

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

التقرير السنوي 2022  
Annual Report 2022



Contents	المحتويات
A) Investment Fund Information	أ) معلومات صندوق الاستثمار
B) Fund Performance	ب) أداء الصندوق
C) Fund Manager	ج) مدير الصندوق
D) Custodian	د) أمين الحفظ
E) Fund Operator	هـ) مشغل الصندوق
F) Auditor	و) مراجع الحسابات
G) Financial Statements	ز) القوائم المالية
Annex – Exercised Voting Rights	ملحق – ممارسات التصويت السنوية

<b>1) Name of the Investment Fund</b> SNB Capital North America Index Fund	<b>1) اسم صندوق الاستثمار</b> صندوق الأهلي لمؤشر أسهم أمريكا الشمالية
<b>2) Investment Objectives and Policies</b> <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.</li> </ul>	<b>2) أهداف وسياسات الاستثمار وممارساته</b> <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.</li> </ul>
<b>3) Distribution of Income &amp; Gain Policy</b> Income and dividends will be reinvested in the Fund. No income or dividends will be distributed to Unitholders.	<b>3) سياسة توزيع الدخل والأرباح</b> يتم إعادة استثمار الدخل والأرباح في الصندوق، ولا يتم توزيع أي دخل وأرباح على مالكي الوحدات.
<b>4) The fund's reports are available upon request free of charge.</b>	<b>4) تتاح تقارير الصندوق عند الطلب وبدون مقابل.</b>
<b>5) The fund's benchmark and the service provider's website (if any)</b> MSCI North America Islamic M-Series Index (Net Total Return USD). The benchmark service and its data are provided by (MSCI Inc.).	<b>5) المؤشر الاسترشادي للصندوق، والموقع الإلكتروني لمزود الخدمة (إن وجد)</b> 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: جدول مقارنة يغطي السنوات المالية الثلاث الأخيرة/ أو منذ التأسيس، يوضح:

Year	2022	2021	2020	السنة
NAV*	337,672,429	459,038,870	263,767,422	صافي قيمة أصول الصندوق*
NAV per Unit*	6.68	8.51	6.63	صافي قيمة أصول الصندوق لكل وحدة*
Highest Price per Unit*	8.52	8.57	6.63	أعلى سعر وحدة*
Lowest Price per Unit*	6.08	6.47	3.84	أقل سعر وحدة*
Number of Units	50,534,069	53,973,041	39,758,158	عدد الوحدات
Income Distribution Per Unit	N/A	N/A	N/A	قيمة الأرباح الموزعة لكل وحدة
Fees & Expense Ratio	0.35%	0.35%	0.36%	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: سجل أداء يغطي ما يلي:

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

Period	Since Inception منذ التأسيس	5 Years 5 سنوات	3 Years 3 سنوات	1 Year سنة	الفترة
Return %	6.54	8.86	7.47	-21.43	عائد الصندوق %
Benchmark %	8.75	9.29	7.89	-21.29	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	2022	2021	2020	2019	2018	2017	2016	2015	2014	2013	السنة
Return %	-21.43	28.20	23.25	28.49	-4.17	20.00	4.18	-0.54	7.95	31.39	عائد الصندوق %
Benchmark %	-21.29	28.67	24.01	29.08	-3.82	20.43	7.34	3.14	13.85	31.18	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	987	%0.30	أتعاب الإدارة
VAT on Management Fees	174	%0.05	ضريبة القيمة المضافة على أتعاب الإدارة
Custodian Fees	1	%0.00	رسوم الحفظ
Auditor Fees	4	%0.00	أتعاب مراجع الحسابات
Fund Admin Expenses	40	%0.00	مصاريف العمليات الإدارية
CMA Fees	2	%0.00	رسوم هيئة السوق المالية
Tadawul Fees	0	%0.00	رسوم نشر معلومات الصندوق على موقع تداول
Shariah Committee Fees	1	%0.00	أتعاب خدمات اللجنة الشرعية
Independent Fund Board Remunerations	0	%0.00	مكافآت أعضاء مجلس إدارة الصندوق المستقلين
<b>Total Fees and Expenses</b>	<b>1,209</b>	<b>0.35%</b>	<b>مجموع الرسوم والمصاريف</b>

3) Material Changes

3) تغيرات جوهرية حدثت خلال الفترة

There were no material changes that occurred during the period.

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

4) Exercising of Voting Rights

4) ممارسات التصويت السنوية

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

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

أ. أسماء أعضاء مجلس إدارة الصندوق

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

- 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

ب. نبذة عن مؤهلات أعضاء مجلس إدارة الصندوق

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

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

King Fahd University of Petroleum and Minerals and MBA from Prince Sultan University.

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

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

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

### c. Roles and responsibilities of the Fund Board

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

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

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 أورليانز في الولايات المتحدة الأمريكية، ودرجة الماجستير في الاقتصاد المالي من جامعة نيو أورليانز ومن جامعة تامبا في الولايات المتحدة الأمريكية، ودرجة الماجستير في العلوم المالية من جامعة تامبا في الولايات المتحدة الأمريكية. درس في جامعة الملك سعود وحصل على درجة البكالوريوس في إدارة الأعمال (تخصص المالية) بتقدير امتياز مع مرتبة الشرف الأولى.

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

### ج. أدوار مجلس إدارة الصندوق ومسؤولياته

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

1. الموافقة على جميع العقود والقرارات والتقارير الجوهرية التي يكون الصندوق طرفاً فيها.
2. اعتماد سياسة مكتوبة فيما يتعلق بحقوق التصويت المتعلقة بأصول الصندوق.
3. الإشراف، ومتى كان ذلك مناسباً، الموافقة أو المصادقة على أي تعارض مصالح يفصح عنه مدير الصندوق وفقاً لللائحة صناديق الاستثمار.
4. الاجتماع مرتين سنوياً على الأقل مع لجنة المطابقة والالتزام لدى مدير الصندوق أو مسؤول المطابقة والالتزام لديه، للتأكد من التزام مدير الصندوق بجميع اللوائح والأنظمة المتبعة.
5. 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).



7. Ensuring that the fund manager carries out its obligations in the best interests of the unitholders, in accordance with the IFRs and the Fund's Terms and Conditions.
8. Reviewing the report that includes assessment of the performance and quality of services provided by the parties involved in providing significant services to the fund referred to in Paragraph (l) of Article (9) of IFRs, in order to ensure that the fund manager fulfils his responsibilities in the interest of unitholders in accordance with the Fund's Terms and Conditions and the provisions stipulated in IFRs.
9. Assessing the mechanism of the fund manager's handling of the risks related to the fund's assets in accordance with the fund manager's policies and procedures that detect the fund's risks and how to treat such risks.
10. Have a fiduciary duty to unitholders, including a duty to act in good faith, a duty to act in the best interests of the unitholders and a duty to exercise all reasonable care and skill.
11. Approving the appointment of the external Auditor nominated by the Fund Manager.
12. Taking minutes of meetings that provide all deliberations and facts of the meetings and the decisions taken by the fund's board of director.
13. Review the report containing all complaints and the measures taken regarding them referred to in Paragraph (m) of Article (9) of IFRs, in order to ensure that the fund manager carries out his responsibilities in a way that serves the interest of unitholders in accordance with the Fund's Terms and Conditions and what contained in this Regulation.

#### d. Remuneration of fund board members

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

#### 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

6. التأكد من اكتمال ودقة شروط وأحكام الصندوق وأي مستند آخر (سواء أكان عقداً أم غيره) يتضمن إفصاحات تتعلق بالصندوق ومدير الصندوق وإدارته للصندوق، إضافةً إلى التأكد من توافق ما سبق مع أحكام لائحة صناديق الاستثمار.
7. التأكد من قيام مدير الصندوق بمسؤولياته بما يحقق مصلحة مالي 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 مالي 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 مالي الوحدات وفقاً لشروط وأحكام الصندوق وما ورد في لائحة صناديق الاستثمار.

#### د. مكافآت أعضاء مجلس إدارة الصندوق

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

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

##### ومصالح الصندوق

يجوز لأعضاء مجلس إدارة الصندوق أن يكونوا أعضاء من حين لآخر لصناديق أخرى قد تنشأ أهدافاً استثمارية مماثلة لتلك الخاصة بالصندوق. ولذلك، فمن الممكن أن يجد أحد أعضاء مجلس إدارة الصندوق، في نطاق ممارسته لأعماله، أنه في موقف ينطوي على تعارض محتمل في الواجبات أو المصالح مع واحد أو أكثر من الصناديق. وعلى أي حال، ففي تلك الحالات سوف يراعي عضو مجلس الإدارة التزاماته بالتصرف بما يحقق أقصى مصالح مالي الوحدات المعنيين إلى أقصى درجة ممكنة عملياً، وعدم إغفال التزاماته تجاه عملائه الآخرين عند

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.

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**

Fund's/ Member's Name	محمد العيدي Mohammed Al Oyaidi	د. عاصم الحميضي Dr. Asem AlHomaidi	وسام فصيح الدين Wisam Fasihaldin	نايف آل سيف Naif Al-Saif	اسم الصندوق / العضو
SNB Capital Saudi Trading Equity Fund	✓	✓	✓	✓	صندوق الأهلي للمتاجرة بالأسهم السعودية
SNB Capital Saudi Small and Mid-Cap Equity Fund	✓	✓	✓	✓	صندوق الأهلي لأسهم الشركات السعودية الصغيرة والمتوسطة
SNB Capital Freestyle Saudi Equity Fund	✓	✓	✓	✓	صندوق الأهلي المرن للأسهم السعودية
SNB Capital GCC Trading Equity Fund	✓	✓	✓	✓	صندوق الأهلي للمتاجرة بالأسهم الخليجية
SNB Capital GCC Growth and Income Fund	✓	✓	✓	✓	صندوق الأهلي الخليجي للنمو والدخل
SNB Capital Fund of REITs Fund	✓	✓	✓	✓	صندوق الأهلي القابض لصناديق الاستثمار العقارية المتداولة
SNB Capital North America Index Fund	✓	✓	✓	✓	صندوق الأهلي لمؤشر أسهم أمريكا الشمالية
SNB Capital Europe Index Fund	✓	✓	✓	✓	صندوق الأهلي لمؤشر أسهم أوروبا
SNB Capital Asia Pacific Index Fund	✓	✓	✓	✓	صندوق الأهلي لمؤشر أسهم آسيا والباسيفيك
SNB Capital Emerging Markets Index Fund	✓	✓	✓	✓	صندوق الأهلي لمؤشر أسهم الأسواق الناشئة
SNB Capital Global Health Care Fund	✓	✓	✓	✓	صندوق الأهلي العالمي للرعاية الصحية
SNB Capital Global REITs Fund	✓	✓	✓	✓	صندوق الأهلي العالمي للريت
SNB Capital Global Megatrends Fund	✓	✓	✓	✓	صندوق الأهلي العالمي للقطاعات الواعدة
SNB Capital Sovereign Sukuk Fund				✓	صندوق الأهلي للصكوك السيادية
AlAhli SEDCO Residential Development Fund	✓	✓			صندوق الأهلي سدكو للتطوير السكني
AlAhli REIT Fund (1)	✓				صندوق الأهلي ريت (1)
SNB Capital Real Estate Fund	✓				صندوق الأهلي العقاري
AlAhli Makkah Hospitality Fund	✓				صندوق الأهلي للضيافة بمكة المكرمة
AlAhli Real Estate Opportunistic Fund	✓	✓			صندوق الأهلي العقاري للفرص
SNB Capital Real Estate Income Fund	✓	✓			صندوق الأهلي العقاري للدخل
SNB Capital Danat AlJanob Real Estate Fund	✓	✓			صندوق الأهلي دانة الجنوب العقاري



Fund's/ Member's Name	محمد العبيدي Mohammed Al Oyaidi	د. عاصم الحميضي Dr. Asem AlHomaidi	وسام فصيح الدين Wisam Fasihaldin	نايف آل سيف Naif Al-Saif	اسم الصندوق / العضو
SNB Capital AlJawhara Real Estate Fund	✓	✓			صندوق الأهلي الجوهرة العقاري

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

The Fund's Board of Directors held three meetings during 2022. 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 2022م، 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	اسم مدير الصندوق، وعنوانه
SNB Capital Company	شركة الأهلي المالية
King Saud Road, P.O. Box 22216, Riyadh 11495, Saudi Arabia	طريق الملك سعود، ص.ب. 22216، الرياض 11495، المملكة العربية السعودية
Tel: +966 920000232	هاتف: +966 920000232
Website: <a href="http://www.alahlicapital.com">www.alahlicapital.com</a>	الموقع الإلكتروني: <a href="http://www.alahlicapital.com">www.alahlicapital.com</a>

2) Names and addresses of Sub-Manager / Investment Adviser	اسم وعنوان مدير الصندوق من الباطن و/أو مستشارين الاستثمار (إن وجد)
AMUNDI Asset Management	
90 Boulevard Pasteur, 75015 Paris, France.	

3) Investment Activities during the period	أنشطة الاستثمار خلال الفترة
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).	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).

4) Report of investment fund's performance during the period	تقرير الأداء خلال الفترة
Fund Performance -21.43%	أداء الصندوق -21.43%
Benchmark Performance -21.29%	أداء المؤشر -21.29%
The fund underperformed the benchmark by 14bps.	انخفض أداء الصندوق عن أداء المؤشر بفارق 14 نقطة أساس.

5) Terms & Conditions Material Changes	تغييرات حدثت في شروط وأحكام الصندوق
1. Amending the fund's Terms & Conditions in order to comply with the requirements of annex (1) of the amended Investment Funds Regulations.	1. تعديل شروط وأحكام الصندوق للالتزام بمتطلبات الملحق (1) من لائحة صناديق الاستثمار المعدلة.
2. Non-fundamental Changes: as shown below:	2. أ. إضافة فقرة الحد الأدنى للاشتراك والاشتراك الإضافي عبر برنامج الادخار (ISP) -حيثما ينطبق-. ثانياً: تحديث ملخص الصندوق.

First: Adding the minimum subscription and the additional subscription through the Individual Saving Program (ISP) - where applicable.	ثالثاً: تعديل الفقرة الفرعية (ك، ل) من الفقرة الرئيسية (3) "سياسات الاستثمار وممارساته".
Second: Updating the Fund's Summary.	رابعاً: تحديث الفقرات الفرعية (أ، ب) من الفقرة الرئيسية (9) "مقابل الخدمات والعمولات والأتعاب".
Third: Amending subparagraph (k, l) in paragraph (3) "Investment Policies and Practices"	خامساً: تحديث الفقرة الفرعية (ب، هـ) من الفقرة الرئيسية (10) "التقييم والتسعير".
Fourth: Amending subparagraphs (a, b) in paragraph (9) "Fees, Charges and Expenses".	سادساً: تحديث الفقرة الفرعية (و) من الفقرة الرئيسية (24) "مجلس إدارة الصندوق".
Fifth: Amending subparagraph (b, e) in paragraph (10) "Valuation and Pricing".	
Sixth: Amending subparagraph (f) in paragraph (24) "Fund Board".	
<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 تُمكن مالكي الوحدات من اتخاذ قرار مدروس ومبني على معلومات كافية بشأن أنشطة الصندوق خلال الفترة</b>
None.	لا يوجد.
<b>7) Investments in other Investment Funds</b>	<b>7) الاستثمار في صناديق استثمارية أخرى</b>
The fund has not invested substantially in other investment funds.	الصندوق لم يستثمر بشكل كبير في صناديق استثمارية أخرى.
<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>
No special commissions were received during the period.	لم يحصل مدير الصندوق على أي عمولات خاصة خلال الفترة.
<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>
<b>a. Conflict of Interests</b>	<b>أ. تعارض في المصالح</b>
There are no conflict of interests.	لا يوجد تعارض مصالح.
<b>b. Fund Distribution During The Year</b>	<b>ب. توزيعات الصندوق خلال العام</b>
No income or dividends will be distributed to Unitholders.	لا يتم توزيع أي دخل وأرباح على مالكي الوحدات.
<b>c. Incorrect Valuation or Pricing</b>	<b>ج. خطأ في التقييم والتسعير</b>
None.	لا يوجد.
<b>d. Investment Limitation Breaches</b>	<b>د. مخالفة قيود الاستثمار</b>
None.	لا يوجد.
<b>10) Period for the management of the person registered as fund manager</b>	<b>10) مدة إدارة الشخص المسجل كمدير للصندوق</b>
Since August – 2022.	منذ أغسطس – 2022م.
<b>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)</b>	<b>11) الإفصاح عن نسبة مصروفات كل صندوق بنهاية العام والمتوسط المرجح لنسبة مصروفات كل الصناديق الرئيسة المستثمر فيها (حيثما ينطبق)</b>
N/A.	لا ينطبق.

## C) Custodian

## د) أمين الحفظ

### 1) Name and address of custodian

**The Northern Trust Company of Saudi Arabia**  
Floor 20, Kingdom Tower, Olaya, 12214-9597 Riyadh, Saudi Arabia  
Tel.: +96614167922  
Website: [www.northerntrust.com](http://www.northerntrust.com)

### 1) اسم أمين الحفظ، وعنوانه

**شركة نورثن ترست العربية السعودية**  
الدور 20، برج المملكة طريق العروبة - العليا، الرياض 12214-9597 المملكة العربية السعودية  
هاتف: +96614167922  
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

**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 مشغل الصندوق، وعنوانه

**شركة الأهلي المالية**  
طريق الملك سعود، ص.ب. 22216، الرياض 11495، المملكة العربية السعودية  
هاتف: +966 920000232  
الموقع الإلكتروني: [www.alahlicapital.com](http://www.alahlicapital.com)

### 2) Operator's duties and responsibilities

### 2) واجبات ومسؤوليات مشغل الصندوق

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

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

- The fund operator shall be responsible for calculating the price of the units and valuing the assets of the fund. In so doing, the fund operator shall conduct a full and fair valuation according to the fund's Terms & Conditions.

#### E) Auditor

#### و) مراجع الحسابات

##### Name and Address of Auditor

##### KPMG Professional Services

Riyadh Front – Airport Road P.O Box. 92876, Riyadh 11663, Saudi Arabia

Tel: +966118748500

Website: [www.kpmg.com/sa](http://www.kpmg.com/sa)

##### اسم مراجع الحسابات، عنوانه

##### كي بي ام جي للخدمات المهنية

وأجفة الرياض – طريق المطار ص.ب 92876، الرياض 11663 المملكة العربية السعودية

هاتف: +966118748500

الموقع الإلكتروني: [www.kpmg.com/sa](http://www.kpmg.com/sa)

#### 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 Text	Voting Decision	Voting Reason / Justification
Zscaler, Inc.	05-Jan-22	Elect Director Karen Blasing	Withhold	There are issues with the board which do not enable support of the proposal.
Zscaler, Inc.	05-Jan-22	Elect Director Charles Giancarlo	Withhold	There are issues with the board which do not enable support of the proposal.
Zscaler, Inc.	05-Jan-22	Elect Director Eileen Naughton	For	The proposal is in line with our voting policy
Zscaler, Inc.	05-Jan-22	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Zscaler, Inc.	05-Jan-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	LTI with insufficient performance period. There is a lack of transparency on performance goals. The performance conditions are not stringent enough. The cost of the compensation plan is excessive. There is a lack of ESG criteria in the variable compensation. Compensation is excessive compared to peers.
Micron Technology, Inc.	13-Jan-22	Elect Director Richard M. Beyer	For	The proposal is in line with our voting policy
Micron Technology, Inc.	13-Jan-22	Elect Director Lynn A. Dugle	For	The proposal is in line with our voting policy
Micron Technology, Inc.	13-Jan-22	Elect Director Steven J. Gomo	Against	The nominee holds 3 non-executive directorships, all of which as Chairman of the Audit Committee. The nominee is therefore overboarded.
Micron Technology, Inc.	13-Jan-22	Elect Director Linnie Haynesworth	For	The proposal is in line with our voting policy

Micron Technology, Inc.	13-Jan-22	Elect Director Mary Pat McCarthy	For	The proposal is in line with our voting policy
Micron Technology, Inc.	13-Jan-22	Elect Director Sanjay Mehrotra	For	The proposal is in line with our voting policy
Micron Technology, Inc.	13-Jan-22	Elect Director Robert E. Switz	For	The proposal is in line with our voting policy
Micron Technology, Inc.	13-Jan-22	Elect Director MaryAnn Wright	For	The proposal is in line with our voting policy
Micron Technology, Inc.	13-Jan-22	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
Micron Technology, Inc.	13-Jan-22	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Intuit Inc.	20-Jan-22	Elect Director Eve Burton	For	The proposal is in line with our voting policy
Intuit Inc.	20-Jan-22	Elect Director Scott D. Cook	For	The proposal is in line with our voting policy
Intuit Inc.	20-Jan-22	Elect Director Richard L. Dalzell	For	The proposal is in line with our voting policy
Intuit Inc.	20-Jan-22	Elect Director Sasan K. Goodarzi	For	The proposal is in line with our voting policy
Intuit Inc.	20-Jan-22	Elect Director Deborah Liu	For	The proposal is in line with our voting policy
Intuit Inc.	20-Jan-22	Elect Director Takedra Mawakana	For	The proposal is in line with our voting policy
Intuit Inc.	20-Jan-22	Elect Director Suzanne Nora Johnson	For	The proposal is in line with our voting policy
Intuit Inc.	20-Jan-22	Elect Director Dennis D. Powell	For	The proposal is in line with our voting policy
Intuit Inc.	20-Jan-22	Elect Director Brad D. Smith	For	The proposal is in line with our voting policy
Intuit Inc.	20-Jan-22	Elect Director Thomas Szkutak	For	The proposal is in line with our voting policy
Intuit Inc.	20-Jan-22	Elect Director Raul Vazquez	For	The proposal is in line with our voting policy
Intuit Inc.	20-Jan-22	Elect Director Jeff Weiner	For	The proposal is in line with our voting policy
Intuit Inc.	20-Jan-22	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
Intuit Inc.	20-Jan-22	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Intuit Inc.	20-Jan-22	Amend Omnibus Stock Plan	For	The proposal is in line with our voting policy
Becton, Dickinson and Company	25-Jan-22	Elect Director Catherine M. Burzik	For	The proposal is in line with our voting policy
Becton, Dickinson and Company	25-Jan-22	Elect Director Carrie L. Byington	For	The proposal is in line with our voting policy

Becton, Dickinson and Company	25-Jan-22	Elect Director R. Andrew Eckert	For	The proposal is in line with our voting policy
Becton, Dickinson and Company	25-Jan-22	Elect Director Claire M. Fraser	For	The proposal is in line with our voting policy
Becton, Dickinson and Company	25-Jan-22	Elect Director Jeffrey W. Henderson	Against	The nominee holds four non-executive directorships, two of which as an outside Chairman of the Audit Committee. The nominee is therefore overboarded.
Becton, Dickinson and Company	25-Jan-22	Elect Director Christopher Jones	For	The proposal is in line with our voting policy
Becton, Dickinson and Company	25-Jan-22	Elect Director Marshall O. Larsen	For	The proposal is in line with our voting policy
Becton, Dickinson and Company	25-Jan-22	Elect Director David F. Melcher	For	The proposal is in line with our voting policy
Becton, Dickinson and Company	25-Jan-22	Elect Director Thomas E. Polen	For	The proposal is in line with our voting policy
Becton, Dickinson and Company	25-Jan-22	Elect Director Claire Pomeroy	For	The proposal is in line with our voting policy
Becton, Dickinson and Company	25-Jan-22	Elect Director Timothy M. Ring	For	The proposal is in line with our voting policy
Becton, Dickinson and Company	25-Jan-22	Elect Director Bertram L. Scott	Against	The nominee holds four non-executive directorships, two of which as the Chairman of the Audit Committee. The nominee is therefore overboarded.
Becton, Dickinson and Company	25-Jan-22	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Becton, Dickinson and Company	25-Jan-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in variable compensation.
Becton, Dickinson and Company	25-Jan-22	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	The Proposal is in shareholders' interest.
Accenture plc	26-Jan-22	Elect Director Jaime Ardila	Against	The nominee holds 3 non executive directorships, including 2 as Chairman of the Board. He is therefore overboarded.
Accenture plc	26-Jan-22	Elect Director Nancy McKinstry	Against	The nominee holds 1 executive directorship and 2 non executive directorships, including 1 as Chairman of the Audit Committee. She is therefore overboarded.
Accenture plc	26-Jan-22	Elect Director Beth E. Mooney	For	The proposal is in line with our voting policy



Accenture plc	26-Jan-22	Elect Director Gilles C. Pelisson	For	The proposal is in line with our voting policy
Accenture plc	26-Jan-22	Elect Director Paula A. Price	Against	The nominee holds 4 non executive directorships, including 2 as Chairman of the Audit Committee. She is therefore overboarded.
Accenture plc	26-Jan-22	Elect Director Venkata (Murthy) Renduchintala	For	The proposal is in line with our voting policy
Accenture plc	26-Jan-22	Elect Director Arun Sarin	Against	The nominee holds 1 executive directorship and 3 non executive directorships, including 1 as Chairman of the Board. He is therefore overboarded.
Accenture plc	26-Jan-22	Elect Director Julie Sweet	For	The proposal is in line with our voting policy
Accenture plc	26-Jan-22	Elect Director Frank K. Tang	For	The proposal is in line with our voting policy
Accenture plc	26-Jan-22	Elect Director Tracey T. Travis	Against	The nominee holds 1 executive directorship and 2 non executive directorships, including 1 as Chairman of the Audit Committee. She is therefore overboarded.
Accenture plc	26-Jan-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Accenture plc	26-Jan-22	Amend Omnibus Stock Plan	For	The proposal is in line with our voting policy
Accenture plc	26-Jan-22	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	For	The proposal is in line with our voting policy
Accenture plc	26-Jan-22	Renew the Board's Authority to Issue Shares Under Irish Law	For	The proposal is in line with our voting policy
Accenture plc	26-Jan-22	Authorize Board to Opt-Out of Statutory Pre-Emption Rights	For	The proposal is in line with our voting policy
Accenture plc	26-Jan-22	Determine Price Range for Reissuance of Treasury Shares	For	The proposal is in line with our voting policy
D.R. Horton, Inc.	26-Jan-22	Elect Director Donald R. Horton	For	The proposal is in line with our voting policy
D.R. Horton, Inc.	26-Jan-22	Elect Director Barbara K. Allen	For	The proposal is in line with our voting policy
D.R. Horton, Inc.	26-Jan-22	Elect Director Brad S. Anderson	Against	The board is not sufficiently independent as per our voting policy
D.R. Horton, Inc.	26-Jan-22	Elect Director Michael R. Buchanan	Against	The board is not sufficiently independent as per our voting policy
D.R. Horton, Inc.	26-Jan-22	Elect Director Benjamin S. Carson, Sr.	For	The proposal is in line with our voting policy
D.R. Horton, Inc.	26-Jan-22	Elect Director Michael W. Hewatt	Against	The board is not sufficiently independent as per our voting policy
D.R. Horton, Inc.	26-Jan-22	Elect Director Maribess L. Miller	Against	The board is not sufficiently independent as per our voting policy.

D.R. Horton, Inc.	26-Jan-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is excessive. Compensation is excessive compared to peers. There is a lack of ESG criteria in the variable compensation.
D.R. Horton, Inc.	26-Jan-22	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
PTC Inc.	31-Jan-22	Elect Director Mark Benjamin	For	The proposal is in line with our voting policy
PTC Inc.	31-Jan-22	Elect Director Janice Chaffin	For	The proposal is in line with our voting policy
PTC Inc.	31-Jan-22	Elect Director James Heppelmann	For	The proposal is in line with our voting policy
PTC Inc.	31-Jan-22	Elect Director Klaus Hoehn	For	The proposal is in line with our voting policy
PTC Inc.	31-Jan-22	Elect Director Paul Lacy	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 Remuneration Committee which is not composed in majority of independent directors.
PTC Inc.	31-Jan-22	Elect Director Corinna Lathan	For	The proposal is in line with our voting policy
PTC Inc.	31-Jan-22	Elect Director Blake Moret	For	The proposal is in line with our voting policy
PTC Inc.	31-Jan-22	Elect Director Robert Schechter	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 Remuneration Committee which is not composed in majority of independent directors.
PTC Inc.	31-Jan-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
PTC Inc.	31-Jan-22	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Emerson Electric Co.	01-Feb-22	Elect Director Joshua B. Bolten	For	The proposal is in line with our voting policy
Emerson Electric Co.	01-Feb-22	Elect Director William H. Easter, III	For	The proposal is in line with our voting policy
Emerson Electric Co.	01-Feb-22	Elect Director Surendralal (Lal) L. Karsanbhai	For	The proposal is in line with our voting policy
Emerson Electric Co.	01-Feb-22	Elect Director Lori M. Lee	For	The proposal is in line with our voting policy
Emerson Electric Co.	01-Feb-22	Ratify KPMG LLP as Auditors	For	The proposal is in line with our voting policy
Emerson Electric Co.	01-Feb-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG metrics in the variable compensation.
Rockwell Automation, Inc.	01-Feb-22	Elect Director James P. Keane	For	The proposal is in line with our voting policy

Rockwell Automation, Inc.	01-Feb-22	Elect Director Blake D. Moret	Withhold	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
Rockwell Automation, Inc.	01-Feb-22	Elect Director Thomas W. Rosamilia	For	The proposal is in line with our voting policy
Rockwell Automation, Inc.	01-Feb-22	Elect Director Patricia A. Watson	For	The proposal is in line with our voting policy
Rockwell Automation, Inc.	01-Feb-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Rockwell Automation, Inc.	01-Feb-22	Ratify Deloitte & Touche LLP as Auditors	For	The proposal is in line with our voting policy
CGI Inc.	02-Feb-22	Elect Director Alain Bouchard	For	The proposal is in line with our voting policy
CGI Inc.	02-Feb-22	Elect Director George A. Cope	For	The proposal is in line with our voting policy
CGI Inc.	02-Feb-22	Elect Director Paule Dore	For	The proposal is in line with our voting policy
CGI Inc.	02-Feb-22	Elect Director Julie Godin	For	The proposal is in line with our voting policy
CGI Inc.	02-Feb-22	Elect Director Serge Godin	For	The proposal is in line with our voting policy
CGI Inc.	02-Feb-22	Elect Director Andre Imbeau	For	The proposal is in line with our voting policy
CGI Inc.	02-Feb-22	Elect Director Gilles Labbe	For	The proposal is in line with our voting policy
CGI Inc.	02-Feb-22	Elect Director Michael B. Pedersen	For	The proposal is in line with our voting policy
CGI Inc.	02-Feb-22	Elect Director Stephen S. Poloz	For	The proposal is in line with our voting policy
CGI Inc.	02-Feb-22	Elect Director Mary Powell	For	The proposal is in line with our voting policy
CGI Inc.	02-Feb-22	Elect Director Alison C. Reed	For	The proposal is in line with our voting policy
CGI Inc.	02-Feb-22	Elect Director Michael E. Roach	For	The proposal is in line with our voting policy
CGI Inc.	02-Feb-22	Elect Director George D. Schindler	For	The proposal is in line with our voting policy
CGI Inc.	02-Feb-22	Elect Director Kathy N. Waller	Withhold	The nominee holds four non-executive directorships, one of which as an outside Chairman of the Audit Committee. The nominee is therefore overboarded.
CGI Inc.	02-Feb-22	Elect Director Joakim Westh	Withhold	The nominee holds four non-executive directorships, two of which as an outside Chairman of the Audit Committee. The nominee is therefore overboarded.
CGI Inc.	02-Feb-22	Elect Director Frank Witter	For	The proposal is in line with our voting policy
CGI Inc.	02-Feb-22	Approve PricewaterhouseCoopers LLP as Auditors and	For	The proposal is in line with our voting policy

		Authorize the Audit and Risk Management Committee to Fix Their Remuneration		
CGI Inc.	02-Feb-22	SP 1: Increase Formal Employee Representation in Highly Strategic Decision-Making	For	Amundi is in favor of employee involvement in corporate governance and 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.
CGI Inc.	02-Feb-22	SP 2: Adopt French as the Official Language	Against	Considering the fact that the company is subject to Québec French language legislation, the request of the proponent pertaining to amend company's by-laws to include French as the official language of the company appears to be overly prescriptive.
Air Products and Chemicals, Inc.	03-Feb-22	Elect Director Charles I. Cogut	For	The proposal is in line with our voting policy
Air Products and Chemicals, Inc.	03-Feb-22	Elect Director Lisa A. Davis	For	The proposal is in line with our voting policy
Air Products and Chemicals, Inc.	03-Feb-22	Elect Director Seifollah (Seifi) Ghasemi	For	The proposal is in line with our voting policy
Air Products and Chemicals, Inc.	03-Feb-22	Elect Director David H. Y. Ho	For	The proposal is in line with our voting policy
Air Products and Chemicals, Inc.	03-Feb-22	Elect Director Edward L. Monser	For	The proposal is in line with our voting policy
Air Products and Chemicals, Inc.	03-Feb-22	Elect Director Matthew H. Paull	For	The proposal is in line with our voting policy
Air Products and Chemicals, Inc.	03-Feb-22	Elect Director Wayne T. Smith	For	The proposal is in line with our voting policy
Air Products and Chemicals, Inc.	03-Feb-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Air Products and Chemicals, Inc.	03-Feb-22	Ratify Deloitte & Touche LLP as Auditors	For	The proposal is in line with our voting policy
Zendesk, Inc.	25-Feb-22	Issue Shares in Connection with Acquisition	Against	The Proposal is not in shareholders' interest.
Zendesk, Inc.	25-Feb-22	Adjourn Meeting	Against	The Proposal is not in shareholders' interest.
Fair Isaac Corporation	01-Mar-22	Elect Director Braden R. Kelly	For	The proposal is in line with our voting policy
Fair Isaac Corporation	01-Mar-22	Elect Director Fabiola R. Arredondo	For	The proposal is in line with our voting policy
Fair Isaac Corporation	01-Mar-22	Elect Director James D. Kirsner	For	The proposal is in line with our voting policy
Fair Isaac Corporation	01-Mar-22	Elect Director William J. Lansing	For	The proposal is in line with our voting policy
Fair Isaac Corporation	01-Mar-22	Elect Director Eva Manolis	For	The proposal is in line with our voting policy

Fair Isaac Corporation	01-Mar-22	Elect Director Marc F. McMorris	For	The proposal is in line with our voting policy
Fair Isaac Corporation	01-Mar-22	Elect Director Joanna Rees	For	The proposal is in line with our voting policy
Fair Isaac Corporation	01-Mar-22	Elect Director David A. Rey	For	The proposal is in line with our voting policy
Fair Isaac Corporation	01-Mar-22	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.
Fair Isaac Corporation	01-Mar-22	Ratify Deloitte & Touche LLP as Auditors	For	The proposal is in line with our voting policy
Nordson Corporation	01-Mar-22	Elect Director John A. DeFord	For	The proposal is in line with our voting policy
Nordson Corporation	01-Mar-22	Elect Director Jennifer A. Parmentier	For	The proposal is in line with our voting policy
Nordson Corporation	01-Mar-22	Elect Director Victor L. Richey, Jr.	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.
Nordson Corporation	01-Mar-22	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Nordson Corporation	01-Mar-22	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.
Analog Devices, Inc.	09-Mar-22	Elect Director Ray Stata	For	The proposal is in line with our voting policy
Analog Devices, Inc.	09-Mar-22	Elect Director Vincent Roche	For	The proposal is in line with our voting policy
Analog Devices, Inc.	09-Mar-22	Elect Director James A. Champy	Against	The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors.
Analog Devices, Inc.	09-Mar-22	Elect Director Anantha P. Chandrakasan	For	The proposal is in line with our voting policy
Analog Devices, Inc.	09-Mar-22	Elect Director Tunc Doluca	For	The proposal is in line with our voting policy
Analog Devices, Inc.	09-Mar-22	Elect Director Bruce R. Evans	For	The proposal is in line with our voting policy
Analog Devices, Inc.	09-Mar-22	Elect Director Edward H. Frank	For	The proposal is in line with our voting policy
Analog Devices, Inc.	09-Mar-22	Elect Director Laurie H. Glimcher	For	The proposal is in line with our voting policy
Analog Devices, Inc.	09-Mar-22	Elect Director Karen M. Golz	Against	The nominee holds three non-executive directorships, two of which as the Chairperson of the Audit Committee. The nominee is therefore overboarded.
Analog Devices, Inc.	09-Mar-22	Elect Director Mercedes Johnson	Against	The nominee holds four non-executive directorships, two of which as an outside Chairperson of the Audit Committee. The nominee is therefore overboarded.

Analog Devices, Inc.	09-Mar-22	Elect Director Kenton J. Sicchitano	Against	The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors.
Analog Devices, Inc.	09-Mar-22	Elect Director Susie Wee	For	The proposal is in line with our voting policy
Analog Devices, Inc.	09-Mar-22	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.
Analog Devices, Inc.	09-Mar-22	Approve Qualified Employee Stock Purchase Plan	For	The proposal is in line with our voting policy
Analog Devices, Inc.	09-Mar-22	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Johnson Controls International plc	09-Mar-22	Elect Director Jean Blackwell	For	The proposal is in line with our voting policy
Johnson Controls International plc	09-Mar-22	Elect Director Pierre Cohade	For	The proposal is in line with our voting policy
Johnson Controls International plc	09-Mar-22	Elect Director Michael E. Daniels	For	The proposal is in line with our voting policy
Johnson Controls International plc	09-Mar-22	Elect Director W. Roy Dunbar	For	The proposal is in line with our voting policy
Johnson Controls International plc	09-Mar-22	Elect Director Gretchen R. Haggerty	For	The proposal is in line with our voting policy
Johnson Controls International plc	09-Mar-22	Elect Director Simone Menne	For	The proposal is in line with our voting policy
Johnson Controls International plc	09-Mar-22	Elect Director George R. Oliver	For	The proposal is in line with our voting policy
Johnson Controls International plc	09-Mar-22	Elect Director Jurgen Tinggren	For	The proposal is in line with our voting policy
Johnson Controls International plc	09-Mar-22	Elect Director Mark Vergnano	For	The proposal is in line with our voting policy
Johnson Controls International plc	09-Mar-22	Elect Director R. David Yost	For	The proposal is in line with our voting policy
Johnson Controls International plc	09-Mar-22	Elect Director John D. Young	For	The proposal is in line with our voting policy
Johnson Controls International plc	09-Mar-22	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Johnson Controls International plc	09-Mar-22	Authorize Board to Fix Remuneration of Auditors	For	The proposal is in line with our voting policy
Johnson Controls International plc	09-Mar-22	Authorize Market Purchases of Company Shares	For	The proposal is in line with our voting policy
Johnson Controls International plc	09-Mar-22	Determine Price Range for Reissuance of Treasury Shares	For	The proposal is in line with our voting policy
Johnson Controls International plc	09-Mar-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of Climate criteria in the variable compensation.



Johnson Controls International plc	09-Mar-22	Approve the Directors' Authority to Allot Shares	For	The proposal is in line with our voting policy
Johnson Controls International plc	09-Mar-22	Approve the Disapplication of Statutory Pre-Emption Rights	For	The proposal is in line with our voting policy
QUALCOMM Incorporated	09-Mar-22	Elect Director Sylvia Acevedo	For	The proposal is in line with our voting policy
QUALCOMM Incorporated	09-Mar-22	Elect Director Cristiano R. Amon	For	The proposal is in line with our voting policy
QUALCOMM Incorporated	09-Mar-22	Elect Director Mark Fields	For	The proposal is in line with our voting policy
QUALCOMM Incorporated	09-Mar-22	Elect Director Jeffrey W. Henderson	Against	The nominee holds four non-executive directorships, two of which as the Chairman of the Audit Committee. The nominee is therefore overboarded.
QUALCOMM Incorporated	09-Mar-22	Elect Director Gregory N. Johnson	For	The proposal is in line with our voting policy
QUALCOMM Incorporated	09-Mar-22	Elect Director Ann M. Livermore	For	The proposal is in line with our voting policy
QUALCOMM Incorporated	09-Mar-22	Elect Director Mark D. McLaughlin	For	The proposal is in line with our voting policy
QUALCOMM Incorporated	09-Mar-22	Elect Director Jamie S. Miller	For	The proposal is in line with our voting policy
QUALCOMM Incorporated	09-Mar-22	Elect Director Irene B. Rosenfeld	For	The proposal is in line with our voting policy
QUALCOMM Incorporated	09-Mar-22	Elect Director Kornelis (Neil) Smit	For	The proposal is in line with our voting policy
QUALCOMM Incorporated	09-Mar-22	Elect Director Jean-Pascal Tricoire	For	The proposal is in line with our voting policy
QUALCOMM Incorporated	09-Mar-22	Elect Director Anthony J. Vinciguerra	For	The proposal is in line with our voting policy
QUALCOMM Incorporated	09-Mar-22	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
QUALCOMM Incorporated	09-Mar-22	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
TE Connectivity Ltd.	09-Mar-22	Elect Director Terrence R. Curtin	For	The proposal is in line with our voting policy
TE Connectivity Ltd.	09-Mar-22	Elect Director Carol A. (John) Davidson	For	The proposal is in line with our voting policy
TE Connectivity Ltd.	09-Mar-22	Elect Director Lynn A. Dugle	For	The proposal is in line with our voting policy
TE Connectivity Ltd.	09-Mar-22	Elect Director William A. Jeffrey	For	The proposal is in line with our voting policy
TE Connectivity Ltd.	09-Mar-22	Elect Director Syaru Shirley Lin	For	The proposal is in line with our voting policy
TE Connectivity Ltd.	09-Mar-22	Elect Director Thomas J. Lynch	Against	The nominee holds four non-executive directorships, one of which as an the Chairperson of the Board. The nominee is therefore overboarded.

TE Connectivity Ltd.	09-Mar-22	Elect Director Heath A. Mitts	For	The proposal is in line with our voting policy
TE Connectivity Ltd.	09-Mar-22	Elect Director Yong Nam	For	The proposal is in line with our voting policy
TE Connectivity Ltd.	09-Mar-22	Elect Director Abhijit Y. Talwalkar	Against	The nominee holds four non-executive directorships, two of which as an outside Chairperson of the Board. The nominee is therefore overboarded.
TE Connectivity Ltd.	09-Mar-22	Elect Director Mark C. Trudeau	For	The proposal is in line with our voting policy
TE Connectivity Ltd.	09-Mar-22	Elect Director Dawn C. Willoughby	For	The proposal is in line with our voting policy
TE Connectivity Ltd.	09-Mar-22	Elect Director Laura H. Wright	Against	The nominee holds four non-executive directorships, two of which as an outside Chairperson of the Audit Committee. The nominee is therefore overboarded.
TE Connectivity Ltd.	09-Mar-22	Elect Board Chairman Thomas J. Lynch	For	The proposal is in line with our voting policy
TE Connectivity Ltd.	09-Mar-22	Elect Abhijit Y. Talwalkar as Member of Management Development and Compensation Committee	Against	The nominee holds four non-executive directorships, two of which as an outside Chairperson of the Board. The nominee is therefore overboarded.
TE Connectivity Ltd.	09-Mar-22	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.	09-Mar-22	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.	09-Mar-22	Designate Rene Schwarzenbach as Independent Proxy	For	The proposal is in line with our voting policy
TE Connectivity Ltd.	09-Mar-22	Accept Annual Report for Fiscal Year Ended September 24, 2021	For	The proposal is in line with our voting policy
TE Connectivity Ltd.	09-Mar-22	Accept Statutory Financial Statements for Fiscal Year Ended September 24, 2021	For	The proposal is in line with our voting policy
TE Connectivity Ltd.	09-Mar-22	Approve Consolidated Financial Statements for Fiscal Year Ended September 24, 2021	For	The proposal is in line with our voting policy

TE Connectivity Ltd.	09-Mar-22	Approve Discharge of Board and Senior Management	For	The proposal is in line with our voting policy
TE Connectivity Ltd.	09-Mar-22	Ratify Deloitte & Touche LLP as Independent Registered Public Accounting Firm for Fiscal Year 2022	For	The proposal is in line with our voting policy
TE Connectivity Ltd.	09-Mar-22	Ratify Deloitte AG as Swiss Registered Auditors	For	The proposal is in line with our voting policy
TE Connectivity Ltd.	09-Mar-22	Ratify PricewaterhouseCoopers AG as Special Auditors	For	The proposal is in line with our voting policy
TE Connectivity Ltd.	09-Mar-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
TE Connectivity Ltd.	09-Mar-22	Approve Remuneration of Executive Management in the Amount of USD 49.9 Million	For	The proposal is in line with our voting policy
TE Connectivity Ltd.	09-Mar-22	Approve Remuneration of Board of Directors in the Amount of USD 4 Million	For	The proposal is in line with our voting policy
TE Connectivity Ltd.	09-Mar-22	Approve Allocation of Available Earnings at September 24, 2021	For	The proposal is in line with our voting policy
TE Connectivity Ltd.	09-Mar-22	Approve Declaration of Dividend	For	The proposal is in line with our voting policy
TE Connectivity Ltd.	09-Mar-22	Authorize Share Repurchase Program	For	The proposal is in line with our voting policy
TE Connectivity Ltd.	09-Mar-22	Approve Renewal of Authorized Capital	Against	Excessive capital increase without preemptive rights.
TE Connectivity Ltd.	09-Mar-22	Approve Reduction in Share Capital via Cancellation of Shares	For	The proposal is in line with our voting policy
TE Connectivity Ltd.	09-Mar-22	Adjourn Meeting	Against	The Proposal is not in shareholders' interest.
Applied Materials, Inc.	10-Mar-22	Elect Director Rani Borkar	For	The proposal is in line with our voting policy
Applied Materials, Inc.	10-Mar-22	Elect Director Judy Bruner	Against	The nominee holds 4 non-executive directorships, 2 of which as Chairperson of the Audit Committee. The nominee is therefore overboarded.
Applied Materials, Inc.	10-Mar-22	Elect Director Xun (Eric) Chen	For	The proposal is in line with our voting policy
Applied Materials, Inc.	10-Mar-22	Elect Director Aart J. de Geus	For	The proposal is in line with our voting policy
Applied Materials, Inc.	10-Mar-22	Elect Director Gary E. Dickerson	For	The proposal is in line with our voting policy

Applied Materials, Inc.	10-Mar-22	Elect Director Thomas J. Iannotti	Against	The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors.
Applied Materials, Inc.	10-Mar-22	Elect Director Alexander A. Karsner	Against	The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors. The nominee holds 1 executive directorship and 3 non-executive directorships. The nominee is therefore overboarded.
Applied Materials, Inc.	10-Mar-22	Elect Director Adrianna C. Ma	For	The proposal is in line with our voting policy
Applied Materials, Inc.	10-Mar-22	Elect Director Yvonne McGill	For	The proposal is in line with our voting policy
Applied Materials, Inc.	10-Mar-22	Elect Director Scott A. McGregor	For	The proposal is in line with our voting policy
Applied Materials, Inc.	10-Mar-22	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
Applied Materials, Inc.	10-Mar-22	Ratify KPMG LLP as Auditors	For	The proposal is in line with our voting policy
Applied Materials, Inc.	10-Mar-22	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	The Proposal is in shareholders' interest.
Applied Materials, Inc.	10-Mar-22	Improve Executive Compensation Program and Policy	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. Moreover 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. We therefore consider that the proposal has merit.
F5, Inc.	10-Mar-22	Elect Director Sandra E. Bergeron	For	The proposal is in line with our voting policy
F5, Inc.	10-Mar-22	Elect Director Elizabeth L. Buse	For	The proposal is in line with our voting policy
F5, Inc.	10-Mar-22	Elect Director Michael L. Dreyer	For	The proposal is in line with our voting policy
F5, Inc.	10-Mar-22	Elect Director Alan J. Higginson	For	The proposal is in line with our voting policy
F5, Inc.	10-Mar-22	Elect Director Peter S. Klein	Against	The nominee holds four non-executive directorships, three of which as the Chairperson of the Audit Committee. The nominee is therefore overboarded.

F5, Inc.	10-Mar-22	Elect Director Francois Locoh-Donou	For	The proposal is in line with our voting policy
F5, Inc.	10-Mar-22	Elect Director Nikhil Mehta	For	The proposal is in line with our voting policy
F5, Inc.	10-Mar-22	Elect Director Michael F. Montoya	For	The proposal is in line with our voting policy
F5, Inc.	10-Mar-22	Elect Director Marie E. Myers	For	The proposal is in line with our voting policy
F5, Inc.	10-Mar-22	Elect Director James M. Phillips	For	The proposal is in line with our voting policy
F5, Inc.	10-Mar-22	Elect Director Sripada Shivananda	For	The proposal is in line with our voting policy
F5, Inc.	10-Mar-22	Amend Omnibus Stock Plan	For	The proposal is in line with our voting policy
F5, Inc.	10-Mar-22	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
F5, Inc.	10-Mar-22	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
Hologic, Inc.	10-Mar-22	Elect Director Stephen P. MacMillan	For	The proposal is in line with our voting policy
Hologic, Inc.	10-Mar-22	Elect Director Sally W. Crawford	For	The proposal is in line with our voting policy
Hologic, Inc.	10-Mar-22	Elect Director Charles J. Dockendorff	Against	The nominee holds 4 non-executive directorships, 4 of which as Chairperson of the Audit Committee. The nominee is therefore overboarded.
Hologic, Inc.	10-Mar-22	Elect Director Scott T. Garrett	For	The proposal is in line with our voting policy
Hologic, Inc.	10-Mar-22	Elect Director Ludwig N. Hantson	For	The proposal is in line with our voting policy
Hologic, Inc.	10-Mar-22	Elect Director Namal Nawana	For	The proposal is in line with our voting policy
Hologic, Inc.	10-Mar-22	Elect Director Christiana Stamoulis	For	The proposal is in line with our voting policy
Hologic, Inc.	10-Mar-22	Elect Director Amy M. Wendell	For	The proposal is in line with our voting policy
Hologic, Inc.	10-Mar-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG metrics in the variable compensation. The company has shown no or insufficient responsiveness to shareholder dissent.
Hologic, Inc.	10-Mar-22	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Agilent Technologies, Inc.	16-Mar-22	Elect Director Hans E. Bishop	For	The proposal is in line with our voting policy
Agilent Technologies, Inc.	16-Mar-22	Elect Director Otis W. Brawley	For	The proposal is in line with our voting policy
Agilent Technologies, Inc.	16-Mar-22	Elect Director Mikael Dolsten	For	The proposal is in line with our voting policy

Agilent Technologies, Inc.	16-Mar-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Agilent Technologies, Inc.	16-Mar-22	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Agilent Technologies, Inc.	16-Mar-22	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	For	The proposal is in shareholders' interest.
Starbucks Corporation	16-Mar-22	Elect Director Richard E. Allison, Jr.	For	The proposal is in line with our voting policy
Starbucks Corporation	16-Mar-22	Elect Director Andrew Campion	For	The proposal is in line with our voting policy
Starbucks Corporation	16-Mar-22	Elect Director Mary N. Dillon	For	The proposal is in line with our voting policy
Starbucks Corporation	16-Mar-22	Elect Director Isabel Ge Mahe	For	The proposal is in line with our voting policy
Starbucks Corporation	16-Mar-22	Elect Director Mellody Hobson	For	The proposal is in line with our voting policy
Starbucks Corporation	16-Mar-22	Elect Director Kevin R. Johnson	For	The proposal is in line with our voting policy
Starbucks Corporation	16-Mar-22	Elect Director Jorgen Vig Knudstorp	For	The proposal is in line with our voting policy
Starbucks Corporation	16-Mar-22	Elect Director Satya Nadella	For	The proposal is in line with our voting policy
Starbucks Corporation	16-Mar-22	Elect Director Joshua Cooper Ramo	For	The proposal is in line with our voting policy
Starbucks Corporation	16-Mar-22	Elect Director Clara Shih	For	The proposal is in line with our voting policy
Starbucks Corporation	16-Mar-22	Elect Director Javier G. Teruel	For	The proposal is in line with our voting policy
Starbucks Corporation	16-Mar-22	Amend Omnibus Stock Plan	For	The proposal is in line with our voting policy
Starbucks Corporation	16-Mar-22	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
Starbucks Corporation	16-Mar-22	Ratify Deloitte & Touche LLP as Auditors	For	The proposal is in line with our voting policy
Starbucks Corporation	16-Mar-22	Report on Prevention of Harassment and Discrimination in the Workplace	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 suggested report would enable shareholders to assess how the Company has progressed on managing the subject and the risks involved. The proposal therefore has merit.
The Cooper Companies, Inc.	16-Mar-22	Elect Director Colleen E. Jay	For	The proposal is in line with our voting policy
The Cooper Companies, Inc.	16-Mar-22	Elect Director William A. Kozy	For	The proposal is in line with our voting policy



The Cooper Companies, Inc.	16-Mar-22	Elect Director Jody S. Lindell	For	The proposal is in line with our voting policy
The Cooper Companies, Inc.	16-Mar-22	Elect Director Teresa S. Madden	For	The proposal is in line with our voting policy
The Cooper Companies, Inc.	16-Mar-22	Elect Director Gary S. Petersmeyer	For	The proposal is in line with our voting policy
The Cooper Companies, Inc.	16-Mar-22	Elect Director Maria Rivas	For	The proposal is in line with our voting policy
The Cooper Companies, Inc.	16-Mar-22	Elect Director Robert S. Weiss	For	The proposal is in line with our voting policy
The Cooper Companies, Inc.	16-Mar-22	Elect Director Albert G. White, III	For	The proposal is in line with our voting policy
The Cooper Companies, Inc.	16-Mar-22	Ratify KPMG LLP as Auditors	For	The proposal is in line with our voting policy
The Cooper Companies, Inc.	16-Mar-22	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,
Keysight Technologies, Inc.	17-Mar-22	Elect Director James G. Cullen	For	The proposal is in line with our voting policy
Keysight Technologies, Inc.	17-Mar-22	Elect Director Michelle J. Holthaus	For	The proposal is in line with our voting policy
Keysight Technologies, Inc.	17-Mar-22	Elect Director Jean M. Nye	For	The proposal is in line with our voting policy
Keysight Technologies, Inc.	17-Mar-22	Elect Director Joanne B. Olsen	For	The proposal is in line with our voting policy
Keysight Technologies, Inc.	17-Mar-22	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Keysight Technologies, Inc.	17-Mar-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	lack of ESG metrics in variable compensation
Keysight Technologies, Inc.	17-Mar-22	Declassify the Board of Directors	For	The proposal is in line with our voting policy
HEICO Corporation	18-Mar-22	Elect Director Thomas M. Culligan	For	The proposal is in line with our voting policy
HEICO Corporation	18-Mar-22	Elect Director Adolfo Henriques	For	The proposal is in line with our voting policy
HEICO Corporation	18-Mar-22	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. The board lacks diversity.
HEICO Corporation	18-Mar-22	Elect Director Eric A. Mendelson	Withhold	The board is not sufficiently independent as per our voting policy.
HEICO Corporation	18-Mar-22	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	18-Mar-22	Elect Director Victor H. Mendelson	Withhold	The board is not sufficiently independent as per our voting policy.
HEICO Corporation	18-Mar-22	Elect Director Julie Neitzel	For	The proposal is in line with our voting policy
HEICO Corporation	18-Mar-22	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	18-Mar-22	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.
HEICO Corporation	18-Mar-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of Climate criteria in the variable compensation.
HEICO Corporation	18-Mar-22	Ratify Deloitte & Touche LLP as Auditors	For	The proposal is in line with our voting policy
HEICO Corporation	18-Mar-22	Elect Director Thomas M. Culligan	For	The proposal is in line with our voting policy
HEICO Corporation	18-Mar-22	Elect Director Adolfo Henriques	For	The proposal is in line with our voting policy
HEICO Corporation	18-Mar-22	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. The board lacks diversity.
HEICO Corporation	18-Mar-22	Elect Director Eric A. Mendelson	Withhold	The board is not sufficiently independent as per our voting policy.
HEICO Corporation	18-Mar-22	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	18-Mar-22	Elect Director Victor H. Mendelson	Withhold	The board is not sufficiently independent as per our voting policy.

HEICO Corporation	18-Mar-22	Elect Director Julie Neitzel	For	The proposal is in line with our voting policy
HEICO Corporation	18-Mar-22	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	18-Mar-22	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.
HEICO Corporation	18-Mar-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of Climate criteria in the variable compensation.
HEICO Corporation	18-Mar-22	Ratify Deloitte & Touche LLP as Auditors	For	The proposal is in line with our voting policy
Broadcom Inc.	04-Apr-22	Elect Director Diane M. Bryant	For	The proposal is in line with our voting policy
Broadcom Inc.	04-Apr-22	Elect Director Gayla J. Delly	For	The proposal is in line with our voting policy
Broadcom Inc.	04-Apr-22	Elect Director Raul J. Fernandez	For	The proposal is in line with our voting policy
Broadcom Inc.	04-Apr-22	Elect Director Eddy W. Hartenstein	For	The proposal is in line with our voting policy
Broadcom Inc.	04-Apr-22	Elect Director Check Kian Low	For	The proposal is in line with our voting policy
Broadcom Inc.	04-Apr-22	Elect Director Justine F. Page	For	The proposal is in line with our voting policy
Broadcom Inc.	04-Apr-22	Elect Director Henry Samuelli	For	The proposal is in line with our voting policy
Broadcom Inc.	04-Apr-22	Elect Director Hock E. Tan	For	The proposal is in line with our voting policy
Broadcom Inc.	04-Apr-22	Elect Director Harry L. You	Against	The nominee holds seven non-executive directorships, one of which an outside Chairperson of the Board and another one as an outside Chairperson of the Audit Committee. The nominee is therefore overboarded.
Broadcom Inc.	04-Apr-22	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Broadcom Inc.	04-Apr-22	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.
A. O. Smith Corporation	12-Apr-22	Elect Director Victoria M. Holt	Withhold	The board lacks diversity.

A. O. Smith Corporation	12-Apr-22	Elect Director Michael M. Larsen	For	The proposal is in line with our voting policy
A. O. Smith Corporation	12-Apr-22	Elect Director Idelle K. Wolf	Withhold	The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors.
A. O. Smith Corporation	12-Apr-22	Elect Director Gene C. Wulf	Withhold	The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors.
A. O. Smith Corporation	12-Apr-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of Climate criteria in the variable compensation.
A. O. Smith Corporation	12-Apr-22	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Synopsys, Inc.	12-Apr-22	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.	12-Apr-22	Elect Director Janice D. Chaffin	For	The proposal is in line with our voting policy
Synopsys, Inc.	12-Apr-22	Elect Director Bruce R. Chizen	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, 2 of which as Chairperson of the Board. The nominee is therefore overboarded.
Synopsys, Inc.	12-Apr-22	Elect Director Mercedes Johnson	Against	The nominee holds 4 non-executive directorships, 2 of which as Chairperson of the Audit Committee. The nominee is therefore overboarded.
Synopsys, Inc.	12-Apr-22	Elect Director Chrysostomos L. "Max" Nikias	For	The proposal is in line with our voting policy
Synopsys, Inc.	12-Apr-22	Elect Director Jeannine P. Sargent	Against	The nominee holds 4 non-executive directorships, 1 of which as Chairperson of the Audit Committee. The nominee is therefore overboarded.
Synopsys, Inc.	12-Apr-22	Elect Director John G. Schwarz	Against	The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors.
Synopsys, Inc.	12-Apr-22	Elect Director Roy Vallee	For	The proposal is in line with our voting policy
Synopsys, Inc.	12-Apr-22	Amend Omnibus Stock Plan	For	The proposal is in line with our voting policy
Synopsys, Inc.	12-Apr-22	Amend Qualified Employee Stock Purchase Plan	For	The proposal is in line with our voting policy
Synopsys, Inc.	12-Apr-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Synopsys, Inc.	12-Apr-22	Ratify KPMG LLP as Auditors	For	The proposal is in line with our voting policy
Synopsys, Inc.	12-Apr-22	Provide Right to Act by Written Consent	For	The Proposal is in shareholders' interest.

Adobe Inc.	14-Apr-22	Elect Director Amy Banse	For	The proposal is in line with our voting policy
Adobe Inc.	14-Apr-22	Elect Director Brett Biggs	For	The proposal is in line with our voting policy
Adobe Inc.	14-Apr-22	Elect Director Melanie Boulden	For	The proposal is in line with our voting policy
Adobe Inc.	14-Apr-22	Elect Director Frank Calderoni	For	The proposal is in line with our voting policy
Adobe Inc.	14-Apr-22	Elect Director Laura Desmond	For	The proposal is in line with our voting policy
Adobe Inc.	14-Apr-22	Elect Director Shantanu Narayen	For	The proposal is in line with our voting policy
Adobe Inc.	14-Apr-22	Elect Director Spencer Neumann	For	The proposal is in line with our voting policy
Adobe Inc.	14-Apr-22	Elect Director Kathleen Oberg	For	The proposal is in line with our voting policy
Adobe Inc.	14-Apr-22	Elect Director Dheeraj Pandey	For	The proposal is in line with our voting policy
Adobe Inc.	14-Apr-22	Elect Director David Ricks	For	The proposal is in line with our voting policy
Adobe Inc.	14-Apr-22	Elect Director Daniel Rosensweig	For	The proposal is in line with our voting policy
Adobe Inc.	14-Apr-22	Elect Director John Warnock	For	The proposal is in line with our voting policy
Adobe Inc.	14-Apr-22	Ratify KPMG LLP as Auditors	For	The proposal is in line with our voting policy
Adobe Inc.	14-Apr-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG metrics in the variable compensation
Duke Realty Corporation	14-Apr-22	Elect Director John P. Case	For	The proposal is in line with our voting policy
Duke Realty Corporation	14-Apr-22	Elect Director James B. Connor	For	The proposal is in line with our voting policy
Duke Realty Corporation	14-Apr-22	Elect Director Tamara D. Fischer	For	The proposal is in line with our voting policy
Duke Realty Corporation	14-Apr-22	Elect Director Norman K. Jenkins	For	The proposal is in line with our voting policy
Duke Realty Corporation	14-Apr-22	Elect Director Kelly T. Killingsworth	For	The proposal is in line with our voting policy
Duke Realty Corporation	14-Apr-22	Elect Director Melanie R. Sabelhaus	For	The proposal is in line with our voting policy
Duke Realty Corporation	14-Apr-22	Elect Director Peter M. Scott, III	For	The proposal is in line with our voting policy
Duke Realty Corporation	14-Apr-22	Elect Director David P. Stockert	For	The proposal is in line with our voting policy
Duke Realty Corporation	14-Apr-22	Elect Director Chris T. Sultemeier	For	The proposal is in line with our voting policy
Duke Realty Corporation	14-Apr-22	Elect Director Warren M. Thompson	For	The proposal is in line with our voting policy

Duke Realty Corporation	14-Apr-22	Elect Director Lynn C. Thurber	For	The proposal is in line with our voting policy
Duke Realty Corporation	14-Apr-22	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
Duke Realty Corporation	14-Apr-22	Ratify KPMG LLP as Auditors	For	The proposal is in line with our voting policy
HP Inc.	19-Apr-22	Elect Director Aida M. Alvarez	For	The proposal is in line with our voting policy
HP Inc.	19-Apr-22	Elect Director Shumeet Banerji	For	The proposal is in line with our voting policy
HP Inc.	19-Apr-22	Elect Director Robert R. Bennett	For	The proposal is in line with our voting policy
HP Inc.	19-Apr-22	Elect Director Charles "Chip" V. Bergh	For	The proposal is in line with our voting policy
HP Inc.	19-Apr-22	Elect Director Bruce Broussard	For	The proposal is in line with our voting policy
HP Inc.	19-Apr-22	Elect Director Stacy Brown-Philpot	For	The proposal is in line with our voting policy
HP Inc.	19-Apr-22	Elect Director Stephanie A. Burns	For	The proposal is in line with our voting policy
HP Inc.	19-Apr-22	Elect Director Mary Anne Citrino	For	The proposal is in line with our voting policy
HP Inc.	19-Apr-22	Elect Director Richard L. Clemmer	For	The proposal is in line with our voting policy
HP Inc.	19-Apr-22	Elect Director Enrique J. Lores	For	The proposal is in line with our voting policy
HP Inc.	19-Apr-22	Elect Director Judith "Jami" Miscik	For	The proposal is in line with our voting policy
HP Inc.	19-Apr-22	Elect Director Kim K.W. Rucker	For	The proposal is in line with our voting policy
HP Inc.	19-Apr-22	Elect Director Subra Suresh	For	The proposal is in line with our voting policy
HP Inc.	19-Apr-22	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
HP Inc.	19-Apr-22	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
HP Inc.	19-Apr-22	Amend Omnibus Stock Plan	For	The proposal is in line with our voting policy
HP Inc.	19-Apr-22	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	The Proposal is in shareholders' interest.
EOG Resources, Inc.	20-Apr-22	Elect Director Janet F. Clark	For	The proposal is in line with our voting policy
EOG Resources, Inc.	20-Apr-22	Elect Director Charles R. Crisp	For	The proposal is in line with our voting policy
EOG Resources, Inc.	20-Apr-22	Elect Director Robert P. Daniels	For	The proposal is in line with our voting policy



EOG Resources, Inc.	20-Apr-22	Elect Director James C. Day	For	The proposal is in line with our voting policy
EOG Resources, Inc.	20-Apr-22	Elect Director C. Christopher Gaut	For	The proposal is in line with our voting policy
EOG Resources, Inc.	20-Apr-22	Elect Director Michael T. Kerr	For	The proposal is in line with our voting policy
EOG Resources, Inc.	20-Apr-22	Elect Director Julie J. Robertson	Against	The board lacks diversity.
EOG Resources, Inc.	20-Apr-22	Elect Director Donald F. Textor	For	The proposal is in line with our voting policy
EOG Resources, Inc.	20-Apr-22	Elect Director William R. Thomas	For	The proposal is in line with our voting policy
EOG Resources, Inc.	20-Apr-22	Elect Director Ezra Y. Yacob	For	The proposal is in line with our voting policy
EOG Resources, Inc.	20-Apr-22	Ratify Deloitte & Touche LLP as Auditors	For	The proposal is in line with our voting policy
EOG Resources, Inc.	20-Apr-22	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
The Sherwin-Williams Company	20-Apr-22	Elect Director Kerri B. Anderson	Against	The nominee holds four non-executive directorships, two of which as an outside Chairperson of the Audit Committee. The nominee is therefore overboarded.
The Sherwin-Williams Company	20-Apr-22	Elect Director Arthur F. Anton	Against	The nominee holds four non-executive directorships, one of which as an outside Chairperson of the Board. The nominee is therefore overboarded.
The Sherwin-Williams Company	20-Apr-22	Elect Director Jeff M. Fettig	For	The proposal is in line with our voting policy
The Sherwin-Williams Company	20-Apr-22	Elect Director Richard J. Kramer	Against	The board lacks diversity.
The Sherwin-Williams Company	20-Apr-22	Elect Director John G. Morikis	For	The proposal is in line with our voting policy
The Sherwin-Williams Company	20-Apr-22	Elect Director Christine A. Poon	For	The proposal is in line with our voting policy
The Sherwin-Williams Company	20-Apr-22	Elect Director Aaron M. Powell	For	The proposal is in line with our voting policy
The Sherwin-Williams Company	20-Apr-22	Elect Director Marta R. Stewart	For	The proposal is in line with our voting policy
The Sherwin-Williams Company	20-Apr-22	Elect Director Michael H. Thaman	For	The proposal is in line with our voting policy
The Sherwin-Williams Company	20-Apr-22	Elect Director Matthew Thornton, III	For	The proposal is in line with our voting policy

The Sherwin-Williams Company	20-Apr-22	Elect Director Steven H. Wunning	For	The proposal is in line with our voting policy
The Sherwin-Williams Company	20-Apr-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of Climate criteria in the variable compensation.
The Sherwin-Williams Company	20-Apr-22	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Citrix Systems, Inc.	21-Apr-22	Approve Merger Agreement	For	The proposal is in line with our voting policy
Citrix Systems, Inc.	21-Apr-22	Advisory Vote on Golden Parachutes	Against	The severance entitlements are excessive. The remuneration structure is not satisfactory.
Citrix Systems, Inc.	21-Apr-22	Adjourn Meeting	For	The proposal is in line with our voting policy
Newmont Corporation	21-Apr-22	Elect Director Patrick G. Awuah, Jr.	For	The proposal is in line with our voting policy
Newmont Corporation	21-Apr-22	Elect Director Gregory H. Boyce	For	The proposal is in line with our voting policy
Newmont Corporation	21-Apr-22	Elect Director Bruce R. Brook	Against	The nominee holds four non-executive directorships, three of which as the Chairperson of the Audit Committee. The nominee is therefore overboarded.
Newmont Corporation	21-Apr-22	Elect Director Maura Clark	For	The proposal is in line with our voting policy
Newmont Corporation	21-Apr-22	Elect Director Emma FitzGerald	For	The proposal is in line with our voting policy
Newmont Corporation	21-Apr-22	Elect Director Mary A. Laschinger	For	The proposal is in line with our voting policy
Newmont Corporation	21-Apr-22	Elect Director Jose Manuel Madero	For	The proposal is in line with our voting policy
Newmont Corporation	21-Apr-22	Elect Director Rene Medori	Against	The nominee holds three non-executive directorships, one of which as an outside Chairperson of the Board and another as an outside Chairperson of the Audit Committee. The nominee is therefore overboarded.
Newmont Corporation	21-Apr-22	Elect Director Jane Nelson	For	The proposal is in line with our voting policy
Newmont Corporation	21-Apr-22	Elect Director Thomas Palmer	For	The proposal is in line with our voting policy
Newmont Corporation	21-Apr-22	Elect Director Julio M. Quintana	For	The proposal is in line with our voting policy
Newmont Corporation	21-Apr-22	Elect Director Susan N. Story	For	The proposal is in line with our voting policy
Newmont Corporation	21-Apr-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of Climate criteria in the variable compensation.
Newmont Corporation	21-Apr-22	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Stanley Black & Decker, Inc.	22-Apr-22	Elect Director Andrea J. Ayers	For	The proposal is in line with our voting policy

Stanley Black & Decker, Inc.	22-Apr-22	Elect Director Patrick D. Campbell	Against	The nominee holds four non-executive directorships, two of which as an outside Chairperson of the Board and one as the Chairperson of the Audit Committee. 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.
Stanley Black & Decker, Inc.	22-Apr-22	Elect Director Carlos M. Cardoso	For	The proposal is in line with our voting policy
Stanley Black & Decker, Inc.	22-Apr-22	Elect Director Robert B. Coutts	Against	The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors.
Stanley Black & Decker, Inc.	22-Apr-22	Elect Director Debra A. Crew	For	The proposal is in line with our voting policy
Stanley Black & Decker, Inc.	22-Apr-22	Elect Director Michael D. Hankin	For	The proposal is in line with our voting policy
Stanley Black & Decker, Inc.	22-Apr-22	Elect Director James M. Loree	For	The proposal is in line with our voting policy
Stanley Black & Decker, Inc.	22-Apr-22	Elect Director Adrian V. Mitchell	For	The proposal is in line with our voting policy
Stanley Black & Decker, Inc.	22-Apr-22	Elect Director Jane M. Palmieri	For	The proposal is in line with our voting policy
Stanley Black & Decker, Inc.	22-Apr-22	Elect Director Mojdeh Poul	For	The proposal is in line with our voting policy
Stanley Black & Decker, Inc.	22-Apr-22	Elect Director Irving Tan	For	The proposal is in line with our voting policy
Stanley Black & Decker, Inc.	22-Apr-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of Climate criteria in the variable compensation.
Stanley Black & Decker, Inc.	22-Apr-22	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Stanley Black & Decker, Inc.	22-Apr-22	Approve Omnibus Stock Plan	For	The proposal is in line with our voting policy
Stanley Black & Decker, Inc.	22-Apr-22	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	The Proposal is in shareholders' interest.
Fastenal Company	23-Apr-22	Elect Director Scott A. Satterlee	Against	The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors.
Fastenal Company	23-Apr-22	Elect Director Michael J. Ancius	Against	The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors.
Fastenal Company	23-Apr-22	Elect Director Stephen L. Eastman	For	The proposal is in line with our voting policy
Fastenal Company	23-Apr-22	Elect Director Daniel L. Florness	For	The proposal is in line with our voting policy
Fastenal Company	23-Apr-22	Elect Director Rita J. Heise	Against	The board lacks diversity .

Fastenal Company	23-Apr-22	Elect Director Hsenghung Sam Hsu	For	The proposal is in line with our voting policy
Fastenal Company	23-Apr-22	Elect Director Daniel L. Johnson	For	The proposal is in line with our voting policy
Fastenal Company	23-Apr-22	Elect Director Nicholas J. Lundquist	For	The proposal is in line with our voting policy
Fastenal Company	23-Apr-22	Elect Director Sarah N. Nielsen	For	The proposal is in line with our voting policy
Fastenal Company	23-Apr-22	Elect Director Reyne K. Wisecup	For	The proposal is in line with our voting policy
Fastenal Company	23-Apr-22	Ratify KPMG LLP as Auditors	For	The proposal is in line with our voting policy
Fastenal Company	23-Apr-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of Climate criteria in the variable compensation.
Bio-Rad Laboratories, Inc.	26-Apr-22	Elect Director Melinda Litherland	For	The proposal is in line with our voting policy
Bio-Rad Laboratories, Inc.	26-Apr-22	Elect Director Arnold A. Pinkston	For	The proposal is in line with our voting policy
Bio-Rad Laboratories, Inc.	26-Apr-22	Ratify KPMG LLP as Auditors	For	The proposal is in line with our voting policy
Equity LifeStyle Properties, Inc.	26-Apr-22	Elect Director Andrew Berkenfield	For	The proposal is in line with our voting policy
Equity LifeStyle Properties, Inc.	26-Apr-22	Elect Director Derrick Burks	For	The proposal is in line with our voting policy
Equity LifeStyle Properties, Inc.	26-Apr-22	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.	26-Apr-22	Elect Director David Contis	Withhold	The board lacks diversity. 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. There are issues with the board which do not enable support of the proposal.
Equity LifeStyle Properties, Inc.	26-Apr-22	Elect Director Constance Freedman	For	The proposal is in line with our voting policy
Equity LifeStyle Properties, Inc.	26-Apr-22	Elect Director Thomas Heneghan	Withhold	The board is not sufficiently independent as per our voting policy.

Equity LifeStyle Properties, Inc.	26-Apr-22	Elect Director Marguerite Nader	For	The proposal is in line with our voting policy
Equity LifeStyle Properties, Inc.	26-Apr-22	Elect Director Scott Peppet	For	The proposal is in line with our voting policy
Equity LifeStyle Properties, Inc.	26-Apr-22	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.
Equity LifeStyle Properties, Inc.	26-Apr-22	Elect Director Samuel Zell	Withhold	The board is not sufficiently independent as per our voting policy. The nominee holds four non-executive directorships, all of which as the Chairperson of the Board. The nominee is therefore overboarded.
Equity LifeStyle Properties, Inc.	26-Apr-22	Ratify Ernst & Young, LLP as Auditors	For	The proposal is in line with our voting policy
Equity LifeStyle Properties, Inc.	26-Apr-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
MSCI Inc.	26-Apr-22	Elect Director Henry A. Fernandez	For	The proposal is in line with our voting policy
MSCI Inc.	26-Apr-22	Elect Director Robert G. Ashe	For	The proposal is in line with our voting policy
MSCI Inc.	26-Apr-22	Elect Director Wayne Edmunds	For	The proposal is in line with our voting policy
MSCI Inc.	26-Apr-22	Elect Director Catherine R. Kinney	For	The proposal is in line with our voting policy
MSCI Inc.	26-Apr-22	Elect Director Jacques P. Perold	Against	The board lacks diversity.
MSCI Inc.	26-Apr-22	Elect Director Sandy C. Rattray	For	The proposal is in line with our voting policy
MSCI Inc.	26-Apr-22	Elect Director Linda H. Riefler	For	The proposal is in line with our voting policy
MSCI Inc.	26-Apr-22	Elect Director Marcus L. Smith	For	The proposal is in line with our voting policy
MSCI Inc.	26-Apr-22	Elect Director Rajat Taneja	For	The proposal is in line with our voting policy
MSCI Inc.	26-Apr-22	Elect Director Paula Volent	For	The proposal is in line with our voting policy
MSCI Inc.	26-Apr-22	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
MSCI Inc.	26-Apr-22	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
PerkinElmer, Inc.	26-Apr-22	Elect Director Peter Barrett	For	The proposal is in line with our voting policy
PerkinElmer, Inc.	26-Apr-22	Elect Director Samuel R. Chapin	Against	The nominee holds three non-executive directorships, two of which as the Chairperson of

				the Audit Committee. The nominee is therefore overboarded.
PerkinElmer, Inc.	26-Apr-22	Elect Director Sylvie Gregoire	For	The proposal is in line with our voting policy
PerkinElmer, Inc.	26-Apr-22	Elect Director Alexis P. Michas	Against	The board lacks diversity.
PerkinElmer, Inc.	26-Apr-22	Elect Director Prahlad R. Singh	For	The proposal is in line with our voting policy
PerkinElmer, Inc.	26-Apr-22	Elect Director Michel Vounatsos	For	The proposal is in line with our voting policy
PerkinElmer, Inc.	26-Apr-22	Elect Director Frank Witney	Against	The nominee holds three non-executive directorships, one of which as an outside Chairperson of the Board and one as an outside Chairperson of the Audit Committee. The nominee is therefore overboarded.
PerkinElmer, Inc.	26-Apr-22	Elect Director Pascale Witz	For	The proposal is in line with our voting policy
PerkinElmer, Inc.	26-Apr-22	Ratify Deloitte & Touche LLP as Auditors	For	The proposal is in line with our voting policy
PerkinElmer, Inc.	26-Apr-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Rollins, Inc.	26-Apr-22	Elect Director Susan R. Bell	Withhold	The nominee holds four non-executive directorships, one of which as the Chairperson of the Audit Committee. The nominee is therefore overboarded.
Rollins, Inc.	26-Apr-22	Elect Director Donald P. Carson	Withhold	The board lacks diversity. The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors.
Rollins, Inc.	26-Apr-22	Elect Director Louise S. Sams	For	The proposal is in line with our voting policy
Rollins, Inc.	26-Apr-22	Elect Director John F. Wilson	For	The proposal is in line with our voting policy
Rollins, Inc.	26-Apr-22	Ratify Grant Thornton LLP as Auditors	For	The proposal is in line with our voting policy
Rollins, Inc.	26-Apr-22	Approve Qualified Employee Stock Purchase Plan	For	The proposal is in line with our voting policy
The Coca-Cola Company	26-Apr-22	Elect Director Herb Allen	For	The proposal is in line with our voting policy
The Coca-Cola Company	26-Apr-22	Elect Director Marc Bolland	Against	The nominee holds one executive mandate and two non-executive directorships, one of which as an outside Chairperson of the Board . The nominee is therefore overboarded.
The Coca-Cola Company	26-Apr-22	Elect Director Ana Botin	For	The proposal is in line with our voting policy
The Coca-Cola Company	26-Apr-22	Elect Director Christopher C. Davis	Against	The nominee holds one executive mandate and three non-executive directorships. The nominee is therefore overboarded.



The Coca-Cola Company	26-Apr-22	Elect Director Barry Diller	Against	The nominee holds two executive mandates and two non-executive directorships. The nominee is therefore overboarded. The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors.
The Coca-Cola Company	26-Apr-22	Elect Director Helene D. Gayle	For	The proposal is in line with our voting policy
The Coca-Cola Company	26-Apr-22	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	26-Apr-22	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.
The Coca-Cola Company	26-Apr-22	Elect Director James Quincey	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
The Coca-Cola Company	26-Apr-22	Elect Director Caroline J. Tsay	For	The proposal is in line with our voting policy
The Coca-Cola Company	26-Apr-22	Elect Director David B. Weinberg	For	The proposal is in line with our voting policy
The Coca-Cola Company	26-Apr-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation. The company has not disclosed sufficient information to enable support of the proposal. Compensation is excessive.
The Coca-Cola Company	26-Apr-22	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
The Coca-Cola Company	26-Apr-22	Report on External Public Health Costs	For	While we are mindful of disclosure efforts made by the Company, we support 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". 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	26-Apr-22	Report on Global Public Policy and Political Influence	For	While we are aware of the current disclosures made by the Company on this matter, increased disclosure would allow shareholders to more fully assess risks presented by its political spending.

The Coca-Cola Company	26-Apr-22	Require Independent Board Chair	Abstain	The proponent's demonstration lacks substance. We nevertheless generally favor an independent Chair. We therefore abstain.
Aptiv Plc	27-Apr-22	Elect Director Kevin P. Clark	For	The proposal is in line with our voting policy
Aptiv Plc	27-Apr-22	Elect Director Richard L. Clemmer	For	The proposal is in line with our voting policy
Aptiv Plc	27-Apr-22	Elect Director Nancy E. Cooper	For	The proposal is in line with our voting policy
Aptiv Plc	27-Apr-22	Elect Director Joseph L. Hooley	For	The proposal is in line with our voting policy
Aptiv Plc	27-Apr-22	Elect Director Merit E. Janow	For	The proposal is in line with our voting policy
Aptiv Plc	27-Apr-22	Elect Director Sean O. Mahoney	For	The proposal is in line with our voting policy
Aptiv Plc	27-Apr-22	Elect Director Paul M. Meister	Against	The board lacks diversity. The nominee holds four non-executive directorships, one of which as an outside Chairperson of the Board and another as an outside Chairperson of the Audit Committee. The nominee is therefore overboarded.
Aptiv Plc	27-Apr-22	Elect Director Robert K. Ortberg	For	The proposal is in line with our voting policy
Aptiv Plc	27-Apr-22	Elect Director Colin J. Parris	For	The proposal is in line with our voting policy
Aptiv Plc	27-Apr-22	Elect Director Ana G. Pinczuk	For	The proposal is in line with our voting policy
Aptiv Plc	27-Apr-22	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	27-Apr-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of Climate criteria in the variable compensation.
Canadian Pacific Railway Limited	27-Apr-22	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Canadian Pacific Railway Limited	27-Apr-22	Amend Stock Option Incentive Plan	For	The proposal is in line with our voting policy
Canadian Pacific Railway Limited	27-Apr-22	Advisory Vote on Executive Compensation Approach	Against	Compensation is excessive compared to peers. There is a lack of Climate criteria in the variable compensation.
Canadian Pacific Railway Limited	27-Apr-22	Management Advisory Vote on Climate Change	Against	While we praise the recent efforts to set a GHG reduction target consistent with well-below 2°C global warming mitigation pathways, we strongly encourage the company to provide visibility on how it intends to achieve this target, and in particular to clarify the concrete actions planned along with the means dedicated to such actions. We also expect the management to be incentivized to deliver against this target. As a carrier of fossil fuels and thermal coal and oil sands in particular, we also expect the company's climate plan to include a

				phase out plan for the transportation of such products that is aligned with the modelled scenarios consistent with the 1.5°C objective.
Canadian Pacific Railway Limited	27-Apr-22	Elect Director John Baird	Withhold	The nominee holds four non-executive directorships, two of which as an outside Chairperson of the Board. The nominee is therefore overboarded.
Canadian Pacific Railway Limited	27-Apr-22	Elect Director Isabelle Courville	For	The proposal is in line with our voting policy
Canadian Pacific Railway Limited	27-Apr-22	Elect Director Keith E. Creel	For	The proposal is in line with our voting policy
Canadian Pacific Railway Limited	27-Apr-22	Elect Director Gillian H. Denham	Withhold	The nominee holds four non-executive directorships, one of which as an outside Chairperson of the Board. The nominee is therefore overboarded.
Canadian Pacific Railway Limited	27-Apr-22	Elect Director Edward R. Hamberger	For	The proposal is in line with our voting policy
Canadian Pacific Railway Limited	27-Apr-22	Elect Director Matthew H. Paull	For	The proposal is in line with our voting policy
Canadian Pacific Railway Limited	27-Apr-22	Elect Director Jane L. Peverett	Withhold	The nominee holds four non-executive directorships, one of which as an outside Chairperson of the Audit Committee. The nominee is therefore overboarded.
Canadian Pacific Railway Limited	27-Apr-22	Elect Director Andrea Robertson	For	The proposal is in line with our voting policy
Canadian Pacific Railway Limited	27-Apr-22	Elect Director Gordon T. Trafton	For	The proposal is in line with our voting policy
Eaton Corporation plc	27-Apr-22	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	27-Apr-22	Elect Director Christopher M. Connor	For	The proposal is in line with our voting policy
Eaton Corporation plc	27-Apr-22	Elect Director Olivier Leonetti	For	The proposal is in line with our voting policy
Eaton Corporation plc	27-Apr-22	Elect Director Deborah L. McCoy	For	The proposal is in line with our voting policy
Eaton Corporation plc	27-Apr-22	Elect Director Silvio Napoli	For	The proposal is in line with our voting policy
Eaton Corporation plc	27-Apr-22	Elect Director Gregory R. Page	Against	The nominee holds four non-executive directorships, one of which as an outside Chairperson of the Board. The nominee is therefore overboarded.
Eaton Corporation plc	27-Apr-22	Elect Director Sandra Pianalto	For	The proposal is in line with our voting policy
Eaton Corporation plc	27-Apr-22	Elect Director Robert V. Pragada	For	The proposal is in line with our voting policy
Eaton Corporation plc	27-Apr-22	Elect Director Lori J. Ryerkerk	For	The proposal is in line with our voting policy
Eaton Corporation plc	27-Apr-22	Elect Director Gerald B. Smith	For	The proposal is in line with our voting policy

Eaton Corporation plc	27-Apr-22	Elect Director Dorothy C. Thompson	For	The proposal is in line with our voting policy
Eaton Corporation plc	27-Apr-22	Elect Director Darryl L. Wilson	For	The proposal is in line with our voting policy
Eaton Corporation plc	27-Apr-22	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	27-Apr-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of Climate criteria in the variable compensation.
Eaton Corporation plc	27-Apr-22	Authorize Issue of Equity with Pre-emptive Rights	For	The proposal is in line with our voting policy
Eaton Corporation plc	27-Apr-22	Authorize Issue of Equity without Pre-emptive Rights	For	The proposal is in line with our voting policy
Eaton Corporation plc	27-Apr-22	Authorize Share Repurchase of Issued Share Capital	For	The proposal is in line with our voting policy
Eaton Corporation plc	27-Apr-22	Approve Capitalization and Related Capital Reduction to Create Distributable Reserves	For	The proposal is in line with our voting policy
Entegris, Inc.	27-Apr-22	Elect Director Michael A. Bradley	Against	The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors.
Entegris, Inc.	27-Apr-22	Elect Director Rodney Clark	For	The proposal is in line with our voting policy
Entegris, Inc.	27-Apr-22	Elect Director James F. Gentilcore	For	The proposal is in line with our voting policy
Entegris, Inc.	27-Apr-22	Elect Director Yvette Kanouff	For	The proposal is in line with our voting policy
Entegris, Inc.	27-Apr-22	Elect Director James P. Lederer	For	The proposal is in line with our voting policy
Entegris, Inc.	27-Apr-22	Elect Director Bertrand Loy	For	The proposal is in line with our voting policy
Entegris, Inc.	27-Apr-22	Elect Director Paul L.H. Olson	Against	The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors.
Entegris, Inc.	27-Apr-22	Elect Director Azita Saleki-Gerhardt	Against	The board lacks diversity.
Entegris, Inc.	27-Apr-22	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.
Entegris, Inc.	27-Apr-22	Ratify KPMG LLP as Auditors	For	The proposal is in line with our voting policy
Kimberly-Clark Corporation	27-Apr-22	Elect Director Sylvia M. Burwell	For	The proposal is in line with our voting policy
Kimberly-Clark Corporation	27-Apr-22	Elect Director John W. Culver	For	The proposal is in line with our voting policy

Kimberly-Clark Corporation	27-Apr-22	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	27-Apr-22	Elect Director Michael D. Hsu	For	The proposal is in line with our voting policy
Kimberly-Clark Corporation	27-Apr-22	Elect Director Mae C. Jemison	Against	The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors.
Kimberly-Clark Corporation	27-Apr-22	Elect Director S. Todd Maclin	For	The proposal is in line with our voting policy
Kimberly-Clark Corporation	27-Apr-22	Elect Director Deirdre A. Mahlan	Against	The nominee holds three non-executive directorships, two of which as an outside Chairperson of the Audit Committee. The nominee is therefore overboarded.
Kimberly-Clark Corporation	27-Apr-22	Elect Director Sherilyn S. McCoy	For	The proposal is in line with our voting policy
Kimberly-Clark Corporation	27-Apr-22	Elect Director Christa S. Quarles	For	The proposal is in line with our voting policy
Kimberly-Clark Corporation	27-Apr-22	Elect Director Jaime A. Ramirez	For	The proposal is in line with our voting policy
Kimberly-Clark Corporation	27-Apr-22	Elect Director Dunia A. Shive	Against	The nominee holds four non-executive directorships, two of which as the Chairperson of the Audit Committee. The nominee is therefore overboarded.
Kimberly-Clark Corporation	27-Apr-22	Elect Director Mark T. Smucker	For	The proposal is in line with our voting policy
Kimberly-Clark Corporation	27-Apr-22	Elect Director Michael D. White	For	The proposal is in line with our voting policy
Kimberly-Clark Corporation	27-Apr-22	Ratify Deloitte & Touche LLP as Auditors	For	The proposal is in line with our voting policy
Kimberly-Clark Corporation	27-Apr-22	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
Ritchie Bros. Auctioneers Incorporated	27-Apr-22	Elect Director Erik Olsson	Withhold	The nominee holds four non-executive directorships, two of which as the Chairperson of the Board. The nominee is therefore overboarded.
Ritchie Bros. Auctioneers Incorporated	27-Apr-22	Elect Director Ann Fandozzi	For	The proposal is in line with our voting policy
Ritchie Bros. Auctioneers Incorporated	27-Apr-22	Elect Director Robert George Elton	For	The proposal is in line with our voting policy
Ritchie Bros. Auctioneers Incorporated	27-Apr-22	Elect Director Sarah Raiss	For	The proposal is in line with our voting policy
Ritchie Bros. Auctioneers Incorporated	27-Apr-22	Elect Director Christopher Zimmerman	For	The proposal is in line with our voting policy
Ritchie Bros. Auctioneers Incorporated	27-Apr-22	Elect Director Adam DeWitt	For	The proposal is in line with our voting policy

Ritchie Bros. Auctioneers Incorporated	27-Apr-22	Elect Director Lisa Hook	For	The proposal is in line with our voting policy
Ritchie Bros. Auctioneers Incorporated	27-Apr-22	Elect Director Mahesh Shah	For	The proposal is in line with our voting policy
Ritchie Bros. Auctioneers Incorporated	27-Apr-22	Elect Director Carol M. Stephenson	For	The proposal is in line with our voting policy
Ritchie Bros. Auctioneers Incorporated	27-Apr-22	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	27-Apr-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation. Compensation is excessive compared to peers.
Ritchie Bros. Auctioneers Incorporated	27-Apr-22	Amend Shareholder Rights Plan	For	The proposal is in line with our voting policy
Ritchie Bros. Auctioneers Incorporated	27-Apr-22	Approve Increase in Size of Board from Ten to Twelve	For	The proposal is in line with our voting policy
Ritchie Bros. Auctioneers Incorporated	27-Apr-22	Advisory Vote on Say on Pay Frequency	One Year	
W.W. Grainger, Inc.	27-Apr-22	Elect Director Rodney C. Adkins	Withhold	The nominee holds four non-executive directorships, one of which as an outside Chairperson of the Board. The nominee is therefore overboarded.
W.W. Grainger, Inc.	27-Apr-22	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.	27-Apr-22	Elect Director Katherine D. Jaspon	For	The proposal is in line with our voting policy
W.W. Grainger, Inc.	27-Apr-22	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.	27-Apr-22	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.	27-Apr-22	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.	27-Apr-22	Elect Director Beatriz R. Perez	For	The proposal is in line with our voting policy
W.W. Grainger, Inc.	27-Apr-22	Elect Director Michael J. Roberts	For	The proposal is in line with our voting policy
W.W. Grainger, Inc.	27-Apr-22	Elect Director E. Scott Santi	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.	27-Apr-22	Elect Director Susan Slavik Williams	For	The proposal is in line with our voting policy
W.W. Grainger, Inc.	27-Apr-22	Elect Director Lucas E. Watson	For	The proposal is in line with our voting policy
W.W. Grainger, Inc.	27-Apr-22	Elect Director Steven A. White	Withhold	The nominee holds one outside executive mandate and three non-executive directorships. The nominee is therefore overboarded.
W.W. Grainger, Inc.	27-Apr-22	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
W.W. Grainger, Inc.	27-Apr-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of Climate criteria in the variable compensation.
W.W. Grainger, Inc.	27-Apr-22	Approve Omnibus Stock Plan	For	The proposal is in line with our voting policy
Activision Blizzard, Inc.	28-Apr-22	Approve Merger Agreement	For	The proposal is in line with our voting policy
Activision Blizzard, Inc.	28-Apr-22	Advisory Vote on Golden Parachutes	Against	Certain executive officers are provided with enhanced change-in-control benefits and the severance payments are considered excessive as per Amundi's voting guidelines.
Activision Blizzard, Inc.	28-Apr-22	Adjourn Meeting	For	The proposal is in line with our voting policy
Avery Dennison Corporation	28-Apr-22	Elect Director Bradley A. Alford	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.
Avery Dennison Corporation	28-Apr-22	Elect Director Anthony K. Anderson	For	The proposal is in line with our voting policy
Avery Dennison Corporation	28-Apr-22	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	28-Apr-22	Elect Director Ken C. Hicks	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.
Avery Dennison Corporation	28-Apr-22	Elect Director Andres A. Lopez	For	The proposal is in line with our voting policy
Avery Dennison Corporation	28-Apr-22	Elect Director Patrick T. Siewert	Against	The board lacks diversity. 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.
Avery Dennison Corporation	28-Apr-22	Elect Director Julia A. Stewart	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.
Avery Dennison Corporation	28-Apr-22	Elect Director Martha N. Sullivan	For	The proposal is in line with our voting policy
Avery Dennison Corporation	28-Apr-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of Climate criteria in the variable compensation.
Avery Dennison Corporation	28-Apr-22	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Church & Dwight Co., Inc.	28-Apr-22	Elect Director Bradlen S. Cashaw	For	The proposal is in line with our voting policy
Church & Dwight Co., Inc.	28-Apr-22	Elect Director James R. Craigie	Against	The board is not sufficiently independent as per our voting policy
Church & Dwight Co., Inc.	28-Apr-22	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.	28-Apr-22	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.
Church & Dwight Co., Inc.	28-Apr-22	Elect Director Penry W. Price	For	The proposal is in line with our voting policy
Church & Dwight Co., Inc.	28-Apr-22	Elect Director Susan G. Saideman	For	The proposal is in line with our voting policy
Church & Dwight Co., Inc.	28-Apr-22	Elect Director Ravichandra K. Saligram	Against	The board is not sufficiently independent as per our voting policy. The board lacks diversity.
Church & Dwight Co., Inc.	28-Apr-22	Elect Director Robert K. Shearer	Against	The board is not sufficiently independent as per our voting policy The nominee holds three non-executive directorships, all of which as the Chairperson of the Audit Committee. The nominee is therefore overboarded.
Church & Dwight Co., Inc.	28-Apr-22	Elect Director Janet S. Vergis	For	The proposal is in line with our voting policy
Church & Dwight Co., Inc.	28-Apr-22	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.	28-Apr-22	Elect Director Laurie J. Yoler	For	The proposal is in line with our voting policy
Church & Dwight Co., Inc.	28-Apr-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Church & Dwight Co., Inc.	28-Apr-22	Ratify Deloitte & Touche LLP as Auditors	For	The proposal is in line with our voting policy
Church & Dwight Co., Inc.	28-Apr-22	Amend Omnibus Stock Plan	For	The proposal is in line with our voting policy
Church & Dwight Co., Inc.	28-Apr-22	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	The Proposal is in shareholders' interest.

FMC Corporation	28-Apr-22	Elect Director Pierre Brondeau	Against	The board is not sufficiently independent as per our voting policy.
FMC Corporation	28-Apr-22	Elect Director Eduardo E. Cordeiro	For	The proposal is in line with our voting policy
FMC Corporation	28-Apr-22	Elect Director Carol Anthony ("John") Davidson	For	The proposal is in line with our voting policy
FMC Corporation	28-Apr-22	Elect Director Mark Douglas	For	The proposal is in line with our voting policy
FMC Corporation	28-Apr-22	Elect Director Kathy L. Fortmann	For	The proposal is in line with our voting policy
FMC Corporation	28-Apr-22	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	28-Apr-22	Elect Director K'Lynne Johnson	For	The proposal is in line with our voting policy
FMC Corporation	28-Apr-22	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	28-Apr-22	Elect Director Paul J. Norris	Against	The board lacks diversity. 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	28-Apr-22	Elect Director Margareth Ovrum	For	The proposal is in line with our voting policy
FMC Corporation	28-Apr-22	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	28-Apr-22	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.
FMC Corporation	28-Apr-22	Ratify KPMG LLP as Auditors	For	The proposal is in line with our voting policy
FMC Corporation	28-Apr-22	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
Genuine Parts Company	28-Apr-22	Elect Director Elizabeth W. Camp	For	The proposal is in line with our voting policy
Genuine Parts Company	28-Apr-22	Elect Director Richard Cox, Jr.	For	The proposal is in line with our voting policy

Genuine Parts Company	28-Apr-22	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	28-Apr-22	Elect Director Gary P. Fayard	For	The proposal is in line with our voting policy
Genuine Parts Company	28-Apr-22	Elect Director P. Russell Hardin	For	The proposal is in line with our voting policy
Genuine Parts Company	28-Apr-22	Elect Director John R. Holder	For	The proposal is in line with our voting policy
Genuine Parts Company	28-Apr-22	Elect Director Donna W. Hyland	For	The proposal is in line with our voting policy
Genuine Parts Company	28-Apr-22	Elect Director John D. Johns	Withhold	The board lacks diversity.
Genuine Parts Company	28-Apr-22	Elect Director Jean-Jacques Lafont	For	The proposal is in line with our voting policy
Genuine Parts Company	28-Apr-22	Elect Director Robert C. 'Robin' Loudermilk, Jr.	For	The proposal is in line with our voting policy
Genuine Parts Company	28-Apr-22	Elect Director Wendy B. Needham	For	The proposal is in line with our voting policy
Genuine Parts Company	28-Apr-22	Elect Director Juliette W. Pryor	For	The proposal is in line with our voting policy
Genuine Parts Company	28-Apr-22	Elect Director E. Jenner Wood, III	For	The proposal is in line with our voting policy
Genuine Parts Company	28-Apr-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Genuine Parts Company	28-Apr-22	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Horizon Therapeutics Public Limited Company	28-Apr-22	Elect Director Michael Grey	Against	The board lacks diversity. The nominee holds two executive mandates and two non-executive directorships, one of which as an outside Chairperson of the Board. The nominee is therefore overboarded.
Horizon Therapeutics Public Limited Company	28-Apr-22	Elect Director Jeff Himawan	For	The proposal is in line with our voting policy
Horizon Therapeutics Public Limited Company	28-Apr-22	Elect Director Susan Mahony	For	The proposal is in line with our voting policy
Horizon Therapeutics Public Limited Company	28-Apr-22	Ratify PricewaterhouseCoopers LLP as Auditors and Authorise Their Remuneration	For	The proposal is in line with our voting policy
Horizon Therapeutics Public Limited Company	28-Apr-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is excessive compared to peers.

Horizon Therapeutics Public Limited Company	28-Apr-22	Authorize Market Purchases or Overseas Market Purchases of Ordinary Shares	For	The proposal is in line with our voting policy
Horizon Therapeutics Public Limited Company	28-Apr-22	Amend Omnibus Stock Plan	For	The proposal is in line with our voting policy
Intuitive Surgical, Inc.	28-Apr-22	Elect Director Craig H. Barratt	For	The proposal is in line with our voting policy
Intuitive Surgical, Inc.	28-Apr-22	Elect Director Joseph C. Beery	For	The proposal is in line with our voting policy
Intuitive Surgical, Inc.	28-Apr-22	Elect Director Gary S. Guthart	For	The proposal is in line with our voting policy
Intuitive Surgical, Inc.	28-Apr-22	Elect Director Amal M. Johnson	For	The proposal is in line with our voting policy
Intuitive Surgical, Inc.	28-Apr-22	Elect Director Don R. Kania	For	The proposal is in line with our voting policy
Intuitive Surgical, Inc.	28-Apr-22	Elect Director Amy L. Ladd	For	The proposal is in line with our voting policy
Intuitive Surgical, Inc.	28-Apr-22	Elect Director Keith R. Leonard, Jr.	For	The proposal is in line with our voting policy
Intuitive Surgical, Inc.	28-Apr-22	Elect Director Alan J. Levy	For	The proposal is in line with our voting policy
Intuitive Surgical, Inc.	28-Apr-22	Elect Director Jami Dover Nachtsheim	For	The proposal is in line with our voting policy
Intuitive Surgical, Inc.	28-Apr-22	Elect Director Monica P. Reed	For	The proposal is in line with our voting policy
Intuitive Surgical, Inc.	28-Apr-22	Elect Director Mark J. Rubash	For	The proposal is in line with our voting policy
Intuitive Surgical, Inc.	28-Apr-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Intuitive Surgical, Inc.	28-Apr-22	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Intuitive Surgical, Inc.	28-Apr-22	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.
J.B. Hunt Transport Services, Inc.	28-Apr-22	Elect Director Douglas G. Duncan	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.
J.B. Hunt Transport Services, Inc.	28-Apr-22	Elect Director Francesca M. Edwardson	For	The proposal is in line with our voting policy

J.B. Hunt Transport Services, Inc.	28-Apr-22	Elect Director Wayne Garrison	Against	The board is not sufficiently independent as per our voting policy.
J.B. Hunt Transport Services, Inc.	28-Apr-22	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 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.
J.B. Hunt Transport Services, Inc.	28-Apr-22	Elect Director Gary C. George	Against	The board lacks diversity. 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.
J.B. Hunt Transport Services, Inc.	28-Apr-22	Elect Director Thad (John B., III) Hill	For	The proposal is in line with our voting policy
J.B. Hunt Transport Services, Inc.	28-Apr-22	Elect Director J. Bryan Hunt, Jr.	Against	The board is not sufficiently independent as per our voting policy.
J.B. Hunt Transport Services, Inc.	28-Apr-22	Elect Director Gale V. King	For	The proposal is in line with our voting policy
J.B. Hunt Transport Services, Inc.	28-Apr-22	Elect Director John N. Roberts, III	For	The proposal is in line with our voting policy
J.B. Hunt Transport Services, Inc.	28-Apr-22	Elect Director James L. Robo	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.
J.B. Hunt Transport Services, Inc.	28-Apr-22	Elect Director Kirk Thompson	Against	The board is not sufficiently independent as per our voting policy
J.B. Hunt Transport Services, Inc.	28-Apr-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of Climate criteria in the variable compensation.
J.B. Hunt Transport Services, Inc.	28-Apr-22	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Johnson & Johnson	28-Apr-22	Elect Director Darius Adamczyk	For	The proposal is in line with our voting policy



Johnson & Johnson	28-Apr-22	Elect Director Mary C. Beckerle	For	The proposal is in line with our voting policy
Johnson & Johnson	28-Apr-22	Elect Director D. Scott Davis	For	The proposal is in line with our voting policy
Johnson & Johnson	28-Apr-22	Elect Director Ian E. L. Davis	For	The proposal is in line with our voting policy
Johnson & Johnson	28-Apr-22	Elect Director Jennifer A. Doudna	For	The proposal is in line with our voting policy
Johnson & Johnson	28-Apr-22	Elect Director Joaquin Duato	For	The proposal is in line with our voting policy
Johnson & Johnson	28-Apr-22	Elect Director Alex Gorsky	For	The proposal is in line with our voting policy
Johnson & Johnson	28-Apr-22	Elect Director Marillyn A. Hewson	For	The proposal is in line with our voting policy
Johnson & Johnson	28-Apr-22	Elect Director Hubert Joly	For	The proposal is in line with our voting policy
Johnson & Johnson	28-Apr-22	Elect Director Mark B. McClellan	For	The proposal is in line with our voting policy
Johnson & Johnson	28-Apr-22	Elect Director Anne M. Mulcahy	For	The proposal is in line with our voting policy
Johnson & Johnson	28-Apr-22	Elect Director A. Eugene Washington	For	The proposal is in line with our voting policy
Johnson & Johnson	28-Apr-22	Elect Director Mark A. Weinberger	For	The proposal is in line with our voting policy
Johnson & Johnson	28-Apr-22	Elect Director Nadja Y. West	For	The proposal is in line with our voting policy
Johnson & Johnson	28-Apr-22	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
Johnson & Johnson	28-Apr-22	Approve Omnibus Stock Plan	For	The proposal is in line with our voting policy
Johnson & Johnson	28-Apr-22	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Johnson & Johnson	28-Apr-22	Adopt a Mandatory Arbitration Bylaw *Withdrawn Resolution*		This is a non-votable item
Johnson & Johnson	28-Apr-22	Report on a Civil Rights, Equity, Diversity and Inclusion Audit	Against	We do not see that the proponent has demonstrated a deficiency in the Company's current level of disclosure on the matter, and therefore we consider that the proposal is not in shareholders' interest.
Johnson & Johnson	28-Apr-22	Oversee and Report a Racial Equity Audit	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 light of the events of 2020, companies must ensure that they are properly addressing issues of racial injustice in their communities and workforces. Not doing so could result in significant reputational risks for the Company. We therefore

				consider that the proposal is in shareholders' interests.
Johnson & Johnson	28-Apr-22	Report on Government Financial Support and Access to COVID-19 Vaccines and Therapeutics	Against	Given that the Company has been involved in controversies related to vaccine inequity, the proposed report would shed more light on the subject and be beneficial to shareholders to understand how the company is managing related risks.
Johnson & Johnson	28-Apr-22	Report on Public Health Costs of Limited Sharing of Vaccine Technology	Against	Amundi is not convinced by the interest for shareholders of this proposal as the scope of the request is overly broad. Shareholders would have greater benefit coming from an analysis of independent experts, such as the scientific and economic community, to evaluate the relationship between intellectual property rights, the economy, and portfolio returns.
Johnson & Johnson	28-Apr-22	Discontinue Global Sales of Baby Powder Containing Talc	Against	Amundi is not convinced by the interest for shareholders of this proposal. The company discloses a variety of information surrounding talc in its products and cites multiple studies proving the safety of its talc.
Johnson & Johnson	28-Apr-22	Report on Charitable Contributions	Against	We do not see that the proponent has demonstrated a deficiency in the Company's current level of disclosure on the matter, and therefore we consider that the proposal is not in shareholders' interest.
Johnson & Johnson	28-Apr-22	Publish Third-Party Review of Alignment of Company's Lobbying Activities with its Public Statements	For	Increased disclosure would allow shareholders to more fully assess risks presented by the Company's Contributions and Expenditures.
Johnson & Johnson	28-Apr-22	Adopt Policy to Include Legal and Compliance Costs in Incentive Compensation Metrics	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.
Johnson & Johnson	28-Apr-22	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.
Pfizer Inc.	28-Apr-22	Elect Director Ronald E. Blaylock	For	The proposal is in line with our voting policy
Pfizer Inc.	28-Apr-22	Elect Director Albert Bourla	For	The proposal is in line with our voting policy
Pfizer Inc.	28-Apr-22	Elect Director Susan Desmond-Hellmann	For	The proposal is in line with our voting policy

Pfizer Inc.	28-Apr-22	Elect Director Joseph J. Echevarria	Against	The nominee holds four non-executive directorships, one of which as an outside Chairperson of the Board and one as an outside Chairperson of the Audit Committee. The nominee is therefore overboarded.
Pfizer Inc.	28-Apr-22	Elect Director Scott Gottlieb	For	The proposal is in line with our voting policy
Pfizer Inc.	28-Apr-22	Elect Director Helen H. Hobbs	For	The proposal is in line with our voting policy
Pfizer Inc.	28-Apr-22	Elect Director Susan Hockfield	For	The proposal is in line with our voting policy
Pfizer Inc.	28-Apr-22	Elect Director Dan R. Littman	For	The proposal is in line with our voting policy
Pfizer Inc.	28-Apr-22	Elect Director Shantanu Narayen	For	The proposal is in line with our voting policy
Pfizer Inc.	28-Apr-22	Elect Director Suzanne Nora Johnson	For	The proposal is in line with our voting policy
Pfizer Inc.	28-Apr-22	Elect Director James Quincey	For	The proposal is in line with our voting policy
Pfizer Inc.	28-Apr-22	Elect Director James C. Smith	For	The proposal is in line with our voting policy
Pfizer Inc.	28-Apr-22	Ratify KPMG LLP as Auditors	For	The proposal is in line with our voting policy
Pfizer Inc.	28-Apr-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Pfizer Inc.	28-Apr-22	Amend Proxy Access Right	For	The Proposal is in shareholders' interest.
Pfizer Inc.	28-Apr-22	Report on Congruency of Political Electioneering Expenditures with Company Values and Policies	Against	We do not see that the proponent has demonstrated a deficiency in the Company's current level of disclosure on the matter, and therefore we consider that the proposal is not in shareholders' interest.
Pfizer Inc.	28-Apr-22	Report on Feasibility of Technology Transfer to Boost Covid-19 Vaccine Production	For	Given that the Company has been involved in controversies related to vaccine inequity, the proposed report would shed more light on the subject and be beneficial to shareholders to understand how the company is managing related risks.
Pfizer Inc.	28-Apr-22	Report on Board Oversight of Risks Related to Anticompetitive Practices	For	Given that the Company has been involved in controversies related to anticompetitive practices, the proposed report would shed more light on the subject and be beneficial to shareholders.
Pfizer Inc.	28-Apr-22	Report on Public Health Costs of Limited Sharing of Vaccine Technology	Against	Amundi is not convinced by the interest for shareholders of this proposal as the scope of the request is overly broad. Shareholders would have greater benefit coming from an analysis of independent experts, such as the scientific and economic community, to evaluate the relationship between intellectual property rights, the economy, and portfolio returns.

Texas Instruments Incorporated	28-Apr-22	Elect Director Mark A. Blinn	For	The proposal is in line with our voting policy
Texas Instruments Incorporated	28-Apr-22	Elect Director Todd M. Bluedorn	For	The proposal is in line with our voting policy
Texas Instruments Incorporated	28-Apr-22	Elect Director Janet F. Clark	For	The proposal is in line with our voting policy
Texas Instruments Incorporated	28-Apr-22	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. The nominee holds 4 non-executive directorships, 2 of which as Chairperson of the Board. The nominee is therefore overboarded.
Texas Instruments Incorporated	28-Apr-22	Elect Director Martin S. Craighead	For	The proposal is in line with our voting policy
Texas Instruments Incorporated	28-Apr-22	Elect Director Jean M. Hobby	For	The proposal is in line with our voting policy
Texas Instruments Incorporated	28-Apr-22	Elect Director Michael D. Hsu	For	The proposal is in line with our voting policy
Texas Instruments Incorporated	28-Apr-22	Elect Director Haviv Ilan	For	The proposal is in line with our voting policy
Texas Instruments Incorporated	28-Apr-22	Elect Director Ronald Kirk	For	The proposal is in line with our voting policy
Texas Instruments Incorporated	28-Apr-22	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 4 non-executive directorships, 1 of which as Chairperson of the Audit Committee. The nominee is therefore overboarded.
Texas Instruments Incorporated	28-Apr-22	Elect Director Robert E. Sanchez	For	The proposal is in line with our voting policy
Texas Instruments Incorporated	28-Apr-22	Elect Director Richard K. Templeton	For	The proposal is in line with our voting policy
Texas Instruments Incorporated	28-Apr-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Texas Instruments Incorporated	28-Apr-22	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Texas Instruments Incorporated	28-Apr-22	Reduce Ownership Threshold for	For	The Proposal is in shareholders' interest.

		Shareholders to Call Special Meeting		
Abbott Laboratories	29-Apr-22	Elect Director Robert J. Alpern	Against	The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors.
Abbott Laboratories	29-Apr-22	Elect Director Sally E. Blount	For	The proposal is in line with our voting policy
Abbott Laboratories	29-Apr-22	Elect Director Robert B. Ford	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
Abbott Laboratories	29-Apr-22	Elect Director Paola Gonzalez	For	The proposal is in line with our voting policy
Abbott Laboratories	29-Apr-22	Elect Director Michelle A. Kumbier	For	The proposal is in line with our voting policy
Abbott Laboratories	29-Apr-22	Elect Director Darren W. McDew	For	The proposal is in line with our voting policy
Abbott Laboratories	29-Apr-22	Elect Director Nancy McKinstry	Against	The nominee holds one executive mandate and two non-executive directorships, one of which as the Chairperson of the Audit Committee. The nominee is therefore overboarded.
Abbott Laboratories	29-Apr-22	Elect Director William A. Osborn	Against	The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors.
Abbott Laboratories	29-Apr-22	Elect Director Michael F. Roman	For	The proposal is in line with our voting policy
Abbott Laboratories	29-Apr-22	Elect Director Daniel J. Starks	For	The proposal is in line with our voting policy
Abbott Laboratories	29-Apr-22	Elect Director John G. Stratton	For	The proposal is in line with our voting policy
Abbott Laboratories	29-Apr-22	Elect Director Glenn F. Tilton	For	The proposal is in line with our voting policy
Abbott Laboratories	29-Apr-22	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Abbott Laboratories	29-Apr-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Abbott Laboratories	29-Apr-22	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	The Proposal is in shareholders' interest.
Abbott Laboratories	29-Apr-22	Require Independent Board Chair	For	The shareholder proposal is in the interest of long-term shareholders. An independent chair is preferable and has the ability to propose a pro-shareholder agenda
Abbott Laboratories	29-Apr-22	Adopt Policy on 10b5-1 Plans	For	The shareholder proposal is in the interest of long-term shareholders. The proposed safeguards would improve the principles of the 10b5-1 plans held by the company and are not considered overly burdensome.

Abbott Laboratories	29-Apr-22	Report on Lobbying Payments and Policy	For	Increased disclosure would allow shareholders to more fully assess risks presented by the Company's Political Contributions and Expenditures.
Abbott Laboratories	29-Apr-22	Report on Public Health Costs of Antimicrobial Resistance	Against	The shareholder request appears overly prescriptive. The company appears to be at industry standards regarding its antimicrobial resistance policies and practices. A commissioned study evaluating the public health costs of preventing the growth of antimicrobial resistance and the impacts to the financial returns of diversified shareholders would be better undertaken by regulators and the scientific community.
Agnico Eagle Mines Limited	29-Apr-22	Elect Director Leona Aglukkaq	For	The proposal is in line with our voting policy
Agnico Eagle Mines Limited	29-Apr-22	Elect Director Ammar Al-Joundi	For	The proposal is in line with our voting policy
Agnico Eagle Mines Limited	29-Apr-22	Elect Director Sean Boyd	For	The proposal is in line with our voting policy
Agnico Eagle Mines Limited	29-Apr-22	Elect Director Martine A. Celej	For	The proposal is in line with our voting policy
Agnico Eagle Mines Limited	29-Apr-22	Elect Director Robert J. Gemmell	For	The proposal is in line with our voting policy
Agnico Eagle Mines Limited	29-Apr-22	Elect Director Jonathan Gill	For	The proposal is in line with our voting policy
Agnico Eagle Mines Limited	29-Apr-22	Elect Director Peter Grosskopf	For	The proposal is in line with our voting policy
Agnico Eagle Mines Limited	29-Apr-22	Elect Director Elizabeth Lewis-Gray	For	The proposal is in line with our voting policy
Agnico Eagle Mines Limited	29-Apr-22	Elect Director Deborah McCombe	For	The proposal is in line with our voting policy
Agnico Eagle Mines Limited	29-Apr-22	Elect Director Jeffrey Parr	For	The proposal is in line with our voting policy
Agnico Eagle Mines Limited	29-Apr-22	Elect Director John Merfyn Roberts	For	The proposal is in line with our voting policy
Agnico Eagle Mines Limited	29-Apr-22	Elect Director Jamie C. Sokalsky	Withhold	The nominee holds three non-executive directorships, one of which as an outside Chairperson of the Board and another as an outside Chairperson of the Audit Committee. The nominee is therefore overboarded.
Agnico Eagle Mines Limited	29-Apr-22	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	29-Apr-22	Amend Incentive Share Purchase Plan	For	The proposal is in line with our voting policy
Agnico Eagle Mines Limited	29-Apr-22	Advisory Vote on Executive Compensation Approach	Against	Compensation is excessive compared to peers. There is a lack of Climate criteria in the variable compensation. There is a notable disconnect between pay and performance.
Corteva, Inc.	29-Apr-22	Elect Director Lamberto Andreotti	For	The proposal is in line with our voting policy



Corteva, Inc.	29-Apr-22	Elect Director Klaus A. Engel	For	The proposal is in line with our voting policy
Corteva, Inc.	29-Apr-22	Elect Director David C. Everitt	For	The proposal is in line with our voting policy
Corteva, Inc.	29-Apr-22	Elect Director Janet P. Giesselman	For	The proposal is in line with our voting policy
Corteva, Inc.	29-Apr-22	Elect Director Karen H. Grimes	For	The proposal is in line with our voting policy
Corteva, Inc.	29-Apr-22	Elect Director Michael O. Johanns	For	The proposal is in line with our voting policy
Corteva, Inc.	29-Apr-22	Elect Director Rebecca B. Liebert	For	The proposal is in line with our voting policy
Corteva, Inc.	29-Apr-22	Elect Director Marcos M. Lutz	For	The proposal is in line with our voting policy
Corteva, Inc.	29-Apr-22	Elect Director Charles V. Magro	For	The proposal is in line with our voting policy
Corteva, Inc.	29-Apr-22	Elect Director Nayaki R. Nayyar	For	The proposal is in line with our voting policy
Corteva, Inc.	29-Apr-22	Elect Director Gregory R. Page	Against	The board lacks diversity. The nominee holds four non-executive directorships, one of which as the Chairman of the Board. The nominee is therefore overboarded.
Corteva, Inc.	29-Apr-22	Elect Director Kerry J. Preete	For	The proposal is in line with our voting policy
Corteva, Inc.	29-Apr-22	Elect Director Patrick J. Ward	For	The proposal is in line with our voting policy
Corteva, Inc.	29-Apr-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of Climate criteria in the variable compensation.
Corteva, Inc.	29-Apr-22	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Coterra Energy Inc.	29-Apr-22	Elect Director Dorothy M. Ables	For	The proposal is in line with our voting policy
Coterra Energy Inc.	29-Apr-22	Elect Director Robert S. Boswell	For	The proposal is in line with our voting policy
Coterra Energy Inc.	29-Apr-22	Elect Director Amanda M. Brock	For	The proposal is in line with our voting policy
Coterra Energy Inc.	29-Apr-22	Elect Director Dan O. Dinges	For	The proposal is in line with our voting policy
Coterra Energy Inc.	29-Apr-22	Elect Director Paul N. Eckley	For	The proposal is in line with our voting policy
Coterra Energy Inc.	29-Apr-22	Elect Director Hans Helmerich	For	The proposal is in line with our voting policy
Coterra Energy Inc.	29-Apr-22	Elect Director Thomas E. Jorden	For	The proposal is in line with our voting policy
Coterra Energy Inc.	29-Apr-22	Elect Director Lisa A. Stewart	For	The proposal is in line with our voting policy
Coterra Energy Inc.	29-Apr-22	Elect Director Frances M. Vallejo	For	The proposal is in line with our voting policy

Coterra Energy Inc.	29-Apr-22	Elect Director Marcus A. Watts	For	The proposal is in line with our voting policy
Coterra Energy Inc.	29-Apr-22	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Coterra Energy Inc.	29-Apr-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The remuneration structure is not satisfactory.
Teleflex Incorporated	29-Apr-22	Elect Director John C. Heinmiller	For	The proposal is in line with our voting policy
Teleflex Incorporated	29-Apr-22	Elect Director Andrew A. Krakauer	For	The proposal is in line with our voting policy
Teleflex Incorporated	29-Apr-22	Elect Director Neena M. Patil	For	The proposal is in line with our voting policy
Teleflex Incorporated	29-Apr-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Teleflex Incorporated	29-Apr-22	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Teleflex Incorporated	29-Apr-22	Approve the Amended and Restated Bylaws for the Phased-In Declassification of the Board of Directors	For	The proposal is in line with our voting policy
Teleflex Incorporated	29-Apr-22	Approve the Amended and Restated Certificate of Incorporation for the Phased-In Declassification of the Board of Directors	For	The proposal is in line with our voting policy
Teleflex Incorporated	29-Apr-22	Adopt Simple Majority Vote	For	The Proposal is in shareholders' interest.
Carvana Co.	02-May-22	Elect Director Dan Quayle	Withhold	There are issues with the board which do not enable support of the proposal.
Carvana Co.	02-May-22	Elect Director Gregory Sullivan	Withhold	The board lacks diversity. There are issues with the board which do not enable support of the proposal.
Carvana Co.	02-May-22	Ratify Grant Thornton LLP as Auditors	For	The proposal is in line with our voting policy
Carvana Co.	02-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Eli Lilly and Company	02-May-22	Elect Director Ralph Alvarez	For	The proposal is in line with our voting policy
Eli Lilly and Company	02-May-22	Elect Director Kimberly H. Johnson	For	The proposal is in line with our voting policy
Eli Lilly and Company	02-May-22	Elect Director Juan R. Luciano	For	The proposal is in line with our voting policy
Eli Lilly and Company	02-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.

Eli Lilly and Company	02-May-22	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Eli Lilly and Company	02-May-22	Declassify the Board of Directors	For	The proposal is in line with our voting policy
Eli Lilly and Company	02-May-22	Eliminate Supermajority Voting Provisions	For	The proposal is in line with our voting policy
Eli Lilly and Company	02-May-22	Amend Articles of Incorporation to Allow Shareholders to Amend Bylaws	For	The proposal is in line with our voting policy
Eli Lilly and Company	02-May-22	Require Independent Board Chair	For	The Proposal is in shareholders' interest.
Eli Lilly and Company	02-May-22	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.
Eli Lilly and Company	02-May-22	Publish Third-Party Review of Alignment of Company's Lobbying Activities with its Public Statements	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.
Eli Lilly and Company	02-May-22	Report on Board Oversight of Risks Related to Anticompetitive Pricing Strategies	For	Controversies have emerged for the Company on this subject. Increased disclosure would therefore be useful for shareholders to fully assess the risks presented and how they are monitored.
Paycom Software, Inc.	02-May-22	Elect Director Jason D. Clark	Withhold	The board lacks diversity. 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.
Paycom Software, Inc.	02-May-22	Elect Director Henry C. Duques	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.
Paycom Software, Inc.	02-May-22	Elect Director Chad Richison	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.
Paycom Software, Inc.	02-May-22	Ratify Grant Thornton LLP as Auditors	For	The proposal is in line with our voting policy
Paycom Software, Inc.	02-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation. The company has shown no or insufficient responsiveness to shareholder dissent.
Paycom Software, Inc.	02-May-22	Advisory Vote on Say on Pay Frequency	One Year	
Albemarle Corporation	03-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of Climate criteria in the variable compensation.
Albemarle Corporation	03-May-22	Elect Director Mary Lauren Brilas	Against	The nominee holds four non-executive directorships, one of which as the Chairperson of

				the Audit Committee. The nominee is therefore overboarded.
Albemarle Corporation	03-May-22	Elect Director Ralf H. Cramer	For	The proposal is in line with our voting policy
Albemarle Corporation	03-May-22	Elect Director J. Kent Masters, Jr.	For	The proposal is in line with our voting policy
Albemarle Corporation	03-May-22	Elect Director Glenda J. Minor	For	The proposal is in line with our voting policy
Albemarle Corporation	03-May-22	Elect Director James J. O'Brien	Against	The board lacks diversity.
Albemarle Corporation	03-May-22	Elect Director Diarmuid B. O'Connell	For	The proposal is in line with our voting policy
Albemarle Corporation	03-May-22	Elect Director Dean L. Seavers	Against	The nominee holds one outside executive mandate and four non-executive directorships. The nominee is therefore overboarded.
Albemarle Corporation	03-May-22	Elect Director Gerald A. Steiner	For	The proposal is in line with our voting policy
Albemarle Corporation	03-May-22	Elect Director Holly A. Van Deursen	For	The proposal is in line with our voting policy
Albemarle Corporation	03-May-22	Elect Director Alejandro D. Wolff	For	The proposal is in line with our voting policy
Albemarle Corporation	03-May-22	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Barrick Gold Corporation	03-May-22	Elect Director Mark Bristow	For	The proposal is in line with our voting policy
Barrick Gold Corporation	03-May-22	Elect Director Helen Cai	For	The proposal is in line with our voting policy
Barrick Gold Corporation	03-May-22	Elect Director Gustavo A. Cisneros	Withhold	The board lacks diversity. The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors.
Barrick Gold Corporation	03-May-22	Elect Director Christopher L. Coleman	For	The proposal is in line with our voting policy
Barrick Gold Corporation	03-May-22	Elect Director J. Michael Evans	For	The proposal is in line with our voting policy
Barrick Gold Corporation	03-May-22	Elect Director Brian L. Greenspun	For	The proposal is in line with our voting policy
Barrick Gold Corporation	03-May-22	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	03-May-22	Elect Director Anne Kabagambe	For	The proposal is in line with our voting policy
Barrick Gold Corporation	03-May-22	Elect Director Andrew J. Quinn	For	The proposal is in line with our voting policy
Barrick Gold Corporation	03-May-22	Elect Director Loreto Silva	For	The proposal is in line with our voting policy
Barrick Gold Corporation	03-May-22	Elect Director John L. Thornton	For	The proposal is in line with our voting policy
Barrick Gold Corporation	03-May-22	Approve PricewaterhouseCoopers	For	The proposal is in line with our voting policy

		LLP as Auditors and Authorize Board to Fix Their Remuneration		
Barrick Gold Corporation	03-May-22	Advisory Vote on Executive Compensation Approach	Against	Compensation is excessive compared to peers. There is a lack of Climate criteria in the variable compensation.
Baxter International Inc.	03-May-22	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.	03-May-22	Elect Director Thomas F. Chen	For	The proposal is in line with our voting policy
Baxter International Inc.	03-May-22	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.
Baxter International Inc.	03-May-22	Elect Director Michael F. Mahoney	For	The proposal is in line with our voting policy
Baxter International Inc.	03-May-22	Elect Director Patricia B. Morrison	For	The proposal is in line with our voting policy
Baxter International Inc.	03-May-22	Elect Director Stephen N. Oesterle	For	The proposal is in line with our voting policy
Baxter International Inc.	03-May-22	Elect Director Nancy M. Schlichting	For	The proposal is in line with our voting policy
Baxter International Inc.	03-May-22	Elect Director Cathy R. Smith	For	The proposal is in line with our voting policy
Baxter International Inc.	03-May-22	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.
Baxter International Inc.	03-May-22	Elect Director Amy A. Wendell	For	The proposal is in line with our voting policy
Baxter International Inc.	03-May-22	Elect Director David S. Wilkes	For	The proposal is in line with our voting policy
Baxter International Inc.	03-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Baxter International Inc.	03-May-22	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Baxter International Inc.	03-May-22	Provide Right to Act by Written Consent	For	The proposal is in line with our voting policy
Baxter International Inc.	03-May-22	Reduce Ownership Threshold for Special Shareholder Meetings to 15%	For	The proposal is in line with our voting policy
Baxter International Inc.	03-May-22	Reduce Ownership Threshold for Special Shareholder Meetings to 10%	For	The Proposal is in shareholders' interest.
Baxter International Inc.	03-May-22	Require Independent Board Chair	Against	The proposal is not in shareholders' interests.
Ceridian HCM Holding Inc.	03-May-22	Elect Director Brent B. Bickett	Withhold	The company has shown no or insufficient responsiveness to shareholder dissent.

Ceridian HCM Holding Inc.	03-May-22	Elect Director Ronald F. Clarke	Withhold	The company has shown no or insufficient responsiveness to shareholder dissent.
Ceridian HCM Holding Inc.	03-May-22	Elect Director Ganesh B. Rao	For	The proposal is in line with our voting policy
Ceridian HCM Holding Inc.	03-May-22	Elect Director Leagh E. Turner	For	The proposal is in line with our voting policy
Ceridian HCM Holding Inc.	03-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	LTI with insufficient performance period. The company has shown no or insufficient responsiveness to shareholder dissent. There is a lack of Climate criteria in the variable compensation.
Ceridian HCM Holding Inc.	03-May-22	Ratify KPMG LLP as Auditors	For	The proposal is in line with our voting policy
Edwards Lifesciences Corporation	03-May-22	Elect Director Kieran T. Gallahue	For	The proposal is in line with our voting policy
Edwards Lifesciences Corporation	03-May-22	Elect Director Leslie S. Heisz	For	The proposal is in line with our voting policy
Edwards Lifesciences Corporation	03-May-22	Elect Director Paul A. LaViolette	For	The proposal is in line with our voting policy
Edwards Lifesciences Corporation	03-May-22	Elect Director Steven R. Loranger	For	The proposal is in line with our voting policy
Edwards Lifesciences Corporation	03-May-22	Elect Director Martha H. Marsh	For	The proposal is in line with our voting policy
Edwards Lifesciences Corporation	03-May-22	Elect Director Michael A. Mussallem	For	The proposal is in line with our voting policy
Edwards Lifesciences Corporation	03-May-22	Elect Director Ramona Sequeira	For	The proposal is in line with our voting policy
Edwards Lifesciences Corporation	03-May-22	Elect Director Nicholas J. Valeriani	For	The proposal is in line with our voting policy
Edwards Lifesciences Corporation	03-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG metrics in the variable compensation.
Edwards Lifesciences Corporation	03-May-22	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Edwards Lifesciences Corporation	03-May-22	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	The Proposal is in shareholders' interest.
Expeditors International of Washington, Inc.	03-May-22	Elect Director Glenn M. Alger	For	The proposal is in line with our voting policy



Expeditors International of Washington, Inc.	03-May-22	Elect Director Robert P. Carlile	For	The proposal is in line with our voting policy
Expeditors International of Washington, Inc.	03-May-22	Elect Director James M. DuBois	For	The proposal is in line with our voting policy
Expeditors International of Washington, Inc.	03-May-22	Elect Director Mark A. Emmert	For	The proposal is in line with our voting policy
Expeditors International of Washington, Inc.	03-May-22	Elect Director Diane H. Gulyas	For	The proposal is in line with our voting policy
Expeditors International of Washington, Inc.	03-May-22	Elect Director Jeffrey S. Musser	For	The proposal is in line with our voting policy
Expeditors International of Washington, Inc.	03-May-22	Elect Director Brandon S. Pedersen	For	The proposal is in line with our voting policy
Expeditors International of Washington, Inc.	03-May-22	Elect Director Liane J. Pelletier	For	The proposal is in line with our voting policy
Expeditors International of Washington, Inc.	03-May-22	Elect Director Olivia D. Polius	For	The proposal is in line with our voting policy
Expeditors International of Washington, Inc.	03-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of Climate criteria in the variable compensation.
Expeditors International of Washington, Inc.	03-May-22	Ratify KPMG LLP as Auditors	For	The proposal is in line with our voting policy
Expeditors International of Washington, Inc.	03-May-22	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.
Fortune Brands Home & Security, Inc.	03-May-22	Elect Director Susan S. Kilsby	Against	The board lacks diversity.
Fortune Brands Home & Security, Inc.	03-May-22	Elect Director Amit Banati	For	The proposal is in line with our voting policy
Fortune Brands Home & Security, Inc.	03-May-22	Elect Director Irial Finan	Against	The board lacks diversity.
Fortune Brands Home & Security, Inc.	03-May-22	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Fortune Brands Home & Security, Inc.	03-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of Climate criteria in the variable compensation.
Fortune Brands Home & Security, Inc.	03-May-22	Approve Omnibus Stock Plan	For	The proposal is in line with our voting policy

Imperial Oil Limited	03-May-22	Elect Director David W. Cornhill	Withhold	The board lacks diversity. The board is not sufficiently independent as per our voting policy.
Imperial Oil Limited	03-May-22	Elect Director Bradley W. 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	03-May-22	Elect Director Matthew R. Crocker	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.
Imperial Oil Limited	03-May-22	Elect Director Krystyna T. Hoeg	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. There are issues with the board which do not enable support of the proposal.
Imperial Oil Limited	03-May-22	Elect Director Miranda C. Hubbs	For	The proposal is in line with our voting policy
Imperial Oil Limited	03-May-22	Elect Director Jack M. Mintz	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.
Imperial Oil Limited	03-May-22	Elect Director David S. Sutherland	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.
Imperial Oil Limited	03-May-22	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Imperial Oil Limited	03-May-22	Adopt a Policy to Cease Oil and Gas Exploration and Developments	Against	While acknowledging the urgency to act to limit the global warming, we view the demand as over demanding compared with the IEA's 1.5°C scenario.

Pool Corporation	03-May-22	Elect Director Peter D. Arvan	For	The proposal is in line with our voting policy
Pool Corporation	03-May-22	Elect Director Martha 'Marty' S. Gervasi	For	The proposal is in line with our voting policy
Pool Corporation	03-May-22	Elect Director Timothy M. Graven	For	The proposal is in line with our voting policy
Pool Corporation	03-May-22	Elect Director Debra S. Oler	For	The proposal is in line with our voting policy
Pool Corporation	03-May-22	Elect Director Manuel J. Perez de la Mesa	Against	The board is not sufficiently independent as per our voting policy.
Pool Corporation	03-May-22	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	03-May-22	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	03-May-22	Elect Director John E. Stokely	Against	The board lacks diversity. 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	03-May-22	Elect Director David G. Whalen	For	The proposal is in line with our voting policy
Pool Corporation	03-May-22	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Pool Corporation	03-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Cognex Corporation	04-May-22	Elect Director Anthony Sun	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. The board lacks diversity.
Cognex Corporation	04-May-22	Elect Director Robert J. Willett	For	The proposal is in line with our voting policy
Cognex Corporation	04-May-22	Elect Director Marjorie T. Sennett	For	The proposal is in line with our voting policy

Cognex Corporation	04-May-22	Ratify Grant Thornton LLP as Auditors	For	The proposal is in line with our voting policy
Cognex Corporation	04-May-22	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.
CSX Corporation	04-May-22	Elect Director Donna M. Alvarado	For	The proposal is in line with our voting policy
CSX Corporation	04-May-22	Elect Director Thomas P. Bostick	For	The proposal is in line with our voting policy
CSX Corporation	04-May-22	Elect Director James M. Foote	For	The proposal is in line with our voting policy
CSX Corporation	04-May-22	Elect Director Steven T. Halverson	For	The proposal is in line with our voting policy
CSX Corporation	04-May-22	Elect Director Paul C. Hilal	For	The proposal is in line with our voting policy
CSX Corporation	04-May-22	Elect Director David M. Moffett	Against	The nominee holds three non-executive directorships, two of which as the Chairperson of the Audit Committee. The nominee is therefore overboarded.
CSX Corporation	04-May-22	Elect Director Linda H. Riefler	Against	The board lacks diversity.
CSX Corporation	04-May-22	Elect Director Suzanne M. Vautrinot	For	The proposal is in line with our voting policy
CSX Corporation	04-May-22	Elect Director James L. Wainscott	For	The proposal is in line with our voting policy
CSX Corporation	04-May-22	Elect Director J. Steven Whisler	For	The proposal is in line with our voting policy
CSX Corporation	04-May-22	Elect Director John J. Zillmer	Against	The nominee holds one outside executive mandate and two non-executive directorships, one of which as the Chairperson of the Board. The nominee is therefore overboarded.
CSX Corporation	04-May-22	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
CSX Corporation	04-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is excessive compared to peers. There is a lack of Climate criteria in the variable compensation. Discretionary payments/powers. The company has not provided sufficient information to justify this increase in variable remuneration.
Franco-Nevada Corporation	04-May-22	Elect Director David Harquail	For	The proposal is in line with our voting policy
Franco-Nevada Corporation	04-May-22	Elect Director Paul Brink	For	The proposal is in line with our voting policy
Franco-Nevada Corporation	04-May-22	Elect Director Tom Albanese	For	The proposal is in line with our voting policy
Franco-Nevada Corporation	04-May-22	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	04-May-22	Elect Director Catharine Farrow	For	The proposal is in line with our voting policy
Franco-Nevada Corporation	04-May-22	Elect Director Louis Gignac	Withhold	The board lacks diversity. 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	04-May-22	Elect Director Maureen Jensen	For	The proposal is in line with our voting policy
Franco-Nevada Corporation	04-May-22	Elect Director Jennifer Maki	Withhold	The nominee holds 3 non-executive directorships, 2 of which as Chairperson of the Audit Committee. The nominee is therefore overboarded.
Franco-Nevada Corporation	04-May-22	Elect Director Randall Oliphant	For	The proposal is in line with our voting policy
Franco-Nevada Corporation	04-May-22	Elect Director Elliott Pew	For	The proposal is in line with our voting policy
Franco-Nevada Corporation	04-May-22	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	04-May-22	Advisory Vote to Ratify Named Executive Officer's Compensation	Against	There is a lack of Climate criteria in the variable compensation.
NVR, Inc.	04-May-22	Elect Director Paul C. Saville	For	The proposal is in line with our voting policy
NVR, Inc.	04-May-22	Elect Director C. E. Andrews	Against	The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors.
NVR, Inc.	04-May-22	Elect Director Sallie B. Bailey	For	The proposal is in line with our voting policy
NVR, Inc.	04-May-22	Elect Director Thomas D. Eckert	For	The proposal is in line with our voting policy
NVR, Inc.	04-May-22	Elect Director Alfred E. Festa	Against	The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors.
NVR, Inc.	04-May-22	Elect Director Alexandra A. Jung	For	The proposal is in line with our voting policy
NVR, Inc.	04-May-22	Elect Director Mel Martinez	For	The proposal is in line with our voting policy
NVR, Inc.	04-May-22	Elect Director David A. Preiser	Against	The board lacks diversity. The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors.
NVR, Inc.	04-May-22	Elect Director W. Grady Rosier	Against	The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors.
NVR, Inc.	04-May-22	Elect Director Susan Williamson Ross	For	The proposal is in line with our voting policy

NVR, Inc.	04-May-22	Ratify KPMG LLP as Auditors	For	The proposal is in line with our voting policy
NVR, Inc.	04-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
PepsiCo, Inc.	04-May-22	Elect Director Segun Agbaje	For	The proposal is in line with our voting policy
PepsiCo, Inc.	04-May-22	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.	04-May-22	Elect Director Cesar Conde	For	The proposal is in line with our voting policy
PepsiCo, Inc.	04-May-22	Elect Director Ian Cook	For	The proposal is in line with our voting policy
PepsiCo, Inc.	04-May-22	Elect Director Edith W. Cooper	For	The proposal is in line with our voting policy
PepsiCo, Inc.	04-May-22	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.	04-May-22	Elect Director Michelle Gass	For	The proposal is in line with our voting policy
PepsiCo, Inc.	04-May-22	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.	04-May-22	Elect Director Dave Lewis	For	The proposal is in line with our voting policy
PepsiCo, Inc.	04-May-22	Elect Director David C. Page	For	The proposal is in line with our voting policy
PepsiCo, Inc.	04-May-22	Elect Director Robert C. Pohlrad	Against	The board lacks diversity.
PepsiCo, Inc.	04-May-22	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.
PepsiCo, Inc.	04-May-22	Elect Director Darren Walker	For	The proposal is in line with our voting policy
PepsiCo, Inc.	04-May-22	Elect Director Alberto Weisser	For	The proposal is in line with our voting policy
PepsiCo, Inc.	04-May-22	Ratify KPMG LLP as Auditors	For	The proposal is in line with our voting policy
PepsiCo, Inc.	04-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
PepsiCo, Inc.	04-May-22	Require Independent Board Chair	Against	The proposal is not in shareholders' interests.
PepsiCo, Inc.	04-May-22	Report on Global Public Policy and Political Influence	For	Increased disclosure would allow shareholders to more fully assess risks presented by the Company's Political Contributions and Expenditures.
PepsiCo, Inc.	04-May-22	Report on Public Health Costs of Food and Beverages Products	For	Numerous studies have demonstrated the negative health impacts of excessive sugar consumption: the effect on public health generates costs, that in turn impact global growth. The requested report would



				be useful to shareholders to assess if the Company considers its impact on Society and how it balances financial returns and public health.
Prologis, Inc.	04-May-22	Elect Director Hamid R. Moghadam	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
Prologis, Inc.	04-May-22	Elect Director Cristina G. Bitá	For	The proposal is in line with our voting policy
Prologis, Inc.	04-May-22	Elect Director George L. Fotiades	Against	The board is not sufficiently independent as per our voting policy.
Prologis, Inc.	04-May-22	Elect Director Lydia H. Kennard	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.
Prologis, Inc.	04-May-22	Elect Director Irving F. Lyons, III	Against	The board is not sufficiently independent as per our voting policy.
Prologis, Inc.	04-May-22	Elect Director Avid Modjtabai	For	The proposal is in line with our voting policy
Prologis, Inc.	04-May-22	Elect Director David P. O'Connor	For	The proposal is in line with our voting policy
Prologis, Inc.	04-May-22	Elect Director Olivier Piani	For	The proposal is in line with our voting policy
Prologis, Inc.	04-May-22	Elect Director Jeffrey L. Skelton	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 board lacks diversity.
Prologis, Inc.	04-May-22	Elect Director Carl B. Webb	Against	The board is not sufficiently independent as per our voting policy.
Prologis, Inc.	04-May-22	Elect Director William D. Zollars	For	The proposal is in line with our voting policy
Prologis, Inc.	04-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is excessive compared to peers.
Prologis, Inc.	04-May-22	Ratify KPMG LLP as Auditors	For	The proposal is in line with our voting policy
PulteGroup, Inc.	04-May-22	Elect Director Brian P. Anderson	For	The proposal is in line with our voting policy
PulteGroup, Inc.	04-May-22	Elect Director Bryce Blair	For	The proposal is in line with our voting policy
PulteGroup, Inc.	04-May-22	Elect Director Thomas J. Folliard	Against	The board lacks diversity.
PulteGroup, Inc.	04-May-22	Elect Director Cheryl W. Grise	Against	The board lacks diversity.
PulteGroup, Inc.	04-May-22	Elect Director Andre J. Hawaux	For	The proposal is in line with our voting policy
PulteGroup, Inc.	04-May-22	Elect Director J. Phillip Holloman	For	The proposal is in line with our voting policy
PulteGroup, Inc.	04-May-22	Elect Director Ryan R. Marshall	For	The proposal is in line with our voting policy

PulteGroup, Inc.	04-May-22	Elect Director John R. Peshkin	For	The proposal is in line with our voting policy
PulteGroup, Inc.	04-May-22	Elect Director Scott F. Powers	Against	The board lacks diversity.
PulteGroup, Inc.	04-May-22	Elect Director Lila Snyder	For	The proposal is in line with our voting policy
PulteGroup, Inc.	04-May-22	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
PulteGroup, Inc.	04-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
PulteGroup, Inc.	04-May-22	Amend NOL Rights Plan (NOL Pill)	For	The proposal is in line with our voting policy
PulteGroup, Inc.	04-May-22	Approve Omnibus Stock Plan	For	The proposal is in line with our voting policy
S&P Global Inc.	04-May-22	Elect Director Marco Alvera	For	The proposal is in line with our voting policy
S&P Global Inc.	04-May-22	Elect Director Jacques Esculier	For	The proposal is in line with our voting policy
S&P Global Inc.	04-May-22	Elect Director Gay Huey Evans	For	The proposal is in line with our voting policy
S&P Global Inc.	04-May-22	Elect Director William D. Green	Against	The nominee holds 3 non-executive directorships, 1 of which as Chairperson of the Board and 1 as Chairperson of the Audit Committee. The nominee is therefore overboarded.
S&P Global Inc.	04-May-22	Elect Director Stephanie C. Hill	For	The proposal is in line with our voting policy
S&P Global Inc.	04-May-22	Elect Director Rebecca Jacoby	For	The proposal is in line with our voting policy
S&P Global Inc.	04-May-22	Elect Director Robert P. Kelly	For	The proposal is in line with our voting policy
S&P Global Inc.	04-May-22	Elect Director Ian Paul Livingston	For	The proposal is in line with our voting policy
S&P Global Inc.	04-May-22	Elect Director Deborah D. McWhinney	For	The proposal is in line with our voting policy
S&P Global Inc.	04-May-22	Elect Director Maria R. Morris	For	The proposal is in line with our voting policy
S&P Global Inc.	04-May-22	Elect Director Douglas L. Peterson	For	The proposal is in line with our voting policy
S&P Global Inc.	04-May-22	Elect Director Edward B. Rust, Jr.	For	The proposal is in line with our voting policy
S&P Global Inc.	04-May-22	Elect Director Richard E. Thornburgh	For	The proposal is in line with our voting policy
S&P Global Inc.	04-May-22	Elect Director Gregory Washington	For	The proposal is in line with our voting policy
S&P Global Inc.	04-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
S&P Global Inc.	04-May-22	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy

Stryker Corporation	04-May-22	Elect Director Mary K. Brainerd	For	The proposal is in line with our voting policy
Stryker Corporation	04-May-22	Elect Director Giovanni Caforio	For	The proposal is in line with our voting policy
Stryker Corporation	04-May-22	Elect Director Srikant M. Datar	For	The proposal is in line with our voting policy
Stryker Corporation	04-May-22	Elect Director Allan C. Golston	For	The proposal is in line with our voting policy
Stryker Corporation	04-May-22	Elect Director Kevin A. Lobo	For	The proposal is in line with our voting policy
Stryker Corporation	04-May-22	Elect Director Sherilyn S. McCoy	For	The proposal is in line with our voting policy
Stryker Corporation	04-May-22	Elect Director Andrew K. Silvernail	For	The proposal is in line with our voting policy
Stryker Corporation	04-May-22	Elect Director Lisa M. Skeete Tatum	For	The proposal is in line with our voting policy
Stryker Corporation	04-May-22	Elect Director Ronda E. Stryker	For	The proposal is in line with our voting policy
Stryker Corporation	04-May-22	Elect Director Rajeev Suri	For	The proposal is in line with our voting policy
Stryker Corporation	04-May-22	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Stryker Corporation	04-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Stryker Corporation	04-May-22	Amend Proxy Access Right	For	The Proposal is in shareholders' interest.
AMETEK, Inc.	05-May-22	Elect Director Steven W. Kohlhaugen	Against	The board lacks diversity. 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.
AMETEK, Inc.	05-May-22	Elect Director Dean Seavers	For	The proposal is in line with our voting policy
AMETEK, Inc.	05-May-22	Elect Director David A. Zapico	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
AMETEK, Inc.	05-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of Climate criteria in the variable compensation. Compensation is excessive compared to peers.
AMETEK, Inc.	05-May-22	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Boston Scientific Corporation	05-May-22	Elect Director Nelda J. Connors	For	The proposal is in line with our voting policy
Boston Scientific Corporation	05-May-22	Elect Director Charles J. Dockendorff	Against	The nominee holds 4 non-executive directorships, 4 of which as Chairperson of the Audit Committee. The nominee is therefore overboarded.
Boston Scientific Corporation	05-May-22	Elect Director Yoshiaki Fujimori	For	The proposal is in line with our voting policy

Boston Scientific Corporation	05-May-22	Elect Director Donna A. James	For	The proposal is in line with our voting policy
Boston Scientific Corporation	05-May-22	Elect Director Edward J. Ludwig	For	The proposal is in line with our voting policy
Boston Scientific Corporation	05-May-22	Elect Director Michael F. Mahoney	For	The proposal is in line with our voting policy
Boston Scientific Corporation	05-May-22	Elect Director David J. Roux	Against	The board lacks diversity.
Boston Scientific Corporation	05-May-22	Elect Director John E. Sununu	For	The proposal is in line with our voting policy
Boston Scientific Corporation	05-May-22	Elect Director David S. Wichmann	For	The proposal is in line with our voting policy
Boston Scientific Corporation	05-May-22	Elect Director Ellen M. Zane	Against	The nominee holds 4 non-executive directorships, 1 of which as Chairperson of the Board. The nominee is therefore overboarded.
Boston Scientific Corporation	05-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
Boston Scientific Corporation	05-May-22	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Boston Scientific Corporation	05-May-22	Amend Qualified Employee Stock Purchase Plan	For	The proposal is in line with our voting policy
C.H. Robinson Worldwide, Inc.	05-May-22	Elect Director Scott P. Anderson	Against	The board lacks diversity.
C.H. Robinson Worldwide, Inc.	05-May-22	Elect Director Robert C. Biesterfeld Jr.	For	The proposal is in line with our voting policy
C.H. Robinson Worldwide, Inc.	05-May-22	Elect Director Kermit R. Crawford	For	The proposal is in line with our voting policy
C.H. Robinson Worldwide, Inc.	05-May-22	Elect Director Timothy C. Gokey	For	The proposal is in line with our voting policy
C.H. Robinson Worldwide, Inc.	05-May-22	Elect Director Mark A. Goodburn	For	The proposal is in line with our voting policy
C.H. Robinson Worldwide, Inc.	05-May-22	Elect Director Mary J. Steele Guilfoile	Against	The nominee holds four non-executive directorships, one of which as an outside Chairperson of the Audit Committee. The nominee is therefore overboarded.
C.H. Robinson Worldwide, Inc.	05-May-22	Elect Director Jodee A. Kozlak	For	The proposal is in line with our voting policy
C.H. Robinson Worldwide, Inc.	05-May-22	Elect Director Henry J. Maier	For	The proposal is in line with our voting policy
C.H. Robinson Worldwide, Inc.	05-May-22	Elect Director James B. Stake	For	The proposal is in line with our voting policy
C.H. Robinson Worldwide, Inc.	05-May-22	Elect Director Paula C. Tolliver	For	The proposal is in line with our voting policy
C.H. Robinson Worldwide, Inc.	05-May-22	Elect Director Henry W. "Jay" Winship	For	The proposal is in line with our voting policy
C.H. Robinson Worldwide, Inc.	05-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of Climate criteria in the variable compensation.

C.H. Robinson Worldwide, Inc.	05-May-22	Ratify Deloitte & Touche LLP as Auditors	For	The proposal is in line with our voting policy
C.H. Robinson Worldwide, Inc.	05-May-22	Approve 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.
Cadence Design Systems, Inc.	05-May-22	Elect Director Mark W. Adams	For	The proposal is in line with our voting policy
Cadence Design Systems, Inc.	05-May-22	Elect Director Ita Brennan	For	The proposal is in line with our voting policy
Cadence Design Systems, Inc.	05-May-22	Elect Director Lewis Chew	For	The proposal is in line with our voting policy
Cadence Design Systems, Inc.	05-May-22	Elect Director Anirudh Devgan	For	The proposal is in line with our voting policy
Cadence Design Systems, Inc.	05-May-22	Elect Director Mary Louise Krakauer	For	The proposal is in line with our voting policy
Cadence Design Systems, Inc.	05-May-22	Elect Director Julia Liuson	For	The proposal is in line with our voting policy
Cadence Design Systems, Inc.	05-May-22	Elect Director James D. Plummer	Against	The board lacks diversity.
Cadence Design Systems, Inc.	05-May-22	Elect Director Alberto Sangiovanni-Vincentelli	For	The proposal is in line with our voting policy
Cadence Design Systems, Inc.	05-May-22	Elect Director John B. Shoven	For	The proposal is in line with our voting policy
Cadence Design Systems, Inc.	05-May-22	Elect Director Young K. Sohn	For	The proposal is in line with our voting policy
Cadence Design Systems, Inc.	05-May-22	Elect Director Lip-Bu Tan	Against	The nominee holds one executive mandate and three non-executive directorships. The nominee is therefore overboarded.
Cadence Design Systems, Inc.	05-May-22	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.
Cadence Design Systems, Inc.	05-May-22	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Cadence Design Systems, Inc.	05-May-22	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	The Proposal is in shareholders' interest.
Constellation Software Inc.	05-May-22	Elect Director Jeff Bender	For	The proposal is in line with our voting policy
Constellation Software Inc.	05-May-22	Elect Director John Billowits	For	The proposal is in line with our voting policy
Constellation Software Inc.	05-May-22	Elect Director Lawrence Cunningham	For	The proposal is in line with our voting policy
Constellation Software Inc.	05-May-22	Elect Director Susan Gayner	For	The proposal is in line with our voting policy
Constellation Software Inc.	05-May-22	Elect Director Claire Kennedy	For	The proposal is in line with our voting policy
Constellation Software Inc.	05-May-22	Elect Director Robert Kittel	For	The proposal is in line with our voting policy

Constellation Software Inc.	05-May-22	Elect Director Mark Leonard	For	The proposal is in line with our voting policy
Constellation Software Inc.	05-May-22	Elect Director Mark Miller	For	The proposal is in line with our voting policy
Constellation Software Inc.	05-May-22	Elect Director Lori O'Neill	For	The proposal is in line with our voting policy
Constellation Software Inc.	05-May-22	Elect Director Donna Parr	For	The proposal is in line with our voting policy
Constellation Software Inc.	05-May-22	Elect Director Andrew Pastor	For	The proposal is in line with our voting policy
Constellation Software Inc.	05-May-22	Elect Director Dexter Salna	For	The proposal is in line with our voting policy
Constellation Software Inc.	05-May-22	Elect Director Laurie Schultz	For	The proposal is in line with our voting policy
Constellation Software Inc.	05-May-22	Elect Director Barry Symons	For	The proposal is in line with our voting policy
Constellation Software Inc.	05-May-22	Elect Director Robin Van Poelje	For	The proposal is in line with our voting policy
Constellation Software Inc.	05-May-22	Approve KPMG LLP Auditors and Authorize Board to Fix Their Remuneration	For	The proposal is in line with our voting policy
Constellation Software Inc.	05-May-22	Approve Increase in Size of Board from Fifteen to Twenty	For	The proposal is in line with our voting policy
Constellation Software Inc.	05-May-22	Advisory Vote to Ratify Named Executive Officer's Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Constellation Software Inc.	05-May-22	SP: Report on Racial Diversity in the Workplace	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 light of the events of 2020, companies must ensure that they are properly addressing issues of racial injustice in their communities and workforces. Not doing so could result in significant reputational risks for the Company. We therefore consider that the proposal is in shareholders' interests.
Ecolab Inc.	05-May-22	Elect Director Shari L. Ballard	For	The proposal is in line with our voting policy
Ecolab Inc.	05-May-22	Elect Director Barbara J. Beck	Against	The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors.
Ecolab Inc.	05-May-22	Elect Director Christophe Beck	For	The proposal is in line with our voting policy
Ecolab Inc.	05-May-22	Elect Director Jeffrey M. Ettinger	For	The proposal is in line with our voting policy
Ecolab Inc.	05-May-22	Elect Director Arthur J. Higgins	Against	The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors.



Ecolab Inc.	05-May-22	Elect Director Michael Larson	For	The proposal is in line with our voting policy
Ecolab Inc.	05-May-22	Elect Director David W. MacLennan	For	The proposal is in line with our voting policy
Ecolab Inc.	05-May-22	Elect Director Tracy B. McKibben	For	The proposal is in line with our voting policy
Ecolab Inc.	05-May-22	Elect Director Lionel L. Nowell, III	For	The proposal is in line with our voting policy
Ecolab Inc.	05-May-22	Elect Director Victoria J. Reich	Against	The nominee holds three non-executive directorships, all of which as the Chairperson of the Audit Committee. The nominee is therefore overboarded. The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors.
Ecolab Inc.	05-May-22	Elect Director Suzanne M. Vautrinot	For	The proposal is in line with our voting policy
Ecolab Inc.	05-May-22	Elect Director John J. Zillmer	Against	The nominee holds one executive mandate and two non-executive directorships, one of which as an outside Chairperson 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.
Ecolab Inc.	05-May-22	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Ecolab Inc.	05-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of Climate criteria in the variable compensation.
Ecolab Inc.	05-May-22	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against	The proposal is not in shareholders' interests.
Equifax Inc.	05-May-22	Elect Director Mark W. Begor	For	The proposal is in line with our voting policy
Equifax Inc.	05-May-22	Elect Director Mark L. Feidler	Against	The board lacks diversity.
Equifax Inc.	05-May-22	Elect Director G. Thomas Hough	Against	The nominee holds three non-executive directorships, two of which as an outside Chairperson of the Audit Committee. The nominee is therefore overboarded.
Equifax Inc.	05-May-22	Elect Director Robert D. Marcus	For	The proposal is in line with our voting policy
Equifax Inc.	05-May-22	Elect Director Scott A. McGregor	For	The proposal is in line with our voting policy
Equifax Inc.	05-May-22	Elect Director John A. McKinley	For	The proposal is in line with our voting policy
Equifax Inc.	05-May-22	Elect Director Robert W. Selander	For	The proposal is in line with our voting policy
Equifax Inc.	05-May-22	Elect Director Melissa D. Smith	For	The proposal is in line with our voting policy

Equifax Inc.	05-May-22	Elect Director Audrey Boone Tillman	For	The proposal is in line with our voting policy
Equifax Inc.	05-May-22	Elect Director Heather H. Wilson	For	The proposal is in line with our voting policy
Equifax Inc.	05-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
Equifax Inc.	05-May-22	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Gildan Activewear Inc.	05-May-22	Elect Director Donald C. Berg	For	The proposal is in line with our voting policy
Gildan Activewear Inc.	05-May-22	Elect Director Maryse Bertrand	Withhold	The board lacks diversity.
Gildan Activewear Inc.	05-May-22	Elect Director Dhaval Buch	For	The proposal is in line with our voting policy
Gildan Activewear Inc.	05-May-22	Elect Director Marc Caira	For	The proposal is in line with our voting policy
Gildan Activewear Inc.	05-May-22	Elect Director Glenn J. Chamandy	For	The proposal is in line with our voting policy
Gildan Activewear Inc.	05-May-22	Elect Director Shirley E. Cunningham	For	The proposal is in line with our voting policy
Gildan Activewear Inc.	05-May-22	Elect Director Russell Goodman	Withhold	The nominee holds three non-executive directorships, two of which as an outside Chairperson of the Audit Committee. The nominee is therefore overboarded.
Gildan Activewear Inc.	05-May-22	Elect Director Charles M. Herington	For	The proposal is in line with our voting policy
Gildan Activewear Inc.	05-May-22	Elect Director Luc Jobin	For	The proposal is in line with our voting policy
Gildan Activewear Inc.	05-May-22	Elect Director Craig A. Leavitt	For	The proposal is in line with our voting policy
Gildan Activewear Inc.	05-May-22	Elect Director Anne Martin-Vachon	For	The proposal is in line with our voting policy
Gildan Activewear Inc.	05-May-22	Advisory Vote on Executive Compensation Approach	Against	Compensation is excessive compared to peers.
Gildan Activewear Inc.	05-May-22	Ratify KPMG LLP as Auditors	For	The proposal is in line with our voting policy
Mettler-Toledo International Inc.	05-May-22	Elect Director Robert F. Spoerry	Against	The board is not sufficiently independent as per our voting policy. The nominee holds three non-executive directorships, two of which as the Chairperson of the Board. The nominee is therefore overboarded.
Mettler-Toledo International Inc.	05-May-22	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.	05-May-22	Elect Director Domitille Doat-Le Bigot	For	The proposal is in line with our voting policy
Mettler-Toledo International Inc.	05-May-22	Elect Director Olivier A. Filliol	Against	The board is not sufficiently independent as per our voting policy.
Mettler-Toledo International Inc.	05-May-22	Elect Director Elisha W. Finney	Against	The nominee holds three non-executive directorships, all of which as the Chairperson of the Audit Committee. The nominee is therefore overboarded.
Mettler-Toledo International Inc.	05-May-22	Elect Director Richard Francis	For	The proposal is in line with our voting policy
Mettler-Toledo International Inc.	05-May-22	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.	05-May-22	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. The board lacks diversity.
Mettler-Toledo International Inc.	05-May-22	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Mettler-Toledo International Inc.	05-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
United Parcel Service, Inc.	05-May-22	Elect Director Carol B. Tome	For	The proposal is in line with our voting policy
United Parcel Service, Inc.	05-May-22	Elect Director Rodney C. Adkins	Against	The nominee holds four non-executive directorships, one of which as an outside Chairperson of the Board. The nominee is therefore overboarded.
United Parcel Service, Inc.	05-May-22	Elect Director Eva C. Boratto	For	The proposal is in line with our voting policy
United Parcel Service, Inc.	05-May-22	Elect Director Michael J. Burns	For	The proposal is in line with our voting policy
United Parcel Service, Inc.	05-May-22	Elect Director Wayne M. Hewett	For	The proposal is in line with our voting policy
United Parcel Service, Inc.	05-May-22	Elect Director Angela Hwang	For	The proposal is in line with our voting policy
United Parcel Service, Inc.	05-May-22	Elect Director Kate E. Johnson	For	The proposal is in line with our voting policy
United Parcel Service, Inc.	05-May-22	Elect Director William R. Johnson	Against	There are issues with the board which do not enable support of the proposal.
United Parcel Service, Inc.	05-May-22	Elect Director Ann M. Livermore	For	The proposal is in line with our voting policy

United Parcel Service, Inc.	05-May-22	Elect Director Franck J. Moison	For	The proposal is in line with our voting policy
United Parcel Service, Inc.	05-May-22	Elect Director Christiana Smith Shi	For	The proposal is in line with our voting policy
United Parcel Service, Inc.	05-May-22	Elect Director Russell Stokes	For	The proposal is in line with our voting policy
United Parcel Service, Inc.	05-May-22	Elect Director Kevin Warsh	For	The proposal is in line with our voting policy
United Parcel Service, Inc.	05-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of Climate criteria in the variable compensation.
United Parcel Service, Inc.	05-May-22	Ratify Deloitte & Touche LLP as Auditors	For	The proposal is in line with our voting policy
United Parcel Service, Inc.	05-May-22	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.	05-May-22	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.
United Parcel Service, Inc.	05-May-22	Approve Recapitalization Plan for all Stock to Have One-vote per Share	For	The Proposal is in shareholders' interest.
United Parcel Service, Inc.	05-May-22	Adopt Independently Verified Science-Based GHG Reduction Targets	For	Additional independently verified information, notably on targets and on scope 3 emissions 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.	05-May-22	Report on Balancing Climate Measures and Financial Returns	For	Issues of social responsibility and sustainable development, such as those of governance, are essential in the assessment of a company, therefore understanding the choices made in balancing social responsibility and financials returns is of interest to shareholders. The proposal has merit.
United Parcel Service, Inc.	05-May-22	Report on Effectiveness of Diversity Equity and Inclusion Efforts and Metrics	For	Given the potential reputational risks involved, shareholders would benefit from additional disclosure.
Colgate-Palmolive Company	06-May-22	Elect Director John P. Bilbrey	For	The proposal is in line with our voting policy
Colgate-Palmolive Company	06-May-22	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.
Colgate-Palmolive Company	06-May-22	Elect Director Lisa M. Edwards	For	The proposal is in line with our voting policy
Colgate-Palmolive Company	06-May-22	Elect Director C. Martin Harris	For	The proposal is in line with our voting policy

Colgate-Palmolive Company	06-May-22	Elect Director Martina Hund-Mejean	For	The proposal is in line with our voting policy
Colgate-Palmolive Company	06-May-22	Elect Director Kimberly A. Nelson	For	The proposal is in line with our voting policy
Colgate-Palmolive Company	06-May-22	Elect Director Lorrie M. Norrington	For	The proposal is in line with our voting policy
Colgate-Palmolive Company	06-May-22	Elect Director Michael B. Polk	For	The proposal is in line with our voting policy
Colgate-Palmolive Company	06-May-22	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 holds four non-executive directorships, one of which as an outside Chairperson of the Board. The nominee is therefore overboarded.
Colgate-Palmolive Company	06-May-22	Elect Director Noel R. Wallace	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
Colgate-Palmolive Company	06-May-22	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Colgate-Palmolive Company	06-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Colgate-Palmolive Company	06-May-22	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For	Amundi considers that except in exceptional circumstances, severance pay should not exceed two years of total remuneration. The proposal therefore has merit.
Colgate-Palmolive Company	06-May-22	Report on Charitable Contributions	Against	We do not see that the proponent has demonstrated a deficiency in the Company's current level of disclosure on the matter, and therefore we consider that the proposal is not in shareholders' interest.
Dover Corporation	06-May-22	Elect Director Deborah L. DeHaas	For	The proposal is in line with our voting policy
Dover Corporation	06-May-22	Elect Director H. John Gilbertson, Jr.	For	The proposal is in line with our voting policy
Dover Corporation	06-May-22	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. The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors.
Dover Corporation	06-May-22	Elect Director Michael F. Johnston	For	The proposal is in line with our voting policy
Dover Corporation	06-May-22	Elect Director Eric A. Spiegel	For	The proposal is in line with our voting policy

Dover Corporation	06-May-22	Elect Director Richard J. Tobin	For	The proposal is in line with our voting policy
Dover Corporation	06-May-22	Elect Director Stephen M. Todd	For	The proposal is in line with our voting policy
Dover Corporation	06-May-22	Elect Director Stephen K. Wagner	Against	The board lacks diversity. The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors.
Dover Corporation	06-May-22	Elect Director Keith E. Wandell	For	The proposal is in line with our voting policy
Dover Corporation	06-May-22	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 four non-executive directorships, one of which as an outside Chairperson of the Audit Committee. The nominee is therefore overboarded.
Dover Corporation	06-May-22	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Dover Corporation	06-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
Dover Corporation	06-May-22	Provide Right to Act by Written Consent	For	The Proposal is in shareholders' interest.
IDEX Corporation	06-May-22	Elect Director Livingston L. Satterthwaite	Against	The board lacks diversity.
IDEX Corporation	06-May-22	Elect Director David C. Parry	Against	The board lacks diversity.
IDEX Corporation	06-May-22	Elect Director Eric D. Ashleman	For	The proposal is in line with our voting policy
IDEX Corporation	06-May-22	Elect Director L. Paris Watts-Stanfield	For	The proposal is in line with our voting policy
IDEX Corporation	06-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of Climate criteria in the variable compensation.
IDEX Corporation	06-May-22	Ratify Deloitte & Touche LLP as Auditors	For	The proposal is in line with our voting policy
Illinois Tool Works Inc.	06-May-22	Elect Director Daniel J. Brutto	For	The proposal is in line with our voting policy
Illinois Tool Works Inc.	06-May-22	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.	06-May-22	Elect Director Darrell L. Ford	For	The proposal is in line with our voting policy
Illinois Tool Works Inc.	06-May-22	Elect Director James W. Griffith	For	The proposal is in line with our voting policy
Illinois Tool Works Inc.	06-May-22	Elect Director Jay L. Henderson	Against	The nominee holds three non-executive directorships, two of which as an outside Chairperson of the Audit Committee. The nominee is therefore overboarded.



Illinois Tool Works Inc.	06-May-22	Elect Director Richard H. Lenny	Against	The board lacks diversity.
Illinois Tool Works Inc.	06-May-22	Elect Director E. Scott Santi	For	The proposal is in line with our voting policy
Illinois Tool Works Inc.	06-May-22	Elect Director David B. Smith, Jr.	For	The proposal is in line with our voting policy
Illinois Tool Works Inc.	06-May-22	Elect Director Pamela B. Strobel	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.	06-May-22	Elect Director Anre D. Williams	For	The proposal is in line with our voting policy
Illinois Tool Works Inc.	06-May-22	Ratify Deloitte & Touche LLP as Auditor	For	The proposal is in line with our voting policy
Illinois Tool Works Inc.	06-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is excessive compared to peers There is a lack of Climate criteria in the variable compensation.
Illinois Tool Works Inc.	06-May-22	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	The Proposal is in shareholders' interest.
PPG Industries, Inc.	09-May-22	Elect Director Gary R. Heminger	Against	The board lacks diversity.
PPG Industries, Inc.	09-May-22	Elect Director Kathleen A. Ligocki	For	The proposal is in line with our voting policy
PPG Industries, Inc.	09-May-22	Elect Director Michael H. McGarry	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
PPG Industries, Inc.	09-May-22	Elect Director Michael T. Nally	For	The proposal is in line with our voting policy
PPG Industries, Inc.	09-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
PPG Industries, Inc.	09-May-22	Declassify the Board of Directors	For	The proposal is in line with our voting policy
PPG Industries, Inc.	09-May-22	Eliminate Supermajority Vote Requirement	For	The proposal is in line with our voting policy
PPG Industries, Inc.	09-May-22	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
PPG Industries, Inc.	09-May-22	Consider Pay Disparity Between CEO 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.
Uber Technologies, Inc.	09-May-22	Elect Director Ronald Sugar	Against	The nominee holds four non-executive directorships, one of which as the Chairperson of the Board and another as an outside Chairperson of the Audit Committee. The nominee is therefore overboarded.

Uber Technologies, Inc.	09-May-22	Elect Director Revathi Advaiti	For	The proposal is in line with our voting policy
Uber Technologies, Inc.	09-May-22	Elect Director Ursula Burns	Against	The nominee holds one outside executive mandate and four non-executive directorships, one of which as an outside Chairperson of the Audit Committee. The nominee is therefore overboarded.
Uber Technologies, Inc.	09-May-22	Elect Director Robert Eckert	Against	The nominee holds four non-executive directorships, one of which as an outside Chairperson of the Board. The nominee is therefore overboarded.
Uber Technologies, Inc.	09-May-22	Elect Director Amanda Ginsberg	For	The proposal is in line with our voting policy
Uber Technologies, Inc.	09-May-22	Elect Director Dara Khosrowshahi	For	The nominee holds one executive mandate and three non-executive directorships. The nominee is therefore overboarded.
Uber Technologies, Inc.	09-May-22	Elect Director Wan Ling Martello	For	The proposal is in line with our voting policy
Uber Technologies, Inc.	09-May-22	Elect Director Yasir Al-Rumayyan	For	The proposal is in line with our voting policy
Uber Technologies, Inc.	09-May-22	Elect Director John Thain	Against	The nominee holds three non-executive directorships, one of which as the Chairperson of the Audit Committee and another as an outside Chairperson of the Board. The nominee is therefore overboarded.
Uber Technologies, Inc.	09-May-22	Elect Director David I. Trujillo	For	The proposal is in line with our voting policy
Uber Technologies, Inc.	09-May-22	Elect Director Alexander Wynaendts	For	The proposal is in line with our voting policy
Uber Technologies, Inc.	09-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of Climate criteria in the variable compensation.
Uber Technologies, Inc.	09-May-22	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Uber Technologies, Inc.	09-May-22	Report on Lobbying Payments and Policy	For	Increased disclosure would allow shareholders to more fully assess risks presented by the Company's Political Contributions and Expenditures.
3M Company	10-May-22	Elect Director Thomas "Tony" K. Brown	For	The proposal is in line with our voting policy
3M Company	10-May-22	Elect Director Pamela J. Craig	Against	The nominee holds four non-executive directorships, one of which as an outside Chairperson of the Audit Committee. The nominee is therefore overboarded.
3M Company	10-May-22	Elect Director David B. Dillon	For	The proposal is in line with our voting policy

3M Company	10-May-22	Elect Director Michael L. Eskew	For	The proposal is in line with our voting policy
3M Company	10-May-22	Elect Director James R. Fitterling	For	The proposal is in line with our voting policy
3M Company	10-May-22	Elect Director Amy E. Hood	For	The proposal is in line with our voting policy
3M Company	10-May-22	Elect Director Muhtar Kent	For	The proposal is in line with our voting policy
3M Company	10-May-22	Elect Director Suzan Kereere	For	The proposal is in line with our voting policy
3M Company	10-May-22	Elect Director Dambisa F. Moyo	For	The proposal is in line with our voting policy
3M Company	10-May-22	Elect Director Gregory R. Page	Against	The nominee holds four non-executive directorships, one of which as an outside Chairperson of the Board. The nominee is therefore overboarded.
3M Company	10-May-22	Elect Director Michael F. Roman	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
3M Company	10-May-22	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
3M Company	10-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
3M Company	10-May-22	Report on Environmental Costs and Impact on Diversified Shareholders	For	Amundi is mindful of the Company's current level of disclosure, however more comprehensive environmental 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.
3M Company	10-May-22	Report on Operations in Communist China	Against	We do not see that the proponent has demonstrated a deficiency in the Company's current level of disclosure on the matter, and therefore we consider that the proposal is not in shareholders' interest.
Cameco Corporation	10-May-22	Elect Director Leontine Atkins	For	The proposal is in line with our voting policy
Cameco Corporation	10-May-22	Elect Director Ian Bruce	For	The proposal is in line with our voting policy
Cameco Corporation	10-May-22	Elect Director Daniel Camus	For	The proposal is in line with our voting policy
Cameco Corporation	10-May-22	Elect Director Donald Deranger	For	The proposal is in line with our voting policy
Cameco Corporation	10-May-22	Elect Director Catherine Gignac	For	The proposal is in line with our voting policy
Cameco Corporation	10-May-22	Elect Director Tim Gitzel	For	The proposal is in line with our voting policy

Cameco Corporation	10-May-22	Elect Director Jim Gowans	For	The proposal is in line with our voting policy
Cameco Corporation	10-May-22	Elect Director Kathryn (Kate) Jackson	Withhold	The nominee holds four non-executive directorships, one of which as an outside Chairperson of the Audit Committee. The nominee is therefore overboarded.
Cameco Corporation	10-May-22	Elect Director Don Kayne	Withhold	The nominee holds two outside executive mandates and one non-executive directorship. The nominee is therefore overboarded.
Cameco Corporation	10-May-22	Ratify KPMG LLP as Auditors	For	The proposal is in line with our voting policy
Cameco Corporation	10-May-22	Advisory Vote on Executive Compensation Approach	Against	Compensation is excessive compared to peers, There is a lack of Climate criteria in the variable compensation.
Cameco Corporation	10-May-22	The Undersigned Hereby Certifies that the Shares Represented by this Proxy are Owned and Controlled by a Resident of Canada. Vote FOR = Yes and ABSTAIN = No. A Vote Against will be treated as not voted.	Abstain	The Shares Represented by this Proxy are NOT owned or controlled by a Resident of Canada.
Charles River Laboratories International, Inc.	10-May-22	Elect Director James C. Foster	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
Charles River Laboratories International, Inc.	10-May-22	Elect Director Nancy C. Andrews	For	The proposal is in line with our voting policy
Charles River Laboratories International, Inc.	10-May-22	Elect Director Robert Bertolini	For	The proposal is in line with our voting policy
Charles River Laboratories International, Inc.	10-May-22	Elect Director Deborah T. Kochevar	Against	The board lacks diversity.
Charles River Laboratories International, Inc.	10-May-22	Elect Director George Llado, Sr.	For	The proposal is in line with our voting policy
Charles River Laboratories International, Inc.	10-May-22	Elect Director Martin W. Mackay	For	The proposal is in line with our voting policy
Charles River Laboratories International, Inc.	10-May-22	Elect Director George E. Massaro	Against	The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors.

Charles River Laboratories International, Inc.	10-May-22	Elect Director C. Richard Reese	Against	The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors.
Charles River Laboratories International, Inc.	10-May-22	Elect Director Richard F. Wallman	Against	The nominee holds four non-executive directorships, one of which as an outside Chairperson of the Audit Committee. The nominee is therefore overboarded.
Charles River Laboratories International, Inc.	10-May-22	Elect Director Virginia M. Wilson	For	The proposal is in line with our voting policy
Charles River Laboratories International, Inc.	10-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Charles River Laboratories International, Inc.	10-May-22	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
ConocoPhillips	10-May-22	Elect Director Caroline Maury Devine	For	The proposal is in line with our voting policy
ConocoPhillips	10-May-22	Elect Director Jody Freeman	For	The proposal is in line with our voting policy
ConocoPhillips	10-May-22	Elect Director Gay Huey Evans	For	The proposal is in line with our voting policy
ConocoPhillips	10-May-22	Elect Director Jeffrey A. Joerres	For	The proposal is in line with our voting policy
ConocoPhillips	10-May-22	Elect Director Ryan M. Lance	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
ConocoPhillips	10-May-22	Elect Director Timothy A. Leach	For	The proposal is in line with our voting policy
ConocoPhillips	10-May-22	Elect Director William H. McRaven	For	The proposal is in line with our voting policy
ConocoPhillips	10-May-22	Elect Director Sharmila Mulligan	For	The proposal is in line with our voting policy
ConocoPhillips	10-May-22	Elect Director Eric D. Mullins	For	The proposal is in line with our voting policy
ConocoPhillips	10-May-22	Elect Director Arjun N. Murti	For	The proposal is in line with our voting policy
ConocoPhillips	10-May-22	Elect Director Robert A. Niblock	Against	The board lacks diversity.
ConocoPhillips	10-May-22	Elect Director David T. Seaton	For	The proposal is in line with our voting policy
ConocoPhillips	10-May-22	Elect Director R.A. Walker	For	The proposal is in line with our voting policy
ConocoPhillips	10-May-22	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy

ConocoPhillips	10-May-22	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. Discretionary payments/powers. LTI is not fully performance-based. The performance conditions are not stringent enough. The remuneration structure is not satisfactory.
ConocoPhillips	10-May-22	Eliminate Supermajority Vote Requirement	For	The proposal is in line with our voting policy
ConocoPhillips	10-May-22	Provide Right to Call Special Meeting	For	The proposal is in line with our voting policy
ConocoPhillips	10-May-22	Provide Right to Call Special Meetings	For	The Proposal is in shareholders' interest.
ConocoPhillips	10-May-22	Report on GHG Emissions Reduction Targets	For	We consider the commitment requested by the proposal as useful for shareholders to assess progress towards Paris Agreement targets.
ConocoPhillips	10-May-22	Report on Lobbying Payments and Policy	Against	We do not see that the proponent has demonstrated a deficiency in the Company's current level of disclosure on the matter, and therefore we consider that the proposal is not in shareholders' interest.
Cummins Inc.	10-May-22	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.	10-May-22	Elect Director Jennifer W. Rumsey	Against	The board is not sufficiently independent as per our voting policy.
Cummins Inc.	10-May-22	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.	10-May-22	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.	10-May-22	Elect Director Bruno V. Di Leo Allen	For	The proposal is in line with our voting policy
Cummins Inc.	10-May-22	Elect Director Stephen B. Dobbs	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.	10-May-22	Elect Director Carla A. Harris	For	The proposal is in line with our voting policy
Cummins Inc.	10-May-22	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.	10-May-22	Elect Director Thomas J. Lynch	Against	The nominee holds four non-executive directorships, one of which as an outside Chairperson of the Board. The nominee is therefore overboarded.
Cummins Inc.	10-May-22	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.	10-May-22	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.	10-May-22	Elect Director Kimberly A. Nelson	For	The proposal is in line with our voting policy
Cummins Inc.	10-May-22	Elect Director Karen H. Quintos	For	The proposal is in line with our voting policy
Cummins Inc.	10-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of Climate criteria in the variable compensation.
Cummins Inc.	10-May-22	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Cummins Inc.	10-May-22	Require Independent Board Chair	Against	The proposal is not in shareholders' interests.
Danaher Corporation	10-May-22	Elect Director Rainer M. Blair	For	The proposal is in line with our voting policy
Danaher Corporation	10-May-22	Elect Director Linda Filler	Against	The board lacks diversity. 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	10-May-22	Elect Director Teri List	Against	There are issues with the board which do not enable support of the proposal.
Danaher Corporation	10-May-22	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. There are issues with the board which do not enable support of the proposal.
Danaher Corporation	10-May-22	Elect Director Jessica L. Mega	For	The proposal is in line with our voting policy
Danaher Corporation	10-May-22	Elect Director Mitchell P. Rales	For	The proposal is in line with our voting policy
Danaher Corporation	10-May-22	Elect Director Steven M. Rales	For	The proposal is in line with our voting policy
Danaher Corporation	10-May-22	Elect Director Pardis C. Sabeti	For	The proposal is in line with our voting policy
Danaher Corporation	10-May-22	Elect Director A. Shane Sanders	Against	There are issues with the board which do not enable support of the proposal.
Danaher Corporation	10-May-22	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. There are issues with the board which do not enable support of the proposal.
Danaher Corporation	10-May-22	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 four non-executive directorships, two of which as an outside Chairperson of the Audit Committee and another an outside Chairperson of the Board. The nominee is therefore overboarded.
Danaher Corporation	10-May-22	Elect Director Raymond C. Stevens	For	The proposal is in line with our voting policy
Danaher Corporation	10-May-22	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.
Danaher Corporation	10-May-22	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Danaher Corporation	10-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Danaher Corporation	10-May-22	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	The Proposal is in shareholders' interest.

Waste Management, Inc.	10-May-22	Elect Director James C. Fish, Jr.	For	The proposal is in line with our voting policy
Waste Management, Inc.	10-May-22	Elect Director Andres R. Gluski	For	The proposal is in line with our voting policy
Waste Management, Inc.	10-May-22	Elect Director Victoria M. Holt	For	The proposal is in line with our voting policy
Waste Management, Inc.	10-May-22	Elect Director Kathleen M. Mazzarella	For	The proposal is in line with our voting policy
Waste Management, Inc.	10-May-22	Elect Director Sean E. Menke	For	The proposal is in line with our voting policy
Waste Management, Inc.	10-May-22	Elect Director William B. Plummer	Against	The nominee holds three non-executive directorships, two of which as the Chairperson of the Audit Committee. The nominee is therefore overboarded.
Waste Management, Inc.	10-May-22	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.
Waste Management, Inc.	10-May-22	Elect Director Maryrose T. Sylvester	For	The proposal is in line with our voting policy
Waste Management, Inc.	10-May-22	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.
Waste Management, Inc.	10-May-22	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Waste Management, Inc.	10-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	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. Companies must ensure that they are properly addressing issues of racial inequity in their communities and workforces. Not doing so could result in significant reputational risks for the Company. We therefore consider that the proposal is in shareholders' interests.
Waste Management, Inc.	10-May-22	Report on Civil Rights Audit	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. Companies must ensure that they are properly addressing issues of racial inequity in their communities and workforces. Not doing so could result in significant reputational risks for the Company. We therefore consider that the proposal is in shareholders' interests.

IDEXX Laboratories, Inc.	11-May-22	Elect Director Jonathan W. Ayers	For	The proposal is in line with our voting policy
IDEXX Laboratories, Inc.	11-May-22	Elect Director Stuart M. Essig	Against	The board lacks diversity.
IDEXX Laboratories, Inc.	11-May-22	Elect Director Jonathan J. Mazelsky	For	The proposal is in line with our voting policy
IDEXX Laboratories, Inc.	11-May-22	Elect Director M. Anne Szostak	For	The proposal is in line with our voting policy
IDEXX Laboratories, Inc.	11-May-22	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
IDEXX Laboratories, Inc.	11-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
Juniper Networks, Inc.	11-May-22	Elect Director Gary Daichendt	For	The proposal is in line with our voting policy
Juniper Networks, Inc.	11-May-22	Elect Director Anne DelSanto	For	The proposal is in line with our voting policy
Juniper Networks, Inc.	11-May-22	Elect Director Kevin DeNuccio	For	The proposal is in line with our voting policy
Juniper Networks, Inc.	11-May-22	Elect Director James Dolce	For	The proposal is in line with our voting policy
Juniper Networks, Inc.	11-May-22	Elect Director Christine Gorjanc	For	The proposal is in line with our voting policy
Juniper Networks, Inc.	11-May-22	Elect Director Janet Haugen	For	The proposal is in line with our voting policy
Juniper Networks, Inc.	11-May-22	Elect Director Scott Kriens	For	The proposal is in line with our voting policy
Juniper Networks, Inc.	11-May-22	Elect Director Rahul Merchant	For	The proposal is in line with our voting policy
Juniper Networks, Inc.	11-May-22	Elect Director Rami Rahim	For	The proposal is in line with our voting policy
Juniper Networks, Inc.	11-May-22	Elect Director William Stensrud	Against	The board lacks diversity. The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors.
Juniper Networks, Inc.	11-May-22	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Juniper Networks, Inc.	11-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Juniper Networks, Inc.	11-May-22	Amend Omnibus Stock Plan	Against	The cost of the compensation plan is excessive. Discretionary payments/powers.
Kinross Gold Corporation	11-May-22	Elect Director Ian Atkinson	Withhold	There are issues with the Board which do not enable support of the proposal.
Kinross Gold Corporation	11-May-22	Elect Director Kerry D. Dyte	Withhold	There are issues with the Board which do not enable support of the proposal.
Kinross Gold Corporation	11-May-22	Elect Director Glenn A. Ives	Withhold	There are issues with the Board which do not enable support of the proposal.
Kinross Gold Corporation	11-May-22	Elect Director Ave G. Lethbridge	Withhold	There are issues with the Board which do not enable support of the proposal.

Kinross Gold Corporation	11-May-22	Elect Director Elizabeth D. McGregor	Withhold	There are issues with the Board which do not enable support of the proposal.
Kinross Gold Corporation	11-May-22	Elect Director Catherine McLeod-Seltzer	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 the Chairperson of the Board. The nominee is therefore overboarded.
Kinross Gold Corporation	11-May-22	Elect Director Kelly J. Osborne	Withhold	There are issues with the Board which do not enable support of the proposal.
Kinross Gold Corporation	11-May-22	Elect Director J. Paul Rollinson	Withhold	There are issues with the Board which do not enable support of the proposal.
Kinross Gold Corporation	11-May-22	Elect Director David A. Scott	Withhold	There are issues with the Board which do not enable support of the proposal.
Kinross Gold Corporation	11-May-22	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	For	The proposal is in line with our voting policy
Kinross Gold Corporation	11-May-22	Advisory Vote to Ratify Named Executive Officer's Compensation	Against	There is a lack of Climate criteria in the variable compensation.
Pan American Silver Corp.	11-May-22	Elect Director Michael L. Carroll	For	The proposal is in line with our voting policy
Pan American Silver Corp.	11-May-22	Elect Director Neil de Gelder	For	The proposal is in line with our voting policy
Pan American Silver Corp.	11-May-22	Elect Director Charles A. Jeannes	For	The proposal is in line with our voting policy
Pan American Silver Corp.	11-May-22	Elect Director Jennifer Maki	Withhold	The nominee holds three non-executive directorships, two of which as an outside Chairperson of the Audit Committee. The nominee is therefore overboarded.
Pan American Silver Corp.	11-May-22	Elect Director Walter T. Segsworth	Withhold	The nominee holds three non-executive directorships, two of which as an outside Chairperson of the Board. The nominee is therefore overboarded.
Pan American Silver Corp.	11-May-22	Elect Director Kathleen E. Sendall	For	The proposal is in line with our voting policy
Pan American Silver Corp.	11-May-22	Elect Director Michael Steinmann	For	The proposal is in line with our voting policy
Pan American Silver Corp.	11-May-22	Elect Director Gillian D. Winckler	For	The proposal is in line with our voting policy
Pan American Silver Corp.	11-May-22	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.	11-May-22	Advisory Vote to Ratify Named Executive Officer's Compensation	Against	There is a lack of Climate criteria in the variable compensation.
Skyworks Solutions, Inc.	11-May-22	Elect Director Alan S. Batey	For	The proposal is in line with our voting policy
Skyworks Solutions, Inc.	11-May-22	Elect Director Kevin L. Beebe	Against	The board lacks diversity. The nominee is a non-independent member of the Nomination Committee

				which is not composed in majority of independent directors.
Skyworks Solutions, Inc.	11-May-22	Elect Director Liam K. Griffin	For	The proposal is in line with our voting policy
Skyworks Solutions, Inc.	11-May-22	Elect Director Eric J. Guerin	For	The proposal is in line with our voting policy
Skyworks Solutions, Inc.	11-May-22	Elect Director Christine King	For	The proposal is in line with our voting policy
Skyworks Solutions, Inc.	11-May-22	Elect Director Suzanne E. McBride	For	The proposal is in line with our voting policy
Skyworks Solutions, Inc.	11-May-22	Elect Director David P. McGlade	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.
Skyworks Solutions, Inc.	11-May-22	Elect Director Robert A. Schriesheim	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.
Skyworks Solutions, Inc.	11-May-22	Ratify KPMG LLP as Auditors	For	The proposal is in line with our voting policy
Skyworks Solutions, Inc.	11-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Skyworks Solutions, Inc.	11-May-22	Eliminate Supermajority Vote Requirement to Approve Mergers, Consolidations or Dispositions of Substantial Assets	For	The proposal is in line with our voting policy
Skyworks Solutions, Inc.	11-May-22	Eliminate Supermajority Vote Requirement to Approve Certain Business Combinations	For	The proposal is in line with our voting policy
Skyworks Solutions, Inc.	11-May-22	Eliminate Supermajority Vote Requirement to Amend Charter Provisions Governing Directors	For	The proposal is in line with our voting policy
Skyworks Solutions, Inc.	11-May-22	Eliminate Supermajority Vote Requirement to Amend Charter Provision Governing Action by Stockholders	For	The proposal is in line with our voting policy
Skyworks Solutions, Inc.	11-May-22	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	The Proposal is in shareholders' interest.



Tractor Supply Company	11-May-22	Elect Director Cynthia T. Jamison	Against	The nominee holds four non-executive directorships, one of which as the Chairperson of the Board and another two as an outside Chairperson of the Audit Committee. The nominee is therefore overboarded.
Tractor Supply Company	11-May-22	Elect Director Joy Brown	For	The proposal is in line with our voting policy
Tractor Supply Company	11-May-22	Elect Director Ricardo Cardenas	For	The proposal is in line with our voting policy
Tractor Supply Company	11-May-22	Elect Director Denise L. Jackson	For	The proposal is in line with our voting policy
Tractor Supply Company	11-May-22	Elect Director Thomas A. Kingsbury	For	The proposal is in line with our voting policy
Tractor Supply Company	11-May-22	Elect Director Ramkumar Krishnan	For	The proposal is in line with our voting policy
Tractor Supply Company	11-May-22	Elect Director Harry A. Lawton, III	For	The proposal is in line with our voting policy
Tractor Supply Company	11-May-22	Elect Director Edna K. Morris	For	The proposal is in line with our voting policy
Tractor Supply Company	11-May-22	Elect Director Mark J. Weikel	For	The proposal is in line with our voting policy
Tractor Supply Company	11-May-22	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Tractor Supply Company	11-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Tractor Supply Company	11-May-22	Report on Costs of Low Wages and Inequality and Impact on Diversified Shareholders	For	Amundi is mindful of the Company's current level of disclosure, however more comprehensive social 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.
TransUnion	11-May-22	Elect Director George M. Awad	For	The proposal is in line with our voting policy
TransUnion	11-May-22	Elect Director William P. (Billy) Bosworth	For	The proposal is in line with our voting policy
TransUnion	11-May-22	Elect Director Christopher A. Cartwright	For	The proposal is in line with our voting policy
TransUnion	11-May-22	Elect Director Suzanne P. Clark	For	The proposal is in line with our voting policy
TransUnion	11-May-22	Elect Director Russell P. Fradin	Against	The board lacks diversity.
TransUnion	11-May-22	Elect Director Charles E. Gottdiener	For	The proposal is in line with our voting policy
TransUnion	11-May-22	Elect Director Pamela A. Joseph	For	The proposal is in line with our voting policy
TransUnion	11-May-22	Elect Director Thomas L. Monahan, III	For	The proposal is in line with our voting policy

TransUnion	11-May-22	Elect Director Andrew Prozes	For	The proposal is in line with our voting policy
TransUnion	11-May-22	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
TransUnion	11-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
TransUnion	11-May-22	Advisory Vote on Say on Pay Frequency	One Year	
Akamai Technologies, Inc.	12-May-22	Elect Director Sharon Bowen	For	The proposal is in line with our voting policy
Akamai Technologies, Inc.	12-May-22	Elect Director Marianne Brown	For	The proposal is in line with our voting policy
Akamai Technologies, Inc.	12-May-22	Elect Director Monte Ford	For	The proposal is in line with our voting policy
Akamai Technologies, Inc.	12-May-22	Elect Director Dan Hesse	Against	The nominee holds three non-executive directorships, two of which as the Chairperson of the Board. The nominee is therefore overboarded.
Akamai Technologies, Inc.	12-May-22	Elect Director Tom Killalea	For	The proposal is in line with our voting policy
Akamai Technologies, Inc.	12-May-22	Elect Director Tom Leighton	For	The proposal is in line with our voting policy
Akamai Technologies, Inc.	12-May-22	Elect Director Jonathan Miller	For	The proposal is in line with our voting policy
Akamai Technologies, Inc.	12-May-22	Elect Director Madhu Ranganathan	Against	The nominee holds one executive mandate and two non-executive directorships, one of which as the Chairperson of the Audit Committee. The nominee is therefore overboarded.
Akamai Technologies, Inc.	12-May-22	Elect Director Ben Verwaayen	Against	The board lacks diversity.
Akamai Technologies, Inc.	12-May-22	Elect Director Bill Wagner	For	The proposal is in line with our voting policy
Akamai Technologies, Inc.	12-May-22	Amend Omnibus Stock Plan	For	The proposal is in line with our voting policy
Akamai Technologies, Inc.	12-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
Akamai Technologies, Inc.	12-May-22	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy

ANSYS, Inc.	12-May-22	Elect Director Anil Chakravarthy	For	The proposal is in line with our voting policy
ANSYS, Inc.	12-May-22	Elect Director Barbara V. Scherer	For	The proposal is in line with our voting policy
ANSYS, Inc.	12-May-22	Elect Director Ravi K. Vijayaraghavan	Against	The board lacks diversity.
ANSYS, Inc.	12-May-22	Ratify Deloitte & Touche LLP as Auditors	For	The proposal is in line with our voting policy
ANSYS, Inc.	12-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
ANSYS, Inc.	12-May-22	Eliminate Supermajority Vote Requirement to Remove a Director	For	The proposal is in line with our voting policy
ANSYS, Inc.	12-May-22	Eliminate Supermajority Vote Requirement to Amend or Repeal the By-Laws	For	The proposal is in line with our voting policy
ANSYS, Inc.	12-May-22	Eliminate Supermajority Vote Requirement to Amend or Repeal Certain Provisions of the Charter	For	The proposal is in line with our voting policy
ANSYS, Inc.	12-May-22	Approve Qualified Employee Stock Purchase Plan	For	The proposal is in line with our voting policy
ANSYS, Inc.	12-May-22	Declassify the Board of Directors	For	The Proposal is in shareholders' interest.
Camden Property Trust	12-May-22	Elect Director Richard J. Campo	Withhold	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
Camden Property Trust	12-May-22	Elect Director Javier E. Benito	For	The proposal is in line with our voting policy
Camden Property Trust	12-May-22	Elect Director Heather J. Brunner	For	The proposal is in line with our voting policy
Camden Property Trust	12-May-22	Elect Director Mark D. Gibson	For	The proposal is in line with our voting policy
Camden Property Trust	12-May-22	Elect Director Scott S. Ingraham	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.
Camden Property Trust	12-May-22	Elect Director Renu Khator	For	The proposal is in line with our voting policy
Camden Property Trust	12-May-22	Elect Director D. Keith Oden	For	The proposal is in line with our voting policy
Camden Property Trust	12-May-22	Elect Director Frances Aldrich Sevilla-Sacasa	Withhold	The board lacks diversity.
Camden Property Trust	12-May-22	Elect Director Steven A. Webster	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. The nominee holds 3 non-executive directorships and 1 executive position. The nominee is therefore overboarded.
Camden Property Trust	12-May-22	Elect Director Kelvin R. Westbrook	For	The proposal is in line with our voting policy
Camden Property Trust	12-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Camden Property Trust	12-May-22	Ratify Deloitte & Touche LLP as Auditors	For	The proposal is in line with our voting policy
Intel Corporation	12-May-22	Elect Director Patrick P. Gelsinger	For	The proposal is in line with our voting policy
Intel Corporation	12-May-22	Elect Director James J. Goetz	For	The proposal is in line with our voting policy
Intel Corporation	12-May-22	Elect Director Andrea J. Goldsmith	For	The proposal is in line with our voting policy
Intel Corporation	12-May-22	Elect Director Alyssa H. Henry	Against	The company has shown no or insufficient responsiveness to shareholder dissent.
Intel Corporation	12-May-22	Elect Director Omar Ishrak	Against	The company has shown no or insufficient responsiveness to shareholder dissent. The nominee holds three non-executive directorships, two of which as the Chairperson of the Board. The nominee is therefore overboarded.
Intel Corporation	12-May-22	Elect Director Risa Lavizzo-Mourey	Against	The company has shown no or insufficient responsiveness to shareholder dissent. The nominee holds three non-executive directorships and one executive position. The nominee is therefore overboarded.
Intel Corporation	12-May-22	Elect Director Tsu-Jae King Liu	For	The proposal is in line with our voting policy
Intel Corporation	12-May-22	Elect Director Gregory D. Smith	For	The proposal is in line with our voting policy
Intel Corporation	12-May-22	Elect Director Dion J. Weisler	Against	The company has shown no or insufficient responsiveness to shareholder dissent.
Intel Corporation	12-May-22	Elect Director Frank D. Yeary	For	The proposal is in line with our voting policy
Intel Corporation	12-May-22	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Intel Corporation	12-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is excessive compared to peers. The company has shown no or insufficient responsiveness to shareholder dissent. There is a notable disconnect between pay and performance. The remuneration structure is not satisfactory. The performance conditions are not stringent enough.
Intel Corporation	12-May-22	Amend Omnibus Stock Plan	Against	The cost of the compensation plan is excessive. The remuneration structure is not satisfactory. Discretionary payments/powers.

Intel Corporation	12-May-22	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	The Proposal is in shareholders' interest.
Intel Corporation	12-May-22	Report on Third-Party Civil Rights Audit	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 light of the events of 2020, companies must ensure that they are properly addressing issues of racial injustice in their communities and workforces. Not doing so could result in significant reputational risks for the Company. We therefore consider that the proposal is in shareholders' interests.
Lundin Mining Corporation	12-May-22	Elect Director Donald K. Charter	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.
Lundin Mining Corporation	12-May-22	Elect Director C. Ashley Heppenstall	Withhold	The nominee holds four non-executive directorships, one of which as the Chairperson of the Board and of the Audit Committee. The nominee is therefore overboarded.
Lundin Mining Corporation	12-May-22	Elect Director Juliana L. Lam	For	The proposal is in line with our voting policy
Lundin Mining Corporation	12-May-22	Elect Director Adam I. Lundin	Withhold	The board is not sufficiently independent as per our voting policy. The nominee holds five non-executive directorships, one of which as an outside Chairperson of the Board. The nominee is therefore overboarded.
Lundin Mining Corporation	12-May-22	Elect Director Jack O. Lundin	Withhold	The board is not sufficiently independent as per our voting policy.
Lundin Mining Corporation	12-May-22	Elect Director Dale C. Peniuk	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 holds four non-executive directorships, all of which as the Chairperson of the Audit Committee. The nominee is therefore overboarded.
Lundin Mining Corporation	12-May-22	Elect Director Karen P. Poniachik	For	The proposal is in line with our voting policy
Lundin Mining Corporation	12-May-22	Elect Director Peter T. Rockandel	For	The proposal is in line with our voting policy
Lundin Mining Corporation	12-May-22	Elect Director Catherine J. G. Stefan	For	The proposal is in line with our voting policy
Lundin Mining Corporation	12-May-22	Approve PricewaterhouseCoopers LLP as Auditors and	For	The proposal is in line with our voting policy

		Authorize Board to Fix Their Remuneration		
Lundin Mining Corporation	12-May-22	Advisory Vote on Executive Compensation Approach	Against	There is a lack of Climate criteria in the variable compensation.
Martin Marietta Materials, Inc.	12-May-22	Elect Director Dorothy M. Ables	Against	There are issues with the board which do not enable support of the proposal.
Martin Marietta Materials, Inc.	12-May-22	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.	12-May-22	Elect Director Smith W. Davis	Against	There are issues with the board which do not enable support of the proposal.
Martin Marietta Materials, Inc.	12-May-22	Elect Director Anthony R. Foxx	For	The proposal is in line with our voting policy
Martin Marietta Materials, Inc.	12-May-22	Elect Director John J. Koraleski	Against	There are issues with the board which do not enable support of the proposal.
Martin Marietta Materials, Inc.	12-May-22	Elect Director C. Howard Nye	Against	There are issues with the board which do not enable support of the proposal.
Martin Marietta Materials, Inc.	12-May-22	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.	12-May-22	Elect Director Thomas H. Pike	Against	There are issues with the board which do not enable support of the proposal.
Martin Marietta Materials, Inc.	12-May-22	Elect Director Michael J. Quillen	Against	There are issues with the board which do not enable support of the proposal.
Martin Marietta Materials, Inc.	12-May-22	Elect Director Donald W. Slager	Against	The board lacks diversity. There are issues with the board which do not enable support of the proposal.
Martin Marietta Materials, Inc.	12-May-22	Elect Director David C. Wajsgas	Against	There are issues with the board which do not enable support of the proposal.
Martin Marietta Materials, Inc.	12-May-22	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Martin Marietta Materials, Inc.	12-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is excessive compared to peers. There is a lack of Climate criteria in the variable compensation.
Masco Corporation	12-May-22	Elect Director Donald R. Parfet	Against	The nominee holds one executive mandate and three non-executive directorships, one of which as an outside Chairperson of the Board. The nominee is therefore overboarded.
Masco Corporation	12-May-22	Elect Director Lisa A. Payne	Against	The board lacks diversity.
Masco Corporation	12-May-22	Elect Director Reginald M. Turner	For	The proposal is in line with our voting policy
Masco Corporation	12-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of Climate criteria in the variable compensation.



Masco Corporation	12-May-22	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Norfolk Southern Corporation	12-May-22	Elect Director Thomas D. Bell, Jr.	For	The proposal is in line with our voting policy
Norfolk Southern Corporation	12-May-22	Elect Director Mitchell E. Daniels, Jr.	Against	The board lacks diversity.
Norfolk Southern Corporation	12-May-22	Elect Director Marcela E. Donadio	Against	The nominee holds four non-executive directorships, one of which as the Chairperson of the Audit Committee. The nominee is therefore overboarded.
Norfolk Southern Corporation	12-May-22	Elect Director John C. Huffard, Jr.	For	The proposal is in line with our voting policy
Norfolk Southern Corporation	12-May-22	Elect Director Christopher T. Jones	For	The proposal is in line with our voting policy
Norfolk Southern Corporation	12-May-22	Elect Director Thomas C. Kelleher	For	The proposal is in line with our voting policy
Norfolk Southern Corporation	12-May-22	Elect Director Steven F. Leer	For	The proposal is in line with our voting policy
Norfolk Southern Corporation	12-May-22	Elect Director Michael D. Lockhart	For	The proposal is in line with our voting policy
Norfolk Southern Corporation	12-May-22	Elect Director Amy E. Miles	Against	The nominee holds three non-executive directorships, one of which as the Chairperson of the Board and another as an outside Chairperson of the Audit Committee. The nominee is therefore overboarded.
Norfolk Southern Corporation	12-May-22	Elect Director Claude Mongeau	For	The proposal is in line with our voting policy
Norfolk Southern Corporation	12-May-22	Elect Director Jennifer F. Scanlon	For	The proposal is in line with our voting policy
Norfolk Southern Corporation	12-May-22	Elect Director Alan H. Shaw	For	The proposal is in line with our voting policy
Norfolk Southern Corporation	12-May-22	Elect Director James A. Squires	For	The proposal is in line with our voting policy
Norfolk Southern Corporation	12-May-22	Elect Director John R. Thompson	For	The proposal is in line with our voting policy
Norfolk Southern Corporation	12-May-22	Ratify KPMG LLP as Auditors	For	The proposal is in line with our voting policy
Norfolk Southern Corporation	12-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is excessive compared to peers. There is a lack of Climate criteria in the variable compensation.
Norfolk Southern Corporation	12-May-22	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	The Proposal is in shareholders' interest.
Nucor Corporation	12-May-22	Elect Director Norma B. Clayton	For	The proposal is in line with our voting policy
Nucor Corporation	12-May-22	Elect Director Patrick J. Dempsey	For	The proposal is in line with our voting policy
Nucor Corporation	12-May-22	Elect Director Christopher J. Kearney	For	The proposal is in line with our voting policy

Nucor Corporation	12-May-22	Elect Director Laurette T. Koellner	Withhold	The nominee holds four non-executive directorships, three of which as the Chairperson of the Audit Committee. The nominee is therefore overboarded.
Nucor Corporation	12-May-22	Elect Director Joseph D. Rupp	For	The proposal is in line with our voting policy
Nucor Corporation	12-May-22	Elect Director Leon J. Topalian	For	The proposal is in line with our voting policy
Nucor Corporation	12-May-22	Elect Director John H. Walker	Withhold	The nominee holds three non-executive directorships, two of which as the Chairperson of the Board. The nominee is therefore overboarded.
Nucor Corporation	12-May-22	Elect Director Nadja Y. West	For	The proposal is in line with our voting policy
Nucor Corporation	12-May-22	Ratify PricewaterhouseCoopers LLP as Auditor	For	The proposal is in line with our voting policy
Nucor Corporation	12-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of Climate criteria in the variable compensation.
O'Reilly Automotive, Inc.	12-May-22	Elect Director David O'Reilly	Against	The board is not sufficiently independent as per our voting policy
O'Reilly Automotive, Inc.	12-May-22	Elect Director Larry O'Reilly	Against	The board is not sufficiently independent as per our voting policy.
O'Reilly Automotive, Inc.	12-May-22	Elect Director Greg Henslee	Against	The board is not sufficiently independent as per our voting policy
O'Reilly Automotive, Inc.	12-May-22	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.	12-May-22	Elect Director Thomas T. Hendrickson	Against	The board is not sufficiently independent as per our voting policy.
O'Reilly Automotive, Inc.	12-May-22	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.	12-May-22	Elect Director Dana M. Perlman	Against	The board lacks diversity.
O'Reilly Automotive, Inc.	12-May-22	Elect Director Maria A. Sastre	For	The proposal is in line with our voting policy
O'Reilly Automotive, Inc.	12-May-22	Elect Director Andrea M. Weiss	For	The proposal is in line with our voting policy
O'Reilly Automotive, Inc.	12-May-22	Elect Director Fred Whitfield	For	The proposal is in line with our voting policy
O'Reilly Automotive, Inc.	12-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
O'Reilly Automotive, Inc.	12-May-22	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
O'Reilly Automotive, Inc.	12-May-22	Reduce Ownership Threshold for	For	The Proposal is in shareholders' interest.

		Shareholders to Call Special Meeting		
Tyler Technologies, Inc.	12-May-22	Elect Director Glenn A. Carter	Withhold	The board lacks diversity.
Tyler Technologies, Inc.	12-May-22	Elect Director Brenda A. Cline	Withhold	The nominee holds 3 non-executive directorships, 2 of which as Chairperson of the Audit Committee and 1 as Chairperson of the Board and Audit Committee. The nominee is therefore overboarded.
Tyler Technologies, Inc.	12-May-22	Elect Director Ronnie D. Hawkins, Jr.	For	The proposal is in line with our voting policy
Tyler Technologies, Inc.	12-May-22	Elect Director Mary L. Landrieu	For	The proposal is in line with our voting policy
Tyler Technologies, Inc.	12-May-22	Elect Director John S. Marr, Jr.	For	The proposal is in line with our voting policy
Tyler Technologies, Inc.	12-May-22	Elect Director H. Lynn Moore, Jr.	For	The proposal is in line with our voting policy
Tyler Technologies, Inc.	12-May-22	Elect Director Daniel M. Pope	For	The proposal is in line with our voting policy
Tyler Technologies, Inc.	12-May-22	Elect Director Dustin R. Womble	For	The proposal is in line with our voting policy
Tyler Technologies, Inc.	12-May-22	Approve Vote Threshold Amendment for Mergers, Share Exchanges, and Certain Other Transactions	For	The proposal is in line with our voting policy
Tyler Technologies, Inc.	12-May-22	Provide Right to Call Special Meeting	For	The proposal is in line with our voting policy
Tyler Technologies, Inc.	12-May-22	Provide Right to Act by Written Consent	For	The proposal is in line with our voting policy
Tyler Technologies, Inc.	12-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Tyler Technologies, Inc.	12-May-22	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Union Pacific Corporation	12-May-22	Elect Director William J. DeLaney	For	The proposal is in line with our voting policy
Union Pacific Corporation	12-May-22	Elect Director David B. Dillon	For	The proposal is in line with our voting policy
Union Pacific Corporation	12-May-22	Elect Director Sheri H. Edison	For	The proposal is in line with our voting policy

Union Pacific Corporation	12-May-22	Elect Director Teresa M. Finley	For	The proposal is in line with our voting policy
Union Pacific Corporation	12-May-22	Elect Director Lance M. Fritz	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
Union Pacific Corporation	12-May-22	Elect Director Deborah C. Hopkins	Against	The nominee holds four non-executive directorships, one of which as an outside Chairperson of the Audit Committee. The nominee is therefore overboarded.
Union Pacific Corporation	12-May-22	Elect Director Jane H. Lute	For	The proposal is in line with our voting policy
Union Pacific Corporation	12-May-22	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	12-May-22	Elect Director Jose H. Villarreal	Against	The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors.
Union Pacific Corporation	12-May-22	Elect Director Christopher J. Williams	Against	The nominee holds three non-executive directorships, two of which as an outside Chairperson of the Audit Committee. The nominee is therefore overboarded.
Union Pacific Corporation	12-May-22	Ratify Deloitte & Touche LLP as Auditors	For	The proposal is in line with our voting policy
Union Pacific Corporation	12-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of Climate criteria in the variable compensation.
WSP Global Inc.	12-May-22	Elect Director Louis-Philippe Carriere	For	The proposal is in line with our voting policy
WSP Global Inc.	12-May-22	Elect Director Christopher Cole	Withhold	The nominee holds three non-executive directorships, all of which as the Chairperson of the Board. The nominee is therefore overboarded.
WSP Global Inc.	12-May-22	Elect Director Alexandre L'Heureux	For	The proposal is in line with our voting policy
WSP Global Inc.	12-May-22	Elect Director Birgit Norgaard	For	The proposal is in line with our voting policy
WSP Global Inc.	12-May-22	Elect Director Suzanne Rancourt	For	The proposal is in line with our voting policy
WSP Global Inc.	12-May-22	Elect Director Paul Raymond	For	The proposal is in line with our voting policy
WSP Global Inc.	12-May-22	Elect Director Pierre Shoiry	For	The proposal is in line with our voting policy
WSP Global Inc.	12-May-22	Elect Director Linda Smith-Galipeau	For	The proposal is in line with our voting policy
WSP Global Inc.	12-May-22	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
WSP Global Inc.	12-May-22	Advisory Vote on Executive Compensation Approach	Against	There is a lack of Climate criteria in the variable compensation.
Xylem Inc.	12-May-22	Elect Director Jeanne Beliveau-Dunn	For	The proposal is in line with our voting policy

Xylem Inc.	12-May-22	Elect Director Patrick K. Decker	For	The proposal is in line with our voting policy
Xylem Inc.	12-May-22	Elect Director Robert F. Friel	For	The proposal is in line with our voting policy
Xylem Inc.	12-May-22	Elect Director Jorge M. Gomez	Against	The nominee holds one outside executive mandate and two non-executive directorships, two of which as the Chairperson of the Audit Committee. The nominee is therefore overboarded.
Xylem Inc.	12-May-22	Elect Director Victoria D. Harker	Against	The nominee holds one outside executive mandate and three non-executive directorships. The nominee is therefore overboarded.
Xylem Inc.	12-May-22	Elect Director Steven R. Loranger	For	The proposal is in line with our voting policy
Xylem Inc.	12-May-22	Elect Director Mark D. Morelli	For	The proposal is in line with our voting policy
Xylem Inc.	12-May-22	Elect Director Jerome A. Peribere	For	The proposal is in line with our voting policy
Xylem Inc.	12-May-22	Elect Director Markos I. Tambakeras	Against	The board lacks diversity.
Xylem Inc.	12-May-22	Elect Director Lila Tretikov	Against	The nominee holds one outside executive mandate and three non-executive directorships. The nominee is therefore overboarded.
Xylem Inc.	12-May-22	Elect Director Uday Yadav	For	The proposal is in line with our voting policy
Xylem Inc.	12-May-22	Ratify Deloitte & Touche LLP as Auditors	For	The proposal is in line with our voting policy
Xylem Inc.	12-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of Climate criteria in the variable compensation.
Zebra Technologies Corporation	12-May-22	Elect Director Nelda J. Connors	For	The proposal is in line with our voting policy
Zebra Technologies Corporation	12-May-22	Elect Director Frank B. Modruson	For	The proposal is in line with our voting policy
Zebra Technologies Corporation	12-May-22	Elect Director Michael A. Smith	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	12-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Zebra Technologies Corporation	12-May-22	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Seagen Inc.	13-May-22	Elect Director Ted W. Love	For	The proposal is in line with our voting policy
Seagen Inc.	13-May-22	Elect Director Daniel G. Welch	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, two of which as an outside Chairperson of the Board. The nominee is therefore overboarded. The board lacks diversity.
Seagen Inc.	13-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Seagen Inc.	13-May-22	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Teradyne, Inc.	13-May-22	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.	13-May-22	Elect Director Timothy E. Guertin	For	The proposal is in line with our voting policy
Teradyne, Inc.	13-May-22	Elect Director Peter Herweck	For	The proposal is in line with our voting policy
Teradyne, Inc.	13-May-22	Elect Director Mark E. Jagiela	For	The proposal is in line with our voting policy
Teradyne, Inc.	13-May-22	Elect Director Mercedes Johnson	Against	The nominee holds 4 non-executive directorships, 2 of which as Chairperson of the Audit Committee. The nominee is therefore overboarded.
Teradyne, Inc.	13-May-22	Elect Director Marilyn Matz	Against	The board lacks diversity.
Teradyne, Inc.	13-May-22	Elect Director Fouad 'Ford' Tamer	For	The proposal is in line with our voting policy
Teradyne, Inc.	13-May-22	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.
Teradyne, Inc.	13-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Teradyne, Inc.	13-May-22	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Vulcan Materials Company	13-May-22	Elect Director Kathleen L. Quirk	Against	There are issues with the board which do not enable support of the proposal.
Vulcan Materials Company	13-May-22	Elect Director David P. Steiner	Against	The board lacks diversity.
Vulcan Materials Company	13-May-22	Elect Director Lee J. Styslinger, III	For	The proposal is in line with our voting policy
Vulcan Materials Company	13-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of Climate criteria in the variable compensation.
Vulcan Materials Company	13-May-22	Ratify Deloitte & Touche LLP as Auditors	For	The proposal is in line with our voting policy
Waste Connections, Inc.	13-May-22	Elect Director Ronald J. Mittelstaedt	For	The proposal is in line with our voting policy
Waste Connections, Inc.	13-May-22	Elect Director Edward E. "Ned" Guillet	Withhold	The board lacks diversity. 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.	13-May-22	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.	13-May-22	Elect Director Larry S. Hughes	For	The proposal is in line with our voting policy
Waste Connections, Inc.	13-May-22	Elect Director Worthing F. Jackman	For	The proposal is in line with our voting policy
Waste Connections, Inc.	13-May-22	Elect Director Elise L. Jordan	For	The proposal is in line with our voting policy
Waste Connections, Inc.	13-May-22	Elect Director Susan "Sue" Lee	For	The proposal is in line with our voting policy
Waste Connections, Inc.	13-May-22	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.
Waste Connections, Inc.	13-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
Waste Connections, Inc.	13-May-22	Approve Grant Thornton LLP as Auditors and Authorize Board to Fix Their Remuneration	For	The proposal is in line with our voting policy
Weyerhaeuser Company	13-May-22	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. The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors.
Weyerhaeuser Company	13-May-22	Elect Director Rick R. Holley	For	The proposal is in line with our voting policy
Weyerhaeuser Company	13-May-22	Elect Director Sara Grootwassink Lewis	For	The proposal is in line with our voting policy
Weyerhaeuser Company	13-May-22	Elect Director Deidra C. Merriwether	For	The proposal is in line with our voting policy
Weyerhaeuser Company	13-May-22	Elect Director Al Monaco	For	The proposal is in line with our voting policy
Weyerhaeuser Company	13-May-22	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	13-May-22	Elect Director Lawrence A. Selzer	For	The proposal is in line with our voting policy
Weyerhaeuser Company	13-May-22	Elect Director Devin W. Stockfish	For	The proposal is in line with our voting policy
Weyerhaeuser Company	13-May-22	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.
Weyerhaeuser Company	13-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Weyerhaeuser Company	13-May-22	Approve Omnibus Stock Plan	For	The proposal is in line with our voting policy
Weyerhaeuser Company	13-May-22	Ratify KPMG LLP as Auditors	For	The proposal is in line with our voting policy
Wheaton Precious Metals Corp.	13-May-22	Elect Director George L. Brack	Withhold	The board lacks diversity. The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors.
Wheaton Precious Metals Corp.	13-May-22	Elect Director John A. Brough	Withhold	The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors.
Wheaton Precious Metals Corp.	13-May-22	Elect Director Jaimie Donovan	For	The proposal is in line with our voting policy
Wheaton Precious Metals Corp.	13-May-22	Elect Director R. Peter Gillin	Withhold	The nominee holds four non-executive directorships, two of which as an outside Chairperson 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.
Wheaton Precious Metals Corp.	13-May-22	Elect Director Chantal Gosselin	For	The proposal is in line with our voting policy
Wheaton Precious Metals Corp.	13-May-22	Elect Director Glenn Ives	For	The proposal is in line with our voting policy
Wheaton Precious Metals Corp.	13-May-22	Elect Director Charles A. Jeannes	For	The proposal is in line with our voting policy
Wheaton Precious Metals Corp.	13-May-22	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.	13-May-22	Elect Director Marilyn Schonberger	For	The proposal is in line with our voting policy

Wheaton Precious Metals Corp.	13-May-22	Elect Director Randy V.J. Smallwood	For	The proposal is in line with our voting policy
Wheaton Precious Metals Corp.	13-May-22	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.	13-May-22	Advisory Vote on Executive Compensation Approach	Against	There is a lack of Climate criteria in the variable compensation.
Zimmer Biomet Holdings, Inc.	13-May-22	Elect Director Christopher B. Begley	For	The proposal is in line with our voting policy
Zimmer Biomet Holdings, Inc.	13-May-22	Elect Director Betsy J. Bernard	Against	The board lacks diversity. 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.
Zimmer Biomet Holdings, Inc.	13-May-22	Elect Director Michael J. Farrell	For	The proposal is in line with our voting policy
Zimmer Biomet Holdings, Inc.	13-May-22	Elect Director Robert A. Hagemann	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.
Zimmer Biomet Holdings, Inc.	13-May-22	Elect Director Bryan C. Hanson	For	The proposal is in line with our voting policy
Zimmer Biomet Holdings, Inc.	13-May-22	Elect Director Arthur J. Higgins	For	The proposal is in line with our voting policy
Zimmer Biomet Holdings, Inc.	13-May-22	Elect Director Maria Teresa (Tessa) Hilado	For	The proposal is in line with our voting policy
Zimmer Biomet Holdings, Inc.	13-May-22	Elect Director Syed Jafry	For	The proposal is in line with our voting policy
Zimmer Biomet Holdings, Inc.	13-May-22	Elect Director Sreelakshmi Kolli	For	The proposal is in line with our voting policy
Zimmer Biomet Holdings, Inc.	13-May-22	Elect Director Michael W. Michelson	For	The proposal is in line with our voting policy
Zimmer Biomet Holdings, Inc.	13-May-22	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Zimmer Biomet Holdings, Inc.	13-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation. Discretionary payments/powers. The remuneration structure is not satisfactory. The company has not disclosed sufficient information to enable support of the proposal. There is a notable disconnect between pay and performance.
Amgen Inc.	17-May-22	Elect Director Wanda M. Austin	For	The proposal is in line with our voting policy
Amgen Inc.	17-May-22	Elect Director Robert A. Bradway	For	The proposal is in line with our voting policy

Amgen Inc.	17-May-22	Elect Director Brian J. Druker	For	The proposal is in line with our voting policy
Amgen Inc.	17-May-22	Elect Director Robert A. Eckert	Against	The nominee holds four non-executive directorships, one of which as an outside Chairperson of the Board. The nominee is therefore overboarded.
Amgen Inc.	17-May-22	Elect Director Greg C. Garland	Against	The board lacks diversity.
Amgen Inc.	17-May-22	Elect Director Charles M. Holley, Jr.	Against	The nominee holds three non-executive directorships, two of which as the Chairperson of the Audit Committee. The nominee is therefore overboarded.
Amgen Inc.	17-May-22	Elect Director S. Omar Ishrak	Against	The nominee holds three non-executive directorships, two of which as an outside Chairperson of the Board. The nominee is therefore overboarded.
Amgen Inc.	17-May-22	Elect Director Tyler Jacks	For	The proposal is in line with our voting policy
Amgen Inc.	17-May-22	Elect Director Ellen J. Kullman	For	The proposal is in line with our voting policy
Amgen Inc.	17-May-22	Elect Director Amy E. Miles	Against	The nominee holds three non-executive directorships, one of which as an outside Chairperson of the Board and another as an outside Chairperson of the Audit Committee. The nominee is therefore overboarded.
Amgen Inc.	17-May-22	Elect Director Ronald D. Sugar	Against	The nominee holds three non-executive directorships, one of which as an outside Chairperson of the Board and another as an outside Chairperson of the Audit Committee. The nominee is therefore overboarded.
Amgen Inc.	17-May-22	Elect Director R. Sanders Williams	For	The proposal is in line with our voting policy
Amgen Inc.	17-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
Amgen Inc.	17-May-22	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Knight-Swift Transportation Holdings Inc.	17-May-22	Elect Director Michael Garnreiter	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 holds three non-executive directorships, two of which as the Chairperson of the Audit Committee and another as an outside Chairperson of the Board. The nominee is therefore overboarded.
Knight-Swift Transportation Holdings Inc.	17-May-22	Elect Director David Vander Ploeg	Withhold	The board lacks diversity. 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.
Knight-Swift Transportation Holdings Inc.	17-May-22	Elect Director Robert E. Synowicki, Jr.	Withhold	The board lacks diversity.
Knight-Swift Transportation Holdings Inc.	17-May-22	Elect Director Reid Dove	Withhold	The board is not sufficiently independent as per our voting policy.
Knight-Swift Transportation Holdings Inc.	17-May-22	Elect Director Louis Hobson	For	The proposal is in line with our voting policy
Knight-Swift Transportation Holdings Inc.	17-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of Climate criteria in the variable compensation.
Knight-Swift Transportation Holdings Inc.	17-May-22	Ratify Grant Thornton LLP as Auditors	For	The proposal is in line with our voting policy
Knight-Swift Transportation Holdings Inc.	17-May-22	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	The Proposal is in shareholders' interest.
Mid-America Apartment Communities, Inc.	17-May-22	Elect Director H. Eric Bolton, Jr.	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
Mid-America Apartment Communities, Inc.	17-May-22	Elect Director Alan B. Graf, Jr.	Against	The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors.
Mid-America Apartment Communities, Inc.	17-May-22	Elect Director Toni Jennings	For	The proposal is in line with our voting policy
Mid-America Apartment Communities, Inc.	17-May-22	Elect Director Edith Kelly-Green	For	The proposal is in line with our voting policy
Mid-America Apartment Communities, Inc.	17-May-22	Elect Director James K. Lowder	For	The proposal is in line with our voting policy
Mid-America Apartment Communities, Inc.	17-May-22	Elect Director Thomas H. Lowder	For	The proposal is in line with our voting policy
Mid-America Apartment Communities, Inc.	17-May-22	Elect Director Monica McGurk	For	The proposal is in line with our voting policy

Mid-America Apartment Communities, Inc.	17-May-22	Elect Director Claude B. Nielsen	Against	The board lacks diversity.
Mid-America Apartment Communities, Inc.	17-May-22	Elect Director Philip W. Norwood	For	The proposal is in line with our voting policy
Mid-America Apartment Communities, Inc.	17-May-22	Elect Director W. Reid Sanders	Against	The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors.
Mid-America Apartment Communities, Inc.	17-May-22	Elect Director Gary Shorb	For	The proposal is in line with our voting policy
Mid-America Apartment Communities, Inc.	17-May-22	Elect Director David P. Stockert	For	The proposal is in line with our voting policy
Mid-America Apartment Communities, Inc.	17-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Mid-America Apartment Communities, Inc.	17-May-22	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Motorola Solutions, Inc.	17-May-22	Elect Director Gregory Q. Brown	For	The proposal is in line with our voting policy
Motorola Solutions, Inc.	17-May-22	Elect Director Kenneth D. Denman	Against	The board lacks diversity.
Motorola Solutions, Inc.	17-May-22	Elect Director Egon P. Durban	Against	The nominee holds seven non-executive directorships, one of which as an outside Chairperson of the Board. The nominee is therefore overboarded.
Motorola Solutions, Inc.	17-May-22	Elect Director Ayanna M. Howard	For	The proposal is in line with our voting policy
Motorola Solutions, Inc.	17-May-22	Elect Director Clayton M. Jones	For	The proposal is in line with our voting policy
Motorola Solutions, Inc.	17-May-22	Elect Director Judy C. Lewent	For	The proposal is in line with our voting policy
Motorola Solutions, Inc.	17-May-22	Elect Director Gregory K. Mondre	For	The proposal is in line with our voting policy
Motorola Solutions, Inc.	17-May-22	Elect Director Joseph M. Tucci	For	The proposal is in line with our voting policy
Motorola Solutions, Inc.	17-May-22	Ratify PricewaterhouseCoopers LLP as Auditor	For	The proposal is in line with our voting policy



Motorola Solutions, Inc.	17-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
Motorola Solutions, Inc.	17-May-22	Amend Omnibus Stock Plan	For	The proposal is in line with our voting policy
Packaging Corporation of America	17-May-22	Elect Director Cheryl K. Beebe	Against	The nominee holds 4 non-executive directorships, 2 of which as Chairperson of the Audit Committee and 1 as Chairperson of the Board. The nominee is therefore overboarded.
Packaging Corporation of America	17-May-22	Elect Director Duane C. Farrington	For	The proposal is in line with our voting policy
Packaging Corporation of America	17-May-22	Elect Director Donna A. Harman	For	The proposal is in line with our voting policy
Packaging Corporation of America	17-May-22	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	17-May-22	Elect Director Robert C. Lyons	For	The proposal is in line with our voting policy
Packaging Corporation of America	17-May-22	Elect Director Thomas P. Maurer	For	The proposal is in line with our voting policy
Packaging Corporation of America	17-May-22	Elect Director Samuel M. Mencoff	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.
Packaging Corporation of America	17-May-22	Elect Director Roger B. Porter	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 board lacks diversity.
Packaging Corporation of America	17-May-22	Elect Director Thomas S. Souleles	For	The proposal is in line with our voting policy
Packaging Corporation of America	17-May-22	Elect Director Paul T. Stecko	For	The proposal is in line with our voting policy
Packaging Corporation of America	17-May-22	Ratify KPMG LLP as Auditors	For	The proposal is in line with our voting policy
Packaging Corporation of America	17-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of Climate criteria in the variable compensation.
Pentair Plc	17-May-22	Elect Director Mona Abutaleb Stephenson	For	The proposal is in line with our voting policy

Pentair Plc	17-May-22	Elect Director Melissa Barra	For	The proposal is in line with our voting policy
Pentair Plc	17-May-22	Elect Director Glynis A. Bryan	Against	The nominee holds one outside executive mandate and two non-executive directorships, one of which as the Chairperson of the Audit Committee. The nominee is therefore overboarded.
Pentair Plc	17-May-22	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	17-May-22	Elect Director Theodore L. Harris	For	The proposal is in line with our voting policy
Pentair Plc	17-May-22	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	17-May-22	Elect Director Gregory E. Knight	For	The proposal is in line with our voting policy
Pentair Plc	17-May-22	Elect Director Michael T. Speetzen	For	The proposal is in line with our voting policy
Pentair Plc	17-May-22	Elect Director John L. Stauch	For	The proposal is in line with our voting policy
Pentair Plc	17-May-22	Elect Director Billie I. Williamson	Against	The nominee holds four non-executive directorships, one of which as an outside Chairperson of the Audit Committee. The nominee is therefore overboarded.
Pentair Plc	17-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of Climate criteria in the variable compensation.
Pentair Plc	17-May-22	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	17-May-22	Renew the Board's Authority to Issue Shares Under Irish Law	For	The proposal is in line with our voting policy
Pentair Plc	17-May-22	Renew the Board's Authority to Opt-Out of Statutory Preemption Rights Under Irish Law	For	The proposal is in line with our voting policy
Pentair Plc	17-May-22	Determine Price Range for Reissuance of Treasury Shares	For	The proposal is in line with our voting policy
The Hershey Company	17-May-22	Elect Director Pamela M. Arway	For	The proposal is in line with our voting policy
The Hershey Company	17-May-22	Elect Director James W. Brown	For	The proposal is in line with our voting policy

The Hershey Company	17-May-22	Elect Director Michele G. Buck	For	The proposal is in line with our voting policy
The Hershey Company	17-May-22	Elect Director Victor L. Crawford	For	The proposal is in line with our voting policy
The Hershey Company	17-May-22	Elect Director Robert M. Dutkowsky	Withhold	The nominee holds four non-executive directorships, one of which as an outside Chairperson of the Board. The nominee is therefore overboarded.
The Hershey Company	17-May-22	Elect Director Mary Kay Haben	For	The proposal is in line with our voting policy
The Hershey Company	17-May-22	Elect Director James C. Katzman	For	The proposal is in line with our voting policy
The Hershey Company	17-May-22	Elect Director M. Diane Koken	For	The proposal is in line with our voting policy
The Hershey Company	17-May-22	Elect Director Robert M. Malcolm	For	The proposal is in line with our voting policy
The Hershey Company	17-May-22	Elect Director Anthony J. Palmer	For	The proposal is in line with our voting policy
The Hershey Company	17-May-22	Elect Director Juan R. Perez	For	The proposal is in line with our voting policy
The Hershey Company	17-May-22	Elect Director Wendy L. Schoppert	For	The proposal is in line with our voting policy
The Hershey Company	17-May-22	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
The Hershey Company	17-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
The Hershey Company	17-May-22	Report on Eradication of Child Labor in Cocoa Production	For	While we recognize the Company's efforts through sourcing visibility, 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.
ZoomInfo Technologies Inc.	17-May-22	Elect Director Mark Mader	Withhold	There are issues with the board which do not enable support of the proposal. The board lacks diversity.
ZoomInfo Technologies Inc.	17-May-22	Ratify KPMG LLP as Auditors	For	The proposal is in line with our voting policy
ZoomInfo Technologies Inc.	17-May-22	Advisory Vote on Say on Pay Frequency	One Year	
ZoomInfo Technologies Inc.	17-May-22	Amend Certificate of Incorporation Regarding Classes of Common Stock	For	The proposal is in line with our voting policy
ZoomInfo Technologies Inc.	17-May-22	Amend Charter to Remove Pass-Through Voting Provision	For	The proposal is in line with our voting policy
Advanced Micro Devices, Inc.	18-May-22	Elect Director John E. Caldwell	Against	The board lacks diversity.
Advanced Micro Devices, Inc.	18-May-22	Elect Director Nora M. Denzel	For	The proposal is in line with our voting policy

Advanced Micro Devices, Inc.	18-May-22	Elect Director Mark Durcan	For	The proposal is in line with our voting policy
Advanced Micro Devices, Inc.	18-May-22	Elect Director Michael P. Gregoire	For	The proposal is in line with our voting policy
Advanced Micro Devices, Inc.	18-May-22	Elect Director Joseph A. Householder	For	The proposal is in line with our voting policy
Advanced Micro Devices, Inc.	18-May-22	Elect Director John W. Marren	For	The proposal is in line with our voting policy
Advanced Micro Devices, Inc.	18-May-22	Elect Director Jon A. Olson	For	The proposal is in line with our voting policy
Advanced Micro Devices, Inc.	18-May-22	Elect Director Lisa T. Su	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
Advanced Micro Devices, Inc.	18-May-22	Elect Director Abhi Y. Talwalkar	Against	The nominee holds four non-executive directorships, two of which as an outside Chairperson of the Board. The nominee is therefore overboarded.
Advanced Micro Devices, Inc.	18-May-22	Elect Director Elizabeth W. Vanderslice	For	The proposal is in line with our voting policy
Advanced Micro Devices, Inc.	18-May-22	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Advanced Micro Devices, Inc.	18-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
Align Technology, Inc.	18-May-22	Elect Director Kevin J. Dallas	For	The proposal is in line with our voting policy
Align Technology, Inc.	18-May-22	Elect Director Joseph M. Hogan	For	The proposal is in line with our voting policy
Align Technology, Inc.	18-May-22	Elect Director Joseph Lacob	Against	The board lacks diversity. 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.	18-May-22	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. There are issues with the board which do not enable support of the proposal.
Align Technology, Inc.	18-May-22	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.	18-May-22	Elect Director Anne M. Myong	For	The proposal is in line with our voting policy
Align Technology, Inc.	18-May-22	Elect Director Andrea L. Saia	For	The proposal is in line with our voting policy

Align Technology, Inc.	18-May-22	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.	18-May-22	Elect Director Susan E. Siegel	For	The proposal is in line with our voting policy
Align Technology, Inc.	18-May-22	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.	18-May-22	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Align Technology, Inc.	18-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
Alnylam Pharmaceuticals, Inc.	18-May-22	Elect Director Margaret A. Hamburg	For	The proposal is in line with our voting policy
Alnylam Pharmaceuticals, Inc.	18-May-22	Elect Director Colleen F. Reitan	For	The proposal is in line with our voting policy
Alnylam Pharmaceuticals, Inc.	18-May-22	Elect Director Amy W. Schulman	For	The proposal is in line with our voting policy
Alnylam Pharmaceuticals, Inc.	18-May-22	Amend Omnibus Stock Plan	For	The proposal is in line with our voting policy
Alnylam Pharmaceuticals, Inc.	18-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Alnylam Pharmaceuticals, Inc.	18-May-22	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Amphenol Corporation	18-May-22	Elect Director Nancy A. Altobello	For	The proposal is in line with our voting policy
Amphenol Corporation	18-May-22	Elect Director Stanley L. Clark	For	The proposal is in line with our voting policy
Amphenol Corporation	18-May-22	Elect Director David P. Falck	For	The proposal is in line with our voting policy
Amphenol Corporation	18-May-22	Elect Director Edward G. Jepsen	For	The proposal is in line with our voting policy
Amphenol Corporation	18-May-22	Elect Director Rita S. Lane	For	The proposal is in line with our voting policy

Amphenol Corporation	18-May-22	Elect Director Robert A. Livingston	For	The proposal is in line with our voting policy
Amphenol Corporation	18-May-22	Elect Director Martin H. Loeffler	For	The proposal is in line with our voting policy
Amphenol Corporation	18-May-22	Elect Director R. Adam Norwitt	For	The proposal is in line with our voting policy
Amphenol Corporation	18-May-22	Elect Director Anne Clarke Wolff	For	The proposal is in line with our voting policy
Amphenol Corporation	18-May-22	Ratify Deloitte & Touche LLP as Auditors	For	The proposal is in line with our voting policy
Amphenol Corporation	18-May-22	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.
Amphenol Corporation	18-May-22	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	The Proposal is in shareholders' interest.
Burlington Stores, Inc.	18-May-22	Elect Director John J. Mahoney	Against	The board lacks diversity. The nominee holds three non-executive directorships, one of which as the Chairperson of the Board and another as an outside Chairperson of the Audit Committee. The nominee is therefore overboarded.
Burlington Stores, Inc.	18-May-22	Elect Director Laura J. Sen	For	The proposal is in line with our voting policy
Burlington Stores, Inc.	18-May-22	Elect Director Paul J. Sullivan	For	The proposal is in line with our voting policy
Burlington Stores, Inc.	18-May-22	Ratify Deloitte & Touche LLP as Auditors	For	The proposal is in line with our voting policy
Burlington Stores, Inc.	18-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Burlington Stores, Inc.	18-May-22	Approve Omnibus Stock Plan	For	The proposal is in line with our voting policy
CBRE Group, Inc.	18-May-22	Elect Director Brandon B. Boze	For	The proposal is in line with our voting policy
CBRE Group, Inc.	18-May-22	Elect Director Beth F. Cobert	For	The proposal is in line with our voting policy
CBRE Group, Inc.	18-May-22	Elect Director Reginald H. Gilyard	Against	The nominee holds four non-executive directorships, one of which as an outside Chairperson of the Board. The nominee is therefore overboarded.
CBRE Group, Inc.	18-May-22	Elect Director Shira D. Goodman	Against	There are issues with the board which do not enable support of the proposal.
CBRE Group, Inc.	18-May-22	Elect Director Christopher T. Jenny	Against	The board lacks diversity. There are issues with the board which do not enable support of the proposal.
CBRE Group, Inc.	18-May-22	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.	18-May-22	Elect Director Susan Meaney	For	The proposal is in line with our voting policy



CBRE Group, Inc.	18-May-22	Elect Director Oscar Munoz	For	The proposal is in line with our voting policy
CBRE Group, Inc.	18-May-22	Elect Director Robert E. Sulentic	For	The proposal is in line with our voting policy
CBRE Group, Inc.	18-May-22	Elect Director Sanjiv Yajnik	Against	There are issues with the board which do not enable support of the proposal.
CBRE Group, Inc.	18-May-22	Ratify KPMG LLP as Auditors	For	The proposal is in line with our voting policy
CBRE Group, Inc.	18-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
CBRE Group, Inc.	18-May-22	Amend Omnibus Stock Plan	For	The proposal is in line with our voting policy
CBRE Group, Inc.	18-May-22	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	The Proposal is in shareholders' interest.
Enphase Energy, Inc.	18-May-22	Elect Director Steven J. Gomo	Withhold	The nominee holds three non-executive directorships, all of which as the Chairperson of the Audit Committee. The nominee is therefore overboarded.
Enphase Energy, Inc.	18-May-22	Elect Director Thurman John "T.J." Rodgers	Withhold	The board lacks diversity.
Enphase Energy, Inc.	18-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is excessive compared to peers. There is a lack of transparency on performance goals. LTI with insufficient performance period. The remuneration structure is not satisfactory. There is a lack of ESG criteria in the variable compensation.
Enphase Energy, Inc.	18-May-22	Ratify Deloitte & Touche LLP as Auditors	For	The proposal is in line with our voting policy
Henry Schein, Inc.	18-May-22	Elect Director Mohamad Ali	For	The proposal is in line with our voting policy
Henry Schein, Inc.	18-May-22	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.	18-May-22	Elect Director James P. Breslawski	For	The proposal is in line with our voting policy
Henry Schein, Inc.	18-May-22	Elect Director Deborah Derby	For	The proposal is in line with our voting policy
Henry Schein, Inc.	18-May-22	Elect Director Joseph L. Herring	For	The proposal is in line with our voting policy
Henry Schein, Inc.	18-May-22	Elect Director Kurt P. Kuehn	For	The proposal is in line with our voting policy
Henry Schein, Inc.	18-May-22	Elect Director Philip A. Laskawy	Against	The board lacks diversity. 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 Chairperson of the Board and another as an outside Chairperson of the Audit Committee. The nominee is therefore overboarded.

Henry Schein, Inc.	18-May-22	Elect Director Anne H. Margulies	For	The proposal is in line with our voting policy
Henry Schein, Inc.	18-May-22	Elect Director Mark E. Mlotek	For	The proposal is in line with our voting policy
Henry Schein, Inc.	18-May-22	Elect Director Steven Paladino	For	The proposal is in line with our voting policy
Henry Schein, Inc.	18-May-22	Elect Director Carol Raphael	For	The proposal is in line with our voting policy
Henry Schein, Inc.	18-May-22	Elect Director E. Dianne Rekow	For	The proposal is in line with our voting policy
Henry Schein, Inc.	18-May-22	Elect Director Scott Serota	For	The proposal is in line with our voting policy
Henry Schein, Inc.	18-May-22	Elect Director Bradley T. Sheares	Against	The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors.
Henry Schein, Inc.	18-May-22	Elect Director Reed V. Tuckson	For	The proposal is in line with our voting policy
Henry Schein, Inc.	18-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	LTI is not fully performance-based.
Henry Schein, Inc.	18-May-22	Ratify BDO USA, LLP as Auditors	For	The proposal is in line with our voting policy
Mondelez International, Inc.	18-May-22	Elect Director Lewis W.K. Booth	For	The proposal is in line with our voting policy
Mondelez International, Inc.	18-May-22	Elect Director Charles E. Bunch	For	The proposal is in line with our voting policy
Mondelez International, Inc.	18-May-22	Elect Director Ertharin Cousin	For	The proposal is in line with our voting policy
Mondelez International, Inc.	18-May-22	Elect Director Lois D. Juliber	For	The proposal is in line with our voting policy
Mondelez International, Inc.	18-May-22	Elect Director Jorge S. Mesquita	For	The proposal is in line with our voting policy
Mondelez International, Inc.	18-May-22	Elect Director Jane Hamilton Nielsen	For	The proposal is in line with our voting policy
Mondelez International, Inc.	18-May-22	Elect Director Christiana S. Shi	For	The proposal is in line with our voting policy
Mondelez International, Inc.	18-May-22	Elect Director Patrick T. Siewert	For	The proposal is in line with our voting policy
Mondelez International, Inc.	18-May-22	Elect Director Michael A. Todman	Against	The nominee holds four non-executive directorships, one of which as an outside Chairperson of the Audit Committee. The nominee is therefore overboarded.

Mondelez International, Inc.	18-May-22	Elect Director Dirk Van de Put	For	The proposal is in line with our voting policy
Mondelez International, Inc.	18-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
Mondelez International, Inc.	18-May-22	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Mondelez International, Inc.	18-May-22	Oversee and Report on a Racial Equity Audit	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. Companies must ensure that they are properly addressing issues of racial inequity in their communities and workforces. Not doing so could result in significant reputational risks for the Company. We therefore consider that the proposal is in shareholders' interests.
Mondelez International, Inc.	18-May-22	Require Independent Board Chair	Against	The proposal is not in shareholders' interests.
Neurocrine Biosciences, Inc.	18-May-22	Elect Director Richard F. Pops	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.
Neurocrine Biosciences, Inc.	18-May-22	Elect Director Shalini Sharp	Withhold	The nominee holds four non-executive directorships, two of which as the Chairperson of the Audit Committee. The nominee is therefore overboarded.
Neurocrine Biosciences, Inc.	18-May-22	Elect Director Stephen A. Sherwin	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.
Neurocrine Biosciences, Inc.	18-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Neurocrine Biosciences, Inc.	18-May-22	Amend Omnibus Stock Plan	For	The proposal is in line with our voting policy
Neurocrine Biosciences, Inc.	18-May-22	Amend Qualified Employee Stock Purchase Plan	For	The proposal is in line with our voting policy
Neurocrine Biosciences, Inc.	18-May-22	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Old Dominion Freight Line, Inc.	18-May-22	Elect Director Sherry A. Aaholm	For	The proposal is in line with our voting policy
Old Dominion Freight Line, Inc.	18-May-22	Elect Director David S. Congdon	Withhold	The board is not sufficiently independent as per our voting policy.
Old Dominion Freight Line, Inc.	18-May-22	Elect Director John R. Congdon, Jr.	Withhold	The board is not sufficiently independent as per our voting policy.

Old Dominion Freight Line, Inc.	18-May-22	Elect Director Bradley R. Gabosch	For	The proposal is in line with our voting policy
Old Dominion Freight Line, Inc.	18-May-22	Elect Director Greg C. Gantt	For	The proposal is in line with our voting policy
Old Dominion Freight Line, Inc.	18-May-22	Elect Director Patrick D. Hanley	For	The proposal is in line with our voting policy
Old Dominion Freight Line, Inc.	18-May-22	Elect Director John D. Kasarda	Withhold	The board lacks diversity. The board is not sufficiently independent as per our voting policy.
Old Dominion Freight Line, Inc.	18-May-22	Elect Director Wendy T. Stallings	For	The proposal is in line with our voting policy
Old Dominion Freight Line, Inc.	18-May-22	Elect Director Thomas A. Stith, III	For	The proposal is in line with our voting policy
Old Dominion Freight Line, Inc.	18-May-22	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.
Old Dominion Freight Line, Inc.	18-May-22	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.	18-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is excessive compared to peers. There is a lack of Climate criteria in the variable compensation.
Old Dominion Freight Line, Inc.	18-May-22	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Quest Diagnostics Incorporated	18-May-22	Elect Director Tracey C. Doi	For	The proposal is in line with our voting policy
Quest Diagnostics Incorporated	18-May-22	Elect Director Vicky B. Gregg	For	The proposal is in line with our voting policy
Quest Diagnostics Incorporated	18-May-22	Elect Director Wright L. Lassiter, III	For	The proposal is in line with our voting policy
Quest Diagnostics Incorporated	18-May-22	Elect Director Timothy L. Main	For	The proposal is in line with our voting policy
Quest Diagnostics Incorporated	18-May-22	Elect Director Denise M. Morrison	For	The proposal is in line with our voting policy
Quest Diagnostics Incorporated	18-May-22	Elect Director Gary M. Pfeiffer	For	The proposal is in line with our voting policy
Quest Diagnostics Incorporated	18-May-22	Elect Director Timothy M. Ring	For	The proposal is in line with our voting policy
Quest Diagnostics Incorporated	18-May-22	Elect Director Stephen H. Rusckowski	For	The proposal is in line with our voting policy

Quest Diagnostics Incorporated	18-May-22	Elect Director Gail R. Wilensky	For	The proposal is in line with our voting policy
Quest Diagnostics Incorporated	18-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Quest Diagnostics Incorporated	18-May-22	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Quest Diagnostics Incorporated	18-May-22	Provide Right to Act by Written Consent	For	The proposal is in line with our voting policy
Quest Diagnostics Incorporated	18-May-22	Amend Right to Call Special Meeting	For	The proposal is in line with our voting policy
Quest Diagnostics Incorporated	18-May-22	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	The Proposal is in shareholders' interest.
Robert Half International Inc.	18-May-22	Elect Director Julia L. Coronado	For	The proposal is in line with our voting policy
Robert Half International Inc.	18-May-22	Elect Director Dirk A. Kempthorne	For	The proposal is in line with our voting policy
Robert Half International Inc.	18-May-22	Elect Director Harold M. Messmer, Jr.	Against	The board is not sufficiently independent as per our voting policy.
Robert Half International Inc.	18-May-22	Elect Director Marc H. Morial	For	The proposal is in line with our voting policy
Robert Half International Inc.	18-May-22	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.	18-May-22	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 Remuneration Committee which is not composed in majority of independent directors. The board lacks diversity.
Robert Half International Inc.	18-May-22	Elect Director M. Keith Waddell	For	The proposal is in line with our voting policy
Robert Half International Inc.	18-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Robert Half International Inc.	18-May-22	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Ross Stores, Inc.	18-May-22	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.	18-May-22	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 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.	18-May-22	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 Nomination Committee which is not composed in majority of independent directors.
Ross Stores, Inc.	18-May-22	Elect Director Michael J. Hartshorn	Against	The board is not sufficiently independent as per our voting policy.
Ross Stores, Inc.	18-May-22	Elect Director Stephen D. Milligan	For	The proposal is in line with our voting policy
Ross Stores, Inc.	18-May-22	Elect Director Patricia H. Mueller	For	The proposal is in line with our voting policy
Ross Stores, Inc.	18-May-22	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 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.
Ross Stores, Inc.	18-May-22	Elect Director Larree M. Renda	For	The proposal is in line with our voting policy
Ross Stores, Inc.	18-May-22	Elect Director Barbara Rentler	For	The proposal is in line with our voting policy
Ross Stores, Inc.	18-May-22	Elect Director Doniel N. Sutton	For	The proposal is in line with our voting policy
Ross Stores, Inc.	18-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Ross Stores, Inc.	18-May-22	Ratify Deloitte & Touche LLP as Auditors	For	The proposal is in line with our voting policy
Thermo Fisher Scientific Inc.	18-May-22	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.	18-May-22	Elect Director Nelson J. Chai	For	The proposal is in line with our voting policy
Thermo Fisher Scientific Inc.	18-May-22	Elect Director Ruby R. Chandy	For	The proposal is in line with our voting policy
Thermo Fisher Scientific Inc.	18-May-22	Elect Director C. Martin Harris	For	The proposal is in line with our voting policy
Thermo Fisher Scientific Inc.	18-May-22	Elect Director Tyler Jacks	For	The proposal is in line with our voting policy
Thermo Fisher Scientific Inc.	18-May-22	Elect Director R. Alexandra Keith	For	The proposal is in line with our voting policy
Thermo Fisher Scientific Inc.	18-May-22	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.	18-May-22	Elect Director James C. Mullen	For	The proposal is in line with our voting policy
Thermo Fisher Scientific Inc.	18-May-22	Elect Director Lars R. Sorensen	Against	The board lacks diversity.
Thermo Fisher Scientific Inc.	18-May-22	Elect Director Debora L. Spar	For	The proposal is in line with our voting policy
Thermo Fisher Scientific Inc.	18-May-22	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.	18-May-22	Elect Director Dion J. Weisler	For	The proposal is in line with our voting policy
Thermo Fisher Scientific Inc.	18-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Thermo Fisher Scientific Inc.	18-May-22	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Vertex Pharmaceuticals Incorporated	18-May-22	Elect Director Sangeeta Bhatia	For	The proposal is in line with our voting policy
Vertex Pharmaceuticals Incorporated	18-May-22	Elect Director Lloyd Carney	Against	The nominee holds one executive mandate and three non-executive directorships, one of which as an outside Chairperson of the Audit Committee and another as an outside Chairperson of the Board. The nominee is therefore overboarded.
Vertex Pharmaceuticals Incorporated	18-May-22	Elect Director Alan Garber	For	The proposal is in line with our voting policy
Vertex Pharmaceuticals Incorporated	18-May-22	Elect Director Terrence Kearney	For	The proposal is in line with our voting policy
Vertex Pharmaceuticals Incorporated	18-May-22	Elect Director Reshma Kewalramani	For	The proposal is in line with our voting policy
Vertex Pharmaceuticals Incorporated	18-May-22	Elect Director Yuchun Lee	For	The proposal is in line with our voting policy
Vertex Pharmaceuticals Incorporated	18-May-22	Elect Director Jeffrey Leiden	For	The proposal is in line with our voting policy
Vertex Pharmaceuticals Incorporated	18-May-22	Elect Director Margaret McGlynn	For	The proposal is in line with our voting policy
Vertex Pharmaceuticals Incorporated	18-May-22	Elect Director Diana McKenzie	For	The proposal is in line with our voting policy
Vertex Pharmaceuticals Incorporated	18-May-22	Elect Director Bruce Sachs	For	The proposal is in line with our voting policy

Vertex Pharmaceuticals Incorporated	18-May-22	Elect Director Suketu "Suky" Upadhyay	For	The proposal is in line with our voting policy
Vertex Pharmaceuticals Incorporated	18-May-22	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Vertex Pharmaceuticals Incorporated	18-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Vertex Pharmaceuticals Incorporated	18-May-22	Amend Omnibus Stock Plan	For	The proposal is in line with our voting policy
Westinghouse Air Brake Technologies Corporation	18-May-22	Elect Director William E. Kassling	Withhold	The board is not sufficiently independent as per our voting policy
Westinghouse Air Brake Technologies Corporation	18-May-22	Elect Director Albert J. Neupaver	Withhold	The board is not sufficiently independent as per our voting policy
Westinghouse Air Brake Technologies Corporation	18-May-22	Elect Director Ann R. Klee	Withhold	The board lacks diversity.
Westinghouse Air Brake Technologies Corporation	18-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of Climate criteria in the variable compensation.
Westinghouse Air Brake Technologies Corporation	18-May-22	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
AvalonBay Communities, Inc.	19-May-22	Elect Director Glyn F. Aeppel	For	The proposal is in line with our voting policy
AvalonBay Communities, Inc.	19-May-22	Elect Director Terry S. Brown	For	The proposal is in line with our voting policy
AvalonBay Communities, Inc.	19-May-22	Elect Director Alan B. Buckelew	For	The proposal is in line with our voting policy
AvalonBay Communities, Inc.	19-May-22	Elect Director Ronald L. Havner, Jr.	Against	The nominee holds four non-executive directorships, one of which as the Chairperson of the Audit Committee and another three as an outside Chairperson of the Board. The nominee is therefore overboarded.
AvalonBay Communities, Inc.	19-May-22	Elect Director Stephen P. Hills	For	The proposal is in line with our voting policy

AvalonBay Communities, Inc.	19-May-22	Elect Director Christopher B. Howard	For	The proposal is in line with our voting policy
AvalonBay Communities, Inc.	19-May-22	Elect Director Richard J. Lieb	Against	The nominee holds one outside executive mandate and three non-executive directorships. The nominee is therefore overboarded.
AvalonBay Communities, Inc.	19-May-22	Elect Director Nnenna Lynch	For	The proposal is in line with our voting policy
AvalonBay Communities, Inc.	19-May-22	Elect Director Timothy J. Naughton	For	The proposal is in line with our voting policy
AvalonBay Communities, Inc.	19-May-22	Elect Director Benjamin W. Schall	For	The proposal is in line with our voting policy
AvalonBay Communities, Inc.	19-May-22	Elect Director Susan Swanezy	Against	The board lacks diversity.
AvalonBay Communities, Inc.	19-May-22	Elect Director W. Edward Walter	For	The proposal is in line with our voting policy
AvalonBay Communities, Inc.	19-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
AvalonBay Communities, Inc.	19-May-22	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
CDW Corporation	19-May-22	Elect Director Virginia C. Addicott	For	The proposal is in line with our voting policy
CDW Corporation	19-May-22	Elect Director James A. Bell	For	The proposal is in line with our voting policy
CDW Corporation	19-May-22	Elect Director Lynda M. Clarizio	For	The proposal is in line with our voting policy
CDW Corporation	19-May-22	Elect Director Paul J. Finnegan	For	The proposal is in line with our voting policy
CDW Corporation	19-May-22	Elect Director Anthony R. Foxx	For	The proposal is in line with our voting policy
CDW Corporation	19-May-22	Elect Director Christine A. Leahy	For	The proposal is in line with our voting policy
CDW Corporation	19-May-22	Elect Director Sanjay Mehrotra	For	The proposal is in line with our voting policy
CDW Corporation	19-May-22	Elect Director David W. Nelms	For	The proposal is in line with our voting policy
CDW Corporation	19-May-22	Elect Director Joseph R. Swedish	For	The proposal is in line with our voting policy
CDW Corporation	19-May-22	Elect Director Donna F. Zarcone	For	The proposal is in line with our voting policy
CDW Corporation	19-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.

CDW Corporation	19-May-22	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
CDW Corporation	19-May-22	Provide Right to Act by Written Consent	For	The Proposal is in shareholders' interest.
DexCom, Inc.	19-May-22	Elect Director Steven R. Altman	For	The proposal is in line with our voting policy
DexCom, Inc.	19-May-22	Elect Director Barbara E. Kahn	For	The proposal is in line with our voting policy
DexCom, Inc.	19-May-22	Elect Director Kyle Malady	For	The proposal is in line with our voting policy
DexCom, Inc.	19-May-22	Elect Director Jay S. Skyler	Against	The board lacks diversity.
DexCom, Inc.	19-May-22	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
DexCom, Inc.	19-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
DexCom, Inc.	19-May-22	Approve Forward Stock Split	For	The proposal is in line with our voting policy
Dropbox, Inc.	19-May-22	Elect Director Andrew W. Houston	Withhold	There are issues with the board which do not enable support of the proposal.
Dropbox, Inc.	19-May-22	Elect Director Donald W. Blair	Withhold	There are issues with the board which do not enable support of the proposal.
Dropbox, Inc.	19-May-22	Elect Director Lisa Campbell	Withhold	There are issues with the board which do not enable support of the proposal.
Dropbox, Inc.	19-May-22	Elect Director Paul E. Jacobs	Withhold	There are issues with the board which do not enable support of the proposal.
Dropbox, Inc.	19-May-22	Elect Director Sara Mathew	Withhold	The nominee holds five non-executive directorships, one of which as an outside Chairperson of the Board. The nominee is therefore overboarded.
Dropbox, Inc.	19-May-22	Elect Director Abhay Parasnis	For	The proposal is in line with our voting policy
Dropbox, Inc.	19-May-22	Elect Director Karen Peacock	Withhold	There are issues with the board which do not enable support of the proposal.
Dropbox, Inc.	19-May-22	Elect Director Michael Seibel	Withhold	There are issues with the board which do not enable support of the proposal.
Dropbox, Inc.	19-May-22	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Dropbox, Inc.	19-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Lennox International Inc.	19-May-22	Elect Director Max H. Mitchell	For	The proposal is in line with our voting policy
Lennox International Inc.	19-May-22	Elect Director Kim K.W. Rucker	For	The proposal is in line with our voting policy
Lennox International Inc.	19-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation. The remuneration structure is not satisfactory. The company has not provided sufficient information to justify this increase in variable remuneration.

Lennox International Inc.	19-May-22	Approve Qualified Employee Stock Purchase Plan	For	The proposal is in line with our voting policy
Lennox International Inc.	19-May-22	Ratify KPMG LLP as Auditors	For	The proposal is in line with our voting policy
Mohawk Industries, Inc.	19-May-22	Elect Director Joseph A. Onorato	Against	The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors. The board lacks diversity.
Mohawk Industries, Inc.	19-May-22	Elect Director William H. Runge, III	For	The proposal is in line with our voting policy
Mohawk Industries, Inc.	19-May-22	Elect Director W. Christopher Wellborn	Against	The board lacks diversity.
Mohawk Industries, Inc.	19-May-22	Ratify KPMG LLP as Auditors	For	The proposal is in line with our voting policy
Mohawk Industries, Inc.	19-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Otis Worldwide Corporation	19-May-22	Elect Director Jeffrey H. Black	For	The proposal is in line with our voting policy
Otis Worldwide Corporation	19-May-22	Elect Director Kathy Hopinkah Hannan	For	The proposal is in line with our voting policy
Otis Worldwide Corporation	19-May-22	Elect Director Shailesh G. Jejurikar	For	The proposal is in line with our voting policy
Otis Worldwide Corporation	19-May-22	Elect Director Christopher J. Kearney	For	The proposal is in line with our voting policy
Otis Worldwide Corporation	19-May-22	Elect Director Judith F. Marks	For	The proposal is in line with our voting policy
Otis Worldwide Corporation	19-May-22	Elect Director Harold W. McGraw, III	For	The proposal is in line with our voting policy
Otis Worldwide Corporation	19-May-22	Elect Director Margaret M. V. Preston	For	The proposal is in line with our voting policy
Otis Worldwide Corporation	19-May-22	Elect Director Shelley Stewart, Jr.	For	The proposal is in line with our voting policy
Otis Worldwide Corporation	19-May-22	Elect Director John H. Walker	Against	The nominee holds three non-executive directorships, two of which as an outside Chairperson of the Board. The nominee is therefore overboarded.
Otis Worldwide Corporation	19-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of Climate criteria in the variable compensation.
Otis Worldwide Corporation	19-May-22	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Otis Worldwide Corporation	19-May-22	Amend Governing Documents Regarding Requirements to Call for a Special Meeting	Against	The proposal is not in shareholders' interests.
Take-Two Interactive Software, Inc.	19-May-22	Issue Shares in Connection with Merger	For	The proposal is in line with our voting policy

Take-Two Interactive Software, Inc.	19-May-22	Increase Authorized Common Stock	For	The proposal is in line with our voting policy
Take-Two Interactive Software, Inc.	19-May-22	Adjourn Meeting	For	The proposal is in line with our voting policy
The Home Depot, Inc.	19-May-22	Elect Director Gerard J. Arpey	For	The proposal is in line with our voting policy
The Home Depot, Inc.	19-May-22	Elect Director Ari Bousbib	For	The proposal is in line with our voting policy
The Home Depot, Inc.	19-May-22	Elect Director Jeffery H. Boyd	Against	The board lacks diversity.
The Home Depot, Inc.	19-May-22	Elect Director Gregory D. Brenneman	For	The proposal is in line with our voting policy
The Home Depot, Inc.	19-May-22	Elect Director J. Frank Brown	For	The proposal is in line with our voting policy
The Home Depot, Inc.	19-May-22	Elect Director Albert P. Carey	For	The proposal is in line with our voting policy
The Home Depot, Inc.	19-May-22	Elect Director Edward P. Decker	For	The proposal is in line with our voting policy
The Home Depot, Inc.	19-May-22	Elect Director Linda R. Gooden	For	The proposal is in line with our voting policy
The Home Depot, Inc.	19-May-22	Elect Director Wayne M. Hewett	For	The proposal is in line with our voting policy
The Home Depot, Inc.	19-May-22	Elect Director Manuel Kadre	For	The proposal is in line with our voting policy
The Home Depot, Inc.	19-May-22	Elect Director Stephanie C. Linnartz	For	The proposal is in line with our voting policy
The Home Depot, Inc.	19-May-22	Elect Director Craig A. Menear	For	The proposal is in line with our voting policy
The Home Depot, Inc.	19-May-22	Elect Director Paula Santilli	For	The proposal is in line with our voting policy
The Home Depot, Inc.	19-May-22	Elect Director Caryn Seidman-Becker	For	The proposal is in line with our voting policy
The Home Depot, Inc.	19-May-22	Ratify KPMG LLP as Auditors	For	The proposal is in line with our voting policy
The Home Depot, Inc.	19-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
The Home Depot, Inc.	19-May-22	Amend Omnibus Stock Plan	For	The proposal is in line with our voting policy
The Home Depot, Inc.	19-May-22	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	The Proposal is in shareholders' interest.
The Home Depot, Inc.	19-May-22	Require Independent Board Chair	Against	The proposal is not in shareholders' interests.
The Home Depot, Inc.	19-May-22	Report on Congruency of Political Spending with Company Values and Priorities	For	Increased disclosure would allow shareholders to more fully assess risks presented by the Company's Political Contributions and Expenditures.



The Home Depot, Inc.	19-May-22	Report on Steps to Improve Gender and Racial Equity on the Board	For	Given the potential reputational risks involved, shareholders would benefit from additional disclosure.
The Home Depot, Inc.	19-May-22	Report on Efforts to Eliminate Deforestation in Supply Chain	For	Increased disclosure would allow shareholders to more fully assess risks presented by the Company's current policies and practices.
The Home Depot, Inc.	19-May-22	Oversee and Report a Racial Equity Audit	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 light of the events of 2020, companies must ensure that they are properly addressing issues of racial injustice in their communities and workforces. Not doing so could result in significant reputational risks for the Company. We therefore consider that the proposal is in shareholders' interests.
Zoetis Inc.	19-May-22	Elect Director Paul M. Bisaro	For	The proposal is in line with our voting policy
Zoetis Inc.	19-May-22	Elect Director Frank A. D'Amelio	Against	The nominee holds one executive mandate and two non-executive directorships, one of which as an outside Chairperson of the Audit Committee. The nominee is therefore overboarded.
Zoetis Inc.	19-May-22	Elect Director Michael B. McCallister	For	The proposal is in line with our voting policy
Zoetis Inc.	19-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Zoetis Inc.	19-May-22	Amend Omnibus Stock Plan	For	The proposal is in line with our voting policy
Zoetis Inc.	19-May-22	Ratify KPMG LLP as Auditors	For	The proposal is in line with our voting policy
Zoetis Inc.	19-May-22	Eliminate Supermajority Vote Requirements	For	The proposal is in line with our voting policy
Zoetis Inc.	19-May-22	Declassify the Board of Directors	For	The proposal is in line with our voting policy
Canadian National Railway Company	20-May-22	Elect Director Shauneen Bruder	For	The proposal is in line with our voting policy
Canadian National Railway Company	20-May-22	Elect Director Jo-ann dePass Olsovsky	For	The proposal is in line with our voting policy
Canadian National Railway Company	20-May-22	Elect Director David Freeman	For	The proposal is in line with our voting policy
Canadian National Railway Company	20-May-22	Elect Director Denise Gray	For	The proposal is in line with our voting policy

Canadian National Railway Company	20-May-22	Elect Director Justin M. Howell	For	The proposal is in line with our voting policy
Canadian National Railway Company	20-May-22	Elect Director Susan C. Jones	For	The proposal is in line with our voting policy
Canadian National Railway Company	20-May-22	Elect Director Robert Knight	For	The proposal is in line with our voting policy
Canadian National Railway Company	20-May-22	Elect Director Kevin G. Lynch	For	The proposal is in line with our voting policy
Canadian National Railway Company	20-May-22	Elect Director Margaret A. McKenzie	For	The proposal is in line with our voting policy
Canadian National Railway Company	20-May-22	Elect Director Robert L. Phillips	Withhold	There are issues with the board which do not enable support of the proposal.
Canadian National Railway Company	20-May-22	Elect Director Tracy Robinson	For	The proposal is in line with our voting policy
Canadian National Railway Company	20-May-22	Ratify KPMG LLP as Auditors	For	The proposal is in line with our voting policy
Canadian National Railway Company	20-May-22	Advisory Vote on Executive Compensation Approach	Against	Compensation is excessive compared to peers.
Canadian National Railway Company	20-May-22	Management Advisory Vote on Climate Change	Against	Canadian Railway has well-below 2°C SBTi target. It commits to reduce its Scope 1 & 2 GHG emissions by 43% per million gross ton miles by 2030 from a 2019 base year and to reduce its scope 3 emissions from fuel and energy related activities by 40% per million gross ton miles by 2030 from a 2019 base year. It also formally commits to setting a target in line with 1.5 degree and net zero by 2050. The company explains how it intends to reach these goals (investing in locomotive fleet renewals; increasing the use of fuel-efficient technologies, leveraging big data analytics; enhancing operating practices and expanding the use of cleaner fuels). Although it does not provide quantitative data on those means. Executive short-term incentives have a fuel efficiency improvement target. 4.2% of FY2021 sales are derived from the transport of coal (bituminous coal and metallurgical coal). 19.45% of FY2021 revenues from “petroleum and chemicals”, which includes chemicals and plastics, refined petroleum products, crude and condensate. As a carrier of fossil fuels we also expect the company’s climate plan to include a phase out plan for the transportation of such products that is aligned with

				the modelled scenarios consistent with the 1.5°C objective.
BioMarin Pharmaceutical Inc.	24-May-22	Elect Director Mark J. Alles	Withhold	The nominee holds four non-executive directorships, one of which as an outside Chairperson of the Board. The nominee is therefore overboarded.
BioMarin Pharmaceutical Inc.	24-May-22	Elect Director Elizabeth McKee Anderson	For	The proposal is in line with our voting policy
BioMarin Pharmaceutical Inc.	24-May-22	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.	24-May-22	Elect Director Willard Dere	For	The proposal is in line with our voting policy
BioMarin Pharmaceutical Inc.	24-May-22	Elect Director Elaine J. Heron	Withhold	The board lacks diversity.
BioMarin Pharmaceutical Inc.	24-May-22	Elect Director Maykin Ho	For	The proposal is in line with our voting policy
BioMarin Pharmaceutical Inc.	24-May-22	Elect Director Robert J. Hombach	Withhold	The nominee holds three non-executive directorships, two of which as the Chairperson of the Audit Committee. The nominee is therefore overboarded.
BioMarin Pharmaceutical Inc.	24-May-22	Elect Director V. Bryan Lawlis	For	The proposal is in line with our voting policy
BioMarin Pharmaceutical Inc.	24-May-22	Elect Director Richard A. Meier	For	The proposal is in line with our voting policy
BioMarin Pharmaceutical Inc.	24-May-22	Elect Director David E.I. Pyott	For	The proposal is in line with our voting policy
BioMarin Pharmaceutical Inc.	24-May-22	Elect Director Dennis J. Slamon	For	The proposal is in line with our voting policy
BioMarin Pharmaceutical Inc.	24-May-22	Ratify KPMG LLP as Auditors	For	The proposal is in line with our voting policy
BioMarin Pharmaceutical Inc.	24-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Discretionary payments/powers. There is a lack of transparency on performance criteria. The company has not disclosed sufficient information to enable support of the proposal. There is a lack of ESG criteria in the variable compensation.
Insulet Corporation	24-May-22	Elect Director James R. Hollingshead	For	The proposal is in line with our voting policy
Insulet Corporation	24-May-22	Elect Director Jessica Hopfield	For	The proposal is in line with our voting policy
Insulet Corporation	24-May-22	Elect Director Elizabeth H. Weatherman	For	The proposal is in line with our voting policy

Insulet Corporation	24-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Insulet Corporation	24-May-22	Ratify Grant Thornton LLP as Auditors	For	The proposal is in line with our voting policy
IPG Photonics Corporation	24-May-22	Elect Director Eugene A. Scherbakov	For	The proposal is in line with our voting policy
IPG Photonics Corporation	24-May-22	Elect Director Michael C. Child	For	The proposal is in line with our voting policy
IPG Photonics Corporation	24-May-22	Elect Director Jeanmarie F. Desmond	For	The proposal is in line with our voting policy
IPG Photonics Corporation	24-May-22	Elect Director Gregory P. Dougherty	For	The proposal is in line with our voting policy
IPG Photonics Corporation	24-May-22	Elect Director Eric Meurice	Against	The board lacks diversity. The nominee holds four non-executive directorships, one of which as an outside Chairperson of the Board. The nominee is therefore overboarded.
IPG Photonics Corporation	24-May-22	Elect Director Natalia Pavlova	For	The proposal is in line with our voting policy
IPG Photonics Corporation	24-May-22	Elect Director John R. Peeler	For	The proposal is in line with our voting policy
IPG Photonics Corporation	24-May-22	Elect Director Thomas J. Seifert	Against	The nominee holds one outside executive mandate and two non-executive directorships, both of which as the Chairperson of the Audit Committee. The nominee is therefore overboarded.
IPG Photonics Corporation	24-May-22	Elect Director Felix Stukalin	For	The proposal is in line with our voting policy
IPG Photonics Corporation	24-May-22	Elect Director Agnes K. Tang	For	The proposal is in line with our voting policy
IPG Photonics Corporation	24-May-22	Ratify Deloitte & Touche LLP as Auditors	For	The proposal is in line with our voting policy
Merck & Co., Inc.	24-May-22	Elect Director Douglas M. Baker, Jr.	For	The proposal is in line with our voting policy
Merck & Co., Inc.	24-May-22	Elect Director Mary Ellen Coe	For	The proposal is in line with our voting policy
Merck & Co., Inc.	24-May-22	Elect Director Pamela J. Craig	Against	The nominee holds four non-executive directorships, one of which as the Chairperson of the Audit Committee. The nominee is therefore overboarded.
Merck & Co., Inc.	24-May-22	Elect Director Robert M. Davis	For	The proposal is in line with our voting policy
Merck & Co., Inc.	24-May-22	Elect Director Kenneth C. Frazier	For	The proposal is in line with our voting policy
Merck & Co., Inc.	24-May-22	Elect Director Thomas H. Glocer	Against	The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors.
Merck & Co., Inc.	24-May-22	Elect Director Risa J. Lavizzo-Mourey	For	The proposal is in line with our voting policy
Merck & Co., Inc.	24-May-22	Elect Director Stephen L. Mayo	For	The proposal is in line with our voting policy

Merck & Co., Inc.	24-May-22	Elect Director Paul B. Rothman	For	The proposal is in line with our voting policy
Merck & Co., Inc.	24-May-22	Elect Director Patricia F. Russo	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 the Chairperson of the Board. The nominee is therefore overboarded.
Merck & Co., Inc.	24-May-22	Elect Director Christine E. Seidman	For	The proposal is in line with our voting policy
Merck & Co., Inc.	24-May-22	Elect Director Inge G. Thulin	For	The proposal is in line with our voting policy
Merck & Co., Inc.	24-May-22	Elect Director Kathy J. Warden	For	The proposal is in line with our voting policy
Merck & Co., Inc.	24-May-22	Elect Director Peter C. Wendell	Against	The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors.
Merck & Co., Inc.	24-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Merck & Co., Inc.	24-May-22	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Merck & Co., Inc.	24-May-22	Require Independent Board Chair	Against	The proposal is not in shareholders' interests.
Merck & Co., Inc.	24-May-22	Report on Access to COVID-19 Products	For	Given that the Company has been involved in controversies related to vaccine inequity, the proposed report would shed more light on the subject and be beneficial to shareholders to understand how the company is managing related risks.
Merck & Co., Inc.	24-May-22	Report on Lobbying Payments and Policy	Against	We do not see that the proponent has demonstrated a deficiency in the Company's current level of disclosure on the matter, and therefore we consider that the proposal is not in shareholders' interest.
Waters Corporation	24-May-22	Elect Director Udit Batra	For	The proposal is in line with our voting policy
Waters Corporation	24-May-22	Elect Director Linda Baddour	For	The proposal is in line with our voting policy
Waters Corporation	24-May-22	Elect Director Edward Conard	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.
Waters Corporation	24-May-22	Elect Director Pearl S. Huang	For	The proposal is in line with our voting policy
Waters Corporation	24-May-22	Elect Director Wei Jiang	For	The proposal is in line with our voting policy

Waters Corporation	24-May-22	Elect Director Christopher A. Kuebler	Against	The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors.
Waters Corporation	24-May-22	Elect Director Flemming Ornskov	Against	The board lacks diversity.
Waters Corporation	24-May-22	Elect Director Thomas P. Salice	Against	The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors.
Waters Corporation	24-May-22	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Waters Corporation	24-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Wayfair Inc.	24-May-22	Elect Director Niraj Shah	For	The proposal is in line with our voting policy
Wayfair Inc.	24-May-22	Elect Director Steven Conine	For	The proposal is in line with our voting policy
Wayfair Inc.	24-May-22	Elect Director Michael Choe	For	The proposal is in line with our voting policy
Wayfair Inc.	24-May-22	Elect Director Andrea Jung	For	The proposal is in line with our voting policy
Wayfair Inc.	24-May-22	Elect Director Jeremy King	For	The proposal is in line with our voting policy
Wayfair Inc.	24-May-22	Elect Director Michael Kumin	Abstain	The board lacks diversity.
Wayfair Inc.	24-May-22	Elect Director Jeffrey Naylor	Abstain	The nominee holds three non-executive directorships, three of which as the Chairperson of the Audit Committee. The nominee is therefore overboarded.
Wayfair Inc.	24-May-22	Elect Director Anke Schaferkordt	For	The proposal is in line with our voting policy
Wayfair Inc.	24-May-22	Elect Director Michael E. Sneed	For	The proposal is in line with our voting policy
Wayfair Inc.	24-May-22	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Wayfair Inc.	24-May-22	Advisory Vote on Say on Pay Frequency	One Year	An annual say-on-pay frequency is in the shareholders' interest.
West Pharmaceutical Services, Inc.	24-May-22	Elect Director Mark A. Buthman	For	The proposal is in line with our voting policy
West Pharmaceutical Services, Inc.	24-May-22	Elect Director William F. Feehery	Against	The board lacks diversity.
West Pharmaceutical Services, Inc.	24-May-22	Elect Director Robert F. Friel	For	The proposal is in line with our voting policy
West Pharmaceutical Services, Inc.	24-May-22	Elect Director Eric M. Green	For	The proposal is in line with our voting policy



West Pharmaceutical Services, Inc.	24-May-22	Elect Director Molly E. Joseph	For	The proposal is in line with our voting policy
West Pharmaceutical Services, Inc.	24-May-22	Elect Director Thomas W. Hofmann	For	The proposal is in line with our voting policy
West Pharmaceutical Services, Inc.	24-May-22	Elect Director Deborah L. V. Keller	For	The proposal is in line with our voting policy
West Pharmaceutical Services, Inc.	24-May-22	Elect Director Myla P. Lai-Goldman	For	The proposal is in line with our voting policy
West Pharmaceutical Services, Inc.	24-May-22	Elect Director Douglas A. Michels	For	The proposal is in line with our voting policy
West Pharmaceutical Services, Inc.	24-May-22	Elect Director Paolo Pucci	For	The proposal is in line with our voting policy
West Pharmaceutical Services, Inc.	24-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
West Pharmaceutical Services, Inc.	24-May-22	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Chevron Corporation	25-May-22	Elect Director Wanda M. Austin	Against	Due to our concerns regarding the company's climate strategy, we hold the board members accountable.
Chevron Corporation	25-May-22	Elect Director John B. Frank	Against	Due to our concerns regarding the company's climate strategy, we hold the board members accountable
Chevron Corporation	25-May-22	Elect Director Alice P. Gast	Against	Due to our concerns regarding the company's climate strategy, we hold the board members accountable.
Chevron Corporation	25-May-22	Elect Director Enrique Hernandez, Jr.	Against	Due to our concerns regarding the company's climate strategy, we hold the board members accountable.
Chevron Corporation	25-May-22	Elect Director Marillyn A. Hewson	Against	Due to our concerns regarding the company's climate strategy, we hold the board members accountable.
Chevron Corporation	25-May-22	Elect Director Jon M. Huntsman Jr.	Against	Due to our concerns regarding the company's climate strategy, we hold the board members accountable.
Chevron Corporation	25-May-22	Elect Director Charles W. Moorman	Against	Due to our concerns regarding the company's climate strategy, we hold the board members accountable.
Chevron Corporation	25-May-22	Elect Director Dambisa F. Moyo	Against	Due to our concerns regarding the company's climate strategy, we hold the board members accountable.
Chevron Corporation	25-May-22	Elect Director Debra Reed-Klages	Against	Due to our concerns regarding the company's climate strategy, we hold the board members accountable.

Chevron Corporation	25-May-22	Elect Director Ronald D. Sugar	Against	Due to our concerns regarding the company's climate strategy, we hold the board members accountable
Chevron Corporation	25-May-22	Elect Director D. James Umpleby, III	Against	Due to our concerns regarding the company's climate strategy, we hold the board members accountable.
Chevron Corporation	25-May-22	Elect Director Michael K. Wirth	Against	Due to our concerns regarding the company's climate strategy, we hold the board members accountable
Chevron Corporation	25-May-22	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Chevron Corporation	25-May-22	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. There is a lack of transparency on performance criteria. The performance conditions are not stringent enough. The remuneration structure is not satisfactory.
Chevron Corporation	25-May-22	Approve Omnibus Stock Plan	For	The proposal is in line with our voting policy
Chevron Corporation	25-May-22	Adopt Medium and Long-Term GHG Emissions 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.
Chevron Corporation	25-May-22	Issue Audited Net-Zero Scenario Analysis Report	For	The proposed report could contribute towards understanding the Company's options for managing its transition.
Chevron Corporation	25-May-22	Oversee and Report on Reliability of Methane Emission Disclosures	For	The requested report would contribute to giving shareholder meaningful climate-related information useful for their investment decisions.
Chevron Corporation	25-May-22	Report on Business with Conflict-Complicit Governments	Against	We do not see that the proponent has demonstrated a deficiency in the Company's current level of disclosure on the matter, and therefore we consider that the proposal is not in shareholders' interest.
Chevron Corporation	25-May-22	Oversee and Report a Racial Equity Audit	For	Increased disclosure would allow shareholders to more fully assess risks presented by the Company's current policies and practices.
Chevron Corporation	25-May-22	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	The Proposal is in shareholders' interest.
Coupa Software Incorporated	25-May-22	Elect Director Robert Bernshteyn	Withhold	There are issues with the board which do not enable support of the proposal.
Coupa Software Incorporated	25-May-22	Elect Director Frank van Veenendaal	Withhold	There are issues with the board which do not enable support of the proposal.
Coupa Software Incorporated	25-May-22	Elect Director Kanika Soni	For	The proposal is in line with our voting policy
Coupa Software Incorporated	25-May-22	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy

Coupa Software Incorporated	25-May-22	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.
DENTSPLY SIRONA Inc.	25-May-22	Elect Director Eric K. Brandt	Against	The nominee holds four non-executive directorships, one of which as the Chairperson of the Board and another as an outside Chairperson of the Audit Committee. The nominee is therefore overboarded.
DENTSPLY SIRONA Inc.	25-May-22	Elect Director Donald M. Casey, Jr. *Withdrawn Resolution*		This is a non-votable item
DENTSPLY SIRONA Inc.	25-May-22	Elect Director Willie A. Deese	For	The proposal is in line with our voting policy
DENTSPLY SIRONA Inc.	25-May-22	Elect Director John P. Groetelaars	For	The proposal is in line with our voting policy
DENTSPLY SIRONA Inc.	25-May-22	Elect Director Betsy D. Holden	For	The proposal is in line with our voting policy
DENTSPLY SIRONA Inc.	25-May-22	Elect Director Clyde R. Hosein	For	The proposal is in line with our voting policy
DENTSPLY SIRONA Inc.	25-May-22	Elect Director Harry M. Jansen Kraemer, Jr.	For	The proposal is in line with our voting policy
DENTSPLY SIRONA Inc.	25-May-22	Elect Director Gregory T. Lucier	Against	The nominee holds four non-executive directorships, one of which as an outside Chairperson of the Board. The nominee is therefore overboarded.
DENTSPLY SIRONA Inc.	25-May-22	Elect Director Leslie F. Varon	Against	The nominee holds three non-executive directorships, all of which as the Chairperson of the Audit Committee. The nominee is therefore overboarded.
DENTSPLY SIRONA Inc.	25-May-22	Elect Director Janet S. Vergis	For	The proposal is in line with our voting policy
DENTSPLY SIRONA Inc.	25-May-22	Elect Director Dorothea Wenzel	For	The proposal is in line with our voting policy
DENTSPLY SIRONA Inc.	25-May-22	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
DENTSPLY SIRONA Inc.	25-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
DENTSPLY SIRONA Inc.	25-May-22	Amend Bylaws to Add Federal Forum Selection Provision	For	The proposal is in line with our voting policy
Equinix, Inc.	25-May-22	Elect Director Nanci Caldwell	Withhold	The board is not sufficiently independent as per our voting policy
Equinix, Inc.	25-May-22	Elect Director Adaire Fox-Martin	For	The proposal is in line with our voting policy
Equinix, Inc.	25-May-22	Elect Director Ron Guerrier	For	The proposal is in line with our voting policy
Equinix, Inc.	25-May-22	Elect Director Gary Hromadko	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.
Equinix, Inc.	25-May-22	Elect Director Irving Lyons, III	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.
Equinix, Inc.	25-May-22	Elect Director Charles Meyers	For	The proposal is in line with our voting policy
Equinix, Inc.	25-May-22	Elect Director Christopher Paisley	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 holds four non-executive directorships, three of which as the Chairperson of the Audit Committee. The nominee is therefore overboarded.
Equinix, Inc.	25-May-22	Elect Director Sandra Rivera	For	The proposal is in line with our voting policy
Equinix, Inc.	25-May-22	Elect Director Peter Van Camp	Withhold	The board is not sufficiently independent as per our voting policy
Equinix, Inc.	25-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	there is a disconnect between pay and performance
Equinix, Inc.	25-May-22	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Equinix, Inc.	25-May-22	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	The Proposal is in shareholders' interest.
Exxon Mobil Corporation	25-May-22	Elect Director Michael J. Angelakis	For	The proposal is in line with our voting policy
Exxon Mobil Corporation	25-May-22	Elect Director Susan K. Avery	For	The proposal is in line with our voting policy
Exxon Mobil Corporation	25-May-22	Elect Director Angela F. Braly	Against	We welcome the progress made over the past year (eg, net zero ambition for scope 1&2, increased ambition to develop low-carbon solutions, climate lobbying report), but encourage the company to further consider the adoption of emission reduction targets covering scope 3 emissions, and to further align public advocacy and lobbying to support policies aligned with the global warming mitigation goals set under the Paris Agreement. Given our concerns related to Lobbying, Amundi will vote against this item.
Exxon Mobil Corporation	25-May-22	Elect Director Ursula M. Burns	Against	The nominee holds five non-executive directorships, one of which as the Chairperson of the Audit Committee and another as an outside Chairperson of the Board. The nominee is therefore overboarded.
Exxon Mobil Corporation	25-May-22	Elect Director Gregory J. Goff	For	The proposal is in line with our voting policy

Exxon Mobil Corporation	25-May-22	Elect Director Kaisa H. Hietala	For	The proposal is in line with our voting policy
Exxon Mobil Corporation	25-May-22	Elect Director Joseph L. Hooley	For	The proposal is in line with our voting policy
Exxon Mobil Corporation	25-May-22	Elect Director Steven A. Kandarian	For	The proposal is in line with our voting policy
Exxon Mobil Corporation	25-May-22	Elect Director Alexander A. Karsner	For	The proposal is in line with our voting policy
Exxon Mobil Corporation	25-May-22	Elect Director Jeffrey W. Ubben	For	The proposal is in line with our voting policy
Exxon Mobil Corporation	25-May-22	Elect Director Darren W. Woods	Against	We welcome the progress made over the past year (eg, net zero ambition for scope 1&2, increased ambition to develop low-carbon solutions, climate lobbying report), but encourage the company to further consider the adoption of emission reduction targets covering scope 3 emissions, and to further align public advocacy and lobbying to support policies aligned with the global warming mitigation goals set under the Paris Agreement. Given our concerns related to Lobbying, Amundi will vote against this item.
Exxon Mobil Corporation	25-May-22	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Exxon Mobil Corporation	25-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Amundi expects the remuneration of the top management to be aligned with the strategy of alignment with the Paris Agreement via the KPIs included in the variable remuneration. There is lack of clear and quantitative climate-related KPI linked to the computation of variable compensation.
Exxon Mobil Corporation	25-May-22	Remove Executive Perquisites	For	The amounts pointed out by the proposal are not significant as such, but they are neither best compensation practices: the proposal therefore has merit.
Exxon Mobil Corporation	25-May-22	Amend Bylaws to Limit Shareholder Rights for Proposal Submission	Against	The proposals is not in shareholders' interests.
Exxon Mobil Corporation	25-May-22	Set GHG Emissions Reduction targets Consistent With Paris Agreement Goal	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.
Exxon Mobil Corporation	25-May-22	Report on Low Carbon Business Planning	For	The proposed report could contribute towards understanding the Company's options for managing its transition.
Exxon Mobil Corporation	25-May-22	Report on Scenario Analysis Consistent with International Energy Agency's Net Zero by 2050	For	The requested report would contribute to giving shareholder meaningful climate-related information useful for their investment decisions.
Exxon Mobil Corporation	25-May-22	Report on Reducing Plastic Pollution	For	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.
Exxon Mobil Corporation	25-May-22	Report on Political Contributions and Expenditures	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.
Meta Platforms, Inc.	25-May-22	Elect Director Peggy Alford	Withhold	The nominee holds one outside executive and two non-executive directorships, one of which as an outside Chairperson of the Audit Committee. The nominee is therefore overboarded.
Meta Platforms, Inc.	25-May-22	Elect Director Marc L. Andreessen	For	The proposal is in line with our voting policy
Meta Platforms, Inc.	25-May-22	Elect Director Andrew W. Houston	For	The proposal is in line with our voting policy
Meta Platforms, Inc.	25-May-22	Elect Director Nancy Killefer	For	The proposal is in line with our voting policy
Meta Platforms, Inc.	25-May-22	Elect Director Robert M. Kimmitt	For	The proposal is in line with our voting policy
Meta Platforms, Inc.	25-May-22	Elect Director Sheryl K. Sandberg	For	The proposal is in line with our voting policy
Meta Platforms, Inc.	25-May-22	Elect Director Tracey T. Travis	Withhold	The nominee holds one outside executive and two non-executive directorships, one of which as the Chairperson of the Audit Committee. The nominee is therefore overboarded. There are issues with the board which do not enable support of the proposal.
Meta Platforms, Inc.	25-May-22	Elect Director Tony Xu	For	The proposal is in line with our voting policy
Meta Platforms, Inc.	25-May-22	Elect Director Mark Zuckerberg	Withhold	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
Meta Platforms, Inc.	25-May-22	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Meta Platforms, Inc.	25-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Discretionary payments/powers. There is a lack of transparency on performance criteria. There is a lack of transparency on performance goals. LTI is not fully performance-based. The remuneration structure is not satisfactory. There is a lack of ESG criteria in the variable compensation.
Meta Platforms, Inc.	25-May-22	Approve Recapitalization Plan for all Stock to Have One-vote per Share	For	The Proposal is in shareholders' interest.
Meta Platforms, Inc.	25-May-22	Require Independent Board Chair	For	The Proposal is in shareholders' interest.
Meta Platforms, Inc.	25-May-22	Report on Risks Associated with Use of Concealment Clauses	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 suggested report would enable shareholders to assess how the Company is managing the subject and the risks involved. The proposal therefore has merit.



Meta Platforms, Inc.	25-May-22	Report on External Costs of Misinformation and Impact on Diversified Shareholders	For	Amundi is mindful of the Company's current level of disclosure, however more comprehensive environmental and social 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.
Meta Platforms, Inc.	25-May-22	Report on Community Standards Enforcement	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 light of the events of 2020, companies must ensure that they are properly addressing issues of racial injustice in their communities and workforces. Not doing so could result in significant reputational risks for the Company. We therefore consider that the proposal is in shareholders' interests.
Meta Platforms, Inc.	25-May-22	Report on User Risk and Advisory Vote on Metaverse Project	For	Additional disclosure around human rights-related due diligence, given the company's track record, and also given the company's significant resource allocation and capital allocation strategy around the metaverse. If the company has the ability to raise and spend capital based on its financial performance, then the company should perform due diligence on ongoing and anticipated enterprise-wide material risks that may harm shareholder value, across all its platforms.
Meta Platforms, Inc.	25-May-22	Publish Third Party Human Rights Impact Assessment	For	Given recent warnings from regulators and the legislative attempts at exposing internet platforms to more liability on account of the content and advertising on their websites, increased disclosure would allow shareholders to more fully assess risks presented by the Company's current policies and practices.
Meta Platforms, Inc.	25-May-22	Report on Child Sexual Exploitation Online	For	We do not believe that the Company has provided sufficient disclosure to demonstrate to shareholders that the risk of child exploitative distribution growing will be managed as the Company expands its encrypted messaging services. In addition, we do not have any reason to be assured that the Company will act proactively rather than reactively, as demonstrated by numerous controversies related to the distribution of high-risk content on its platform and messaging services.
Meta Platforms, Inc.	25-May-22	Commission a Workplace Non-Discrimination Audit	Against	We do not see that the proponent has demonstrated a deficiency in the Company's current level of disclosure on the matter, and therefore we

				consider that the proposal is not in shareholders' interest.
Meta Platforms, Inc.	25-May-22	Report on Lobbying Payments and Policy	For	Increased disclosure would allow shareholders to more fully assess risks presented by the Company's Contributions and Expenditures.
Meta Platforms, Inc.	25-May-22	Commission Assessment of Audit and Risk Oversight Committee	For	Given ongoing governance concerns focused on the audit and risk oversight committee, we believe a review of its oversight capacities and performance may be in order; as well as the significant legal, reputational and regulatory risks to which the Company is exposed, we believe that additional oversight of this issue could benefit shareholders.
Meta Platforms, Inc.	25-May-22	Report on Charitable Contributions	Against	We do not see that the proponent has demonstrated a deficiency in the Company's current level of disclosure on the matter, and therefore we consider that the proposal is not in shareholders' interest.
Pioneer Natural Resources Company	25-May-22	Elect Director A.R. Alameddine	Against	there are issues with the which do not enable support
Pioneer Natural Resources Company	25-May-22	Elect Director Lori G. Billingsley	For	The proposal is in line with our voting policy
Pioneer Natural Resources Company	25-May-22	Elect Director Edison C. Buchanan	Against	there are issues with the which do not enable support
Pioneer Natural Resources Company	25-May-22	Elect Director Maria S. Dreyfus	For	The proposal is in line with our voting policy
Pioneer Natural Resources Company	25-May-22	Elect Director Matthew M. Gallagher	Against	there are issues with the which do not enable support
Pioneer Natural Resources Company	25-May-22	Elect Director Phillip A. Gobe	Against	there are issues with the which do not enable support
Pioneer Natural Resources Company	25-May-22	Elect Director Stacy P. Methvin	Against	there are issues with the which do not enable support
Pioneer Natural Resources Company	25-May-22	Elect Director Royce W. Mitchell	Against	there are issues with the which do not enable support
Pioneer Natural Resources Company	25-May-22	Elect Director Frank A. Risch	Against	there are issues with the which do not enable support
Pioneer Natural Resources Company	25-May-22	Elect Director Scott D. Sheffield	Against	there are issues with the which do not enable support
Pioneer Natural Resources Company	25-May-22	Elect Director J. Kenneth Thompson	Against	there are issues with the which do not enable support

Pioneer Natural Resources Company	25-May-22	Elect Director Phoebe A. Wood	Against	there are issues with the which do not enable support
Pioneer Natural Resources Company	25-May-22	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Pioneer Natural Resources Company	25-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
Trimble Inc.	25-May-22	Elect Director Steven W. Berglund	For	The proposal is in line with our voting policy
Trimble Inc.	25-May-22	Elect Director James C. Dalton	For	The proposal is in line with our voting policy
Trimble Inc.	25-May-22	Elect Director Borje Ekholm	For	The proposal is in line with our voting policy
Trimble Inc.	25-May-22	Elect Director Ann Fandozzi	For	The proposal is in line with our voting policy
Trimble Inc.	25-May-22	Elect Director Kaigham (Ken) Gabriel	For	The proposal is in line with our voting policy
Trimble Inc.	25-May-22	Elect Director Meaghan Lloyd	Withhold	The board lacks diversity.
Trimble Inc.	25-May-22	Elect Director Sandra MacQuillan	For	The proposal is in line with our voting policy
Trimble Inc.	25-May-22	Elect Director Robert G. Painter	For	The proposal is in line with our voting policy
Trimble Inc.	25-May-22	Elect Director Mark S. Peek	Withhold	The nominee holds one executive mandate and two non-executive directorships, one of which as the Chairperson of the Audit Committee. The nominee is therefore overboarded.
Trimble Inc.	25-May-22	Elect Director Thomas Sweet	For	The proposal is in line with our voting policy
Trimble Inc.	25-May-22	Elect Director Johan Wibergh	For	The proposal is in line with our voting policy
Trimble Inc.	25-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
Trimble Inc.	25-May-22	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Verisk Analytics, Inc.	25-May-22	Elect Director Jeffrey Dailey	For	The proposal is in line with our voting policy
Verisk Analytics, Inc.	25-May-22	Elect Director Constantine P. Iordanou	For	The proposal is in line with our voting policy
Verisk Analytics, Inc.	25-May-22	Elect Director Wendy Lane	For	The proposal is in line with our voting policy
Verisk Analytics, Inc.	25-May-22	Elect Director Lee M. Shavel	For	The proposal is in line with our voting policy
Verisk Analytics, Inc.	25-May-22	Elect Director Kimberly S. Stevenson	For	The proposal is in line with our voting policy
Verisk Analytics, Inc.	25-May-22	Declassify the Board of Directors	For	The proposal is in line with our voting policy

Verisk Analytics, Inc.	25-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Verisk Analytics, Inc.	25-May-22	Ratify Deloitte & Touche LLP as Auditors	For	The proposal is in line with our voting policy
Bentley Systems, Incorporated	26-May-22	Elect Director Barry J. Bentley	Withhold	There are issues with the nominee which do not enable support of the proposal. The board lacks diversity.
Bentley Systems, Incorporated	26-May-22	Elect Director Gregory S. Bentley	Withhold	There are issues with the nominee which do not enable support of the proposal.
Bentley Systems, Incorporated	26-May-22	Elect Director Keith A. Bentley	Withhold	The board lacks diversity. There are issues with the nominee which do not enable support of the proposal.
Bentley Systems, Incorporated	26-May-22	Elect Director Raymond B. Bentley	Withhold	The board is not sufficiently independent as per our voting policy. The board lacks diversity. There are issues with the nominee which do not enable support of the proposal.
Bentley Systems, Incorporated	26-May-22	Elect Director Kirk B. Griswold	Withhold	The board is not sufficiently independent as per our voting policy. The board lacks diversity. There are issues with the nominee which do not enable support of the proposal.
Bentley Systems, Incorporated	26-May-22	Elect Director Janet B. Haugen	Withhold	There are issues with the nominee which do not enable support of the proposal.
Bentley Systems, Incorporated	26-May-22	Elect Director Brian F. Hughes	Withhold	The nominee holds 3 non-executive directorships, 2 of which as Chairperson of the Audit Committee. The nominee is therefore overboarded. There are issues with the nominee which do not enable support of the proposal.
Bentley Systems, Incorporated	26-May-22	Advisory Vote on Say on Pay Frequency	One Year	
Bentley Systems, Incorporated	26-May-22	Ratify KPMG LLP as Auditors	For	The proposal is in line with our voting policy
Cerner Corporation	26-May-22	Elect Director Mitchell E. Daniels, Jr.	Against	The board lacks diversity.
Cerner Corporation	26-May-22	Elect Director Elder Granger	For	The proposal is in line with our voting policy
Cerner Corporation	26-May-22	Elect Director John J. Greisch	For	The proposal is in line with our voting policy
Cerner Corporation	26-May-22	Elect Director Melinda J. Mount	Against	The nominee holds three non-executive directorships, two of which as the Chairperson of the Audit Committee. The nominee is therefore overboarded.
Cerner Corporation	26-May-22	Elect Director George A. Riedel	For	The proposal is in line with our voting policy
Cerner Corporation	26-May-22	Elect Director R. Halsey Wise	For	The proposal is in line with our voting policy
Cerner Corporation	26-May-22	Ratify KPMG LLP as Auditors	For	The proposal is in line with our voting policy
Cerner Corporation	26-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.

Cerner Corporation	26-May-22	Eliminate Supermajority Vote Requirements for Certain Business Combination Transactions	For	The proposal is in line with our voting policy
Cerner Corporation	26-May-22	Eliminate Supermajority Vote Requirement to Amend or Repeal the By-Laws	For	The proposal is in line with our voting policy
Cerner Corporation	26-May-22	Eliminate Supermajority Vote Requirement to Repeal Provisions of the Certificate	For	The proposal is in line with our voting policy
Cerner Corporation	26-May-22	Eliminate Supermajority Vote Requirement to Remove Directors With or Without Cause	For	The proposal is in line with our voting policy
Cerner Corporation	26-May-22	Amend Omnibus Stock Plan	For	The proposal is in line with our voting policy
Cerner Corporation	26-May-22	Provide Right to Call a Special Meeting	For	The Proposal is in shareholders' interest.
DuPont de Nemours, Inc.	26-May-22	Elect Director Amy G. Brady	For	The proposal is in line with our voting policy
DuPont de Nemours, Inc.	26-May-22	Elect Director Edward D. Breen	For	The proposal is in line with our voting policy
DuPont de Nemours, Inc.	26-May-22	Elect Director Ruby R. Chandy	For	The proposal is in line with our voting policy
DuPont de Nemours, Inc.	26-May-22	Elect Director Terrence R. Curtin	For	The proposal is in line with our voting policy
DuPont de Nemours, Inc.	26-May-22	Elect Director Alexander M. Cutler	For	The proposal is in line with our voting policy
DuPont de Nemours, Inc.	26-May-22	Elect Director Eleuthere I. du Pont	For	The proposal is in line with our voting policy
DuPont de Nemours, Inc.	26-May-22	Elect Director Kristina M. Johnson	For	The proposal is in line with our voting policy
DuPont de Nemours, Inc.	26-May-22	Elect Director Luther C. Kissam	For	The proposal is in line with our voting policy
DuPont de Nemours, Inc.	26-May-22	Elect Director Frederick M. Lowery	For	The proposal is in line with our voting policy
DuPont de Nemours, Inc.	26-May-22	Elect Director Raymond J. Milchovich	For	The proposal is in line with our voting policy
DuPont de Nemours, Inc.	26-May-22	Elect Director Deanna M. Mulligan	For	The proposal is in line with our voting policy
DuPont de Nemours, Inc.	26-May-22	Elect Director Steven M. Sterin	For	The proposal is in line with our voting policy
DuPont de Nemours, Inc.	26-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Lack of ESG metrics & targets
DuPont de Nemours, Inc.	26-May-22	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy

DuPont de Nemours, Inc.	26-May-22	Require Independent Board Chair	Against	The proposal is not in shareholders' interests.
Illumina, Inc.	26-May-22	Elect Director Frances Arnold	For	The proposal is in line with our voting policy
Illumina, Inc.	26-May-22	Elect Director Francis A. deSouza	For	The proposal is in line with our voting policy
Illumina, Inc.	26-May-22	Elect Director Caroline D. Dorsa	Against	The nominee holds four non-executive directorships, three of which as the Chairperson of the Audit Committee. The nominee is therefore overboarded.
Illumina, Inc.	26-May-22	Elect Director Robert S. Epstein	For	The proposal is in line with our voting policy
Illumina, Inc.	26-May-22	Elect Director Scott Gottlieb	For	The proposal is in line with our voting policy
Illumina, Inc.	26-May-22	Elect Director Gary S. Guthart	For	The proposal is in line with our voting policy
Illumina, Inc.	26-May-22	Elect Director Philip W. Schiller	For	The proposal is in line with our voting policy
Illumina, Inc.	26-May-22	Elect Director Susan E. Siegel	For	The proposal is in line with our voting policy
Illumina, Inc.	26-May-22	Elect Director John W. Thompson	For	The proposal is in line with our voting policy
Illumina, Inc.	26-May-22	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Illumina, Inc.	26-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Illumina, Inc.	26-May-22	Provide Right to Call a Special Meeting at a 15 Percent Ownership Threshold	For	The Proposal is in shareholders' interest.
Illumina, Inc.	26-May-22	Provide Right to Call Special Meeting	For	The proposal is in line with our voting policy
Masimo Corporation	26-May-22	Elect Director Adam Mikkelsen	Against	The board lacks diversity.
Masimo Corporation	26-May-22	Elect Director Craig Reynolds	Against	The board lacks diversity.
Masimo Corporation	26-May-22	Ratify Grant Thornton LLP as Auditors	For	The proposal is in line with our voting policy
Masimo Corporation	26-May-22	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.
ON Semiconductor Corporation	26-May-22	Elect Director Atsushi Abe	For	The proposal is in line with our voting policy
ON Semiconductor Corporation	26-May-22	Elect Director Alan Campbell	For	The proposal is in line with our voting policy



ON Semiconductor Corporation	26-May-22	Elect Director Susan K. Carter	For	The proposal is in line with our voting policy
ON Semiconductor Corporation	26-May-22	Elect Director Thomas L. Deitrich	For	The proposal is in line with our voting policy
ON Semiconductor Corporation	26-May-22	Elect Director Gilles Delfassy	For	The proposal is in line with our voting policy
ON Semiconductor Corporation	26-May-22	Elect Director Hassane El-Khoury	For	The proposal is in line with our voting policy
ON Semiconductor Corporation	26-May-22	Elect Director Bruce E. Kiddoo	For	The proposal is in line with our voting policy
ON Semiconductor Corporation	26-May-22	Elect Director Paul A. Mascarenas	Against	The board lacks diversity.
ON Semiconductor Corporation	26-May-22	Elect Director Gregory L. Waters	For	The proposal is in line with our voting policy
ON Semiconductor Corporation	26-May-22	Elect Director Christine Y. Yan	For	The proposal is in line with our voting policy
ON Semiconductor Corporation	26-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
ON Semiconductor Corporation	26-May-22	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Pinterest, Inc.	26-May-22	Elect Director Leslie J. Kilgore	Against	There are issues with the board which do not enable support of the proposal.
Pinterest, Inc.	26-May-22	Elect Director Benjamin Silberman	Against	There are issues with the board which do not enable support of the proposal.
Pinterest, Inc.	26-May-22	Elect Director Salaam Coleman Smith	Against	There are issues with the board which do not enable support of the proposal.
Pinterest, Inc.	26-May-22	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Pinterest, Inc.	26-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Teladoc Health, Inc.	26-May-22	Elect Director Karen L. Daniel	For	The proposal is in line with our voting policy
Teladoc Health, Inc.	26-May-22	Elect Director Sandra L. Fenwick	For	The proposal is in line with our voting policy
Teladoc Health, Inc.	26-May-22	Elect Director William H. Frist	For	The proposal is in line with our voting policy
Teladoc Health, Inc.	26-May-22	Elect Director Jason Gorevic	For	The proposal is in line with our voting policy
Teladoc Health, Inc.	26-May-22	Elect Director Catherine A. Jacobson	For	The proposal is in line with our voting policy

Teladoc Health, Inc.	26-May-22	Elect Director Thomas G. McKinley	For	The proposal is in line with our voting policy
Teladoc Health, Inc.	26-May-22	Elect Director Kenneth H. Paulus	Against	The board lacks diversity.
Teladoc Health, Inc.	26-May-22	Elect Director David L. Shedlarz	For	The proposal is in line with our voting policy
Teladoc Health, Inc.	26-May-22	Elect Director Mark Douglas Smith	For	The proposal is in line with our voting policy
Teladoc Health, Inc.	26-May-22	Elect Director David B. Snow, Jr.	For	The proposal is in line with our voting policy
Teladoc Health, Inc.	26-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Teladoc Health, Inc.	26-May-22	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Teladoc Health, Inc.	26-May-22	Provide Right to Call Special Meeting	For	The proposal is in line with our voting policy
The Trade Desk, Inc.	26-May-22	Elect Director Lise J. Buyer	Withhold	There are issues with the board which do not enable support of the proposal.
The Trade Desk, Inc.	26-May-22	Elect Director Kathryn E. Falberg	Withhold	The nominee holds five non-executive directorships, four of which as an outside Chairperson of the Audit Committee. The nominee is therefore overboarded. There are issues with the board which do not enable support of the proposal.
The Trade Desk, Inc.	26-May-22	Elect Director David B. Wells	Withhold	There are issues with the board which do not enable support of the proposal.
The Trade Desk, Inc.	26-May-22	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
The Trade Desk, Inc.	26-May-22	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. LTI is not fully performance-based.
VeriSign, Inc.	26-May-22	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.	26-May-22	Elect Director Courtney D. Armstrong	For	The proposal is in line with our voting policy
VeriSign, Inc.	26-May-22	Elect Director Yehuda Ari Buchalter	For	The proposal is in line with our voting policy
VeriSign, Inc.	26-May-22	Elect Director Kathleen A. Cote	Against	The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors. The board lacks diversity.
VeriSign, Inc.	26-May-22	Elect Director Thomas F. Frist, III	For	The proposal is in line with our voting policy
VeriSign, Inc.	26-May-22	Elect Director Jamie S. Gorelick	For	The proposal is in line with our voting policy

VeriSign, Inc.	26-May-22	Elect Director Roger H. Moore	Against	The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors.
VeriSign, Inc.	26-May-22	Elect Director Timothy Tomlinson	Against	The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors.
VeriSign, Inc.	26-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
VeriSign, Inc.	26-May-22	Ratify KPMG LLP as Auditors	For	The proposal is in line with our voting policy
VeriSign, Inc.	26-May-22	Eliminate Holding Period for Shareholders to Call Special Meeting	Against	The proposal is not in shareholders' interests.
Lowe's Companies, Inc.	27-May-22	Elect Director Raul Alvarez	Withhold	The nominee holds four non-executive directorships, one of which as an outside Chairperson of the Board. The nominee is therefore overboarded.
Lowe's Companies, Inc.	27-May-22	Elect Director David H. Batchelder	For	The proposal is in line with our voting policy
Lowe's Companies, Inc.	27-May-22	Elect Director Sandra B. Cochran	For	The proposal is in line with our voting policy
Lowe's Companies, Inc.	27-May-22	Elect Director Laurie Z. Douglas	For	The proposal is in line with our voting policy
Lowe's Companies, Inc.	27-May-22	Elect Director Richard W. Dreiling	For	The proposal is in line with our voting policy
Lowe's Companies, Inc.	27-May-22	Elect Director Marvin R. Ellison	For	The proposal is in line with our voting policy
Lowe's Companies, Inc.	27-May-22	Elect Director Daniel J. Heinrich	For	The proposal is in line with our voting policy
Lowe's Companies, Inc.	27-May-22	Elect Director Brian C. Rogers	For	The proposal is in line with our voting policy
Lowe's Companies, Inc.	27-May-22	Elect Director Bertram L. Scott	Withhold	The nominee holds four non-executive directorships, two of which as the Chairperson of the Board. The nominee is therefore overboarded.
Lowe's Companies, Inc.	27-May-22	Elect Director Colleen Taylor	For	The proposal is in line with our voting policy
Lowe's Companies, Inc.	27-May-22	Elect Director Mary Beth West	For	The proposal is in line with our voting policy
Lowe's Companies, Inc.	27-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Lowe's Companies, Inc.	27-May-22	Ratify Deloitte & Touche LLP as Auditors	For	The proposal is in line with our voting policy
Lowe's Companies, Inc.	27-May-22	Amend Omnibus Stock Plan	For	The proposal is in line with our voting policy
Lowe's Companies, Inc.	27-May-22	Report on Median Gender/Racial Pay Gap	For	We consider that the proposal has merit insofar it will give an additional view to shareholders to complete their assessment of how the subject is managed.

Lowe's Companies, Inc.	27-May-22	Amend Proxy Access Right	For	The Proposal is in shareholders' interest.
Lowe's Companies, Inc.	27-May-22	Report on Risks of State Policies Restricting Reproductive Health Care	For	We consider that the risks invoked in the proposal merit to be assessed and that the report would be beneficial to shareholders.
Lowe's Companies, Inc.	27-May-22	Commission a Civil Rights and Non-Discrimination Audit	Against	The proposal is not in shareholders' interest at this time.
Lowe's Companies, Inc.	27-May-22	Report on Risks from Company Vendors that Misclassify Employees as Independent Contractors	For	The reputational risk presented by this subject makes it necessary for shareholders to be fully informed. The proposal therefore has merit.
Nuvei Corporation	27-May-22	Elect Director Philip Fayer	For	The proposal is in line with our voting policy
Nuvei Corporation	27-May-22	Elect Director Michael Hanley	Withhold	The nominee holds three non-executive directorships, three of which as the Chairperson of the Audit Committee. The nominee is therefore overboarded. There are issues with the board which do not enable support of the proposal.
Nuvei Corporation	27-May-22	Elect Director David Lewin	Withhold	The board lacks diversity. There are issues with the board which do not enable support of the proposal.
Nuvei Corporation	27-May-22	Elect Director Daniela Mielke	Withhold	There are issues with the board which do not enable support of the proposal.
Nuvei Corporation	27-May-22	Elect Director Pascal Tremblay	Withhold	There are issues with the board which do not enable support of the proposal.
Nuvei Corporation	27-May-22	Elect Director Samir Zabaneh	For	The proposal is in line with our voting policy
Nuvei Corporation	27-May-22	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	The proposal is in line with our voting policy
Nuvei Corporation	27-May-22	Amend Articles in Respect of the Plan of Arrangement	Against	The proposed amendment to articles of association are not in shareholders' interest.
Nuvei Corporation	27-May-22	Amend Bylaws	Against	The proposed amendment to articles of association are not in shareholders' interest.
Arista Networks, Inc.	31-May-22	Elect Director Charles Giancarlo	Withhold	There are issues with the board which do not enable support of the proposal.
Arista Networks, Inc.	31-May-22	Elect Director Daniel Scheinman	Withhold	The board lacks diversity. There are issues with the board which do not enable support of the proposal.
Arista Networks, Inc.	31-May-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Arista Networks, Inc.	31-May-22	Advisory Vote on Say on Pay Frequency	One Year	
Arista Networks, Inc.	31-May-22	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Airbnb, Inc.	01-Jun-22	Elect Director Amrita Ahuja	For	The proposal is in line with our voting policy

Airbnb, Inc.	01-Jun-22	Elect Director Joseph Gebbia	Withhold	There are issues with the board which do not enable support of the proposal.
Airbnb, Inc.	01-Jun-22	Elect Director Jeffrey Jordan	Withhold	There are issues with the board which do not enable support of the proposal.
Airbnb, Inc.	01-Jun-22	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Airbnb, Inc.	01-Jun-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a disconnect between pay and performance and there have been excessive grants
GoDaddy Inc.	01-Jun-22	Elect Director Amanpal (Aman) Bhutani	For	The proposal is in line with our voting policy
GoDaddy Inc.	01-Jun-22	Elect Director Caroline Donahue	For	The proposal is in line with our voting policy
GoDaddy Inc.	01-Jun-22	Elect Director Charles Robel	Against	The board lacks diversity. The nominee holds three non-executive directorships, two of which as an outside Chairperson of the Audit Committee and another as the Chairperson of the Board. The nominee is therefore overboarded.
GoDaddy Inc.	01-Jun-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
GoDaddy Inc.	01-Jun-22	Advisory Vote on Say on Pay Frequency	One Year	
GoDaddy Inc.	01-Jun-22	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
GoDaddy Inc.	01-Jun-22	Declassify the Board of Directors	For	The proposal is in line with our voting policy
GoDaddy Inc.	01-Jun-22	Eliminate Certain Supermajority Voting Requirements	For	The proposal is in line with our voting policy
GoDaddy Inc.	01-Jun-22	Amend Certificate of Incorporation to Eliminate Certain Business Combination Restrictions	For	The proposal is in line with our voting policy
GoDaddy Inc.	01-Jun-22	Amend Certificate of Incorporation to Eliminate Inoperative Provisions and Implement Certain Other Miscellaneous Amendments	For	The proposal is in line with our voting policy
NXP Semiconductors N.V.	01-Jun-22	Adopt Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
NXP Semiconductors N.V.	01-Jun-22	Approve Discharge of Board Members	For	The proposal is in line with our voting policy

NXP Semiconductors N.V.	01-Jun-22	Reelect Kurt Sievers as Executive Director	For	The proposal is in line with our voting policy
NXP Semiconductors N.V.	01-Jun-22	Reelect Peter Bonfield as Non-Executive Director	Against	The nominee holds three non-executive directorships, one of which as the Chairperson of the Board and another as an outside Chairperson of the Audit Committee. The nominee is therefore overboarded.
NXP Semiconductors N.V.	01-Jun-22	Reelect Annette Clayton as Non-Executive Director	For	The proposal is in line with our voting policy
NXP Semiconductors N.V.	01-Jun-22	Reelect Anthony Foxx as Non-Executive Director	For	The proposal is in line with our voting policy
NXP Semiconductors N.V.	01-Jun-22	Elect Chunyuan Gu as Non-Executive Director	For	The proposal is in line with our voting policy
NXP Semiconductors N.V.	01-Jun-22	Reelect Lena Olving as Non-Executive Director	For	The proposal is in line with our voting policy
NXP Semiconductors N.V.	01-Jun-22	Reelect Julie Southern as Non-Executive Director	Against	The nominee holds four non-executive directorships, all of which as the Chairperson of the Audit Committee. The nominee is therefore overboarded.
NXP Semiconductors N.V.	01-Jun-22	Reelect Jasmin Staiblin as Non-Executive Director	For	The proposal is in line with our voting policy
NXP Semiconductors N.V.	01-Jun-22	Reelect Gregory Summe as Non-Executive Director	For	The proposal is in line with our voting policy
NXP Semiconductors N.V.	01-Jun-22	Reelect Karl-Henrik Sundstrom as Non-Executive Director	Against	The nominee holds three non-executive directorships, one of which as an outside Chairperson of the Board and another as an outside Chairperson of the Audit Committee. The nominee is therefore overboarded.
NXP Semiconductors N.V.	01-Jun-22	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.	01-Jun-22	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	The proposal is in line with our voting policy
NXP Semiconductors N.V.	01-Jun-22	Authorize Share Repurchase Program	For	The proposal is in line with our voting policy
NXP Semiconductors N.V.	01-Jun-22	Approve Cancellation of Ordinary Shares	For	The proposal is in line with our voting policy
NXP Semiconductors N.V.	01-Jun-22	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy



Tourmaline Oil Corp.	01-Jun-22	Elect Director Michael L. Rose	For	The proposal is in line with our voting policy
Tourmaline Oil Corp.	01-Jun-22	Elect Director Brian G. Robinson	For	The proposal is in line with our voting policy
Tourmaline Oil Corp.	01-Jun-22	Elect Director Jill T. Angevine	For	The proposal is in line with our voting policy
Tourmaline Oil Corp.	01-Jun-22	Elect Director William D. Armstrong	For	The proposal is in line with our voting policy
Tourmaline Oil Corp.	01-Jun-22	Elect Director Lee A. Baker	For	The proposal is in line with our voting policy
Tourmaline Oil Corp.	01-Jun-22	Elect Director John W. Elick	For	The proposal is in line with our voting policy
Tourmaline Oil Corp.	01-Jun-22	Elect Director Andrew B. MacDonald	Withhold	The board lacks diversity.
Tourmaline Oil Corp.	01-Jun-22	Elect Director Lucy M. Miller	For	The proposal is in line with our voting policy
Tourmaline Oil Corp.	01-Jun-22	Elect Director Janet L. Weiss	For	The proposal is in line with our voting policy
Tourmaline Oil Corp.	01-Jun-22	Elect Director Ronald C. Wigham	For	The proposal is in line with our voting policy
Tourmaline Oil Corp.	01-Jun-22	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	For	The proposal is in line with our voting policy
Ulta Beauty, Inc.	01-Jun-22	Elect Director Kelly E. Garcia	For	The proposal is in line with our voting policy
Ulta Beauty, Inc.	01-Jun-22	Elect Director Michael R. MacDonald	For	The proposal is in line with our voting policy
Ulta Beauty, Inc.	01-Jun-22	Elect Director Gisel Ruiz	For	The proposal is in line with our voting policy
Ulta Beauty, Inc.	01-Jun-22	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Ulta Beauty, Inc.	01-Jun-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Allegion Plc	02-Jun-22	Elect Director Kirk S. Hachigian	Against	The board lacks diversity.
Allegion Plc	02-Jun-22	Elect Director Steven C. Mizell	For	The proposal is in line with our voting policy
Allegion Plc	02-Jun-22	Elect Director Nicole Parent Haughey	For	The proposal is in line with our voting policy
Allegion Plc	02-Jun-22	Elect Director Lauren B. Peters	Against	The nominee holds three non-executive directorships, two of which as an the Chairperson of the Audit Committee. The nominee is therefore overboarded.
Allegion Plc	02-Jun-22	Elect Director David D. Petratis	For	The proposal is in line with our voting policy
Allegion Plc	02-Jun-22	Elect Director Dean I. Schaffer	For	The proposal is in line with our voting policy
Allegion Plc	02-Jun-22	Elect Director Dev Vardhan	For	The proposal is in line with our voting policy

Allegion Plc	02-Jun-22	Elect Director Martin E. Welch, III	For	The proposal is in line with our voting policy
Allegion Plc	02-Jun-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of Climate criteria in the variable compensation.
Allegion Plc	02-Jun-22	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	For	The proposal is in line with our voting policy
Allegion Plc	02-Jun-22	Renew the Board's Authority to Issue Shares Under Irish Law	For	The proposal is in line with our voting policy
Allegion Plc	02-Jun-22	Renew the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights	For	The proposal is in line with our voting policy
Cloudflare, Inc.	02-Jun-22	Elect Director Mark Anderson	Withhold	There are issues with the board which do not enable support of the proposal.
Cloudflare, Inc.	02-Jun-22	Elect Director Mark Hawkins	Withhold	The nominee holds 3 non-executive directorships, all of which as Chairperson of the Audit Committee. The nominee is therefore overboarded.
Cloudflare, Inc.	02-Jun-22	Elect Director Carl Ledbetter	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.
Cloudflare, Inc.	02-Jun-22	Ratify KPMG LLP as Auditors	For	The proposal is in line with our voting policy
Cloudflare, Inc.	02-Jun-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation. Compensation is excessive.
Cloudflare, Inc.	02-Jun-22	Approve Stock Option Grants	Against	The remuneration structure is not satisfactory. Compensation is excessive.
Datadog, Inc.	02-Jun-22	Elect Director Titi Cole	For	The proposal is in line with our voting policy
Datadog, Inc.	02-Jun-22	Elect Director Matthew Jacobson	Withhold	The board lacks diversity. There are issues with the board which do not enable support of the proposal.
Datadog, Inc.	02-Jun-22	Elect Director Julie G. Richardson	Withhold	The nominee holds three non-executive directorships, two of which as the Chairperson of the Audit Committee. The nominee is therefore overboarded. There are issues with the board which do not enable support of the proposal.
Datadog, Inc.	02-Jun-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Datadog, Inc.	02-Jun-22	Ratify Deloitte & Touche LLP as Auditors	For	The proposal is in line with our voting policy
EPAM Systems, Inc.	02-Jun-22	Elect Director Richard Michael Mayoras	Against	The board lacks diversity.

EPAM Systems, Inc.	02-Jun-22	Elect Director Karl Robb	For	The proposal is in line with our voting policy
EPAM Systems, Inc.	02-Jun-22	Elect Director Helen Shan	For	The proposal is in line with our voting policy
EPAM Systems, Inc.	02-Jun-22	Ratify Deloitte & Touche LLP as Auditors	For	The proposal is in line with our voting policy
EPAM Systems, Inc.	02-Jun-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
EPAM Systems, Inc.	02-Jun-22	Amend Non-Employee Director Omnibus Stock Plan	For	The proposal is in line with our voting policy
Gartner, Inc.	02-Jun-22	Elect Director Peter E. Bisson	For	The proposal is in line with our voting policy
Gartner, Inc.	02-Jun-22	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.	02-Jun-22	Elect Director Raul E. Cesan	For	The proposal is in line with our voting policy
Gartner, Inc.	02-Jun-22	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.	02-Jun-22	Elect Director Diana S. Ferguson	For	The proposal is in line with our voting policy
Gartner, Inc.	02-Jun-22	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.	02-Jun-22	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.	02-Jun-22	Elect Director Eugene A. Hall	For	The proposal is in line with our voting policy
Gartner, Inc.	02-Jun-22	Elect Director Stephen G. Pagliuca	Against	The board is not sufficiently independent as per our voting policy.
Gartner, Inc.	02-Jun-22	Elect Director Eileen M. Serra	For	The proposal is in line with our voting policy
Gartner, Inc.	02-Jun-22	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.
Gartner, Inc.	02-Jun-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Gartner, Inc.	02-Jun-22	Ratify KPMG LLP as Auditors	For	The proposal is in line with our voting policy
NVIDIA Corporation	02-Jun-22	Elect Director Robert K. Burgess	For	The proposal is in line with our voting policy

NVIDIA Corporation	02-Jun-22	Elect Director Tench Cox	For	The proposal is in line with our voting policy
NVIDIA Corporation	02-Jun-22	Elect Director John O. Dabiri	For	The proposal is in line with our voting policy
NVIDIA Corporation	02-Jun-22	Elect Director Persis S. Drell	For	The proposal is in line with our voting policy
NVIDIA Corporation	02-Jun-22	Elect Director Jen-Hsun Huang	For	The proposal is in line with our voting policy
NVIDIA Corporation	02-Jun-22	Elect Director Dawn Hudson	For	The proposal is in line with our voting policy
NVIDIA Corporation	02-Jun-22	Elect Director Harvey C. Jones	Against	The board lacks diversity. The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors.
NVIDIA Corporation	02-Jun-22	Elect Director Michael G. McCaffery	For	The proposal is in line with our voting policy
NVIDIA Corporation	02-Jun-22	Elect Director Stephen C. Neal	For	The proposal is in line with our voting policy
NVIDIA Corporation	02-Jun-22	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	02-Jun-22	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. The nominee holds three non-executive directorships, two of which as an outside Chairperson of the Audit Committee. The nominee is therefore overboarded.
NVIDIA Corporation	02-Jun-22	Elect Director Aarti Shah	For	The proposal is in line with our voting policy
NVIDIA Corporation	02-Jun-22	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.
NVIDIA Corporation	02-Jun-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
NVIDIA Corporation	02-Jun-22	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
NVIDIA Corporation	02-Jun-22	Increase Authorized Common Stock	For	The proposal is in line with our voting policy
NVIDIA Corporation	02-Jun-22	Amend Omnibus Stock Plan	For	The proposal is in line with our voting policy
Trane Technologies Plc	02-Jun-22	Elect Director Kirk E. Arnold	For	The proposal is in line with our voting policy

Trane Technologies Plc	02-Jun-22	Elect Director Ann C. Berzin	Against	The board is not sufficiently independent as per our voting policy.
Trane Technologies Plc	02-Jun-22	Elect Director April Miller Boise	For	The proposal is in line with our voting policy
Trane Technologies Plc	02-Jun-22	Elect Director John Bruton	Against	The board is not sufficiently independent as per our voting policy.
Trane Technologies Plc	02-Jun-22	Elect Director Jared L. Cohon	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.
Trane Technologies Plc	02-Jun-22	Elect Director Gary D. Forsee	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.
Trane Technologies Plc	02-Jun-22	Elect Director Linda P. Hudson	For	The proposal is in line with our voting policy
Trane Technologies Plc	02-Jun-22	Elect Director Myles P. Lee	For	The proposal is in line with our voting policy
Trane Technologies Plc	02-Jun-22	Elect Director David S. Regnery	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	02-Jun-22	Elect Director John P. Surma	Against	The nominee holds four non-executive directorships, one of which as the Chairperson of the Audit Committee and another as an outside Chairperson of the Board. The nominee is therefore overboarded.
Trane Technologies Plc	02-Jun-22	Elect Director Tony L. White	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.
Trane Technologies Plc	02-Jun-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of Climate criteria in the variable compensation.
Trane Technologies Plc	02-Jun-22	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	02-Jun-22	Authorize Issue of Equity	For	The proposal is in line with our voting policy

Trane Technologies Plc	02-Jun-22	Authorize Issue of Equity without Pre-emptive Rights	For	The proposal is in line with our voting policy
Trane Technologies Plc	02-Jun-22	Authorize Reissuance of Repurchased Shares	For	The proposal is in line with our voting policy
Unity Software Inc.	02-Jun-22	Elect Director Egon Durban	Withhold	The nominee holds seven non-executive directorships, one of which as an outside Chairperson of the Board. The nominee is therefore overboarded. There are issues with the board which do not enable support of the proposal.
Unity Software Inc.	02-Jun-22	Elect Director Barry Schuler	Withhold	There are issues with the board which do not enable support of the proposal.
Unity Software Inc.	02-Jun-22	Elect Director Robynne Sisco	Withhold	There are issues with the board which do not enable support of the proposal.
Unity Software Inc.	02-Jun-22	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Unity Software Inc.	02-Jun-22	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. LTI is not fully performance-based. The remuneration structure is not satisfactory. The company has not provided sufficient information to justify this increase in variable remuneration. The company has paid excessive severance amounts.
Unity Software Inc.	02-Jun-22	Advisory Vote on Say on Pay Frequency	One Year	
DocuSign, Inc.	03-Jun-22	Elect Director Teresa Briggs	Withhold	The nominee holds four non-executive directorships, two of which as the Chairperson of the Audit Committee. The nominee is therefore overboarded. There are issues with the board which do not enable support of the proposal.
DocuSign, Inc.	03-Jun-22	Elect Director Blake J. Irving	Withhold	There are issues with the board which do not enable support of the proposal. The board lacks diversity.
DocuSign, Inc.	03-Jun-22	Elect Director Daniel D. Springer	Withhold	There are issues with the board which do not enable support of the proposal.
DocuSign, Inc.	03-Jun-22	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
DocuSign, Inc.	03-Jun-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	lack of ESG metrics in variable compensation
Cognizant Technology Solutions Corporation	07-Jun-22	Elect Director Zein Abdalla	For	The proposal is in line with our voting policy
Cognizant Technology Solutions Corporation	07-Jun-22	Elect Director Vinita Bali	For	The proposal is in line with our voting policy



Cognizant Technology Solutions Corporation	07-Jun-22	Elect Director Maureen Breakiron-Evans	For	The proposal is in line with our voting policy
Cognizant Technology Solutions Corporation	07-Jun-22	Elect Director Archana Deskus	For	The proposal is in line with our voting policy
Cognizant Technology Solutions Corporation	07-Jun-22	Elect Director John M. Dineen	For	The proposal is in line with our voting policy
Cognizant Technology Solutions Corporation	07-Jun-22	Elect Director Brian Humphries	For	The proposal is in line with our voting policy
Cognizant Technology Solutions Corporation	07-Jun-22	Elect Director Leo S. Mackay, Jr.	For	The proposal is in line with our voting policy
Cognizant Technology Solutions Corporation	07-Jun-22	Elect Director Michael Patsalos-Fox	For	The proposal is in line with our voting policy
Cognizant Technology Solutions Corporation	07-Jun-22	Elect Director Stephen J. Rohleder	For	The proposal is in line with our voting policy
Cognizant Technology Solutions Corporation	07-Jun-22	Elect Director Joseph M. Velli	For	The proposal is in line with our voting policy
Cognizant Technology Solutions Corporation	07-Jun-22	Elect Director Sandra S. Wijnberg	Against	The nominee holds four non-executive directorships, two of which as the Chairperson of the Audit Committee. The nominee is therefore overboarded.
Cognizant Technology Solutions Corporation	07-Jun-22	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
Cognizant Technology Solutions Corporation	07-Jun-22	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Cognizant Technology Solutions Corporation	07-Jun-22	Amend Governing Documents Regarding Requirements to Call for a Special Meeting	Against	We do not consider that the proponent has demonstrated a deficiency in the Company's current practices.
Fortive Corporation	07-Jun-22	Elect Director Daniel L. Comas	For	The proposal is in line with our voting policy

Fortive Corporation	07-Jun-22	Elect Director Sharmistha Dubey	For	The proposal is in line with our voting policy
Fortive Corporation	07-Jun-22	Elect Director Rejji P. Hayes	For	The proposal is in line with our voting policy
Fortive Corporation	07-Jun-22	Elect Director Wright Lassiter, III	For	The proposal is in line with our voting policy
Fortive Corporation	07-Jun-22	Elect Director James A. Lico	For	The proposal is in line with our voting policy
Fortive Corporation	07-Jun-22	Elect Director Kate D. Mitchell	For	The proposal is in line with our voting policy
Fortive Corporation	07-Jun-22	Elect Director Jeannine Sargent	For	The proposal is in line with our voting policy
Fortive Corporation	07-Jun-22	Elect Director Alan G. Spoon	Against	The nominee holds four non-executive directorships, one of which as the Chairperson of the Board and another two as an outside Chairperson of the Audit Committee. The nominee is therefore overboarded.
Fortive Corporation	07-Jun-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is excessive compared to peers. There is a lack of Climate criteria in the variable compensation.
Fortive Corporation	07-Jun-22	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Fortive Corporation	07-Jun-22	Eliminate Supermajority Vote Requirements	For	The proposal is in line with our voting policy
Fortive Corporation	07-Jun-22	Adopt Simple Majority Vote	For	The Proposal is in shareholders' interest.
HubSpot, Inc.	07-Jun-22	Elect Director Lorrie Norrington	Against	There are issues with the board which do not enable support of the proposal.
HubSpot, Inc.	07-Jun-22	Elect Director Avanish Sahai	Against	There are issues with the board which do not enable support of the proposal.
HubSpot, Inc.	07-Jun-22	Elect Director Dharmesh Shah	Against	There are issues with the board which do not enable support of the proposal.
HubSpot, Inc.	07-Jun-22	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
HubSpot, Inc.	07-Jun-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
HubSpot, Inc.	07-Jun-22	Amend Qualified Employee Stock Purchase Plan	For	The proposal is in line with our voting policy
The TJX Companies, Inc.	07-Jun-22	Elect Director Jose B. Alvarez	For	The proposal is in line with our voting policy
The TJX Companies, Inc.	07-Jun-22	Elect Director Alan M. Bennett	Against	The board is not sufficiently independent as per our voting policy. The nominee holds three non-executive directorships, two of which as an outside Chairperson of the Audit Committee. The nominee is therefore overboarded.
The TJX Companies, Inc.	07-Jun-22	Elect Director Rosemary T. Berkery	For	The proposal is in line with our voting policy

The TJX Companies, Inc.	07-Jun-22	Elect Director David T. Ching	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.
The TJX Companies, Inc.	07-Jun-22	Elect Director C. Kim Goodwin	For	The proposal is in line with our voting policy
The TJX Companies, Inc.	07-Jun-22	Elect Director Ernie Herrman	For	The proposal is in line with our voting policy
The TJX Companies, Inc.	07-Jun-22	Elect Director Michael F. Hines	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. There are issues with the board which do not enable support of the proposal.
The TJX Companies, Inc.	07-Jun-22	Elect Director Amy B. Lane	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 TJX Companies, Inc.	07-Jun-22	Elect Director Carol Meyrowitz	Against	The board is not sufficiently independent as per our voting policy.
The TJX Companies, Inc.	07-Jun-22	Elect Director Jackwyn L. Nemerov	Against	The board is not sufficiently independent as per our voting policy,
The TJX Companies, Inc.	07-Jun-22	Elect Director John F. O'Brien	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 TJX Companies, Inc.	07-Jun-22	Ratify PricewaterhouseCoopers as Auditors	For	The proposal is in line with our voting policy
The TJX Companies, Inc.	07-Jun-22	Amend Omnibus Stock Plan	For	The proposal is in line with our voting policy
The TJX Companies, Inc.	07-Jun-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Discretionary payments/powers. The remuneration structure is not satisfactory. Compensation is excessive compared to peers. There is a lack of ESG criteria in the variable compensation.
The TJX Companies, Inc.	07-Jun-22	Report on Assessing Due Diligence on Human Rights in 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 TJX Companies, Inc.	07-Jun-22	Report on Risks from Company Vendors that Misclassify Employees as Independent Contractors	For	Additional disclosure is warranted concerning current policies, procedures, or practices with respect to human rights. A report on misclassifying employees as independent contractors would provide shareholders with additional information on

				how the company is managing any risks associated with this kind of misclassification by companies in its supply chain. Amundi therefore considers that the proposal has merit.
The TJX Companies, Inc.	07-Jun-22	Report on Risk Due to Restrictions on Reproductive Rights	For	Amundi is mindful of the Company's current level of disclosure, however more comprehensive 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.
The TJX Companies, Inc.	07-Jun-22	Adopt Paid Sick Leave Policy for All Associates	For	With regards to the global pandemic and the Management of health concerns, failure to provide sufficient paid sick leave would result in difficulties attracting and retaining employees at a time when other companies are heavily promoting worker benefits. This is a matter of material relevance for all companies. Moreover, in light of the potential negative impacts that can arise when a company's workforce is potentially without access to sick leave, consumer expectations regarding safe and hygienic shopping conditions, and changing employee expectations that can adversely impact a company's ability to hire and retain employees should they be found to be insufficient.
Avalara, Inc.	08-Jun-22	Elect Director Edward Gilhuly	Withhold	There are issues with the board which do not enable support of the proposal.
Avalara, Inc.	08-Jun-22	Elect Director Scott McFarlane	Withhold	There are issues with the board which do not enable support of the proposal.
Avalara, Inc.	08-Jun-22	Elect Director Tami Reller	Withhold	There are issues with the board which do not enable support of the proposal.
Avalara, Inc.	08-Jun-22	Elect Director Srinivas Tallapragada	For	The proposal is in line with our voting policy
Avalara, Inc.	08-Jun-22	Elect Director Bruce Crawford	For	The proposal is in line with our voting policy
Avalara, Inc.	08-Jun-22	Elect Director Marcela Martin	Withhold	The nominee holds one executive mandate and three non-executive directorships. The nominee is therefore overboarded.
Avalara, Inc.	08-Jun-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Avalara, Inc.	08-Jun-22	Ratify Deloitte & Touche LLP as Auditors	For	The proposal is in line with our voting policy
Dollarama Inc.	08-Jun-22	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.	08-Jun-22	Elect Director Gregory David	Withhold	The board is not sufficiently independent as per our voting policy.

Dollarama Inc.	08-Jun-22	Elect Director Elisa D. Garcia C.	For	The proposal is in line with our voting policy
Dollarama Inc.	08-Jun-22	Elect Director Stephen Gunn	Withhold	The nominee holds three non-executive directorships, one of which as the Chairperson of the Board and another one as an outside Chairperson of the Audit Committee. The nominee is therefore overboarded. 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.	08-Jun-22	Elect Director Kristin Mugford	For	The proposal is in line with our voting policy
Dollarama Inc.	08-Jun-22	Elect Director Nicholas Nomicos	Withhold	The board is not sufficiently independent as per our voting policy.
Dollarama Inc.	08-Jun-22	Elect Director Neil Rossy	For	The proposal is in line with our voting policy
Dollarama Inc.	08-Jun-22	Elect Director Samira Sakhia	For	The proposal is in line with our voting policy
Dollarama Inc.	08-Jun-22	Elect Director Huw Thomas	For	The proposal is in line with our voting policy
Dollarama Inc.	08-Jun-22	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	The proposal is in line with our voting policy
Dollarama Inc.	08-Jun-22	Advisory Vote on Executive Compensation Approach	Against	There is a lack of ESG criteria in the variable compensation.
Dollarama Inc.	08-Jun-22	SP 1: Freedom of Association	For	Dollarama's enhanced vendor/supplier code of conduct does not require suppliers to respect their employees' right to free association / collective bargaining. Staffing agency workers may have heightened vulnerability to adverse human rights impacts, particularly where they cannot join a trade union at the user enterprise, and lack equivalent representation and collective bargaining ability in their relationship with the employment & recruitment agency. This may lead to agency workers sometimes receiving lower wages and benefits than workers hired directly for the same jobs, non-payment of benefits, discrimination or the effective denial of freedom of association and collective bargaining rights."
Dollarama Inc.	08-Jun-22	SP 2: Adopt French as the Official Language of the Corporation	Against	Considering the fact that the company is subject to the Canadian French language legislation, the proponent's request pertaining to amend company's by-laws to include French as the official language of the company appears to be overly prescriptive.
lululemon athletica inc.	08-Jun-22	Elect Director Kathryn Henry	For	The proposal is in line with our voting policy

lululemon athletica inc.	08-Jun-22	Elect Director Jon McNeill	For	The proposal is in line with our voting policy
lululemon athletica inc.	08-Jun-22	Elect Director Alison Loehnis	For	The proposal is in line with our voting policy
lululemon athletica inc.	08-Jun-22	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
lululemon athletica inc.	08-Jun-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
lululemon athletica inc.	08-Jun-22	Report on Animal Slaughter Methods	Against	The company is a member of the RDS and certifies everything to this standard, using third party audits. They have sufficient processes in comparison to peers.
NovoCure Limited	08-Jun-22	Elect Director Asaf Danziger	For	The proposal is in line with our voting policy
NovoCure Limited	08-Jun-22	Elect Director William Doyle	For	The proposal is in line with our voting policy
NovoCure Limited	08-Jun-22	Elect Director Jeryl Hilleman	Against	The nominee holds four non-executive directorships, three of which as the Chairperson of the Audit Committee. The nominee is therefore overboarded.
NovoCure Limited	08-Jun-22	Elect Director David Hung	Against	The board lacks diversity.
NovoCure Limited	08-Jun-22	Elect Director Kinyip Gabriel Leung	For	The proposal is in line with our voting policy
NovoCure Limited	08-Jun-22	Elect Director Martin Madden	For	The proposal is in line with our voting policy
NovoCure Limited	08-Jun-22	Elect Director Timothy Scannell	Against	The board lacks diversity. The nominee holds one outside executive mandate and three non-executive directorships, one of which as an outside Chairperson of the Board. The nominee is therefore overboarded.
NovoCure Limited	08-Jun-22	Elect Director William Vernon	For	The proposal is in line with our voting policy
NovoCure Limited	08-Jun-22	Ratify Kost Forer Gabbay & Kasierer as Auditors	For	The proposal is in line with our voting policy
NovoCure Limited	08-Jun-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
NovoCure Limited	08-Jun-22	Amend Articles of Association	For	The proposal is in line with our voting policy
Target Corporation	08-Jun-22	Elect Director David P. Abney	For	The proposal is in line with our voting policy
Target Corporation	08-Jun-22	Elect Director Douglas M. Baker, Jr.	For	The proposal is in line with our voting policy
Target Corporation	08-Jun-22	Elect Director George S. Barrett	For	The proposal is in line with our voting policy
Target Corporation	08-Jun-22	Elect Director Gail K. Boudreaux	For	The proposal is in line with our voting policy



Target Corporation	08-Jun-22	Elect Director Brian C. Cornell	For	The proposal is in line with our voting policy
Target Corporation	08-Jun-22	Elect Director Robert L. Edwards	For	The proposal is in line with our voting policy
Target Corporation	08-Jun-22	Elect Director Melanie L. Healey	For	The proposal is in line with our voting policy
Target Corporation	08-Jun-22	Elect Director Donald R. Knauss	For	The proposal is in line with our voting policy
Target Corporation	08-Jun-22	Elect Director Christine A. Leahy	For	The proposal is in line with our voting policy
Target Corporation	08-Jun-22	Elect Director Monica C. Lozano	For	The proposal is in line with our voting policy
Target Corporation	08-Jun-22	Elect Director Derica W. Rice	Against	The nominee holds 4 non-executive directorships, 1 of which as Chairperson of the Audit Committee. The nominee is therefore overboarded.
Target Corporation	08-Jun-22	Elect Director Dmitri L. Stockton	For	The proposal is in line with our voting policy
Target Corporation	08-Jun-22	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Target Corporation	08-Jun-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Target Corporation	08-Jun-22	Amend Proxy Access Right	For	The Proposal is in shareholders' interest.
Thomson Reuters Corporation	08-Jun-22	Elect Director David Thomson	For	The proposal is in line with our voting policy
Thomson Reuters Corporation	08-Jun-22	Elect Director Steve Hasker	For	The proposal is in line with our voting policy
Thomson Reuters Corporation	08-Jun-22	Elect Director Kirk E. Arnold	For	The proposal is in line with our voting policy
Thomson Reuters Corporation	08-Jun-22	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	08-Jun-22	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	08-Jun-22	Elect Director LaVerne Council	For	The proposal is in line with our voting policy
Thomson Reuters Corporation	08-Jun-22	Elect Director Michael E. Daniels	For	The proposal is in line with our voting policy
Thomson Reuters Corporation	08-Jun-22	Elect Director Kirk Koenigsbauer	For	The proposal is in line with our voting policy
Thomson Reuters Corporation	08-Jun-22	Elect Director Deanna Oppenheimer	For	The proposal is in line with our voting policy

Thomson Reuters Corporation	08-Jun-22	Elect Director Simon Paris	For	The proposal is in line with our voting policy
Thomson Reuters Corporation	08-Jun-22	Elect Director Kim M. Rivera	For	The proposal is in line with our voting policy
Thomson Reuters Corporation	08-Jun-22	Elect Director Barry Salzberg	For	The proposal is in line with our voting policy
Thomson Reuters Corporation	08-Jun-22	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	08-Jun-22	Elect Director Beth Wilson	For	The proposal is in line with our voting policy
Thomson Reuters Corporation	08-Jun-22	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	08-Jun-22	Advisory Vote on Executive Compensation Approach	Against	Compensation is excessive compared to peers. There is a lack of ESG criteria in the variable compensation.
Best Buy Co., Inc.	09-Jun-22	Elect Director Corie S. Barry	For	The proposal is in line with our voting policy
Best Buy Co., Inc.	09-Jun-22	Elect Director Lisa M. Caputo	For	The proposal is in line with our voting policy
Best Buy Co., Inc.	09-Jun-22	Elect Director J. Patrick Doyle	For	The proposal is in line with our voting policy
Best Buy Co., Inc.	09-Jun-22	Elect Director David W. Kenny	For	The proposal is in line with our voting policy
Best Buy Co., Inc.	09-Jun-22	Elect Director Mario J. Marte	For	The proposal is in line with our voting policy
Best Buy Co., Inc.	09-Jun-22	Elect Director Karen A. McLoughlin	For	The proposal is in line with our voting policy
Best Buy Co., Inc.	09-Jun-22	Elect Director Thomas L. "Tommy" Millner	For	The proposal is in line with our voting policy
Best Buy Co., Inc.	09-Jun-22	Elect Director Claudia F. Munce	For	The proposal is in line with our voting policy
Best Buy Co., Inc.	09-Jun-22	Elect Director Richelle P. Parham	Against	The nominee holds one outside executive mandate and three non-executive directorships. The nominee is therefore overboarded.
Best Buy Co., Inc.	09-Jun-22	Elect Director Steven E. Rendle	For	The proposal is in line with our voting policy
Best Buy Co., Inc.	09-Jun-22	Elect Director Eugene A. Woods	For	The proposal is in line with our voting policy
Best Buy Co., Inc.	09-Jun-22	Ratify Deloitte & Touche LLP as Auditors	For	The proposal is in line with our voting policy
Best Buy Co., Inc.	09-Jun-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.

Booking Holdings Inc.	09-Jun-22	Elect Director Timothy Armstrong	For	The proposal is in line with our voting policy
Booking Holdings Inc.	09-Jun-22	Elect Director Glenn D. Fogel	For	The proposal is in line with our voting policy
Booking Holdings Inc.	09-Jun-22	Elect Director Mirian M. Graddick-Weir	For	The proposal is in line with our voting policy
Booking Holdings Inc.	09-Jun-22	Elect Director Wei Hopeman	For	The proposal is in line with our voting policy
Booking Holdings Inc.	09-Jun-22	Elect Director Robert J. Mylod, Jr.	Withhold	The nominee holds 3 non-executive directorships 2 of which as the Chairperson of the Board. The nominee is therefore overboarded.
Booking Holdings Inc.	09-Jun-22	Elect Director Charles H. Noski	For	The proposal is in line with our voting policy
Booking Holdings Inc.	09-Jun-22	Elect Director Nicholas J. Read	For	The proposal is in line with our voting policy
Booking Holdings Inc.	09-Jun-22	Elect Director Thomas E. Rothman	For	The proposal is in line with our voting policy
Booking Holdings Inc.	09-Jun-22	Elect Director Sumit Singh	For	The proposal is in line with our voting policy
Booking Holdings Inc.	09-Jun-22	Elect Director Lynn Vojvodich Radakovich	For	The proposal is in line with our voting policy
Booking Holdings Inc.	09-Jun-22	Elect Director Vanessa A. Wittman	For	The proposal is in line with our voting policy
Booking Holdings Inc.	09-Jun-22	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. The remuneration structure is not satisfactory.
Booking Holdings Inc.	09-Jun-22	Ratify Deloitte & Touche LLP as Auditors	For	The proposal is in line with our voting policy
Booking Holdings Inc.	09-Jun-22	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	The Proposal is in shareholders' interest.
Booking Holdings Inc.	09-Jun-22	Report on Climate Change Performance Metrics Into Executive Compensation Program	For	Amundi considers that 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 (notably the employees), 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, and therefore supports this proposal.
CoStar Group, Inc.	09-Jun-22	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.	09-Jun-22	Elect Director Andrew C. Florance	For	The proposal is in line with our voting policy
CoStar Group, Inc.	09-Jun-22	Elect Director Laura Cox Kaplan	For	The proposal is in line with our voting policy
CoStar Group, Inc.	09-Jun-22	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.	09-Jun-22	Elect Director John W. Hill	For	The proposal is in line with our voting policy
CoStar Group, Inc.	09-Jun-22	Elect Director Robert W. Musslewhite	For	The proposal is in line with our voting policy
CoStar Group, Inc.	09-Jun-22	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. The board lacks diversity.
CoStar Group, Inc.	09-Jun-22	Elect Director Louise S. Sams	For	The proposal is in line with our voting policy
CoStar Group, Inc.	09-Jun-22	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
CoStar Group, Inc.	09-Jun-22	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
CoStar Group, Inc.	09-Jun-22	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	The Proposal is in shareholders' interest.
Exact Sciences Corporation	09-Jun-22	Elect Director Kevin Conroy	For	The proposal is in line with our voting policy
Exact Sciences Corporation	09-Jun-22	Elect Director Shacey Petrovic	For	The proposal is in line with our voting policy
Exact Sciences Corporation	09-Jun-22	Elect Director Katherine Zanotti	For	The proposal is in line with our voting policy
Exact Sciences Corporation	09-Jun-22	Ratify PricewaterhouseCoopers, LLP as Auditors	For	The proposal is in line with our voting policy
Exact Sciences Corporation	09-Jun-22	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
Exact Sciences Corporation	09-Jun-22	Amend Omnibus Stock Plan	For	The proposal is in line with our voting policy
Exact Sciences Corporation	09-Jun-22	Amend Qualified Employee Stock Purchase Plan	For	The proposal is in line with our voting policy
Exact Sciences Corporation	09-Jun-22	Amend Proxy Access Right	For	The Proposal is in shareholders' interest.

Salesforce, Inc.	09-Jun-22	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, Inc.	09-Jun-22	Elect Director Bret Taylor	For	The proposal is in line with our voting policy
Salesforce, Inc.	09-Jun-22	Elect Director Laura Alber	For	The proposal is in line with our voting policy
Salesforce, Inc.	09-Jun-22	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, Inc.	09-Jun-22	Elect Director Parker Harris	For	The proposal is in line with our voting policy
Salesforce, Inc.	09-Jun-22	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, Inc.	09-Jun-22	Elect Director Neelie Kroes	For	The proposal is in line with our voting policy
Salesforce, Inc.	09-Jun-22	Elect Director Oscar Munoz	Against	The board is not sufficiently independent as per our voting policy.
Salesforce, Inc.	09-Jun-22	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. The board lacks diversity.
Salesforce, Inc.	09-Jun-22	Elect Director John V. Roos	For	The proposal is in line with our voting policy
Salesforce, Inc.	09-Jun-22	Elect Director Robin Washington	Against	The nominee holds four non-executive directorships, one of which as the Chairperson of the Audit Committee. The nominee is therefore overboarded.
Salesforce, Inc.	09-Jun-22	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, Inc.	09-Jun-22	Elect Director Susan Wojcicki	For	The proposal is in line with our voting policy
Salesforce, Inc.	09-Jun-22	Amend Omnibus Stock Plan	For	The proposal is in line with our voting policy

Salesforce, Inc.	09-Jun-22	Amend Qualified Employee Stock Purchase Plan	For	The proposal is in line with our voting policy
Salesforce, Inc.	09-Jun-22	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Salesforce, Inc.	09-Jun-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is excessive compared to peers.
Salesforce, Inc.	09-Jun-22	Require Independent Board Chair	For	The Proposal is in shareholders' interest.
Salesforce, Inc.	09-Jun-22	Oversee and Report a Racial Equity Audit	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 light of the events of 2020, companies must ensure that they are properly addressing issues of racial injustice in their communities and workforces. Not doing so could result in significant reputational risks for the Company. We therefore consider that the proposal is in shareholders' interests.
ServiceNow, Inc.	09-Jun-22	Elect Director Susan L. Bostrom	Against	The board lacks diversity.
ServiceNow, Inc.	09-Jun-22	Elect Director Teresa Briggs	Against	The nominee holds four non-executive directorships, three of which as the Chairperson of the Audit Committee. The nominee is therefore overboarded.
ServiceNow, Inc.	09-Jun-22	Elect Director Jonathan C. Chadwick	Against	The nominee holds five non-executive directorships, three of which as an outside Chairperson of the Audit Committee. The nominee is therefore overboarded.
ServiceNow, Inc.	09-Jun-22	Elect Director Paul E. Chamberlain	For	The proposal is in line with our voting policy
ServiceNow, Inc.	09-Jun-22	Elect Director Lawrence J. Jackson, Jr.	For	The proposal is in line with our voting policy
ServiceNow, Inc.	09-Jun-22	Elect Director Frederic B. Luddy	For	The proposal is in line with our voting policy
ServiceNow, Inc.	09-Jun-22	Elect Director Jeffrey A. Miller	For	The proposal is in line with our voting policy
ServiceNow, Inc.	09-Jun-22	Elect Director Joseph "Larry" Quinlan	For	The proposal is in line with our voting policy
ServiceNow, Inc.	09-Jun-22	Elect Director Sukumar Rathnam	For	The proposal is in line with our voting policy
ServiceNow, Inc.	09-Jun-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is excessive compared to peers. There is a notable disconnect between pay and performance. The option grants are excessive. The company has not provided sufficient information to justify this increase in variable remuneration. There is a lack of transparency on performance goals. LTI with insufficient performance period. The remuneration structure is not satisfactory.



ServiceNow, Inc.	09-Jun-22	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Veeva Systems Inc.	09-Jun-22	Elect Director Tim Cabral	For	The proposal is in line with our voting policy
Veeva Systems Inc.	09-Jun-22	Elect Director Mark Carges	For	The proposal is in line with our voting policy
Veeva Systems Inc.	09-Jun-22	Elect Director Paul E. Chamberlain	For	The proposal is in line with our voting policy
Veeva Systems Inc.	09-Jun-22	Elect Director Peter P. Gassner	For	The proposal is in line with our voting policy
Veeva Systems Inc.	09-Jun-22	Elect Director Mary Lynne Hedley	Against	The board lacks diversity.
Veeva Systems Inc.	09-Jun-22	Elect Director Priscilla Hung	For	The proposal is in line with our voting policy
Veeva Systems Inc.	09-Jun-22	Elect Director Tina Hunt	For	The proposal is in line with our voting policy
Veeva Systems Inc.	09-Jun-22	Elect Director Marshall Mohr	Against	The nominee holds one executive mandate and three non-executive directorships, one of which as an outside Chairperson of the Audit Committee. The nominee is therefore overboarded.
Veeva Systems Inc.	09-Jun-22	Elect Director Gordon Ritter	Against	The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors.
Veeva Systems Inc.	09-Jun-22	Elect Director Paul Sekhri	Against	The nominee holds five non-executive directorships, three of which as an outside Chairperson of the Board. The nominee is therefore overboarded.
Veeva Systems Inc.	09-Jun-22	Elect Director Matthew J. Wallach	For	The proposal is in line with our voting policy
Veeva Systems Inc.	09-Jun-22	Amend Omnibus Stock Plan	Against	The proposal would lead to excessive dilution The remuneration structure is not satisfactory. The cost of the compensation plan is excessive. The company has not disclosed sufficient information to enable support of the proposal. Discretionary payments/powers.
Veeva Systems Inc.	09-Jun-22	Ratify KPMG LLP as Auditors	For	The proposal is in line with our voting policy
Garmin Ltd.	10-Jun-22	Accept Consolidated Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Garmin Ltd.	10-Jun-22	Approve Allocation of Income and Dividends	For	The proposal is in line with our voting policy
Garmin Ltd.	10-Jun-22	Approve Dividends	For	The proposal is in line with our voting policy
Garmin Ltd.	10-Jun-22	Approve Discharge of Board and Senior Management	For	The proposal is in line with our voting policy
Garmin Ltd.	10-Jun-22	Elect Director Jonathan C. Burrell	Against	The board lacks diversity.
Garmin Ltd.	10-Jun-22	Elect Director Joseph J. Hartnett	For	The proposal is in line with our voting policy

Garmin Ltd.	10-Jun-22	Elect Director Min H. Kao	For	The proposal is in line with our voting policy
Garmin Ltd.	10-Jun-22	Elect Director Catherine A. Lewis	For	The proposal is in line with our voting policy
Garmin Ltd.	10-Jun-22	Elect Director Charles W. Pfeffer	For	The proposal is in line with our voting policy
Garmin Ltd.	10-Jun-22	Elect Director Clifton A. Pemble	For	The proposal is in line with our voting policy
Garmin Ltd.	10-Jun-22	Elect Min H. Kao as Board Chairman	For	The proposal is in line with our voting policy
Garmin Ltd.	10-Jun-22	Appoint Jonathan C. Burrell as Member of the Compensation Committee	For	The proposal is in line with our voting policy
Garmin Ltd.	10-Jun-22	Appoint Joseph J. Hartnett as Member of the Compensation Committee	For	The proposal is in line with our voting policy
Garmin Ltd.	10-Jun-22	Appoint Catherine A. Lewis as Member of the Compensation Committee	For	The proposal is in line with our voting policy
Garmin Ltd.	10-Jun-22	Appoint Charles W. Pfeffer as Member of the Compensation Committee	For	The proposal is in line with our voting policy
Garmin Ltd.	10-Jun-22	Designate Wuersch & Gering LLP as Independent Proxy	For	The proposal is in line with our voting policy
Garmin Ltd.	10-Jun-22	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.	10-Jun-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Garmin Ltd.	10-Jun-22	Approve Fiscal Year 2023 Maximum Aggregate Compensation for the Executive Management	For	The proposal is in line with our voting policy
Garmin Ltd.	10-Jun-22	Approve Maximum Aggregate Compensation for the Board of Directors for the Period Between the 2022 AGM and the 2023 AGM	For	The proposal is in line with our voting policy
Garmin Ltd.	10-Jun-22	Amend Omnibus Stock Plan	For	The proposal is in line with our voting policy
Garmin Ltd.	10-Jun-22	Approve Renewal of Authorized Capital with	For	The proposal is in line with our voting policy

		or without Exclusion of Preemptive Rights		
Regeneron Pharmaceuticals, Inc.	10-Jun-22	Elect Director Bonnie L. Bassler	Against	The board lacks diversity.
Regeneron Pharmaceuticals, Inc.	10-Jun-22	Elect Director Michael S. Brown	Against	The board lacks diversity. 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.
Regeneron Pharmaceuticals, Inc.	10-Jun-22	Elect Director Leonard S. Schleifer	For	The proposal is in line with our voting policy
Regeneron Pharmaceuticals, Inc.	10-Jun-22	Elect Director George D. Yancopoulos	For	The proposal is in line with our voting policy
Regeneron Pharmaceuticals, Inc.	10-Jun-22	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Regeneron Pharmaceuticals, Inc.	10-Jun-22	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
Liberty Broadband Corporation	14-Jun-22	Elect Director Richard R. Green	Withhold	The board lacks diversity. There are issues with the board which do not enable support of the proposal.
Liberty Broadband Corporation	14-Jun-22	Elect Director Sue Ann Hamilton	Withhold	The board lacks diversity. There are issues with the board which do not enable support of the proposal.
Liberty Broadband Corporation	14-Jun-22	Elect Director Gregory B. Maffei	Withhold	There are issues with the board which do not enable support of the proposal.
Liberty Broadband Corporation	14-Jun-22	Ratify KPMG LLP as Auditors	For	The proposal is in line with our voting policy
Monster Beverage Corporation	14-Jun-22	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	14-Jun-22	Elect Director Hilton H. Schlosberg	For	The proposal is in line with our voting policy
Monster Beverage Corporation	14-Jun-22	Elect Director Mark J. Hall	For	The proposal is in line with our voting policy
Monster Beverage Corporation	14-Jun-22	Elect Director Ana Demel	For	The proposal is in line with our voting policy
Monster Beverage Corporation	14-Jun-22	Elect Director James L. Dinkins	For	The proposal is in line with our voting policy

Monster Beverage Corporation	14-Jun-22	Elect Director Gary P. Fayard	Withhold	The board lacks diversity.
Monster Beverage Corporation	14-Jun-22	Elect Director Tiffany M. Hall	For	The proposal is in line with our voting policy
Monster Beverage Corporation	14-Jun-22	Elect Director Jeanne P. Jackson	For	The proposal is in line with our voting policy
Monster Beverage Corporation	14-Jun-22	Elect Director Steven G. Pizula	For	The proposal is in line with our voting policy
Monster Beverage Corporation	14-Jun-22	Elect Director Mark S. Vidergauz	Withhold	The board lacks diversity. 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	14-Jun-22	Ratify Deloitte & Touche LLP as Auditors	For	The proposal is in line with our voting policy
Monster Beverage Corporation	14-Jun-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Monster Beverage Corporation	14-Jun-22	Report on GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	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.
Zillow Group, Inc.	14-Jun-22	Elect Director Richard N. Barton	For	The proposal is in line with our voting policy
Zillow Group, Inc.	14-Jun-22	Elect Director Lloyd D. Frink	For	The proposal is in line with our voting policy
Zillow Group, Inc.	14-Jun-22	Elect Director April Underwood	For	The proposal is in line with our voting policy
Zillow Group, Inc.	14-Jun-22	Ratify Deloitte & Touche LLP as Auditors	For	The proposal is in line with our voting policy
10X Genomics, Inc.	15-Jun-22	Elect Director Sri Kosaraju	Against	There are issues with the board which do not enable support of the proposal.
10X Genomics, Inc.	15-Jun-22	Elect Director Mathai Mammen	Against	There are issues with the board which do not enable support of the proposal.
10X Genomics, Inc.	15-Jun-22	Elect Director Shehnaaz Suliman	Against	The board lacks diversity. There are issues with the board which do not enable support of the proposal.
10X Genomics, Inc.	15-Jun-22	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
10X Genomics, Inc.	15-Jun-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Biogen Inc.	15-Jun-22	Elect Director Alexander J. Jenner	Against	The board lacks diversity. 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.
Biogen Inc.	15-Jun-22	Elect Director Caroline D. Dorsa	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 holds four non-executive directorships, three of which as the Chairperson of the Audit Committee. The nominee is therefore overboarded.
Biogen Inc.	15-Jun-22	Elect Director Maria C. Freire	For	The proposal is in line with our voting policy
Biogen Inc.	15-Jun-22	Elect Director William A. Hawkins	For	The proposal is in line with our voting policy
Biogen Inc.	15-Jun-22	Elect Director William D. Jones	For	The proposal is in line with our voting policy
Biogen Inc.	15-Jun-22	Elect Director Jesus B. Mantas	For	The proposal is in line with our voting policy
Biogen Inc.	15-Jun-22	Elect Director Richard C. Mulligan	Against	The board is not sufficiently independent as per our voting policy.
Biogen Inc.	15-Jun-22	Elect Director Stelios Papadopoulos	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 four non-executive directorships, all of which as the Chairperson of the Board. The nominee is therefore overboarded.
Biogen Inc.	15-Jun-22	Elect Director Eric K. Rowinsky	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 four non-executive directorships, one of which as an outside Chairperson of the Board. The nominee is therefore overboarded.
Biogen Inc.	15-Jun-22	Elect Director Stephen A. Sherwin	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.
Biogen Inc.	15-Jun-22	Elect Director Michel Vounatsos	For	The proposal is in line with our voting policy
Biogen Inc.	15-Jun-22	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Biogen Inc.	15-Jun-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The company has shown no or insufficient responsiveness to shareholder dissent. There is a lack of transparency on performance goals.
Black Knight, Inc.	15-Jun-22	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.	15-Jun-22	Elect Director Catherine L. (Katie) Burke	For	The proposal is in line with our voting policy

Black Knight, Inc.	15-Jun-22	Elect Director Thomas M. Hagerty	Withhold	The nominee holds five non-executive directorships. The nominee is therefore overboarded.
Black Knight, Inc.	15-Jun-22	Elect Director David K. Hunt	Withhold	The board lacks diversity.
Black Knight, Inc.	15-Jun-22	Elect Director Joseph M. Otting	For	The proposal is in line with our voting policy
Black Knight, Inc.	15-Jun-22	Elect Director Ganesh B. Rao	For	The proposal is in line with our voting policy
Black Knight, Inc.	15-Jun-22	Elect Director John D. Rood	For	The proposal is in line with our voting policy
Black Knight, Inc.	15-Jun-22	Elect Director Nancy L. Shanik	For	The proposal is in line with our voting policy
Black Knight, Inc.	15-Jun-22	Provide Proxy Access Right	For	The proposal is in line with our voting policy
Black Knight, Inc.	15-Jun-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Black Knight, Inc.	15-Jun-22	Advisory Vote on Say on Pay Frequency	One Year	
Black Knight, Inc.	15-Jun-22	Ratify KPMG LLP as Auditors	For	The proposal is in line with our voting policy
Etsy, Inc.	15-Jun-22	Elect Director C. Andrew Ballard	For	The proposal is in line with our voting policy
Etsy, Inc.	15-Jun-22	Elect Director Jonathan D. Klein	Withhold	There are issues with the board which do not enable support of the proposal.
Etsy, Inc.	15-Jun-22	Elect Director Margaret M. Smyth	Withhold	The nominee holds four non-executive directorships, three of which as the Chairperson of the Audit Committee. The nominee is therefore overboarded. There are issues with the board which do not enable support of the proposal.
Etsy, Inc.	15-Jun-22	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.
Etsy, Inc.	15-Jun-22	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Incyte Corporation	15-Jun-22	Elect Director Julian C. Baker	Against	The board lacks diversity.
Incyte Corporation	15-Jun-22	Elect Director Jean-Jacques Bienaime	For	The proposal is in line with our voting policy
Incyte Corporation	15-Jun-22	Elect Director Otis W. Brawley	For	The proposal is in line with our voting policy
Incyte Corporation	15-Jun-22	Elect Director Paul J. Clancy	Against	The nominee holds four non-executive directorships, four of which as the Chairperson of the Audit Committee. The nominee is therefore overboarded.
Incyte Corporation	15-Jun-22	Elect Director Jacquelyn A. Fouse	For	The proposal is in line with our voting policy
Incyte Corporation	15-Jun-22	Elect Director Edmund P. Harrigan	For	The proposal is in line with our voting policy



Incyte Corporation	15-Jun-22	Elect Director Katherine A. High	For	The proposal is in line with our voting policy
Incyte Corporation	15-Jun-22	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.
Incyte Corporation	15-Jun-22	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
Incyte Corporation	15-Jun-22	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Roper Technologies, Inc.	15-Jun-22	Elect Director Shellye L. Archambeau	For	The proposal is in line with our voting policy
Roper Technologies, Inc.	15-Jun-22	Elect Director Amy Woods Brinkley	For	The proposal is in line with our voting policy
Roper Technologies, Inc.	15-Jun-22	Elect Director Irene M. Esteves	For	The proposal is in line with our voting policy
Roper Technologies, Inc.	15-Jun-22	Elect Director L. Neil Hunn	For	The proposal is in line with our voting policy
Roper Technologies, Inc.	15-Jun-22	Elect Director Robert D. Johnson	Against	The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors.
Roper Technologies, Inc.	15-Jun-22	Elect Director Thomas P. Joyce, Jr.	For	The proposal is in line with our voting policy
Roper Technologies, Inc.	15-Jun-22	Elect Director Laura G. Thatcher	For	The proposal is in line with our voting policy
Roper Technologies, Inc.	15-Jun-22	Elect Director Richard F. Wallman	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, two of which as the Chairperson of the Audit Committee. The nominee is therefore overboarded.
Roper Technologies, Inc.	15-Jun-22	Elect Director Christopher Wright	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.
Roper Technologies, Inc.	15-Jun-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Roper Technologies, Inc.	15-Jun-22	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Autodesk, Inc.	16-Jun-22	Elect Director Andrew Anagnost	For	The proposal is in line with our voting policy

Autodesk, Inc.	16-Jun-22	Elect Director Karen Blasing	For	The proposal is in line with our voting policy
Autodesk, Inc.	16-Jun-22	Elect Director Reid French	For	The proposal is in line with our voting policy
Autodesk, Inc.	16-Jun-22	Elect Director Ayanna Howard	For	The proposal is in line with our voting policy
Autodesk, Inc.	16-Jun-22	Elect Director Blake Irving	For	The proposal is in line with our voting policy
Autodesk, Inc.	16-Jun-22	Elect Director Mary T. McDowell	For	The proposal is in line with our voting policy
Autodesk, Inc.	16-Jun-22	Elect Director Stephen Milligan	For	The proposal is in line with our voting policy
Autodesk, Inc.	16-Jun-22	Elect Director Lorrie M. Norrington	For	The proposal is in line with our voting policy
Autodesk, Inc.	16-Jun-22	Elect Director Betsy Rafael	For	The proposal is in line with our voting policy
Autodesk, Inc.	16-Jun-22	Elect Director Stacy J. Smith	For	The proposal is in line with our voting policy
Autodesk, Inc.	16-Jun-22	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Autodesk, Inc.	16-Jun-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Autodesk, Inc.	16-Jun-22	Approve Omnibus Stock Plan	For	The proposal is in line with our voting policy
Generac Holdings Inc.	16-Jun-22	Elect Director John D. Bowlin	Against	The board lacks diversity.
Generac Holdings Inc.	16-Jun-22	Elect Director Aaron P. Jagdfeld	For	The proposal is in line with our voting policy
Generac Holdings Inc.	16-Jun-22	Elect Director Andrew G. Lampereur	For	The proposal is in line with our voting policy
Generac Holdings Inc.	16-Jun-22	Elect Director Nam T. Nguyen	For	The proposal is in line with our voting policy
Generac Holdings Inc.	16-Jun-22	Ratify Deloitte & Touche LLP as Auditors	For	The proposal is in line with our voting policy
Generac Holdings Inc.	16-Jun-22	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
Ingersoll Rand Inc.	16-Jun-22	Elect Director Kirk E. Arnold	For	The proposal is in line with our voting policy
Ingersoll Rand Inc.	16-Jun-22	Elect Director Elizabeth Centoni	For	The proposal is in line with our voting policy
Ingersoll Rand Inc.	16-Jun-22	Elect Director William P. Donnelly	For	The proposal is in line with our voting policy
Ingersoll Rand Inc.	16-Jun-22	Elect Director Gary D. Forsee	For	The proposal is in line with our voting policy
Ingersoll Rand Inc.	16-Jun-22	Elect Director John Humphrey	Against	The board lacks diversity. The nominee holds three non-executive directorships, two of which as an outside Chairperson of the Audit Committee. The nominee is therefore overboarded.

Ingersoll Rand Inc.	16-Jun-22	Elect Director Marc E. Jones	For	The proposal is in line with our voting policy
Ingersoll Rand Inc.	16-Jun-22	Elect Director Vicente Reynal	For	The proposal is in line with our voting policy
Ingersoll Rand Inc.	16-Jun-22	Elect Director Tony L. White	For	The proposal is in line with our voting policy
Ingersoll Rand Inc.	16-Jun-22	Ratify Deloitte & Touche LLP as Auditors	For	The proposal is in line with our voting policy
Lyft, Inc.	16-Jun-22	Elect Director Prashant (Sean) Aggarwal	Withhold	There are issues with the board which do not enable support of the proposal.
Lyft, Inc.	16-Jun-22	Elect Director Ariel Cohen	Withhold	There are issues with the board which do not enable support of the proposal.
Lyft, Inc.	16-Jun-22	Elect Director Mary Agnes (Maggie) Wilderotter	Withhold	The nominee holds four non-executive directorships, one of which as the Chairperson of the Audit Committee and another one as an outside Chairperson of the Board. The nominee is therefore overboarded. There are issues with the board which do not enable support of the proposal.
Lyft, Inc.	16-Jun-22	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Lyft, Inc.	16-Jun-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of Climate criteria in the variable compensation.
Lyft, Inc.	16-Jun-22	Report on Lobbying Payments and Policy	For	Increased disclosure would allow shareholders to more fully assess risks presented by the Company's Contributions and Expenditures.
Monolithic Power Systems, Inc.	16-Jun-22	Elect Director Michael Hsing	Withhold	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
Monolithic Power Systems, Inc.	16-Jun-22	Elect Director Herbert Chang	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. The board lacks diversity.
Monolithic Power Systems, Inc.	16-Jun-22	Elect Director Carintia Martinez	For	The proposal is in line with our voting policy
Monolithic Power Systems, Inc.	16-Jun-22	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Monolithic Power Systems, Inc.	16-Jun-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is excessive compared to peers.
Splunk Inc.	16-Jun-22	Elect Director Mark Carges	For	The proposal is in line with our voting policy

Splunk Inc.	16-Jun-22	Elect Director Kenneth Hao	For	The proposal is in line with our voting policy
Splunk Inc.	16-Jun-22	Elect Director Elisa Steele	Against	The board lacks diversity. The nominee holds five non-executive directorships. The nominee is therefore overboarded.
Splunk Inc.	16-Jun-22	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Splunk Inc.	16-Jun-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The remuneration structure is not satisfactory. LTI with insufficient performance period. LTI with Insufficient vesting period. Compensation is excessive. There is a lack of ESG criteria in the variable compensation.
Splunk Inc.	16-Jun-22	Approve 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.
Zoom Video Communications, Inc.	16-Jun-22	Elect Director Carl M. Eschenbach	Withhold	The nominee holds six non-executive directorships. The nominee is therefore overboarded. There are issues with the board which do not enable support of the proposal.
Zoom Video Communications, Inc.	16-Jun-22	Elect Director William R. McDermott	For	The proposal is in line with our voting policy
Zoom Video Communications, Inc.	16-Jun-22	Elect Director Janet Napolitano	Withhold	There are issues with the board which do not enable support of the proposal.
Zoom Video Communications, Inc.	16-Jun-22	Elect Director Santiago Subotovsky	Withhold	The board lacks diversity. There are issues with the board which do not enable support of the proposal.
Zoom Video Communications, Inc.	16-Jun-22	Ratify KPMG LLP as Auditors	For	The proposal is in line with our voting policy
Zoom Video Communications, Inc.	16-Jun-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Fortinet, Inc.	17-Jun-22	Elect Director Ken Xie	For	The proposal is in line with our voting policy
Fortinet, Inc.	17-Jun-22	Elect Director Michael Xie	For	The proposal is in line with our voting policy
Fortinet, Inc.	17-Jun-22	Elect Director Kenneth A. Goldman	Against	The nominee holds four non-executive directorships, two of which as an outside Chairperson of the Audit Committee. The nominee is therefore overboarded.
Fortinet, Inc.	17-Jun-22	Elect Director Ming Hsieh	Against	The board lacks diversity.
Fortinet, Inc.	17-Jun-22	Elect Director Jean Hu	For	The proposal is in line with our voting policy
Fortinet, Inc.	17-Jun-22	Elect Director William H. Neukom	For	The proposal is in line with our voting policy

Fortinet, Inc.	17-Jun-22	Elect Director Judith Sim	For	The proposal is in line with our voting policy
Fortinet, Inc.	17-Jun-22	Elect Director James Stavridis	Against	The nominee holds one executive mandate and three non-executive directorships. The nominee is therefore overboarded.
Fortinet, Inc.	17-Jun-22	Ratify Deloitte & Touche LLP as Auditors	For	The proposal is in line with our voting policy
Fortinet, Inc.	17-Jun-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Fortinet, Inc.	17-Jun-22	Approve Stock Split	For	The proposal is in line with our voting policy
Fortinet, Inc.	17-Jun-22	Adopt Simple Majority Vote	For	The Proposal is in shareholders' interest.
SolarEdge Technologies, Inc.	20-Jun-22	Elect Director Betsy Atkins	Against	The board lacks diversity. There are issues with the board which do not enable support of the proposal.
SolarEdge Technologies, Inc.	20-Jun-22	Elect Director Dirk Carsten Hoke	For	The proposal is in line with our voting policy
SolarEdge Technologies, Inc.	20-Jun-22	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
SolarEdge Technologies, Inc.	20-Jun-22	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
Activision Blizzard, Inc.	21-Jun-22	Elect Director Reveta Bowers	For	The proposal is in line with our voting policy
Activision Blizzard, Inc.	21-Jun-22	Elect Director Kerry Carr	For	The proposal is in line with our voting policy
Activision Blizzard, Inc.	21-Jun-22	Elect Director Robert Corti	Against	The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors.
Activision Blizzard, Inc.	21-Jun-22	Elect Director Brian Kelly	For	The proposal is in line with our voting policy
Activision Blizzard, Inc.	21-Jun-22	Elect Director Robert Kotick	For	The proposal is in line with our voting policy
Activision Blizzard, Inc.	21-Jun-22	Elect Director Lulu Meservey	For	The proposal is in line with our voting policy
Activision Blizzard, Inc.	21-Jun-22	Elect Director Barry Meyer	For	The proposal is in line with our voting policy
Activision Blizzard, Inc.	21-Jun-22	Elect Director Robert Morgado	Against	The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors.
Activision Blizzard, Inc.	21-Jun-22	Elect Director Peter Nolan	For	The proposal is in line with our voting policy
Activision Blizzard, Inc.	21-Jun-22	Elect Director Dawn Ostroff	For	The proposal is in line with our voting policy
Activision Blizzard, Inc.	21-Jun-22	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy

Activision Blizzard, Inc.	21-Jun-22	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Activision Blizzard, Inc.	21-Jun-22	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.
Activision Blizzard, Inc.	21-Jun-22	Report on Efforts Prevent Abuse, Harassment, and Discrimination	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 Company has been subject to extremely serious allegations. While we are aware that the Company has taken tentatively corrective measures, the suggested report would enable shareholders to assess how the Company has progressed on managing the subject and the risks involved. The proposal therefore has merit.
Okta, Inc.	21-Jun-22	Elect Director Jeff Epstein	Withhold	The nominee holds five non-executive directorships, three of which as the Chairperson of the AuditCommittee. The nominee is therefore overboarded. There are issues with the board which do not enable support of the proposal.
Okta, Inc.	21-Jun-22	Elect Director J. Frederic Kerrest	Withhold	There are issues with the board which do not enable support of the proposal.
Okta, Inc.	21-Jun-22	Elect Director Rebecca Saeger	Withhold	The board lacks diversity. There are issues with the board which do not enable support of the proposal.
Okta, Inc.	21-Jun-22	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Okta, Inc.	21-Jun-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	LTI is not fully performance-based. There is a lack of ESG criteria in the variable compensation. Compensation is excessive compared to peers.
BlackBerry Limited	22-Jun-22	Elect Director John Chen	For	The proposal is in line with our voting policy
BlackBerry Limited	22-Jun-22	Elect Director Michael A. Daniels	Withhold	The board lacks diversity.
BlackBerry Limited	22-Jun-22	Elect Director Timothy Dattels	For	The proposal is in line with our voting policy
BlackBerry Limited	22-Jun-22	Elect Director Lisa Disbrow	For	The proposal is in line with our voting policy
BlackBerry Limited	22-Jun-22	Elect Director Richard Lynch	For	The proposal is in line with our voting policy
BlackBerry Limited	22-Jun-22	Elect Director Laurie Smaldone Alsup	For	The proposal is in line with our voting policy
BlackBerry Limited	22-Jun-22	Elect Director V. Prem Watsa	Withhold	The nominee holds two executive directorships and one non-executive one. The nominee is therefore overbaorded.
BlackBerry Limited	22-Jun-22	Elect Director Wayne Wouters	For	The proposal is in line with our voting policy



BlackBerry Limited	22-Jun-22	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	The proposal is in line with our voting policy
BlackBerry Limited	22-Jun-22	Amend Unallocated Entitlements Under Equity Incentive Plan	For	The proposal is in line with our voting policy
BlackBerry Limited	22-Jun-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The company has shown no or insufficient responsiveness to shareholder dissent.
Twilio Inc.	22-Jun-22	Elect Director Donna L. Dubinsky	Withhold	There are issues with the board which do not enable support of the proposal.
Twilio Inc.	22-Jun-22	Elect Director Deval Patrick	Withhold	The board lacks diversity. 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.
Twilio Inc.	22-Jun-22	Ratify KPMG LLP as Auditors	For	The proposal is in line with our voting policy
Twilio Inc.	22-Jun-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Workday, Inc.	22-Jun-22	Elect Director Lynne M. Doughtie	For	The proposal is in line with our voting policy
Workday, Inc.	22-Jun-22	Elect Director Carl M. Eschenbach	Withhold	The nominee holds six non-executive directorships. The nominee is therefore overboarded.
Workday, Inc.	22-Jun-22	Elect Director Michael M. McNamara	Withhold	The board lacks diversity.
Workday, Inc.	22-Jun-22	Elect Director Jerry Yang	For	The proposal is in line with our voting policy
Workday, Inc.	22-Jun-22	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Workday, Inc.	22-Jun-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a notable disconnect between pay and performance. Discretionary payments/powers. LTI is not fully performance-based. There is a lack of ESG criteria in the variable compensation.
Workday, Inc.	22-Jun-22	Approve Omnibus Stock Plan	Against	The proposal would lead to excessive dilution. The cost of the compensation plan is excessive The remuneration structure is not satisfactory. Discretionary payments/powers.
Workday, Inc.	22-Jun-22	Amend Qualified Employee Stock Purchase Plan	For	The proposal is in line with our voting policy
DoorDash, Inc.	23-Jun-22	Elect Director John Doerr	Against	The board lacks diversity. There are issues with the board which do not enable support of the proposal.
DoorDash, Inc.	23-Jun-22	Elect Director Andy Fang	Against	There are issues with the board which do not enable support of the proposal.
DoorDash, Inc.	23-Jun-22	Ratify KPMG LLP as Auditors	For	The proposal is in line with our voting policy

DoorDash, Inc.	23-Jun-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Marvell Technology, Inc.	23-Jun-22	Elect Director Sara Andrews	For	The proposal is in line with our voting policy
Marvell Technology, Inc.	23-Jun-22	Elect Director W. Tudor Brown	For	The proposal is in line with our voting policy
Marvell Technology, Inc.	23-Jun-22	Elect Director Brad W. Buss	Against	The board lacks diversity. The nominee holds four non-executive directorships, two of which as an outside Chairperson of the Audit Committee. The nominee is therefore overboarded.
Marvell Technology, Inc.	23-Jun-22	Elect Director Edward H. Frank	For	The proposal is in line with our voting policy
Marvell Technology, Inc.	23-Jun-22	Elect Director Richard S. Hill	For	The proposal is in line with our voting policy
Marvell Technology, Inc.	23-Jun-22	Elect Director Marachel L. Knight	For	The proposal is in line with our voting policy
Marvell Technology, Inc.	23-Jun-22	Elect Director Matthew J. Murphy	For	The proposal is in line with our voting policy
Marvell Technology, Inc.	23-Jun-22	Elect Director Michael G. Strachan	For	The proposal is in line with our voting policy
Marvell Technology, Inc.	23-Jun-22	Elect Director Robert E. Switz	For	The proposal is in line with our voting policy
Marvell Technology, Inc.	23-Jun-22	Elect Director Ford Tamer	For	The proposal is in line with our voting policy
Marvell Technology, Inc.	23-Jun-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Marvell Technology, Inc.	23-Jun-22	Amend Qualified Employee Stock Purchase Plan	For	The proposal is in line with our voting policy
Marvell Technology, Inc.	23-Jun-22	Ratify Deloitte & Touche LLP as Auditors	For	The proposal is in line with our voting policy
MongoDB, Inc.	28-Jun-22	Elect Director Francisco D'Souza	Withhold	There are issues with the board which do not enable support of the proposal.
MongoDB, Inc.	28-Jun-22	Elect Director Charles M. Hazard, Jr.	Withhold	The board lacks diversity. There are issues with the board which do not enable support of the proposal.
MongoDB, Inc.	28-Jun-22	Elect Director Tom Killalea	Withhold	The nominee holds four non-executive directorships, one of which as the Chairperson of the Board. The nominee is therefore overboarded. There are issues with the board which do not enable support of the proposal.
MongoDB, Inc.	28-Jun-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
MongoDB, Inc.	28-Jun-22	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
CrowdStrike Holdings, Inc.	29-Jun-22	Elect Director Cary J. Davis	Withhold	There are issues with the board which do not enable support of the proposal.

CrowdStrike Holdings, Inc.	29-Jun-22	Elect Director George Kurtz	Withhold	There are issues with the board which do not enable support of the proposal.
CrowdStrike Holdings, Inc.	29-Jun-22	Elect Director Laura J. Schumacher	Withhold	The board lacks diversity. There are issues with the board which do not enable support of the proposal.
CrowdStrike Holdings, Inc.	29-Jun-22	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Snowflake Inc.	07-Jul-22	Elect Director Kelly A. Kramer	Withhold	There are issues with the board which do not enable support of the proposal. The nominee holds three non-executive directorships, two of which as an outside Chairperson of the Audit Committee. The nominee is therefore overboarded.
Snowflake Inc.	07-Jul-22	Elect Director Frank Sloatman	Withhold	There are issues with the board which do not enable support of the proposal. The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
Snowflake Inc.	07-Jul-22	Elect Director Michael L. Speiser	Withhold	There are issues with the board which do not enable support of the proposal. The board lacks diversity.
Snowflake Inc.	07-Jul-22	Advisory Vote on Say on Pay Frequency	One Year	
Snowflake Inc.	07-Jul-22	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
VMware, Inc.	12-Jul-22	Elect Director Nicole Anasenes	For	The proposal is in line with our voting policy
VMware, Inc.	12-Jul-22	Elect Director Marianne Brown	For	The proposal is in line with our voting policy
VMware, Inc.	12-Jul-22	Elect Director Paul Sagan	Against	The board lacks diversity.
VMware, Inc.	12-Jul-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The remuneration structure is not satisfactory. LTI is not fully performance-based. Discretionary payments/powers. LTI with insufficient performance period.
VMware, Inc.	12-Jul-22	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Chewy, Inc.	14-Jul-22	Elect Director James Kim	Withhold	The board lacks diversity. There are issues with the board which do not enable support of the proposal.
Chewy, Inc.	14-Jul-22	Elect Director David Leland	Withhold	The board lacks diversity. There are issues with the board which do not enable support of the proposal.
Chewy, Inc.	14-Jul-22	Elect Director Lisa Sibenac	Withhold	There are issues with the board which do not enable support of the proposal.
Chewy, Inc.	14-Jul-22	Elect Director Sumit Singh	Withhold	There are issues with the board which do not enable support of the proposal.
Chewy, Inc.	14-Jul-22	Ratify Deloitte & Touche LLP as Auditors	For	The proposal is in line with our voting policy
Chewy, Inc.	14-Jul-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Chewy, Inc.	14-Jul-22	Approve Omnibus Stock Plan	Against	The cost of the compensation plan is excessive The remuneration structure is not satisfactory. The

				company has not disclosed sufficient information to enable support of the proposal. Discretionary payments/powers.
Linde Plc	25-Jul-22	Elect Director Stephen F. Angel	For	The proposal is in line with our voting policy
Linde Plc	25-Jul-22	Elect Director Sanjiv Lamba	For	The proposal is in line with our voting policy
Linde Plc	25-Jul-22	Elect Director Ann-Kristin Achleitner	For	The proposal is in line with our voting policy
Linde Plc	25-Jul-22	Elect Director Thomas Enders	For	The proposal is in line with our voting policy
Linde Plc	25-Jul-22	Elect Director Edward G. Galante	Against	The board lacks diversity.
Linde Plc	25-Jul-22	Elect Director Joe Kaeser	Against	The nominee holds three non-executive directorships, two of which as an outside Chairperson of the Board. The nominee is therefore overboarded.
Linde Plc	25-Jul-22	Elect Director Victoria E. Ossadnik	Against	The board lacks diversity.
Linde Plc	25-Jul-22	Elect Director Martin H. Richenhagen	Against	The nominee holds four non-executive directorships, one of which as an outside Chairperson of the Board. The nominee is therefore overboarded.
Linde Plc	25-Jul-22	Elect Director Alberto Weisser	For	The proposal is in line with our voting policy
Linde Plc	25-Jul-22	Elect Director Robert L. Wood	For	The proposal is in line with our voting policy
Linde Plc	25-Jul-22	Ratify PricewaterhouseCoopers as Auditors	For	The proposal is in line with our voting policy
Linde Plc	25-Jul-22	Authorise Board to Fix Remuneration of Auditors	For	The proposal is in line with our voting policy
Linde Plc	25-Jul-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is excessive compared to peers.
Linde Plc	25-Jul-22	Approve Remuneration Report	Against	Compensation is excessive compared to peers.
Linde Plc	25-Jul-22	Determine Price Range for Reissuance of Treasury Shares	For	The proposal is in line with our voting policy
Linde Plc	25-Jul-22	Adopt Simple Majority Vote	For	The Proposal is in shareholders' interest.
VF Corporation	26-Jul-22	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. The board lacks diversity.
VF Corporation	26-Jul-22	Elect Director Alex Cho	For	The proposal is in line with our voting policy
VF Corporation	26-Jul-22	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	26-Jul-22	Elect Director Benno Dorer	Withhold	The nominee holds 2 non-executive directorships, 1 of which as an outside Chairperson of the Audit Committee, and 1 executive mandate. Therefore, the nominee is considered to be overboarded.
VF Corporation	26-Jul-22	Elect Director Mark S. Hoplamazian	For	The proposal is in line with our voting policy
VF Corporation	26-Jul-22	Elect Director Laura W. Lang	For	The proposal is in line with our voting policy
VF Corporation	26-Jul-22	Elect Director W. Rodney McMullen	For	The proposal is in line with our voting policy
VF Corporation	26-Jul-22	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 4 non-executive directorships, 1 of which as the Chairperson of the Audit Committee. Therefore, the director is considered to be overboarded.
VF Corporation	26-Jul-22	Elect Director Steven E. Rendle	For	The proposal is in line with our voting policy
VF Corporation	26-Jul-22	Elect Director Carol L. Roberts	For	The proposal is in line with our voting policy
VF Corporation	26-Jul-22	Elect Director Matthew J. Shattock	Withhold	The nominee holds 3 non-executive directorships, 2 of which as an outside Chairperson of the Board. Therefore, the director is considered to be overboarded.
VF Corporation	26-Jul-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a notable disconnect between pay and performance. Compensation is excessive. Discretionary payments/powers.
VF Corporation	26-Jul-22	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
STERIS plc	28-Jul-22	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 Nomination Committee which is not composed in majority of independent directors.
STERIS plc	28-Jul-22	Elect Director Daniel A. Carestio	For	The proposal is in line with our voting policy
STERIS plc	28-Jul-22	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 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 board lacks diversity. The nominee holds four non-executive directorships, two of which as an outside Chairperson of the Audit Committee. The nominee is therefore overboarded.

STERIS plc	28-Jul-22	Elect Director Christopher S. Holland	For	The proposal is in line with our voting policy
STERIS plc	28-Jul-22	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 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	28-Jul-22	Elect Director Paul E. Martin	For	The proposal is in line with our voting policy
STERIS plc	28-Jul-22	Elect Director Nirav R. Shah	For	The proposal is in line with our voting policy
STERIS plc	28-Jul-22	Elect Director Mohsen M. Sohi	Against	The board is not sufficiently independent as per our voting policy.
STERIS plc	28-Jul-22	Elect Director Richard M. Steeves	For	The proposal is in line with our voting policy
STERIS plc	28-Jul-22	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
STERIS plc	28-Jul-22	Appoint Ernst & Young Chartered Accountants as Irish Statutory Auditor	For	The proposal is in line with our voting policy
STERIS plc	28-Jul-22	Authorise Board to Fix Remuneration of Auditors	For	The proposal is in line with our voting policy
STERIS plc	28-Jul-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Saputo Inc.	04-Aug-22	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.	04-Aug-22	Elect Director Louis-Philippe Carriere	For	The proposal is in line with our voting policy
Saputo Inc.	04-Aug-22	Elect Director Henry E. Demone	For	The proposal is in line with our voting policy
Saputo Inc.	04-Aug-22	Elect Director Olu Fajemirokun-Beck	For	The proposal is in line with our voting policy
Saputo Inc.	04-Aug-22	Elect Director Anthony M. Fata	For	The proposal is in line with our voting policy
Saputo Inc.	04-Aug-22	Elect Director Annalisa King	Withhold	The nominee holds three non-executive directorships, two of which as the Chairperson of the Audit Committee. Therefore, the nominee is considered to be overboarded.
Saputo Inc.	04-Aug-22	Elect Director Karen Kinsley	Withhold	The nominee holds three non-executive directorships, two of which as the Chairperson of the Audit Committee. Therefore, the nominee is considered to be overboarded.
Saputo Inc.	04-Aug-22	Elect Director Diane Nyisztor	For	The proposal is in line with our voting policy
Saputo Inc.	04-Aug-22	Elect Director Franziska Ruf	For	The proposal is in line with our voting policy



Saputo Inc.	04-Aug-22	Elect Director Annette Verschuren	For	The proposal is in line with our voting policy
Saputo Inc.	04-Aug-22	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	For	The proposal is in line with our voting policy
Saputo Inc.	04-Aug-22	Advisory Vote on Executive Compensation Approach	Against	There is a lack of ESG criteria in the variable compensation.
Saputo Inc.	04-Aug-22	SP 1: Increase Formal Employee Representation in Strategic Decision-Making	For	Amundi is in favor of employee involvement in corporate governance and 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.
Saputo Inc.	04-Aug-22	SP 3: Propose French As Official Language	Against	Considering the fact that the company is subject to the Canadian French language legislation, the proponent's request pertaining to amend company's by-laws to include French as the official language of the company appears to be overly prescriptive.
Tesla, Inc.	04-Aug-22	Elect Director Ira Ehrenpreis	Against	The board lacks diversity. There are issues with the board which do not enable support of the proposal.
Tesla, Inc.	04-Aug-22	Elect Director Kathleen Wilson-Thompson	Against	The company has shown no or insufficient responsiveness to shareholder dissent.
Tesla, Inc.	04-Aug-22	Reduce Director Terms from Three to Two Years	For	The proposal is in line with our voting policy
Tesla, Inc.	04-Aug-22	Eliminate Supermajority Voting Provisions	For	The proposal is in line with our voting policy
Tesla, Inc.	04-Aug-22	Increase Authorized Common Stock	For	The proposal is in line with our voting policy
Tesla, Inc.	04-Aug-22	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Tesla, Inc.	04-Aug-22	Adopt Proxy Access Right	For	The Proposal is in shareholders' interest.
Tesla, Inc.	04-Aug-22	Report on Efforts to Prevent Harassment and Discrimination in the Workplace	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 suggested report would enable shareholders to assess how the Company is managing the subject and the risks involved. The proposal therefore has merit.
Tesla, Inc.	04-Aug-22	Report on Racial and Gender Board Diversity	Against	We do not see that the proponent has demonstrated a deficiency in the Company's current level of disclosure on the matter, and therefore we consider that the proposal is not in shareholders' interest.
Tesla, Inc.	04-Aug-22	Report on the Impacts of Using Mandatory 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.	04-Aug-22	Report on Corporate Climate Lobbying in line with Paris Agreement	For	We consider the commitment requested by the proposal as useful for shareholders to assess progress towards Paris Agreement targets.
Tesla, Inc.	04-Aug-22	Adopt a Policy on Respecting Rights to Freedom of Association and Collective Bargaining	For	Given its operations and the significant controversies regarding its labor practices, we believe adoption of the requested policy would benefit shareholders and ensure important protections for the Company's employees.
Tesla, Inc.	04-Aug-22	Report on Eradicating Child Labor in Battery Supply Chain	For	Additional disclosure is warranted concerning current policies, procedures, or practices with respect to human rights. A report describing how Tesla's policies and practices governing the sourcing of battery minerals and progress towards cobalt-free battery goals will put the Company on course to eradicate child labor in all forms from its battery supply chain by 2025, would provide shareholders with additional information on how the company is managing any risks associated with this problem. Amundi therefore considers that the proposal has merit.
Tesla, Inc.	04-Aug-22	Report on Water Risk Exposure	For	Additional disclosure requested by the proposal would benefit the Company by allowing shareholders and stakeholders to better understand how the Company is considering water-related risks.
Qorvo, Inc.	09-Aug-22	Elect Director Ralph G. Quinsey	Against	The board lacks diversity.
Qorvo, Inc.	09-Aug-22	Elect Director Robert A. Bruggeworth	For	The proposal is in line with our voting policy
Qorvo, Inc.	09-Aug-22	Elect Director Judy Bruner	Against	The nominee holds four non-executive directorships, two of which as an outside Chairperson of the Audit Committee. Therefore, the nominee is considered to be overboarded.
Qorvo, Inc.	09-Aug-22	Elect Director Jeffery R. Gardner	For	The proposal is in line with our voting policy
Qorvo, Inc.	09-Aug-22	Elect Director John R. Harding	For	The proposal is in line with our voting policy
Qorvo, Inc.	09-Aug-22	Elect Director David H. Y. Ho	For	The proposal is in line with our voting policy
Qorvo, Inc.	09-Aug-22	Elect Director Roderick D. Nelson	For	The proposal is in line with our voting policy
Qorvo, Inc.	09-Aug-22	Elect Director Walden C. Rhines	For	The proposal is in line with our voting policy
Qorvo, Inc.	09-Aug-22	Elect Director Susan L. Spradley	For	The proposal is in line with our voting policy

Qorvo, Inc.	09-Aug-22	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
Qorvo, Inc.	09-Aug-22	Approve Omnibus Stock Plan	For	The proposal is in line with our voting policy
Qorvo, Inc.	09-Aug-22	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
ABIOMED, Inc.	10-Aug-22	Elect Director Michael R. Minogue	Withhold	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
ABIOMED, Inc.	10-Aug-22	Elect Director Martin P. Sutter	Withhold	The company has shown no or insufficient responsiveness to shareholder dissent.
ABIOMED, Inc.	10-Aug-22	Elect Director Paula A. Johnson	For	The proposal is in line with our voting policy
ABIOMED, Inc.	10-Aug-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The company has shown no or insufficient responsiveness to shareholder dissent. The remuneration structure is not satisfactory. There is a notable disconnect between pay and performance. There is a lack of transparency on performance criteria. Discretionary payments/powers. LTI with insufficient performance period. Compensation is excessive compared to peers. There is a lack of ESG criteria in the variable compensation.
ABIOMED, Inc.	10-Aug-22	Ratify Deloitte & Touche LLP as Auditors	For	The proposal is in line with our voting policy
Electronic Arts Inc.	11-Aug-22	Elect Director Kofi A. Bruce	For	The proposal is in line with our voting policy
Electronic Arts Inc.	11-Aug-22	Elect Director Rachel A. Gonzalez	For	The proposal is in line with our voting policy
Electronic Arts Inc.	11-Aug-22	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.	11-Aug-22	Elect Director Talbott Roche	For	The proposal is in line with our voting policy
Electronic Arts Inc.	11-Aug-22	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. The nominee holds three non-executive directorships, all of which as the Chairperson of the Audit Committee. The nominee is therefore overboarded.
Electronic Arts Inc.	11-Aug-22	Elect Director Luis A. Ubina	For	The proposal is in line with our voting policy
Electronic Arts Inc.	11-Aug-22	Elect Director Heidi J. Ueberroth	For	The proposal is in line with our voting policy
Electronic Arts Inc.	11-Aug-22	Elect Director Andrew Wilson	For	The proposal is in line with our voting policy
Electronic Arts Inc.	11-Aug-22	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
Electronic Arts Inc.	11-Aug-22	Ratify KPMG LLP as Auditors	For	The proposal is in line with our voting policy

Electronic Arts Inc.	11-Aug-22	Amend Omnibus Stock Plan	For	The proposal is in line with our voting policy
Electronic Arts Inc.	11-Aug-22	Reduce Ownership Threshold for Shareholders to Call Special Meetings to 15%	For	The proposal is in line with our voting policy
Electronic Arts Inc.	11-Aug-22	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For	Except in exceptional circumstances, Amundi recommends that severance pay should not exceed two years of total compensation. We therefore consider that the proposed limit for shareholder approval is in shareholders' interest
Zendesk Inc.	17-Aug-22	Elect Director Michael Frandsen	Against	There are issues with the board which do not enable support of the proposal.
Zendesk Inc.	17-Aug-22	Elect Director Brandon Gayle	Against	There are issues with the board which do not enable support of the proposal.
Zendesk Inc.	17-Aug-22	Elect Director Ronald Pasek	Against	The board lacks diversity.
Zendesk Inc.	17-Aug-22	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Zendesk Inc.	17-Aug-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Zendesk Inc.	17-Aug-22	Advisory Vote on Say on Pay Frequency	One Year	
Microchip Technology Incorporated	23-Aug-22	Elect Director Matthew W. Chapman	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.
Microchip Technology Incorporated	23-Aug-22	Elect Director Esther L. Johnson	Against	The board is not sufficiently independent as per our voting policy. The board lacks diversity.
Microchip Technology Incorporated	23-Aug-22	Elect Director Karlton D. Johnson	For	The proposal is in line with our voting policy
Microchip Technology Incorporated	23-Aug-22	Elect Director Wade F. Meyercord	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.
Microchip Technology Incorporated	23-Aug-22	Elect Director Ganesh Moorthy	For	The proposal is in line with our voting policy
Microchip Technology Incorporated	23-Aug-22	Elect Director Karen M. Rapp	For	The proposal is in line with our voting policy
Microchip Technology Incorporated	23-Aug-22	Elect Director Steve Sanghi	Against	The board is not sufficiently independent as per our voting policy.
Microchip Technology Incorporated	23-Aug-22	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy

Microchip Technology Incorporated	23-Aug-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Dynatrace, Inc.	24-Aug-22	Elect Director Ambika Kapur Gadre	For	The proposal is in line with our voting policy
Dynatrace, Inc.	24-Aug-22	Elect Director Steve Rowland	Withhold	There are issues with the board which do not enable support of the proposal.
Dynatrace, Inc.	24-Aug-22	Elect Director Kenneth 'Chip' Virnig	Withhold	There are issues with the board which do not enable support of the proposal.
Dynatrace, Inc.	24-Aug-22	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Dynatrace, Inc.	24-Aug-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation. Compensation is excessive compared to peers.
NetApp, Inc.	09-Sep-22	Elect Director T. Michael Nevens	Against	The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors.
NetApp, Inc.	09-Sep-22	Elect Director Deepak Ahuja	For	The proposal is in line with our voting policy
NetApp, Inc.	09-Sep-22	Elect Director Gerald Held	Against	The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors.
NetApp, Inc.	09-Sep-22	Elect Director Kathryn M. Hill	For	The proposal is in line with our voting policy
NetApp, Inc.	09-Sep-22	Elect Director Deborah L. Kerr	For	The proposal is in line with our voting policy
NetApp, Inc.	09-Sep-22	Elect Director George Kurian	For	The proposal is in line with our voting policy
NetApp, Inc.	09-Sep-22	Elect Director Carrie Palin	For	The proposal is in line with our voting policy
NetApp, Inc.	09-Sep-22	Elect Director Scott F. Schenkel	For	The proposal is in line with our voting policy
NetApp, Inc.	09-Sep-22	Elect Director George T. Shaheen	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.
NetApp, Inc.	09-Sep-22	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
NetApp, Inc.	09-Sep-22	Ratify Deloitte & Touche LLP as Auditors	For	The proposal is in line with our voting policy
NetApp, Inc.	09-Sep-22	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	The Proposal is in shareholders' interest.
NIKE, Inc.	09-Sep-22	Elect Director Alan B. Graf, Jr.	For	The proposal is in line with our voting policy
NIKE, Inc.	09-Sep-22	Elect Director Peter B. Henry	For	The proposal is in line with our voting policy

NIKE, Inc.	09-Sep-22	Elect Director Michelle A. Peluso	Withhold	The board lacks diversity.
NIKE, Inc.	09-Sep-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation. LTI is not fully performance-based. The remuneration structure is not satisfactory.
NIKE, Inc.	09-Sep-22	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
NIKE, Inc.	09-Sep-22	Amend Qualified Employee Stock Purchase Plan	For	The proposal is in line with our voting policy
NIKE, Inc.	09-Sep-22	Adopt a Policy on China Sourcing	Against	We do not see that the proponent has demonstrated that the Company's has not conducted itself appropriately on the subject of human rights. We therefore consider that this proposal is not in shareholders' interest at this time.
NortonLifeLock Inc.	13-Sep-22	Elect Director Susan P. Barsamian	For	The proposal is in line with our voting policy
NortonLifeLock Inc.	13-Sep-22	Elect Director Eric K. Brandt	Against	The nominee holds four non-executive directorships, one of which as the Chairperson of the Audit Committee and another as an outside Chairman of the Board. The nominee is therefore overboarded.
NortonLifeLock Inc.	13-Sep-22	Elect Director Frank E. Dangeard	Against	The nominee holds four non-executive directorships, two of which as the Chairman of the Board. The nominee is therefore overboarded.
NortonLifeLock Inc.	13-Sep-22	Elect Director Nora M. Denzel	For	The proposal is in line with our voting policy
NortonLifeLock Inc.	13-Sep-22	Elect Director Peter A. Feld	For	The proposal is in line with our voting policy
NortonLifeLock Inc.	13-Sep-22	Elect Director Emily Heath	For	The proposal is in line with our voting policy
NortonLifeLock Inc.	13-Sep-22	Elect Director Vincent Pilette	For	The proposal is in line with our voting policy
NortonLifeLock Inc.	13-Sep-22	Elect Director Sherrese M. Smith	For	The proposal is in line with our voting policy
NortonLifeLock Inc.	13-Sep-22	Ratify KPMG LLP as Auditors	For	The proposal is in line with our voting policy
NortonLifeLock Inc.	13-Sep-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
NortonLifeLock Inc.	13-Sep-22	Amend Omnibus Stock Plan	For	The proposal is in line with our voting policy
NortonLifeLock Inc.	13-Sep-22	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For	Except in exceptional circumstances, Amundi recommends that severance pay should not exceed two years of total compensation. We therefore consider that the proposed limit for shareholder approval is in shareholders' interest
Take-Two Interactive Software, Inc.	16-Sep-22	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.	16-Sep-22	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.	16-Sep-22	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. The board lacks diversity.
Take-Two Interactive Software, Inc.	16-Sep-22	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.	16-Sep-22	Elect Director LaVerne Srinivasan	For	The proposal is in line with our voting policy
Take-Two Interactive Software, Inc.	16-Sep-22	Elect Director Susan Tolson	For	The proposal is in line with our voting policy
Take-Two Interactive Software, Inc.	16-Sep-22	Elect Director Paul Viera	For	The proposal is in line with our voting policy
Take-Two Interactive Software, Inc.	16-Sep-22	Elect Director Roland Hernandez	For	The proposal is in line with our voting policy
Take-Two Interactive Software, Inc.	16-Sep-22	Elect Director William "Bing" Gordon	For	The proposal is in line with our voting policy
Take-Two Interactive Software, Inc.	16-Sep-22	Elect Director Ellen Siminoff	For	The proposal is in line with our voting policy
Take-Two Interactive Software, Inc.	16-Sep-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation. The performance conditions are not stringent enough.
Take-Two Interactive Software, Inc.	16-Sep-22	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Zendesk Inc.	19-Sep-22	Approve Merger Agreement	For	The proposal is in line with our voting policy

Zendesk Inc.	19-Sep-22	Advisory Vote on Golden Parachutes	For	The proposal is in line with our voting policy
Zendesk Inc.	19-Sep-22	Adjourn Meeting	For	The proposal is in line with our voting policy
Black Knight, Inc.	21-Sep-22	Approve Merger Agreement	For	The proposal is in line with our voting policy
Black Knight, Inc.	21-Sep-22	Advisory Vote on Golden Parachutes	Against	Discretionary payments/powers.
Black Knight, Inc.	21-Sep-22	Adjourn Meeting	For	The proposal is in line with our voting policy
Duke Realty Corporation	28-Sep-22	Approve Merger Agreement	For	The proposal is in line with our voting policy
Duke Realty Corporation	28-Sep-22	Advisory Vote on Golden Parachutes	Against	The remuneration structure is not satisfactory. The Proposal is not in shareholders' interest.
Duke Realty Corporation	28-Sep-22	Adjourn Meeting	For	The proposal is in line with our voting policy
Prologis, Inc.	28-Sep-22	Issue Shares in Connection with Merger	For	The proposal is in line with our voting policy
Prologis, Inc.	28-Sep-22	Adjourn Meeting	For	The proposal is in line with our voting policy
RPM International Inc.	06-Oct-22	Elect Director Kirkland B. Andrews	For	The proposal is in line with our voting policy
RPM International Inc.	06-Oct-22	Elect Director Ellen M. Pawlikowski	For	The proposal is in line with our voting policy
RPM International Inc.	06-Oct-22	Elect Director Frank C. Sullivan	Withhold	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
RPM International Inc.	06-Oct-22	Elect Director Elizabeth F. Whited	For	The proposal is in line with our voting policy
RPM International Inc.	06-Oct-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of Climate criteria in the variable compensation. There is a notable disconnect between pay and performance. There is a lack of transparency on performance criteria. There is a lack of transparency on performance goals.
RPM International Inc.	06-Oct-22	Ratify Deloitte & Touche LLP as Auditors	For	The proposal is in line with our voting policy
Unity Software Inc.	07-Oct-22	Issue Shares in Connection with Merger	For	The proposal is in line with our voting policy
Unity Software Inc.	07-Oct-22	Adjourn Meeting	For	The proposal is in line with our voting policy
The Procter & Gamble Company	11-Oct-22	Elect Director B. Marc Allen	For	The proposal is in line with our voting policy
The Procter & Gamble Company	11-Oct-22	Elect Director Angela F. Braly	Against	The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors. Amundi has concerns regarding The Company's approach to plastic pollution reduction and to objectives lagging behind its peers. Also there are continuing controversies related to deforestation and the Company lags behind its peers on exposure to

				soy. For this reason we will vote against Item 1b. Elect Director Angela F. Braly as Chair of the Governance & Public Responsibility Committee.
The Procter & Gamble Company	11-Oct-22	Elect Director Amy L. Chang	For	The proposal is in line with our voting policy
The Procter & Gamble Company	11-Oct-22	Elect Director Joseph Jimenez	Against	The nominee holds four non-executive directorships, one of which as an outside Chairperson of the Board. The nominee is therefore overboarded.
The Procter & Gamble Company	11-Oct-22	Elect Director Christopher Kempczinski	For	The proposal is in line with our voting policy
The Procter & Gamble Company	11-Oct-22	Elect Director Debra L. Lee	For	The proposal is in line with our voting policy
The Procter & Gamble Company	11-Oct-22	Elect Director Terry J. Lundgren	For	The proposal is in line with our voting policy
The Procter & Gamble Company	11-Oct-22	Elect Director Christine M. McCarthy	For	The proposal is in line with our voting policy
The Procter & Gamble Company	11-Oct-22	Elect Director Jon R. Moeller	For	The proposal is in line with our voting policy
The Procter & Gamble Company	11-Oct-22	Elect Director Rajesh Subramaniam	For	The proposal is in line with our voting policy
The Procter & Gamble Company	11-Oct-22	Elect Director Patricia A. Woertz	Against	The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors.
The Procter & Gamble Company	11-Oct-22	Ratify Deloitte & Touche LLP as Auditors	For	The proposal is in line with our voting policy
The Procter & Gamble Company	11-Oct-22	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
Wayfair Inc.	13-Oct-22	Amend Omnibus Stock Plan	Against	The remuneration structure is not satisfactory. The cost of the compensation plan is excessive. Discretionary payments/powers. The Proposal is not in shareholders' interest.
Avalara, Inc.	14-Oct-22	Approve Merger Agreement	For	The proposal is in line with our voting policy
Avalara, Inc.	14-Oct-22	Advisory Vote on Golden Parachutes	Against	The company has not disclosed sufficient information to enable support of the proposal. The remuneration structure is not satisfactory.
Avalara, Inc.	14-Oct-22	Adjourn Meeting	For	The proposal is in line with our voting policy
Cintas Corporation	25-Oct-22	Elect Director Gerald S. Adolph	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.
Cintas Corporation	25-Oct-22	Elect Director John F. Barrett	For	The proposal is in line with our voting policy
Cintas Corporation	25-Oct-22	Elect Director Melanie W. Barstad	For	The proposal is in line with our voting policy
Cintas Corporation	25-Oct-22	Elect Director Karen L. Carnahan	For	The proposal is in line with our voting policy
Cintas Corporation	25-Oct-22	Elect Director Robert E. Coletti	Against	The board is not sufficiently independent as per our voting policy
Cintas Corporation	25-Oct-22	Elect Director Scott D. Farmer	Against	The board is not sufficiently independent as per our voting policy
Cintas Corporation	25-Oct-22	Elect Director Joseph Scaminace	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 board lacks diversity.
Cintas Corporation	25-Oct-22	Elect Director Todd M. Schneider	For	The proposal is in line with our voting policy
Cintas Corporation	25-Oct-22	Elect Director Ronald W. Tysoe	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.
Cintas Corporation	25-Oct-22	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
Cintas Corporation	25-Oct-22	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Cintas Corporation	25-Oct-22	Eliminate Supermajority Vote Requirement for Business Combinations with Interested Persons	For	The proposal is in line with our voting policy
Cintas Corporation	25-Oct-22	Eliminate Supermajority Vote Requirement to Remove Directors for Cause	For	The proposal is in line with our voting policy
Cintas Corporation	25-Oct-22	Eliminate Supermajority Vote Requirement for Shareholder Approval of Mergers, Share Exchanges, Asset Sales and Dissolutions	For	The proposal is in line with our voting policy
Cintas Corporation	25-Oct-22	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	The Proposal is in shareholders' interest.

Cintas Corporation	25-Oct-22	Report on Political Contributions	For	Increased disclosure would allow shareholders to more fully assess risks presented by the Company's political activities and expenditures.
Parker-Hannifin Corporation	26-Oct-22	Elect Director Lee C. Banks	For	The proposal is in line with our voting policy
Parker-Hannifin Corporation	26-Oct-22	Elect Director Jillian C. Evanko	For	The proposal is in line with our voting policy
Parker-Hannifin Corporation	26-Oct-22	Elect Director Lance M. Fritz	For	The proposal is in line with our voting policy
Parker-Hannifin Corporation	26-Oct-22	Elect Director Linda A. Harty	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, one of which as the Chairperson of the Audit Committee. The nominee is therefore overboarded.
Parker-Hannifin Corporation	26-Oct-22	Elect Director William F. Lacey	For	The proposal is in line with our voting policy
Parker-Hannifin Corporation	26-Oct-22	Elect Director Kevin A. Lobo	For	The proposal is in line with our voting policy
Parker-Hannifin Corporation	26-Oct-22	Elect Director Joseph Scaminace	Against	The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors.
Parker-Hannifin Corporation	26-Oct-22	Elect Director Ake Svensson	Against	The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors.
Parker-Hannifin Corporation	26-Oct-22	Elect Director Laura K. Thompson	For	The proposal is in line with our voting policy
Parker-Hannifin Corporation	26-Oct-22	Elect Director James R. Verrier	For	The proposal is in line with our voting policy
Parker-Hannifin Corporation	26-Oct-22	Elect Director James L. Wainscott	Against	The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors. The board lacks diversity.
Parker-Hannifin Corporation	26-Oct-22	Elect Director Thomas L. Williams	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
Parker-Hannifin Corporation	26-Oct-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of Climate criteria in the variable compensation.
Parker-Hannifin Corporation	26-Oct-22	Ratify Deloitte & Touche LLP as Auditors	For	The proposal is in line with our voting policy
Bio-Techne Corporation	27-Oct-22	Fix Number of Directors at Nine	For	The proposal is in line with our voting policy
Bio-Techne Corporation	27-Oct-22	Elect Director Robert V. Baumgartner	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. The board lacks diversity.

Bio-Techne Corporation	27-Oct-22	Elect Director Julie L. Bushman	For	The proposal is in line with our voting policy
Bio-Techne Corporation	27-Oct-22	Elect Director John L. Higgins	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.
Bio-Techne Corporation	27-Oct-22	Elect Director Joseph D. Keegan	For	The proposal is in line with our voting policy
Bio-Techne Corporation	27-Oct-22	Elect Director Charles R. Kummeth	For	The proposal is in line with our voting policy
Bio-Techne Corporation	27-Oct-22	Elect Director Roeland Nusse	Against	The board is not sufficiently independent as per our voting policy
Bio-Techne Corporation	27-Oct-22	Elect Director Alpna Seth	For	The proposal is in line with our voting policy
Bio-Techne Corporation	27-Oct-22	Elect Director Randolph Steer	Against	The board is not sufficiently independent as per our voting policy
Bio-Techne Corporation	27-Oct-22	Elect Director Rupert Vessey	For	The proposal is in line with our voting policy
Bio-Techne Corporation	27-Oct-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The company has shown no or insufficient responsiveness to shareholder dissent. Compensation is excessive compared to peers. There is a lack of transparency on performance goals. There is a lack of ESG criteria in the variable compensation. The remuneration structure is not satisfactory
Bio-Techne Corporation	27-Oct-22	Approve Stock Split	For	The proposal is in line with our voting policy
Bio-Techne Corporation	27-Oct-22	Ratify KPMG, LLP as Auditors	For	The proposal is in line with our voting policy
Catalent, Inc.	27-Oct-22	Elect Director Madhavan "Madhu" Balachandran	For	The proposal is in line with our voting policy
Catalent, Inc.	27-Oct-22	Elect Director Michael J. Barber	For	The proposal is in line with our voting policy
Catalent, Inc.	27-Oct-22	Elect Director J. Martin Carroll	Against	The board lacks diversity.
Catalent, Inc.	27-Oct-22	Elect Director John Chiminski	For	The proposal is in line with our voting policy
Catalent, Inc.	27-Oct-22	Elect Director Rolf Classon	For	The proposal is in line with our voting policy
Catalent, Inc.	27-Oct-22	Elect Director Rosemary A. Crane	Against	The nominee holds four non-executive directorships, one of which as an outside Chairperson of the Audit Committee. The nominee is therefore overboarded.
Catalent, Inc.	27-Oct-22	Elect Director Karen Flynn	For	The proposal is in line with our voting policy
Catalent, Inc.	27-Oct-22	Elect Director John J. Greisch	For	The proposal is in line with our voting policy



Catalent, Inc.	27-Oct-22	Elect Director Christa Kreuzburg	For	The proposal is in line with our voting policy
Catalent, Inc.	27-Oct-22	Elect Director Gregory T. Lucier	Against	The nominee holds four non-executive directorships, one of which as an outside Chairperson of the Board. The nominee is therefore overboarded.
Catalent, Inc.	27-Oct-22	Elect Director Donald E. Morel, Jr.	For	The proposal is in line with our voting policy
Catalent, Inc.	27-Oct-22	Elect Director Alessandro Maselli	For	The proposal is in line with our voting policy
Catalent, Inc.	27-Oct-22	Elect Director Jack Stahl	For	The proposal is in line with our voting policy
Catalent, Inc.	27-Oct-22	Elect Director Peter Zippelius	For	The proposal is in line with our voting policy
Catalent, Inc.	27-Oct-22	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Catalent, Inc.	27-Oct-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
Copart, Inc.	31-Oct-22	Increase Authorized Common Stock	For	The proposal is in line with our voting policy
Copart, Inc.	31-Oct-22	Adjourn Meeting	For	The proposal is in line with our voting policy
KLA Corporation	02-Nov-22	Elect Director Robert Calderoni	Against	The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors. The board lacks diversity.
KLA Corporation	02-Nov-22	Elect Director Jeneanne Hanley	For	The proposal is in line with our voting policy
KLA Corporation	02-Nov-22	Elect Director Emiko Higashi	For	The proposal is in line with our voting policy
KLA Corporation	02-Nov-22	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	02-Nov-22	Elect Director Gary Moore	For	The proposal is in line with our voting policy
KLA Corporation	02-Nov-22	Elect Director Marie Myers	Against	The nominee holds one executive directorship and two non-executive directorships, one of which as the Chairperson of the Audit Committee. The nominee is therefore overboarded.
KLA Corporation	02-Nov-22	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	02-Nov-22	Elect Director Victor Peng	For	The proposal is in line with our voting policy

KLA Corporation	02-Nov-22	Elect Director Robert Rango	For	The proposal is in line with our voting policy
KLA Corporation	02-Nov-22	Elect Director Richard Wallace	For	The proposal is in line with our voting policy
KLA Corporation	02-Nov-22	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
KLA Corporation	02-Nov-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation.
KLA Corporation	02-Nov-22	Report on GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	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.
VMware, Inc.	04-Nov-22	Approve Merger Agreement	For	The proposal is in line with our voting policy
VMware, Inc.	04-Nov-22	Advisory Vote on Golden Parachutes	For	The proposal is in line with our voting policy
VMware, Inc.	04-Nov-22	Adjourn Meeting	For	The proposal is in line with our voting policy
VMware, Inc.	04-Nov-22	Amend Certificate of Incorporation to Eliminate Personal Liability of Directors	For	The proposal is in line with our voting policy
Lam Research Corporation	08-Nov-22	Elect Director Sohail U. Ahmed	For	The proposal is in line with our voting policy
Lam Research Corporation	08-Nov-22	Elect Director Timothy M. Archer	For	The proposal is in line with our voting policy
Lam Research Corporation	08-Nov-22	Elect Director Eric K. Brandt	Against	The nominee holds four non-executive directorships, one of which as an outside Chairperson of the Board and another as an outside Chairperson of the Audit Committee. The nominee is therefore overboarded.
Lam Research Corporation	08-Nov-22	Elect Director Michael R. Cannon	For	The proposal is in line with our voting policy
Lam Research Corporation	08-Nov-22	Elect Director Bethany J. Mayer	For	The proposal is in line with our voting policy
Lam Research Corporation	08-Nov-22	Elect Director Jyoti K. Mehra	For	The proposal is in line with our voting policy
Lam Research Corporation	08-Nov-22	Elect Director Abhijit Y. Talwalkar	Against	The nominee holds four non-executive directorships, two of which as the Chairperson of the Board. The nominee is therefore overboarded.
Lam Research Corporation	08-Nov-22	Elect Director Lih Shyng (Rick L.) Tsai	For	The proposal is in line with our voting policy
Lam Research Corporation	08-Nov-22	Elect Director Leslie F. Varon	Against	The nominee holds three non-executive directorships, three of which as the Chairperson of the Audit Committee. The nominee is therefore overboarded.
Lam Research Corporation	08-Nov-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of disclosure of the remuneration structure.

Lam Research Corporation	08-Nov-22	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Broadridge Financial Solutions, Inc.	10-Nov-22	Elect Director Leslie A. Brun	For	The proposal is in line with our voting policy
Broadridge Financial Solutions, Inc.	10-Nov-22	Elect Director Pamela L. Carter	For	The proposal is in line with our voting policy
Broadridge Financial Solutions, Inc.	10-Nov-22	Elect Director Richard J. Daly	For	The proposal is in line with our voting policy
Broadridge Financial Solutions, Inc.	10-Nov-22	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.	10-Nov-22	Elect Director Melvin L. Flowers	For	The proposal is in line with our voting policy
Broadridge Financial Solutions, Inc.	10-Nov-22	Elect Director Timothy C. Gokey	For	The proposal is in line with our voting policy
Broadridge Financial Solutions, Inc.	10-Nov-22	Elect Director Brett A. Keller	For	The proposal is in line with our voting policy
Broadridge Financial Solutions, Inc.	10-Nov-22	Elect Director Maura A. Markus	For	The proposal is in line with our voting policy
Broadridge Financial Solutions, Inc.	10-Nov-22	Elect Director Eileen K. Murray	For	The proposal is in line with our voting policy
Broadridge Financial Solutions, Inc.	10-Nov-22	Elect Director Annette L. Nazareth	For	The proposal is in line with our voting policy
Broadridge Financial Solutions, Inc.	10-Nov-22	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.	10-Nov-22	Elect Director Amit K. Zavery	For	The proposal is in line with our voting policy
Broadridge Financial Solutions, Inc.	10-Nov-22	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
Broadridge Financial Solutions, Inc.	10-Nov-22	Ratify Deloitte & Touche LLP as Auditors	For	The proposal is in line with our voting policy
ResMed Inc.	16-Nov-22	Elect Director Carol Burt	For	The proposal is in line with our voting policy
ResMed Inc.	16-Nov-22	Elect Director Jan De Witte	For	The proposal is in line with our voting policy
ResMed Inc.	16-Nov-22	Elect Director Karen Drexler	For	The proposal is in line with our voting policy

ResMed Inc.	16-Nov-22	Elect Director Michael 'Mick' Farrell	For	The proposal is in line with our voting policy
ResMed Inc.	16-Nov-22	Elect Director Peter Farrell	Against	The nominee holds three non-executive directorships, two of which as the Chairperson of the Board. The nominee is therefore overboarded.
ResMed Inc.	16-Nov-22	Elect Director Harjit Gill	For	The proposal is in line with our voting policy
ResMed Inc.	16-Nov-22	Elect Director John Hernandez	For	The proposal is in line with our voting policy
ResMed Inc.	16-Nov-22	Elect Director Richard Sulpizio	Against	The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors.
ResMed Inc.	16-Nov-22	Elect Director Desney Tan	For	The proposal is in line with our voting policy
ResMed Inc.	16-Nov-22	Elect Director Ronald Taylor	Against	The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors. The board lacks diversity.
ResMed Inc.	16-Nov-22	Ratify KPMG LLP as Auditors	For	The proposal is in line with our voting policy
ResMed Inc.	16-Nov-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation
The Clorox Company	16-Nov-22	Elect Director Amy L. Banse	For	The proposal is in line with our voting policy
The Clorox Company	16-Nov-22	Elect Director Julia Denman	For	The proposal is in line with our voting policy
The Clorox Company	16-Nov-22	Elect Director Spencer C. Fleischer	For	The proposal is in line with our voting policy
The Clorox Company	16-Nov-22	Elect Director Esther Lee	For	The proposal is in line with our voting policy
The Clorox Company	16-Nov-22	Elect Director A.D. David Mackay	For	The proposal is in line with our voting policy
The Clorox Company	16-Nov-22	Elect Director Paul Parker	For	The proposal is in line with our voting policy
The Clorox Company	16-Nov-22	Elect Director Stephanie Plaines	For	The proposal is in line with our voting policy
The Clorox Company	16-Nov-22	Elect Director Linda Rendle	For	The proposal is in line with our voting policy
The Clorox Company	16-Nov-22	Elect Director Matthew J. Shattock	Against	The nominee holds three non-executive directorships, two of which as the Chairperson of the Board. The nominee is therefore overboarded.
The Clorox Company	16-Nov-22	Elect Director Kathryn Tesija	For	The proposal is in line with our voting policy
The Clorox Company	16-Nov-22	Elect Director Russell J. Weiner	For	The proposal is in line with our voting policy
The Clorox Company	16-Nov-22	Elect Director Christopher J. Williams	Against	The nominee holds three non-executive directorships, two of which as the Chairperson of the Audit Committee. The nominee is therefore overboarded.

The Clorox Company	16-Nov-22	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
The Clorox Company	16-Nov-22	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
The Estee Lauder Companies Inc.	18-Nov-22	Elect Director Ronald S. Lauder	Withhold	The board is not sufficiently independent as per our voting policy.
The Estee Lauder Companies Inc.	18-Nov-22	Elect Director William P. Lauder	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 Estee Lauder Companies Inc.	18-Nov-22	Elect Director Richard D. Parsons	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 Estee Lauder Companies Inc.	18-Nov-22	Elect Director Lynn Forester de Rothschild	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 Estee Lauder Companies Inc.	18-Nov-22	Elect Director Jennifer Tejada	For	The proposal is in line with our voting policy
The Estee Lauder Companies Inc.	18-Nov-22	Elect Director Richard F. Zannino	Withhold	The board is not sufficiently independent as per our voting policy. The nominee holds four non-executive directorships, one of which as the Chairperson of the Audit Committee. The nominee is therefore overboarded.
The Estee Lauder Companies Inc.	18-Nov-22	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
The Estee Lauder Companies Inc.	18-Nov-22	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.
Copart, Inc.	02-Dec-22	Elect Director Willis J. Johnson	For	The proposal is in line with our voting policy
Copart, Inc.	02-Dec-22	Elect Director A. Jayson Adair	For	The proposal is in line with our voting policy
Copart, Inc.	02-Dec-22	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.	02-Dec-22	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.	02-Dec-22	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.	02-Dec-22	Elect Director James E. Meeks	Against	The board is not sufficiently independent as per our voting policy
Copart, Inc.	02-Dec-22	Elect Director Thomas N. Tryforos	For	The proposal is in line with our voting policy
Copart, Inc.	02-Dec-22	Elect Director Diane M. Morefield	Against	The board lacks diversity. The board is not sufficiently independent as per our voting policy
Copart, Inc.	02-Dec-22	Elect Director Stephen Fisher	For	The proposal is in line with our voting policy
Copart, Inc.	02-Dec-22	Elect Director Cherylyn Harley LeBon	For	The proposal is in line with our voting policy
Copart, Inc.	02-Dec-22	Elect Director Carl D. Sparks	Against	The Director's attendance was under 75% without any satisfactory explanation
Copart, Inc.	02-Dec-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The remuneration structure is not satisfactory There is a lack of transparency on performance criteria. There is a lack of transparency on performance goals. Compensation is excessive compared to peers. There is a lack of ESG criteria in the variable compensation.
Copart, Inc.	02-Dec-22	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Cisco Systems, Inc.	08-Dec-22	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 Chairperson of the Audit Committee. The nominee is therefore overboarded.
Cisco Systems, Inc.	08-Dec-22	Elect Director Wesley G. Bush	For	The proposal is in line with our voting policy
Cisco Systems, Inc.	08-Dec-22	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 Chairperson of the Board. The nominee is therefore overboarded.
Cisco Systems, Inc.	08-Dec-22	Elect Director Mark Garrett	Against	The nominee holds four non-executive directorships, four of which as the Chairperson of the Audit Committee. The nominee is therefore overboarded.
Cisco Systems, Inc.	08-Dec-22	Elect Director John D. Harris, II	For	The proposal is in line with our voting policy
Cisco Systems, Inc.	08-Dec-22	Elect Director Kristina M. Johnson	For	The proposal is in line with our voting policy
Cisco Systems, Inc.	08-Dec-22	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.	08-Dec-22	Elect Director Sarah Rae Murphy	For	The proposal is in line with our voting policy



Cisco Systems, Inc.	08-Dec-22	Elect Director Charles H. Robbins	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
Cisco Systems, Inc.	08-Dec-22	Elect Director Brenton L. Saunders	Against	The nominee holds one executive directorship and three non-executive directorships, one of which as an outside Chairperson of the Board. The nominee is therefore overboarded.
Cisco Systems, Inc.	08-Dec-22	Elect Director Lisa T. Su	For	The proposal is in line with our voting policy
Cisco Systems, Inc.	08-Dec-22	Elect Director Marianna Tessel	For	The proposal is in line with our voting policy
Cisco Systems, Inc.	08-Dec-22	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
Cisco Systems, Inc.	08-Dec-22	Ratify PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Cisco Systems, Inc.	08-Dec-22	Report on Tax Transparency Set Forth in the Global Reporting Initiative's Tax Standard	For	Greater transparency could help positively impact the company's long-term value creation by reducing reputational and legal risks.
Medtronic Plc	08-Dec-22	Elect Director Richard H. Anderson	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.
Medtronic Plc	08-Dec-22	Elect Director Craig Arnold	For	The proposal is in line with our voting policy
Medtronic Plc	08-Dec-22	Elect Director Scott C. Donnelly	For	The proposal is in line with our voting policy
Medtronic Plc	08-Dec-22	Elect Director Lidia L. Fonseca	For	The proposal is in line with our voting policy
Medtronic Plc	08-Dec-22	Elect Director Andrea J. Goldsmith	For	The proposal is in line with our voting policy
Medtronic Plc	08-Dec-22	Elect Director Randall J. Hogan, III	For	The proposal is in line with our voting policy
Medtronic Plc	08-Dec-22	Elect Director Kevin E. Lofton	For	The proposal is in line with our voting policy
Medtronic Plc	08-Dec-22	Elect Director Geoffrey S. Martha	For	The proposal is in line with our voting policy
Medtronic Plc	08-Dec-22	Elect Director Elizabeth G. Nabel	Against	The nominee holds one executive directorship and four non-executive directorships. The nominee is therefore overboarded.
Medtronic Plc	08-Dec-22	Elect Director Denise M. O'Leary	Against	The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors.
Medtronic Plc	08-Dec-22	Elect Director Kendall J. Powell	Against	The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors.

Medtronic Plc	08-Dec-22	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	The proposal is in line with our voting policy
Medtronic Plc	08-Dec-22	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
Medtronic Plc	08-Dec-22	Renew the Board's Authority to Issue Shares Under Irish Law	For	The proposal is in line with our voting policy
Medtronic Plc	08-Dec-22	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	08-Dec-22	Authorize Overseas Market Purchases of Ordinary Shares	For	The proposal is in line with our voting policy
Microsoft Corporation	13-Dec-22	Elect Director Reid G. Hoffman	For	The proposal is in line with our voting policy
Microsoft Corporation	13-Dec-22	Elect Director Hugh F. Johnston	Against	The nominee holds one executive directorship and two non-executive directorships, one of which as the Chairperson of the Audit Committee. The nominee is therefore overboarded.
Microsoft Corporation	13-Dec-22	Elect Director Teri L. List	Against	The nominee holds four non-executive directorships, one of which as an outside Chairperson of the Audit Committee. The nominee is therefore overboarded.
Microsoft Corporation	13-Dec-22	Elect Director Satya Nadella	For	The proposal is in line with our voting policy
Microsoft Corporation	13-Dec-22	Elect Director Sandra E. Peterson	For	The proposal is in line with our voting policy
Microsoft Corporation	13-Dec-22	Elect Director Penny S. Pritzker	For	The proposal is in line with our voting policy
Microsoft Corporation	13-Dec-22	Elect Director Carlos A. Rodriguez	For	The proposal is in line with our voting policy
Microsoft Corporation	13-Dec-22	Elect Director Charles W. Scharf	For	The proposal is in line with our voting policy
Microsoft Corporation	13-Dec-22	Elect Director John W. Stanton	For	The proposal is in line with our voting policy
Microsoft Corporation	13-Dec-22	Elect Director John W. Thompson	For	The proposal is in line with our voting policy
Microsoft Corporation	13-Dec-22	Elect Director Emma N. Walmsley	For	The proposal is in line with our voting policy
Microsoft Corporation	13-Dec-22	Elect Director Padmasree Warrior	For	The proposal is in line with our voting policy
Microsoft Corporation	13-Dec-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	Compensation is excessive compared to peers.
Microsoft Corporation	13-Dec-22	Ratify Deloitte & Touche LLP as Auditors	For	The proposal is in line with our voting policy

Microsoft Corporation	13-Dec-22	Report on Cost/Benefit Analysis of Diversity and Inclusion	Against	We do not see that the proponent has demonstrated a deficiency in the Company's current level of disclosure on the matter, and therefore we consider that the proposal is not in shareholders' interest.
Microsoft Corporation	13-Dec-22	Report on Hiring of Persons with Arrest or Incarceration Records	For	Additional disclosure would be useful to shareholders' understanding of how this subject is managed by the Company.
Microsoft Corporation	13-Dec-22	Assess and Report on the Company's Retirement Funds' Management of Systemic Climate Risk	For	We consider the commitment requested by the proposal as useful for shareholders to assess progress towards Paris Agreement targets.
Microsoft Corporation	13-Dec-22	Report on Government Use of Microsoft Technology	For	Additional disclosure would be useful to shareholders' understanding of how this subject is managed by the Company.
Microsoft Corporation	13-Dec-22	Report on Development of Products for Military	For	Additional disclosure is warranted concerning how the Company is mitigating the risks of violations of human and civil rights, as well as the financial and operational risks associated with its support of government agencies' impact on these rights.
Microsoft Corporation	13-Dec-22	Report on Tax Transparency	For	Greater transparency could help positively impact the company's long-term value creation by reducing reputational and legal risks.
Palo Alto Networks, Inc.	13-Dec-22	Elect Director Helene D. Gayle	For	The proposal is in line with our voting policy
Palo Alto Networks, Inc.	13-Dec-22	Elect Director James J. Goetz	For	The proposal is in line with our voting policy
Palo Alto Networks, Inc.	13-Dec-22	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Palo Alto Networks, Inc.	13-Dec-22	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
Palo Alto Networks, Inc.	13-Dec-22	Amend Omnibus Stock Plan	For	The proposal is in line with our voting policy
AutoZone, Inc.	14-Dec-22	Elect Director Michael A. George	For	The proposal is in line with our voting policy
AutoZone, Inc.	14-Dec-22	Elect Director Linda A. Goodspeed	For	The proposal is in line with our voting policy
AutoZone, Inc.	14-Dec-22	Elect Director Earl G. Graves, Jr.	Against	The board lacks diversity.
AutoZone, Inc.	14-Dec-22	Elect Director Enderson Guimaraes	For	The proposal is in line with our voting policy
AutoZone, Inc.	14-Dec-22	Elect Director Brian P. Hannasch	For	The proposal is in line with our voting policy
AutoZone, Inc.	14-Dec-22	Elect Director D. Bryan Jordan	For	The proposal is in line with our voting policy
AutoZone, Inc.	14-Dec-22	Elect Director Gale V. King	For	The proposal is in line with our voting policy
AutoZone, Inc.	14-Dec-22	Elect Director George R. Mrkonic, Jr.	For	The proposal is in line with our voting policy

AutoZone, Inc.	14-Dec-22	Elect Director William C. Rhodes, III	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
AutoZone, Inc.	14-Dec-22	Elect Director Jill A. Soltau	For	The proposal is in line with our voting policy
AutoZone, Inc.	14-Dec-22	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
AutoZone, Inc.	14-Dec-22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of ESG criteria in the variable compensation. Compensation is excessive compared to peers.
FactSet Research Systems Inc.	15-Dec-22	Elect Director James J. McGonigle	For	The proposal is in line with our voting policy
FactSet Research Systems Inc.	15-Dec-22	Elect Director F. Philip Snow	For	The proposal is in line with our voting policy
FactSet Research Systems Inc.	15-Dec-22	Elect Director Maria Teresa Tejada	For	The proposal is in line with our voting policy
FactSet Research Systems Inc.	15-Dec-22	Ratify Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
FactSet Research Systems Inc.	15-Dec-22	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
FactSet Research Systems Inc.	15-Dec-22	Declassify the Board of Directors	For	The proposal is in line with our voting policy
FactSet Research Systems Inc.	15-Dec-22	Amend Certificate of Incorporation to Eliminate Certain Business Combination Restrictions	For	The proposal is in line with our voting policy
FactSet Research Systems Inc.	15-Dec-22	Adopt the Jurisdiction of Incorporation as the Exclusive Forum for Certain Disputes	For	The proposal is in line with our voting policy
FactSet Research Systems Inc.	15-Dec-22	Amend Certificate of Incorporation to Add Federal Forum Selection Provision	For	The proposal is in line with our voting policy
FactSet Research Systems Inc.	15-Dec-22	Amend Certificate of Incorporation to Remove Creditor Compromise Provision	For	The proposal is in line with our voting policy
FactSet Research Systems Inc.	15-Dec-22	Amend Certificate of Incorporation to Clarify, Streamline and Modernize the Certificate of Incorporation	For	The proposal is in line with our voting policy
RingCentral, Inc.	15-Dec-22	Elect Director Vladimir Shmunis	For	The proposal is in line with our voting policy
RingCentral, Inc.	15-Dec-22	Elect Director Kenneth Goldman	Withhold	The nominee holds four non-executive directorships, two of which as the Chairperson of the Audit Committee. The nominee is therefore overboarded. The board lacks diversity.

RingCentral, Inc.	15-Dec-22	Elect Director Michelle McKenna	For	The proposal is in line with our voting policy
RingCentral, Inc.	15-Dec-22	Elect Director Robert Theis	For	The proposal is in line with our voting policy
RingCentral, Inc.	15-Dec-22	Elect Director Allan Thygesen	For	The proposal is in line with our voting policy
RingCentral, Inc.	15-Dec-22	Elect Director Neil Williams	For	The proposal is in line with our voting policy
RingCentral, Inc.	15-Dec-22	Elect Director Mignon Clyburn	For	The proposal is in line with our voting policy
RingCentral, Inc.	15-Dec-22	Elect Director Arne Duncan	For	The proposal is in line with our voting policy
RingCentral, Inc.	15-Dec-22	Elect Director Tarek Robbiati	For	The proposal is in line with our voting policy
RingCentral, Inc.	15-Dec-22	Elect Director Sridhar Srinivasan	For	The proposal is in line with our voting policy
RingCentral, Inc.	15-Dec-22	Ratify KPMG LLP as Auditors	For	The proposal is in line with our voting policy
RingCentral, Inc.	15-Dec-22	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 option grants are excessive. Lack of Long-term Performance Metrics
RingCentral, Inc.	15-Dec-22	Advisory Vote on Say on Pay Frequency	One Year	
RingCentral, Inc.	15-Dec-22	Amend Omnibus Stock Plan	Against	The remuneration structure is not satisfactory. The proposal would lead to excessive dilution. The cost of the compensation plan is excessive.
Guidewire Software, Inc.	20-Dec-22	Elect Director Marcus S. Ryu	For	The proposal is in line with our voting policy
Guidewire Software, Inc.	20-Dec-22	Elect Director Paul Lavin	For	The proposal is in line with our voting policy
Guidewire Software, Inc.	20-Dec-22	Elect Director Mike Rosenbaum	For	The proposal is in line with our voting policy
Guidewire Software, Inc.	20-Dec-22	Elect Director David S. Bauer	For	The proposal is in line with our voting policy
Guidewire Software, Inc.	20-Dec-22	Elect Director Margaret Dillon	For	The proposal is in line with our voting policy
Guidewire Software, Inc.	20-Dec-22	Elect Director Michael C. Keller	For	The proposal is in line with our voting policy
Guidewire Software, Inc.	20-Dec-22	Elect Director Catherine P. Lego	For	The proposal is in line with our voting policy
Guidewire Software, Inc.	20-Dec-22	Elect Director Rajani Ramanathan	For	The proposal is in line with our voting policy
Guidewire Software, Inc.	20-Dec-22	Ratify KPMG LLP as Auditors	For	The proposal is in line with our voting policy
Guidewire Software, Inc.	20-Dec-22	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
Guidewire Software, Inc.	20-Dec-22	Provide Right to Call Special Meeting	For	The proposal is in line with our voting policy

Guidewire Software, Inc.	20-Dec-22	Amend Certificate of Incorporation to Permit the Exculpation of Officers	For	The proposal is in line with our voting policy
Guidewire Software, Inc.	20-Dec-22	Amend Omnibus Stock Plan	For	The proposal is in line with our voting policy



صندوق الأهلي لمؤشر أسهم أمريكا الشمالية  
(مدار من قبل شركة الأهلي المالية)  
القوائم المالية  
للسنة المنتهية في ٣١ ديسمبر ٢٠٢٢ م  
مع  
تقرير مراجع الحسابات المستقل لمالكي الوحدات



## KPMG Professional Services

Riyadh Front, Airport Road  
P. O. Box 92876  
Riyadh 11663  
Kingdom of Saudi Arabia  
Commercial Registration No 1010425494

## كي بي إم جي للاستشارات المهنية

واجهة الرياض، طريق المطار  
صندوق بريد ٩٢٨٧٦  
الرياض ١١٦٦٣  
المملكة العربية السعودية  
سجل تجاري رقم ١٠١٠٤٢٥٤٩٤

المركز الرئيسي في الرياض

# تقرير مراجع الحسابات المستقل

السادة مالكي الوحدات في صندوق الأهلي لمؤشر أسهم أمريكا الشمالية

## الرأي

لقد راجعنا القوائم المالية لصندوق الأهلي لمؤشر أسهم أمريكا الشمالية ("الصندوق") المدار من قبل شركة الأهلي المالية ("مدير الصندوق")، والتي تشمل قائمة المركز المالي كما في ٣١ ديسمبر ٢٠٢٢م، قائمة الربح أو الخسارة والدخل الشامل الآخر، والتغيرات في صافي الموجودات العائدة لمالكي الوحدات، والتدفقات النقدية للسنة المنتهية في ذلك التاريخ، والإيضاحات المرفقة مع القوائم المالية، المكونة من ملخص للسياسات المحاسبية الهامة والمعلومات التفسيرية الأخرى.

وفي رأينا، إن القوائم المالية المرفقة تُعرض بصورة عادلة، من جميع النواحي الجوهرية، المركز المالي للصندوق كما في ٣١ ديسمبر ٢٠٢٢م، وأدائه المالي وتدفقاته النقدية للسنة المنتهية في ذلك التاريخ، وفقاً للمعايير الدولية للتقرير المالي المعتمدة في المملكة العربية السعودية، والمعايير والإصدارات الأخرى المعتمدة من الهيئة السعودية للمراجعين والمحاسبين.

## أساس الرأي

لقد قمنا بالمراجعة وفقاً للمعايير الدولية للمراجعة المعتمدة في المملكة العربية السعودية. ومسؤوليتنا بموجب تلك المعايير تم توضيحها في قسم "مسؤوليات مراجع الحسابات عن مراجعة القوائم المالية" في تقريرنا هذا. ونحن مستقلون عن الصندوق وفقاً لقواعد سلوك وأداب المهنة المعتمدة في المملكة العربية السعودية ذات الصلة بمراجعتنا للقوائم المالية، وقد التزمنا بمسؤولياتنا الأخلاقية وفقاً لتلك القواعد. ونعتقد أن أدلة المراجعة التي حصلنا عليها كافية ومناسبة لتوفير أساس لإبداء رأينا.

## مسؤوليات مدير الصندوق والمكلفين بالحوكمة عن القوائم المالية

إن مدير الصندوق هو المسؤول عن إعداد القوائم المالية وعرضها بصورة عادلة وفقاً للمعايير الدولية للتقرير المالي المعتمدة في المملكة العربية السعودية، والمعايير والإصدارات الأخرى المعتمدة من الهيئة السعودية للمراجعين والمحاسبين، ولتتماشى مع الأحكام المعمول بها في نظام صناديق الاستثمار الصادرة عن هيئة السوق المالية، وأحكام وشروط الصندوق، وهو المسؤول عن الرقابة الداخلية التي يراها مدير الصندوق ضرورية، لتمكينه من إعداد قوائم مالية خالية من تحريف جوهري، سواء بسبب غش أو خطأ.

وعند إعداد القوائم المالية، فإن مدير الصندوق هو المسؤول عن تقييم قدرة الصندوق على الاستمرار وفقاً لمبدأ الاستمرارية، وعن الإفصاح بحسب ما هو مناسب، عن الأمور ذات العلاقة بالاستمرارية، واستخدام مبدأ الاستمرارية كأساس في المحاسبة، ما لم تكن هناك نية لدى مدير الصندوق لتصفية الصندوق أو إيقاف عملياته، أو عدم وجود بديل واقعي سوى القيام بذلك.

إن المكلفين بالحوكمة، مجلس إدارة الصندوق هم المسؤولون عن الإشراف على عملية التقرير المالي في الصندوق.

## تقرير مراجع الحسابات المستقل

للسادة مالكي الوحدات في صندوق الأهلي لمؤشر أسهم أمريكا الشمالية (يتبع)

### مسؤوليات مراجع الحسابات عن مراجعة القوائم المالية

تتمثل أهدافنا في الحصول على تأكيد معقول عما إذا كانت القوائم المالية ككل خالية من تحريف جوهري سواء بسبب غش أو خطأ، وإصدار تقرير مراجع الحسابات الذي يتضمن رأينا. إن التأكيد المعقول هو مستوى عالٍ من التأكيد، إلا أنه ليس ضماناً على أن المراجعة التي تم القيام بها وفقاً للمعايير الدولية للمراجعة المعتمدة في المملكة العربية السعودية ستكشف دائماً عن أي تحريف جوهري عندما يكون موجوداً. ويمكن أن تنشأ التحريفات عن غش أو خطأ، وتعد جوهريّة إذا كان يمكن بشكل معقول توقع أنها ستؤثر بمفردها أو في مجموعها على القرارات الاقتصادية التي يتخذها المستخدمون بناءً على هذه القوائم المالية.

وكجزء من المراجعة وفقاً للمعايير الدولية للمراجعة المعتمدة في المملكة العربية السعودية، فإننا نمارس الحكم المهني ونحافظ على نزعة الشك المهني خلال المراجعة. وعلينا أيضاً:

- تحديد وتقييم مخاطر التحريفات الجوهريّة في القوائم المالية، سواء كانت ناتجة عن غش أو خطأ، وتصميم وتنفيذ إجراءات مراجعة لمواجهة تلك المخاطر، والحصول على أدلة مراجعة كافية ومناسبة لتوفير أساس لإبداء رأينا. ويعد خطر عدم اكتشاف تحريف جوهري ناتج عن غش أعلى من الخطر الناتج عن خطأ، لأن الغش قد ينطوي على تواطؤ أو تزوير أو حذف متعمد أو إفادات مضللة أو تجاوز إجراءات الرقابة الداخلية.
- الحصول على فهم لأنظمة الرقابة الداخلية ذات الصلة بالمراجعة، من أجل تصميم إجراءات مراجعة مناسبة للظروف، وليس بغرض إبداء رأي عن فاعلية أنظمة الرقابة الداخلية بالصندوق.
- تقييم مدى مناسبة السياسات المحاسبية المستخدمة، ومدى معقولية التقديرات المحاسبية والإفصاحات ذات العلاقة التي قام بها مدير الصندوق.
- استنتاج مدى مناسبة استخدام مدير الصندوق لمبدأ الاستمرارية كأساس في المحاسبة، واستناداً إلى أدلة المراجعة التي تم الحصول عليها، ما إذا كان هناك عدم تأكد جوهري ذا علاقة بأحداث أو ظروف قد تثير شكاً كبيراً بشأن قدرة الصندوق على الاستمرار وفقاً لمبدأ الاستمرارية. وإذا تبين لنا وجود عدم تأكد جوهري، فإنه يتعين علينا أن نلفت الانتباه في تقريرنا إلى الإفصاحات ذات العلاقة الواردة في القوائم المالية، أو إذا كانت تلك الإفصاحات غير كافية، فإنه يتعين علينا تعديل رأينا. وتستند استنتاجاتنا إلى أدلة المراجعة التي تم الحصول عليها حتى تاريخ تقريرنا. ومع ذلك، فإن الأحداث أو الظروف المستقبلية قد تؤدي إلى توقف الصندوق عن الاستمرار وفقاً لمبدأ الاستمرارية.
- تقييم العرض العام، وهيكل ومحتوى القوائم المالية، بما في ذلك الإفصاحات، وما إذا كانت القوائم المالية تعبر عن المعاملات والأحداث ذات العلاقة بطريقة تحقق عرضاً بصورة عادلة.

لقد أبلغنا المكلفين بالحوكمة، من بين أمور أخرى، بشأن النطاق والتوقيت المخطط للمراجعة والنتائج المهمة للمراجعة، بما في ذلك أي أوجه قصور مهمة في أنظمة الرقابة الداخلية تم اكتشافها خلال المراجعة لصندوق الأهلي لمؤشر أسهم أمريكا الشمالية ("الصندوق").

كي بي إم جي للاستشارات المهنية

إبراهيم عبود باعشن

رقم الترخيص ٣٨٢



الرياض في ٢٨ شعبان ١٤٤٤هـ  
الموافق: ٢٠ مارس ٢٠٢٣م

صندوق الأهلي لمؤشر أسهم أمريكا الشمالية  
(مدار من قبل شركة الأهلي المالية)  
قائمة المركز المالي  
كما في ٣١ ديسمبر ٢٠٢٢ م  
ألف دولار أمريكي (مالم يذكر غير ذلك)

٣١ ديسمبر ٢٠٢١ م	٣١ ديسمبر ٢٠٢٢ م	إيضاحات	
			<b>الموجودات</b>
٢,١١٦	٤,٦٣٦	٨	نقد وما في حكمه
٤٥٨,٠٥٥	٣٣٧,٠٠٤	٩	استثمارات بالقيمة العادلة من خلال الربح أو الخسارة
١٦٧	١٨٤		أرصدة مدينة أخرى
<u>٤٦٠,٣٣٨</u>	<u>٣٤١,٨٢٤</u>		<b>إجمالي الموجودات</b>
			<b>المطلوبات</b>
١,٢٩٩	٤,١٥٢		أرصدة دائنة أخرى
٤٥٩,٠٣٩	٣٣٧,٦٧٢		صافي الموجودات العائدة لمالكي الوحدات
<u>٥٣,٩٧٣</u>	<u>٥٠,٥٣٤</u>	١٠	الوحدات المصدرة بالآلاف (بالعدد)
<u>٨,٥٥٠</u>	<u>٦,٦٨٢١</u>		صافي الموجودات لكل وحدة (دولار أمريكي)

تعتبر الإيضاحات المرفقة من ١ إلى ١٥ جزءاً لا يتجزأ من هذه القوائم المالية.

صندوق الأهلي لمؤشر أسهم أمريكا الشمالية  
(مدار من قبل شركة الأهلي المالية)  
قائمة الدخل وقائمة الدخل الشامل الآخر  
للسنة المنتهية في ٣١ ديسمبر ٢٠٢٢ م  
ألف دولار أمريكي (مالم يذكر غير ذلك)

إيضاح		للسنة المنتهية في ٣١ ديسمبر	للسنة المنتهية في ٣١ ديسمبر
		٢٠٢١ م	٢٠٢٢ م
(خسائر) / أرباح غير محققة من استثمارات بالقيمة العادلة من خلال الربح أو الخسارة		٦٨,٤٢٤	(١١٩,٠٨٧)
أرباح محققة من استثمارات بالقيمة العادلة من خلال الربح أو الخسارة		٢١,٦٣١	١٧,١٩٨
دخل توزيعات أرباح		٣,٢٣٤	٤,١٦١
إجمالي (الخسارة) / الدخل		٩٣,٢٨٩	(٩٧,٧٢٨)
١١		(١,١٠٥)	(١,١٤٢)
أتعاب إدارة		(١٦٦)	(١٧١)
مصرف ضريبة القيمة مضافة		(٥٢)	(٥٤)
مصرفات إدارية		(١٢)	(١٣)
أتعاب حفظ		(١٠)	(١٠)
أتعاب مهنية		(٨)	(٨)
أتعاب تدقيق شرعي		(٦)	(٦)
مكافأة مجلس إدارة الصندوق		(٢)	(٢)
رسوم هيئة السوق المالية		(١,٣٦١)	(١,٤٠٦)
إجمالي المصروفات التشغيلية		٩١,٩٢٨	(٩٩,١٣٤)
(خسارة) / ربح السنة		--	--
الدخل الشامل الآخر للسنة		٩١,٩٢٨	(٩٩,١٣٤)
إجمالي (الخسارة) / الدخل الشامل للسنة		٩١,٩٢٨	(٩٩,١٣٤)

تعتبر الإيضاحات المرفقة من ١ إلى ١٥ جزءاً لا يتجزأ من هذه القوائم المالية.

صندوق الأهلي لمؤشر أسهم أمريكا الشمالية  
(مدار من قبل شركة الأهلي المالية)  
قائمة التغيرات في صافي الموجودات العائدة لمالكي الوحدات  
للسنة المنتهية في ٣١ ديسمبر ٢٠٢٢ م  
ألف دولار أمريكي (مالم يذكر غير ذلك)

للسنة المنتهية في ٣١ ديسمبر		
٢٠٢١ م	٢٠٢٢ م	
٢٦٣,٧٦٧	٤٥٩,٠٣٩	صافي الموجودات العائدة لمالكي الوحدات في بداية السنة
٩١,٩٢٨	(٩٩,١٣٤)	إجمالي (الخسارة) / الدخل الشامل للسنة
		(النقص) / الزيادة في صافي الموجودات من معاملات الوحدة خلال السنة
٢٠١,٠٣١	١٦٠,٦٢٦	المتحصلات من الوحدات المصدرة
(٩٧,٦٨٧)	(١٨٢,٨٥٩)	قيمة الوحدات المستردة
١٠٣,٣٤٤	(٢٢,٢٣٣)	
٤٥٩,٠٣٩	٣٣٧,٦٧٢	صافي الموجودات العائدة لمالكي الوحدات في نهاية السنة

تعتبر الإيضاحات المرفقة من ١ إلى ١٥ جزءاً لا يتجزأ من هذه القوائم المالية.



صندوق الأهلي لمؤشر أسهم أمريكا الشمالية  
(مدار من قبل شركة الأهلي المالية)  
قائمة التدفقات النقدية  
للسنة المنتهية في ٣١ ديسمبر ٢٠٢٢ م  
ألف دولار أمريكي (مالم يذكر غير ذلك)

إيضاح		للسنة المنتهية في ٣١ ديسمبر	للسنة المنتهية في ٣١ ديسمبر
		٢٠٢٢ م	٢٠٢١ م
<b>التدفقات النقدية من الأنشطة التشغيلية</b>			
(خسارة) / ربح السنة			
تسوية لـ:			
خسائر / (أرباح) غير محققة من استثمارات بالقيمة العادلة من خلال			
الربح أو الخسارة			
أرباح محققة من استثمارات بالقيمة العادلة من خلال الربح أو			
الخسارة			
		٩١,٩٢٨	(٩٩,١٣٤)
<b>التغيرات في الموجودات والمطلوبات التشغيلية:</b>			
استثمارات بالقيمة العادلة من خلال الربح أو الخسارة			
أرصدة مدينة أخرى			
أرصدة دائنة أخرى			
صافي النقد الناتج من / (المستخدم في) الأنشطة التشغيلية			
		(١٠٤,٥٤٨)	١٩,١٦٢
		(٢)	(١٧)
		٦٤٩	٢,٨٥٣
		(١٠٢,٠٢٨)	٢٤,٧٥٣
<b>التدفقات النقدية من الأنشطة التمويلية</b>			
المتحصلات من الوحدات المصدرة			
قيمة الوحدات المستردة			
		٢٠١,٠٣١	١٦٠,٦٢٦
		(٩٧,٦٨٧)	(١٨٢,٨٥٩)
		١٠٣,٣٤٤	(٢٢,٢٣٣)
<b>صافي النقد (المستخدم في) / الناتج من الأنشطة التمويلية</b>			
<b>الزيادة في النقد وما في حكمه</b>			
<b>النقد وما في حكمه في بداية السنة</b>			
<b>النقد وما في حكمه في نهاية السنة</b>			
		١,٣١٦	٢,٥٢٠
		٨٠٠	٢,١١٦
		٢,١١٦	٤,٦٣٦

٨

٨

تعتبر الإيضاحات المرفقة من ١ إلى ١٥ جزءاً لا يتجزأ من هذه القوائم المالية.

## ١- الصندوق وأنشطته

صندوق الأهلي لمؤشر أسهم أمريكا الشمالية ("الصندوق") هو صندوق استثماري مفتوح متوافق مع أحكام الشريعة الإسلامية، تم تأسيس الصندوق بموجب نص المادة ٣١ من لوائح الاستثمار في الصناديق الصادرة عن هيئة السوق المالية. تتم إدارته بواسطة شركة الأهلي المالية ("مدير الصندوق")، شركة تابعة للبنك الأهلي السعودي ("البنك") لصالح مالكي وحدات الصندوق.

تحتفظ شركة نورثن ترست باستثمارات الصندوق وتم تعيينها كمدير محفظة من قبل مدير الصندوق. عين مدير الصندوق شركة "تي سي دبليو" لإدارة الأصول – الولايات المتحدة، كمدير من الباطن للصندوق وتتضمن مهامه في فتح حسابات استثمار مستقلة وإدارة أصول الصندوق وفقاً لاستراتيجيات الاستثمار والضوابط الشرعية.

يستثمر الصندوق في الأوراق المالية للشركات المدرجة في سوق الأسهم الأمريكي والكندي. قد يتم الاحتفاظ بأرصدة نقدية غير المستثمرة في عمليات مرابحة. جميع الاستثمارات بغرض المتاجرة مقومة بالدولار الأمريكي والدولار الكندي.

تم الموافقة على أحكام وشروط الصندوق في الأصل من البنك المركزي السعودي ووافقت عليها لاحقاً هيئة السوق المالية عليها بموجب خطابها المؤرخ في ١٨ ذي الحجة ١٤٢٩هـ (الموافق ١٦ ديسمبر ٢٠٠٨م).

يخضع الصندوق لللائحة الصادرة عن هيئة السوق المالية بتاريخ ٣ ذو الحجة ١٤٢٧هـ (الموافق ٢٤ ديسمبر ٢٠٠٦م). تم تعديل اللائحة بتاريخ ١٢ رجب ١٤٤٢هـ (الموافق ٢٤ فبراير ٢٠٢١م).

## ٢- الأساس المحاسبي

تم إعداد هذه القوائم المالية للصندوق وفقاً للمعايير الدولية للتقرير المالي المعتمدة في المملكة العربية السعودية والمعايير والاصدارات الأخرى الصادرة عن الهيئة السعودية للمراجعين والمحاسبين ولتتماشى مع الأحكام المطبقة للوائح صناديق الاستثمار الصادرة عن هيئة السوق المالية وشروط وأحكام الصندوق.

## ٣- أساس القياس

تم إعداد هذه القوائم المالية على أساس مبدأ التكلفة التاريخية باستخدام أساس الاستحقاق المحاسبي ومبدأ الاستمرارية، باستثناء الاستثمارات بالقيمة العادلة من خلال الربح أو الخسارة.

لا يوجد لدى الصندوق دورة تشغيل محددة بوضوح وبالتالي لا يتم عرض الموجودات والمطلوبات المتداولة وغير المتداولة بشكل منفصل في قائمة المركز المالي. بدلاً من ذلك، يتم عرض الموجودات والمطلوبات وفقاً لترتيب السيولة.

## ٤- العملة الوظيفية وعملة العرض

يتم قياس البنود المدرجة في القوائم المالية باستخدام العملة الاقتصادية الرئيسية التي يعمل فيها الصندوق ("العملة الوظيفية"). يتم عرض هذه القوائم المالية بالدولار الأمريكي وهي العملة الوظيفية وعملة العرض الخاصة بالصندوق. وقد تم تقريبها إلى أقرب ألف.

#### ٥- التغيرات في شروط وأحكام الصندوق

لا يوجد تعديل على شروط وأحكام الصندوق خلال السنة.

#### ٦- الأحكام والتقديرات والافتراضات المحاسبية الهامة

إن إعداد القوائم المالية يتطلب من الإدارة القيام بإصدار أحكام وتقديرات وافتراضات والتي تؤثر في تطبيق السياسات المحاسبية للمبالغ المبينة للموجودات والمطلوبات والإيرادات والمصروفات. قد تختلف النتائج الفعلية عن هذه التقديرات. تتماشى الأسس والطرق المستخدمة للأحكام والتقديرات والافتراضات المحاسبية الهامة مع تلك المستخدمة عند إعداد القوائم المالية المراجعة السنوية كما في والسنة المنتهية في ٣١ ديسمبر ٢٠٢١ م.

#### تقدير القيمة العادلة

القيمة العادلة هي السعر الذي سيتم استلامه عند بيع موجودات ما أو سداه عند تحويل مطلوبات ما بموجب معاملة نظامية تتم بين متعاملين في السوق بتاريخ القياس. يحدد قياس القيمة العادلة بافتراض أن معاملة بيع الموجودات أو تحويل المطلوبات ستتم إما:

- في السوق الرئيسي للموجودات أو المطلوبات، أو
- في حالة عدم وجود السوق الرئيسي، في أكثر الأسواق فائدة للموجودات أو المطلوبات.

يقوم الصندوق بقياس القيمة العادلة للأداة باستخدام السعر المتداول في السوق النشطة لتلك الأداة، عند توفرها. يتم اعتبار السوق على أنها سوق نشطة إذا كانت معاملات الموجودات أو المطلوبات تتم بشكل متكرر وحجم كافٍ لتقديم معلومات عن الأسعار على أساس مستمر. يقوم الصندوق بقياس الأدوات المتداولة في السوق النشطة وفقاً لسعر السوق لأن هذا السعر يقارب بشكل معقول سعر البيع.

إذا لم يكن هناك سعر متداول في سوق نشط، فإن الصندوق يستخدم أساليب تقييم تعمل على زيادة استخدام المدخلات القابلة للملاحظة ذات الصلة وتقليل استخدام المدخلات غير القابلة للمراقبة. يتضمن أسلوب التقييم المختار جميع العوامل التي يأخذها المشاركون في السوق في الاعتبار عند تسعير المعاملة. يقوم الصندوق بإثبات التحويل بين مستويات القيمة العادلة في نهاية فترة إعداد التقارير التي حدث خلالها التغيير.

إن مستويات التسلسل الهرمي للقيمة العادلة هي كما يلي:

- المستوى ١ الأسعار المتداولة (غير المعدلة) في الأسواق النشطة للموجودات والالتزامات المماثلة التي يمكن الحصول عليها في تاريخ القياس؛
- المستوى ٢ المدخلات بخلاف الأسعار المدرجة التي تم إدراجها تحت المستوى الأول والتي يمكن ملاحظتها للموجودات والالتزامات بطريقة مباشرة أو غير مباشرة؛ و
- المستوى ٣ مدخلات تمثل مدخلات غير قابلة للملاحظة للموجودات أو المطلوبات.

قام الصندوق بتصنيف الاستثمارات التي يتم قياسها بالقيمة العادلة من خلال الربح أو الخسارة عند المستوى ١ وفقاً للتسلسل الهرمي للقيمة العادلة. خلال السنة، لم يتم إجراء أي تحويل في التسلسل الهرمي للقيمة العادلة للاستثمارات بالقيمة العادلة من خلال الربح أو الخسارة. بالنسبة للأدوات المالية الأخرى مثل النقد وما في حكمه والذمم المدينة والدائنة الأخرى، فإن القيم الدفترية تقارب بشكل معقول قيمتها العادلة. قام الصندوق بتصنيف النقد وما في حكمه عند المستوى ١ بينما يتم تصنيف الموجودات والمطلوبات المالية المتبقية على أنها المستوى ٣ وفقاً للتسلسل الهرمي للقيمة العادلة.

#### ٧- السياسات المحاسبية الهامة

إن السياسات المحاسبية الرئيسية المطبقة في إعداد هذه القوائم المالية مبينة أدناه. وقد تم تطبيق هذه السياسات بشكل ثابت على جميع الفترات المعروضة، ما لم يذكر خلاف ذلك.

#### ٧-١ نقد وما في حكمه

يشتمل النقد وما في حكمه؛ النقد لدى البنك والاستثمارات قصيرة الأجل ذات السيولة العالية والتي يمكن تحويلها بسهولة إلى مبالغ نقدية محددة والتي تكون عرضة لمخاطر ضئيلة للتغيرات في القيمة. يتضمن النقد وما في حكمه على أرصدة بنكية.

#### ٧-٢ ذمم مدينة

يتم الإثبات الأولي للذمم المدينة عند نشأتها. يتم قياس الأرصدة المدينة التجارية بدون مكون تمويل مهم مبدئياً بسعر المعاملة وبعد ذلك بالتكلفة المطفأة باستخدام طريقة الفائدة / العمولة الفعالة. يتم قياس مخصص خسارة الأرصدة المدينة دائماً بمبلغ يعادل خسائر الانتماء المتوقعة مدى العمر.

#### ٧-٣ الموجودات والمطلوبات المالية

##### تصنيف الموجودات المالية

عند الإثبات الأولي تقاس الموجودات المالية بالقيمة العادلة ويتم تصنيفها بالتكلفة المطفأة، أو بالقيمة العادلة من خلال الربح أو الخسارة أو بالقيمة العادلة من خلال الدخل الشامل الآخر.

##### الموجودات المالية المقاسة بالتكلفة المطفأة

يتم قياس الموجودات المالية بالتكلفة المطفأة إذا استوفت كلا الشرطين أدناه ولا تصنف بالقيمة العادلة من خلال الربح أو الخسارة:

- يتم الاحتفاظ بالموجودات ضمن نموذج الأعمال الذي يهدف إلى الاحتفاظ بالموجودات لتحصيل تدفقات نقدية تعاقدية؛ و
- تنشأ الشروط التعاقدية في تواريخ محددة للتدفقات النقدية التي تمثل فقط مدفوعات لأصل المبلغ والفائدة / العمولة على أصل المبلغ القائم.

##### الموجودات المالية المقاسة بالقيمة العادلة من خلال الدخل الشامل الآخر

يتم قياس الموجودات المالية بالقيمة العادلة من خلال الدخل الشامل الآخر إذا استوفت كلا الشرطين أدناه ولا تصنف بالقيمة العادلة من خلال الربح أو الخسارة.

- يتم الاحتفاظ بالموجودات ضمن نموذج الأعمال الذي يتحقق الهدف منه عن طريق تحصيل تدفقات نقدية تعاقدية وبيع موجودات مالية؛ و
- تنشأ فتراتها التعاقدية في تواريخ محددة للتدفقات النقدية التي تمثل فقط مدفوعات لأصل المبلغ والفائدة / العمولة على أصل المبلغ القائم.

٧- السياسات المحاسبية الهامة (يتبع)

٧-٣ الموجودات والمطلوبات المالية (يتبع)

تصنيف الموجودات المالية (يتبع)

الموجودات المالية المقاسة بالقيمة العادلة من خلال الدخل الشامل الآخر (يتبع)

عند الإثبات الأولي للاستثمارات في أدوات حقوق الملكية التي لا يتم الاحتفاظ بها بغرض المتاجرة، يحق لمدير الصندوق أن يختار بشكل نهائي عرض التغيرات اللاحقة في القيمة العادلة ضمن الدخل الشامل الآخر. يتم هذا الخيار على أساس كل استثمار على حدة.

الموجودات المالية المقاسة بالقيمة العادلة من خلال الربح أو الخسارة

إن جميع الموجودات المالية غير المصنفة على أنها مقاسة بالتكلفة المطفأة أو بالقيمة العادلة من خلال الدخل الشامل الآخر، يتم قياسها بالقيمة العادلة من خلال الربح أو الخسارة.

تقييم نموذج الأعمال

يجري مدير الصندوق تقييماً للهدف من نموذج الأعمال الذي من خلاله يتم الاحتفاظ بالموجودات على مستوى المحفظة لأن ذلك يعكس بشكل أفضل طريقة إدارة الأعمال والمعلومات المقدمة للإدارة. تشمل المعلومات التي يتم أخذها في الاعتبار على:

- السياسات والأهداف المحددة للمحفظة وتشغيل هذه السياسات عملياً؛
- تقييم كفاءة أداء المحفظة ورفع تقرير بذلك لمدير الصندوق؛
- المخاطر التي تؤثر على أداء نموذج الأعمال (والموجودات المالية المحتفظ بها ضمن نموذج الأعمال) وكيفية إدارة هذه المخاطر؛
- كفاءة مكافأة مديري الأعمال – على سبيل المثال: إذا كانت المكافآت تستند إلى القيمة العادلة للموجودات المدارة أو التدفقات النقدية التعاقدية المحصلة؛ و
- معدل تكرار وحجم وتوقيت المبيعات في الفترات السابقة، والأسباب لتلك المبيعات وتوقعاتها بشأن نشاط المبيعات المستقبلية. وبالرغم من ذلك، فإن المعلومات بشأن نشاط المبيعات لا يمكن أخذها في الحسبان بمفردها، ولكنها كجزء من التقييم الكلي لكيفية قيام الصندوق بتحقيق الأهداف المحددة لإدارة الموجودات المالية وكيفية تحقق التدفقات النقدية.

يستند تقييم نموذج الأعمال إلى مدى معقولية التصورات المتوقعة دون الأخذ بالاعتبار تصورات "أسوأ حالة" أو "حالة ضغط". إذا تحققت التدفقات النقدية بعد الإثبات الأولي بطريقة تختلف عن التوقعات الأصلية للصندوق، لا يقوم الصندوق بتغيير تصنيف الموجودات المالية المتبقية المحتفظ بها في نموذج الأعمال ولكنه يدرج هذه المعلومات عند تقييم الموجودات المالية المستقبلية الناشئة حديثاً أو التي تم شراءها حديثاً.

إن الموجودات المالية التي يتم الاحتفاظ بها بغرض المتاجرة والتي يتم تقييم أداءها على أساس القيمة العادلة، يتم قياسها بالقيمة العادلة من خلال الربح أو الخسارة لأنها لا يتم الاحتفاظ بها لتحصيل تدفقات نقدية تعاقدية ولا يتم الاحتفاظ بها لتحصيل تدفقات نقدية تعاقدية وبيع موجودات مالية.

#### ٧- السياسات المحاسبية الهامة (يتبع)

#### ٧-٣ الموجودات والمطلوبات المالية (يتبع)

#### تصنيف الموجودات المالية (يتبع)

تقييم ما إذا كانت التدفقات النقدية التعاقدية فقط مدفوعات لأصل المبلغ والفائدة / العمولة

لغرض هذا التقييم، يُعرّف "المبلغ الأصلي" على أنه القيمة العادلة للموجودات المالية عند الإثبات الأولي. تعرف الفائدة أو "العمولة" على أنها مبلغ مقابل القيمة الزمنية للنقد ومقابل المخاطر الائتمانية المرتبطة بالمبلغ الأصلي القائم خلال فترة زمنية معينة ومقابل مخاطر الإقراض الأساسية الأخرى والتكاليف (على سبيل المثال: مخاطر السيولة والتكاليف الإدارية) بالإضافة إلى هامش الربح.

عند تقييم ما إذا كانت التدفقات النقدية التعاقدية تُعد فقط دفعات من المبلغ الأصلي والعمولة، يأخذ الصندوق بالاعتبار الشروط التعاقدية للأداة. وهذا يشمل تقييم فيما إذا كانت الموجودات المالية تتضمن شرط تعاقد قد يؤدي إلى تغيير توقيت أو مبلغ التدفقات النقدية التعاقدية وإذا كان كذلك فلن تستوفي هذا الشرط. وعند إجراء هذا التقييم، يأخذ الصندوق بالاعتبار ما يلي:

- الأحداث المحتملة التي قد تؤدي إلى تغيير مبلغ وتوقيت التدفقات النقدية؛
- خصائص الرافعة المالية؛
- شروط الدفع المسبق والتمديد؛
- الشروط التي تحد من مطالبة الصندوق بالتدفقات النقدية من موجودات محددة (على سبيل المثال: ترتيبات الموجودات دون حق الرجوع)؛ و
- الخصائص التي تعدل اعتبارات القيمة الزمنية للنقد - على سبيل المثال: إعادة الضبط الدوري لأسعار الفائدة/ العمولة.

#### إعادة التصنيف

لا يتم إعادة تصنيف الموجودات المالية بعد إثباتها الأولي، إلا في الفترة التي يقوم فيها الصندوق بتغيير نموذج أعماله لإدارة الموجودات المالية.

#### تصنيف المطلوبات المالية

يقوم الصندوق بتصنيف مطلوباته المالية بالتكلفة المطفأة ما لم تصنف على أنها مطلوبات مالية بالقيمة العادلة من خلال الربح أو الخسارة.

#### الإثبات والقياس الأولي

يجب على المنشأة إثبات الأصل المالي أو الالتزام المالي في قائمة مركزها المالي فقط عندما تصبح المنشأة طرفاً في الأحكام التعاقدية للأداة. يتم الإثبات الأولي للموجودات المالية التي يتم قياسها بالقيمة العادلة من خلال الربح أو الخسارة في تاريخ التداول، وهو التاريخ الذي يصبح فيه الصندوق طرفاً في الأحكام التعاقدية للأداة. يتم إثبات الموجودات المالية والمطلوبات المالية الأخرى في التاريخ الذي نشأت فيه.

يتم القياس الأولي للأصل المالي أو الالتزام المالي بالقيمة العادلة زائداً أو ناقصاً تكاليف المعاملة العائدة مباشرة إلى قضية استحواذه، بالنسبة للبنود الغير مقاسه بالقيمة العادلة من خلال الربح أو الخسارة.



#### ٧- السياسات المحاسبية الهامة (يتبع)

##### القياس اللاحق

الموجودات المالية بالقيمة العادلة من خلال الربح أو الخسارة يتم قياسها لاحقاً بالقيمة العادلة. يتم إثبات صافي الأرباح أو الخسائر بما في ذلك أرباح وخسائر الصرف الأجنبي في الربح أو الخسارة ضمن "أرباح/(خسائر) محققة وغير محققة من استثمارات بالقيمة العادلة من خلال الربح أو الخسارة - بالصافي" في قائمة الربح أو الخسارة والدخل الشامل الآخر.

يتم لاحقاً قياس هذه الموجودات والمطلوبات المالية بالتكلفة المطفأة باستخدام طريقة الفائدة / العمولة الفعلية وإثباتها في قائمة الربح أو الخسارة والدخل الشامل الآخر. يتم أيضاً إثبات أي ربح أو خسارة تم التوقف عن إثباتها ضمن قائمة الربح أو الخسارة والدخل الشامل الآخر. إن "التكلفة المطفأة" للموجودات المالية أو المطلوبات المالية هي المبلغ الذي من خلاله يتم قياس الموجودات المالية أو المطلوبات المالية عند الإثبات الأولي ناقصاً دفعات المبلغ الأصلي، زائداً أو ناقصاً العمولة المتراكمة باستخدام طريقة الفائدة/ العمولة الفعلية لأي فرق بين المبلغ الأولي ومبلغ الاستحقاق، ويتم تعديله، بالنسبة للموجودات المالية، لأي مخصص خسارة.

##### التوقف عن الإثبات

يتوقف الصندوق عن إثبات الموجودات المالية عند انتهاء الحقوق التعاقدية للتدفقات النقدية من الأصل، أو عند قيامه بتحويل الحقوق للحصول على التدفقات النقدية التعاقدية من خلال المعاملة التي يتم بموجبها تحويل جميع مخاطر ومنافع ملكية الأصل المالي بشكل جوهري، أو التي بموجبها لا يقوم الصندوق بتحويل أو الاحتفاظ بجميع مخاطر ومنافع الملكية بشكل جوهري ولا يقوم بإبقاء السيطرة على الأصل المالي.

عند التوقف عن إثبات الموجودات المالية، فإن الفرق بين القيمة الدفترية للموجودات (أو القيمة الدفترية الموزعة على جزء من الأصل الذي تم التوقف عن إثباته) والمقابل المستلم (ويشتمل أي موجودات جديدة تم الحصول عليها ناقصاً أي مطلوبات جديدة مفترضة)، يتم إثباتها في قائمة الربح أو الخسارة والدخل الشامل الآخر. يتم الاعتراف بأي عمولة في هذه الأصول المالية المحولة التي تم إنشاؤها أو الاحتفاظ بها من قبل الصندوق كأصل أو التزام منفصل.

يقوم الصندوق بإبرام معاملات والتي بموجبها يقوم بتحويل الموجودات التي تم إثباتها في قائمة المركز المالي الخاص به، ولكنه يحتفظ إما بكافة أو معظم مخاطر ومنافع الموجودات المحولة أو جزء منها. إذا تم الاحتفاظ بكافة أو معظم المخاطر والمزايا حينئذ لا يتم إثبات الموجودات المحولة. يقوم الصندوق بالتوقف عن إثبات الالتزام المالي عند يتم الوفاء بالمطلوبات التعاقدية أو الغاؤها أو انتهاءها.

##### المقاصة

تتم مقاصة الموجودات والمطلوبات المالية ويُدْرَج الصافي في قائمة المركز المالي؛ عندما فقط عند وجود حق قانوني ملزم للصندوق بإجراء مقاصة للمبالغ المدرجة وعندما يكون لدى الصندوق النية لتسوية الموجودات مع المطلوبات على أساس الصافي أو بيع الموجودات وتسديد المطلوبات في آن واحد.

يتم عرض الإيرادات والمصروفات على أساس صافي الربح والخسائر من الأدوات المالية بالقيمة العادلة من خلال الربح أو الخسارة وكذلك أرباح وخسائر صرف العملات الأجنبية.

#### ٧-٤ مخصصات

يتم الاعتراف بالمخصص عندما يكون على الصندوق التزام حالي قانوني أو تعاقدية نتيجة لأحداث سابقة ومن المحتمل أن يتطلب تدفقات خارجة لمنافع اقتصادية لتسوية هذا الالتزام ويكون بالإمكان تقدير مبلغ الالتزام بصورة موثوقة. لا يتم الاعتراف بالمخصص بخسائر التشغيل المستقبلية.

٧- السياسات المحاسبية الهامة (يتبع)

٧-٥ صافي الموجودات لكل وحدة

الصندوق مفتوح للاشتراك واسترداد الوحدات في كل يوم عمل في الولايات المتحدة الأمريكية. يتم احتساب صافي الموجودات لكل وحدة بقسمة صافي الموجودات العائدة لمالكي الوحدات المدرجة في قائمة المركز المالي على عدد الوحدات القائمة في نهاية السنة.

٧-٦ وحدات مصدرة

يصنف الصندوق الأدوات المالية المصدرة ضمن المطلوبات المالية أو أدوات حقوق الملكية، وذلك وفقاً للشروط التعاقدية للأدوات.

لدى الصندوق وحدات قابلة للاسترداد مصدرة. عند تصفية الصندوق، تمنح هذه الوحدات مالكيها بصافي الموجودات المتبقية. ويتم تصنيفها بالتساوي من جميع النواحي ولها شروط وظروف متطابقة. تعطي الوحدات القابلة للاسترداد المستثمرين حق المطالبة بالاسترداد نقداً بقيمة تتناسب مع حصة المستثمر في صافي موجودات الصندوق في كل تاريخ استرداد وأيضا في حال تصفية الصندوق.

يتم تصنيف الوحدات المستردة على أنها حقوق ملكية عند استيفائها لكافة الشروط التالية:

- تمنح المالك حصة تناسبية من صافي موجودات الصندوق في حال تصفية الصندوق؛
- تُصنّف في فئة الأدوات التي تخضع لجميع فئات الأدوات الأخرى؛
- جميع الأدوات المالية في فئة الأدوات التي تخضع لجميع فئات الأدوات الأخرى لها سمات متطابقة؛
- لا تشمل الأداة على أي سمات أخرى تتطلب التصنيف على أنها التزاماً؛ و
- إن إجمالي التدفقات النقدية المتوقعة العائدة للأداة على مدى عمرها تستند بشكل جوهري على الربح أو الخسارة، أو التغير في صافي الموجودات المثبتة أو التغير في القيمة العادلة لصافي موجودات الصندوق المثبتة وغير المثبتة على مدى عمر الأداة.

يتم إثبات التكاليف الإضافية التي تعود مباشرة إلى إصدار أو استرداد الوحدات القابلة للاسترداد ضمن قائمة التغيرات في صافي الموجودات مباشرة كخصم من المتحصلات أو جزء من تكلفة الشراء.

٧-٧ الضرائب / الزكاة

بموجب النظام الحالي للزكاة وضريبة الدخل المطبق في المملكة العربية السعودية، فإن الصندوق مُعفى من دفع أي زكاة وضريبة دخل. تُعد الزكاة وضريبة الدخل التزاماً على مالكي الوحدات وبالتالي لا يجنب لها أي مخصص في القوائم المالية.

يتم إثبات ضريبة القيمة المضافة المطبقة على الأتعاب والمصروفات في قائمة الربح أو الخسارة والدخل الشامل الآخر.

٧- السياسات المحاسبية الهامة (يتبع)

٧-٨ دخل توزيعات أرباح

يتم إثبات دخل توزيعات الأرباح في قائمة الربح أو الخسارة والدخل الشامل الآخر في التاريخ الذي ينشأ فيه الحق في استلام الدفعات. بالنسبة للأوراق المالية المدرجة عادة ما يكون هذا هو تاريخ توزيعات الأرباح السابقة. بالنسبة للأوراق المالية غير المدرجة عادة ما يكون هذا هو التاريخ الذي يوافق فيه المساهمون على دفع توزيعات الأرباح. يتم إثبات دخل توزيعات الأرباح من الأوراق المالية المصنفة بالقيمة العادلة من خلال الربح أو الخسارة في بند منفصل في قائمة الربح أو الخسارة والدخل الشامل الآخر.

٧-٩ مصروفات أتعاب الإدارة

يتم إثبات مصروفات أتعاب الإدارة في قائمة الربح أو الخسارة والدخل الشامل الآخر عند تنفيذ الخدمات ذات الصلة.

٧-١٠ المصروفات المستحقة والذمم الدائنة الأخرى

يتم الإثبات الأولي للمصروفات المستحقة والمطلوبات الأخرى بالقيمة العادلة ولاحقاً يتم قياسها بالتكلفة المطفأة باستخدام طريقة معدل الفائدة / العمولة الفعلي.

٧-١١ المعايير الدولية للتقرير المالي الجديدة وتفسيرات لجنة تفسيرات المعايير الدولية للتقرير المالي والتعديلات عليها، المطبقة بواسطة الصندوق

المعايير / التفسيرات والتعديلات

فيما يلي التعديلات على معايير المحاسبة والتفسيرات والتعديلات التي أصبحت سارية على فترات التقرير السنوية التي تبدأ في ١ يناير ٢٠٢٢ م أو بعد ذلك التاريخ. قدر مدير الصندوق أن التعديلات ليس لها تأثير جوهري على القوائم المالية الأولية المختصرة للصندوق.

التعديلات على معيار المحاسبة الدولي ٣٧ - العقود المتوقع خسارتها - تكلفة إتمام العقد  
التحسينات السنوية على المعايير الدولية للتقرير المالي ٢٠١٨م-٢٠٢٠م  
تعديلات على المعيار الدولي للتقرير المالي ١٦ - امتيازات الإيجار المتعلقة بكوفيد-١٩ لما بعد ٣٠ يونيو ٢٠٢١ م  
التعديلات على المعيار الدولي للتقرير المالي ٣ - إشارة إلى إطار المفاهيم  
الممتلكات والآلات والمعدات: المتحصلات قبل الاستخدام المقصود (تعديلات على معيار المحاسبة الدولي ١٦)

صندوق الأهلي لمؤشر أسهم أمريكا الشمالية  
(مدار من قبل شركة الأهلي المالية)  
إيضاحات حول القوائم المالية  
للسنة المنتهية في ٣١ ديسمبر ٢٠٢٢م  
ألف دولار أمريكي (مالم يذكر غير ذلك)

٧- السياسات المحاسبية الهامة (يتبع)

٧-١٢ المعايير الصادرة ولكنها غير سارية المفعول بعد

فيما يلي المعايير الصادرة ولكنها غير سارية المفعول بعد وذلك حتى تاريخ إصدار القوائم المالية للصندوق. ويعتزم الصندوق تطبيق هذه المعايير عندما تصبح سارية المفعول.

يسري مفعولها اعتباراً من الفترات التي تبدأ في أو بعد التاريخ التالي	البيان	المعايير / التفسيرات والتعديلات
١ يناير ٢٠٢٣م	الإفصاح عن السياسات المحاسبية	تعديلات على معيار المحاسبة الدولي ١ والمعيار الدولي للتقرير المالي ٢
١ يناير ٢٠٢٣م	تعريف التقديرات المحاسبية	تعديلات على معيار المحاسبة الدولي ٨
	الضرائب المؤجلة المتعلقة	
	بالموجودات والمطلوبات الناشئة	
١ يناير ٢٠٢٣م	عن معاملة واحدة	تعديلات على المعيار المحاسبة الدولي ١٢
١ يناير ٢٠٢٣م	عقود التأمين	تعديلات على المعيار الدولي للتقرير المالي ١٧
	التزام عقود الإيجار في معاملات	
١ يناير ٢٠٢٤م	البيع وإعادة الاستئجار	تعديلات على المعيار الدولي للتقرير المالي ١٦
	تصنيف المطلوبات كمتداولة	
١ يناير ٢٠٢٤م	وغير متداولة	تعديلات على معيار المحاسبة الدولي ١
متاح للتطبيق الاختياري		
/ تاريخ السريان مؤجل إلى أجل غير مسمى	بيع أو مساهمة الموجودات بين المستثمر أو المشروع المشترك	تعديلات على المعيار الدولي للتقرير المالي ١٠ معيار المحاسبة الدولي ٢٨

إن المعايير، التفسيرات والتعديلات الواردة أعلاه لا يُتوقع أن يكون لها تأثيراً هاماً على القوائم المالية للصندوق.

٨- النقد وما في حكمه

يتمثل في الأرصدة البنكية المحتفظ بها لدى بنك محلي ذو تصنيف ائتماني جيد.

صندوق الأهلي لمؤشر أسهم أمريكا الشمالية  
(مدار من قبل شركة الأهلي المالية)  
إيضاحات حول القوائم المالية  
للسنة المنتهية في ٣١ ديسمبر ٢٠٢٢ م  
ألف دولار أمريكي (مالم يذكر غير ذلك)

٩- استثمارات - بالقيمة العادلة من خلال الربح أو الخسارة

مكونات الاستثمارات المقاسة بالقيمة العادلة من خلال الربح أو الخسارة حسب العملة فيما يلي:

٣١ ديسمبر ٢٠٢٢ م

العملة	الدولة	% من قيمة الاستثمار الإجمالية	التكلفة	القيمة العادلة
دولار أمريكي	الولايات المتحدة الأمريكية	٩٧,١٥	٣٠٨,٧٤٦	٣٢٧,٤٠٤
دولار كندي	كندا	٢,٨٥	٨,٦٧٤	٩,٦٠٠
		١٠٠	٣١٧,٤٢٠	٣٣٧,٠٠٤

٣١ ديسمبر ٢٠٢١ م

العملة	الدولة	% من قيمة الاستثمار الإجمالية	التكلفة	القيمة العادلة
دولار أمريكي	الولايات المتحدة الأمريكية	٩٧,٧٣	٣١١,٠٤٩	٤٤٧,٦٧٥
دولار كندي	كندا	٢,٢٧	٨,٣٤٠	١٠,٣٨٠
		١٠٠	٣١٩,٣٨٩	٤٥٨,٠٥٥

صندوق الأهلي لمؤشر أسهم أمريكا الشمالية  
(مدار من قبل شركة الأهلي المالية)  
إيضاحات حول القوائم المالية  
للسنة المنتهية في ٣١ ديسمبر ٢٠٢٢ م  
ألف دولار أمريكي (مالم يذكر غير ذلك)

٩- استثمارات - بالقيمة العادلة من خلال الربح أو الخسارة (يتبع)

مكونات الاستثمارات المقاسة بالقيمة العادلة من خلال الربح والخسارة حسب قطاع الصناعة فيما يلي:

٣١ ديسمبر ٢٠٢٢ م			القطاع
القيمة العادلة	التكلفة	% من قيمة الاستثمار الإجمالية (القيمة العادلة)	
٨٥,٩٢٤	٩٢,٧٦٧	٢٥,٥٠	تقنية المعلومات
٧١,٦٢٨	٦١,٧١٦	٢١,٢٥	الرعاية الصحية
٦٠,١٢٢	٥٥,٣٥٦	١٧,٨٤	السلع الرأسمالية
٤٧,٤٠٦	٤٦,٩٣٠	١٤,٠٦	السلع الاستهلاكية
٢٨,٨٢٦	٢٥,٧٨٢	٨,٥٥	الخدمات الاستهلاكية
٢٥,٣٦٥	١٧,٥٦٥	٧,٥٣	الزيت والغاز
١٢,٩٩٤	١٢,٢١٤	٣,٨٦	المواد الأساسية
٤,١٤٣	٤,٤٢٨	١,٢٣	خدمات مالية
٥٩٦	٦٦٢	٠,١٨	المرافق
٣٣٧,٠٠٤	٣١٧,٤٢٠	١٠٠	

  

٣١ ديسمبر ٢٠٢١ م			القطاع
القيمة العادلة	التكلفة	% من قيمة الاستثمار الإجمالية (القيمة العادلة)	
١٦٢,٢٠٨	١٠٥,٤٢٩	٣٥,٤١	تقنية المعلومات
٨٠,٩٩٣	٥٨,٢٩٠	١٧,٦٨	السلع الرأسمالية
٧٨,٣٦٠	٥٩,٥٠٦	١٧,١١	الرعاية الصحية
٦٨,٨٣٧	٤٤,٧٣٥	١٥,٠٣	السلع الاستهلاكية
٣١,٨٣٠	٢١,٨٠٨	٦,٩٥	الخدمات الاستهلاكية
١٦,٠٦١	١٥,٢٦١	٣,٥١	الزيت والغاز
١٢,٦٨٦	٩,٦٣٨	٢,٧٧	المواد الأساسية
٧,٠٨٠	٤,٧٢٢	١,٥٤	خدمات مالية
٤٥٨,٠٥٥	٣١٩,٣٨٩	١٠٠	

صندوق الأهلي لمؤشر أسهم أمريكا الشمالية  
(مدار من قبل شركة الأهلي المالية)  
إيضاحات حول القوائم المالية  
للسنة المنتهية في ٣١ ديسمبر ٢٠٢٢ م  
ألف دولار أمريكي (مالم يذكر غير ذلك)

١٠ - معاملات الوحدات

معاملات الوحدات خلال السنة تتكون مما يلي:

للسنة المنتهية في ٣١ ديسمبر		
٢٠٢١ م	٢٠٢٢ م	
وحدات	وحدات	
(بالآلاف)	(بالآلاف)	
٣٩,٧٥٨	٥٣,٩٧٣	الوحدات في بداية السنة
٢٧,٣٧٢	٢٢,٥١٠	الوحدات المباعة
(١٣,١٥٧)	(٢٥,٩٤٩)	الوحدات المستردة
١٤,٢١٥	(٣,٤٣٩)	صافي (النقص) / الزيادة في الوحدات خلال السنة
٥٣,٩٧٣	٥٠,٥٣٤	الوحدات في نهاية السنة

كما في ٣١ ديسمبر ٢٠٢٢ م، فإن أكبر ٥٪ مالكي وحدات يمثلوا ٧١,٤٧٪ (٣١ ديسمبر ٢٠٢١ م: ٧٠,٠٤٪) من وحدات الصندوق.

١١ - معاملات وأرصدة أطراف ذات علاقة

تشتمل الأطراف ذات العلاقة بالصندوق على مدير الصندوق، ومجلس إدارة الصندوق، والصناديق التي يديرها مدير الصندوق، والبنك الأهلي السعودي بصفته الشركة الأم لمدير الصندوق.

أتعاب الإدارة والمصروفات الأخرى

يدار الصندوق من قبل مدير الصندوق. يحتسب الصندوق أتعاب إدارة بشكل يومي حسب ما يقرره مدير الصندوق مقابل هذه الخدمات، بحيث لا تتجاوز المعدل الأقصى السنوي بواقع ٠,٣٪ (٢٠٢١: ٠,٣٪) في السنة من صافي موجودات الصندوق اليومية كما هو منصوص عليه في أحكام وشروط الصندوق.

كما يحق لمدير الصندوق استرداد المصروفات المنفقة نيابةً عن الصندوق والمتعلقة بأتعاب المراجعة والتدقيق وأتعاب الحفظ والاستشارات ومصروفات معالجة بيانات والأتعاب الأخرى المماثلة. يقتصر الحد الأعلى لمبلغ هذه المصروفات الذي يستطيع مدير الصندوق استرداده من الصندوق على نسبة ٠,٥٪ (٢٠٢١: ٠,٥٪) في السنة من صافي الموجودات الصندوق في أيام التقييم المعنية. تم استرداد هذه المصروفات من قبل مدير الصندوق على أساس قيمتها الفعلية.



صندوق الأهلي لمؤشر أسهم أمريكا الشمالية  
(مدار من قبل شركة الأهلي المالية)  
إيضاحات حول القوائم المالية  
للسنة المنتهية في ٣١ ديسمبر ٢٠٢٢ م  
ألف دولار أمريكي (مالم يذكر غير ذلك)

١١ - معاملات وأرصدة أطراف ذات علاقة (يتبع)

أتعاب الإدارة والمصروفات الأخرى (يتبع)

الطرف ذو العلاقة	طبيعة المعاملات	مبلغ المعاملات للسنة المنتهية في	الرصيد المستحق كما في
		٢٠٢٢ م	٢٠٢١ م
شركة الأهلي المالية	أتعاب إدارة مصروفات مدفوعة بالنيابة عن الصندوق	١,١٤٢	٣١٠
		٢٦٤	١٥٧

معاملات مع أطراف ذات علاقة

أبرم الصندوق خلال السنة المعاملات التالية مع الأطراف ذات العلاقة خلال السياق الاعتيادي للأعمال. تمت هذه المعاملات على أساس شروط وأحكام معتمدة من الصندوق. يتم اعتماد جميع معاملات الأطراف ذات العلاقة من قبل مجلس إدارة الصندوق.

الطرف ذو العلاقة	طبيعة المعاملات	مبلغ المعاملات للسنة المنتهية في	الرصيد كما في
		٢٠٢٢ م	٢٠٢١ م
صندوق الأهلي متعدد الأصول المتحفّظ	اشتراك للوحدات استرداد للوحدات	--	١٦,٢٢٩
		٦٥١	١٢,١٨٧
صندوق الأهلي متعدد الأصول المتوازن	اشتراك للوحدات استرداد للوحدات	--	٣٣,٩٩٦
		--	٢٦,٦٤٨
صندوق الأهلي متعدد الأصول للنمو	اشتراك للوحدات استرداد للوحدات	--	٢٤,٨٩٧
		٤,٦٦٣	١٤,٦٨١
صندوق الأهلي وجامعة الملك سعود الوقفي	اشتراك للوحدات استرداد للوحدات	١٩٠	٨٨٧
		١٦١	٢١٤

## ١٢ - إدارة المخاطر المالية

### ١-١٢ عوامل المخاطر المالية

إن أنشطة الصندوق تعرضه لمجموعة متنوعة من المخاطر المالية: مخاطر السوق، ومخاطر الائتمان، ومخاطر السيولة ومخاطر التشغيل.

يتحمل مدير الصندوق مسؤولية تحديد ومراقبة المخاطر. يشرف مجلس إدارة الصندوق على مدير الصندوق وهو مسؤول في النهاية عن الإدارة العامة للصندوق.

يتم تحديد مخاطر المراقبة والتحكم في المقام الأول على أساس الحدود الموضوعة من قبل مجلس إدارة الصندوق. يحتوي الصندوق على وثيقة الشروط والأحكام الخاصة به التي تحدد استراتيجيات أعماله العامة، وتحمله للمخاطر وفلسفة إدارة المخاطر العامة وملزمة باتخاذ إجراءات لإعادة توازن المحفظة بما يتماشى مع إرشادات الاستثمار.

### ١-١-١٢ مخاطر السوق

"مخاطر السوق" هي مخاطر التأثير المحتمل للتغيرات في أسعار السوق مثل أسعار العمولة وأسعار صرف العملات الأجنبية وأسعار الأسهم وهامش الائتمان الزائد، التي لها تأثير على إيرادات الصندوق أو القيمة العادلة لأدواته المالية.

#### (أ) مخاطر صرف العملات الأجنبية

مخاطر صرف العملات الأجنبية هي مخاطر تقلب قيمة التدفقات النقدية المستقبلية لأداة مالية بسبب التغيرات في أسعار صرف العملات الأجنبية وتنتشأ من الأدوات المالية المقومة بالعملة الأجنبية. إن الدولار الأمريكي هو العملة الوظيفية للصندوق.

يتم تحديد الموجودات والمطلوبات المالية للصندوق بعملة غير العملة المستخدمة. وبناءً على ذلك، قد تتأثر قيمة موجودات الصندوق بشكل ملائم أو غير ملائم بسبب التقلبات في أسعار العملات.

إن التحليل يتضمن احتساب تأثير الحركة المحتملة في الدولار الأمريكي مقابل العملات الأساسية للمحفظة الاستثمارات مع بقاء جميع المتغيرات الأخرى ثابتة، على قائمة العمليات بسبب للقيمة العادلة للموجودات ذات الحساسية للعملة.

التغيرات في اسعار السوق	٣١ ديسمبر ٢٠٢٢ م	٣١ ديسمبر ٢٠٢١ م
دولار كندي	± ٩٦٠	± ١,٠٣٨

## ١٢- إدارة المخاطر المالية (يتبع)

### ١-١٢ عوامل المخاطر المالية (يتبع)

#### ١-١-١٢ مخاطر السوق (يتبع)

##### (ب) مخاطر معدل العمولة

تتمثل مخاطر معدل العمولة في مخاطر تقلب قيمة التدفقات النقدية المستقبلية للأداة المالية أو القيمة العادلة للأدوات المالية للقسيمة الثابتة بسبب التغيرات في معدلات عمولة السوق.

جميع موجودات ومطلوبات الصندوق لا تحمل عمولة، وبالتالي فإن الصندوق لا يتعرض لمخاطر أسعار العمولات.

##### (ج) مخاطر الأسعار الأخرى

تتمثل مخاطر الأسعار الأخرى في مخاطر تقلب قيمة أداة مالية نتيجة لتغير أسعار السوق، سواء كانت تلك التغيرات نتيجة لعوامل مرتبطة بالأداة أو الجهة المصدرة للأداة أو عوامل تؤثر على جميع الأدوات المتداولة في السوق. تنشأ مخاطر السعر بشكل أساسي من عدم اليقين بشأن أسعار الأدوات المالية المستقبلية التي يمتلكها الصندوق. يراقب الصندوق عن قرب حركة أسعار استثماراته في الأدوات المالية. وفقاً لتاريخ قائمة المركز المالي، لدى الصندوق استثمارات في الأسهم.

إن التأثير على قيمة حقوق الملكية (نتيجة للتغير في القيمة العادلة للاستثمارات) بسبب تغير محتمل معقول في سعر السوق للاستثمارات في حقوق الملكية، مع بقاء جميع المتغيرات الأخرى ثابتة، كما يلي:

٣١ ديسمبر ٢٠٢١م	٣١ ديسمبر ٢٠٢٢م	التأثير على صافي الموجودات العائدة لمالكي الوحدات
± ٤٥,٨٠٦	± ٣٣,٧٠٠	± ١٠٪
	± ١٠٪	

### ١-١-١٢ ٢- مخاطر الائتمان

مخاطر الائتمان هي المخاطر المتعلقة بعدم قدرة طرف ما في أداة مالية على الوفاء بالتزاماته مما يؤدي إلى تكبد الطرف الآخر لخسارة مالية. يسعى مدير الصندوق إلى إدارة مخاطر الائتمان من خلال مراقبة التعرضات الائتمانية ووضع حدود للمعاملات مع الأطراف الأخرى المحددة والتقييم المستمر للقدرة الائتمانية لهذه الأطراف. كما في تاريخ قائمة المركز المالي، فإن الحد الأقصى للتعرض لمخاطر الائتمان للصندوق يتمثل في القيمة الدفترية للنقد وما في حكمه والذي يمثل الأرصدة لدى بنك محلي ذو تصنيف ائتماني A٣ حسب تصنيفات وكالة موديز والذمم المدينة الأخرى. ليس هناك أي تأثير للخسائر الائتمانية المتوقعة على هذه الموجودات المالية.

## ١٢- إدارة المخاطر المالية (يتبع)

### ١-١٢ عوامل المخاطر المالية (يتبع)

#### ١-١٢-٣ مخاطر السيولة

مخاطر السيولة هي المخاطر المتمثلة في عدم قدرة الصندوق على توليد موارد نقدية كافية لتسوية التزاماته بالكامل عند استحقاقها أو القيام بذلك فقط بشروط تكون غير ملائمة جوهرياً.

الصندوق مفتوح للاشتراك والاسترداد في كل يوم عمل في الولايات المتحدة الأمريكية (الاثنين إلى يوم الجمعة) حسب شروط وأحكام الصندوق ولذلك يتعرض الصندوق لمخاطر السيولة عند مواجهة استرداد الوحدات من قبل مالكي الوحدات في هذه الأيام. يقوم مدير الصندوق بمراقبة متطلبات السيولة من خلال التأكد من توفر أموال كافية للوفاء بأي التزامات عند نشوئها، إما من خلال تصفية محفظة الاستثمار أو عن طريق أخذ قروض قصيرة الأجل من مدير الصندوق.

يدير الصندوق مخاطر السيولة من خلال توفير السيولة اللازمة من خلال الاستثمارات في الأسهم لتتمكن من توفير السيولة في فترة زمنية قصيرة.

#### ١-١٢-٤ مخاطر التشغيل

إن مخاطر التشغيل هي مخاطر الخسارة المباشرة أو غير المباشرة الناتجة عن مجموعة متنوعة من الأسباب المرتبطة بالعمليات والتكنولوجيا والبنية التحتية التي تدعم أنشطة الصندوق سواء داخلياً أو خارجياً لدى مقدم خدمة الصندوق ومن العوامل الخارجية الأخرى غير الائتمان والسيولة والعملات والسوق المخاطر مثل تلك الناشئة عن المتطلبات القانونية والتنظيمية.

يتمثل هدف الصندوق في إدارة المخاطر التشغيلية من أجل تحقيق التوازن بين الحد من الخسائر المالية والأضرار التي لحقت بسمعته في تحقيق هدفه الاستثماري المتمثل في توليد عوائد لمالكي الوحدات.

إن المسؤولية الرئيسية عن تطوير وتنفيذ الرقابة على المخاطر التشغيلية تقع على عاتق قسم إدارة المخاطر. يتم دعم هذه المسؤولية عن طريق تطوير المعيار العام لإدارة المخاطر التشغيلية، والذي يشمل الضوابط والعمليات لدى مقدمي الخدمة وإنشاء مستويات الخدمة مع مقدمي الخدمة، في المجالات التالية:

- توثيق الرقابة والإجراءات
- متطلبات لـ
- الفصل الملازم بين الواجبات بين مختلف الوظائف والأدوار والمسؤوليات؛
- تسوية ومراقبة المعاملات؛ و
- التقييم الدوري للمخاطر التشغيلية التي تواجهها،
- كفاية الضوابط والإجراءات لمعالجة المخاطر المحددة؛
- الامتثال للمتطلبات التنظيمية والمتطلبات القانونية الأخرى؛
- تطوير خطط الطوارئ؛
- التدريب والتطوير المهني؛
- المعايير الأخلاقية ومعايير الأعمال؛ و
- تخفيض المخاطر.

١٣- آخر يوم للتقييم

آخر يوم تقييم لغرض إعداد هذه القوائم المالية كان ٣٠ ديسمبر ٢٠٢٢ م (٢٠٢١ م: ٣١ ديسمبر ٢٠٢١ م).

١٤- الأحداث بعد نهاية فترة التقرير

لا يوجد أي حدث ناتج عن تاريخ بيان المركز المالي يتطلب تعديل أو إفصاح في البيانات المالية أو الإيضاحات الخاصة بها.

١٥- اعتماد القوائم المالية

تم اعتماد هذه القوائم المالية من قبل مجلس إدارة الصندوق بتاريخ ٢٨ شعبان ١٤٤٤ هـ الموافق ٢٠ مارس ٢٠٢٣ م.