illumina, Inc.	26/05/2021	Elect Director Scott Gottlieb	For	The proposal is in line with our voting policy
Illumina, Inc.	26/05/2021	Elect Director Gary S. Guthart	For	The proposal is in line with our voting policy
Illumina, Inc.	26/05/2021	Elect Director Philip W. Schiller	For	The proposal is in line with our voting policy
Illumina, Inc.	26/05/2021	Elect Director John W. Thompson	For	The proposal is in line with our voting policy
Liberty Broadband Corporation	26/05/2021	Ratify KPMG LLP as Auditors	For	The proposal is in line with our voting policy
Liberty Broadband Corporation	26/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The company has not disclosed sufficient information to enable support of the proposal. Compensation is excessive compared to peers. There is a lack of ESG metrics in the variable compensation. For Against Abstain Do Not Vote Recs: Mgmt For ISS Against Amundi Against Amundi ALL Against
Liberty Broadband Corporation	26/05/2021	Advisory Vote on Say on Pay Frequency	One Year	An annual say-on-pay frequency is in the shareholders' interest.
Liberty Broadband Corporation	26/05/2021	Require a Majority Vote for the Election of Directors	For	The Proposal is in shareholders' interest.
Liberty Broadband Corporation	26/05/2021	Elect Director Julie D. Frist	Withhold	The nominee has failed to amend governing documents to remove clauses detrimental to shareholder rights.
Liberty Broadband Corporation	26/05/2021	Elect Director J. David Wargo	Withhold	The nominee holds five non-executive directorships, one of which as an outside Chairman of the Audit Committee. The nominee has failed to amend governing documents to remove clauses detrimental to shareholder rights.
Exxon Mobil Corporation	26/05/2021	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Exxon Mobil Corporation	26/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of environmental metrics in the variable compensation.
Exxon Mobil Corporation	26/05/2021	Require Independent Board Chair	Against	The Proposal is not in shareholders' interest.
Exxon Mobil Corporation	26/05/2021	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	The Proposal is in shareholders' interest.

Exxon Mobil Corporation	26/05/2021	Issue Audited Report on Financial Impacts of IEA's Net Zero 2050 Scenario	For	We believe that independently audited NZE2050 scenario information would be beneficial to shareholders
Exxon Mobil Corporation	26/05/2021	Report on Costs and Benefits of Environmental-Related Expenditures	Against	We do not find any merit to this proposal which is not in shareholders interests
Exxon Mobil Corporation	26/05/2021	Report on Political Contributions	For	Increased disclosure would allow shareholders to more fully assess risks presented by the Company's Political Contributions and Expenditures.
Exxon Mobil Corporation	26/05/2021	Report on Lobbying Payments and Policy	For	Increased disclosure would allow shareholders to more fully assess risks presented by the Company's lobbying activities.
Exxon Mobil Corporation	26/05/2021	Report on Corporate Climate Lobbying Aligned with Paris Agreement	For	Increased disclosure would allow shareholders to more fully assess risks presented by the Company's lobbying activities, and assess if spending is in line with stated climate change objectives.
Exxon Mobil Corporation	26/05/2021	Elect Director Gregory J. Goff	For	The dissident has made a compelling case for change in the Company. Therefore we support this election
Exxon Mobil Corporation	26/05/2021	Management Nominee Joseph L. Hooley	For	We support the management nominee in accordance with the dissident's recommendation
Exxon Mobil Corporation	26/05/2021	Management Nominee Jeffrey W. Ubben	For	We support the management nominee in accordance with the dissident's recommendation
Exxon Mobil Corporation	26/05/2021	Management Nominee Darren W. Woods	For	We support the management nominee in accordance with the dissident's recommendation
Exxon Mobil Corporation	26/05/2021	Elect Director Kaisa Hietala	For	The dissident has made a compelling case for change in the Company. Therefore we support this election
Exxon Mobil Corporation	26/05/2021	Elect Director Alexander A. Karsner	For	The dissident has made a compelling case for change in the Company. Therefore we support this election
Exxon Mobil Corporation	26/05/2021	Elect Director Anders Runevad	Withhold	The Proposal is not in shareholders' interest.
Exxon Mobil Corporation	26/05/2021	Management Nominee Michael J. Angelakis	For	We support the management nominee in accordance with the dissident's recommendation
Exxon Mobil Corporation	26/05/2021	Management Nominee Susan K. Avery	For	We support the management nominee in accordance with the dissident's recommendation
Exxon Mobil Corporation	26/05/2021	Management Nominee Angela F. Braly	For	We support the management nominee in accordance with the dissident's recommendation
Exxon Mobil Corporation	26/05/2021	Management Nominee Ursula M. Burns	For	We support the management nominee in accordance with the dissident's recommendation
Exxon Mobil Corporation	26/05/2021	Management Nominee Kenneth C. Frazier	For	We support the management nominee in accordance with the dissident's recommendation
DENTSPLY SIRONA Inc.	26/05/2021	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
DENTSPLY SIRONA Inc.	26/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
DENTSPLY SIRONA Inc.	26/05/2021	Elect Director Eric K. Brandt	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.
DENTSPLY SIRONA Inc.	26/05/2021	Elect Director Donald M. Casey, Jr.	For	The proposal is in line with our voting policy
DENTSPLY SIRONA Inc.	26/05/2021	Elect Director Willie A. Deese	For	The proposal is in line with our voting policy
DENTSPLY SIRONA Inc.	26/05/2021	Elect Director Betsy D. Holden	For	The proposal is in line with our voting policy
DENTSPLY SIRONA Inc.	26/05/2021	Elect Director Clyde R. Hosein	For	The proposal is in line with our voting policy
DENTSPLY SIRONA Inc.	26/05/2021	Elect Director Arthur D. Kowaloff	For	The proposal is in line with our voting policy
DENTSPLY SIRONA Inc.	26/05/2021	Elect Director Harry M. Jansen Kraemer, Jr.	For	The proposal is in line with our voting policy
DENTSPLY SIRONA Inc.	26/05/2021	Elect Director Gregory T. Lucier	For	The proposal is in line with our voting policy
DENTSPLY SIRONA Inc.	26/05/2021	Elect Director Leslie F. Varon	Against	The nominee holds three non-executive directorships, all of which as the Chairman of the Audit Committee. The nominee is therefore overboarded.
DENTSPLY SIRONA Inc.	26/05/2021	Elect Director Janet S. Vergis	For	The proposal is in line with our voting policy

Facebook, Inc.	26/05/2021	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Facebook, Inc.	26/05/2021	Amend Non-Employee Director Compensation Policy	Against	The company has not disclosed sufficient information to enable support of the proposal. The remuneration structure is not satisfactory.
Facebook, Inc.	26/05/2021	Approve Recapitalization Plan for all Stock to Have One-vote per Share	For	The Proposal is in shareholders' interest.
Facebook, Inc.	26/05/2021	Require Independent Board Chair	For	The Proposal is in shareholders' interest.
Facebook, Inc.	26/05/2021	Report on Online Child Sexual Exploitation	For	The Company has been involved in a number of controversies related to the distribution of high-risk content, and nevertheless we do not see that it has taken proactive steps. We therefore find that the proposal has merit showing that shareholders are cognizant of the ravages of online child sexual exploitation and are adamant that the Company takes appropriate measure to prevent it.
Facebook, Inc.	26/05/2021	Require Independent Director Nominee with Human and/or Civil Rights Experience	For	Considering the numerous human rights controversies the Company was and is involved in, having even led too a boycott, we consider that a human rights skillset seems to be demonstrably missing at Board level. The proposal therefore has merit.
Facebook, Inc.	26/05/2021	Report on Platform Misuse	For	There has been justified scrutiny of the Company's role in recent elections. We consider that the Company's handling of false and divisive information requires robust policies which we do not see in place. We believe that deficient handling of this issue would be a major risk for the Company and its shareholders because it could damage its social license to operate. We therefore consider that the proposal has merit.
Facebook, Inc.	26/05/2021	Amend Certificate of Incorporation to Become a Public Benefit Corporation	For	Issues of social responsibility and sustainable development, such as those of governance, are essential in the assessment of a company. The social acceptance of a company's practices contributes to its image, and therefore indirectly to its development and profitability for its shareholders. We consider that stating a purpose in line with this objective, within the framework presented in this proposal, would be in shareholders' interest.
Facebook, Inc.	26/05/2021	Elect Director Peggy Alford	Withhold	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.
Facebook, Inc.	26/05/2021	Elect Director Marc L. Andreessen	Withhold	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. There are issues with the board which do not enable support of the proposal.
Facebook, Inc.	26/05/2021	Elect Director Andrew W. Houston	Withhold	There are issues with the board which do not enable support of the proposal.
Facebook, Inc.	26/05/2021	Elect Director Nancy Killefer	For	The proposal is in line with our voting policy
Facebook, Inc.	26/05/2021	Elect Director Robert M. Kimmitt	Withhold	The board is not sufficiently independent as per our voting policy.
Facebook, Inc.	26/05/2021	Elect Director Sheryl K. Sandberg	Withhold	The board is not sufficiently independent as per our voting policy.
Facebook, Inc.	26/05/2021	Elect Director Peter A. Thiel	Withhold	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. There are issues with the board which do not enable support of the proposal.
Facebook, Inc.	26/05/2021	Elect Director Tracey T. Travis	Withhold	The nominee holds one executive mandate and two non-executive directorships, one of which as the Chairman of the Audit Committee. The nominee is therefore overboarded.
Facebook, Inc.	26/05/2021	Elect Director Mark Zuckerberg	For	The proposal is in line with our voting policy
Coupa Software Incorporated	26/05/2021	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Coupa Software Incorporated	26/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is excessive compared to peers. There is a lack of ESG criteria in the variable compensation.
Coupa Software Incorporated	26/05/2021	Elect Director Roger Siboni	Withhold	There are issues with the board which do not enable support of the proposal.
Coupa Software Incorporated	26/05/2021	Elect Director Tayloe Stansbury	Withhold	There are issues with the board which do not enable support of the proposal.
Incyte Corporation	26/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Incyte Corporation	26/05/2021	Amend Omnibus Stock Plan	For	The proposal is in line with our voting policy
Incyte Corporation	26/05/2021	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Incyte Corporation	26/05/2021	Elect Director Julian C. Baker	For	The proposal is in line with our voting policy
Incyte Corporation	26/05/2021	Elect Director Jean-Jacques Bienaime	For	The proposal is in line with our voting policy
Incyte Corporation	26/05/2021	Elect Director Paul J. Clancy	Against	The nominee holds three non-executive directorships, two of which as the Chairman of the Audit Committee. The nominee is therefore overboarded.
Incyte Corporation	26/05/2021	Elect Director Wendy L. Dixon	For	The proposal is in line with our voting policy
Incyte Corporation	26/05/2021	Elect Director Jacquelyn A. Fouse	For	The proposal is in line with our voting policy
Incyte Corporation	26/05/2021	Elect Director Edmund P. Harrigan	For	The proposal is in line with our voting policy
Incyte Corporation	26/05/2021	Elect Director Katherine A. High	For	The proposal is in line with our voting policy
Incyte Corporation	26/05/2021	Elect Director Herve Hoppenot	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
NXP Semiconductors N.V.	26/05/2021	Adopt Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
NXP Semiconductors N.V.	26/05/2021	Approve Discharge of Board Members	For	The proposal is in line with our voting policy
NXP Semiconductors N.V.	26/05/2021	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	For	The proposal is in line with our voting policy
NXP Semiconductors N.V.	26/05/2021	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	The proposal is in line with our voting policy
NXP Semiconductors N.V.	26/05/2021	Authorize Share Repurchase Program	For	The proposal is in line with our voting policy
NXP Semiconductors N.V.	26/05/2021	Approve Cancellation of Ordinary Shares	For	The proposal is in line with our voting policy
NXP Semiconductors N.V.	26/05/2021	Approve Remuneration of the Non Executive Members of the Board	For	The proposal is in line with our voting policy
NXP Semiconductors N.V.	26/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
NXP Semiconductors N.V.	26/05/2021	Reelect Kurt Sievers as Executive Director	For	The proposal is in line with our voting policy
NXP Semiconductors N.V.	26/05/2021	Reelect Peter Bonfield as Non-Executive Director	For	The proposal is in line with our voting policy
NXP Semiconductors N.V.	26/05/2021	Elect Annette Clayton as Non-Executive Director	For	The proposal is in line with our voting policy



NXP Semiconductors N.V.	26/05/2021	Elect Anthony Foxx as Non-Executive Director	Against	The nominee holds one executive mandate and three non-executive directorships. The nominee is therefore overboarded.
NXP Semiconductors N.V.	26/05/2021	Reelect Kenneth A. Goldman as Non-Executive Director	Against	The nominee holds five non-executive directorships, two of which as an outside Chairman of the Audit Committee. The nominee is therefore overboarded.
NXP Semiconductors N.V.	26/05/2021	Reelect Josef Kaeser 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.
NXP Semiconductors N.V.	26/05/2021	Reelect Lena Olving as Non-Executive Director	For	The proposal is in line with our voting policy
NXP Semiconductors N.V.	26/05/2021	Reelect Peter Smitham as Non-Executive Director	For	The proposal is in line with our voting policy
NXP Semiconductors N.V.	26/05/2021	Reelect Julie Southern as Non-Executive Director	Against	The nominee holds four non-executive directorships as Chairman of the Audit Committee. The nominee is therefore overboarded.
NXP Semiconductors N.V.	26/05/2021	Reelect Jasmin Staiblin as Non-Executive Director	For	The proposal is in line with our voting policy
NXP Semiconductors N.V.	26/05/2021	Reelect Gregory L. Summe as Non-Executive Director	Against	The nominee holds five non-executive directorships, two of which as an outside Chairman of the Board. The nominee is therefore overboarded.
NXP Semiconductors N.V.	26/05/2021	Reelect Karl-Henrik Sundström as Non-Executive Director	Against	The nominee holds four non-executive directorships, one of which as an outside Chairman of the Audit Committee. The nominee is therefore overboarded. There are issues with the board which do not enable support of the proposal. The company has shown no or insufficient responsiveness to shareholder dissent.
Pinterest, Inc.	27/05/2021	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Pinterest, Inc.	27/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Pinterest, Inc.	27/05/2021	Elect Director Fredric Reynolds	Against	The nominee holds four non-executive directorships, all of which as the Chairman of the Audit Committee. The nominee is therefore overboarded. There are issues with the board which do not enable support of the proposal.
Pinterest, Inc.	27/05/2021	Elect Director Evan Sharp	Against	There are issues with the board which do not enable support of the proposal.
Pinterest, Inc.	27/05/2021	Elect Director Andrea Wishom	For	The proposal is in line with our voting policy
Insulet Corporation	27/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Insulet Corporation	27/05/2021	Ratify Grant Thornton LLP as Auditors	For	The proposal is in line with our voting policy
Insulet Corporation	27/05/2021	Elect Director Wayne A. I. Frederick	For	The proposal is in line with our voting policy
Insulet Corporation	27/05/2021	Elect Director Shacey Petrovic	For	The proposal is in line with our voting policy
Insulet Corporation	27/05/2021	Elect Director Timothy J. Scannell	Withhold	The nominee holds one executive position and two non-executive directorships including one as Chairman of the Board. The nominee is therefore overboarded.
Pioneer Natural Resources Company	27/05/2021	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Pioneer Natural Resources Company	27/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
Pioneer Natural Resources Company	27/05/2021	Amend Qualified Employee Stock Purchase Plan	For	The proposal is in line with our voting policy
Pioneer Natural Resources Company	27/05/2021	Elect Director A.R. Alameddine	For	The proposal is in line with our voting policy
Pioneer Natural Resources Company	27/05/2021	Elect Director Edison C. Buchanan	For	The proposal is in line with our voting policy
Pioneer Natural Resources Company	27/05/2021	Elect Director Matt Gallagher	For	The proposal is in line with our voting policy

Pioneer Natural Resources Company	27/05/2021	Elect Director Phillip A. Gobe	For	The proposal is in line with our voting policy
Pioneer Natural Resources Company	27/05/2021	Elect Director Larry R. Grillot	For	The proposal is in line with our voting policy
Pioneer Natural Resources Company	27/05/2021	Elect Director Stacy P. Methvin	For	The proposal is in line with our voting policy
Pioneer Natural Resources Company	27/05/2021	Elect Director Royce W. Mitchell	For	The proposal is in line with our voting policy
Pioneer Natural Resources Company	27/05/2021	Elect Director Frank A. Risch	For	The proposal is in line with our voting policy
Pioneer Natural Resources Company	27/05/2021	Elect Director Scott D. Sheffield	For	The proposal is in line with our voting policy
Pioneer Natural Resources Company	27/05/2021	Elect Director J. Kenneth Thompson	Against	The nominee holds four non-executive directorships, one of which as the Chairman of the Board. The nominee is therefore overboarded.
Pioneer Natural Resources Company	27/05/2021	Elect Director Phoebe A. Wood	Against	The nominee holds four non-executive directorships, two of which as an outside Chairman of the Audit Committee. The nominee is therefore overboarded.
Pioneer Natural Resources Company	27/05/2021	Elect Director Michael D. Wortley	For	The proposal is in line with our voting policy
VeriSign, Inc.	27/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
VeriSign, Inc.	27/05/2021	Ratify KPMG LLP as Auditors	For	The proposal is in line with our voting policy
VeriSign, Inc.	27/05/2021	Provide Right to Act by Written Consent	For	The Proposal is in shareholders' interest.
VeriSign, Inc.	27/05/2021	Elect Director D. James Bidzos	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
VeriSign, Inc.	27/05/2021	Elect Director Yehuda Ari Buchalter	For	The proposal is in line with our voting policy
VeriSign, Inc.	27/05/2021	Elect Director Kathleen A. Cote	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.
VeriSign, Inc.	27/05/2021	Elect Director Thomas F. Frist, III	For	The proposal is in line with our voting policy
VeriSign, Inc.	27/05/2021	Elect Director Jamie S. Gorelick	For	The proposal is in line with our voting policy
VeriSign, Inc.	27/05/2021	Elect Director Roger H. Moore	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.
VeriSign, Inc.	27/05/2021	Elect Director Louis A. Simpson	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.
VeriSign, Inc.	27/05/2021	Elect Director Timothy Tomlinson	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.

The Trade Desk, Inc.	27/05/2021	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
The Trade Desk, Inc.	27/05/2021	Elect Director David R. Pickles	For	The proposal is in line with our voting policy
The Trade Desk, Inc.	27/05/2021	Elect Director Gokul Rajaram	Withhold	There are issues with the board which do not enable support of the proposal. The nominee holds one executive mandate and three non-executive directorships. The nominee is therefore overboarded.
Masimo Corporation	27/05/2021	Elect Director Joe Kiani	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
Masimo Corporation	27/05/2021	Ratify Grant Thornton LLP as Auditors	For	The proposal is in line with our voting policy
Masimo Corporation	27/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is excessive compared to peers. There is a lack of ESG metrics in the variable compensation.
DocuSign, Inc.	28/05/2021	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
DocuSign, Inc.	28/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is excessive compared to peers. There is a lack of ESG criteria in the variable compensation.
DocuSign, Inc.	28/05/2021	Elect Director Enrique Salem	Withhold	There are issues with the board which do not enable support of the proposal.
DocuSign, Inc.	28/05/2021	Elect Director Peter Solvik	Withhold	There are issues with the board which do not enable support of the proposal.
DocuSign, Inc.	28/05/2021	Elect Director Inhi Cho Suh	Withhold	There are issues with the board which do not enable support of the proposal.
DocuSign, Inc.	28/05/2021	Elect Director Mary Agnes "Maggie" Wilderotter	Withhold	The nominee holds five non-executive directorships, two of which as an outside Chairman of Audit Committee and another as the Chairman of the Board. The nominee is therefore overboarded. There are issues with the board which do not enable support of the proposal.
Lowe's Companies, Inc.	28/05/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Lowe's Companies, Inc.	28/05/2021	Ratify Deloitte & Touche LLP as Auditor	For	The proposal is in line with our voting policy
Lowe's Companies, Inc.	28/05/2021	Amend Proxy Access Right	For	The Proposal is in shareholders' interest.
Lowe's Companies, Inc.	28/05/2021	Elect Director Raul Alvarez	For	The proposal is in line with our voting policy
Lowe's Companies, Inc.	28/05/2021	Elect Director Bertram L. Scott	Withhold	The nominee holds four non-executive directorships, two of which as the Chairman of the Audit Committee. The nominee is therefore overboarded.
Lowe's Companies, Inc.	28/05/2021	Elect Director Mary Beth West	For	The proposal is in line with our voting policy
Lowe's Companies, Inc.	28/05/2021	Elect Director David H. Batchelder	For	The proposal is in line with our voting policy
Lowe's Companies, Inc.	28/05/2021	Elect Director Angela F. Braly	For	The proposal is in line with our voting policy
Lowe's Companies, Inc.	28/05/2021	Elect Director Sandra B. Cochran	For	The proposal is in line with our voting policy
Lowe's Companies, Inc.	28/05/2021	Elect Director Laurie Z. Douglas	For	The proposal is in line with our voting policy
Lowe's Companies, Inc.	28/05/2021	Elect Director Richard W. Dreiling	Withhold	The nominee holds four non-executive directorships, one of which as the Chairman of the Board. The nominee is therefore overboarded.
Lowe's Companies, Inc.	28/05/2021	Elect Director Marvin R. Ellison	For	The proposal is in line with our voting policy
Lowe's Companies, Inc.	28/05/2021	Elect Director Daniel J. Heinrich	Withhold	The nominee holds four non-executive directorships, one of which as an outside Chairman of the Audit Committee. The nominee is therefore overboarded.
Lowe's Companies, Inc.	28/05/2021	Elect Director Brian C. Rogers	For	The proposal is in line with our voting policy
SolarEdge Technologies, Inc.	01/06/2021	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
SolarEdge Technologies, Inc.	01/06/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
SolarEdge Technologies, Inc.	01/06/2021	Elect Director Nadav Zafrir	Against	There are issues with the board which do not enable support of the proposal.
SolarEdge Technologies, Inc.	01/06/2021	Elect Director Avery More	Against	There are issues with the board which do not enable support of the proposal.

SolarEdge Technologies, Inc.	01/06/2021	Elect Director Zivi Lando	Against	There are issues with the board which do not enable support of the proposal.
Cognizant Technology Solutions Corporation	01/06/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG metrics in the variable compensation.
Cognizant Technology Solutions Corporation	01/06/2021	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Cognizant Technology Solutions Corporation	01/06/2021	Provide Right to Act by Written Consent	Against	The Company currently proxy access and a 10% threshold for calling a special meeting. We do not consider that the proposal is in shareholders' interest at this time.
Cognizant Technology Solutions Corporation	01/06/2021	Elect Director Zein Abdalla	For	The proposal is in line with our voting policy
Cognizant Technology Solutions Corporation	01/06/2021	Elect Director Vinita Bali	For	The proposal is in line with our voting policy
Cognizant Technology Solutions Corporation	01/06/2021	Elect Director Maureen Breakiron-Evans	For	The proposal is in line with our voting policy
Cognizant Technology Solutions Corporation	01/06/2021	Elect Director Archana Deskus	For	The proposal is in line with our voting policy
Cognizant Technology Solutions Corporation	01/06/2021	Elect Director John M. Dineen	For	The proposal is in line with our voting policy
Cognizant Technology Solutions Corporation	01/06/2021	Elect Director Brian Humphries	For	The proposal is in line with our voting policy
Cognizant Technology Solutions Corporation	01/06/2021	Elect Director Leo S. Mackay, Jr.	For	The proposal is in line with our voting policy
Cognizant Technology Solutions Corporation	01/06/2021	Elect Director Michael Patsalos-Fox	For	The proposal is in line with our voting policy
Cognizant Technology Solutions Corporation	01/06/2021	Elect Director Joseph M. Velli	For	The proposal is in line with our voting policy
Cognizant Technology Solutions Corporation	01/06/2021	Elect Director Sandra S. Wijnberg	Against	The nominee holds three non-executive directorships, two of which as the Chairman of the Audit Committee. The nominee is therefore overboarded.
Arista Networks, Inc.	01/06/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Arista Networks, Inc.	01/06/2021	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Arista Networks, Inc.	01/06/2021	Elect Director Kelly Battles	For	The proposal is in line with our voting policy
Arista Networks, Inc.	01/06/2021	Elect Director Andreas Bechtolsheim	Withhold	There are issues with the board which do not enable support of the proposal.
Arista Networks, Inc.	01/06/2021	Elect Director Jayshree Ullal	Withhold	There are issues with the board which do not enable support of the proposal.
GoDaddy Inc.	02/06/2021	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
GoDaddy Inc.	02/06/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The company has shown no or insufficient responsiveness to shareholder dissent. The company has not disclosed sufficient information to enable support of the proposal. There is a lack of ESG criteria in the variable compensation.
GoDaddy Inc.	02/06/2021	Elect Director Herald Y. Chen	Withhold	There are issues with the board which do not enable support of the proposal.
GoDaddy Inc.	02/06/2021	Elect Director Brian H. Sharples	Withhold	There are issues with the board which do not enable support of the proposal.
GoDaddy Inc.	02/06/2021	Elect Director Leah Sweet	Withhold	There are issues with the board which do not enable support of the proposal.
Biogen Inc.	02/06/2021	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Biogen Inc.	02/06/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation. The company has paid excessive severance amounts.
Biogen Inc.	02/06/2021	Amend Certificate of Incorporation to Add Federal Forum Selection Provision	For	The proposal is in line with our voting policy
Biogen Inc.	02/06/2021	Report on Lobbying Payments and Policy	For	Increased disclosure would allow shareholders to more fully assess risks presented by the Company's

				lobbying activities, assess if spending is in line with stated objectives and how the Board monitors them.
Biogen Inc.	02/06/2021	Report on Gender Pay Gap	For	While being mindful of the Company's current disclosures, we consider that the proposal has merit insofar it will give an additional view to shareholders to complete their assessment of how the gender pay gap is managed.
Biogen Inc.	02/06/2021	Elect Director Alexander J. Denner	Against	The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors.
Biogen Inc.	02/06/2021	Elect Director Caroline D. Dorsa	Against	The nominee holds four non-executive directorships, three of which as the Chairman of the Audit Committee. The nominee is therefore overboarded.
Biogen Inc.	02/06/2021	Elect Director Maria C. Freire	For	The proposal is in line with our voting policy
Biogen Inc.	02/06/2021	Elect Director William A. Hawkins	For	The proposal is in line with our voting policy
Biogen Inc.	02/06/2021	Elect Director William D. Jones	For	The proposal is in line with our voting policy
Biogen Inc.	02/06/2021	Elect Director Nancy L. Leaming	For	The proposal is in line with our voting policy
Biogen Inc.	02/06/2021	Elect Director Jesus B. Mantas	For	The proposal is in line with our voting policy
Biogen Inc.	02/06/2021	Elect Director Richard C. Mulligan	Against	The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors.
Biogen Inc.	02/06/2021	Elect Director Stelios Papadopoulos	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, all of which as the Chairman of the Board. The nominee is therefore overboarded.
Biogen Inc.	02/06/2021	Elect Director Brian S. Posner	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, one of which as an outside Chairman of the Board and another as an outside Chairman of the Audit Committee. The nominee is therefore overboarded.
Biogen Inc.	02/06/2021	Elect Director Eric K. Rowinsky	Against	The nominee holds four non-executive directorships, one of which as an outside Chairman of the Board. The nominee is therefore overboarded.
Biogen Inc.	02/06/2021	Elect Director Stephen A. Sherwin	For	The proposal is in line with our voting policy
Biogen Inc.	02/06/2021	Elect Director Michel Vounatsos	For	The proposal is in line with our voting policy
CoStar Group, Inc.	02/06/2021	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
CoStar Group, Inc.	02/06/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is excessive compared to peers. There is a lack of ESG metrics in the variable compensation.
CoStar Group, Inc.	02/06/2021	Increase Authorized Common Stock	For	The proposal is in line with our voting policy
CoStar Group, Inc.	02/06/2021	Amend Qualified Employee Stock Purchase Plan	For	The proposal is in line with our voting policy
CoStar Group, Inc.	02/06/2021	Eliminate Supermajority Vote Requirement	For	The Proposal is in shareholders' interest.
CoStar Group, Inc.	02/06/2021	Elect Director Michael R. Klein	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.
CoStar Group, Inc.	02/06/2021	Elect Director Andrew C. Florance	For	The proposal is in line with our voting policy
CoStar Group, Inc.	02/06/2021	Elect Director Laura Cox Kaplan	For	The proposal is in line with our voting policy
CoStar Group, Inc.	02/06/2021	Elect Director Michael J. Glosserman	Against	The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors.

CoStar Group, Inc.	02/06/2021	Elect Director John W. Hill	For	The proposal is in line with our voting policy
CoStar Group, Inc.	02/06/2021	Elect Director Robert W. Musslewhite	For	The proposal is in line with our voting policy
CoStar Group, Inc.	02/06/2021	Elect Director Christopher J. Nassetta	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.
CoStar Group, Inc.	02/06/2021	Elect Director Louise S. Sams	For	The proposal is in line with our voting policy
Ulta Beauty, Inc.	02/06/2021	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Ulta Beauty, Inc.	02/06/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG metrics in the variable compensation.
Ulta Beauty, Inc.	02/06/2021	Elect Director Catherine A. Halligan	For	The proposal is in line with our voting policy
Ulta Beauty, Inc.	02/06/2021	Elect Director David C. Kimbell	For	The proposal is in line with our voting policy
Ulta Beauty, Inc.	02/06/2021	Elect Director George R. Mrkoncic	For	The proposal is in line with our voting policy
Ulta Beauty, Inc.	02/06/2021	Elect Director Lorna E. Nagler	For	The proposal is in line with our voting policy
Trane Technologies Plc	03/06/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is excessive compared to peers. There is a lack of ESG criteria in the variable compensation.
Trane Technologies Plc	03/06/2021	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	The proposal is in line with our voting policy
Trane Technologies Plc	03/06/2021	Authorize Issue of Equity	For	The proposal is in line with our voting policy
Trane Technologies Plc	03/06/2021	Renew Directors' Authority to Issue Shares for Cash	For	The proposal is in line with our voting policy
Trane Technologies Plc	03/06/2021	Authorize Reissuance of Repurchased Shares	For	The proposal is in line with our voting policy
Trane Technologies Plc	03/06/2021	Elect Director Kirk E. Arnold	For	The proposal is in line with our voting policy
Trane Technologies Plc	03/06/2021	Elect Director Ann C. Berzin	For	The proposal is in line with our voting policy
Trane Technologies Plc	03/06/2021	Elect Director John Bruton	For	The proposal is in line with our voting policy
Trane Technologies Plc	03/06/2021	Elect Director Jared L. Cohon	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.
Trane Technologies Plc	03/06/2021	Elect Director Gary D. Forsee	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.
Trane Technologies Plc	03/06/2021	Elect Director Linda P. Hudson	For	The proposal is in line with our voting policy
Trane Technologies Plc	03/06/2021	Elect Director Michael W. Lamach	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
Trane Technologies Plc	03/06/2021	Elect Director Myles P. Lee	For	The proposal is in line with our voting policy
Trane Technologies Plc	03/06/2021	Elect Director April Miller Boise	For	The proposal is in line with our voting policy
Trane Technologies Plc	03/06/2021	Elect Director Karen B. Peetz	For	The proposal is in line with our voting policy
Trane Technologies Plc	03/06/2021	Elect Director John P. Surma	Against	The nominee holds four non-executive directorships, one of which as the Chairman of the Audit Committee and another as an outside Chairman of the Board. The nominee is therefore overboarded.
Trane Technologies Plc	03/06/2021	Elect Director Tony L. White	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.
Cloudflare, Inc.	03/06/2021	Ratify KPMG LLP as Auditors	For	The proposal is in line with our voting policy
Cloudflare, Inc.	03/06/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Cloudflare, Inc.	03/06/2021	Advisory Vote on Say on Pay Frequency	One Year	An annual say-on-pay frequency is in the shareholders' interest.
Cloudflare, Inc.	03/06/2021	Elect Director Maria Eitel	Withhold	There are issues with the board which do not enable support of the proposal.
Cloudflare, Inc.	03/06/2021	Elect Director Matthew Prince	Withhold	There are issues with the board which do not enable support of the proposal.
Cloudflare, Inc.	03/06/2021	Elect Director Katrin Suder	Withhold	There are issues with the board which do not enable support of the proposal.
Sarepta Therapeutics, Inc.	03/06/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Sarepta Therapeutics, Inc.	03/06/2021	Ratify KPMG LLP as Auditors	For	The proposal is in line with our voting policy
Sarepta Therapeutics, Inc.	03/06/2021	Elect Director Richard J. Barry	For	The proposal is in line with our voting policy
Sarepta Therapeutics, Inc.	03/06/2021	Elect Director M. Kathleen Behrens	Against	The nominee holds three non-executive directorships including one as the Chairman of the Audit Committee, one as Chairman of the Board and one as as Chairman of the Board and Chairman of the Audit Committee. The nominee is therefore overboarded.
Sarepta Therapeutics, Inc.	03/06/2021	Elect Director Claude Nicaise	For	The proposal is in line with our voting policy
Akamai Technologies, Inc.	03/06/2021	Amend Omnibus Stock Plan	For	The proposal is in line with our voting policy
Akamai Technologies, Inc.	03/06/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Akamai Technologies, Inc.	03/06/2021	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Akamai Technologies, Inc.	03/06/2021	Elect Director Sharon Bowen	For	The proposal is in line with our voting policy
Akamai Technologies, Inc.	03/06/2021	Elect Director Ben Verwaayen	For	The proposal is in line with our voting policy
Akamai Technologies, Inc.	03/06/2021	Elect Director Bill Wagner	For	The proposal is in line with our voting policy
Akamai Technologies, Inc.	03/06/2021	Elect Director Marianne Brown	For	The proposal is in line with our voting policy
Akamai Technologies, Inc.	03/06/2021	Elect Director Monte Ford	For	The proposal is in line with our voting policy
Akamai Technologies, Inc.	03/06/2021	Elect Director Jill Greenthal	For	The proposal is in line with our voting policy
Akamai Technologies, Inc.	03/06/2021	Elect Director Dan Hesse	For	The proposal is in line with our voting policy
Akamai Technologies, Inc.	03/06/2021	Elect Director Tom Killalea	For	The proposal is in line with our voting policy
Akamai Technologies, Inc.	03/06/2021	Elect Director Tom Leighton	For	The proposal is in line with our voting policy
Akamai Technologies, Inc.	03/06/2021	Elect Director Jonathan Miller	For	The proposal is in line with our voting policy
Akamai Technologies, Inc.	03/06/2021	Elect Director Madhu Ranganathan	Against	The nominee holds one executive mandate and two non-executive directorships, one of which as the Chairman of the Audit Committee. The nominee is therefore overboarded.
Avalara, Inc.	03/06/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is excessive compared to peers. There is a lack of ESG criteria in the variable compensation.
Avalara, Inc.	03/06/2021	Ratify Deloitte & Touche LLP as Auditors	For	The proposal is in line with our voting policy
Avalara, Inc.	03/06/2021	Elect Director Marion Foote	Withhold	There are issues with the board which do not enable support of the proposal.

Avalara, Inc.	03/06/2021	Elect Director Rajeev Singh	Withhold	There are issues with the board which do not enable support of the proposal.
Avalara, Inc.	03/06/2021	Elect Director Kathleen Zwickert	Withhold	There are issues with the board which do not enable support of the proposal.
Gartner, Inc.	03/06/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Gartner, Inc.	03/06/2021	Ratify KPMG LLP as Auditors	For	The proposal is in line with our voting policy
Gartner, Inc.	03/06/2021	Amend Qualified Employee Stock Purchase Plan	For	The proposal is in line with our voting policy
Gartner, Inc.	03/06/2021	Elect Director Peter E. Bisson	For	The proposal is in line with our voting policy
Gartner, Inc.	03/06/2021	Elect Director Richard J. Bressler	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.
Gartner, Inc.	03/06/2021	Elect Director Raul E. Cesan	For	The proposal is in line with our voting policy
Gartner, Inc.	03/06/2021	Elect Director Karen E. Dykstra	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.
Gartner, Inc.	03/06/2021	Elect Director Anne Sutherland Fuchs	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.
Gartner, Inc.	03/06/2021	Elect Director William O. Grabe	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.
Gartner, Inc.	03/06/2021	Elect Director Eugene A. Hall	For	The proposal is in line with our voting policy
Gartner, Inc.	03/06/2021	Elect Director Stephen G. Pagliuca	Against	The board is not sufficiently independent as per our voting policy.
Gartner, Inc.	03/06/2021	Elect Director Eileen M. Serra	For	The proposal is in line with our voting policy
Gartner, Inc.	03/06/2021	Elect Director James C. Smith	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.
Booking Holdings Inc.	03/06/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG metrics in the variable compensation.
Booking Holdings Inc.	03/06/2021	Amend Omnibus Stock Plan	For	The proposal is in line with our voting policy
Booking Holdings Inc.	03/06/2021	Ratify Deloitte & Touche LLP as Auditors	For	The proposal is in line with our voting policy
Booking Holdings Inc.	03/06/2021	Provide Right to Act by Written Consent	For	The proposal is in line with our voting policy
Booking Holdings Inc.	03/06/2021	Provide Right to Act by Written Consent	For	The Proposal is in shareholders' interest.
Booking Holdings Inc.	03/06/2021	Report on Annual Climate Transition	For	While we are aware of the steps taken by the company regarding climate-related disclosures, we nevertheless consider that the proposal has merit insofar it reiterates the importance for shareholders of monitoring this subject and additional disclosure would be beneficial.
Booking Holdings Inc.	03/06/2021	Annual Investor Advisory Vote on Climate Plan	For	The proposal is in shareholders' interest as it would allow them to annually let Management know how Company's climate policies are evaluated.
Booking Holdings Inc.	03/06/2021	Elect Director Timothy M. Armstrong	For	The proposal is in line with our voting policy
Booking Holdings Inc.	03/06/2021	Elect Director Lynn M. Vojvodich	For	The proposal is in line with our voting policy
Booking Holdings Inc.	03/06/2021	Elect Director Vanessa A. Wittman	For	The proposal is in line with our voting policy
Booking Holdings Inc.	03/06/2021	Elect Director Glenn D. Fogel	For	The proposal is in line with our voting policy
Booking Holdings Inc.	03/06/2021	Elect Director Mirian M. Graddick-Weir	For	The proposal is in line with our voting policy

Booking Holdings Inc.	03/06/2021	Elect Director Wei Hopeman	For	The proposal is in line with our voting policy
Booking Holdings Inc.	03/06/2021	Elect Director Robert J. Mylod, Jr.	Withhold	The nominee holds four non-executive directorships, two of which as the Chairman of the Board. The nominee is therefore overboarded.
Booking Holdings Inc.	03/06/2021	Elect Director Charles H. Noski	For	The proposal is in line with our voting policy
Booking Holdings Inc.	03/06/2021	Elect Director Nicholas J. Read	For	The proposal is in line with our voting policy
Booking Holdings Inc.	03/06/2021	Elect Director Thomas E. Rothman	For	The proposal is in line with our voting policy
Booking Holdings Inc.	03/06/2021	Elect Director Bob van Dijk	For	The proposal is in line with our voting policy
NVIDIA Corporation	03/06/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG metrics in the variable compensation.
NVIDIA Corporation	03/06/2021	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
NVIDIA Corporation	03/06/2021	Increase Authorized Common Stock	For	The proposal is in line with our voting policy
NVIDIA Corporation	03/06/2021	Elect Director Robert K. Burgess	For	The proposal is in line with our voting policy
NVIDIA Corporation	03/06/2021	Elect Director Tench Coxe	For	The proposal is in line with our voting policy
NVIDIA Corporation	03/06/2021	Elect Director John O. Dabiri	For	The proposal is in line with our voting policy
NVIDIA Corporation	03/06/2021	Elect Director Persis S. Drell	For	The proposal is in line with our voting policy
NVIDIA Corporation	03/06/2021	Elect Director Jen-Hsun Huang	For	The proposal is in line with our voting policy
NVIDIA Corporation	03/06/2021	Elect Director Dawn Hudson	For	The proposal is in line with our voting policy
NVIDIA Corporation	03/06/2021	Elect Director Harvey C. Jones	Against	The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors.
NVIDIA Corporation	03/06/2021	Elect Director Michael G. McCaffery	For	The proposal is in line with our voting policy
NVIDIA Corporation	03/06/2021	Elect Director Stephen C. Neal	For	The proposal is in line with our voting policy
NVIDIA Corporation	03/06/2021	Elect Director Mark L. Perry	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.
NVIDIA Corporation	03/06/2021	Elect Director A. Brooke Seawell	Against	The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors.
NVIDIA Corporation	03/06/2021	Elect Director Aarti Shah	For	The proposal is in line with our voting policy
NVIDIA Corporation	03/06/2021	Elect Director Mark A. Stevens	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.
HubSpot, Inc.	03/06/2021	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
HubSpot, Inc.	03/06/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
HubSpot, Inc.	03/06/2021	Elect Director Brian Halligan	Against	There are issues with the board which do not enable support of the proposal.
HubSpot, Inc.	03/06/2021	Elect Director Ron Gill	Against	There are issues with the board which do not enable support of the proposal.
HubSpot, Inc.	03/06/2021	Elect Director Jill Ward	Against	There are issues with the board which do not enable support of the proposal.
Allegion plc	03/06/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Allegion plc	03/06/2021	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	For	The proposal is in line with our voting policy
Allegion plc	03/06/2021	Renew the Board's Authority to Issue Shares Under Irish Law	For	The proposal is in line with our voting policy

Allegion plc	03/06/2021	Renew the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights	For	The proposal is in line with our voting policy
Allegion plc	03/06/2021	Elect Director Kirk S. Hachigian	For	The proposal is in line with our voting policy
Allegion plc	03/06/2021	Elect Director Steven C. Mizell	For	The proposal is in line with our voting policy
Allegion plc	03/06/2021	Elect Director Nicole Parent Haughey	For	The proposal is in line with our voting policy
Allegion plc	03/06/2021	Elect Director David D. Petratis	For	The proposal is in line with our voting policy
Allegion plc	03/06/2021	Elect Director Dean I. Schaffer	For	The proposal is in line with our voting policy
Allegion plc	03/06/2021	Elect Director Charles L. Szews	Against	The nominee holds four non-executive directorships, one of which as an outside Chairman of the Audit Committee. The nominee is therefore overboarded.
Allegion plc	03/06/2021	Elect Director Dev Vardhan	For	The proposal is in line with our voting policy
Allegion plc	03/06/2021	Elect Director Martin E. Welch, III	For	The proposal is in line with our voting policy
RingCentral, Inc.	04/06/2021	Ratify KPMG LLP as Auditors	For	The proposal is in line with our voting policy
RingCentral, Inc.	04/06/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is excessive compared to peers. There is a lack of ESG metrics in the variable compensation. There is a notable disconnect between pay and performance. The remuneration structure is not satisfactory.
RingCentral, Inc.	04/06/2021	Elect Director Vladimir Shmunis	For	The proposal is in line with our voting policy
RingCentral, Inc.	04/06/2021	Elect Director Kenneth Goldman	Withhold	The nominee holds five non-executive directorships, two of which as an outside Chairman of the Audit Committee. The nominee is therefore overboarded.
RingCentral, Inc.	04/06/2021	Elect Director Michelle McKenna	For	The proposal is in line with our voting policy
RingCentral, Inc.	04/06/2021	Elect Director Robert Theis	For	The proposal is in line with our voting policy
RingCentral, Inc.	04/06/2021	Elect Director Allan Thygesen	For	The proposal is in line with our voting policy
RingCentral, Inc.	04/06/2021	Elect Director Neil Williams	For	The proposal is in line with our voting policy
RingCentral, Inc.	04/06/2021	Elect Director Mignon Clyburn	For	The proposal is in line with our voting policy
RingCentral, Inc.	04/06/2021	Elect Director Arne Duncan	For	The proposal is in line with our voting policy
Citrix Systems, Inc.	04/06/2021	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Citrix Systems, Inc.	04/06/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is excessive compared to peers. There is a lack of ESG criteria in the variable compensation.
Citrix Systems, Inc.	04/06/2021	Adopt Simple Majority Vote	For	The Proposal is in shareholders' interest.
Citrix Systems, Inc.	04/06/2021	Elect Director Robert M. Calderoni	Against	The nominee holds three non-executive directorships, one of which as the Chairman of the Board and another one as an outside Chairman of the Audit Committee. The nominee is therefore overboarded.
Citrix Systems, Inc.	04/06/2021	Elect Director Nanci E. Caldwell	For	The proposal is in line with our voting policy
Citrix Systems, Inc.	04/06/2021	Elect Director Murray J. Demo	For	The proposal is in line with our voting policy
Citrix Systems, Inc.	04/06/2021	Elect Director Ajei S. Gopal	For	The proposal is in line with our voting policy
Citrix Systems, Inc.	04/06/2021	Elect Director David J. Henshall	For	The proposal is in line with our voting policy
Citrix Systems, Inc.	04/06/2021	Elect Director Thomas E. Hogan	For	The proposal is in line with our voting policy
Citrix Systems, Inc.	04/06/2021	Elect Director Moira A. Kilcoyne	For	The proposal is in line with our voting policy
Citrix Systems, Inc.	04/06/2021	Elect Director Robert E. Knowling, Jr.	For	The proposal is in line with our voting policy
Citrix Systems, Inc.	04/06/2021	Elect Director Peter J. Sacripanti	For	The proposal is in line with our voting policy
Citrix Systems, Inc.	04/06/2021	Elect Director J. Donald Sherman	For	The proposal is in line with our voting policy
Garmin Ltd.	04/06/2021	Accept Consolidated Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Garmin Ltd.	04/06/2021	Approve Allocation of Income and Dividends	For	The proposal is in line with our voting policy
Garmin Ltd.	04/06/2021	Approve Dividends	For	The proposal is in line with our voting policy

Garmin Ltd.	04/06/2021	Approve Discharge of Board and Senior Management	For	The proposal is in line with our voting policy
Garmin Ltd.	04/06/2021	Elect Min H. Kao as Board Chairman	For	The proposal is in line with our voting policy
Garmin Ltd.	04/06/2021	Designate Wuersch & Gering LLP as Independent Proxy	For	The proposal is in line with our voting policy
Garmin Ltd.	04/06/2021	Ratify Ernst & Young LLP as Auditors and Ernst & Young Ltd as Statutory Auditor	For	The proposal is in line with our voting policy
Garmin Ltd.	04/06/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Garmin Ltd.	04/06/2021	Approve Fiscal Year 2022 Maximum Aggregate Compensation for the Executive Management	For	The proposal is in line with our voting policy
Garmin Ltd.	04/06/2021	Approve Maximum Aggregate Compensation for the Board of Directors for the Period Between the 2021 AGM and the 2022 AGM	For	The proposal is in line with our voting policy
Garmin Ltd.	04/06/2021	Elect Director Jonathan C. Burrell	For	The proposal is in line with our voting policy
Garmin Ltd.	04/06/2021	Elect Director Joseph J. Hartnett	For	The proposal is in line with our voting policy
Garmin Ltd.	04/06/2021	Elect Director Min H. Kao	For	The proposal is in line with our voting policy
Garmin Ltd.	04/06/2021	Elect Director Catherine A. Lewis	For	The proposal is in line with our voting policy
Garmin Ltd.	04/06/2021	Elect Director Charles W. Pepper	Against	The nominee holds three non-executive directorships, two of which as Chairman of the Audit Committee. The nominee is therefore overboarded.
Garmin Ltd.	04/06/2021	Elect Director Clifton A. Pemble	For	The proposal is in line with our voting policy
Garmin Ltd.	04/06/2021	Appoint Jonathan C. Burrell as Member of the Compensation Committee	For	The proposal is in line with our voting policy
Garmin Ltd.	04/06/2021	Appoint Joseph J. Hartnett as Member of the Compensation Committee	For	The proposal is in line with our voting policy
Garmin Ltd.	04/06/2021	Appoint Catherine A. Lewis as Member of the Compensation Committee	For	The proposal is in line with our voting policy
Garmin Ltd.	04/06/2021	Appoint Charles W. Pepper as Member of the Compensation Committee	Against	The nominee holds three non-executive directorships, two of which as Chairman of the Audit Committee. The nominee is therefore overboarded.
ServiceNow, Inc.	07/06/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
ServiceNow, Inc.	07/06/2021	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
ServiceNow, Inc.	07/06/2021	Provide Right to Call Special Meeting	For	The proposal is in line with our voting policy
ServiceNow, Inc.	07/06/2021	Approve Omnibus Stock Plan	For	The proposal is in line with our voting policy
ServiceNow, Inc.	07/06/2021	Amend Qualified Employee Stock Purchase Plan	For	The proposal is in line with our voting policy
ServiceNow, Inc.	07/06/2021	Elect Director Susan L. Bostrom	For	The proposal is in line with our voting policy
ServiceNow, Inc.	07/06/2021	Elect Director Jonathan C. Chadwick	For	The proposal is in line with our voting policy
ServiceNow, Inc.	07/06/2021	Elect Director Lawrence J. Jackson, Jr.	For	The proposal is in line with our voting policy
ServiceNow, Inc.	07/06/2021	Elect Director Frederic B. Luddy	For	The proposal is in line with our voting policy
ServiceNow, Inc.	07/06/2021	Elect Director Jeffrey A. Miller	For	The proposal is in line with our voting policy
The TJX Companies, Inc.	08/06/2021	Ratify PricewaterhouseCoopers as Auditors	For	The proposal is in line with our voting policy
The TJX Companies, Inc.	08/06/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy

The TJX Companies, Inc.	08/06/2021	Report on Animal Welfare	For	Increased reporting and transparency on animal welfare will overall help ensure the Company respect customer preferences over animal welfare and labeling (including cosmetics and animal testing in addition to fur and leather) which could reinforce customer retention.
The TJX Companies, Inc.	08/06/2021	Report on Pay Disparity	For	Amundi considers that social cohesion represents a systemic risk for companies, as well as an opportunity for those who wish to integrate it in a positive way, in particular through controls of the wage balance within the framework of compensation policies. We therefore consider that this proposal has merit.
The TJX Companies, Inc.	08/06/2021	Elect Director Zein Abdalla	Against	Poor supplier management during the covid19 crisis
The TJX Companies, Inc.	08/06/2021	Elect Director Jose B. Alvarez	For	The proposal is in line with our voting policy
The TJX Companies, Inc.	08/06/2021	Elect Director Alan M. Bennett	Against	Poor supplier management during the covid19 crisis. In addition, the board is not sufficiently independent as per our voting policy. The nominee holds three non-executive directorships, two of which as an outside Chairman of the Audit Committee. The nominee is therefore overboarded.
The TJX Companies, Inc.	08/06/2021	Elect Director Rosemary T. Berkery	Against	Poor supplier management during the covid19 crisis
The TJX Companies, Inc.	08/06/2021	Elect Director David T. Ching	Against	Poor supplier management during the covid19 crisis. In addition 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 TJX Companies, Inc.	08/06/2021	Elect Director C. Kim Goodwin	For	The proposal is in line with our voting policy
The TJX Companies, Inc.	08/06/2021	Elect Director Ernie Herrman	Against	Poor supplier management during the covid19 crisis
The TJX Companies, Inc.	08/06/2021	Elect Director Michael F. Hines	Against	Poor supplier management during the covid19 crisis. In addition 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 TJX Companies, Inc.	08/06/2021	Elect Director Amy B. Lane	Against	Poor supplier management during the covid19 crisis. In addition 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 TJX Companies, Inc.	08/06/2021	Elect Director Carol Meyrowitz	Against	Poor supplier management during the covid19 crisis. In addition the board is not sufficiently independent as per our voting policy
The TJX Companies, Inc.	08/06/2021	Elect Director Jackwyn L. Nemerov	Against	Poor supplier management during the covid19 crisis.
The TJX Companies, Inc.	08/06/2021	Elect Director John F. O'Brien	Against	Poor supplier management during the covid19 crisis. In addition the board is not sufficiently independent as per our voting policy.
Workday, Inc.	08/06/2021	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Workday, Inc.	08/06/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is excessive compared to peers. There is a lack of ESG criteria in the variable compensation.
Workday, Inc.	08/06/2021	Advisory Vote on Say on Pay Frequency	One Year	An annual say-on-pay frequency is in the shareholders' interest.
Workday, Inc.	08/06/2021	Elect Director Aneel Bhusri	For	The proposal is in line with our voting policy
Workday, Inc.	08/06/2021	Elect Director Ann-Marie Campbell	For	The proposal is in line with our voting policy
Workday, Inc.	08/06/2021	Elect Director David A. Duffield	For	The proposal is in line with our voting policy
Workday, Inc.	08/06/2021	Elect Director Lee J. Styslinger, III	For	The proposal is in line with our voting policy
EPAM Systems, Inc.	08/06/2021	Ratify Deloitte & Touche LLP as Auditors	For	The proposal is in line with our voting policy
EPAM Systems, Inc.	08/06/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG metrics in the variable compensation.



EPAM Systems, Inc.	08/06/2021	Advisory Vote on Say on Pay Frequency	One Year	An annual say-on-pay frequency is in the shareholders' interest.
EPAM Systems, Inc.	08/06/2021	Approve Qualified Employee Stock Purchase Plan	For	The proposal is in line with our voting policy
EPAM Systems, Inc.	08/06/2021	Elect Director Arkadiy Dobkin	For	The proposal is in line with our voting policy
EPAM Systems, Inc.	08/06/2021	Elect Director Robert E. Segert	For	The proposal is in line with our voting policy
Fortive Corporation	08/06/2021	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Fortive Corporation	08/06/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Fortive Corporation	08/06/2021	Provide Right to Call Special Meeting	For	The proposal is in line with our voting policy
Fortive Corporation	08/06/2021	Provide Right to Act by Written Consent	For	The Proposal is in shareholders' interest.
Fortive Corporation	08/06/2021	Elect Director Daniel L. Comas	For	The proposal is in line with our voting policy
Fortive Corporation	08/06/2021	Elect Director Feroz Dewan	For	The proposal is in line with our voting policy
Fortive Corporation	08/06/2021	Elect Director Sharmistha Dubey	For	The proposal is in line with our voting policy
Fortive Corporation	08/06/2021	Elect Director Reiji P. Hayes	For	The proposal is in line with our voting policy
Fortive Corporation	08/06/2021	Elect Director James A. Lico	For	The proposal is in line with our voting policy
Fortive Corporation	08/06/2021	Elect Director Kate D. Mitchell	For	The proposal is in line with our voting policy
Fortive Corporation	08/06/2021	Elect Director Jeannine Sargent	For	The proposal is in line with our voting policy
Fortive Corporation	08/06/2021	Elect Director Alan G. Spoon	Against	The nominee holds four non-executive directorships, two of which as an outside Chairman of the Audit Committee and another as the Chairman of the Board. The nominee is therefore overboarded.
lululemon athletica inc.	09/06/2021	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
lululemon athletica inc.	09/06/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
lululemon athletica inc.	09/06/2021	Elect Director Calvin McDonald	For	The proposal is in line with our voting policy
lululemon athletica inc.	09/06/2021	Elect Director Martha Morfitt	Against	The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors.
lululemon athletica inc.	09/06/2021	Elect Director Emily White	For	The proposal is in line with our voting policy
lululemon athletica inc.	09/06/2021	Elect Director Kourtney Gibson	For	The proposal is in line with our voting policy
Dollarama Inc.	09/06/2021	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	The proposal is in line with our voting policy
Dollarama Inc.	09/06/2021	Advisory Vote on Executive Compensation Approach	Against	There is a lack of ESG criteria in the variable compensation.
Dollarama Inc.	09/06/2021	SP 1: Production of an Annual Report on Risks to Human Rights Arising Out of the Use of Third-Party Employment Agencies	For	The shareholder proposal is in shareholders' interest
Dollarama Inc.	09/06/2021	Elect Director Joshua Bekenstein	Withhold	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.
Dollarama Inc.	09/06/2021	Elect Director Gregory David	Withhold	The board is not sufficiently independent as per our voting policy
Dollarama Inc.	09/06/2021	Elect Director Elisa D. Garcia C.	For	The proposal is in line with our voting policy
Dollarama Inc.	09/06/2021	Elect Director Stephen Gunn	Withhold	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, one of which as the Chairman of the Board and another as an outside Chairman of the Audit Committee. The nominee is therefore overboarded.

Dollarama Inc.	09/06/2021	Elect Director Kristin Mugford	For	The proposal is in line with our voting policy
Dollarama Inc.	09/06/2021	Elect Director Nicholas Nomicos	Withhold	The board is not sufficiently independent as per our voting policy
Dollarama Inc.	09/06/2021	Elect Director Neil Rossy	For	The proposal is in line with our voting policy
Dollarama Inc.	09/06/2021	Elect Director Samira Sakhia	For	The proposal is in line with our voting policy
Dollarama Inc.	09/06/2021	Elect Director Huw Thomas	For	The proposal is in line with our voting policy
NovoCure Limited	09/06/2021	Ratify Kost Forer Gabbay & Kasierer as Auditors	For	The proposal is in line with our voting policy
NovoCure Limited	09/06/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is excessive compared to peers. There is a lack of ESG criteria in the variable compensation.
NovoCure Limited	09/06/2021	Elect Director Asaf Danziger	For	The proposal is in line with our voting policy
NovoCure Limited	09/06/2021	Elect Director William Doyle	For	The proposal is in line with our voting policy
NovoCure Limited	09/06/2021	Elect Director Jeryl Hilleman	Against	The nominee holds three non-executive directorships as Chairman of the Audit Committee. The nominee is therefore overboarded.
NovoCure Limited	09/06/2021	Elect Director David Hung	For	The proposal is in line with our voting policy
NovoCure Limited	09/06/2021	Elect Director Kinyip Gabriel Leung	For	The proposal is in line with our voting policy
NovoCure Limited	09/06/2021	Elect Director Martin Madden	For	The proposal is in line with our voting policy
NovoCure Limited	09/06/2021	Elect Director Sherilyn McCoy	Against	The nominee holds five non-executive directorships including one as Chairman of the Board. The nominee is therefore overboarded.
NovoCure Limited	09/06/2021	Elect Director Timothy Scannell	Against	The nominee holds one executive position and two non-executive directorships including one as Chairman of the Board. The nominee is therefore overboarded.
NovoCure Limited	09/06/2021	Elect Director William Vernon	For	The proposal is in line with our voting policy
Target Corporation	09/06/2021	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Target Corporation	09/06/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Target Corporation	09/06/2021	Amend Proxy Access Right	For	The Proposal is in shareholders' interest.
Target Corporation	09/06/2021	Elect Director Douglas M. Baker, Jr.	For	The proposal is in line with our voting policy
Target Corporation	09/06/2021	Elect Director George S. Barrett	For	The proposal is in line with our voting policy
Target Corporation	09/06/2021	Elect Director Brian C. Cornell	For	The proposal is in line with our voting policy
Target Corporation	09/06/2021	Elect Director Robert L. Edwards	For	The proposal is in line with our voting policy
Target Corporation	09/06/2021	Elect Director Melanie L. Healey	For	The proposal is in line with our voting policy
Target Corporation	09/06/2021	Elect Director Donald R. Knauss	For	The proposal is in line with our voting policy
Target Corporation	09/06/2021	Elect Director Christine A. Leahy	For	The proposal is in line with our voting policy
Target Corporation	09/06/2021	Elect Director Monica C. Lozano	For	The proposal is in line with our voting policy
Target Corporation	09/06/2021	Elect Director Mary E. Minnick	Against	The nominee holds four non-executive directorships, one of which as an outside Chairman of the Board. The nominee is therefore overboarded.
Target Corporation	09/06/2021	Elect Director Derica W. Rice	Against	The nominee holds four non-executive directorships, one of which as an outside Chairman of the Audit Committee. The nominee is therefore overboarded.
Target Corporation	09/06/2021	Elect Director Kenneth L. Salazar	For	The proposal is in line with our voting policy
Target Corporation	09/06/2021	Elect Director Dmitri L. Stockton	For	The proposal is in line with our voting policy
Thomson Reuters Corporation	09/06/2021	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	The proposal is in line with our voting policy
Thomson Reuters Corporation	09/06/2021	Advisory Vote on Executive Compensation Approach	Against	Compensation is excessive compared to peers. There is a lack of ESG criteria in the variable compensation.
Thomson Reuters Corporation	09/06/2021	SP 1: Produce a Human Rights Risk Report	For	The shareholder proposal is in shareholders' interest
Thomson Reuters Corporation	09/06/2021	Elect Director David Thomson	For	The proposal is in line with our voting policy

Thomson Reuters Corporation	09/06/2021	Elect Director Simon Paris	For	The proposal is in line with our voting policy
Thomson Reuters Corporation	09/06/2021	Elect Director Kim M. Rivera	For	The proposal is in line with our voting policy
Thomson Reuters Corporation	09/06/2021	Elect Director Barry Salzberg	For	The proposal is in line with our voting policy
Thomson Reuters Corporation	09/06/2021	Elect Director Peter J. Thomson	Withhold	The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors.
Thomson Reuters Corporation	09/06/2021	Elect Director Wulf von Schimmelfmann	For	The proposal is in line with our voting policy
Thomson Reuters Corporation	09/06/2021	Elect Director Steve Hasker	For	The proposal is in line with our voting policy
Thomson Reuters Corporation	09/06/2021	Elect Director Kirk E. Arnold	For	The proposal is in line with our voting policy
Thomson Reuters Corporation	09/06/2021	Elect Director David W. Binet	Withhold	The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors.
Thomson Reuters Corporation	09/06/2021	Elect Director W. Edmund Clark	Withhold	The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors.
Thomson Reuters Corporation	09/06/2021	Elect Director Michael E. Daniels	For	The proposal is in line with our voting policy
Thomson Reuters Corporation	09/06/2021	Elect Director Kirk Koenigsbauer	For	The proposal is in line with our voting policy
Thomson Reuters Corporation	09/06/2021	Elect Director Deanna Oppenheimer	For	The proposal is in line with our voting policy
Thomson Reuters Corporation	09/06/2021	Elect Director Vance K. Opperman	Withhold	The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors.
Monolithic Power Systems, Inc.	10/06/2021	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Monolithic Power Systems, Inc.	10/06/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is excessive compared to peers. There is a lack of ESG criteria in the variable compensation.
Monolithic Power Systems, Inc.	10/06/2021	Elect Director Eugen Elmiger	Withhold	The board is not sufficiently independent as per our voting policy.
Monolithic Power Systems, Inc.	10/06/2021	Elect Director Jeff Zhou	For	The proposal is in line with our voting policy
salesforce.com, inc.	10/06/2021	Amend Omnibus Stock Plan	For	The proposal is in line with our voting policy
salesforce.com, inc.	10/06/2021	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
salesforce.com, inc.	10/06/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG metrics in the variable compensation.
salesforce.com, inc.	10/06/2021	Amend Certificate of Incorporation to Become a Public Benefit Corporation	For	Issues of social responsibility and sustainable development, such as those of governance, are essential in the assessment of a company. The social acceptance of a company's practices contributes to its image, and therefore indirectly to its development and profitability for its shareholders. We consider that stating a purpose in line with this objective, within the framework presented in this proposal, would be in shareholders' interest.
salesforce.com, inc.	10/06/2021	Elect Director Marc Benioff	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
salesforce.com, inc.	10/06/2021	Elect Director Craig Conway	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.
salesforce.com, inc.	10/06/2021	Elect Director Parker Harris	For	The proposal is in line with our voting policy
salesforce.com, inc.	10/06/2021	Elect Director Alan Hassenfeld	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.
salesforce.com, inc.	10/06/2021	Elect Director Neelie Kroes	For	The proposal is in line with our voting policy
salesforce.com, inc.	10/06/2021	Elect Director Colin Powell	For	The proposal is in line with our voting policy
salesforce.com, inc.	10/06/2021	Elect Director Sanford Robertson	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.
salesforce.com, inc.	10/06/2021	Elect Director John V. Roos	For	The proposal is in line with our voting policy
salesforce.com, inc.	10/06/2021	Elect Director Robin Washington	Against	The nominee holds four non-executive directorships, one of which as the Chairman of the Audit Committee. The nominee is therefore overboarded.
salesforce.com, inc.	10/06/2021	Elect Director Maynard Webb	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.
salesforce.com, inc.	10/06/2021	Elect Director Susan Wojcicki	For	The proposal is in line with our voting policy
Datadog, Inc.	10/06/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Datadog, Inc.	10/06/2021	Advisory Vote on Say on Pay Frequency	One Year	An annual say-on-pay frequency is in the shareholders' interest.
Datadog, Inc.	10/06/2021	Ratify Deloitte & Touche LLP as Auditors	For	The proposal is in line with our voting policy
Datadog, Inc.	10/06/2021	Elect Director Alexis Le-Quoc	Withhold	There are issues with the board which do not enable support of the proposal.
Datadog, Inc.	10/06/2021	Elect Director Michael Callahan	Withhold	There are issues with the board which do not enable support of the proposal.
Etsy, Inc.	11/06/2021	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Etsy, Inc.	11/06/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
Etsy, Inc.	11/06/2021	Elect Director Gary S. Briggs	Withhold	The Board has failed to remove provisions that are detrimental to shareholders' rights.
Etsy, Inc.	11/06/2021	Elect Director Edith W. Cooper	Withhold	The Board has failed to remove provisions that are detrimental to shareholders' rights
Etsy, Inc.	11/06/2021	Elect Director Melissa Reiff	Withhold	The Board has failed to remove provisions that are detrimental to shareholders' rights
Regeneron Pharmaceuticals, Inc.	11/06/2021	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Regeneron Pharmaceuticals, Inc.	11/06/2021	Elect Director N. Anthony Coles	Against	The nominee holds two outside Executive Chair mandates in addition to the mandate in the Company: he is therefore overboarded.
Regeneron Pharmaceuticals, Inc.	11/06/2021	Elect Director Arthur F. Ryan	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.
Regeneron Pharmaceuticals, Inc.	11/06/2021	Elect Director George L. Sing	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

				remuneration structure is not satisfactory. There is a notable disconnect between pay and performance.
Regeneron Pharmaceuticals, Inc.	11/06/2021	Elect Director Marc Tessier-Lavigne	Against	The Director's attendance was under 75% without any satisfactory explanation
10X Genomics, Inc.	11/06/2021	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
10X Genomics, Inc.	11/06/2021	Advisory Vote on Say on Pay Frequency	One Year	An annual say-on-pay frequency is in the shareholders' interest.
10X Genomics, Inc.	11/06/2021	Elect Director Bryan E. Roberts	Against	There are issues with the board which do not enable support of the proposal.
10X Genomics, Inc.	11/06/2021	Elect Director Kimberly J. Popovits	Against	There are issues with the board which do not enable support of the proposal.
B2Gold Corp.	11/06/2021	Fix Number of Directors at Nine	For	The proposal is in line with our voting policy
B2Gold Corp.	11/06/2021	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	The proposal is in line with our voting policy
B2Gold Corp.	11/06/2021	Amend Advance Notice Requirement	For	The proposal is in line with our voting policy
B2Gold Corp.	11/06/2021	Re-approve Stock Option Plan	For	The proposal is in line with our voting policy
B2Gold Corp.	11/06/2021	Advisory Vote on Executive Compensation Approach	Against	Compensation is excessive compared to peers.
B2Gold Corp.	11/06/2021	Elect Director Kevin Bullock	For	The proposal is in line with our voting policy
B2Gold Corp.	11/06/2021	Elect Director Robert Cross	Withhold	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.
B2Gold Corp.	11/06/2021	Elect Director Robert Gayton	Withhold	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.
B2Gold Corp.	11/06/2021	Elect Director Clive Johnson	Withhold	The nominee holds one executive mandate and two non-executive directorships, one of which as the Chairman of the Board. The nominee is therefore overboarded. However, he is the CEO of the company under analysis; as such this item is referred for internal review.
B2Gold Corp.	11/06/2021	Elect Director George Johnson	For	The proposal is in line with our voting policy
B2Gold Corp.	11/06/2021	Elect Director Liane Kelly	Withhold	The board is not sufficiently independent as per our voting policy.
B2Gold Corp.	11/06/2021	Elect Director Jerry Korpan	Withhold	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.
B2Gold Corp.	11/06/2021	Elect Director Bongani Mtshisi	For	The proposal is in line with our voting policy
B2Gold Corp.	11/06/2021	Elect Director Robin Weisman	Withhold	The board is not sufficiently independent as per our voting policy
Roper Technologies, Inc.	14/06/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG metrics in the variable compensation.
Roper Technologies, Inc.	14/06/2021	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy

Roper Technologies, Inc.	14/06/2021	Approve Omnibus Stock Plan	For	The proposal is in line with our voting policy
Roper Technologies, Inc.	14/06/2021	Elect Director Shellye L. Archambeau	Against	The nominee holds four non-executive directorships including one as Chairman of the Audit Committee. The nominee is therefore overboarded.
Roper Technologies, Inc.	14/06/2021	Elect Director Amy Woods Brinkley	For	The proposal is in line with our voting policy
Roper Technologies, Inc.	14/06/2021	Elect Director John F. Fort, III	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.
Roper Technologies, Inc.	14/06/2021	Elect Director L. Neil Hunn	For	The proposal is in line with our voting policy
Roper Technologies, Inc.	14/06/2021	Elect Director Robert D. Johnson	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.
Roper Technologies, Inc.	14/06/2021	Elect Director Laura G. Thatcher	For	The proposal is in line with our voting policy
Roper Technologies, Inc.	14/06/2021	Elect Director Richard F. Wallman	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.
Roper Technologies, Inc.	14/06/2021	Elect Director Christopher Wright	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.
eBay Inc.	15/06/2021	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
eBay Inc.	15/06/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG metrics in the variable compensation. Compensation is excessive compared to peers
eBay Inc.	15/06/2021	Improve Principles of Executive Compensation Program	For	Amundi considers that social cohesion represents a systemic risk for companies, as well as an opportunity for those who wish to integrate it in a positive way, in particular through controls of the wage balance within the framework of compensation policies. We therefore consider that this proposal has merit.
eBay Inc.	15/06/2021	Provide Right to Act by Written Consent	For	The Proposal is in shareholders' interest.
eBay Inc.	15/06/2021	Elect Director Anthony J. Bates	For	The proposal is in line with our voting policy
eBay Inc.	15/06/2021	Elect Director Adriane M. Brown	For	The proposal is in line with our voting policy
eBay Inc.	15/06/2021	Elect Director Diana Farrell	For	The proposal is in line with our voting policy
eBay Inc.	15/06/2021	Elect Director Logan D. Green	For	The proposal is in line with our voting policy
eBay Inc.	15/06/2021	Elect Director Bonnie S. Hammer	For	The proposal is in line with our voting policy
eBay Inc.	15/06/2021	Elect Director E. Carol Hayles	For	The proposal is in line with our voting policy
eBay Inc.	15/06/2021	Elect Director Jamie Iannone	For	The proposal is in line with our voting policy
eBay Inc.	15/06/2021	Elect Director Kathleen C. Mitic	For	The proposal is in line with our voting policy
eBay Inc.	15/06/2021	Elect Director Matthew J. Murphy	For	The proposal is in line with our voting policy
eBay Inc.	15/06/2021	Elect Director Paul S. Pressler	For	The proposal is in line with our voting policy
eBay Inc.	15/06/2021	Elect Director Mohak Shroff	For	The proposal is in line with our voting policy
eBay Inc.	15/06/2021	Elect Director Robert H. Swan	For	The proposal is in line with our voting policy
eBay Inc.	15/06/2021	Elect Director Perry M. Traquina	For	The proposal is in line with our voting policy
Monster Beverage Corporation	15/06/2021	Ratify Deloitte & Touche LLP as Auditors	For	The proposal is in line with our voting policy
Monster Beverage Corporation	15/06/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG metrics in the variable compensation. For Against Abstain Do Not Vote Recs: Mgmt For ISS For Amundi Against Amundi ALL Against



Monster Beverage Corporation	15/06/2021	Annual Vote and Report on Climate Change	For	The proposal is in shareholders interest as it would allow them to annually let Management know how Company's climate policies are evaluated.
Monster Beverage Corporation	15/06/2021	Elect Director Rodney C. Sacks	Withhold	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
Monster Beverage Corporation	15/06/2021	Elect Director Hilton H. Schlosberg	For	The proposal is in line with our voting policy
Monster Beverage Corporation	15/06/2021	Elect Director Mark J. Hall	Withhold	The board is not sufficiently independent as per our voting policy.
Monster Beverage Corporation	15/06/2021	Elect Director James L. Dinkins	For	The proposal is in line with our voting policy
Monster Beverage Corporation	15/06/2021	Elect Director Gary P. Fayard	For	The proposal is in line with our voting policy
Monster Beverage Corporation	15/06/2021	Elect Director Jeanne P. Jackson	For	The proposal is in line with our voting policy
Monster Beverage Corporation	15/06/2021	Elect Director Steven G. Pizula	For	The proposal is in line with our voting policy
Monster Beverage Corporation	15/06/2021	Elect Director Benjamin M. Polk	Withhold	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.
Monster Beverage Corporation	15/06/2021	Elect Director Mark S. Vidergauz	Withhold	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.
Match Group, Inc.	15/06/2021	Approve Qualified Employee Stock Purchase Plan	For	The proposal is in line with our voting policy
Match Group, Inc.	15/06/2021	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Match Group, Inc.	15/06/2021	Elect Director Wendi Murdoch	For	The proposal is in line with our voting policy
Match Group, Inc.	15/06/2021	Elect Director Glenn H. Schiffman	For	The proposal is in line with our voting policy
Match Group, Inc.	15/06/2021	Elect Director Pamela S. Seymon	For	The proposal is in line with our voting policy
Best Buy Co., Inc.	16/06/2021	Ratify Deloitte & Touche LLP as Auditors	For	The proposal is in line with our voting policy
Best Buy Co., Inc.	16/06/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
Best Buy Co., Inc.	16/06/2021	Provide Right to Act by Written Consent	For	The Proposal is in shareholders' interest.
Best Buy Co., Inc.	16/06/2021	Elect Director Corie S. Barry	For	The proposal is in line with our voting policy
Best Buy Co., Inc.	16/06/2021	Elect Director Lisa M. Caputo	For	The proposal is in line with our voting policy
Best Buy Co., Inc.	16/06/2021	Elect Director J. Patrick Doyle	For	The proposal is in line with our voting policy
Best Buy Co., Inc.	16/06/2021	Elect Director David W. Kenny	For	The proposal is in line with our voting policy
Best Buy Co., Inc.	16/06/2021	Elect Director Mario J. Marte	For	The proposal is in line with our voting policy
Best Buy Co., Inc.	16/06/2021	Elect Director Karen A. McLoughlin	For	The proposal is in line with our voting policy
Best Buy Co., Inc.	16/06/2021	Elect Director Thomas L. "Tommy" Millner	For	The proposal is in line with our voting policy
Best Buy Co., Inc.	16/06/2021	Elect Director Claudia F. Munce	For	The proposal is in line with our voting policy
Best Buy Co., Inc.	16/06/2021	Elect Director Richelle P. Parham	For	The proposal is in line with our voting policy
Best Buy Co., Inc.	16/06/2021	Elect Director Steven E. Rendle	For	The proposal is in line with our voting policy
Best Buy Co., Inc.	16/06/2021	Elect Director Eugene A. Woods	For	The proposal is in line with our voting policy
Twilio Inc.	16/06/2021	Ratify KPMG LLP as Auditors	For	The proposal is in line with our voting policy

Twilio Inc.	16/06/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG metrics in the variable compensation. The remuneration structure is not satisfactory. LTI is not fully performance-based. Compensation is excessive compared to peers.
Twilio Inc.	16/06/2021	Elect Director Jeff Lawson	Withhold	The Board has failed to remove features that are detrimental to shareholder rights.
Twilio Inc.	16/06/2021	Elect Director Byron Deeter	Withhold	The Board has failed to remove features that are detrimental to shareholder rights.
Twilio Inc.	16/06/2021	Elect Director Jeffrey Epstein	Withhold	The nominee holds one executive mandate and two non-executive directorships, one of which as the Chairman of the Audit Committee. The Board has failed to remove features that are detrimental to shareholder rights.
Black Knight, Inc.	16/06/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG metrics in the variable compensation.
Black Knight, Inc.	16/06/2021	Ratify KPMG LLP as Auditors	For	The proposal is in line with our voting policy
Black Knight, Inc.	16/06/2021	Elect Director William P. Foley, II	Withhold	The nominee holds six non-executive directorships, all of which as the Chairman of the Board. The nominee is therefore overboarded.
Black Knight, Inc.	16/06/2021	Elect Director Anthony M. Jabbour	Withhold	The nominee holds two executive mandates and one non-executive directorship. The nominee is therefore overboarded.
Black Knight, Inc.	16/06/2021	Elect Director Catherine (Katie) L. Burke	For	The proposal is in line with our voting policy
Black Knight, Inc.	16/06/2021	Elect Director Thomas M. Hagerty	Withhold	The nominee holds five non-executive directorships. The nominee is therefore overboarded.
Black Knight, Inc.	16/06/2021	Elect Director Joseph M. Otting	For	The proposal is in line with our voting policy
Black Knight, Inc.	16/06/2021	Elect Director John D. Rood	For	The proposal is in line with our voting policy
Black Knight, Inc.	16/06/2021	Elect Director Nancy L. Shanik	For	The proposal is in line with our voting policy
Autodesk, Inc.	16/06/2021	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Autodesk, Inc.	16/06/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Autodesk, Inc.	16/06/2021	Elect Director Andrew Anagnost	For	The proposal is in line with our voting policy
Autodesk, Inc.	16/06/2021	Elect Director Karen Blasing	For	The proposal is in line with our voting policy
Autodesk, Inc.	16/06/2021	Elect Director Reid French	For	The proposal is in line with our voting policy
Autodesk, Inc.	16/06/2021	Elect Director Ayanna Howard	For	The proposal is in line with our voting policy
Autodesk, Inc.	16/06/2021	Elect Director Blake Irving	For	The proposal is in line with our voting policy
Autodesk, Inc.	16/06/2021	Elect Director Mary T. McDowell	For	The proposal is in line with our voting policy
Autodesk, Inc.	16/06/2021	Elect Director Stephen Milligan	For	The proposal is in line with our voting policy
Autodesk, Inc.	16/06/2021	Elect Director Lorrie M. Norrington	For	The proposal is in line with our voting policy
Autodesk, Inc.	16/06/2021	Elect Director Elizabeth (Betsy) Rafael	Against	The nominee holds three non-executive directorships, all of which as the Chairman of the Audit Committee. The nominee is therefore overboarded.
Autodesk, Inc.	16/06/2021	Elect Director Stacy J. Smith	For	The proposal is in line with our voting policy
Generac Holdings Inc.	17/06/2021	Ratify Deloitte & Touche LLP as Auditors	For	The proposal is in line with our voting policy
Generac Holdings Inc.	17/06/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Generac Holdings Inc.	17/06/2021	Elect Director Robert D. Dixon	For	The proposal is in line with our voting policy
Generac Holdings Inc.	17/06/2021	Elect Director David A. Ramon	For	The proposal is in line with our voting policy
Generac Holdings Inc.	17/06/2021	Elect Director William D. Jenkins, Jr.	For	The proposal is in line with our voting policy
Generac Holdings Inc.	17/06/2021	Elect Director Kathryn V. Roedel	For	The proposal is in line with our voting policy
Okta, Inc.	17/06/2021	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Okta, Inc.	17/06/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is excessive compared to peers. There is a lack of ESG metrics in the variable compensation.

Okta, Inc.	17/06/2021	Elect Director Todd McKinnon	Withhold	The Board has failed to remove features that are detrimental to shareholder rights. The Board has failed to remove features that are detrimental to shareholder rights. The Board has failed to remove features that are detrimental to shareholder rights.
Okta, Inc.	17/06/2021	Elect Director Michael Stankey	Withhold	The Board has failed to remove features that are detrimental to shareholder rights.
Zoom Video Communications, Inc.	17/06/2021	Ratify KPMG LLP as Auditors	For	The proposal is in line with our voting policy
Zoom Video Communications, Inc.	17/06/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG metrics in the variable compensation. There is a notable disconnect between pay and performance. The remuneration structure is not satisfactory.
Zoom Video Communications, Inc.	17/06/2021	Advisory Vote on Say on Pay Frequency	One Year	An annual say-on-pay frequency is in the shareholders' interest.
Zoom Video Communications, Inc.	17/06/2021	Elect Director Jonathan Chadwick	Withhold	The nominee holds three non-executive directorships, two of which as the Chairman of the Audit Committee. The nominee is therefore overboarded. The nominee has failed to act to remove features that negatively impact shareholders' right, i.e. the classified board and the supermajority vote requirement to enact certain changes to the governing documents.
Zoom Video Communications, Inc.	17/06/2021	Elect Director Kimberly L. Hammonds	Withhold	he nominee has failed to act to remove features that negatively impact shareholders' right, i.e. the classified board and the supermajority vote requirement to enact certain changes to the governing documents.
Zoom Video Communications, Inc.	17/06/2021	Elect Director Dan Scheinman	Withhold	he nominee has failed to act to remove features that negatively impact shareholders' right, i.e. the classified board and the supermajority vote requirement to enact certain changes to the governing documents.
Splunk Inc.	17/06/2021	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Splunk Inc.	17/06/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The remuneration structure is not satisfactory. Compensation is excessive compared to peers. There is a lack of ESG criteria in the variable compensation.
Splunk Inc.	17/06/2021	Elect Director Sara Baack	For	The proposal is in line with our voting policy
Splunk Inc.	17/06/2021	Elect Director Sean Boyle	For	The proposal is in line with our voting policy
Splunk Inc.	17/06/2021	Elect Director Douglas Merritt	For	The proposal is in line with our voting policy
Splunk Inc.	17/06/2021	Elect Director Graham Smith	Against	The nominee holds three non-executive directorships, one of which as the Chairman of the Board and another one as an outside Chairman of the Audit Committee. The nominee is therefore overboarded.
Fortinet, Inc.	18/06/2021	Ratify Deloitte & Touche LLP as Auditors	For	The proposal is in line with our voting policy
Fortinet, Inc.	18/06/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Fortinet, Inc.	18/06/2021	Elect Director Ken Xie	For	The proposal is in line with our voting policy
Fortinet, Inc.	18/06/2021	Elect Director Michael Xie	For	The proposal is in line with our voting policy
Fortinet, Inc.	18/06/2021	Elect Director Kelly Ducourty	For	The proposal is in line with our voting policy
Fortinet, Inc.	18/06/2021	Elect Director Kenneth A. Goldman	Against	The nominee holds five non-executive directorships including two as Chairman of the Audit Committee. The nominee is therefore overboarded.
Fortinet, Inc.	18/06/2021	Elect Director Ming Hsieh	For	The proposal is in line with our voting policy
Fortinet, Inc.	18/06/2021	Elect Director Jean Hu	For	The proposal is in line with our voting policy
Fortinet, Inc.	18/06/2021	Elect Director William H. Neukom	For	The proposal is in line with our voting policy
Fortinet, Inc.	18/06/2021	Elect Director Judith Sim	For	The proposal is in line with our voting policy
Activision Blizzard, Inc.	21/06/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is excessive compared to peers. The remuneration structure is not satisfactory. There is a notable disconnect between pay and performance.

Activision Blizzard, Inc.	21/06/2021	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Activision Blizzard, Inc.	21/06/2021	Elect Director Reveta Bowers	For	The proposal is in line with our voting policy
Activision Blizzard, Inc.	21/06/2021	Elect Director Robert Corti	For	The proposal is in line with our voting policy
Activision Blizzard, Inc.	21/06/2021	Elect Director Hendrik Hartong, III	For	The proposal is in line with our voting policy
Activision Blizzard, Inc.	21/06/2021	Elect Director Brian Kelly	For	The proposal is in line with our voting policy
Activision Blizzard, Inc.	21/06/2021	Elect Director Robert Kotick	For	The proposal is in line with our voting policy
Activision Blizzard, Inc.	21/06/2021	Elect Director Barry Meyer	For	The proposal is in line with our voting policy
Activision Blizzard, Inc.	21/06/2021	Elect Director Robert Morgado	For	The proposal is in line with our voting policy
Activision Blizzard, Inc.	21/06/2021	Elect Director Peter Nolan	For	The proposal is in line with our voting policy
Activision Blizzard, Inc.	21/06/2021	Elect Director Dawn Ostroff	For	The proposal is in line with our voting policy
Activision Blizzard, Inc.	21/06/2021	Elect Director Casey Wasserman	For	The proposal is in line with our voting policy
Veeva Systems Inc.	23/06/2021	Ratify KPMG LLP as Auditors	For	The proposal is in line with our voting policy
Veeva Systems Inc.	23/06/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG metrics in the variable compensation.
Veeva Systems Inc.	23/06/2021	Advisory Vote on Say on Pay Frequency	One Year	An annual say-on-pay frequency is in the shareholders' interest.
Veeva Systems Inc.	23/06/2021	Provide Right to Call Special Meeting	For	The proposal is in line with our voting policy
Veeva Systems Inc.	23/06/2021	Provide Right to Call a Special Meeting at a 15 Percent Ownership Threshold	For	The Proposal is in shareholders' interest.
Veeva Systems Inc.	23/06/2021	Elect Director Mark Carges	For	The proposal is in line with our voting policy
Veeva Systems Inc.	23/06/2021	Elect Director Paul E. Chamberlain	For	The proposal is in line with our voting policy
Veeva Systems Inc.	23/06/2021	Elect Director Ronald E.F. Codd	For	The proposal is in line with our voting policy
Veeva Systems Inc.	23/06/2021	Elect Director Peter P. Gassner	For	The proposal is in line with our voting policy
Veeva Systems Inc.	23/06/2021	Elect Director Mary Lynne Hedley	For	The proposal is in line with our voting policy
Veeva Systems Inc.	23/06/2021	Elect Director Gordon Ritter	For	The proposal is in line with our voting policy
Veeva Systems Inc.	23/06/2021	Elect Director Paul Sekhri	Against	The nominee holds six non-executive directorships, three of which as an outside Chairman of the Board. The nominee is therefore overboarded.
Veeva Systems Inc.	23/06/2021	Elect Director Matthew J. Wallach	For	The proposal is in line with our voting policy
BlackBerry Limited	23/06/2021	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	The proposal is in line with our voting policy
BlackBerry Limited	23/06/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation. There is a notable disconnect between pay and performance. There is a lack of transparency on performance goals. Discretionary payments/powers. The remuneration structure is not satisfactory.
BlackBerry Limited	23/06/2021	Elect Director John Chen	For	The proposal is in line with our voting policy
BlackBerry Limited	23/06/2021	Elect Director Michael A. Daniels	For	The proposal is in line with our voting policy
BlackBerry Limited	23/06/2021	Elect Director Timothy Dattels	For	The proposal is in line with our voting policy
BlackBerry Limited	23/06/2021	Elect Director Lisa Disbrow	For	The proposal is in line with our voting policy
BlackBerry Limited	23/06/2021	Elect Director Richard Lynch	For	The proposal is in line with our voting policy
BlackBerry Limited	23/06/2021	Elect Director Laurie Smaldone Alsup	For	The proposal is in line with our voting policy
BlackBerry Limited	23/06/2021	Elect Director Barbara Stymiest	Withhold	The nominee holds three non-executive directorships, all of which as the Chairman of the Audit Committee. The nominee is therefore overboarded.
BlackBerry Limited	23/06/2021	Elect Director V. Prem Watsa	Withhold	The nominee holds one executive mandate and two non-executive directorships, one of which as an outside Chairman of the Board. The nominee is therefore overboarded.

BlackBerry Limited	23/06/2021	Elect Director Wayne Wouters	For	The proposal is in line with our voting policy
MongoDB, Inc.	29/06/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
MongoDB, Inc.	29/06/2021	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
MongoDB, Inc.	29/06/2021	Elect Director Roelof Botha	Withhold	The nominee holds five non-executive directorships. The nominee is therefore overboarded. There are issues with the board which do not enable support of the proposal.
MongoDB, Inc.	29/06/2021	Elect Director Dev Ittycheria	Withhold	There are issues with the board which do not enable support of the proposal.
MongoDB, Inc.	29/06/2021	Elect Director John McMahon	Withhold	There are issues with the board which do not enable support of the proposal.
CrowdStrike Holdings, Inc.	30/06/2021	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
CrowdStrike Holdings, Inc.	30/06/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is excessive compared to peers. There is a lack of ESG criteria in the variable compensation. The company has not disclosed sufficient information to enable support of the proposal. LTI with insufficient performance period. The remuneration structure is not satisfactory.
CrowdStrike Holdings, Inc.	30/06/2021	Advisory Vote on Say on Pay Frequency	One Year	An annual say-on-pay frequency is in the shareholders' interest
CrowdStrike Holdings, Inc.	30/06/2021	Amend Qualified Employee Stock Purchase Plan	For	The proposal is in line with our voting policy
CrowdStrike Holdings, Inc.	30/06/2021	Elect Director Roxanne S. Austin	Withhold	There are issues with the board which do not enable support of the proposal. The nominee holds four non-executive directorships, two of which as Chairman of the Audit Committee. The nominee is therefore overboarded.
CrowdStrike Holdings, Inc.	30/06/2021	Elect Director Sameer K. Gandhi	Withhold	There are issues with the board which do not enable support of the proposal.
CrowdStrike Holdings, Inc.	30/06/2021	Elect Director Gerhard Watzinger	Withhold	There are issues with the board which do not enable support of the proposal.
Exact Sciences Corporation	30/06/2021	Ratify PricewaterhouseCoopers, LLP as Auditors	For	The proposal is in line with our voting policy
Exact Sciences Corporation	30/06/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is excessive compared to peers. There is a lack of ESG criteria in the variable compensation. There is a notable disconnect between pay and performance. Discretionary payments/powers.
Exact Sciences Corporation	30/06/2021	Elect Director Paul Clancy	Withhold	The nominee holds three non-executive directorships, two of which as an outside Chairman of the Audit Committee. The nominee is therefore overboarded.
Exact Sciences Corporation	30/06/2021	Elect Director Pierre Jacquet	For	The proposal is in line with our voting policy
Exact Sciences Corporation	30/06/2021	Elect Director Daniel Levangie	For	The proposal is in line with our voting policy
Snowflake, Inc.	08/07/2021	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Snowflake, Inc.	08/07/2021	Elect Director Benoit Dageville	Withhold	At the time of its IPO in September 2020, the company had in place a classified board structure and a supermajority vote requirement to enact certain changes to the governing documents. These provisions adversely impact shareholder rights and the board failed to remove or subject them to a sunset requirement.
Snowflake, Inc.	08/07/2021	Elect Director Mark S. Garrett	Withhold	At the time of its IPO in September 2020, the company had in place a classified board structure and a supermajority vote requirement to enact certain changes to the governing documents. These provisions adversely impact shareholder rights and the board failed to remove or subject them to a sunset requirement. In addition, the nominee holds five non-



				executive directorships, three of which as Chairman of the Audit Committee. The nominee is therefore overboarded.
Snowflake, Inc.	08/07/2021	Elect Director Jayshree V. Ullal	Withhold	At the time of its IPO in September 2020, the company had in place a classified board structure and a supermajority vote requirement to enact certain changes to the governing documents. These provisions adversely impact shareholder rights and the board failed to remove or subject them to a sunset requirement.
Chewy, Inc.	14/07/2021	Ratify Deloitte & Touche LLP as Auditors	For	The proposal is in line with our voting policy
Chewy, Inc.	14/07/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Chewy, Inc.	14/07/2021	Elect Director Fahim Ahmed	Withhold	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. There are issues with the board which do not enable support of the proposal.
Chewy, Inc.	14/07/2021	Elect Director Michael Chang	Withhold	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.
Chewy, Inc.	14/07/2021	Elect Director Kristine Dickson	For	The proposal is in line with our voting policy
Chewy, Inc.	14/07/2021	Elect Director James A. Star	Withhold	There are issues with the board which do not enable support of the proposal.
Marvell Technology, Inc.	16/07/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is excessive compared to peers. There is a lack of ESG criteria in the variable compensation.
Marvell Technology, Inc.	16/07/2021	Ratify Deloitte & Touche LLP as Auditors	For	The proposal is in line with our voting policy
Marvell Technology, Inc.	16/07/2021	Elect Director W. Tudor Brown	For	The proposal is in line with our voting policy
Marvell Technology, Inc.	16/07/2021	Elect Director Brad W. Buss	For	The proposal is in line with our voting policy
Marvell Technology, Inc.	16/07/2021	Elect Director Edward H. Frank	For	The proposal is in line with our voting policy
Marvell Technology, Inc.	16/07/2021	Elect Director Richard S. Hill	For	The proposal is in line with our voting policy
Marvell Technology, Inc.	16/07/2021	Elect Director Marachel L. Knight	For	The proposal is in line with our voting policy
Marvell Technology, Inc.	16/07/2021	Elect Director Bethany J. Mayer	For	The proposal is in line with our voting policy
Marvell Technology, Inc.	16/07/2021	Elect Director Matthew J. Murphy	For	The proposal is in line with our voting policy
Marvell Technology, Inc.	16/07/2021	Elect Director Michael G. Strachan	For	The proposal is in line with our voting policy
Marvell Technology, Inc.	16/07/2021	Elect Director Robert E. Switz	For	The proposal is in line with our voting policy
Marvell Technology, Inc.	16/07/2021	Elect Director Ford Tamer	For	The proposal is in line with our voting policy
VMware, Inc.	23/07/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
VMware, Inc.	23/07/2021	Amend Omnibus Stock Plan	Against	The cost of the compensation plan is excessive. The company has not disclosed sufficient information to enable support of the proposal. Discretionary payments/powers.
VMware, Inc.	23/07/2021	Amend Qualified Employee Stock Purchase Plan	Against	The proposal would lead to excessive dilution.
VMware, Inc.	23/07/2021	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
VMware, Inc.	23/07/2021	Elect Director Kenneth Denman	For	The proposal is in line with our voting policy
Linde Plc	26/07/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
Linde Plc	26/07/2021	Approve Remuneration Policy	For	The proposal is in line with our voting policy
Linde Plc	26/07/2021	Approve Remuneration Report	For	The proposal is in line with our voting policy



Linde Plc	26/07/2021	Approve Omnibus Stock Plan	For	The proposal is in line with our voting policy
Linde Plc	26/07/2021	Determine Price Range for Reissuance of Treasury Shares	For	The proposal is in line with our voting policy
Linde Plc	26/07/2021	Elect Director Wolfgang H. Reitzle	Against	The nominee holds three non-executive directorships, two of which as the Chairman of the Board. The nominee is therefore overboarded.
Linde Plc	26/07/2021	Elect Director Stephen F. Angel	For	The proposal is in line with our voting policy
Linde Plc	26/07/2021	Elect Director Ann-Kristin Achleitner	For	The proposal is in line with our voting policy
Linde Plc	26/07/2021	Elect Director Clemens A. H. Borsig	Against	The nominee holds three non-executive directorships, two of which as the Chairman of the Audit Committee). The nominee is therefore overboarded.
Linde Plc	26/07/2021	Elect Director Nance K. Dicciani	For	The proposal is in line with our voting policy
Linde Plc	26/07/2021	Elect Director Thomas Enders	For	The proposal is in line with our voting policy
Linde Plc	26/07/2021	Elect Director Franz Fehrenbach	For	The proposal is in line with our voting policy
Linde Plc	26/07/2021	Elect Director Edward G. Galante	For	The proposal is in line with our voting policy
Linde Plc	26/07/2021	Elect Director Larry D. McVay	For	The proposal is in line with our voting policy
Linde Plc	26/07/2021	Elect Director Victoria E. Ossadnik	For	The proposal is in line with our voting policy
Linde Plc	26/07/2021	Elect Director Martin H. Richenhagen	For	The proposal is in line with our voting policy
Linde Plc	26/07/2021	Elect Director Robert L. Wood	For	The proposal is in line with our voting policy
Linde Plc	26/07/2021	Ratify PricewaterhouseCoopers as Auditors	For	The proposal is in line with our voting policy
Linde Plc	26/07/2021	Authorize Board to Fix Remuneration of Auditors	For	The proposal is in line with our voting policy
VF Corporation	27/07/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
VF Corporation	27/07/2021	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
VF Corporation	27/07/2021	Elect Director Richard T. Carucci	Withhold	The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors.
VF Corporation	27/07/2021	Elect Director Carol L. Roberts	For	The proposal is in line with our voting policy
VF Corporation	27/07/2021	Elect Director Matthew J. Shattock	Withhold	The nominee holds three non-executive directorships, two of which as an outside Chairman of the Board. The nominee is therefore overboarded.
VF Corporation	27/07/2021	Elect Director Veronica B. Wu	For	The proposal is in line with our voting policy
VF Corporation	27/07/2021	Elect Director Juliana L. Chugg	Withhold	The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors.
VF Corporation	27/07/2021	Elect Director Benno Dorer	Withhold	The nominee holds one executive position and two non-executive directorships, one of which as an outside Chairman of the Audit Committee. The nominee is therefore overboarded.
VF Corporation	27/07/2021	Elect Director Mark S. Hoplamazian	For	The proposal is in line with our voting policy
VF Corporation	27/07/2021	Elect Director Laura W. Lang	For	The proposal is in line with our voting policy
VF Corporation	27/07/2021	Elect Director W. Alan McCollough	Withhold	The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors.
VF Corporation	27/07/2021	Elect Director W. Rodney McMullen	For	The proposal is in line with our voting policy
VF Corporation	27/07/2021	Elect Director Clarence Otis, Jr.	Withhold	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 the Chairman of the Audit Committee. The nominee is therefore overboarded.

VF Corporation	27/07/2021	Elect Director Steven E. Rendle	Withhold	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
STERIS plc	29/07/2021	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
STERIS plc	29/07/2021	Appoint Ernst & Young Chartered Accountants as Irish Statutory Auditor	For	The proposal is in line with our voting policy
STERIS plc	29/07/2021	Authorize Board to Fix Remuneration of Auditors	For	The proposal is in line with our voting policy
STERIS plc	29/07/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
STERIS plc	29/07/2021	Elect Director Richard C. Breeden	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.
STERIS plc	29/07/2021	Elect Director Daniel A. Carestio	For	The proposal is in line with our voting policy
STERIS plc	29/07/2021	Elect Director Cynthia L. Feldmann	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. The nominee holds three non-executive directorships, two of which as an outside Chairman of the Audit Committee. The nominee is therefore overboarded.
STERIS plc	29/07/2021	Elect Director Christopher S. Holland	For	The proposal is in line with our voting policy
STERIS plc	29/07/2021	Elect Director Jacqueline B. Kosecoff	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. The nominee holds five non-executive directorships. The nominee is therefore overboarded.
STERIS plc	29/07/2021	Elect Director Paul E. Martin	For	The proposal is in line with our voting policy
STERIS plc	29/07/2021	Elect Director Nirav R. Shah	For	The proposal is in line with our voting policy
STERIS plc	29/07/2021	Elect Director Mohsen M. Sohi	Against	The board is not sufficiently independent as per our voting policy.
STERIS plc	29/07/2021	Elect Director Richard M. Steeves	For	The proposal is in line with our voting policy
Jazz Pharmaceuticals plc	29/07/2021	Approve KPMG, Dublin as Auditors and Authorize Board to Fix Their Remuneration	For	The proposal is in line with our voting policy
Jazz Pharmaceuticals plc	29/07/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Jazz Pharmaceuticals plc	29/07/2021	Renew the Board's Authority to Issue Shares Under Irish Law	Against	Excessive capital increase with preemptive rights. Excessive capital increase without preemptive rights. The Proposal is not in shareholders' interest.
Jazz Pharmaceuticals plc	29/07/2021	Authorise Issue of Equity without Pre-emptive Rights	Against	Excessive capital increase with preemptive rights. Excessive capital increase without preemptive rights. The Proposal is not in shareholders' interest.
Jazz Pharmaceuticals plc	29/07/2021	Adjourn Meeting	Against	The Proposal is not in shareholders' interest.
Jazz Pharmaceuticals plc	29/07/2021	Elect Director Peter Gray	For	The proposal is in line with our voting policy
Jazz Pharmaceuticals plc	29/07/2021	Elect Director Kenneth W. O'Keefe	For	The proposal is in line with our voting policy
Jazz Pharmaceuticals plc	29/07/2021	Elect Director Mark D. Smith	For	The proposal is in line with our voting policy

Jazz Pharmaceuticals plc	29/07/2021	Elect Director Catherine A. Sohn	For	The proposal is in line with our voting policy
Xilinx, Inc.	04/08/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG metrics in the variable compensation.
Xilinx, Inc.	04/08/2021	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Xilinx, Inc.	04/08/2021	Elect Director Dennis Segers	For	The proposal is in line with our voting policy
Xilinx, Inc.	04/08/2021	Elect Director Raman K. Chitkara	For	The proposal is in line with our voting policy
Xilinx, Inc.	04/08/2021	Elect Director Saar Gillai	For	The proposal is in line with our voting policy
Xilinx, Inc.	04/08/2021	Elect Director Ronald S. Jankov	For	The proposal is in line with our voting policy
Xilinx, Inc.	04/08/2021	Elect Director Mary Louise Krakauer	For	The proposal is in line with our voting policy
Xilinx, Inc.	04/08/2021	Elect Director Thomas H. Lee	For	The proposal is in line with our voting policy
Xilinx, Inc.	04/08/2021	Elect Director Jon A. Olson	For	The proposal is in line with our voting policy
Xilinx, Inc.	04/08/2021	Elect Director Victor Peng	For	The proposal is in line with our voting policy
Xilinx, Inc.	04/08/2021	Elect Director Elizabeth W. Vanderslice	For	The proposal is in line with our voting policy
Saputo Inc.	05/08/2021	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	For	The proposal is in line with our voting policy
Saputo Inc.	05/08/2021	Advisory Vote on Executive Compensation Approach	Against	There is a lack of ESG criteria in the variable compensation.
Saputo Inc.	05/08/2021	Elect Director Lino A. Saputo	Withhold	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
Saputo Inc.	05/08/2021	Elect Director Annette Verschuren	For	The proposal is in line with our voting policy
Saputo Inc.	05/08/2021	Elect Director Louis-Philippe Carriere	For	The proposal is in line with our voting policy
Saputo Inc.	05/08/2021	Elect Director Henry E. Demone	For	The proposal is in line with our voting policy
Saputo Inc.	05/08/2021	Elect Director Anthony M. Fata	For	The proposal is in line with our voting policy
Saputo Inc.	05/08/2021	Elect Director Annalisa King	For	The proposal is in line with our voting policy
Saputo Inc.	05/08/2021	Elect Director Karen Kinsley	Withhold	The nominee holds three non-executive directorships, two of which as an outside Chairman of the Audit Committee. The nominee is therefore overboarded.
Saputo Inc.	05/08/2021	Elect Director Tony Meti	For	The proposal is in line with our voting policy
Saputo Inc.	05/08/2021	Elect Director Diane Nyisztor	For	The proposal is in line with our voting policy
Saputo Inc.	05/08/2021	Elect Director Franziska Ruf	For	The proposal is in line with our voting policy
Qorvo, Inc.	10/08/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
Qorvo, Inc.	10/08/2021	Advisory Vote on Say on Pay Frequency	One Year	An annual say-on-pay frequency is in the shareholders' interest.
Qorvo, Inc.	10/08/2021	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Qorvo, Inc.	10/08/2021	Elect Director Ralph G. Quinsey	For	The proposal is in line with our voting policy
Qorvo, Inc.	10/08/2021	Elect Director Robert A. Bruggeworth	For	The proposal is in line with our voting policy
Qorvo, Inc.	10/08/2021	Elect Director Judy Bruner	Withhold	The nominee holds four non-executive directorships, two of which as an outside Chairman of the Audit Committee. The nominee is therefore overboarded.
Qorvo, Inc.	10/08/2021	Elect Director Jeffery R. Gardner	For	The proposal is in line with our voting policy
Qorvo, Inc.	10/08/2021	Elect Director John R. Harding	For	The proposal is in line with our voting policy
Qorvo, Inc.	10/08/2021	Elect Director David H. Y. Ho	For	The proposal is in line with our voting policy
Qorvo, Inc.	10/08/2021	Elect Director Roderick D. Nelson	For	The proposal is in line with our voting policy
Qorvo, Inc.	10/08/2021	Elect Director Walden C. Rhines	For	The proposal is in line with our voting policy
Qorvo, Inc.	10/08/2021	Elect Director Susan L. Spradley	For	The proposal is in line with our voting policy
ABIOMED, Inc.	11/08/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is excessive compared to peers. There is a lack of ESG criteria in the variable

				compensation. There is a lack of transparency on performance goals. The performance conditions are not stringent enough.
ABIOMED, Inc.	11/08/2021	Ratify Deloitte & Touche LLP as Auditors	For	The proposal is in line with our voting policy
ABIOMED, Inc.	11/08/2021	Elect Director Eric A. Rose	For	The proposal is in line with our voting policy
ABIOMED, Inc.	11/08/2021	Elect Director Jeannine M. Rivet	For	The proposal is in line with our voting policy
ABIOMED, Inc.	11/08/2021	Elect Director Myron L. Rolle	For	The proposal is in line with our voting policy
Electronic Arts Inc.	12/08/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is excessive compared to peers. There is a lack of ESG criteria in the variable compensation. There is a notable disconnect between pay and performance. The remuneration structure is not satisfactory.
Electronic Arts Inc.	12/08/2021	Ratify KPMG LLP as Auditors	For	The proposal is in line with our voting policy
Electronic Arts Inc.	12/08/2021	Provide Right to Act by Written Consent	For	The proposal is in line with our voting policy
Electronic Arts Inc.	12/08/2021	Provide Right to Act by Written Consent	For	The Proposal is in shareholders' interest.
Electronic Arts Inc.	12/08/2021	Elect Director Kofi A. Bruce	For	The proposal is in line with our voting policy
Electronic Arts Inc.	12/08/2021	Elect Director Leonard S. Coleman	Against	The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors.
Electronic Arts Inc.	12/08/2021	Elect Director Jeffrey T. Huber	Against	The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors.
Electronic Arts Inc.	12/08/2021	Elect Director Talbott Roche	For	The proposal is in line with our voting policy
Electronic Arts Inc.	12/08/2021	Elect Director Richard A. Simonson	Against	The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors.
Electronic Arts Inc.	12/08/2021	Elect Director Luis A. Ubina	Against	The company has shown no or insufficient responsiveness to shareholder dissent.
Electronic Arts Inc.	12/08/2021	Elect Director Heidi J. Ueberroth	Against	The company has shown no or insufficient responsiveness to shareholder dissent.
Electronic Arts Inc.	12/08/2021	Elect Director Andrew Wilson	For	The proposal is in line with our voting policy
Dynatrace, Inc.	26/08/2021	Ratify BDO USA, LLP as Auditors	For	The proposal is in line with our voting policy
Dynatrace, Inc.	26/08/2021	Advisory Vote on Say on Pay Frequency	One Year	An annual say-on-pay frequency is in the shareholders' interest.
Dynatrace, Inc.	26/08/2021	Elect Director Seth Boro	Against	There are issues with the board which do not enable support of the proposal.
Dynatrace, Inc.	26/08/2021	Elect Director Jill Ward	Against	There are issues with the board which do not enable support of the proposal.
Dynatrace, Inc.	26/08/2021	Elect Director Kirsten O. Wolberg	For	The proposal is in line with our voting policy
NetApp, Inc.	10/09/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
NetApp, Inc.	10/09/2021	Ratify Deloitte & Touche LLP as Auditors	For	The proposal is in line with our voting policy
NetApp, Inc.	10/09/2021	Approve Omnibus Stock Plan	For	The proposal is in line with our voting policy
NetApp, Inc.	10/09/2021	Amend Qualified Employee Stock Purchase Plan	For	The proposal is in line with our voting policy
NetApp, Inc.	10/09/2021	Provide Right to Act by Written Consent	For	The proposal is in line with our voting policy
NetApp, Inc.	10/09/2021	Provide Right to Act by Written Consent	For	The Proposal is in shareholders' interest.
NetApp, Inc.	10/09/2021	Elect Director T. Michael Nevins	For	The proposal is in line with our voting policy
NetApp, Inc.	10/09/2021	Elect Director Deepak Ahuja	For	The proposal is in line with our voting policy
NetApp, Inc.	10/09/2021	Elect Director Gerald Held	For	The proposal is in line with our voting policy
NetApp, Inc.	10/09/2021	Elect Director Kathryn M. Hill	For	The proposal is in line with our voting policy
NetApp, Inc.	10/09/2021	Elect Director Deborah L. Kerr	For	The proposal is in line with our voting policy

NetApp, Inc.	10/09/2021	Elect Director George Kurian	For	The proposal is in line with our voting policy
NetApp, Inc.	10/09/2021	Elect Director Carrie Palin	For	The proposal is in line with our voting policy
NetApp, Inc.	10/09/2021	Elect Director Scott F. Schenkel	For	The proposal is in line with our voting policy
NetApp, Inc.	10/09/2021	Elect Director George T. Shaheen	For	The proposal is in line with our voting policy
NortonLifeLock Inc.	14/09/2021	Ratify KPMG LLP as Auditors	For	The proposal is in line with our voting policy
NortonLifeLock Inc.	14/09/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
NortonLifeLock Inc.	14/09/2021	Require Independent Board Chair	For	The Proposal is in shareholders' interest.
NortonLifeLock Inc.	14/09/2021	Elect Director Susan P. Barsamian	For	The proposal is in line with our voting policy
NortonLifeLock Inc.	14/09/2021	Elect Director Eric K. Brandt	Against	The nominee holds four non-executive directorships, one of which as the Chairman of the Audit Committee and one as outside Chairman of the Board. The nominee is therefore overboarded.
NortonLifeLock Inc.	14/09/2021	Elect Director Frank E. Dangeard	For	The proposal is in line with our voting policy
NortonLifeLock Inc.	14/09/2021	Elect Director Nora M. Denzel	For	The proposal is in line with our voting policy
NortonLifeLock Inc.	14/09/2021	Elect Director Peter A. Feld	For	The proposal is in line with our voting policy
NortonLifeLock Inc.	14/09/2021	Elect Director Kenneth Y. Hao	For	The proposal is in line with our voting policy
NortonLifeLock Inc.	14/09/2021	Elect Director Emily Heath	For	The proposal is in line with our voting policy
NortonLifeLock Inc.	14/09/2021	Elect Director Vincent Pilette	For	The proposal is in line with our voting policy
NortonLifeLock Inc.	14/09/2021	Elect Director Sherrese M. Smith	For	The proposal is in line with our voting policy
Take-Two Interactive Software, Inc.	14/09/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Take-Two Interactive Software, Inc.	14/09/2021	Amend Omnibus Stock Plan	For	The proposal is in line with our voting policy
Take-Two Interactive Software, Inc.	14/09/2021	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Take-Two Interactive Software, Inc.	14/09/2021	Elect Director Strauss Zelnick	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
Take-Two Interactive Software, Inc.	14/09/2021	Elect Director Michael Dornemann	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.
Take-Two Interactive Software, Inc.	14/09/2021	Elect Director J Moses	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.
Take-Two Interactive Software, Inc.	14/09/2021	Elect Director Michael Sheresky	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.
Take-Two Interactive Software, Inc.	14/09/2021	Elect Director LaVerne Srinivasan	For	The proposal is in line with our voting policy
Take-Two Interactive Software, Inc.	14/09/2021	Elect Director Susan Tolson	For	The proposal is in line with our voting policy
Take-Two Interactive Software, Inc.	14/09/2021	Elect Director Paul Viera	For	The proposal is in line with our voting policy

Take-Two Interactive Software, Inc.	14/09/2021	Elect Director Roland Hernandez	For	The proposal is in line with our voting policy
Intuitive Surgical, Inc.	20/09/2021	Increase Authorized Common Stock	For	The proposal is in line with our voting policy
Lamb Weston Holdings, Inc.	23/09/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Lamb Weston Holdings, Inc.	23/09/2021	Ratify KPMG LLP as Auditors	For	The proposal is in line with our voting policy
Lamb Weston Holdings, Inc.	23/09/2021	Elect Director Peter J. Bensen	For	The proposal is in line with our voting policy
Lamb Weston Holdings, Inc.	23/09/2021	Elect Director Charles A. Blixt	For	The proposal is in line with our voting policy
Lamb Weston Holdings, Inc.	23/09/2021	Elect Director Robert J. Coviello	For	The proposal is in line with our voting policy
Lamb Weston Holdings, Inc.	23/09/2021	Elect Director Andre J. Hawaux	For	The proposal is in line with our voting policy
Lamb Weston Holdings, Inc.	23/09/2021	Elect Director W.G. Jurgensen	For	The proposal is in line with our voting policy
Lamb Weston Holdings, Inc.	23/09/2021	Elect Director Thomas P. Maurer	For	The proposal is in line with our voting policy
Lamb Weston Holdings, Inc.	23/09/2021	Elect Director Hala G. Modellmog	For	The proposal is in line with our voting policy
Lamb Weston Holdings, Inc.	23/09/2021	Elect Director Robert A. Niblock	For	The proposal is in line with our voting policy
Lamb Weston Holdings, Inc.	23/09/2021	Elect Director Maria Renna Sharpe	For	The proposal is in line with our voting policy
Lamb Weston Holdings, Inc.	23/09/2021	Elect Director Thomas P. Werner	For	The proposal is in line with our voting policy
Jazz Pharmaceuticals plc	23/09/2021	Authorise Issue of Equity without Pre-emptive Rights	For	The proposal is in line with our voting policy
Jazz Pharmaceuticals plc	23/09/2021	Adjourn Meeting	For	The proposal is in line with our voting policy
NIKE, Inc.	06/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a notable disconnect between pay and performance. The remuneration structure is not satisfactory. Compensation is excessive compared to peers. There is a lack of ESG criteria in the variable compensation.
NIKE, Inc.	06/10/2021	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
NIKE, Inc.	06/10/2021	Report on Political Contributions Disclosure	For	Increased disclosure would allow shareholders to more fully assess risks presented by the Company's lobbying activities, and assess if spending is in line with stated objectives.
NIKE, Inc.	06/10/2021	Report on Human Rights Impact Assessment	For	Additional information regarding the processes the company uses to assess human rights impacts in its operations would allow shareholders to better gauge how well human rights related risks are managed.
NIKE, Inc.	06/10/2021	Report on Median Gender/Racial Pay Gap	For	While being mindful of the Company's current disclosures, we consider that the proposal has merit insofar it will give an additional view to shareholders to complete their assessment of how the gender pay gap is managed.
NIKE, Inc.	06/10/2021	Report on Diversity and Inclusion Efforts	For	Amundi believes that human capital management is a material issue for all companies, and the Company is no exception. An extremely important aspect of human capital management is ensuring that a company's workforce is diverse and inclusive. In order for shareholders to monitor performance on this crucial issue, companies should provide quantitative, comparable data concerning the demographic diversity of their workforces, and report on the Board's oversight of the matter.



NIKE, Inc.	06/10/2021	Elect Director Alan B. Graf, Jr.	Withhold	The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors.
NIKE, Inc.	06/10/2021	Elect Director Peter B. Henry	For	The proposal is in line with our voting policy
NIKE, Inc.	06/10/2021	Elect Director Michelle A. Peluso	For	The proposal is in line with our voting policy
RPM International Inc.	07/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is excessive compared to peers. There is a lack of ESG criteria in the variable compensation.
RPM International Inc.	07/10/2021	Ratify Deloitte & Touche LLP as Auditors	For	The proposal is in line with our voting policy
RPM International Inc.	07/10/2021	Elect Director John M. Ballbach	For	The proposal is in line with our voting policy
RPM International Inc.	07/10/2021	Elect Director Bruce A. Carbonari	Withhold	The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors.
RPM International Inc.	07/10/2021	Elect Director Jenniffer D. Deckard	For	The proposal is in line with our voting policy
RPM International Inc.	07/10/2021	Elect Director Salvatore D. Fazzolari	For	The proposal is in line with our voting policy
Tesla, Inc.	07/10/2021	Amend Certificate of Incorporation to Reduce Director Terms to Two Years	For	The proposal is in line with our voting policy
Tesla, Inc.	07/10/2021	Eliminate Supermajority Vote Requirements	For	The proposal is in line with our voting policy
Tesla, Inc.	07/10/2021	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Tesla, Inc.	07/10/2021	Declassify the Board of Directors	For	The Proposal is in shareholders' interest.
Tesla, Inc.	07/10/2021	Report on Diversity and Inclusion Efforts	For	Amundi believes that human capital management is a material issue for all companies, and the Company is no exception. An extremely important aspect of human capital management is ensuring that a company's workforce is diverse and inclusive. In order for shareholders to monitor performance on this crucial issue, companies should provide quantitative, comparable data concerning the demographic diversity of their workforces, and report on the Board's oversight of the matter.
Tesla, Inc.	07/10/2021	Report on Employee Arbitration	For	Prevention of harassment and discrimination is an essential component of workplace safety that all employees are entitled to and that the Company must ensure is in place. The use of arbitration should not be perceived as a hindrance to such prevention. The requested report would help shareholders and current and potential employees assess how this subject is being monitored and handled by the board and management. Therefore Amundi considers that the proposal has merit.
Tesla, Inc.	07/10/2021	Assign Responsibility for Strategic Oversight of Human Capital Management to an Independent Board-Level Committee	For	Given the nature and the scope of its operations, it is essential that the Company ensures it operates and is viewed as an inclusive organization, as to not alienate stakeholders, including customers and employees. In the light of recent controversies that impacted the Company, Amundi considers that direct and clear Board responsibility for Human Capital strategies would benefit shareholders by contributing to avoid significant reputational risks for the Company.
Tesla, Inc.	07/10/2021	Additional Reporting on Human Rights	For	This proposal is in shareholders' interest as additional independent information regarding the human rights impacts of the Company's operations would allow shareholders to better gauge how well Tesla is managing human rights related risks.
Tesla, Inc.	07/10/2021	Elect Director James Murdoch	Against	There are issues with excessive compensation that have not been addressed. There are stock pledging issues that have not been addressed. There has been insufficient responsiveness to shareholder dissent.

Tesla, Inc.	07/10/2021	Elect Director Kimbal Musk	Against	There are issues with excessive compensation that have not been addressed.
The Procter & Gamble Company	12/10/2021	Ratify Deloitte & Touche LLP as Auditors	For	The proposal is in line with our voting policy
The Procter & Gamble Company	12/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG metrics in the variable compensation. For Against Abstain Do Not Vote Recs: Mgmt For ISS For Amundi Against Amundi ALL Against
The Procter & Gamble Company	12/10/2021	Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	For	Amundi is in favor of employee involvement in corporate governance (as well as employee share ownership), because these practices help align the interests of shareholders and employees over the long term. Amundi thus promotes the appointment of employee Directors as a principle of good governance.
The Procter & Gamble Company	12/10/2021	Elect Director B. Marc Allen	For	The proposal is in line with our voting policy
The Procter & Gamble Company	12/10/2021	Elect Director Angela F. Braly	For	The proposal is in line with our voting policy
The Procter & Gamble Company	12/10/2021	Elect Director Amy L. Chang	For	The proposal is in line with our voting policy
The Procter & Gamble Company	12/10/2021	Elect Director Joseph Jimenez	For	The proposal is in line with our voting policy
The Procter & Gamble Company	12/10/2021	Elect Director Christopher Kempczinski	For	The proposal is in line with our voting policy
The Procter & Gamble Company	12/10/2021	Elect Director Debra L. Lee	For	The proposal is in line with our voting policy
The Procter & Gamble Company	12/10/2021	Elect Director Terry J. Lundgren	For	The proposal is in line with our voting policy
The Procter & Gamble Company	12/10/2021	Elect Director Christine M. McCarthy	For	The proposal is in line with our voting policy
The Procter & Gamble Company	12/10/2021	Elect Director Jon R. Moeller	For	The proposal is in line with our voting policy
The Procter & Gamble Company	12/10/2021	Elect Director David S. Taylor	For	The proposal is in line with our voting policy
The Procter & Gamble Company	12/10/2021	Elect Director Margaret C. Whitman	For	The proposal is in line with our voting policy
The Procter & Gamble Company	12/10/2021	Elect Director Patricia A. Woertz	For	The proposal is in line with our voting policy
Cintas Corporation	26/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
Cintas Corporation	26/10/2021	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Cintas Corporation	26/10/2021	Eliminate Supermajority Vote Requirement	For	The Proposal is in shareholders' interest.
Cintas Corporation	26/10/2021	Elect Director Gerald S. Adolph	Against	The board is not sufficiently independent as per our voting policy.
Cintas Corporation	26/10/2021	Elect Director John F. Barrett	For	The proposal is in line with our voting policy
Cintas Corporation	26/10/2021	Elect Director Melanie W. Barstad	For	The proposal is in line with our voting policy
Cintas Corporation	26/10/2021	Elect Director Karen L. Carnahan	For	The proposal is in line with our voting policy
Cintas Corporation	26/10/2021	Elect Director Robert E. Coletti	Against	The board is not sufficiently independent as per our voting policy.
Cintas Corporation	26/10/2021	Elect Director Scott D. Farmer	Against	The board is not sufficiently independent as per our voting policy.
Cintas Corporation	26/10/2021	Elect Director Joseph Scaminace	Against	The board is not sufficiently independent as per our voting policy.
Cintas Corporation	26/10/2021	Elect Director Todd M. Schneider	For	The proposal is in line with our voting policy
Cintas Corporation	26/10/2021	Elect Director Ronald W. Tysoe	Against	The board is not sufficiently independent as per our voting policy.
Parker-Hannifin Corporation	27/10/2021	Ratify Deloitte & Touche LLP as Auditors	For	The proposal is in line with our voting policy
Parker-Hannifin Corporation	27/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.

Parker-Hannifin Corporation	27/10/2021	Elect Director Lee C. Banks	For	The proposal is in line with our voting policy
Parker-Hannifin Corporation	27/10/2021	Elect Director Jillian C. Evanko	For	The proposal is in line with our voting policy
Parker-Hannifin Corporation	27/10/2021	Elect Director Lance M. Fritz	For	The proposal is in line with our voting policy
Parker-Hannifin Corporation	27/10/2021	Elect Director Linda A. Harty	Against	The nominee holds four non-executive directorships, two of which as the Chairman of the Audit Committee. The nominee is therefore overboarded.
Parker-Hannifin Corporation	27/10/2021	Elect Director William F. Lacey	For	The proposal is in line with our voting policy
Parker-Hannifin Corporation	27/10/2021	Elect Director Kevin A. Lobo	For	The proposal is in line with our voting policy
Parker-Hannifin Corporation	27/10/2021	Elect Director Joseph Scaminace	For	The proposal is in line with our voting policy
Parker-Hannifin Corporation	27/10/2021	Elect Director Ake Svensson	For	The proposal is in line with our voting policy
Parker-Hannifin Corporation	27/10/2021	Elect Director Laura K. Thompson	For	The proposal is in line with our voting policy
Parker-Hannifin Corporation	27/10/2021	Elect Director James R. Verrier	For	The proposal is in line with our voting policy
Parker-Hannifin Corporation	27/10/2021	Elect Director James L. Wainscott	For	The proposal is in line with our voting policy
Parker-Hannifin Corporation	27/10/2021	Elect Director Thomas L. Williams	For	The proposal is in line with our voting policy
Bio-Techne Corporation	28/10/2021	Fix Number of Directors at Nine	For	The proposal is in line with our voting policy
Bio-Techne Corporation	28/10/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is excessive compared to peers. There is a lack of ESG criteria in the variable compensation. There is a notable disconnect between pay and performance. The remuneration structure is not satisfactory. LTI with insufficient performance period. Discretionary payments/powers.
Bio-Techne Corporation	28/10/2021	Ratify KPMG, LLP as Auditors	For	The proposal is in line with our voting policy
Bio-Techne Corporation	28/10/2021	Elect Director Robert V. Baumgartner	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.
Bio-Techne Corporation	28/10/2021	Elect Director Julie L. Bushman	For	The proposal is in line with our voting policy
Bio-Techne Corporation	28/10/2021	Elect Director John L. Higgins	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.
Bio-Techne Corporation	28/10/2021	Elect Director Joseph D. Keegan	For	The proposal is in line with our voting policy
Bio-Techne Corporation	28/10/2021	Elect Director Charles R. Kummeth	For	The proposal is in line with our voting policy
Bio-Techne Corporation	28/10/2021	Elect Director Roeland Nusse	For	The proposal is in line with our voting policy
Bio-Techne Corporation	28/10/2021	Elect Director Alpna Seth	For	The proposal is in line with our voting policy
Bio-Techne Corporation	28/10/2021	Elect Director Randolph Steer	For	The proposal is in line with our voting policy
Bio-Techne Corporation	28/10/2021	Elect Director Rupert Vessey	For	The proposal is in line with our voting policy
KLA Corporation	03/11/2021	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
KLA Corporation	03/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG metrics in the variable compensation.
KLA Corporation	03/11/2021	Elect Director Edward Barnholt	Against	The nominee is a non-independent chairman of the Nomination Committee which is not composed in majority of independent directors.
KLA Corporation	03/11/2021	Elect Director Robert Rango	For	The proposal is in line with our voting policy

KLA Corporation	03/11/2021	Elect Director Richard Wallace	For	The proposal is in line with our voting policy
KLA Corporation	03/11/2021	Elect Director Robert Calderoni	Against	The nominee is a non-independent chairman 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. The nominee holds three Non-Executive Directorships, including one as Chairman of the Board and one as Chairman of the Audit Committee. He is therefore considered overboarded.
KLA Corporation	03/11/2021	Elect Director Jeneanne Hanley	For	The proposal is in line with our voting policy
KLA Corporation	03/11/2021	Elect Director Emiko Higashi	Against	The nominee holds five Non-Executive Directorships. She is therefore considered overboarded.
KLA Corporation	03/11/2021	Elect Director Kevin Kennedy	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.
KLA Corporation	03/11/2021	Elect Director Gary Moore	For	The proposal is in line with our voting policy
KLA Corporation	03/11/2021	Elect Director Marie Myers	For	The proposal is in line with our voting policy
KLA Corporation	03/11/2021	Elect Director Kiran Patel	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.
KLA Corporation	03/11/2021	Elect Director Victor Peng	For	The proposal is in line with our voting policy
NortonLifeLock Inc.	04/11/2021	Issue Shares in Connection with Merger	For	The proposal is in line with our voting policy
NortonLifeLock Inc.	04/11/2021	Adjourn Meeting	For	The proposal is in line with our voting policy
Lam Research Corporation	08/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Lam Research Corporation	08/11/2021	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Lam Research Corporation	08/11/2021	Elect Director Sohail U. Ahmed	For	The proposal is in line with our voting policy
Lam Research Corporation	08/11/2021	Elect Director Timothy M. Archer	For	The proposal is in line with our voting policy
Lam Research Corporation	08/11/2021	Elect Director Eric K. Brandt	Withhold	The nominee holds four non-executive directorships, one of which as an outside Chairman of the Board and another as an outside Chairman of the Audit Committee. The nominee is therefore overboarded.
Lam Research Corporation	08/11/2021	Elect Director Michael R. Cannon	For	The proposal is in line with our voting policy
Lam Research Corporation	08/11/2021	Elect Director Catherine P. Lego	For	The proposal is in line with our voting policy
Lam Research Corporation	08/11/2021	Elect Director Bethany J. Mayer	Withhold	The nominee holds four non-executive directorships, one of which as an outside Chairman of the Board. The nominee is therefore overboarded.
Lam Research Corporation	08/11/2021	Elect Director Abhijit Y. Talwalkar	Withhold	The nominee holds four non-executive directorships, two of which as the Chairman of the Board. The nominee is therefore overboarded.
Lam Research Corporation	08/11/2021	Elect Director Lih Shyng (Rick L.) Tsai	For	The proposal is in line with our voting policy
Lam Research Corporation	08/11/2021	Elect Director Leslie F. Varon	Withhold	The nominee holds three non-executive directorships, all of which as the Chairman of the Audit Committee. The nominee is therefore overboarded.
The Estee Lauder Companies Inc.	12/11/2021	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy

The Estee Lauder Companies Inc.	12/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is excessive compared to peers. The remuneration structure is not satisfactory. There is a lack of ESG criteria in the variable compensation.
The Estee Lauder Companies Inc.	12/11/2021	Elect Director Rose Marie Bravo	Withhold	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 Estee Lauder Companies Inc.	12/11/2021	Elect Director Paul J. Fribourg	Withhold	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 five non-executive directorships. The nominee is therefore overboarded.
The Estee Lauder Companies Inc.	12/11/2021	Elect Director Jennifer Hyman	For	The proposal is in line with our voting policy
The Estee Lauder Companies Inc.	12/11/2021	Elect Director Barry S. Sternlicht	Withhold	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. The nominee holds one outside executive position and four non-executive directorships, one of which as an outside Chairman of the Board. The nominee is therefore overboarded.
The Clorox Company	17/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG metrics in the variable compensation.
The Clorox Company	17/11/2021	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
The Clorox Company	17/11/2021	Amend Omnibus Stock Plan	For	The proposal is in line with our voting policy
The Clorox Company	17/11/2021	Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	For	Amundi is in favor of employee involvement in corporate governance (as well as employee share ownership), because these practices help align the interests of shareholders and employees over the long term. Amundi thus promotes the appointment of employee Directors as a principle of good governance.
The Clorox Company	17/11/2021	Elect Director Amy Banse	For	The proposal is in line with our voting policy
The Clorox Company	17/11/2021	Elect Director Russell J. Weiner	For	The proposal is in line with our voting policy
The Clorox Company	17/11/2021	Elect Director Christopher J. Williams	Against	The nominee holds three non-executive directorships, two of which as the Chairman of the Audit Committee. The nominee is therefore overboarded.
The Clorox Company	17/11/2021	Elect Director Richard H. Carmona	For	The proposal is in line with our voting policy
The Clorox Company	17/11/2021	Elect Director Spencer C. Fleischer	For	The proposal is in line with our voting policy
The Clorox Company	17/11/2021	Elect Director Esther Lee	For	The proposal is in line with our voting policy
The Clorox Company	17/11/2021	Elect Director A. D. David Mackay	For	The proposal is in line with our voting policy
The Clorox Company	17/11/2021	Elect Director Paul Parker	For	The proposal is in line with our voting policy
The Clorox Company	17/11/2021	Elect Director Linda Rendle	For	The proposal is in line with our voting policy
The Clorox Company	17/11/2021	Elect Director Matthew J. Shattock	Against	The nominee holds three non-executive directorships, two of which as the Chairman of the Board. The nominee is therefore overboarded.
The Clorox Company	17/11/2021	Elect Director Kathryn Tesija	For	The proposal is in line with our voting policy
Broadridge Financial Solutions, Inc.	18/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
Broadridge Financial Solutions, Inc.	18/11/2021	Ratify Deloitte & Touche LLP as Auditors	For	The proposal is in line with our voting policy
Broadridge Financial Solutions, Inc.	18/11/2021	Elect Director Leslie A. Brun	For	The proposal is in line with our voting policy
Broadridge Financial Solutions, Inc.	18/11/2021	Elect Director Pamela L. Carter	For	The proposal is in line with our voting policy
Broadridge Financial Solutions, Inc.	18/11/2021	Elect Director Richard J. Daly	For	The proposal is in line with our voting policy

Broadridge Financial Solutions, Inc.	18/11/2021	Elect Director Robert N. Duelks	Against	The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors.
Broadridge Financial Solutions, Inc.	18/11/2021	Elect Director Melvin L. Flowers	For	The proposal is in line with our voting policy
Broadridge Financial Solutions, Inc.	18/11/2021	Elect Director Timothy C. Gokey	For	The proposal is in line with our voting policy
Broadridge Financial Solutions, Inc.	18/11/2021	Elect Director Brett A. Keller	For	The proposal is in line with our voting policy
Broadridge Financial Solutions, Inc.	18/11/2021	Elect Director Maura A. Markus	For	The proposal is in line with our voting policy
Broadridge Financial Solutions, Inc.	18/11/2021	Elect Director Annette L. Nazareth	For	The proposal is in line with our voting policy
Broadridge Financial Solutions, Inc.	18/11/2021	Elect Director Thomas J. Perna	Against	The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors.
Broadridge Financial Solutions, Inc.	18/11/2021	Elect Director Amit K. Zavery	For	The proposal is in line with our voting policy
ResMed Inc.	18/11/2021	Ratify KPMG LLP as Auditors	For	The proposal is in line with our voting policy
ResMed Inc.	18/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
ResMed Inc.	18/11/2021	Elect Director Karen Drexler	For	The proposal is in line with our voting policy
ResMed Inc.	18/11/2021	Elect Director Michael 'Mick' Farrell	For	The proposal is in line with our voting policy
ResMed Inc.	18/11/2021	Elect Director Peter Farrell	Against	The nominee holds three non-executive directorships, two of which as the Chairman of the Board. He is therefore considered overboarded.
ResMed Inc.	18/11/2021	Elect Director Harjit Gill	For	The proposal is in line with our voting policy
ResMed Inc.	18/11/2021	Elect Director Ronald 'Ron' Taylor	Against	The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors.
ResMed Inc.	18/11/2021	Elect Director John Hernandez	For	The proposal is in line with our voting policy
ResMed Inc.	18/11/2021	Elect Director Desney Tan	For	The proposal is in line with our voting policy
Agnico Eagle Mines Limited	26/11/2021	Approve Issuance of Shares in Connection with the Acquisition of Kirkland Lake Gold Ltd.	For	The proposal is in line with our voting policy
Kirkland Lake Gold Ltd.	26/11/2021	Approve Acquisition by Agnico Eagle Mines Limited	For	The proposal is in line with our voting policy
Microsoft Corporation	30/11/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is excessive compared to peers. There is a lack of ESG criteria in the variable compensation.
Microsoft Corporation	30/11/2021	Approve Qualified Employee Stock Purchase Plan	For	The proposal is in line with our voting policy
Microsoft Corporation	30/11/2021	Ratify Deloitte & Touche LLP as Auditors	For	The proposal is in line with our voting policy
Microsoft Corporation	30/11/2021	Report on Gender/Racial Pay Gap	For	While being mindful of the Company's current disclosures, we consider that the proposal has merit insofar it will give an additional view to shareholders to complete their assessment of how this subject is managed.
Microsoft Corporation	30/11/2021	Report on Effectiveness of Workplace Sexual Harassment Policies	For	Prevention of sexual harassment is an essential component of workplace safety that all employees are entitled to and that the Company must ensure is in place. The suggested report would enable shareholders to assess how the Company is managing the subject and the risks involved. The proposal therefore has merit.
Microsoft Corporation	30/11/2021	Prohibit Sales of Facial Recognition Technology to All Government Entities	Against	While we recognize the risks of the technology, we are mindful of the Company's disclosure policy and therefore find the proposal overly prescriptive and not in shareholders' interest at this time.
Microsoft Corporation	30/11/2021	Report on Implementation of the Fair Chance Business Pledge	For	While we are mindful of the Company's existing disclosures, we consider that the suggested report



				would emphasize the Company's commitment to the Fair Chance Business Pledge and therefore is in shareholders' interest.
Microsoft Corporation	30/11/2021	Report on Lobbying Activities Alignment with Company Policies	For	Increased disclosure would allow shareholders to more fully assess risks presented by the Company's lobbying activities, assess if spending is in line with stated objectives and how the Board monitors them.
Microsoft Corporation	30/11/2021	Elect Director Reid G. Hoffman	For	The proposal is in line with our voting policy
Microsoft Corporation	30/11/2021	Elect Director John W. Thompson	For	The proposal is in line with our voting policy
Microsoft Corporation	30/11/2021	Elect Director Emma N. Walmsley	For	The proposal is in line with our voting policy
Microsoft Corporation	30/11/2021	Elect Director Padmasree Warrior	For	The proposal is in line with our voting policy
Microsoft Corporation	30/11/2021	Elect Director Hugh F. Johnston	Against	The nominee holds one outside executive position and two non-executive directorships, one of which as the Chairman of the Audit Committee. The nominee is therefore overboarded.
Microsoft Corporation	30/11/2021	Elect Director Teri L. List	For	The proposal is in line with our voting policy
Microsoft Corporation	30/11/2021	Elect Director Satya Nadella	For	The proposal is in line with our voting policy
Microsoft Corporation	30/11/2021	Elect Director Sandra E. Peterson	For	The proposal is in line with our voting policy
Microsoft Corporation	30/11/2021	Elect Director Penny S. Pritzker	For	The proposal is in line with our voting policy
Microsoft Corporation	30/11/2021	Elect Director Carlos A. Rodriguez	For	The proposal is in line with our voting policy
Microsoft Corporation	30/11/2021	Elect Director Charles W. Scharf	For	The proposal is in line with our voting policy
Microsoft Corporation	30/11/2021	Elect Director John W. Stanton	For	The proposal is in line with our voting policy
Copart, Inc.	03/12/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Copart, Inc.	03/12/2021	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Copart, Inc.	03/12/2021	Elect Director Willis J. Johnson	For	The proposal is in line with our voting policy
Copart, Inc.	03/12/2021	Elect Director Cherylyn Harley LeBon	For	The proposal is in line with our voting policy
Copart, Inc.	03/12/2021	Elect Director Carl D. Sparks	For	The proposal is in line with our voting policy
Copart, Inc.	03/12/2021	Elect Director A. Jayson Adair	For	The proposal is in line with our voting policy
Copart, Inc.	03/12/2021	Elect Director Matt Blunt	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.
Copart, Inc.	03/12/2021	Elect Director Steven D. Cohan	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.
Copart, Inc.	03/12/2021	Elect Director Daniel J. Englander	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.
Copart, Inc.	03/12/2021	Elect Director James E. Meeks	Against	The board is not sufficiently independent as per our voting policy.
Copart, Inc.	03/12/2021	Elect Director Thomas N. Tryforos	For	The proposal is in line with our voting policy
Copart, Inc.	03/12/2021	Elect Director Diane M. Morefield	Against	The board is not sufficiently independent as per our voting policy.
Copart, Inc.	03/12/2021	Elect Director Stephen Fisher	Against	The nominee holds one outside executive position and three non-executive directorships. The nominee is therefore overboarded.
Peloton Interactive, Inc.	07/12/2021	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Peloton Interactive, Inc.	07/12/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	LTI is not fully performance-based. Compensation is excessive compared to peers. There is a lack of ESG criteria in the variable compensation.
Peloton Interactive, Inc.	07/12/2021	Elect Director Jon Callaghan	Withhold	There are issues with the board which do not enable support of the proposal.

Peloton Interactive, Inc.	07/12/2021	Elect Director Jay Hoag	Withhold	There are issues with the board which do not enable support of the proposal. The nominee holds five non-executive directorships, one of which as an outside Chairman of the Board. The nominee is therefore overboarded.
Canadian Pacific Railway Limited	08/12/2021	Approve Issuance of Shares in Connection with the Acquisition of Kansas City Southern	For	The proposal is in line with our voting policy
Canadian Pacific Railway Limited	08/12/2021	Change Company Name to Canadian Pacific Kansas City Limited	For	The proposal is in line with our voting policy
Medtronic plc	09/12/2021	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	The proposal is in line with our voting policy
Medtronic plc	09/12/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Medtronic plc	09/12/2021	Advisory Vote on Say on Pay Frequency	One Year	An annual say-on-pay frequency is in the shareholders' interest.
Medtronic plc	09/12/2021	Approve Omnibus Stock Plan	For	The proposal is in line with our voting policy
Medtronic plc	09/12/2021	Renew the Board's Authority to Issue Shares Under Irish Law	For	The proposal is in line with our voting policy
Medtronic plc	09/12/2021	Renew the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights Under Irish Law	For	The proposal is in line with our voting policy
Medtronic plc	09/12/2021	Authorize Overseas Market Purchases of Ordinary Shares	For	The proposal is in line with our voting policy
Medtronic plc	09/12/2021	Elect Director Richard H. Anderson	Against	The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors.
Medtronic plc	09/12/2021	Elect Director Craig Arnold	For	The proposal is in line with our voting policy
Medtronic plc	09/12/2021	Elect Director Scott C. Donnelly	For	The proposal is in line with our voting policy
Medtronic plc	09/12/2021	Elect Director Andrea J. Goldsmith	For	The proposal is in line with our voting policy
Medtronic plc	09/12/2021	Elect Director Randall J. Hogan, III	For	The proposal is in line with our voting policy
Medtronic plc	09/12/2021	Elect Director Kevin E. Lofton	For	The proposal is in line with our voting policy
Medtronic plc	09/12/2021	Elect Director Geoffrey S. Martha	For	The proposal is in line with our voting policy
Medtronic plc	09/12/2021	Elect Director Elizabeth G. Nabel	For	The proposal is in line with our voting policy
Medtronic plc	09/12/2021	Elect Director Denise M. O'Leary	Against	The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors.
Medtronic plc	09/12/2021	Elect Director Kendall J. Powell	Against	The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors.
Kansas City Southern	10/12/2021	Approve Merger Agreement	For	The proposal is in line with our voting policy
Kansas City Southern	10/12/2021	Advisory Vote on Golden Parachutes	Against	The remuneration structure is not satisfactory. The cost of the compensation plan is excessive.
Kansas City Southern	10/12/2021	Adjourn Meeting	For	The proposal is in line with our voting policy
Cisco Systems, Inc.	13/12/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
Cisco Systems, Inc.	13/12/2021	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Cisco Systems, Inc.	13/12/2021	Amend Proxy Access Right	For	The Proposal is in shareholders' interest.
Cisco Systems, Inc.	13/12/2021	Elect Director M. Michele Burns	Against	The nominee is a non-independent member of the Audit 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 Audit Committee. The nominee is therefore overboarded.
Cisco Systems, Inc.	13/12/2021	Elect Director Wesley G. Bush	For	The proposal is in line with our voting policy

Cisco Systems, Inc.	13/12/2021	Elect Director Michael D. Capellas	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.
Cisco Systems, Inc.	13/12/2021	Elect Director Mark Garrett	Against	The nominee holds five non-executive directorships, three of which as the Chairman of the Audit Committee. The nominee is therefore overboarded.
Cisco Systems, Inc.	13/12/2021	Elect Director John D. Harris, II	For	The proposal is in line with our voting policy
Cisco Systems, Inc.	13/12/2021	Elect Director Kristina M. Johnson	For	The proposal is in line with our voting policy
Cisco Systems, Inc.	13/12/2021	Elect Director Roderick C. McGeary	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.
Cisco Systems, Inc.	13/12/2021	Elect Director Charles H. Robbins	For	The proposal is in line with our voting policy
Cisco Systems, Inc.	13/12/2021	Elect Director Brenton L. Saunders	For	The proposal is in line with our voting policy
Cisco Systems, Inc.	13/12/2021	Elect Director Lisa T. Su	For	The proposal is in line with our voting policy
Cisco Systems, Inc.	13/12/2021	Elect Director Marianna Tessel	For	The proposal is in line with our voting policy
Palo Alto Networks, Inc.	14/12/2021	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Palo Alto Networks, Inc.	14/12/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is excessive compared to peers.
Palo Alto Networks, Inc.	14/12/2021	Approve Omnibus Stock Plan	For	The proposal is in line with our voting policy
Palo Alto Networks, Inc.	14/12/2021	Elect Director John M. Donovan	For	The proposal is in line with our voting policy
Palo Alto Networks, Inc.	14/12/2021	Elect Director John Key	For	The proposal is in line with our voting policy
Palo Alto Networks, Inc.	14/12/2021	Elect Director Mary Pat McCarthy	For	The proposal is in line with our voting policy
Palo Alto Networks, Inc.	14/12/2021	Elect Director Nir Zuk	For	The proposal is in line with our voting policy
Guidewire Software, Inc.	14/12/2021	Ratify KPMG LLP as Auditors	For	The proposal is in line with our voting policy
Guidewire Software, Inc.	14/12/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
Guidewire Software, Inc.	14/12/2021	Eliminate Supermajority Vote Requirements	For	The proposal is in line with our voting policy
Guidewire Software, Inc.	14/12/2021	Elect Director Marcus S. Ryu	For	The proposal is in line with our voting policy
Guidewire Software, Inc.	14/12/2021	Elect Director Paul Lavin	For	The proposal is in line with our voting policy
Guidewire Software, Inc.	14/12/2021	Elect Director Mike Rosenbaum	For	The proposal is in line with our voting policy
Guidewire Software, Inc.	14/12/2021	Elect Director Andrew Brown	For	The proposal is in line with our voting policy
Guidewire Software, Inc.	14/12/2021	Elect Director Margaret Dillon	For	The proposal is in line with our voting policy
Guidewire Software, Inc.	14/12/2021	Elect Director Michael Keller	For	The proposal is in line with our voting policy
Guidewire Software, Inc.	14/12/2021	Elect Director Catherine P. Lego	For	The proposal is in line with our voting policy
Guidewire Software, Inc.	14/12/2021	Elect Director Rajani Ramanathan	For	The proposal is in line with our voting policy
FactSet Research Systems Inc.	16/12/2021	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
FactSet Research Systems Inc.	16/12/2021	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
FactSet Research Systems Inc.	16/12/2021	Adopt Proxy Access Right	For	The Proposal is in shareholders' interest.
FactSet Research Systems Inc.	16/12/2021	Elect Director Siew Kai Choy	For	The proposal is in line with our voting policy
FactSet Research Systems Inc.	16/12/2021	Elect Director Lee Shavel	For	The proposal is in line with our voting policy
FactSet Research Systems Inc.	16/12/2021	Elect Director Joseph R. Zimmer	For	The proposal is in line with our voting policy

**SNB CAPITAL NORTH AMERICA INDEX FUND**  
**(Formerly known as Alahli North America 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**



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Commercial Registration No. 1010425494

Headquarters in Riyadh

## كي بي إم جي للاستشارات المهنية

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المملكة العربية السعودية  
سجل تجاري رقم 1010425494

المركز الرئيسي في الرياض

# Independent Auditor's Report

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

## Opinion

We have audited the financial statements of **SNB Capital North America 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.

KPMG Professional Services, a professional closed joint stock company registered in the Kingdom of Saudi Arabia with the paid-up capital of SAR (25,000,000). Previously known as "KPMG Al Fozan & Partners Certified Public Accountants". A non-partner member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.

كي بي إم جي للاستشارات المهنية شركة مهنية مساهمة مغلقة، مسجلة في المملكة العربية السعودية، رأس مالها (25,000,000) ريال سعودي مدفوع بالكامل، المسماة سابقاً "شركة كي بي إم جي الفزان وشركاه محاسبون ومراجعون قانونيون"، وهي عضو غير شريك في الشبكة العالمية لشركات كي بي إم جي للمنطقة والداعمة لـ كي بي إم جي العالمية المحدودة، شركة تطويرية محدودة بضمان. جميع الحقوق محفوظة.





## Independent Auditor's Report

To the Unitholders of SNB Capital North America Index Fund (formerly known as AlAhli North America 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 North America 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 NORTH AMERICA INDEX FUND (FORMERLY KNOWN AS ALAHLI NORTH AMERICA 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)

	<i><u>Notes</u></i>	<i><b><u>31 December</u></b> <b><u>2021</u></b></i>	<i><b><u>31 December</u></b> <b><u>2020</u></b></i>
<b>ASSETS</b>			
Cash and cash equivalents	8	<b>2,116</b>	800
Investments	9	<b>458,055</b>	263,452
Other receivables		<b>167</b>	165
<b>Total assets</b>		<b><u>460,338</u></b>	<b><u>264,417</u></b>
<b>LIABILITY</b>			
Other payables		<b>1,299</b>	650
<b>Equity attributable to Unitholders</b>		<b><u>459,039</u></b>	<b><u>263,767</u></b>
<b>Units in issue in thousands (number)</b>	10	<b><u>53,973</u></b>	<b><u>39,758</u></b>
<b>Equity per unit (USD)</b>		<b><u>8.5050</u></b>	<b><u>6.6343</u></b>

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

**SNB CAPITAL NORTH AMERICA INDEX FUND (FORMERLY KNOWN AS ALAHLI NORTH AMERICA 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)

		<b>For the year ended 31 December</b>	
	<i>Note</i>	<b><u>2021</u></b>	<b><u>2020</u></b>
Dividend income		<b>3,234</b>	2,257
Realised gain on sale of FVTPL investments – net		<b>21,631</b>	5,774
Unrealised gain on FVTPL investments – net		<b>68,424</b>	35,849
<b>Total income</b>		<b>93,289</b>	43,880
Management fees	11	<b>(1,105)</b>	(602)
Value added tax expense		<b>(166)</b>	(62)
Administrative expenses		<b>(52)</b>	(28)
Custody fees		<b>(12)</b>	(12)
Professional fees		<b>(10)</b>	(10)
Shariah audit fees		<b>(8)</b>	(9)
Fund Board remuneration		<b>(6)</b>	(6)
Capital Market Authority fees		<b>(2)</b>	(2)
<b>Total operating expenses</b>		<b>(1,361)</b>	(731)
<b>Profit for the year</b>		<b>91,928</b>	43,149
<b>Other comprehensive income for the year</b>		<b>--</b>	<b>--</b>
<b>Total comprehensive income for the year</b>		<b>91,928</b>	43,149

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

**SNB CAPITAL NORTH AMERICA INDEX FUND (FORMERLY KNOWN AS ALAHLI NORTH AMERICA 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)

	<b>For the year ended 31 December</b>	
	<b><u>2021</u></b>	<b><u>2020</u></b>
<b>Equity attributable to Unitholders at the beginning of the year</b>	<b>263,767</b>	198,952
Total comprehensive income for the year	<b>91,928</b>	43,149
<b>Increase in equity from unit transactions during the year</b>		
Proceeds from units sold	<b>201,031</b>	92,484
Value of units redeemed	<b>(97,687)</b>	(70,818)
	<b>103,344</b>	21,666
<b>Equity attributable to Unitholders at the end of the year</b>	<b><u>459,039</u></b>	<u>263,767</u>

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

**SNB CAPITAL NORTH AMERICA INDEX FUND (FORMERLY KNOWN AS ALAHLI NORTH AMERICA 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)

		<b>For the year ended</b>	
		<b>31 December</b>	
	<i>Notes</i>	<b><u>2021</u></b>	<b><u>2020</u></b>
<b>Cash flows from operating activities</b>			
Profit for the year		<b>91,928</b>	43,149
<i>Adjustments for:</i>			
Realised gain on sale of FVTPL investments – net		<b>(21,631)</b>	(5,774)
Unrealised gain on FVTPL investments – net		<b>(68,424)</b>	(35,849)
		<b>1,873</b>	1,526
<i>Changes in operating assets and liabilities:</i>			
FVTPL investments		<b>(104,548)</b>	(24,068)
Other receivables		<b>(2)</b>	450
Other payables		<b>649</b>	(866)
<b>Net cash used in operating activities</b>		<b>(102,028)</b>	(22,958)
<b>Cash flows from financing activities</b>			
Proceeds from units sold		<b>201,031</b>	92,484
Value of units redeemed		<b>(97,687)</b>	(70,818)
<b>Net cash generated from financing activities</b>		<b>103,344</b>	21,666
<b>Increase / (decrease) in cash and cash equivalents</b>		<b>1,316</b>	(1,292)
Cash and cash equivalents at the beginning of the year	8	<b>800</b>	2,092
<b>Cash and cash equivalents at the end of the year</b>	8	<b>2,116</b>	800

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

**SNB CAPITAL NORTH AMERICA INDEX FUND (FORMERLY KNOWN AS ALAHLI NORTH AMERICA 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)

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**1. THE FUND AND ITS ACTIVITIES**

SNB Capital North America Index Fund (formerly known as AlAhli North America 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, a custodian appointed by the Fund Manager.

The Fund Manager has appointed an international investment house, TCW Asset Management Company, United State of America 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 primarily in securities of companies listed on major US and Canadian stock exchanges. Un-invested cash balances may be placed in Murabaha transactions. All held for trading investments are United States Dollar (USD) and Canadian Dollar (CAD) denominated.

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.

**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.

**SNB CAPITAL NORTH AMERICA INDEX FUND (FORMERLY KNOWN AS ALAHLI NORTH AMERICA 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)

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**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

When available, the Fund measures the fair value of an instrument using the quoted price in an active market for that instrument. A market is regarded as active if transactions for the asset or liability take place with sufficient frequency and volume to provide pricing information on an on-going basis. The Fund measures instruments quoted in an active market at a market price, because this price reasonable approximation of the exit price.

If there is no quoted price in an active market, then the Fund uses valuation techniques that maximise the use of relevant observable inputs and minimise the use of unobservable inputs. The chosen valuation technique incorporates all of the factors that market participants would take into account in pricing a transaction. The Fund recognizes transfer between levels of fair value at the end of the reporting year during which the change has occurred.

The fair value hierarchy has the following levels:

- Level 1 inputs are quoted prices (unadjusted) in active markets for identical assets or liabilities that the entity can access at the measurement date;
- Level 2 inputs are inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly or indirectly; and
- Level 3 inputs are unobservable inputs 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, the carrying values are a reasonable amounts approximation of the fair value.



**SNB CAPITAL NORTH AMERICA INDEX FUND (FORMERLY KNOWN AS ALAHLI NORTH AMERICA 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)

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**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 changes 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 amortized cost, fair value through profit or loss ("FVTPL") or fair value through other comprehensive income ("FVOCI").

***Financial assets measured at amortized cost***

A financial asset is measured at amortized 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 principal and commission on the principal 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 NORTH AMERICA INDEX FUND (FORMERLY KNOWN AS ALAHLI NORTH AMERICA 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)

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**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 amortized 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 - for example: 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:

- 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.

**SNB CAPITAL NORTH AMERICA INDEX FUND (FORMERLY KNOWN AS ALAHLI NORTH AMERICA 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)

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**7. SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)**

**7.3 *Financial assets and liabilities (continued)***

***Classification of financial assets (continued)***

**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 is the date on which 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 measured 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 'realized and unrealized gain / (loss) on FVTPL investment' in the statement of profit or loss and other comprehensive income.

Financial assets and financial liabilities at amortized cost are subsequently measured at amortized cost using effective interest / commission method and is recognized in statement of comprehensive income. Any gain or loss on de-recognition is also recognized in statement of comprehensive income. The 'amortized 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 amortizing using 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 NORTH AMERICA INDEX FUND (FORMERLY KNOWN AS ALAHLI NORTH AMERICA 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)

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**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 NORTH AMERICA INDEX FUND (FORMERLY KNOWN AS ALAHLI NORTH AMERICA 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)

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**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.

<b><u>Standards / Interpretations and amendments</u></b>	<b><u>Description</u></b>	<b><u>Effective from periods beginning on or after the following date</u></b>
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.



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**8. CASH AND CASH EQUIVALENTS**

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

**9. INVESTMENTS – MEASURED AT FAIR VALUE THROUGH PROFIT OR LOSS**

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

		<i>31 December 2021</i>		
<i>Currency</i>	<i>Country</i>	<i>% of Total Value (Fair value)</i>	<i>Cost</i>	<i>Fair Value</i>
United States Dollar	Bermuda, Canada, Ireland, Netherlands, Switzerland, and United States of America	97.73	311,049	447,675
Canadian Dollar	Canada	2.27	8,340	10,380
		<u>100</u>	<u>319,389</u>	<u>458,055</u>

  

		<i>31 December 2020</i>		
<i>Currency</i>	<i>Country</i>	<i>% of Total Value (Fair value)</i>	<i>Cost</i>	<i>Fair Value</i>
United States Dollar	Bermuda, Canada, Ireland, Netherlands, Switzerland, and United States of America	97.38	187,792	256,558
Canadian Dollar	Canada	2.62	5,414	6,894
		<u>100</u>	<u>193,206</u>	<u>263,452</u>

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

<i>31 December 2021</i>			
<i>Industry Sector</i>	<i>% of Total Investments (Fair Value)</i>	<i>Cost</i>	<i>Fair Value</i>
Information Technology	35.41	105,429	162,208
Industrials	17.68	58,290	80,993
Health Care	17.11	59,506	78,360
Consumer Goods	15.03	44,735	68,837
Consumer Services	6.95	21,808	31,830
Oil & Gas	3.51	15,261	16,061
Basic Materials	2.77	9,638	12,686
Financial Services	1.54	4,722	7,080
	<u>100</u>	<u>319,389</u>	<u>458,055</u>

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**9. INVESTMENTS (continued)**

<i>Industry Sector</i>	<i>31 December 2020</i>		
	% of Total		
	Investments ( <u>Fair Value</u> )	<u>Cost</u>	<u>Fair Value</u>
Information Technology	32.83	57,011	86,501
Health Care	19.73	41,667	51,971
Industrials	17.35	34,223	45,697
Consumer Goods	15.06	24,605	39,666
Consumer Services	7.22	13,271	19,026
Oil & Gas	3.33	13,347	8,776
Basic Materials	3.20	6,535	8,428
Financials Services	1.28	2,547	3,387
	<u>100</u>	<u>193,206</u>	<u>263,452</u>

**10. UNITS TRANSACTIONS**

Transactions in units during the year are summarized as follows:

	<i>For the year ended 31 December</i>	
	<u>2021</u>	<u>2020</u>
	<u>Units' 000</u>	<u>Units' 000</u>
<b>Units at the beginning of the year</b>	<b>39,758</b>	36,960
Units sold	27,372	16,378
Units redeemed	(13,157)	(13,580)
<b>Net increase in units during the year</b>	<b>14,215</b>	2,798
<b>Units at the end of the year</b>	<b>53,973</b>	39,758

As at 31 December 2021, the top five Unitholders represented of 70.04% (31 December 2020: 69.97%) of the Fund's units.

**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 parents 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 2020</u>	<u>31 December 2019</u>
SNB Capital Company	Management fee	<b>1,105</b>	602		
	Expenses paid on behalf of the Fund	<b>256</b>	129	--	--
SNB Capital Multi Asset Conservative Fund	Subscription of units	--	16,629		
	Redemption of units	<b>16,729</b>	7,603	<b>146,185</b>	28,696
SNB Capital Multi Asset Moderate Fund	Subscription of units	--	2,475		
	Redemption of units	--	3,389	<b>49,366</b>	38,508
SNB Capital Multi Asset Growth Fund	Subscription of units	--	1,218		
	Redemption of units	<b>2,044</b>	9,698	<b>204,835</b>	21,127
SNB Capital King Saud University Waqf Fund	Subscription of units	<b>286</b>	--		
	Redemption of units	<b>60</b>	--	<b>238</b>	--

**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.

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**12. FINANCIAL RISK MANAGEMENT (continued)**

**12.1.1 Market risk**

'Market Risk' is the risk that changes in market prices – such as commission rates, foreign exchange rates, equity prices and credit spreads – will affect the Fund's income or the fair value of its holdings in financial instruments.

*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.

Some of 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 comprehensive income due to the fair value of currency sensitive assets.

	Change in market rates	31 December 2021	31 December 2020
Canadian Dollar	± 10%	± 1,038	± 689

*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.

*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.

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 2021	31 December 2020
Effect on equity	±10% ± 45,806	±10% ± 26,345

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**12. FINANCIAL RISK MANAGEMENT (continued)**

***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.

***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.

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**12. FINANCIAL RISK MANAGEMENT (CONTINUED)**

**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.

**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.