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Investment Fund Information

or to capital

اً) معلومات صندوق الاستثمار

1) Name of the Investment Fund

صندوق الأهلى لمؤشر أسهم أمربكا الشمالية

SNB Capital North America Index Fund

2) Investment Objectives and Policies

2) أهداف وسياسات الاستثمار وممارساته

• Fund's Objectives:

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).

• Investment Policies and Practices:

The Fund Primarily invests in the stocks of large-medium cap listed in American and Canadian markets.

أهداف الصندوق:

1) اسم صندوق الاستثمار

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).

سياسات الاستثمار وممارساته:

يستثمر الصندوق بشكل أساسي في أسهم شركات أمريكا الشمالية المدرجة الكبيرة والمتوسطة حيث يركز الصندوق استثماراته في أسهم الشركات المدرجة في الأسواق الأمربكية والأسواق الكندية.

3) Distribution of Income & Gain Policy

Income and dividends will be reinvested in the Fund. No income or dividends will be distributed to Unitholders.

 The fund's reports are available upon request free of charge.

ھیاسة توزیع الدخل والأرباح

يتم إعادة استثمار الدخل والأرباح في الصندوق، ولا يتم توزيع أي دخل وأرباح على مالكي الوحدات.

4) تتاح تقارير الصندوق عند الطلب وبدون مقابل.

5) The fund's benchmark and the service provider's website (if any)

MSCI North America Islamic M-Series Index (Net Total Return USD). The benchmark service and its data are provided by (MSCI Inc.).

المؤشر الاسترشادي للصندوق، والموقع الإلكتروني لمزود الخدمة (إن

و الله الله الله الله الإسلامي لمنطقة أمريكا الشمالية من الفئة "إم" (صافي العائد الإجمالي بالدولار الأمريكي). ويتم تزويد خدمة المؤشر وبياناته عن طريق (.MSCI Inc.).



ب) أداء الصندوق با Pund Performance

1) A comparative table covering the last three financial years/or since inception, highlighting:

1) جدول مقارنة يغطي السنوات المالية الثلاث الأخيرة/ أو منذ التأسس، بوضح:

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 المقترضة من إجمالي قيمة الأصول، ومدة انكشافها وتاريخ استحقاقها (إن وجدت)
*In US Dollar				*بالدولار الأمريكي

2) A performance record that covers the following:

2) سجل أداء يغطى ما يلى:

- a. The total return for the fund compared to the benchmark for 1 year, 3 years, 5 years and since inception:
- 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
Total Fees and Expenses	1,209	0.35%	مجموع الرسوم والمصاريف

3) Material Changes 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

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

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

5) Fund Board Annual Report

- a. Names of Fund Board Members
- Naif Al Saif Chairman Non-Independent Member
- Wisam Fasihaldin Non-Independent Member
- Dr. Asem Al Homaidi Independent Member
- Mohammed Al Oyaidi Independent Member

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

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

5) تقرير مجلس إدارة الصندوق السنوي

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

ب. نبذة عن مؤهلات أعضاء مجلس إدارة الصندوق

نايف آل سيف: رئيس إدارة الاستثمارات الخاصة لدى شركة الأهلي المالية. انضم نايف إلى سامبا في فبراير 2006 حاصل على 15 سنة من الخبرة في العمل في سامبا، تولى نايف إدارة محفظة الدخل الثابت والتي تتجاوز 60 مليار ريال سعودي، بالإضافة إلى إدارة الميزانية العمومية التي تتجاوز 225 مليار ريال سعودي. وهو أيضاً رئيس المتداولين لفرع سامبا لندن. وهو عضو في لجنة الأصول والخصوم في سامبا. وقد شارك في العديد من المشاريع الاستراتيجية في تطوير القطاع المصرفي السعودي. قبل انضمامه إلى سامبا، عمل في البنك 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.
- Overseeing and, where appropriate, approving or ratifying any conflicts of interest the fund manager has identified.
- 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.
- 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).
- 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 الكلوريوس في إدارة الأعمال من جامعة الملك عبدالعزيز.

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

محمد العييدي: مؤسس مكتب العييدي 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 ماجستبر إدارة أعمال من جامعة مدينة أوكلاهوما، وشهادة البكالوريوس في المحاسبة من جامعة الملك سعود وزمالة المحاسبون القانونيون الأمريكية (CPA)، وزمالة الهيئة السعودية للمحاسبين القانونيون (SOCPA)، ووما معتمد لدى الهيئة السعودية للمقيمين المعتمدين.

ج. أدوار مجلس إدارة الصندوق ومسؤولياته

تَشمل مسؤوليات أعضاء مجلس إدارة الصندوق، على سبيل المثال لا الحصر، الآتى:

- الموافقة على جميع العقود والقرارات والتقارير الجوهرية التي يكون الصندوق طرفاً فيها.
- اعتماد سیاسة مكتوبة فیما یتعلق بحقوق التصویت المتعلقة بأصول الصندوق.
- الإشراف، ومتى كان ذلك مناسباً، الموافقة أو المصادقة على أي تعارض مصالح يفصح عنه مدير الصندوق وفقاً للائحة 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.
- 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 (I) of Article (9) of IFRs, in order to ensure that the fund manager fulfils his responsibilities in the interest of unitholders in accordance with the Fund's Terms and Conditions and the provisions stipulated in IFRs.
- 9. Assessing the mechanism of the fund manager's handling of the risks related to the fund's assets in accordance with the fund manager's policies and procedures that detect the fund's risks and how to treat such risks.
- 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.

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 مالكي الوحدات وفقاً لشروط وأحكام الصندوق، وأحكام لائحة صناديق الاستثمار.
- 8. الاطلاع على التقرير المتضمن تقييم أداء وجودة الخدمات المقدمة من الأطراف المعنية بتقديم الخدمات الجوهرية للصندوق المشار إليه في الفقرة (ل) من المادة (9) من لائحة صناديق الاستثمار؛ وذلك للتأكد من قيام مدير الصندوق بمسؤولياته بما يحقق مصلحة مالك الوحدات وفقاً لشروط وأحكام الصندوق وما ورد في لائحة صناديق الاستثمار.
- 9. تقييم آلية تعامل مدير الصندوق مع المخاطر المتعلقة بأصول الصندوق وفقاً لسياسات وإجراءات مدير الصندوق حيال رصد المخاطر المتعلقة بالصندوق وكيفية التعامل معها.
- 10. العمل بأمانة وحسن نية واهتمام ومهارة وعناية وحرص وبما يحقق مصلحة مالكي الوحدات.
- 11. الموافقة على تعيين مراجع الحسابات بعد ترشيحه من قبل مدير الصندوق.
- 12. تدوين محاضر الاجتماعات التي تشتمل على جميع وقائع الاجتماعات والقرارات التي اتخذها مجلس إدارة الصندوق.
- 13. الاطلاع على التقرير المتضمن جميع الشكاوى والإجراءات المتخذة حيالها المشار إليه في الفقرة (م) من المادة (9) من لائحة صناديق الاستثمار؛ وذلك للتأكد من قيام مدير الصندوق بمسؤولياته بما يحقق مصلحة مالكي الوحدات وفقاً لشروط وأحكام الصندوق وما ورد في لائحة صناديق الاستثمار.

د. مكافآت أعضاء مجلس إدارة الصندوق

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

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

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



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 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

relevant board member is parti	cipatilig iii				عصو مجلس الصندوق
Fund's/ Member's Name	محمد العيي <i>دي</i> Mohammed Al Oyaidi	د. عاصم الحميضي Dr. Asem AlHomaidi	وسام فصیح الدین Wisam Fasihaldin	نایف آل سیف 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	✓	\checkmark	\checkmark	✓	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 الأهلى ريت (1)
SNB Capital Real Estate Fund	✓				صندوق الأهلى العقاري
AlAhli Makkah Hospitality Fund	✓				صندوق الأهلى 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 العييدي Mohammed Al Oyaidi	د. عاصم الحميضي Dr. Asem AlHomaidi	وسام فصيح الدين Wisam Fasihaldin	نایف آل سیف Naif Al-Saif	اسم الصندوق / العضو
SNB Capital AlJawhara Real Estate	✓	✓			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.

ج) مدير الصندوق عمدير الصندوق

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

AMUNDI Asset Management

90 Boulevard Pasteur, 75015 Paris, France.

يهدف الصندوق إلى مواكبة أدائه (قبل المصروفات) قدر المستطاع مع أداء مؤشر expenses, the performance of the MSCI North America "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 4. Performance as closely as possible, before مع أداء مؤشر (صافي العائد المستطاع مع أداء مؤسر الأداء خلال الفترة

أداء الصندوق -21.43% علامة Penchmark Performance -21.29% -21.29% -21.29% -21.29% -21.29% -21.29% الخفض أداء المسؤشـر المؤشر بفارق 14 نقطة أساس.

5) Terms & Conditions Material Changes

3) Investment Activities during the period

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

3) أنشطة الاستثمار خلال الفترة



First: Adding the minimum subscription and the additional subscription through the Individual Saving Program (ISP) - where applicable.

Second: Updating the Fund's Summary.

Third: Amending subparagraph (k, l) in paragraph (3)

"Investment Policies and Practices"

Fourth: Amending subparagraphs (a, b) in paragraph (9)

"Fees, Charges and Expenses".

Fifth: Amending subparagraph (b, e) in paragraph (10)

"Valuation and Pricing".

Sixth: Amending subparagraph (f) in paragraph (24)

"Fund Board".

6) Any other information that would enable unitholders to make an informed judgment about the fund's activities during the period

ثالثاً: تعديل الفقرة الفرعية (ك، ل) من الفقرة الرئيسية (3) "سياسات الاستثمار وممارساته."

رابعاً: تحديث الفقرات الفرعية (أ، ب) من الفقرة الرئيسية (9) "مقابل الخدمات والعمولات والأتعاب."

خامساً: تحديث الفقرة الفرعية (ب، هـ) من الفقرة الرئيسية (10) "التقييم

سادساً: تحديث الفقرة الفرعية (و) من الفقرة الرئيسية (24) "مجلس إدارة

أي معلومة أخرى من شأنها أن تُمكِّن مالكي الوحدات من اتخاذ قرار

None. لا يوجد.

7) Investments in other Investment Funds

The fund has not invested substantially in other investment

8) Special commission received by the fund manager during the period

No special commissions were received during the period.

9) Any other data and other information required by Investment Fund Regulations to be included in this report

مدروس ومبنى على معلومات كافية بشأن أنشطة الصندوق خلال الفترة

الصندوق لم يستثمر بشكل كبير في صناديق استثمارية أخرى.

7) الاستثمار في صناديق استثمارية أخرى

8) العمولات الخاصة التي حصل عليها مدير الصندوق خلال الفترة

لم يحصل مدير الصندوق على أي عمولات خاصة خلال الفترة.

9) أي بيانات ومعلومات أخرى أوجبت لائحة صناديق الاستثمار تضمينها بهذا التقرير

Conflict of Interests

There are no conflict of interests.

Fund Distribution During The Year

No income or dividends will be distributed to Unitholders.

Incorrect Valuation or Pricing

None

None

أ. تعارض في المصالح لا يوجد تعارض مصالح.

ب. توزيعات الصندوق خلال العام

لا يتم توزيع أي دخل وأرباح على مالكي الوحدات.

ج. خطأ في التقويم والتسعير

Investment Limitation Breaches

10) Period for the management of the person registered

as fund manager

لا يوجد.

د. مخالفة قيود الاستثمار

10) مدة إدارة الشخص المسجل كمدير للصندوق

منذ أغسطس - 2022م. Since August - 2022.

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)

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

N/A. لا ينطبق.



د) أمين الحفظ Custodian

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

1) اسم أمين الحفظ، وعنوانه

شركة نورذن ترست العربية السعودية

الدور 20، برج المملكة طريق العروبة – العليا، الرياض 9597-12214 المملكة العربية السعودية

هاتف: 966114167922+

الموقع الإلكتروني: www.northerntrust.com

2) Custodian's duties and responsibilities

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

واجبات ومسؤوليات أمين الحفظ

- يعد أمين الحفظ مسؤولاً عن التزاماته وفقاً لأحكام لائحة صناديق الاستثمار، سواء قام بتأدية مسؤولياته بشكل مباشر أم كلف بها طرفا 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.

Fund Operator ه) مشغل الصندوق

Name and address of fund operator

SNB Capital Company

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

Website: www.alahlicapital.com

1) اسم مشغل الصندوق، وعنوانه

شركة الأهلي المالية

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

الموقع الإلكتروني: www.alahlicapital.com

Operator's duties and responsibilities

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

2) واجبات ومسؤوليات مشغل الصندوق

- يكون مشغل الصندوق مسؤولاً عن تشغيل الصندوق.
- يقوم مشغل الصندوق بالاحتفاظ بالدفاتر والسجلات ذات الصلة بتشغيل
- يقوم مشغل الصندوق بإعداد وتحديث سجلّ بمالكي 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 الأشتراك حسب المنصوص عليها في شروط
- يُعدُّ 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

اسم مراجع الحسابات، عنوانه

KPMG Professional Services

كي بي ام جي للخدمات المهنية

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

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

Saudi Arabia Tel: +966118748500

ھاتف:966118748500+

Website: www.kpmg.com/sa

الموقع الإلكتروني: www.kpmg.com/sa

F) Financial Statements

ز) القوائم المالية
 كما هو موضح أدناه في قسم القوائم المالية.

As shown below in the financial statements section.

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



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



Becton, Dickinson and	25-Jan- 22	Elect Director R. Andrew Eckert	For	The proposal is in line with our voting policy
Company				
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	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	01-Feb-	Elect Director Thomas W.	For	The proposal is in line with our voting policy
Automation, Inc. Rockwell	01-Feb-	Rosamilia Elect Director Patricia A.	For	The proposal is in line with our voting policy
Automation, Inc. Rockwell	22 01-Feb-	Watson Advisory Vote to Ratify	Against	There is a lack of ESG criteria in the variable
Automation, Inc.	22	Named Executive Officers' Compensation	Against	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 bylaws 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	01-Mar-		For	The proposal is in line with our veting policy
Corporation	22	Elect Director Joanna Rees	FOI	The proposal is in line with our voting policy
Fair Isaac	01-Mar-	Elect Director David A.	For	The proposal is in line with our voting policy
Corporation	22	Rey		
Fair Isaac	01-Mar-	Advisory Vote to Ratify	Against	Compensation is excessive compared to peers. There
Corporation	22	Named Executive Officers' Compensation		is a lack of ESG criteria in the variable compensation.
Fair Isaac	01-Mar-	Ratify Deloitte & Touche	For	The proposal is in line with our voting policy
Corporation	22	LLP as Auditors		
Nordson	01-Mar-	Elect Director John A.	For	The proposal is in line with our voting policy
Corporation	22	DeFord		The proposal to make the combination of
Nordson	01-Mar-	Elect Director Jennifer A.	For	The proposal is in line with our voting policy
Corporation	22	Parmentier	101	The proposal is in line with our voting policy
Nordson	01-Mar-	Elect Director Victor L.	Withhold	The nominee is a non-independent member of the
Corporation	22	Richey, Jr.	Withinoid	Remuneration Committee which is not composed in
corporation		inency, s		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	01-Mar-	Ratify Ernst & Young LLP	For	The proposal is in line with our voting policy
Corporation	22	as Auditors		
Nordson	01-Mar-	Advisory Vote to Ratify	Against	Compensation is excessive compared to peers. There
Corporation	22	Named Executive Officers' Compensation		is a lack of ESG criteria in the variable compensation.
Analog Devices,	09-Mar-	Elect Director Ray Stata	For	The proposal is in line with our voting policy
Inc.	22			
Analog Devices, Inc.	09-Mar- 22	Elect Director Vincent Roche	For	The proposal is in line with our voting policy
Analog Devices,	09-Mar-	Elect Director James A.	Against	The nominee is a non-independent member of the
Inc.	22	Champy		Nomination Committee which is not composed in
				majority of independent directors.
Analog Devices,	09-Mar-	Elect Director Anantha P.	For	The proposal is in line with our voting policy
Inc.	22	Chandrakasan		
Analog Devices,	09-Mar-	Elect Director Tunc	For	The proposal is in line with our voting policy
Inc.	22	Doluca	<u> </u>	
Analog Devices, Inc.	09-Mar- 22	Elect Director Bruce R. Evans	For	The proposal is in line with our voting policy
Analog Devices,	09-Mar-	Elect Director Edward H.	For	The proposal is in line with our voting policy
Inc.	22	Frank		
Analog Devices,	09-Mar-	Elect Director Laurie H.	For	The proposal is in line with our voting policy
Inc.	22	Glimcher		
Analog Devices,	09-Mar-	Elect Director Karen M.	Against	The nominee holds three non-executive
Inc.	22	Golz	_	directorships, two of which as the Chairperson of
				the Audit Committee. The nominee is therefore
				overboarded.
Analog Devices,	09-Mar-	Elect Director Mercedes	Against	The nominee holds four non-executive
Inc.	22	Johnson		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	09-Mar-	Approve the	For	The proposal is in line with our voting policy
International plc	22	Disapplication of	101	The proposal is in line with our voting policy
international pic	22	Statutory Pre-Emption		
		Rights		
QUALCOMM	09-Mar-	Elect Director Sylvia	For	The proposal is in line with our voting policy
Incorporated	22	Acevedo	101	The proposal is in line with our voting policy
QUALCOMM	09-Mar-	Elect Director Cristiano R.	For	The proposal is in line with our voting policy
Incorporated	22	Amon		The proposar is in line with our voting policy
OUALCOMM	09-Mar-	Elect Director Mark Fields	For	The proposal is in line with our voting policy
Incorporated	22			me preparation mine than ear ream, penel
QUALCOMM	09-Mar-	Elect Director Jeffrey W.	Against	The nominee holds four non-executive
Incorporated	22	Henderson		directorships, two of which as the Chairman of the
				Audit Committee. The nominee is therefore
				overboarded.
QUALCOMM	09-Mar-	Elect Director Gregory N.	For	The proposal is in line with our voting policy
Incorporated	22	Johnson		
QUALCOMM	09-Mar-	Elect Director Ann M.	For	The proposal is in line with our voting policy
Incorporated	22	Livermore		
QUALCOMM	09-Mar-	Elect Director Mark D.	For	The proposal is in line with our voting policy
Incorporated	22	McLaughlin		
QUALCOMM	09-Mar-	Elect Director Jamie S.	For	The proposal is in line with our voting policy
Incorporated	22	Miller		
QUALCOMM	09-Mar-	Elect Director Irene B.	For	The proposal is in line with our voting policy
Incorporated	22	Rosenfeld		
QUALCOMM	09-Mar-	Elect Director Kornelis	For	The proposal is in line with our voting policy
Incorporated	22	(Neil) Smit		
QUALCOMM	09-Mar-	Elect Director Jean-Pascal	For	The proposal is in line with our voting policy
Incorporated	22	Tricoire		
QUALCOMM	09-Mar-	Elect Director Anthony J.	For	The proposal is in line with our voting policy
Incorporated	22	Vinciquerra		
QUALCOMM	09-Mar-	Ratify	For	The proposal is in line with our voting policy
Incorporated	22	PricewaterhouseCoopers		
		LLP as Auditors		
QUALCOMM	09-Mar-	Advisory Vote to Ratify	For	The proposal is in line with our voting policy
Incorporated	22	Named Executive		
		Officers' Compensation		
TE Connectivity	09-Mar-	Elect Director Terrence R.	For	The proposal is in line with our voting policy
Ltd.	22	Curtin		
TE Connectivity	09-Mar-	Elect Director Carol A.	For	The proposal is in line with our voting policy
Ltd.	22	(John) Davidson		
TE Connectivity	09-Mar-	Elect Director Lynn A.	For	The proposal is in line with our voting policy
Ltd.	22	Dugle		
TE Connectivity	09-Mar-	Elect Director William A.	For	The proposal is in line with our voting policy
Ltd.	22	Jeffrey		
TE Connectivity	09-Mar-	Elect Director Syaru	For	The proposal is in line with our voting policy
Ltd.	22	Shirley Lin		
TE Connectivity	09-Mar-	Elect Director Thomas J.	Against	The nominee holds four non-executive
Ltd.	22	Lynch		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	09-Mar-	Elect Director Yong Nam	For	The proposal is in line with our voting policy
Ltd. TE Connectivity	22 09-Mar-	Elect Director Abhijit Y.	Against	The nominee holds four non-executive
Ltd.	22	Talwalkar		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	For	The proposal is in line with our voting policy
		Management		
TE Connectivity Ltd.	09-Mar- 22	Ratify Deloitte & Touche LLP as Independent Registered Public Accounting Firm for	For	The proposal is in line with our voting policy
		Fiscal Year 2022		
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 Cancelation 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	10-Mar-	Elect Director Scott A.	For	The proposal is in line with our voting policy
Materials, Inc. Applied Materials, Inc.	22 10-Mar- 22	McGregor 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.



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



Agilent	16-Mar-	Advisory Vote to Ratify	Against	There is a lack of ESG criteria in the variable
Technologies,	22	Named Executive		compensation.
Inc.		Officers' Compensation		
Agilent	16-Mar-	Ratify	For	The proposal is in line with our voting policy
Technologies,	22	PricewaterhouseCoopers		
Inc.		LLP as Auditors		
Agilent	16-Mar-	Provide Right to Call a	For	The proposal is in shareholders' interest.
Technologies,	22	Special Meeting at a 10		
Inc.		Percent Ownership		
		Threshold		
Starbucks	16-Mar-	Elect Director Richard E.	For	The proposal is in line with our voting policy
Corporation	22	Allison, Jr.		
Starbucks	16-Mar-	Elect Director Andrew	For	The proposal is in line with our voting policy
Corporation	22	Campion		S p,
Starbucks	16-Mar-	Elect Director Mary N.	For	The proposal is in line with our voting policy
Corporation	22	Dillon		e proposario in inic una car roung pone,
Starbucks	16-Mar-	Elect Director Isabel Ge	For	The proposal is in line with our voting policy
Corporation	22	Mahe	101	The proposario in line with our voting policy
Starbucks	16-Mar-	Elect Director Mellody	For	The proposal is in line with our voting policy
Corporation	22	Hobson	101	The proposaris in line with our voting poney
Starbucks	16-Mar-	Elect Director Kevin R.	For	The proposal is in line with our voting policy
Corporation	22	Johnson	FOI	The proposal is in line with our voting policy
Starbucks	16-Mar-	Elect Director Jorgen Vig	For	The proposal is in line with our voting policy
Corporation	22	Knudstorp	FOI	The proposal is in line with our voting policy
Starbucks	16-Mar-	Elect Director Satya	For	The proposal is in line with our voting policy
Corporation	22	Nadella	FOI	The proposal is in line with our voting policy
Starbucks	16-Mar-	Elect Director Joshua	For	The proposal is in line with our voting policy
Corporation	22	Cooper Ramo	FOI	The proposal is in line with our voting policy
Starbucks	16-Mar-	Elect Director Clara Shih	For	The proposal is in line with our voting policy
Corporation	22	Elect Director Clara Sillii	FOI	The proposal is in line with our voting policy
Starbucks	16-Mar-	Float Director levier C	For	The proposal is in line with our veting policy
	22	Elect Director Javier G.	FOI	The proposal is in line with our voting policy
Corporation		Teruel	Го.,	The averaged is in line with a water and in .
Starbucks	16-Mar-	Amend Omnibus Stock	For	The proposal is in line with our voting policy
Corporation	22	Plan	-	
Starbucks	16-Mar-	Advisory Vote to Ratify	For	The proposal is in line with our voting policy
Corporation	22	Named Executive		
Charlessal	16.54	Officers' Compensation	F	The property of the line with the P
Starbucks	16-Mar-	Ratify Deloitte & Touche	For	The proposal is in line with our voting policy
Corporation	22	LLP as Auditors	-	
Starbucks	16-Mar-	Report on Prevention of	For	Prevention of harassment and discrimination is an
Corporation	22	Harassment and		essential component of workplace safety that all
		Discrimination in the		employees are entitled to and that the Company
		Workplace		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	16-Mar-	Elect Director Colleen E.	For	The proposal is in line with our voting policy
Companies, Inc.	22	Jay		
The Cooper	16-Mar-	Elect Director William A.	For	The proposal is in line with our voting policy
Companies, Inc.	22	Kozy		



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The Cooper Companies, Inc.	16-Mar- 22	Elect Director Jody S. Lindell	For	The proposal is in line with our voting policy
The Cooper	16-Mar-	Elect Director Teresa S.	For	The proposal is in line with our voting policy
Companies, Inc.	22	Madden	101	The proposal is in the with our voting policy
The Cooper	16-Mar-	Elect Director Gary S.	For	The proposal is in line with our voting policy
Companies, Inc.	22	Petersmeyer		
The Cooper	16-Mar-	Elect Director Maria	For	The proposal is in line with our voting policy
Companies, Inc.	22	Rivas		
The Cooper	16-Mar-	Elect Director Robert S.	For	The proposal is in line with our voting policy
Companies, Inc.	22	Weiss		
The Cooper	16-Mar-	Elect Director Albert G.	For	The proposal is in line with our voting policy
Companies, Inc.	22	White, III		
The Cooper	16-Mar-	Ratify KPMG LLP as	For	The proposal is in line with our voting policy
Companies, Inc.	22	Auditors		
The Cooper	16-Mar-	Advisory Vote to Ratify	Against	Compensation is excessive compared to peers. There
Companies, Inc.	22	Named Executive		is a lack of ESG criteria in the variable compensation,
, ,		Officers' Compensation		
Keysight	17-Mar-	Elect Director James G.	For	The proposal is in line with our voting policy
Technologies,	22	Cullen		
Inc.				
Keysight	17-Mar-	Elect Director Michelle J.	For	The proposal is in line with our voting policy
Technologies,	22	Holthaus		The proposal to make that can be and pency
Inc.				
Keysight	17-Mar-	Elect Director Jean M.	For	The proposal is in line with our voting policy
Technologies,	22	Nye		6
Inc.				
Keysight	17-Mar-	Elect Director Joanne B.	For	The proposal is in line with our voting policy
Technologies,	22	Olsen		, , ,
Inc.				
Keysight	17-Mar-	Ratify	For	The proposal is in line with our voting policy
Technologies,	22	PricewaterhouseCoopers		, , ,
Inc.		LLP as Auditors		
Keysight	17-Mar-	Advisory Vote to Ratify	Against	lack of ESG metrics in variable compensation
Technologies,	22	Named Executive	7.86	
Inc.		Officers' Compensation		
Keysight	17-Mar-	Declassify the Board of	For	The proposal is in line with our voting policy
Technologies,	22	Directors		6
Inc.				
HEICO	18-Mar-	Elect Director Thomas M.	For	The proposal is in line with our voting policy
Corporation	22	Culligan		paragraphic management of the paragr
HEICO	18-Mar-	Elect Director Adolfo	For	The proposal is in line with our voting policy
Corporation	22	Henriques		The property of the state of th
HEICO	18-Mar-	Elect Director Mark H.	Withhold	The board is not sufficiently independent as per our
Corporation	22	Hildebrandt	Withinitia	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
	1	<u> </u>	L	non macpenaent member of the Normination



				Committee which is not composed in majority of independent directors. The board lacks diversity.
HEICO	18-Mar-	Elect Director Eric A.	Withhold	The board is not sufficiently independent as per our
Corporation	22	Mendelson	VVICIIIIOIG	voting policy.
HEICO	18-Mar-	Elect Director Laurans A.	Withhold	The roles of CEO and Chairperson are combined and
Corporation	22	Mendelson		there is no lead independent Director as per
55. ps. a				Amundi's independence criteria.
HEICO	18-Mar-	Elect Director Victor H.	Withhold	The board is not sufficiently independent as per our
Corporation	22	Mendelson		voting policy.
HEICO	18-Mar-	Elect Director Julie	For	The proposal is in line with our voting policy
Corporation	22	Neitzel		
HEICO	18-Mar-	Elect Director Alan	Withhold	The board is not sufficiently independent as per our
Corporation	22	Schriesheim		voting policyThe nominee is a non-independent
·				member of the Audit Committee which is not
				composed in majority of independent directors. The
				nominee is a non-independent member of the
				Remuneration Committee which is not composed in
				majority of independent directors. The nominee is a
				non-independent member of the Nomination
				Committee which is not composed in majority of
				independent directors.
HEICO	18-Mar-	Elect Director Frank J.	Withhold	The board is not sufficiently independent as per our
Corporation	22	Schwitter	Withinola	voting policy. The nominee is a non-independent
corporation	22	Schwitter		member of the Audit Committee which is not
				composed in majority of independent directors.
HEICO	18-Mar-	Advisory Vote to Ratify	Against	There is a lack of Climate criteria in the variable
Corporation	22	Named Executive	Against	compensation.
Corporation	22	Officers' Compensation		compensation.
HEICO	18-Mar-	Ratify Deloitte & Touche	For	The proposal is in line with our voting policy
Corporation	22	LLP as Auditors		
HEICO	18-Mar-	Elect Director Thomas M.	For	The proposal is in line with our voting policy
Corporation	22	Culligan		
HEICO	18-Mar-	Elect Director Adolfo	For	The proposal is in line with our voting policy
Corporation	22	Henriques		
HEICO	18-Mar-	Elect Director Mark H.	Withhold	The board is not sufficiently independent as per our
Corporation	22	Hildebrandt		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	18-Mar-	Elect Director Eric A.	Withhold	The board is not sufficiently independent as per our
Corporation	22	Mendelson		voting policy.
HEICO	18-Mar-	Elect Director Laurans A.	Withhold	The roles of CEO and Chairperson are combined and
Corporation	22	Mendelson		there is no lead independent Director as per
				Amundi's independence criteria.
HEICO	18-Mar-	Elect Director Victor H.	Withhold	The board is not sufficiently independent as per our
Corporation	22	Mendelson		voting policy.



HEICO	18-Mar-	Elect Director Julie	For	The proposal is in line with our voting policy
Corporation	22	Neitzel		
HEICO Corporation	18-Mar- 22	Elect Director Alan Schriesheim	Withhold	The board is not sufficiently independent as per our voting policyThe nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors. The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors. The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors.
HEICO	18-Mar-	Elect Director Frank J.	Withhold	The board is not sufficiently independent as per our
Corporation	22	Schwitter		voting policy. The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors.
HEICO	18-Mar-	Advisory Vote to Ratify	Against	There is a lack of Climate criteria in the variable
Corporation	22	Named Executive Officers' Compensation		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 Samueli	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	12-Apr-	Elect Director Michael M.	For	The proposal is in line with our voting policy
Corporation	22	Larsen		
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-	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-	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	14-Apr-	Elect Director Lynn C.	For	The proposal is in line with our voting policy
Corporation	22	Thurber		
Duke Realty	14-Apr-	Advisory Vote to Ratify	For	The proposal is in line with our voting policy
Corporation	22	Named Executive		
		Officers' Compensation		
Duke Realty	14-Apr-	Ratify KPMG LLP as	For	The proposal is in line with our voting policy
Corporation	22	Auditors		
HP Inc.	19-Apr-	Elect Director Aida M.	For	The proposal is in line with our voting policy
	22	Alvarez		
HP Inc.	19-Apr-	Elect Director Shumeet	For	The proposal is in line with our voting policy
	22	Banerji		
HP Inc.	19-Apr-	Elect Director Robert R.	For	The proposal is in line with our voting policy
	22	Bennett		
HP Inc.	19-Apr-	Elect Director Charles	For	The proposal is in line with our voting policy
	22	"Chip" V. Bergh		
HP Inc.	19-Apr-	Elect Director Bruce	For	The proposal is in line with our voting policy
	22	Broussard		
HP Inc.	19-Apr-	Elect Director Stacy	For	The proposal is in line with our voting policy
	22	Brown-Philpot		
HP Inc.	19-Apr-	Elect Director Stephanie	For	The proposal is in line with our voting policy
	22	A. Burns		
HP Inc.	19-Apr-	Elect Director Mary Anne	For	The proposal is in line with our voting policy
	22	Citrino		
HP Inc.	19-Apr-	Elect Director Richard L.	For	The proposal is in line with our voting policy
	22	Clemmer		
HP Inc.	19-Apr-	Elect Director Enrique J.	For	The proposal is in line with our voting policy
	22	Lores		
HP Inc.	19-Apr-	Elect Director Judith	For	The proposal is in line with our voting policy
	22	"Jami" Miscik		
HP Inc.	19-Apr-	Elect Director Kim K.W.	For	The proposal is in line with our voting policy
	22	Rucker		
HP Inc.	19-Apr-	Elect Director Subra	For	The proposal is in line with our voting policy
	22	Suresh		
HP Inc.	19-Apr-	Ratify Ernst & Young LLP	For	The proposal is in line with our voting policy
	22	as Auditors		
HP Inc.	19-Apr-	Advisory Vote to Ratify	For	The proposal is in line with our voting policy
	22	Named Executive		
		Officers' Compensation		
HP Inc.	19-Apr-	Amend Omnibus Stock	For	The proposal is in line with our voting policy
	22	Plan		
HP Inc.	19-Apr-	Reduce Ownership	For	The Proposal is in shareholders' interest.
	22	Threshold for		
		Shareholders to Call		
		Special Meeting		
EOG Resources,	20-Apr-	Elect Director Janet F.	For	The proposal is in line with our voting policy
Inc.	22	Clark		
EOG Resources,	20-Apr-	Elect Director Charles R.	For	The proposal is in line with our voting policy
Inc.	22	Crisp		
EOG Resources,	20-Apr-	Elect Director Robert P.	For	The proposal is in line with our voting policy
Inc.	22	Daniels		



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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,	20-Apr- 22	Elect Director Michael T. Kerr	For	The proposal is in line with our voting policy
EOG Resources,	20-Apr-	Elect Director Julie J. Robertson	Against	The board lacks diversity.
EOG Resources,	20-Apr-	Elect Director Donald F.	For	The proposal is in line with our voting policy
EOG Resources,	22 20-Apr-	Textor Elect Director William R.	For	The proposal is in line with our voting policy
Inc. EOG Resources,	22 20-Apr-	Thomas Elect Director Ezra Y.	For	The proposal is in line with our voting policy
Inc. EOG Resources,	22 20-Apr-	Yacob Ratify Deloitte & Touche	For	The proposal is in line with our voting policy
Inc. EOG Resources,	22 20-Apr-	LLP as Auditors Advisory Vote to Ratify	For	The proposal is in line with our voting policy
Inc.	22	Named Executive Officers' Compensation		
The Sherwin- Williams Company	20-Apr- 22	Elect Director Kerrii 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	20-Apr- 22	Elect Director Steven H. Wunning	For	The proposal is in line with our voting policy
Company				
The Sherwin- Williams	20-Apr- 22	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	There is a lack of Climate criteria in the variable compensation.
Company The Sherwin-	20-Apr-	· ·	For	The proposal is in line with our voting policy
Williams Company	20-Apr-	Ratify Ernst & Young LLP as Auditors	FOI	The proposal is in line with our voting policy
Citrix Systems,	21-Apr-	Approve Merger	For	The proposal is in line with our voting policy
Inc.	21-Apr-	Agreement	FOI	The proposal is in line with our voting policy
Citrix Systems,	21-Apr-	Advisory Vote on Golden	Against	The severance entitlements are excessive. The
Inc.	21-Api-	Parachutes	Against	remuneration structure is not satisfactory.
	21-Apr-	Adjourn Meeting	For	
Citrix Systems, Inc.	22			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-	Elect Director Mary A. Laschinger	For	The proposal is in line with our voting policy
Newmont	21-Apr-	Elect Director Jose	For	The proposal is in line with our voting policy
Corporation	22	Manuel Madero		
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-	Elect Director Thomas Palmer	For	The proposal is in line with our voting policy
Newmont	21-Apr-	Elect Director Julio M.	For	The proposal is in line with our voting policy
Corporation	22	Quintana	<u> </u>	
Newmont	21-Apr-	Elect Director Susan N.	For	The proposal is in line with our voting policy
Corporation	22	Story		
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 &	22-Apr-	Elect Director Patrick D.	Against	The nominee holds four non-executive
Decker, Inc.	22-Apr-	Campbell	Against	directorships, two of which as an outside
Decker, IIIc.	22	Campbell		
				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
	 		<u> </u>	independent directors.
Stanley Black &	22-Apr-	Elect Director Carlos M.	For	The proposal is in line with our voting policy
Decker, Inc.	22	Cardoso	.	
Stanley Black &	22-Apr-	Elect Director Robert B.	Against	The nominee is a non-independent member of the
Decker, Inc.	22	Coutts		Remuneration Committee which is not composed in
				majority of independent directors.
Stanley Black &	22-Apr-	Elect Director Debra A.	For	The proposal is in line with our voting policy
Decker, Inc.	22	Crew		
Stanley Black &	22-Apr-	Elect Director Michael D.	For	The proposal is in line with our voting policy
Decker, Inc.	22	Hankin		
Stanley Black &	22-Apr-	Elect Director James M.	For	The proposal is in line with our voting policy
Decker, Inc.	22	Loree		
Stanley Black &	22-Apr-	Elect Director Adrian V.	For	The proposal is in line with our voting policy
Decker, Inc.	22	Mitchell		
Stanley Black &	22-Apr-	Elect Director Jane M.	For	The proposal is in line with our voting policy
Decker, Inc.	22	Palmieri		
Stanley Black &	22-Apr-	Elect Director Mojdeh	For	The proposal is in line with our voting policy
Decker, Inc.	22	Poul		
Stanley Black &	22-Apr-	Elect Director Irving Tan	For	The proposal is in line with our voting policy
Decker, Inc.	22			
Stanley Black &	22-Apr-	Advisory Vote to Ratify	Against	There is a lack of Climate criteria in the variable
Decker, Inc.	22	Named Executive		compensation.
		Officers' Compensation		
Stanley Black &	22-Apr-	Ratify Ernst & Young LLP	For	The proposal is in line with our voting policy
Decker, Inc.	22	as Auditors		
Stanley Black &	22-Apr-	Approve Omnibus Stock	For	The proposal is in line with our voting policy
Decker, Inc.	22	Plan		
Stanley Black &	22-Apr-	Reduce Ownership	For	The Proposal is in shareholders' interest.
Decker, Inc.	22	Threshold for		
,		Shareholders to Call		
		Special Meeting		
Fastenal	23-Apr-	Elect Director Scott A.	Against	The nominee is a non-independent member of the
Company	22	Satterlee]	Remuneration Committee which is not composed in
,				majority of independent directors.
Fastenal	23-Apr-	Elect Director Michael J.	Against	The nominee is a non-independent member of the
Company	22	Ancius	1.00	Remuneration Committee which is not composed in
			1	majority of independent directors.
Fastenal	23-Apr-	Elect Director Stephen L.	For	The proposal is in line with our voting policy
Company	22	Eastman		The second secon
Fastenal	23-Apr-	Elect Director Daniel L.	For	The proposal is in line with our voting policy
Company	23-Api-	Florness		proposario in inte with our voting poney
Fastenal	23-Apr-	Elect Director Rita J.	Against	The board lacks diversity .
Company	23-Api-	Heise	Against	The Sourd lacks diversity.
Company	44	110130		



	T	I = 1 . = 1	I _	
Fastenal	23-Apr-	Elect Director Hsenghung	For	The proposal is in line with our voting policy
Company	22	Sam Hsu	_	
Fastenal	23-Apr-	Elect Director Daniel L.	For	The proposal is in line with our voting policy
Company	22	Johnson		
Fastenal	23-Apr-	Elect Director Nicholas J.	For	The proposal is in line with our voting policy
Company	22	Lundquist		
Fastenal	23-Apr-	Elect Director Sarah N.	For	The proposal is in line with our voting policy
Company	22	Nielsen		
Fastenal	23-Apr-	Elect Director Reyne K.	For	The proposal is in line with our voting policy
Company	22	Wisecup		
Fastenal	23-Apr-	Ratify KPMG LLP as	For	The proposal is in line with our voting policy
Company	22	Auditors		
Fastenal	23-Apr-	Advisory Vote to Ratify	Against	There is a lack of Climate criteria in the variable
Company	22	Named Executive		compensation.
		Officers' Compensation		
Bio-Rad	26-Apr-	Elect Director Melinda	For	The proposal is in line with our voting policy
Laboratories, Inc.	22	Litherland		
Bio-Rad	26-Apr-	Elect Director Arnold A.	For	The proposal is in line with our voting policy
Laboratories, Inc.	22	Pinkston		, , , , , , , , , , , , , , , , , , ,
Bio-Rad	26-Apr-	Ratify KPMG LLP as	For	The proposal is in line with our voting policy
Laboratories, Inc.	22	Auditors		The proposal is in time than our toung point,
Equity LifeStyle	26-Apr-	Elect Director Andrew	For	The proposal is in line with our voting policy
Properties, Inc.	22	Berkenfield	101	The proposaris in time with our voting poney
Equity LifeStyle	26-Apr-	Elect Director Derrick	For	The proposal is in line with our voting policy
Properties, Inc.	20-Api-	Burks	101	The proposaris in line with our voting policy
Equity LifeStyle	26-Apr-	Elect Director Philip	Withhold	The board is not sufficiently independent as per our
Properties, Inc.	20-Apr-	Calian	withinoid	voting policy. The nominee is a non-independent
Properties, inc.	22	Callali		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
				non-independent member of the Nomination Committee which is not composed in majority of
				non-independent member of the Nomination Committee which is not composed in majority of independent directors.
Equity LifeStyle	26-Apr-	Elect Director David	Withhold	non-independent member of the Nomination Committee which is not composed in majority of independent directors. The board lacks diversity. The board is not
Equity LifeStyle Properties, Inc.	26-Apr- 22	Elect Director David Contis	Withhold	non-independent member of the Nomination Committee which is not composed in majority of independent directors. The board lacks diversity. The board is not sufficiently independent as per our voting policy.
	_ ·		Withhold	non-independent member of the Nomination Committee which is not composed in majority of independent directors. The board lacks diversity. The board is not
	_ ·		Withhold	non-independent member of the Nomination Committee which is not composed in majority of independent directors. The board lacks diversity. The board is not sufficiently independent as per our voting policy.
	_ ·		Withhold	non-independent member of the Nomination Committee which is not composed in majority of independent directors. The board lacks diversity. The board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the
	_ ·		Withhold	non-independent member of the Nomination Committee which is not composed in majority of independent directors. 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 n majority
	_ ·		Withhold	non-independent member of the Nomination Committee which is not composed in majority of independent directors. 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 n majority of independent directors. The nominee is a non-
	_ ·		Withhold	non-independent member of the Nomination Committee which is not composed in majority of independent directors. 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 n majority of independent directors. The nominee is a non-independent member of the Remuneration
	_ ·		Withhold	non-independent member of the Nomination Committee which is not composed in majority of independent directors. 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 n majority of independent directors. The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of
	_ ·		Withhold	non-independent member of the Nomination Committee which is not composed in majority of independent directors. 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 n 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
	_ ·		Withhold	non-independent member of the Nomination Committee which is not composed in majority of independent directors. 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 n 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
	_ ·		Withhold	non-independent member of the Nomination Committee which is not composed in majority of independent directors. 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 n 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
Properties, Inc.	22	Contis		non-independent member of the Nomination Committee which is not composed in majority of independent directors. 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 n 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.
Properties, Inc. Equity LifeStyle	22 26-Apr-	Contis Elect Director Constance	Withhold	non-independent member of the Nomination Committee which is not composed in majority of independent directors. 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 n 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
Properties, Inc. Equity LifeStyle Properties, Inc.	22 26-Apr- 22	Contis Elect Director Constance Freedman	For	non-independent member of the Nomination Committee which is not composed in majority of independent directors. 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 n 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. The proposal is in line with our voting policy
Properties, Inc. Equity LifeStyle	22 26-Apr-	Contis Elect Director Constance		non-independent member of the Nomination Committee which is not composed in majority of independent directors. 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 n 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	26-Apr-	Elect Director Marguerite	For	The proposal is in line with our voting policy
Properties, Inc.	22	Nader	Ган	The manufact is in the could be seen of the P
Equity LifeStyle	26-Apr-	Elect Director Scott	For	The proposal is in line with our voting policy
Properties, Inc.	22	Peppet		
Equity LifeStyle	26-Apr-	Elect Director Sheli	Withhold	The board is not sufficiently independent as per our
Properties, Inc.	22	Rosenberg		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	26-Apr-	Elect Director Samuel Zell	Withhold	The board is not sufficiently independent as per our
Properties, Inc.	22			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	26-Apr-	Ratify Ernst & Young, LLP	For	The proposal is in line with our voting policy
Properties, Inc.	22	as Auditors		
Equity LifeStyle	26-Apr-	Advisory Vote to Ratify	Against	There is a lack of ESG criteria in the variable
Properties, Inc.	22	Named Executive		compensation.
		Officers' Compensation		
MSCI Inc.	26-Apr-	Elect Director Henry A.	For	The proposal is in line with our voting policy
	22	Fernandez		
MSCI Inc.	26-Apr-	Elect Director Robert G.	For	The proposal is in line with our voting policy
	22	Ashe		
MSCI Inc.	26-Apr-	Elect Director Wayne	For	The proposal is in line with our voting policy
	22	Edmunds		
MSCI Inc.	26-Apr-	Elect Director Catherine	For	The proposal is in line with our voting policy
	22	R. Kinney		
MSCI Inc.	26-Apr-	Elect Director Jacques P.	Against	The board lacks diversity.
	22	Perold		
MSCI Inc.	26-Apr-	Elect Director Sandy C.	For	The proposal is in line with our voting policy
	22	Rattray		
MSCI Inc.	26-Apr-	Elect Director Linda H.	For	The proposal is in line with our voting policy
	22	Riefler		
MSCI Inc.	26-Apr-	Elect Director Marcus L.	For	The proposal is in line with our voting policy
	22	Smith		
MSCI Inc.	26-Apr-	Elect Director Rajat	For	The proposal is in line with our voting policy
	22	Taneja		
MSCI Inc.	26-Apr-	Elect Director Paula	For	The proposal is in line with our voting policy
	22	Volent		
MSCI Inc.	26-Apr-	Advisory Vote to Ratify	For	The proposal is in line with our voting policy
	22	Named Executive		
		Officers' Compensation		
MSCI Inc.	26-Apr-	Ratify	For	The proposal is in line with our voting policy
	22	PricewaterhouseCoopers		
		LLP as Auditors		
PerkinElmer, Inc.	26-Apr-	Elect Director Peter	For	The proposal is in line with our voting policy
•	22	Barrett		
PerkinElmer, Inc.	26-Apr-	Elect Director Samuel R.	Against	The nominee holds three non-executive
	22	Chapin	1	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	26-Apr-	Elect Director Barry Diller	Against	The nominee holds two executive mandates and
Company	22	Elect Director Barry Biller	Against	two non-executive directorships. The nominee is
Company	22			therefore overboarded. The nominee is a non-
				independent member of the Nomination Committee
				which is not composed in majority of independent
TI 0 0 I	26.4	51 . 51		directors.
The Coca-Cola	26-Apr-	Elect Director Helene D.	For	The proposal is in line with our voting policy
Company	22	Gayle		
The Coca-Cola	26-Apr-	Elect Director Alexis M.	Against	The nominee is a non-independent member of the
Company	22	Herman		Remuneration Committee which is not composed in
				majority of independent directors.
The Coca-Cola	26-Apr-	Elect Director Maria	Against	The nominee is a non-independent member of the
Company	22	Elena Lagomasino		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	26-Apr-	Elect Director James	Against	The roles of CEO and Chairperson are combined and
Company	22	Quincey	7.84	there is no lead independent Director as per
company		Quincey		Amundi's independence criteria.
The Coca-Cola	26-Apr-	Elect Director Caroline J.	For	The proposal is in line with our voting policy
Company	22	Tsay		The proposal is in line with our voting policy
The Coca-Cola	26-Apr-	Elect Director David B.	For	The proposal is in line with our voting policy
Company	22	Weinberg	101	The proposaris in line with our voting poney
The Coca-Cola	26-Apr-	Advisory Vote to Ratify	Against	There is a lack of ESG criteria in the variable
Company	20-Api-	Named Executive	Against	compensation. The company has not disclosed
Company	22			sufficient information to enable support of the
		Officers' Compensation		· ·
The Core Cala	26 4	Datiful Function Value all D	F	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	26-Apr-	Report on External Public	For	While we are mindful of disclosure efforts made by
Company	22	Health Costs	101	the Company, we support this proposal. Numerous
Company	22	Treatti Costs		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	26-Apr-	Report on Global Public	For	While we are aware of the current disclosures made
Company	22	1		by the Company on this matter, increased disclosure
1/				
				-
Company		Policy and Political Influence		by the Company on this matter, increased disclosur 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.
		300.0		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



		T	1	
				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	27-Apr-	Elect Director John Baird	Withhold	The nominee holds four non-executive
Railway Limited	22			directorships, two of which as an outside
,				Chairperson of the Board. The nominee is therefore
				overboarded.
Canadian Pacific	27-Apr-	Elect Director Isabelle	For	The proposal is in line with our voting policy
Railway Limited	22	Courville		
Canadian Pacific	27-Apr-	Elect Director Keith E.	For	The proposal is in line with our voting policy
Railway Limited	22	Creel		, , , , , , , , , , , , , , , , , , ,
Canadian Pacific	27-Apr-	Elect Director Gillian H.	Withhold	The nominee holds four non-executive
Railway Limited	22	Denham		directorships, one of which as an outside
,,				Chairperson of the Board. The nominee is therefore
				overboarded.
Canadian Pacific	27-Apr-	Elect Director Edward R.	For	The proposal is in line with our voting policy
Railway Limited	22	Hamberger		
Canadian Pacific	27-Apr-	Elect Director Matthew	For	The proposal is in line with our voting policy
Railway Limited	22	H. Paull		
Canadian Pacific	27-Apr-	Elect Director Jane L.	Withhold	The nominee holds four non-executive
Railway Limited	22	Peverett		directorships, one of which as an outside
,				Chairperson of the Audit Committee. The nominee is
				therefore overboarded.
Canadian Pacific	27-Apr-	Elect Director Andrea	For	The proposal is in line with our voting policy
Railway Limited	22	Robertson		
Canadian Pacific	27-Apr-	Elect Director Gordon T.	For	The proposal is in line with our voting policy
Railway Limited	22	Trafton		
Eaton	27-Apr-	Elect Director Craig	Against	The roles of CEO and Chairperson are combined and
Corporation plc	22	Arnold		there is no lead independent Director as per
				Amundi's independence criteria.
Eaton	27-Apr-	Elect Director	For	The proposal is in line with our voting policy
Corporation plc	22	Christopher M. Connor		
Eaton	27-Apr-	Elect Director Olivier	For	The proposal is in line with our voting policy
Corporation plc	22	Leonetti		
Eaton	27-Apr-	Elect Director Deborah L.	For	The proposal is in line with our voting policy
Corporation plc	22	McCoy		
Eaton	27-Apr-	Elect Director Silvio	For	The proposal is in line with our voting policy
Corporation plc	22	Napoli		
Eaton	27-Apr-	Elect Director Gregory R.	Against	The nominee holds four non-executive
Corporation plc	22	Page		directorships, one of which as an outside
				Chairperson of the Board. The nominee is therefore
				overboarded.
Eaton	27-Apr-	Elect Director Sandra	For	The proposal is in line with our voting policy
Corporation plc	22	Pianalto		
Eaton	27-Apr-	Elect Director Robert V.	For	The proposal is in line with our voting policy
Corporation plc	22	Pragada	<u> </u>	
Eaton	27-Apr-	Elect Director Lori J.	For	The proposal is in line with our voting policy
Corporation plc	22	Ryerkerk		
Eaton	27-Apr-	Elect Director Gerald B.	For	The proposal is in line with our voting policy
Corporation plc	22	Smith	1	



Eaton	27-Apr-	Elect Director Dorothy C.	For	The proposal is in line with our voting policy
Corporation plc	22	Thompson		
Eaton Corporation plc	27-Apr- 22	Elect Director Darryl L. Wilson	For	The proposal is in line with our voting policy
Eaton	27-Apr-	Approve Ernst & Young	For	The proposal is in line with our voting policy
Corporation plc	27-Apr-	LLP as Auditors and	101	The proposal is in line with our voting policy
		Authorize Board to Fix		
		Their Remuneration		
Eaton	27-Apr-	Advisory Vote to Ratify	Against	There is a lack of Climate criteria in the variable
Corporation plc	22	Named Executive		compensation.
		Officers' Compensation		
Eaton	27-Apr-	Authorize Issue of Equity	For	The proposal is in line with our voting policy
Corporation plc	22	with Pre-emptive Rights		
Eaton	27-Apr-	Authorize Issue of Equity	For	The proposal is in line with our voting policy
Corporation plc	22	without Pre-emptive		
<u> </u>	27.4	Rights	-	T 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
Eaton	27-Apr-	Authorize Share	For	The proposal is in line with our voting policy
Corporation plc	22	Repurchase of Issued Share Capital		
Eaton	27-Apr-	Approve Capitalization	For	The proposal is in line with our voting policy
Corporation plc	27-Apr-	and Related Capital	FOI	The proposal is in line with our voting policy
corporation pic	22	Reduction to Create		
		Distributable Reserves		
Entegris, Inc.	27-Apr-	Elect Director Michael A.	Against	The nominee is a non-independent member of the
	22	Bradley		Nomination Committee which is not composed in
		,		majority of independent directors.
Entegris, Inc.	27-Apr-	Elect Director Rodney	For	The proposal is in line with our voting policy
	22	Clark		
Entegris, Inc.	27-Apr-	Elect Director James F.	For	The proposal is in line with our voting policy
	22	Gentilcore		
Entegris, Inc.	27-Apr-	Elect Director Yvette	For	The proposal is in line with our voting policy
- · · ·	22	Kanouff	-	T 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
Entegris, Inc.	27-Apr- 22	Elect Director James P. Lederer	For	The proposal is in line with our voting policy
Entegris, Inc.	27-Apr-	Elect Director Bertrand	For	The proposal is in line with our voting policy
Lintegris, inc.	27-Apr-	Loy	FOI	The proposal is in line with our voting policy
Entegris, Inc.	27-Apr-	Elect Director Paul L.H.	Against	The nominee is a non-independent member of the
<i>o</i> ,	22	Olson		Nomination Committee which is not composed in
				majority of independent directors.
Entegris, Inc.	27-Apr-	Elect Director Azita	Against	The board lacks diversity.
	22	Saleki-Gerhardt		
Entegris, Inc.	27-Apr-	Advisory Vote to Ratify	Against	Compensation is excessive compared to peers.
	22	Named Executive		There is a lack of ESG criteria in the variable
		Officers' Compensation		compensation.
Entegris, Inc.	27-Apr-	Ratify KPMG LLP as	For	The proposal is in line with our voting policy
	22	Auditors	<u> </u>	
Kimberly-Clark	27-Apr-	Elect Director Sylvia M.	For	The proposal is in line with our voting policy
Corporation	22	Burwell		
Kimberly-Clark	27-Apr-	Elect Director John W.	For	The proposal is in line with our voting policy
Corporation	22	Culver		



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.	27-Apr-	Elect Director Lisa Hook	For	The proposal is in line with our voting policy
Auctioneers Incorporated	22			
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	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	28-Apr-	Elect Director Gary P.	For	The proposal is in line with our voting policy
Company	22	Fayard	_	
Genuine Parts	28-Apr-	Elect Director P. Russell	For	The proposal is in line with our voting policy
Company	22	Hardin		
Genuine Parts	28-Apr-	Elect Director John R.	For	The proposal is in line with our voting policy
Company	22	Holder		
Genuine Parts	28-Apr-	Elect Director Donna W.	For	The proposal is in line with our voting policy
Company	22	Hyland		
Genuine Parts	28-Apr-	Elect Director John D.	Withhold	The board lacks diversity.
Company	22	Johns		
Genuine Parts	28-Apr-	Elect Director Jean-	For	The proposal is in line with our voting policy
Company	22	Jacques Lafont		
Genuine Parts	28-Apr-	Elect Director Robert C.	For	The proposal is in line with our voting policy
Company	22	'Robin' Loudermilk, Jr.		
Genuine Parts	28-Apr-	Elect Director Wendy B.	For	The proposal is in line with our voting policy
Company	22	Needham		
Genuine Parts	28-Apr-	Elect Director Juliette W.	For	The proposal is in line with our voting policy
Company	22	Pryor		
Genuine Parts	28-Apr-	Elect Director E. Jenner	For	The proposal is in line with our voting policy
Company	22	Wood, III		
Genuine Parts	28-Apr-	Advisory Vote to Ratify	Against	There is a lack of ESG criteria in the variable
Company	22	Named Executive		compensation.
		Officers' Compensation		
Genuine Parts	28-Apr-	Ratify Ernst & Young LLP	For	The proposal is in line with our voting policy
Company	22	as Auditors		
Horizon	28-Apr-	Elect Director Michael	Against	The board lacks diversity. The nominee holds two
Therapeutics	22	Grey		executive mandates and two non-executive
Public Limited				directorships, one of which as an outside
Company				Chairperson of the Board. The nominee is therefore
11	20. 4	Floor Division Leff	F	overboarded.
Horizon	28-Apr-	Elect Director Jeff	For	The proposal is in line with our voting policy
Therapeutics	22	Himawan		
Public Limited				
Company Horizon	28-Apr-	Elect Director Susan	For	The proposal is in line with our voting policy
Therapeutics			FOI	The proposal is in line with our voting policy
Public Limited	22	Mahony		
Company Horizon	20 100	Ratify	For	The proposal is in line with surveting policy
Therapeutics	28-Apr- 22	PricewaterhouseCoopers	For	The proposal is in line with our voting policy
Public Limited	22	LLP as Auditors and		
		Authorise Their		
Company		Remuneration		
Horizon	20 1		Against	Componentian is expensive componed to posses
Horizon	28-Apr-	Advisory Vote to Ratify	Against	Compensation is excessive compared to peers.
Therapeutics Public Limited	22	Named Executive Officers' Compensation		
		Officers Compensation		
Company				



Horizon	28-Apr-	Authorize Market	For	The proposal is in line with our voting policy
Therapeutics	20-Api-	Purchases or Overseas	101	The proposal is in line with our voting policy
Public Limited		Market Purchases of		
Company		Ordinary Shares		
Horizon	28-Apr-	Amend Omnibus Stock	For	The proposal is in line with our voting policy
Therapeutics	22	Plan	101	The proposal is in line with our voting policy
Public Limited	22	T Idii		
Company				
Intuitive Surgical,	28-Apr-	Elect Director Craig H.	For	The proposal is in line with our voting policy
Inc.	20-Apr-	Barratt	101	The proposal is in line with our voting policy
Intuitive Surgical,	28-Apr-	Elect Director Joseph C.	For	The proposal is in line with our voting policy
Inc.	20-Api-	Beery	101	The proposal is in line with our voting policy
Intuitive Surgical,	28-Apr-	Elect Director Gary S.	For	The proposal is in line with our voting policy
Inc.	20-Api-	Guthart	FUI	The proposal is in line with our voting policy
	28-Apr-	Elect Director Amal M.	For	The proposal is in line with our voting policy
Intuitive Surgical, Inc.	28-Apr-	Johnson	FUI	The proposal is in line with our voting policy
Intuitive Surgical,	28-Apr-	Elect Director Don R.	For	The proposal is in line with our voting policy
Inc.	28-Apr-	Kania	FUI	The proposaris in line with our voting policy
Intuitive Surgical,		Elect Director Amy L.	For	The proposal is in line with our voting policy
	28-Apr- 22	Ladd	FOI	The proposal is in line with our voting policy
Inc.	-	Elect Director Keith R.	For	The prepared is in line with our veting policy
Intuitive Surgical,	28-Apr- 22		FOI	The proposal is in line with our voting policy
Inc.	.	Leonard, Jr.	Гом	The proposal is in line with our voting policy
Intuitive Surgical,	28-Apr-	Elect Director Alan J. Levy	For	The proposal is in line with our voting policy
Inc. Intuitive Surgical,	22 28 Apr	Elect Director Jami Dover	For	The proposal is in line with our voting policy
Inc.	28-Apr- 22	Nachtsheim	FOI	The proposal is in line with our voting policy
Intuitive Surgical,	28-Apr-	Elect Director Monica P.	For	The proposal is in line with our voting policy
Inc.	20-Api-	Reed	FUI	The proposal is in line with our voting policy
Intuitive Surgical,	28-Apr-	Elect Director Mark J.	For	The proposal is in line with our voting policy
Inc.	20-Api-	Rubash	101	The proposal is in line with our voting poncy
Intuitive Surgical,	28-Apr-	Advisory Vote to Ratify	Against	There is a lack of ESG criteria in the variable
Inc.	20-Apr-	Named Executive	Against	compensation.
me.	22	Officers' Compensation		compensation.
Intuitive Surgical,	28-Apr-	Ratify	For	The proposal is in line with our voting policy
Inc.	20-Api-	PricewaterhouseCoopers	101	The proposal is in line with our voting poncy
me.	22	LLP as Auditors		
Intuitive Surgical,	28-Apr-	Amend Omnibus Stock	Against	The cost of the compensation plan is excessive. The
Inc.	20-Apr-	Plan	Against	company has not disclosed sufficient information to
me.	22	T Idii		enable support of the proposal. Discretionary
				payments/powers.
J.B. Hunt	28-Apr-	Elect Director Douglas G.	Against	The board is not sufficiently independent as per our
Transport	20-Api-	Duncan	Against	voting policy. The nominee is a non-independent
Services, Inc.		Duncun		member of the Audit Committee which is not
Jervices, IIIc.				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	28-Apr-	Elect Director Francesca	For	The proposal is in line with our voting policy
Transport	20-Apr-	M. Edwardson	101	The proposaris in fine with our voting policy
Services, Inc.		IVI. EUWUIUSUII		
JEI VILES, IIIL.			L	



I.D. House	20 4	Floor Discortos Marisos	A:	The beauties at sufficiently independent or your
J.B. Hunt Transport	28-Apr- 22	Elect Director Wayne Garrison	Against	The board is not sufficiently independent as per our
	22	Garrison		voting policy.
Services, Inc. J.B. Hunt	20 100	Float Director Shoriby S	Against	The board is not sufficiently independent as per our
	28-Apr- 22	Elect Director Sharilyn S. Gasaway	Against	voting policy. The nominee is a non-independent
Transport	22	Gasaway		member of the Audit Committee which is not
Services, Inc.				
				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	28-Apr-	Elect Director Gary C.	Against	The board lacks diversity. The board is not
Transport	22	George		sufficiently independent as per our voting policy.
Services, Inc.				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	28-Apr-	Elect Director Thad (John	For	The proposal is in line with our voting policy
Transport	22	B., III) Hill		
Services, Inc.	20.4	51 . 51		
J.B. Hunt	28-Apr-	Elect Director J. Bryan	Against	The board is not sufficiently independent as per our
Transport Services, Inc.	22	Hunt, Jr.		voting policy.
J.B. Hunt	28-Apr-	Elect Director Gale V.	For	The proposal is in line with our voting policy
Transport	20-Api-	King	101	The proposaris in line with our voting policy
Services, Inc.		Killy		
J.B. Hunt	28-Apr-	Elect Director John N.	For	The proposal is in line with our voting policy
Transport	22	Roberts, III		
Services, Inc.				
J.B. Hunt	28-Apr-	Elect Director James L.	Against	The board is not sufficiently independent as per our
Transport	22	Robo		voting policy. The nominee is a non-independent
Services, Inc.				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
15.11	96.	51 . 51	. .	majority of independent directors.
J.B. Hunt	28-Apr-	Elect Director Kirk	Against	The board is not sufficiently independent as per our
Transport	22	Thompson		voting policy
Services, Inc.	20. 4	Advisom (Vata to Datif.	A @ = ! = = ±	There is a lack of Climate criteria in the variable
J.B. Hunt Transport	28-Apr- 22	Advisory Vote to Ratify Named Executive	Against	
Services, Inc.	22	Officers' Compensation		compensation.
J.B. Hunt	28-Apr-	Ratify	For	The proposal is in line with our voting policy
Transport	20-Apr-	PricewaterhouseCoopers	101	The proposaris in line with our voting policy
Services, Inc.		LLP as Auditors		
Johnson &	28-Apr-	Elect Director Darius	For	The proposal is in line with our voting policy
Johnson	22	Adamczyk		The proposal is in time with our voting poncy
3311113011	1	, admiczyk	L	



Johnson &	28-Apr-	Elect Director Mary C.	For	The proposal is in line with our voting policy
Johnson	22	Beckerle		
Johnson & Johnson	28-Apr- 22	Elect Director D. Scott Davis	For	The proposal is in line with our voting policy
Johnson &	28-Apr-	Elect Director Ian E. L.	For	The proposal is in line with our voting policy
Johnson	22	Davis		The property of the second period
Johnson &	28-Apr-	Elect Director Jennifer A.	For	The proposal is in line with our voting policy
Johnson	22	Doudna		
Johnson &	28-Apr-	Elect Director Joaquin	For	The proposal is in line with our voting policy
Johnson	22	Duato		
Johnson &	28-Apr-	Elect Director Alex	For	The proposal is in line with our voting policy
Johnson	22	Gorsky		
Johnson &	28-Apr-	Elect Director Marillyn A.	For	The proposal is in line with our voting policy
Johnson	22	Hewson		
Johnson &	28-Apr-	Elect Director Hubert Joly	For	The proposal is in line with our voting policy
Johnson	22			
Johnson &	28-Apr-	Elect Director Mark B.	For	The proposal is in line with our voting policy
Johnson	22	McClellan		
Johnson &	28-Apr-	Elect Director Anne M.	For	The proposal is in line with our voting policy
Johnson	22	Mulcahy		
Johnson &	28-Apr-	Elect Director A. Eugene	For	The proposal is in line with our voting policy
Johnson	22	Washington		
Johnson &	28-Apr-	Elect Director Mark A.	For	The proposal is in line with our voting policy
Johnson	22	Weinberger		
Johnson &	28-Apr-	Elect Director Nadja Y.	For	The proposal is in line with our voting policy
Johnson	22	West		
Johnson &	28-Apr-	Advisory Vote to Ratify	For	The proposal is in line with our voting policy
Johnson	22	Named Executive		
		Officers' Compensation		
Johnson &	28-Apr-	Approve Omnibus Stock	For	The proposal is in line with our voting policy
Johnson	22	Plan		
Johnson &	28-Apr-	Ratify	For	The proposal is in line with our voting policy
Johnson	22	PricewaterhouseCoopers LLP as Auditors		
Johnson &	28-Apr-	Adopt a Mandatory		This is a non-votable item
Johnson	22	Arbitration Bylaw		
		Withdrawn Resolution		
Johnson &	28-Apr-	Report on a Civil Rights,	Against	We do not see that the proponent has
Johnson	22	Equity, Diversity and		demonstrated a deficiency in the Company's current
		Inclusion Audit		level of disclosure on the matter, and therefore we
				consider that the proposal is not in shareholders'
				interest.
Johnson &	28-Apr-	Oversee and Report a	For	Given the nature and the scope of its operations, it
Johnson	22	Racial Equity Audit		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-	Elect Director Joseph J.	Against	The nominee holds four non-executive
	22	Echevarria		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-	Elect Director Scott	For	The proposal is in line with our voting policy
	22	Gottlieb		
Pfizer Inc.	28-Apr-	Elect Director Helen H.	For	The proposal is in line with our voting policy
	22	Hobbs		
Pfizer Inc.	28-Apr-	Elect Director Susan	For	The proposal is in line with our voting policy
	22	Hockfield		
Pfizer Inc.	28-Apr-	Elect Director Dan R.	For	The proposal is in line with our voting policy
	22	Littman		
Pfizer Inc.	28-Apr-	Elect Director Shantanu	For	The proposal is in line with our voting policy
	22	Narayen		
Pfizer Inc.	28-Apr-	Elect Director Suzanne	For	The proposal is in line with our voting policy
D.C	22	Nora Johnson	_	
Pfizer Inc.	28-Apr-	Elect Director James	For	The proposal is in line with our voting policy
D.C	22	Quincey	_	
Pfizer Inc.	28-Apr-	Elect Director James C.	For	The proposal is in line with our voting policy
	22	Smith		
Pfizer Inc.	28-Apr-	Ratify KPMG LLP as	For	The proposal is in line with our voting policy
DC:I	22	Addition	A	There is a last of ECC with six in the control.
Pfizer Inc.	28-Apr-	Advisory Vote to Ratify	Against	There is a lack of ESG criteria in the variable
	22	Named Executive		compensation.
Pfizer Inc.	20 Apr	Officers' Compensation Amend Proxy Access	For	The Proposal is in shareholders' interest.
Pilzei IIIC.	28-Apr- 22	Right	FOI	The Proposal is in shareholders.
Pfizer Inc.	28-Apr-	Report on Congruency of	Against	We do not see that the proponent has
T HZCT IIIC.	22	Political Electioneering	/ (guillist	demonstrated a deficiency in the Company's current
		Expenditures with		level of disclosure on the matter, and therefore we
		Company Values and		consider that the proposal is not in shareholders'
		Policies		interest.
Pfizer Inc.	28-Apr-	Report on Feasibility of	For	Given that the Company has been involved in
	22	Technology Transfer to		controversies related to vaccine inequity, the
		Boost Covid-19 Vaccine		proposed report would shed more light on the
		Production		subject and be beneficial to shareholders to
				understand how the company is managing related
				risks.
Pfizer Inc.	28-Apr-	Report on Board	For	Given that the Company has been involved in
	22	Oversight of Risks		controversies related to anticompetitive practices,
		Related to		the proposed report would shed more light on the
		Anticompetitive Practices		subject and be beneficial to shareholders.
Pfizer Inc.	28-Apr-	Report on Public Health	Against	Amundi is not convinced by the interest for
	22	Costs of Limited Sharing		shareholders of this proposal as the scope of the
		of Vaccine Technology		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-	Elect Director Klaus A.	For	The proposal is in line with our voting policy
	22	Engel		
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-	Elect Director Karen H.	For	The proposal is in line with our voting policy
Corteva, Inc.	22 29-Apr-	Grimes Elect Director Michael O.	For	The proposal is in line with our voting policy
	22	Johanns	_	
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	29-Apr- 22	Elect Director Paul N. Eckley	For	The proposal is in line with our voting policy
Coterra Energy	29-Apr- 22	Elect Director Hans Helmerich	For	The proposal is in line with our voting policy
Coterra Energy	29-Apr- 22	Elect Director Thomas E.	For	The proposal is in line with our voting policy
Inc. Coterra Energy	29-Apr-	Jorden Elect Director Lisa A.	For	The proposal is in line with our voting policy
Inc. Coterra Energy	22 29-Apr-	Stewart Elect Director Frances M.	For	The proposal is in line with our voting policy
Inc.	22	Vallejo		



Coterra Energy	29-Apr-	Elect Director Marcus A.	For	The proposal is in line with our voting policy
Inc.	22	Watts	_	- L
Coterra Energy	29-Apr-	Ratify	For	The proposal is in line with our voting policy
Inc.	22	PricewaterhouseCoopers		
		LLP as Auditors		
Coterra Energy	29-Apr-	Advisory Vote to Ratify	Against	The remuneration structure is not satisfactory.
Inc.	22	Named Executive		
		Officers' Compensation		
Teleflex	29-Apr-	Elect Director John C.	For	The proposal is in line with our voting policy
Incorporated	22	Heinmiller		
Teleflex	29-Apr-	Elect Director Andrew A.	For	The proposal is in line with our voting policy
Incorporated	22	Krakauer		
Teleflex	29-Apr-	Elect Director Neena M.	For	The proposal is in line with our voting policy
Incorporated	22	Patil		
Teleflex	29-Apr-	Advisory Vote to Ratify	Against	There is a lack of ESG criteria in the variable
Incorporated	22	Named Executive		compensation.
•		Officers' Compensation		
Teleflex	29-Apr-	Ratify	For	The proposal is in line with our voting policy
Incorporated	22	PricewaterhouseCoopers		
		LLP as Auditors		
Teleflex	29-Apr-	Approve the Amended	For	The proposal is in line with our voting policy
Incorporated	22	and Restated Bylaws for		proposal is in mis man can teamly pensy
		the Phased-In		
		Declassification of the		
		Board of Directors		
Teleflex	29-Apr-	Approve the Amended	For	The proposal is in line with our voting policy
Incorporated	22	and Restated Certificate		proposal is in mis man can teamly pensy
		of Incorporation for the		
		Phased-In		
		Declassification of the		
		Board of Directors		
Teleflex	29-Apr-	Adopt Simple Majority	For	The Proposal is in shareholders' interest.
Incorporated	22	Vote	101	The Proposal is in shareholders interest.
Carvana Co.	02-May-	Elect Director Dan Quayle	Withhold	There are issues with the board which do not enable
Cai varia Co.	22	Liect Director Dan Quayle	VVICIIIIOIG	support of the proposal.
Carvana Co.		Elect Director Gregory	Withhold	The board lacks diversity. There are issues with the
Cai varia Co.	22	Sullivan	VVICINIOIG	board which do not enable support of the proposal.
Carvana Co.	02-May-	Ratify Grant Thornton	For	The proposal is in line with our voting policy
Carvaria Co.	22	LLP as Auditors	FOI	The proposaris in line with our voting policy
Carvana Co.	+		Against	There is a lack of ESG criteria in the variable
Carvaria Co.	02-May-	Advisory Vote to Ratify Named Executive	Against	
	22			compensation.
Eli Liller and	02.145	Officers' Compensation	Гон	The proposal is in line with a providing policy.
Eli Lilly and	02-May-	Elect Director Ralph	For	The proposal is in line with our voting policy
Company	22 02 May	Alvarez	Гол	The proposal is in line with a constitution as lies:
Eli Lilly and	02-May-	Elect Director Kimberly H.	For	The proposal is in line with our voting policy
Company	22	Johnson	_	
Eli Lilly and	02-May-	Elect Director Juan R.	For	The proposal is in line with our voting policy
Company	22	Luciano		
Eli Lilly and	02-May-	Advisory Vote to Ratify	Against	There is a lack of ESG criteria in the variable
Company	22	Named Executive		compensation.
	1	Officers' Compensation		



Eli Lilly and	02-May-	Ratify Ernst & Young LLP	For	The proposal is in line with our voting policy
Company	22	as Auditors	101	The proposal is in line with our voting policy
Eli Lilly and	02-May-	Declassify the Board of	For	The proposal is in line with our voting policy
Company	22	Directors		
Eli Lilly and	02-May-	Eliminate Supermajority	For	The proposal is in line with our voting policy
Company	22	Voting Provisions		
Eli Lilly and	02-May-	Amend Articles of	For	The proposal is in line with our voting policy
Company	22	Incorporation to Allow		
		Shareholders to Amend		
-11		Bylaws	<u> </u>	
Eli Lilly and	02-May-	Require Independent	For	The Proposal is in shareholders' interest.
Company	22	Board Chair	-	
Eli Lilly and	02-May-	Report on Lobbying	For	Increased disclosure would allow shareholders to
Company	22	Payments and Policy		more fully assess risks presented by the Company's
				lobbying activities, assess if spending is in line with
Eli Liller and	02.04=::	Dublish Thind Donto	Гон	stated objectives and how the Board monitors them. Increased disclosure would allow shareholders to
Eli Lilly and	02-May-	Publish Third-Party	For	
Company	22	Review of Alignment of		more fully assess risks presented by the Company's lobbying activities, assess if spending is in line with
		Company's Lobbying Activities with its Public		stated objectives and how the Board monitors them.
		Statements		stated objectives and now the Board monitors them.
Eli Lilly and	02-May-	Report on Board	For	Controversies have emerged for the Company on
Company	22	Oversight of Risks	101	this subject. Increased disclosure would therefore
company	22	Related to		be useful for shareholders to fully assess the risks
		Anticompetitive Pricing		presented and how they are monitored.
		Strategies		processed and not they are memorial
Paycom	02-May-	Elect Director Jason D.	Withhold	The board lacks diversity. There are issues with the
Software, Inc.	22	Clark		board which do not enable support of the proposal.
,				The company has shown no or insufficient
				responsiveness to shareholder dissent.
Paycom	02-May-	Elect Director Henry C.	Withhold	There are issues with the board which do not enable
Software, Inc.	22	Duques		support of the proposal. The company has shown no
				or insufficient responsiveness to shareholder
				dissent.
Paycom	02-May-	Elect Director Chad	Withhold	There are issues with the board which do not enable
Software, Inc.	22	Richison		support of the proposal. The company has shown no
				or insufficient responsiveness to shareholder
				dissent.
Paycom	02-May-	Ratify Grant Thornton	For	The proposal is in line with our voting policy
Software, Inc.	22	LLP as Auditors		
Paycom	02-May-	Advisory Vote to Ratify	Against	There is a lack of ESG criteria in the variable
Software, Inc.	22	Named Executive		compensation. The company has shown no or
D	02.14	Officers' Compensation	0	insufficient responsiveness to shareholder dissent.
Paycom	02-May-	Advisory Vote on Say on	One Year	
Software, Inc.	22 02 May	Pay Frequency	Against	There is a lack of Climate evitoria in the variable
Albemarle	03-May- 22	Advisory Vote to Ratify Named Executive	Against	There is a lack of Climate criteria in the variable
Corporation		Officers' Compensation		compensation.
Albemarle	03-May-	Elect Director Mary	Against	The nominee holds four non-executive
Corporation	22	Lauren Brlas	Agailist	directorships, one of which as the Chairperson of
Corporation	44	Lauren brias	1	un ectorships, one or which as the chall person 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	03-May-	Elect Director J. Kent	For	The proposal is in line with our voting policy
Corporation	22	Masters, Jr.	101	The proposal is in line with our voting policy
Albemarle	03-May-	Elect Director Glenda J.	For	The proposal is in line with our voting policy
Corporation	22	Minor		The proposer is in the state of
Albemarle	03-May-	Elect Director James J.	Against	The board lacks diversity.
Corporation	22	O'Brien		·
Albemarle	03-May-	Elect Director Diarmuid	For	The proposal is in line with our voting policy
Corporation	22	B. O'Connell		
Albemarle	03-May-	Elect Director Dean L.	Against	The nominee holds one outside executive mandate
Corporation	22	Seavers		and four non-executive directorships. The nominee is therefore overboarded.
Albemarle	03-May-	Elect Director Gerald A.	For	The proposal is in line with our voting policy
Corporation	22	Steiner		
Albemarle	03-May-	Elect Director Holly A.	For	The proposal is in line with our voting policy
Corporation	22	Van Deursen		
Albemarle	03-May-	Elect Director Alejandro	For	The proposal is in line with our voting policy
Corporation	22	D. Wolff		
Albemarle	03-May-	Ratify	For	The proposal is in line with our voting policy
Corporation	22	PricewaterhouseCoopers LLP as Auditors		
Barrick Gold	03-May-	Elect Director Mark	For	The proposal is in line with our voting policy
Corporation	22	Bristow		
Barrick Gold	03-May-	Elect Director Helen Cai	For	The proposal is in line with our voting policy
Corporation	22			
Barrick Gold	03-May-	Elect Director Gustavo A.	Withhold	The board lacks diversity. The nominee is a non-
Corporation	22	Cisneros		independent member of the Remuneration
				Committee which is not composed in majority of independent directors.
Barrick Gold	03-May-	Elect Director	For	The proposal is in line with our voting policy
Corporation	22	Christopher L. Coleman		
Barrick Gold	03-May-	Elect Director J. Michael	For	The proposal is in line with our voting policy
Corporation	22	Evans		
Barrick Gold	03-May-	Elect Director Brian L.	For	The proposal is in line with our voting policy
Corporation	22	Greenspun		
Barrick Gold	03-May-	Elect Director J. Brett	Withhold	The nominee is a non-independent member of the
Corporation	22	Harvey		Remuneration Committee which is not composed in
				majority of independent directors.
Barrick Gold	03-May-	Elect Director Anne	For	The proposal is in line with our voting policy
Corporation	22	Kabagambe		
Barrick Gold	03-May-	Elect Director Andrew J.	For	The proposal is in line with our voting policy
Corporation	22	Quinn		
Barrick Gold	03-May-	Elect Director Loreto	For	The proposal is in line with our voting policy
Corporation	22	Silva		
Barrick Gold	03-May-	Elect Director John L.	For	The proposal is in line with our voting policy
Corporation	22	Thornton		
Barrick Gold	03-May-	Approve	For	The proposal is in line with our voting policy
Corporation	22	PricewaterhouseCoopers		



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



Expeditors International of	03-May- 22	Elect Director Robert P. Carlile	For	The proposal is in line with our voting policy
Washington, Inc. Expeditors International of	03-May- 22	Elect Director James M. DuBois	For	The proposal is in line with our voting policy
Washington, Inc. 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	03-May-	Elect Director Bradley W.	Withhold	The roles of CEO and Chairperson are combined and
Limited	22	Corson	Withhold	there is no lead independent Director as per
Lilliteu	22	Corson		Amundi's independence criteria.
Imamorial Oil	02 May	Float Director Motth our	Withhold	
Imperial Oil	03-May-	Elect Director Matthew	vvitninoid	The board is not sufficiently independent as per our
Limited	22	R. Crocker		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	03-May-	Elect Director Krystyna T.	Withhold	The board is not sufficiently independent as per our
Limited	22	Hoeg		voting policy. The nominee is a non-independent
				member of the Audit Committee whic 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	03-May-	Elect Director Miranda C.	For	The proposal is in line with our voting policy
Limited	22	Hubbs		
Imperial Oil	03-May-	Elect Director Jack M.	Withhold	The board is not sufficiently independent as per our
Limited	22	Mintz		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	03-May-	Elect Director David S.	Withhold	The board is not sufficiently independent as per our
Limited	22	Sutherland	Withhold	voting policy. The nominee is a non-independent
Lillitea	22	Jutilerianu		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
	62.11	D. vif	_	independent directors.
Imperial Oil	03-May-	Ratify	For	The proposal is in line with our voting policy
Limited	22	PricewaterhouseCoopers		
		LLP as Auditors		
Imperial Oil	03-May-	Adopt a Policy to Cease	Against	While acknowledging the urgency to act to limit the
Limited	22	Oil and Gas Exploration		global warning, we view the demand as over
	1	and Developments	1	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	04-May-	Ratify Grant Thornton	For	The proposal is in line with our voting policy
Corporation	22	LLP as Auditors		
Cognex	04-May-	Advisory Vote to Ratify	Against	Compensation is excessive compared to peers.
Corporation	22	Named Executive		There is a lack of ESG criteria in the variable
		Officers' Compensation		compensation.
CSX Corporation	04-May-	Elect Director Donna M.	For	The proposal is in line with our voting policy
	22	Alvarado	_	
CSX Corporation	04-May-	Elect Director Thomas P.	For	The proposal is in line with our voting policy
	22	Bostick		
CSX Corporation	04-May-	Elect Director James M.	For	The proposal is in line with our voting policy
	22	Foote		
CSX Corporation	04-May-	Elect Director Steven T.	For	The proposal is in line with our voting policy
	22	Halverson		
CSX Corporation	04-May-	Elect Director Paul C.	For	The proposal is in line with our voting policy
	22	Hilal		
CSX Corporation	04-May-	Elect Director David M.	Against	The nominee holds three non-executive
	22	Moffett		directorships, two of which as the Chairperson of
				the Audit Committee. The nominee is therefore
				overboarded.
CSX Corporation	04-May-	Elect Director Linda H.	Against	The board lacks diversity.
	22	Riefler		
CSX Corporation	04-May-	Elect Director Suzanne	For	The proposal is in line with our voting policy
	22	M. Vautrinot		
CSX Corporation	04-May-	Elect Director James L.	For	The proposal is in line with our voting policy
	22	Wainscott		
CSX Corporation	04-May-	Elect Director J. Steven	For	The proposal is in line with our voting policy
	22	Whisler		
CSX Corporation	04-May-	Elect Director John J.	Against	The nominee holds one outside executive mandate
	22	Zillmer		and two non-executive directorships, one of which
				as the Chairperson of the Board. The nominee is
				therefore overboarded.
CSX Corporation	04-May-	Ratify Ernst & Young LLP	For	The proposal is in line with our voting policy
	22	as Auditors		
CSX Corporation	04-May-	Advisory Vote to Ratify	Against	Compensation is excessive compared to peers.
	22	Named Executive		There is a lack of Climate criteria in the variable
		Officers' Compensation		compensation. Discretionary payments/powers. The
				company has not provided sufficient information to
				justify this increase in variable remuneration.
Franco-Nevada	04-May-	Elect Director David	For	The proposal is in line with our voting policy
Corporation	22	Harquail		
Franco-Nevada	04-May-	Elect Director Paul Brink	For	The proposal is in line with our voting policy
Corporation	22			
Franco-Nevada	04-May-	Elect Director Tom	For	The proposal is in line with our voting policy
Corporation	22	Albanese		
Franco-Nevada	04-May-	Elect Director Derek W.	Withhold	The nominee is a non-independent member of the
Corporation	22	Evans		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	04-May-	Elect Director Catharine	For	The proposal is in line with our voting policy
Corporation	22	Farrow	140111111	
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	04-May-	Elect Director Maureen	For	The proposal is in line with our voting policy
Corporation	22	Jensen		
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. Pohlad	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. Bita	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-	Elect Director Richard E.	For	The proposal is in line with our voting policy
Jan Globarine.	22	Thornburgh		
S&P Global Inc.	22 04-May-	Thornburgh Elect Director Gregory Washington	For	The proposal is in line with our voting policy
	22		For	The proposal is in line with our voting policy The proposal is in line with our voting policy



Stryker	04-May-	Elect Director Mary K.	For	The proposal is in line with our voting policy
Corporation	22	Brainerd	101	The proposal is in line with our voting policy
Stryker	04-May-	Elect Director Giovanni	For	The proposal is in line with our voting policy
Corporation	22	Caforio	101	The proposuris in line with our voting poncy
Stryker	04-May-	Elect Director Srikant M.	For	The proposal is in line with our voting policy
Corporation	22	Datar	101	The proposuris in line with our voting policy
Stryker	04-May-	Elect Director Allan C.	For	The proposal is in line with our voting policy
Corporation	22	Golston	101	The proposario in line with our voting policy
Stryker	04-May-	Elect Director Kevin A.	For	The proposal is in line with our voting policy
Corporation	22	Lobo		, , , , , , , , , , , , , , , , , , ,
Stryker	04-May-	Elect Director Sherilyn S.	For	The proposal is in line with our voting policy
Corporation	22	McCoy		
Stryker	04-May-	Elect Director Andrew K.	For	The proposal is in line with our voting policy
Corporation	22	Silvernail		
Stryker	04-May-	Elect Director Lisa M.	For	The proposal is in line with our voting policy
Corporation	22	Skeete Tatum		
Stryker	04-May-	Elect Director Ronda E.	For	The proposal is in line with our voting policy
Corporation	22	Stryker		
Stryker	04-May-	Elect Director Rajeev Suri	For	The proposal is in line with our voting policy
Corporation	22			
Stryker	04-May-	Ratify Ernst & Young LLP	For	The proposal is in line with our voting policy
Corporation	22	as Auditors		
Stryker	04-May-	Advisory Vote to Ratify	Against	There is a lack of ESG criteria in the variable
Corporation	22	Named Executive		compensation.
		Officers' Compensation		
Stryker	04-May-	Amend Proxy Access	For	The Proposal is in shareholders' interest.
Corporation	22	Right		
AMETEK, Inc.	05-May-	Elect Director Steven W.	Against	The board lacks diversity. The nominee is a non-
	22	Kohlhagen		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-	Elect Director Dean	For	The proposal is in line with our voting policy
	22	Seavers		
AMETEK, Inc.	05-May-	Elect Director David A.	Against	The roles of CEO and Chairperson are combined and
	22	Zapico		there is no lead independent Director as per
				Amundi's independence criteria.
AMETEK, Inc.	05-May-	Advisory Vote to Ratify	Against	There is a lack of Climate criteria in the variable
	22	Named Executive		compensation. Compensation is excessive compared
		Officers' Compensation		to peers.
AMETEK, Inc.	05-May-	Ratify Ernst & Young LLP	For	The proposal is in line with our voting policy
	22	as Auditors		
Boston Scientific	05-May-	Elect Director Nelda J.	For	The proposal is in line with our voting policy
Corporation	22	Connors		
Boston Scientific	05-May-	Elect Director Charles J.	Against	The nominee holds 4 non-executive directorships, 4
Corporation	22	Dockendorff		of which as Chairperson of the Audit Committee.
				The nominee is therefore overboarded.
Boston Scientific	05-May-	Elect Director Yoshiaki	For	The proposal is in line with our voting policy
Corporation				



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



C.H. Robinson	05-May-	Ratify Deloitte & Touche	For	The proposal is in line with our voting policy
Worldwide, Inc.	22	LLP as Auditors	101	The proposal is in line with our voting poney
C.H. Robinson	05-May-	Approve Omnibus Stock	Against	The cost of the compensation plan is excessive. The
Worldwide, Inc.	22	Plan	7.6411130	company has not disclosed sufficient information to
				enable support of the proposal. Discretionary
				payments/powers.
Cadence Design	05-May-	Elect Director Mark W.	For	The proposal is in line with our voting policy
Systems, Inc.	22	Adams		
Cadence Design	05-May-	Elect Director Ita	For	The proposal is in line with our voting policy
Systems, Inc.	22	Brennan		
Cadence Design	05-May-	Elect Director Lewis	For	The proposal is in line with our voting policy
Systems, Inc.	22	Chew		
Cadence Design	05-May-	Elect Director Anirudh	For	The proposal is in line with our voting policy
Systems, Inc.	22	Devgan		
Cadence Design	05-May-	Elect Director Mary	For	The proposal is in line with our voting policy
Systems, Inc.	22	Louise Krakauer		
Cadence Design	05-May-	Elect Director Julia Liuson	For	The proposal is in line with our voting policy
Systems, Inc.	22			
Cadence Design	05-May-	Elect Director James D.	Against	The board lacks diversity.
Systems, Inc.	22	Plummer		
Cadence Design	05-May-	Elect Director Alberto	For	The proposal is in line with our voting policy
Systems, Inc.	22	Sangiovanni-Vincentelli	_	
Cadence Design	05-May-	Elect Director John B.	For	The proposal is in line with our voting policy
Systems, Inc.	22	Shoven	_	
Cadence Design	05-May-	Elect Director Young K.	For	The proposal is in line with our voting policy
Systems, Inc.	22	Sohn	A ===:-==+	The management helds are acceptable as an electric and
Cadence Design	05-May-	Elect Director Lip-Bu Tan	Against	The nominee holds one executive mandate and
Systems, Inc.	22			three non-executive directorships. The nominee is therefore overboarded.
Cadence Design	05-May-	Advisory Vote to Ratify	Against	Compensation is excessive compared to peers.
Systems, Inc.	22	Named Executive	Against	There is a lack of ESG criteria in the variable
Systems, me.		Officers' Compensation		compensation.
Cadence Design	05-May-	Ratify	For	The proposal is in line with our voting policy
Systems, Inc.	22	PricewaterhouseCoopers		ma proposant management of party
, ,		LLP as Auditors		
Cadence Design	05-May-	Reduce Ownership	For	The Proposal is in shareholders' interest.
Systems, Inc.	22	Threshold for		·
,		Shareholders to Call		
		Special Meeting		
Constellation	05-May-	Elect Director Jeff Bender	For	The proposal is in line with our voting policy
Software Inc.	22			
Constellation	05-May-	Elect Director John	For	The proposal is in line with our voting policy
Software Inc.	22	Billowits		
Constellation	05-May-	Elect Director Lawrence	For	The proposal is in line with our voting policy
Software Inc.	22	Cunningham		
Constellation	05-May-	Elect Director Susan	For	The proposal is in line with our voting policy
Software Inc.	22	Gayner		
Constellation	05-May-	Elect Director Claire	For	The proposal is in line with our voting policy
Software Inc.	22	Kennedy		
Constellation	05-May-	Elect Director Robert	For	The proposal is in line with our voting policy
Software Inc.	22	Kittel		



Constellation	05-May-	Elect Director Mark	For	The proposal is in line with our voting policy
Software Inc.	22	Leonard		
Constellation	05-May-	Elect Director Mark	For	The proposal is in line with our voting policy
Software Inc.	22	Miller		
Constellation	05-May-	Elect Director Lori O'Neill	For	The proposal is in line with our voting policy
Software Inc.	22			
Constellation	05-May-	Elect Director Donna Parr	For	The proposal is in line with our voting policy
Software Inc.	22			
Constellation	05-May-	Elect Director Andrew	For	The proposal is in line with our voting policy
Software Inc.	22	Pastor		
Constellation	05-May-	Elect Director Dexter	For	The proposal is in line with our voting policy
Software Inc.	22	Salna		
Constellation	05-May-	Elect Director Laurie	For	The proposal is in line with our voting policy
Software Inc.	22	Schultz		
Constellation	05-May-	Elect Director Barry	For	The proposal is in line with our voting policy
Software Inc.	22	Symons		
Constellation	05-May-	Elect Director Robin Van	For	The proposal is in line with our voting policy
Software Inc.	22	Poelje		The proposal is in the same as a search
Constellation	05-May-	Approve KPMG LLP	For	The proposal is in line with our voting policy
Software Inc.	22	Auditors and Authorize		The proposal is in line with our voting policy
Software me.		Board to Fix Their		
		Remuneration		
Constellation	05-May-	Approve Increase in Size	For	The proposal is in line with our voting policy
Software Inc.	22	of Board from Fifteen to	101	The proposal is in line with our voting policy
Software Inc.	22	Twenty		
Constellation	05-May-	Advisory Vote to Ratify	Against	There is a lack of ESG criteria in the variable
Software Inc.	22	Named Executive	Against	
Software Inc.	22	Officer's Compensation		compensation.
Constellation	05-May-	•	For	Given the nature and the scope of its operations, it
	-	SP: Report on Racial	FOI	
Software Inc.	22	Diversity in the		is essential that the Company ensures it operates
		Workplace		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-	Elect Director Shari L.	For	The proposal is in line with our voting policy
	22	Ballard		
Ecolab Inc.	05-May-	Elect Director Barbara J.	Against	The nominee is a non-independent member of the
	22	Beck		Nomination Committee which is not composed in
				majority of independent directors.
Ecolab Inc.	05-May-	Elect Director Christophe	For	The proposal is in line with our voting policy
	22	Beck	<u></u>	
Ecolab Inc.	05-May-	Elect Director Jeffrey M.	For	The proposal is in line with our voting policy
	22	Ettinger		
				T
Ecolab Inc.	05-May-	Elect Director Arthur J.	Against	The nominee is a non-independent member of the
Ecolab Inc.	05-May- 22	Elect Director Arthur J. Higgins	Against	Remuneration Committee which is not composed in



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	05-May-	Elect Director Donald C.	For	The proposal is in line with our voting policy
Activewear Inc.	22	Berg		
Gildan	05-May-	Elect Director Maryse	Withhold	The board lacks diversity.
Activewear Inc.	22	Bertrand		,
Gildan	05-May-	Elect Director Dhaval	For	The proposal is in line with our voting policy
Activewear Inc.	22	Buch		me preparation mane man reality
Gildan	05-May-	Elect Director Marc Caira	For	The proposal is in line with our voting policy
Activewear Inc.	22	Licet Birector Ware Cana	101	The proposaris in line with our voting poney
Gildan	05-May-	Elect Director Glenn J.	For	The proposal is in line with our voting policy
Activewear Inc.	22	Chamandy	101	The proposal is in line with our voting policy
Gildan	05-May-	Elect Director Shirley E.	For	The proposal is in line with our voting policy
Activewear Inc.	22		FOI	The proposal is in line with our voting policy
	ļ	Cunningham Elect Director Russell	\	The management had a three man accounting
Gildan Activewear Inc.	05-May- 22	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	05-May-	Elect Director Charles M.	For	The proposal is in line with our voting policy
Activewear Inc.	22	Herington		
Gildan Activewear Inc.	05-May- 22	Elect Director Luc Jobin	For	The proposal is in line with our voting policy
Gildan	05-May-	Elect Director Craig A.	For	The proposal is in line with our voting policy
Activewear Inc.	22	Leavitt		
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	05-May-	Ratify KPMG LLP as	For	The proposal is in line with our voting policy
Activewear Inc.	22	Auditors		
Mettler-Toledo	05-May-	Elect Director Robert F.	Against	The board is not sufficiently independent as per our
International Inc.	22	Spoerry		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	05-May-	Elect Director Wah-Hui	Against	The board is not sufficiently independent as per our
International Inc.	22	Chu		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	05-May-	Elect Director Domitille	For	The proposal is in line with our voting policy
International Inc.	22	Doat-Le Bigot		
Mettler-Toledo	05-May-	Elect Director Olivier A.	Against	The board is not sufficiently independent as per our
International Inc.	22	Filliol		voting policy.
Mettler-Toledo	05-May-	Elect Director Elisha W.	Against	The nominee holds three non-executive
International Inc.	22	Finney		directorships, all of which as the Chairperson of the
				Audit Committee. The nominee is therefore
				overboarded.
Mettler-Toledo	05-May-	Elect Director Richard	For	The proposal is in line with our voting policy
International Inc.	22	Francis		
Mettler-Toledo	05-May-	Elect Director Michael A.	Against	The board is not sufficiently independent as per our
International Inc.	22	Kelly		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	05-May-	Elect Director Thomas P.	Against	The board is not sufficiently independent as per our
International Inc.	22	Salice		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	05-May-	Ratify	For	The proposal is in line with our voting policy
International Inc.	22	PricewaterhouseCoopers		
		LLP as Auditors		
Mettler-Toledo	05-May-	Advisory Vote to Ratify	For	The proposal is in line with our voting policy
International Inc.	22	Named Executive		
		Officers' Compensation		
United Parcel	05-May-	Elect Director Carol B.	For	The proposal is in line with our voting policy
Service, Inc.	22	Tome		
United Parcel	05-May-	Elect Director Rodney C.	Against	The nominee holds four non-executive
Service, Inc.	22	Adkins		directorships, one of which as an outside
				Chairperson of the Board. The nominee is therefore
				overboarded.
United Parcel	05-May-	Elect Director Eva C.	For	The proposal is in line with our voting policy
Service, Inc.	22	Boratto		
United Parcel	05-May-	Elect Director Michael J.	For	The proposal is in line with our voting policy
Service, Inc.	22	Burns		
United Parcel	05-May-	Elect Director Wayne M.	For	The proposal is in line with our voting policy
Service, Inc.	22	Hewett		
United Parcel	05-May-	Elect Director Angela	For	The proposal is in line with our voting policy
Service, Inc.	22	Hwang		
United Parcel	05-May-	Elect Director Kate E.	For	The proposal is in line with our voting policy
Service, Inc.	22	Johnson		
United Parcel	05-May-	Elect Director William R.	Against	There are issues with the board which do not enable
Service, Inc.	22	Johnson		support of the proposal.
United Parcel	05-May-	Elect Director Ann M.	For	The proposal is in line with our voting policy
Officed Fareer		Licot Director / till ivii		The proposaris in time with our voting policy



United Parcel	05-May-	Elect Director Franck J.	For	The proposal is in line with our voting policy
Service, Inc.	22	Moison		
United Parcel	05-May-	Elect Director Christiana	For	The proposal is in line with our voting policy
Service, Inc.	22	Smith Shi		
United Parcel	05-May-	Elect Director Russell	For	The proposal is in line with our voting policy
Service, Inc.	22	Stokes		
United Parcel	05-May-	Elect Director Kevin	For	The proposal is in line with our voting policy
Service, Inc.	22	Warsh		
United Parcel	05-May-	Advisory Vote to Ratify	Against	There is a lack of Climate criteria in the variable
Service, Inc.	22	Named Executive		compensation.
		Officers' Compensation		
United Parcel	05-May-	Ratify Deloitte & Touche	For	The proposal is in line with our voting policy
Service, Inc.	22	LLP as Auditors		
United Parcel	05-May-	Report on Lobbying	For	Increased disclosure would allow shareholders to
Service, Inc.	22	Payments and Policy		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	05-May-	Report on Corporate	For	Increased disclosure would allow shareholders to
Service, Inc.	22	Climate Lobbying Aligned		more fully assess risks presented by the Company's
		with Paris Agreement		lobbying activities, and assess if spending is in line
				with stated objectives.
United Parcel	05-May-	Approve Recapitalization	For	The Proposal is in shareholders' interest.
Service, Inc.	22	Plan for all Stock to Have		
		One-vote per Share		
United Parcel	05-May-	Adopt Independently	For	Additional independently verified information,
Service, Inc.	22	Verified Science-Based		notably on targets and on scope 3 emissions would
		GHG Reduction Targets		be useful to shareholders to assess potential risks
				and increase their understanding on how the
				company is managing its transition.
United Parcel	05-May-	Report on Balancing	For	Issues of social responsibility and sustainable
Service, Inc.	22	Climate Measures and		development, such as those of governance, are
		Financial Returns		essential in the assessment of a company, therefore
				understanding the choices made in balancing social
				responsibilty and financials returns is of interest to
				shareholders. The proposal has merit.
United Parcel	05-May-	Report on Effectiveness	For	Given the potential reputational risks involved,
Service, Inc.	22	of Diversity Equity and		shareholders would benefit from additional
		Inclusion Efforts and		disclosure.
		Metrics		
Colgate-	06-May-	Elect Director John P.	For	The proposal is in line with our voting policy
Palmolive	22	Bilbrey		
Company				
Colgate-	06-May-	Elect Director John T.	Against	The nominee is a non-independent member of the
Palmolive	22	Cahill		Audit Committee which is not composed in majority
Company				of independent directors.
Colgate-	06-May-	Elect Director Lisa M.	For	The proposal is in line with our voting policy
Palmolive	22	Edwards		
Company				
Colgate-	06-May-	Elect Director C. Martin	For	The proposal is in line with our voting policy
Palmolive	22	Harris		
Company	1			



Colgate- Palmolive Company	06-May- 22	Elect Director Martina Hund-Mejean	For	The proposal is in line with our voting policy
Collipative 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	06-May-	Elect Director Richard J.	For	The proposal is in line with our voting policy
Corporation	22	Tobin	101	The proposaris in line with our voting poncy
Dover	06-May-	Elect Director Stephen M.	For	The proposal is in line with our voting policy
Corporation	22	Todd		me proposario in inic vitar our roung pone,
Dover	06-May-	Elect Director Stephen K.	Against	The board lacks diversity. The nominee is a non-
Corporation	22	Wagner	0	independent member of the Nomination Committee
				which is not composed in majority of independent
				directors.
Dover	06-May-	Elect Director Keith E.	For	The proposal is in line with our voting policy
Corporation	22	Wandell		
Dover	06-May-	Elect Director Mary A.	Against	The nominee is a non-independent member of the
Corporation	22	Winston		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.
D	06.14	D-416	F	The nominee is therefore overboarded.
Dover	06-May-	Ratify	For	The proposal is in line with our voting policy
Corporation	22	PricewaterhouseCoopers LLP as Auditors		
Dover	06-May-	Advisory Vote to Ratify	For	The proposal is in line with our voting policy
Corporation	22	Named Executive	101	The proposaris in line with our voting policy
Corporation		Officers' Compensation		
Dover	06-May-	Provide Right to Act by	For	The Proposal is in shareholders' interest.
Corporation	22	Written Consent		
IDEX Corporation	06-May-	Elect Director Livingston	Against	The board lacks diversity.
·	22	L. Satterthwaite		,
IDEX Corporation	06-May-	Elect Director David C.	Against	The board lacks diversity.
	22	Parry		
IDEX Corporation	06-May-	Elect Director Eric D.	For	The proposal is in line with our voting policy
	22	Ashleman		
IDEX Corporation	06-May-	Elect Director L. Paris	For	The proposal is in line with our voting policy
	22	Watts-Stanfield		
IDEX Corporation	06-May-	Advisory Vote to Ratify	Against	There is a lack of Climate criteria in the variable
	22	Named Executive		compensation.
IDEX Corporation	06-May-	Officers' Compensation Ratify Deloitte & Touche	For	The proposal is in line with our voting policy
IDEX COIPOIATION	22	LLP as Auditors	FUI	The proposal is in line with our voting policy
Illinois Tool	06-May-	Elect Director Daniel J.	For	The proposal is in line with our voting policy
Works Inc.	22	Brutto	101	The proposal is in line with our voting poney
Illinois Tool	06-May-	Elect Director Susan	Against	The nominee is a non-independent member of the
Works Inc.	22	Crown	7.6411130	Nomination Committee which is not composed in
				majority of independent directors.
Illinois Tool	06-May-	Elect Director Darrell L.	For	The proposal is in line with our voting policy
Works Inc.	22	Ford	<u></u>	
Illinois Tool	06-May-	Elect Director James W.	For	The proposal is in line with our voting policy
Works Inc.	22	Griffith		
Illinois Tool	06-May-	Elect Director Jay L.	Against	The nominee holds three non-executive
Works Inc.	22	Henderson		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	For	The proposal is in line with our voting policy
Illinois Tool	06-May-	Elect Director David B.	For	The proposal is in line with our voting policy
Works Inc.	22	Smith, Jr.		
Illinois Tool	06-May-	Elect Director Pamela B.	Against	The nominee is a non-independent member of the
Works Inc.	22	Strobel		Nomination Committee which is not composed in
				majority of independent directors.
Illinois Tool	06-May-	Elect Director Anre D.	For	The proposal is in line with our voting policy
Works Inc.	22	Williams		
Illinois Tool	06-May-	Ratify Deloitte & Touche	For	The proposal is in line with our voting policy
Works Inc.	22	LLP as Auditor		
Illinois Tool	06-May-	Advisory Vote to Ratify	Against	Compensation is excessive compared to peers There
Works Inc.	22	Named Executive		is a lack of Climate criteria in the variable
		Officers' Compensation		compensation.
Illinois Tool	06-May-	Reduce Ownership	For	The Proposal is in shareholders' interest.
Works Inc.	22	Threshold for		
		Shareholders to Call		
		Special Meeting		
PPG Industries,	09-May-	Elect Director Gary R.	Against	The board lacks diversity.
Inc.	22	Heminger		
PPG Industries,	09-May-	Elect Director Kathleen A.	For	The proposal is in line with our voting policy
Inc.	22	Ligocki		
PPG Industries,	09-May-	Elect Director Michael H.	Against	The roles of CEO and Chairperson are combined and
Inc.	22	McGarry		there is no lead independent Director as per
				Amundi's independence criteria.
PPG Industries,	09-May-	Elect Director Michael T.	For	The proposal is in line with our voting policy
Inc.	22	Nally		
PPG Industries,	09-May-	Advisory Vote to Ratify	For	The proposal is in line with our voting policy
Inc.	22	Named Executive		
		Officers' Compensation		
PPG Industries,	09-May-	Declassify the Board of	For	The proposal is in line with our voting policy
Inc.	22	Directors		
PPG Industries,	09-May-	Eliminate Supermajority	For	The proposal is in line with our voting policy
Inc.	22	Vote Requirement		
PPG Industries,	09-May-	Ratify	For	The proposal is in line with our voting policy
Inc.	22	PricewaterhouseCoopers		
		LLP as Auditors		
PPG Industries,	09-May-	Consider Pay Disparity	For	Amundi considers that social cohesion represents a
Inc.	22	Between CEO and Other		systemic risk for companies, as well as an
		Employees		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	09-May-	Elect Director Ronald	Against	The nominee holds four non-executive
Technologies,	22	Sugar		directorships, one of which as the Chairperson of
Inc.				the Board and another as an outside Chairperson of
				the Audit Committee. The nominee is therefore
			1	overboarded.



Uber	09-May-	Elect Director Revathi	For	The proposal is in line with our voting policy
Technologies,	22	Advaithi		
Inc.				
Uber	09-May-	Elect Director Ursula	Against	The nominee holds one outside executive mandate
Technologies,	22	Burns		and four non-executive directorships, one of which
Inc.				as an outside Chairperson of the Audit Committee.
				The nominee is therefore overboarded.
Uber	09-May-	Elect Director Robert	Against	The nominee holds four non-executive
Technologies,	22	Eckert		directorships, one of which as an outside
Inc.				Chairperson of the Board. The nominee is therefore
				overboarded.
Uber	09-May-	Elect Director Amanda	For	The proposal is in line with our voting policy
Technologies,	22	Ginsberg		
Inc.				
Uber	09-May-	Elect Director Dara	For	The nominee holds one executive mandate and
Technologies,	22	Khosrowshahi		three non-executive directorships. The nominee is
Inc.				therefore overboarded.
Uber	09-May-	Elect Director Wan Ling	For	The proposal is in line with our voting policy
Technologies,	22	Martello		
Inc.				
Uber	09-May-	Elect Director Yasir Al-	For	The proposal is in line with our voting policy
Technologies,	22	Rumayyan		
Inc.				
Uber	09-May-	Elect Director John Thain	Against	The nominee holds three non-executive
Technologies,	22			directorships, one of which as the Chairperson of
Inc.				the Audit Committee and another as an outside
				Chairperson of the Board. The nominee is therefore overboarded.
Uber	09-May-	Elect Director David I.	For	
Technologies,	22	Trujillo	FOI	The proposal is in line with our voting policy
Inc.	22	Trajillo		
Uber	09-May-	Elect Director Alexander	For	The proposal is in line with our voting policy
Technologies,	22	Wynaendts	FUI	The proposal is in line with our voting policy
Inc.	22	vvynaenuts		
Uber	09-May-	Advisory Vote to Ratify	Against	There is a lack of Climate criteria in the variable
Technologies,	22	Named Executive	Against	compensation.
Inc.	22	Officers' Compensation		compensation.
Uber	09-May-	Ratify	For	The proposal is in line with our voting policy
Technologies,	22	PricewaterhouseCoopers	101	The proposaris in line with our voting policy
Inc.		LLP as Auditors		
Uber	09-May-	Report on Lobbying	For	Increased disclosure would allow shareholders to
Technologies,	22	Payments and Policy	' ' ' '	more fully assess risks presented by the Company's
Inc.		- ayments and roney		Political Contributions and Expenditures.
3M Company	10-May-	Elect Director Thomas	For	The proposal is in line with our voting policy
o company	22	"Tony" K. Brown	' ' '	p. sposar is in fine than our voting poncy
3M Company	10-May-	Elect Director Pamela J.	Against	The nominee holds four non-executive
copan,	22	Craig	7.0511100	directorships, one of which as an outside
				Chairperson of the Audit Committee. The nominee is
				· ·
3M Company	10-May-	Elect Director David B.	For	therefore overboarded. 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	10-May-	Elect Director Jim	For	The proposal is in line with our voting policy
Corporation	22	Gowans		
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	10-May-	Ratify KPMG LLP as	For	The proposal is in line with our voting policy
Corporation	22	Auditors		
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	10-May-	Elect Director C. Richard	Against	The nominee is a non-independent member of the
Laboratories	22	Reese	Against	Remuneration Committee which is not composed in
International,		neese		majority of independent directors.
Inc.				majority of independent directors.
Charles River	10-May-	Elect Director Richard F.	Against	The nominee holds four non-executive
Laboratories	22	Wallman		directorships, one of which as an outside
International,				Chairperson of the Audit Committee. The nominee is
Inc.				therefore overboarded.
Charles River	10-May-	Elect Director Virginia M.	For	The proposal is in line with our voting policy
Laboratories	22	Wilson		
International,				
Inc.				
Charles River	10-May-	Advisory Vote to Ratify	Against	There is a lack of ESG criteria in the variable
Laboratories	22	Named Executive		compensation.
International,		Officers' Compensation		
Inc.		·		
Charles River	10-May-	Ratify	For	The proposal is in line with our voting policy
Laboratories	22	PricewaterhouseCoopers		
International,		LLP as Auditors		
Inc.				
ConocoPhillips	10-May-	Elect Director Caroline	For	The proposal is in line with our voting policy
·	22	Maury Devine		
ConocoPhillips	10-May-	Elect Director Jody	For	The proposal is in line with our voting policy
·	22	Freeman		
ConocoPhillips	10-May-	Elect Director Gay Huey	For	The proposal is in line with our voting policy
	22	Evans		
ConocoPhillips	10-May-	Elect Director Jeffrey A.	For	The proposal is in line with our voting policy
·	22	Joerres		
ConocoPhillips	10-May-	Elect Director Ryan M.	Against	The roles of CEO and Chairperson are combined and
	22	Lance		there is no lead independent Director as per
				Amundi's independence criteria.
ConocoPhillips	10-May-	Elect Director Timothy A.	For	The proposal is in line with our voting policy
	22	Leach		
ConocoPhillips	10-May-	Elect Director William H.	For	The proposal is in line with our voting policy
	22	McRaven		
ConocoPhillips	10-May-	Elect Director Sharmila	For	The proposal is in line with our voting policy
	22	Mulligan		
ConocoPhillips	10-May-	Elect Director Eric D.	For	The proposal is in line with our voting policy
	22	Mullins		
ConocoPhillips	10-May-	Elect Director Arjun N.	For	The proposal is in line with our voting policy
	22	Murti		
ConocoPhillips	10-May-	Elect Director Robert A.	Against	The board lacks diversity.
	22	Niblock		
ConocoPhillips	10-May-	Elect Director David T.	For	The proposal is in line with our voting policy
	22	Seaton		
ConocoPhillips	10-May-	Elect Director R.A.	For	The proposal is in line with our voting policy
	22	Walker		
ConocoPhillips	10-May-	Ratify Ernst & Young LLP	For	The proposal is in line with our voting policy
-	22	as Auditors		



ConocoPhillips	10-May-	Advisory Vote to Ratify	Against	There is a notable disconnect between pay and
	22	Named Executive		performance. There is a lack of transparency on
		Officers' Compensation		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-	Eliminate Supermajority	For	The proposal is in line with our voting policy
	22	Vote Requirement		
ConocoPhillips	10-May-	Provide Right to Call	For	The proposal is in line with our voting policy
	22	Special Meeting		
ConocoPhillips	10-May-	Provide Right to Call	For	The Proposal is in shareholders' interest.
	22	Special Meetings		
ConocoPhillips	10-May-	Report on GHG Emissions	For	We consider the commitment requested by the
	22	Reduction Targets		proposal as useful for shareholders to assess
				progress towards Paris Agreement targets.
ConocoPhillips	10-May-	Report on Lobbying	Against	We do not see that the proponent has
-	22	Payments and Policy		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-	Elect Director N. Thomas	Against	The roles of CEO and Chairperson are combined and
	22	Linebarger	0	there is no lead independent Director as per
				Amundi's independence criteria.
Cummins Inc.	10-May-	Elect Director Jennifer W.	Against	The board is not sufficiently independent as per our
	22	Rumsey		voting policy.
Cummins Inc.	10-May-	Elect Director Robert J.	Against	The board is not sufficiently independent as per our
	22	Bernhard		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-	Elect Director Franklin R.	Against	The board is not sufficiently independent as per our
	22	Chang Diaz	, igainist	voting policy. The nominee is a non-independent
		Chang Diaz		member of the Nomination Committee which is not
				composed in majority of independent directors.
Cummins Inc.	10-May-	Elect Director Bruno V. Di	For	The proposal is in line with our voting policy
cumming me.	22	Leo Allen	101	The proposuris in line with our voting poncy
Cummins Inc.	10-May-	Elect Director Stephen B.	Against	The board is not sufficiently independent as per our
cummins me.	22	Dobbs	Against	voting policy. The nominee is a non-independent
	22	DODDS		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
				-
Cumminalina	10 May	Floot Director Carlo A	For	majority of independent directors. The proposal is in line with our voting policy
Cummins Inc.	10-May- 22	Elect Director Carla A. Harris	For	The proposal is in line with our voting policy
Cummins Inc.	10-May-	Elect Director Robert K.	Against	The board is not sufficiently independent as per our
Cullilling IIIC.	22	Herdman	Against	voting policy. The nominee is a non-independent
	~~	HEIUIIIaii		member of the Audit Committee which is not
]	L	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-	Elect Director Thomas J.	Against	The nominee holds four non-executive
	22	Lynch		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	10-May-	Elect Director Walter G.	Against	The board is not sufficiently independent as per our
Corporation	22	Lohr, Jr.		voting policy. The nominee is a non-independent
•	1	1		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	10-May-	Elect Director Mitchell P.	For	The proposal is in line with our voting policy
Corporation	22	Rales	101	The proposal is in line with our voting poney
Danaher	10-May-	Elect Director Steven M.	For	The proposal is in line with our voting policy
Corporation	22	Rales		
Danaher	10-May-	Elect Director Pardis C.	For	The proposal is in line with our voting policy
Corporation	22	Sabeti		
Danaher	10-May-	Elect Director A. Shane	Against	There are issues with the board which do not enable
Corporation	22	Sanders		support of the proposal.
Danaher	10-May-	Elect Director John T.	Against	The board is not sufficiently independent as per our
Corporation	22	Schwieters		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	10-May-	Elect Director Alan G.	Against	The board is not sufficiently independent as per our
Corporation	22	Spoon		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
				an outside Chairperson of the Board. The nominee is
				therefore overboarded.
Danaher	10-May-	Elect Director Raymond	For	The proposal is in line with our voting policy
Corporation	22	C. Stevens		p. special is and totally pointy
Danaher	10-May-	Elect Director Elias A.	Against	The board is not sufficiently independent as per our
Corporation	22	Zerhouni		voting policy. The nominee is a non-independent
,				member of the Nomination Committee which is not
				composed in majority of independent directors.
Danaher	10-May-	Ratify Ernst & Young LLP	For	The proposal is in line with our voting policy
Corporation	22	as Auditors		
Danaher	10-May-	Advisory Vote to Ratify	Against	There is a lack of ESG criteria in the variable
Corporation	22	Named Executive		compensation.
		Officers' Compensation		
Danaher	10-May-	Reduce Ownership	For	The Proposal is in shareholders' interest.
Corporation	22	Threshold for		
		Shareholders to Call		
		Special Meeting		



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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.



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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	11-May-	Elect Director Elizabeth	Withhold	There are issues with the Board which do not enable
Corporation	22	D. McGregor		support of the proposal.
Kinross Gold	11-May-	Elect Director Catherine	Withhold	There are issues with the Board which do not enable
Corporation	22	McLeod-Seltzer		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	11-May-	Elect Director Kelly J.	Withhold	There are issues with the Board which do not enable
Corporation	22	Osborne		support of the proposal.
Kinross Gold	11-May-	Elect Director J. Paul	Withhold	There are issues with the Board which do not enable
Corporation	22	Rollinson		support of the proposal.
Kinross Gold	11-May-	Elect Director David A.	Withhold	There are issues with the Board which do not enable
Corporation	22	Scott		support of the proposal.
Kinross Gold	11-May-	Approve KPMG LLP as	For	The proposal is in line with our voting policy
Corporation	22	Auditors and Authorize		
		Board to Fix Their		
		Remuneration		
Kinross Gold	11-May-	Advisory Vote to Ratify	Against	There is a lack of Climate criteria in the variable
Corporation	22	Named Executive		compensation.
·		Officer's Compensation		
Pan American	11-May-	Elect Director Michael L.	For	The proposal is in line with our voting policy
Silver Corp.	22	Carroll		
Pan American	11-May-	Elect Director Neil de	For	The proposal is in line with our voting policy
Silver Corp.	22	Gelder		σ γ το γ το σ γ
Pan American	11-May-	Elect Director Charles A.	For	The proposal is in line with our voting policy
Silver Corp.	22	Jeannes		me proposed in mile man camb perso,
Pan American	11-May-	Elect Director Jennifer	Withhold	The nominee holds three non-executive
Silver Corp.	22	Maki		directorships, two of which as an outside
Silver corp.		William		Chairperson of the Audit Committee. The nominee is
				therefore overboarded.
Pan American	11-May-	Elect Director Walter T.	Withhold	The nominee holds three non-executive
Silver Corp.	22	Segsworth		directorships, two of which as an outside
Silver corp.		3683W01111		Chairperson of the Board. The nominee is therefore
				overboarded.
Pan American	11-May-	Elect Director Kathleen E.	For	The proposal is in line with our voting policy
Silver Corp.	22	Sendall	101	The proposaris in fine with our voting policy
Pan American	11-May-	Elect Director Michael	For	The proposal is in line with our voting policy
	1		FOI	The proposal is in line with our voting policy
Silver Corp. Pan American	22	Steinmann Floot Director Cillian D	F	The proposal is in line with a providing realism
	11-May-	Elect Director Gillian D.	For	The proposal is in line with our voting policy
Silver Corp.	22	Winckler	<u> </u>	
Pan American	11-May-	Approve Deloitte LLP as	For	The proposal is in line with our voting policy
Silver Corp.	22	Auditors and Authorize		
		Board to Fix Their		
		Remuneration		
Pan American	11-May-	Advisory Vote to Ratify	Against	There is a lack of Climate criteria in the variable
Silver Corp.	22	Named Executive		compensation.
		Officer's Compensation		
Skyworks	11-May-	Elect Director Alan S.	For	The proposal is in line with our voting policy
Solutions, Inc.	22	Batey		
Skyworks	11-May-	Elect Director Kevin L.	Against	The board lacks diversity. The nominee is a non-
Solutions, Inc.	22	Beebe		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	11-May-	Ratify KPMG LLP as	For	The proposal is in line with our voting policy
Solutions, Inc.	22	Auditors		
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.



	T	T	Ι	
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	11-May- 22	Elect Director Denise L. Jackson	For	The proposal is in line with our voting policy
Company Tractor Supply	11-May-	Elect Director Thomas A.	For	The proposal is in line with our voting policy
Company Tractor Supply	22 11-May-	Kingsbury Elect Director Ramkumar	For	The proposal is in line with our voting policy
Company Tractor Supply	22 11-May-	Krishnan Elect Director Harry A.	For	The proposal is in line with our voting policy
Company Tractor Supply	22 11-May-	Lawton, III Elect Director Edna K.	For	The proposal is in line with our voting policy
Company Tractor Supply	22 11-May-	Morris Elect Director Mark J.	For	The proposal is in line with our voting policy
Company	22	Weikel		
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-	Elect Director Pamela A. Joseph	For	The proposal is in line with our voting policy
TransUnion	11-May-	Elect Director Thomas L.	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	12-May-	Elect Director Renu	For	The proposal is in line with our voting policy
Property Trust Camden	22 12-May-	Khator Elect Director D. Keith	For	The proposal is in line with our voting policy
Property Trust	22	Oden	'	p. sposar is in mic with our voting poncy
Camden	12-May-	Elect Director Frances	Withhold	The board lacks diversity.
Property Trust	22	Aldrich Sevilla-Sacasa		,
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.p4p 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	12-May-	Advisory Vote on	Against	There is a lack of Climate criteria in the variable
Corporation	22	Executive Compensation	7.64	compensation.
		Approach		
Martin Marietta	12-May-	Elect Director Dorothy M.	Against	There are issues with the board which do not enable
Materials, Inc.	22	Ables		support of the proposal.
Martin Marietta	12-May-	Elect Director Sue W.	Against	The nominee is a non-independent member of the
Materials, Inc.	22	Cole		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	12-May-	Elect Director Smith W.	Against	There are issues with the board which do not enable
Materials, Inc.	22	Davis		support of the proposal.
Martin Marietta	12-May-	Elect Director Anthony R.	For	The proposal is in line with our voting policy
Materials, Inc.	22	Foxx		
Martin Marietta	12-May-	Elect Director John J.	Against	There are issues with the board which do not enable
Materials, Inc.	22	Koraleski		support of the proposal.
Martin Marietta	12-May-	Elect Director C. Howard	Against	There are issues with the board which do not enable
Materials, Inc.	22	Nye		support of the proposal.
Martin Marietta	12-May-	Elect Director Laree E.	Against	The nominee is a non-independent member of the
Materials, Inc.	22	Perez		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	12-May-	Elect Director Thomas H.	Against	There are issues with the board which do not enable
Materials, Inc.	22	Pike		support of the proposal.
Martin Marietta	12-May-	Elect Director Michael J.	Against	There are issues with the board which do not enable
Materials, Inc.	22	Quillen	A	support of the proposal.
Martin Marietta	12-May- 22	Elect Director Donald W.	Against	The board lacks diversity. There are issues with the
Materials, Inc.	-	Slager Elect Director David C.	Against	board which do not enable support of the proposal. There are issues with the board which do not enable
Martin Marietta Materials, Inc.	12-May- 22	Wajsgras	Against	support of the proposal.
Martin Marietta	12-May-	Ratify	For	The proposal is in line with our voting policy
Materials, Inc.	22	PricewaterhouseCoopers	FOI	The proposal is in line with our voting policy
Materials, IIIC.	22	LLP as Auditors		
Martin Marietta	12-May-	Advisory Vote to Ratify	Against	Compensation is excessive compared to peers.
Materials, Inc.	22	Named Executive	Against	There is a lack of Climate criteria in the variable
iviaterials, inc.	22	Officers' Compensation		compensation.
Masco	12-May-	Elect Director Donald R.	Against	The nominee holds one executive mandate and
Corporation	22	Parfet	, Panist	three non-executive directorships, one of which as
231 por action				an outside Chairperson of the Board. The nominee is
				therefore overboarded.
Masco	12-May-	Elect Director Lisa A.	Against	The board lacks diversity.
Corporation	22	Payne		,
Masco	12-May-	Elect Director Reginald	For	The proposal is in line with our voting policy
	22	M. Turner		
Corporation				
Corporation Masco	12-May-	Advisory Vote to Ratify	Against	There is a lack of Climate criteria in the variable
		Advisory Vote to Ratify Named Executive	Against	There is a lack of Climate criteria in the variable compensation.



Masco	12-May-	Ratify	For	The proposal is in line with our voting policy
Corporation	22	PricewaterhouseCoopers LLP as Auditors		
Norfolk Southern	12-May-	Elect Director Thomas D.	For	The proposal is in line with our voting policy
Corporation	22	Bell, Jr.		
Norfolk Southern	12-May-	Elect Director Mitchell E.	Against	The board lacks diversity.
Corporation	22	Daniels, Jr.		,
Norfolk Southern	12-May-	Elect Director Marcela E.	Against	The nominee holds four non-executive
Corporation	22	Donadio		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	12-May-	Elect Director	For	The proposal is in line with our voting policy
Corporation	22	Christopher T. Jones	101	The proposario in line with our voting policy
Norfolk Southern	12-May-	Elect Director Thomas C.	For	The proposal is in line with our voting policy
Corporation	22	Kelleher		The state of the s
Norfolk Southern	12-May-	Elect Director Steven F.	For	The proposal is in line with our voting policy
Corporation	22	Leer		
Norfolk Southern	12-May-	Elect Director Michael D.	For	The proposal is in line with our voting policy
Corporation	22	Lockhart		
Norfolk Southern	12-May-	Elect Director Amy E.	Against	The nominee holds three non-executive
Corporation	22	Miles		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	12-May-	Elect Director Claude	For	The proposal is in line with our voting policy
Corporation	22	Mongeau		
Norfolk Southern	12-May-	Elect Director Jennifer F.	For	The proposal is in line with our voting policy
Corporation	22	Scanlon		
Norfolk Southern	12-May-	Elect Director Alan H.	For	The proposal is in line with our voting policy
Corporation	22	Shaw		
Norfolk Southern	12-May-	Elect Director James A.	For	The proposal is in line with our voting policy
Corporation	22	Squires		
Norfolk Southern	12-May-	Elect Director John R.	For	The proposal is in line with our voting policy
Corporation	22	Thompson		
Norfolk Southern	12-May-	Ratify KPMG LLP as	For	The proposal is in line with our voting policy
Corporation	22	Auditors		
Norfolk Southern	12-May-	Advisory Vote to Ratify	Against	Compensation is excessive compared to peers.
Corporation	22	Named Executive		There is a lack of Climate criteria in the variable
		Officers' Compensation		compensation.
Norfolk Southern	12-May-	Reduce Ownership	For	The Proposal is in shareholders' interest.
Corporation	22	Threshold for		
		Shareholders to Call		
		Special Meeting		
Nucor	12-May-	Elect Director Norma B.	For	The proposal is in line with our voting policy
Corporation	22	Clayton		
Nucor	12-May-	Elect Director Patrick J.	For	The proposal is in line with our voting policy
Corporation	22	Dempsey		
Nucor	12-May-	Elect Director	For	The proposal is in line with our voting policy
Corporation	22	Christopher J. Kearney		



Nucor	12-May-	Elect Director Laurette T.	Withhold	The nominee holds four non-executive
Corporation	22	Koellner		directorships, three of which as the Chairperson of the Audit Committee. The nominee is therefore
				overboarded.
Nucor	12-May-	Elect Director Joseph D.	For	The proposal is in line with our voting policy
Corporation	22	Rupp		
Nucor	12-May-	Elect Director Leon J.	For	The proposal is in line with our voting policy
Corporation	22	Topalian		
Nucor	12-May-	Elect Director John H.	Withhold	The nominee holds three non-executive
Corporation	22	Walker		directorships, two of which as the Chairperson of
				the Board. The nominee is therefore overboarded.
Nucor	12-May-	Elect Director Nadja Y.	For	The proposal is in line with our voting policy
Corporation	22	West		
Nucor	12-May-	Ratify	For	The proposal is in line with our voting policy
Corporation	22	PricewaterhouseCoopers		
		LLP as Auditor		
Nucor	12-May-	Advisory Vote to Ratify	Against	There is a lack of Climate criteria in the variable
Corporation	22	Named Executive		compensation.
		Officers' Compensation		
O'Reilly	12-May-	Elect Director David	Against	The board is not sufficiently independent as per our
Automotive, Inc.	22	O'Reilly		voting policy
O'Reilly	12-May-	Elect Director Larry	Against	The board is not sufficiently independent as per our
Automotive, Inc.	22	O'Reilly		voting policy.
O'Reilly	12-May-	Elect Director Greg	Against	The board is not sufficiently independent as per our
Automotive, Inc.	22	Henslee		voting policy
O'Reilly	12-May-	Elect Director Jay D.	Against	The board is not sufficiently independent as per our
Automotive, Inc.	22	Burchfield		voting policy. The nominee is a non-independent
				member of the Remuneration Committee which is
				not composed in majority of independent directors.
O'Reilly	12-May-	Elect Director Thomas T.	Against	The board is not sufficiently independent as per our
Automotive, Inc.	22	Hendrickson		voting policy.
O'Reilly	12-May-	Elect Director John R.	Against	The board is not sufficiently independent as per our
Automotive, Inc.	22	Murphy		voting policy. The nominee is a non-independent
				member of the Remuneration Committee which is
olp ill	12.14	51 . 51 . 5		not composed in majority of independent directors.
O'Reilly	12-May-	Elect Director Dana M.	Against	The board lacks diversity.
Automotive, Inc.	22	Perlman		
O'Reilly	12-May-	Elect Director Maria A.	For	The proposal is in line with our voting policy
Automotive, Inc.	22	Sastre	<u> </u>	
O'Reilly	12-May-	Elect Director Andrea M.	For	The proposal is in line with our voting policy
Automotive, Inc.	22	Weiss	_	T 1
O'Reilly	12-May-	Elect Director Fred	For	The proposal is in line with our voting policy
Automotive, Inc.	22	Whitfield	A ==:+	Thomasia a leady of ECC anity via the security lead
O'Reilly	12-May-	Advisory Vote to Ratify	Against	There is a lack of ESG criteria in the variable
Automotive, Inc.	22	Named Executive Officers' Compensation		compensation.
OID - III.	12.04	· · · · · · · · · · · · · · · · · · ·	F	The constraint is in the containing of the
O'Reilly	12-May-	Ratify Ernst & Young LLP	For	The proposal is in line with our voting policy
Automotive, Inc.	22 12 May	as Auditors	Fo.,	The Drenged is in charabeldard interest
O'Reilly	12-May-	Reduce Ownership	For	The Proposal is in shareholders' interest.
Automotive, Inc.	22	Threshold for		



		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	12-May-	Elect Director Teresa M.	For	The proposal is in line with our voting policy
Corporation	22	Finley		T
Union Pacific	12-May-	Elect Director Lance M.	Against	The roles of CEO and Chairperson are combined and
Corporation	22	Fritz		there is no lead independent Director as per
				Amundi's independence criteria.
Union Pacific	12-May-	Elect Director Deborah C.	Against	The nominee holds four non-executive
Corporation	22	Hopkins		directorships, one of which as an outside
				Chairperson of the Audit Committee. The nominee is
				therefore overboarded.
Union Pacific	12-May-	Elect Director Jane H.	For	The proposal is in line with our voting policy
Corporation	22	Lute		
Union Pacific	12-May-	Elect Director Michael R.	Against	The nominee is a non-independent member of the
Corporation	22	McCarthy		Nomination Committee which is not composed in
				majority of independent directors.
Union Pacific	12-May-	Elect Director Jose H.	Against	The nominee is a non-independent member of the
Corporation	22	Villarreal		Nomination Committee which is not composed in
•				majority of independent directors.
Union Pacific	12-May-	Elect Director	Against	The nominee holds three non-executive
Corporation	22	Christopher J. Williams		directorships, two of which as an outside
				Chairperson of the Audit Committee. The nominee is
				therefore overboarded.
Union Pacific	12-May-	Ratify Deloitte & Touche	For	The proposal is in line with our voting policy
Corporation	22	LLP as Auditors		
Union Pacific	12-May-	Advisory Vote to Ratify	Against	There is a lack of Climate criteria in the variable
Corporation	22	Named Executive		compensation.
'		Officers' Compensation		·
WSP Global Inc.	12-May-	Elect Director Louis-	For	The proposal is in line with our voting policy
	22	Philippe Carriere		
WSP Global Inc.	12-May-	Elect Director	Withhold	The nominee holds three non-executive
	22	Christopher Cole		directorships, all of which as the Chairperson of the
		·		Board. The nominee is therefore overboarded.
WSP Global Inc.	12-May-	Elect Director Alexandre	For	The proposal is in line with our voting policy
	22	L'Heureux		
WSP Global Inc.	12-May-	Elect Director Birgit	For	The proposal is in line with our voting policy
	22	Norgaard		, , , , , , , , , , , , , , , , , , ,
WSP Global Inc.	12-May-	Elect Director Suzanne	For	The proposal is in line with our voting policy
	22	Rancourt		
WSP Global Inc.	12-May-	Elect Director Paul	For	The proposal is in line with our voting policy
	22	Raymond		The proposed in this case coming pensy
WSP Global Inc.	12-May-	Elect Director Pierre	For	The proposal is in line with our voting policy
	22	Shoiry		proposario in inico unan car realing pency
WSP Global Inc.	12-May-	Elect Director Linda	For	The proposal is in line with our voting policy
WSI Global Inc.	22	Smith-Galipeau	101	The proposaris in line with our voting policy
WSP Global Inc.	12-May-	Ratify	For	The proposal is in line with our voting policy
Global IIIc.	22	PricewaterhouseCoopers	' ' '	The proposal is in line with our voting policy
		LLP as Auditors		
WSP Global Inc.	12-May-	Advisory Vote on	Against	There is a lack of Climate criteria in the variable
vvoi Giobai IIIc.	22	Executive Compensation	Aguillat	compensation.
	~~	Approach		compensation.
Vylom Inc	12 May	Elect Director Jeanne	For	The proposal is in line with our voting policy
Xylem Inc.	12-May- 22	Beliveau-Dunn	FUI	The proposal is in line with our voting policy
		Deliveau-Dullii	<u> </u>	<u> </u>



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.	For	The proposal is in line with our voting policy



				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.



Waste 13 Connections, Inc. 22	,			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.
		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 13 Connections, Inc. 22		Elect Director Larry S. Hughes	For	The proposal is in line with our voting policy
Waste 13 Connections, Inc. 22	-	Elect Director Worthing F. Jackman	For	The proposal is in line with our voting policy
Waste 13 Connections, Inc. 22	,	Elect Director Elise L. Jordan	For	The proposal is in line with our voting policy
		Elect Director Susan "Sue" Lee	For	The proposal is in line with our voting policy
	3-May-	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 13 Connections, Inc. 22	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
Waste 13 Connections, Inc. 22	2	Approve Grant Thornton LLP as Auditors and Authorize Board to Fix Their Remuneration	For	The proposal is in line with our voting policy
Weyerhaeuser 13 Company 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 13 Company 22	, i	Elect Director Rick R. Holley	For	The proposal is in line with our voting policy
. ,	3-May-	Elect Director Sara Grootwassink Lewis	For	The proposal is in line with our voting policy
	3-May-	Elect Director Deidra C. Merriwether	For	The proposal is in line with our voting policy
	3-May-	Elect Director Al Monaco	For	The proposal is in line with our voting policy
. ,	3-May-	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 Schonberner	For	The proposal is in line with our voting policy



Wheaton Precious Metals	13-May- 22	Elect Director Randy V.J. Smallwood	For	The proposal is in line with our voting policy
Corp. 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-	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	17-May-	Elect Director Michele G.	For	The proposal is in line with our voting policy
Company	22	Buck		
The Hershey	17-May-	Elect Director Victor L.	For	The proposal is in line with our voting policy
Company	22	Crawford		
The Hershey	17-May-	Elect Director Robert M.	Withhold	The nominee holds four non-executive
Company	22	Dutkowsky		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	17-May-	Elect Director James C.	For	The proposal is in line with our voting policy
Company	22	Katzman		
The Hershey	17-May-	Elect Director M. Diane	For	The proposal is in line with our voting policy
Company	22	Koken		
The Hershey	17-May-	Elect Director Robert M.	For	The proposal is in line with our voting policy
Company	22	Malcolm		The proposed in mine than our results penely
The Hershey	17-May-	Elect Director Anthony J.	For	The proposal is in line with our voting policy
Company	22	Palmer		,
The Hershey	17-May-	Elect Director Juan R.	For	The proposal is in line with our voting policy
Company	22	Perez		, , , , , , , , , , , , , , , , , , ,
The Hershey	17-May-	Elect Director Wendy L.	For	The proposal is in line with our voting policy
Company	22	Schoppert		The proposal is mine than our resing pency
The Hershey	17-May-	Ratify Ernst & Young LLP	For	The proposal is in line with our voting policy
Company	22	as Auditors		The proposed in mine that can be said point,
The Hershey	17-May-	Advisory Vote to Ratify	Against	There is a lack of ESG criteria in the variable
Company	22	Named Executive Officers' Compensation	7.84	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 visbility, 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	17-May-	Elect Director Mark	Withhold	There are issues with the board which do not enable
Technologies Inc.	22	Mader		support of the proposal. The board lacks diversity.
ZoomInfo	17-May-	Ratify KPMG LLP as	For	The proposal is in line with our voting policy
Technologies Inc.	22	Auditors		
ZoomInfo	17-May-	Advisory Vote on Say on	One Year	
Technologies Inc.	1	1	I	I
	22	Pay Frequency		
ZoomInfo	22 17-May-	Pay Frequency Amend Certificate of	For	The proposal is in line with our voting policy
			For	The proposal is in line with our voting policy
ZoomInfo	17-May-	Amend Certificate of	For	The proposal is in line with our voting policy
ZoomInfo	17-May- 22	Amend Certificate of Incorporation Regarding	For	
ZoomInfo Technologies Inc.	17-May-	Amend Certificate of Incorporation Regarding Classes of Common Stock Amend Charter to Remove Pass-Through		The proposal is in line with our voting policy The proposal is in line with our voting policy
ZoomInfo Technologies Inc. ZoomInfo Technologies Inc.	17-May- 22 17-May- 22	Amend Certificate of Incorporation Regarding Classes of Common Stock Amend Charter to Remove Pass-Through Voting Provision	For	The proposal is in line with our voting policy
ZoomInfo Technologies Inc. ZoomInfo Technologies Inc. Advanced Micro	17-May- 22 17-May-	Amend Certificate of Incorporation Regarding Classes of Common Stock Amend Charter to Remove Pass-Through Voting Provision Elect Director John E.		
ZoomInfo Technologies Inc. ZoomInfo Technologies Inc.	17-May- 22 17-May- 22 18-May-	Amend Certificate of Incorporation Regarding Classes of Common Stock Amend Charter to Remove Pass-Through Voting Provision	For	The proposal is in line with our voting policy



Advanced Micro	18-May-	Elect Director Mark	For	The proposal is in line with our voting policy
Devices, Inc.	22	Durcan		
Advanced Micro	18-May-	Elect Director Michael P.	For	The proposal is in line with our voting policy
Devices, Inc.	22	Gregoire		
Advanced Micro	18-May-	Elect Director Joseph A.	For	The proposal is in line with our voting policy
Devices, Inc.	22	Householder		
Advanced Micro	18-May-	Elect Director John W.	For	The proposal is in line with our voting policy
Devices, Inc.	22	Marren		
Advanced Micro	18-May-	Elect Director Jon A.	For	The proposal is in line with our voting policy
Devices, Inc.	22	Olson		
Advanced Micro	18-May-	Elect Director Lisa T. Su	Against	The roles of CEO and Chairperson are combined and
Devices, Inc.	22			there is no lead independent Director as per
2 0 11 0 0 0 1 1 1 1 1				Amundi's independence criteria.
Advanced Micro	18-May-	Elect Director Abhi Y.	Against	The nominee holds four non-executive
Devices, Inc.	22	Talwalkar	Agamst	directorships, two of which as an outside
Devices, inc.		Taiwaikai		Chairperson of the Board. The nominee is therefore
				overboarded.
Advanced Micro	18-May-	Elect Director Elizabeth	For	The proposal is in line with our voting policy
	1	W. Vanderslice	FOI	The proposal is in line with our voting policy
Devices, Inc.	22		F	The annual late the social constant and the
Advanced Micro	18-May-	Ratify Ernst & Young LLP	For	The proposal is in line with our voting policy
Devices, Inc.	22	as Auditors	_	
Advanced Micro	18-May-	Advisory Vote to Ratify	For	The proposal is in line with our voting policy
Devices, Inc.	22	Named Executive		
		Officers' Compensation		
Align	18-May-	Elect Director Kevin J.	For	The proposal is in line with our voting policy
Technology, Inc.	22	Dallas		
Align	18-May-	Elect Director Joseph M.	For	The proposal is in line with our voting policy
Technology, Inc.	22	Hogan		
Align	18-May-	Elect Director Joseph	Against	The board lacks diversity. The board is not
Technology, Inc.	22	Lacob		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	18-May-	Elect Director C.	Against	The board is not sufficiently independent as per our
Technology, Inc.	22	Raymond Larkin, Jr.		voting policy. The nominee is a non-independent
077		,		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	18-May-	Elect Director George J.	Against	The board is not sufficiently independent as per our
Technology, Inc.	22	Morrow	Agaiiist	voting policy. The nominee is a non-independent
recimology, inc.	~~	IVIOITOW		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
	10.5		<u> </u>	majority of independent directors.
Align	18-May-	Elect Director Anne M.	For	The proposal is in line with our voting policy
Technology, Inc.	22	Myong		
Align	18-May-	Elect Director Andrea L.	For	The proposal is in line with our voting policy
Technology, Inc.	22	Saia		



Align	18-May-	Elect Director Greg J.	Against	The board is not sufficiently independent as per our
Technology, Inc.	22	Santora		voting policy. The nominee is a non-independent
3 77				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	18-May-	Elect Director Susan E.	For	The proposal is in line with our voting policy
Technology, Inc.	22	Siegel		
Align	18-May-	Elect Director Warren S.	Against	The board is not sufficiently independent as per our
Technology, Inc.	22	Thaler		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.
Alian	10 May	Dotifi.	Гом	
Align	18-May-	Ratify	For	The proposal is in line with our voting policy
Technology, Inc.	22	PricewaterhouseCoopers LLP as Auditors		
Align	18-May-	Advisory Vote to Ratify	For	The proposal is in line with our voting policy
Technology, Inc.	22	Named Executive	FOI	The proposal is in line with our voting policy
reciniology, inc.	22	Officers' Compensation		
Alnylam	18-May-	Elect Director Margaret	For	The proposal is in line with our voting policy
Pharmaceuticals,	22	A. Hamburg	FOI	The proposal is in line with our voting policy
Inc.	22	A. Halliburg		
Alnylam	18-May-	Elect Director Colleen F.	For	The proposal is in line with our voting policy
Pharmaceuticals,	22	Reitan	101	The proposal is in line with our voting policy
Inc.	22	Keitaii		
Alnylam	18-May-	Elect Director Amy W.	For	The proposal is in line with our voting policy
Pharmaceuticals,	22	Schulman		The proposition in the state of
Inc.				
Alnylam	18-May-	Amend Omnibus Stock	For	The proposal is in line with our voting policy
Pharmaceuticals,	22	Plan		The proposed to the control of the c
Inc.				
Alnylam	18-May-	Advisory Vote to Ratify	Against	There is a lack of ESG criteria in the variable
Pharmaceuticals,	22	Named Executive		compensation.
Inc.		Officers' Compensation		
Alnylam	18-May-	Ratify	For	The proposal is in line with our voting policy
Pharmaceuticals,	22	PricewaterhouseCoopers		
Inc.		LLP as Auditors		
Amphenol	18-May-	Elect Director Nancy A.	For	The proposal is in line with our voting policy
Corporation	22	Altobello		
Amphenol	18-May-	Elect Director Stanley L.	For	The proposal is in line with our voting policy
Corporation	22	Clark		
Amphenol	18-May-	Elect Director David P.	For	The proposal is in line with our voting policy
Corporation	22	Falck		
Amphenol	18-May-	Elect Director Edward G.	For	The proposal is in line with our voting policy
Corporation	22	Jepsen		
Amphenol	18-May-	Elect Director Rita S. Lane	For	The proposal is in line with our voting policy
Corporation	22			



Amphenol	18-May-	Elect Director Robert A.	For	The proposal is in line with our voting policy
Corporation	22	Livingston		
Amphenol	18-May-	Elect Director Martin H.	For	The proposal is in line with our voting policy
Corporation	22	Loeffler		
Amphenol	18-May-	Elect Director R. Adam	For	The proposal is in line with our voting policy
Corporation	22	Norwitt		
Amphenol	18-May-	Elect Director Anne	For	The proposal is in line with our voting policy
Corporation	22	Clarke Wolff		
Amphenol	18-May-	Ratify Deloitte & Touche	For	The proposal is in line with our voting policy
Corporation	22	LLP as Auditors		
Amphenol	18-May-	Advisory Vote to Ratify	Against	Compensation is excessive compared to peers.
Corporation	22	Named Executive		There is a lack of ESG criteria in the variable
		Officers' Compensation		compensation.
Amphenol	18-May-	Reduce Ownership	For	The Proposal is in shareholders' interest.
Corporation	22	Threshold for		
corporation		Shareholders to Call		
		Special Meeting		
Burlington	18-May-	Elect Director John J.	Against	The board lacks diversity. The nominee holds three
Stores, Inc.	22	Mahoney	/ (guillist	non-executive directorships, one of which as the
5tores, me.	22	Walloney		Chairperson of the Board and another as an outside
				Chairperson of the Board and another as an outside Chairperson of the Audit Committee. The nominee is
				therefore overboarded.
Burlington	18-May-	Elect Director Laura J.	For	The proposal is in line with our voting policy
Stores, Inc.	22	Sen	FOI	The proposal is in line with our voting policy
	+	Elect Director Paul J.	For	The proposal is in line with our veting policy
Burlington	18-May- 22	Sullivan	FOI	The proposal is in line with our voting policy
Stores, Inc. Burlington	18-May-	Ratify Deloitte & Touche	For	The proposal is in line with our voting policy
•	22	LLP as Auditors	FOI	The proposal is in line with our voting policy
Stores, Inc.			A ===:===+	There is a lack of ESG criteria in the variable
Burlington	18-May-	Advisory Vote to Ratify	Against	
Stores, Inc.	22	Named Executive Officers' Compensation		compensation.
D. udin et e n	10 Mari	· · · · · · · · · · · · · · · · · · ·	Г	The managed is in line with a martine maline
Burlington	18-May-	Approve Omnibus Stock	For	The proposal is in line with our voting policy
Stores, Inc.	22	Plan	F	The consequent is in the containing on the
CBRE Group, Inc.	18-May-	Elect Director Brandon B.	For	The proposal is in line with our voting policy
	22	Boze	_	
CBRE Group, Inc.	18-May-	Elect Director Beth F.	For	The proposal is in line with our voting policy
	22	Cobert		
CBRE Group, Inc.	18-May-	Elect Director Reginald H.	Against	The nominee holds four non-executive
	22	Gilyard		directorships, one of which as an outside
				Chairperson of the Board. The nominee is therefore
				overboarded.
CBRE Group, Inc.	18-May-	Elect Director Shira D.	Against	There are issues with the board which do not enable
	22	Goodman		support of the proposal.
CBRE Group, Inc.	18-May-	Elect Director	Against	The board lacks diversity. There are issues with the
	22	Christopher T. Jenny		board which do not enable support of the proposal.
CBRE Group, Inc.	18-May-	Elect Director Gerardo I.	Against	The nominee holds one executive mandate and
	22	Lopez		three non-executive directorships. The nominee is
				therefore overboarded.
CBRE Group, Inc.	18-May-	Elect Director Susan	For	The proposal is in line with our voting policy
	22	Meaney	1	



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,	18-May-	Elect Director Mark E.	For	The proposal is in line with our voting policy
Inc.	22	Mlotek		
Henry Schein, Inc.	18-May- 22	Elect Director Steven Paladino	For	The proposal is in line with our voting policy
Henry Schein,	18-May-	Elect Director Carol	For	The proposal is in line with our voting policy
Inc.	22	Raphael	FOI	The proposaris in line with our voting policy
Henry Schein,	18-May-	Elect Director E. Dianne	For	The proposal is in line with our voting policy
Inc.	22	Rekow		
Henry Schein,	18-May-	Elect Director Scott	For	The proposal is in line with our voting policy
Inc.	22	Serota		
Henry Schein,	18-May-	Elect Director Bradley T.	Against	The nominee is a non-independent member of the
Inc.	22	Sheares		Nomination Committee which is not composed in
iiic.		Siledies		majority of independent directors.
Henry Schein,	18-May-	Elect Director Reed V.	For	The proposal is in line with our voting policy
Inc.	22	Tuckson	FOI	The proposal is in line with our voting policy
			A :+	LTI:
Henry Schein,	18-May-	Advisory Vote to Ratify	Against	LTI is not fully performance-based.
Inc.	22	Named Executive		
		Officers' Compensation		
Henry Schein,	18-May-	Ratify BDO USA, LLP as	For	The proposal is in line with our voting policy
Inc.	22	Auditors		
Mondelez	18-May-	Elect Director Lewis W.K.	For	The proposal is in line with our voting policy
International,	22	Booth		
Inc.				
Mondelez	18-May-	Elect Director Charles E.	For	The proposal is in line with our voting policy
International,	22	Bunch		
Inc.				
Mondelez	18-May-	Elect Director Ertharin	For	The proposal is in line with our voting policy
International,	22	Cousin		The proposer is in the state out to the point,
Inc.		Cousin		
Mondelez	18-May-	Elect Director Lois D.	For	The proposal is in line with our voting policy
	22	Juliber	101	The proposal is in line with our voting policy
International, Inc.	22	Julibel		
	10 Mari	Float Diverton James C	F	The proposal is in line with a proposition policy
Mondelez	18-May-	Elect Director Jorge S.	For	The proposal is in line with our voting policy
International,	22	Mesquita		
Inc.				
Mondelez	18-May-	Elect Director Jane	For	The proposal is in line with our voting policy
International,	22	Hamilton Nielsen		
Inc.				
Mondelez	18-May-	Elect Director Christiana	For	The proposal is in line with our voting policy
International,	22	S. Shi		
Inc.				
Mondelez	18-May-	Elect Director Patrick T.	For	The proposal is in line with our voting policy
International,	22	Siewert		
Inc.	-			
Mondelez	18-May-	Elect Director Michael A.	Against	The nominee holds four non-executive
International,	22	Todman	, .builist	directorships, one of which as an outside
· ·		Tournair		· ·
Inc.				Chairperson of the Audit Committee. The nominee is
	1			therefore overboarded.



Mondelez International,	18-May- 22	Elect Director Dirk Van de Put	For	The proposal is in line with our voting policy
Inc.				
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	18-May-	Elect Director Bradley R.	For	The proposal is in line with our voting policy
Freight Line, Inc.	22	Gabosch	_	T
Old Dominion	18-May- 22	Elect Director Greg C.	For	The proposal is in line with our voting policy
Freight Line, Inc.	+	Gantt	Ган	The averaged is in line with a way stine wellow
Old Dominion	18-May- 22	Elect Director Patrick D.	For	The proposal is in line with our voting policy
Freight Line, Inc.		Hanley	\\/i+bbald	The beard leaks diversity. The beard is not
Old Dominion	18-May- 22	Elect Director John D. Kasarda	Withhold	The board lacks diversity. The board is not
Freight Line, Inc.			Ган	sufficiently independent as per our voting policy.
Old Dominion	18-May-	Elect Director Wendy T.	For	The proposal is in line with our voting policy
Freight Line, Inc.	22	Stallings Elect Director Thomas A.	F	The constraint is in the containing of the conta
Old Dominion	18-May-		For	The proposal is in line with our voting policy
Freight Line, Inc.	22	Stith, III	1400 L L L L	T
Old Dominion	18-May-	Elect Director Leo H.	Withhold	The board is not sufficiently independent as per our
Freight Line, Inc.	22	Suggs		voting policy. The nominee is a non-independent
				member of the Remuneration Committee which is
	1			not composed in majority of independent directors.
Old Dominion	18-May-	Elect Director D. Michael	Withhold	The board is not sufficiently independent as per our
Freight Line, Inc.	22	Wray		voting policy. The nominee is a non-independent
				member of the Remuneration Committee which is
				not composed in majority of independent directors.
Old Dominion	18-May-	Advisory Vote to Ratify	Against	Compensation is excessive compared to peers.
Freight Line, Inc.	22	Named Executive		There is a lack of Climate criteria in the variable
		Officers' Compensation		compensation.
Old Dominion	18-May-	Ratify Ernst & Young LLP	For	The proposal is in line with our voting policy
Freight Line, Inc.	22	as Auditors		
Quest	18-May-	Elect Director Tracey C.	For	The proposal is in line with our voting policy
Diagnostics	22	Doi		
Incorporated				
Quest	18-May-	Elect Director Vicky B.	For	The proposal is in line with our voting policy
Diagnostics	22	Gregg		
Incorporated				
Quest	18-May-	Elect Director Wright L.	For	The proposal is in line with our voting policy
Diagnostics	22	Lassiter, III		
Incorporated				
Quest	18-May-	Elect Director Timothy L.	For	The proposal is in line with our voting policy
Diagnostics	22	Main		
Incorporated				
Quest	18-May-	Elect Director Denise M.	For	The proposal is in line with our voting policy
Diagnostics	22	Morrison		
Incorporated				
Quest	18-May-	Elect Director Gary M.	For	The proposal is in line with our voting policy
Diagnostics	22	Pfeiffer		
Incorporated				
Quest	18-May-	Elect Director Timothy M.	For	The proposal is in line with our voting policy
Diagnostics	22	Ring		
Incorporated				
Quest	18-May-	Elect Director Stephen H.	For	The proposal is in line with our voting policy
Diagnostics	22	Rusckowski		
Incorporated				



Quest	18-May-	Elect Director Gail R.	For	The proposal is in line with our voting policy
Diagnostics	22	Wilensky		
Incorporated				
Quest	18-May-	Advisory Vote to Ratify	Against	There is a lack of ESG criteria in the variable
Diagnostics	22	Named Executive		compensation.
Incorporated		Officers' Compensation		
Quest	18-May-	Ratify	For	The proposal is in line with our voting policy
Diagnostics	22	PricewaterhouseCoopers		
Incorporated		LLP as Auditors		
Quest	18-May-	Provide Right to Act by	For	The proposal is in line with our voting policy
Diagnostics	22	Written Consent		
Incorporated				
Quest	18-May-	Amend Right to Call	For	The proposal is in line with our voting policy
Diagnostics	22	Special Meeting		The proposario in line with our voting policy
Incorporated		Special Wiceting		
Quest	18-May-	Reduce Ownership	For	The Proposal is in shareholders' interest.
Diagnostics	22	Threshold for	101	The Proposal is in shareholders interest.
Incorporated	22	Shareholders to Call		
incorporated				
Robert Half	10 Mari	Special Meeting Elect Director Julia L.	Г	The managed is in line with a matter wellow
	18-May-		For	The proposal is in line with our voting policy
International Inc.	22	Coronado	-	T 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
Robert Half	18-May-	Elect Director Dirk A.	For	The proposal is in line with our voting policy
International Inc.	22	Kempthorne		
Robert Half	18-May-	Elect Director Harold M.	Against	The board is not sufficiently independent as per our
International Inc.	22	Messmer, Jr.		voting policy.
Robert Half	18-May-	Elect Director Marc H.	For	The proposal is in line with our voting policy
International Inc.	22	Morial		
Robert Half	18-May-	Elect Director Robert J.	Against	The board is not sufficiently independent as per our
International Inc.	22	Pace		voting policy. The nominee is a non-independent
				member of the Remuneration Committee which is
				not composed in majority of independent directors.
Robert Half	18-May-	Elect Director Frederick	Against	The board is not sufficiently independent as per our
International Inc.	22	A. Richman		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	18-May-	Elect Director M. Keith	For	The proposal is in line with our voting policy
International Inc.	22	Waddell		
Robert Half	18-May-	Advisory Vote to Ratify	Against	There is a lack of ESG criteria in the variable
International Inc.	22	Named Executive		compensation.
		Officers' Compensation		·
Robert Half	18-May-	Ratify	For	The proposal is in line with our voting policy
International Inc.	22	PricewaterhouseCoopers		
		LLP as Auditors		
Ross Stores, Inc.	18-May-	Elect Director K. Gunnar	Against	The board is not sufficiently independent as per our
	22	Bjorklund		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.
	<u> </u>	l	<u> </u>	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-	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	18-May-	Elect Director James C.	For	The proposal is in line with our voting policy
Scientific Inc.	22	Mullen	FOI	The proposal is in line with our voting policy
Thermo Fisher	18-May-	Elect Director Lars R.	Against	The board lacks diversity.
Scientific Inc.	22	Sorensen		
Thermo Fisher	18-May-	Elect Director Debora L.	For	The proposal is in line with our voting policy
Scientific Inc.	22	Spar		
Thermo Fisher	18-May-	Elect Director Scott M.	Against	The nominee is a non-independent member of the
Scientific Inc.	22	Sperling		Remuneration Committee which is not composed in
				majority of independent directors.
Thermo Fisher	18-May-	Elect Director Dion J.	For	The proposal is in line with our voting policy
Scientific Inc.	22	Weisler		
Thermo Fisher	18-May-	Advisory Vote to Ratify	Against	There is a lack of ESG criteria in the variable
Scientific Inc.	22	Named Executive		compensation.
		Officers' Compensation		
Thermo Fisher	18-May-	Ratify	For	The proposal is in line with our voting policy
Scientific Inc.	22	PricewaterhouseCoopers		
		LLP as Auditors		
Vertex	18-May-	Elect Director Sangeeta	For	The proposal is in line with our voting policy
Pharmaceuticals	22	Bhatia		
Incorporated				
Vertex	18-May-	Elect Director Lloyd	Against	The nominee holds one executive mandate and
Pharmaceuticals	22	Carney		three non-executive directorships, one of which as
Incorporated				an outside Chairperson of the Audit Committee and
				another as an outside Chairperson of the Board. The
				nominee is therefore overboarded.
Vertex	18-May-	Elect Director Alan	For	The proposal is in line with our voting policy
Pharmaceuticals	22	Garber		
Incorporated				
Vertex	18-May-	Elect Director Terrence	For	The proposal is in line with our voting policy
Pharmaceuticals	22	Kearney		
Incorporated				
Vertex	18-May-	Elect Director Reshma	For	The proposal is in line with our voting policy
Pharmaceuticals	22	Kewalramani		
Incorporated				
Vertex	18-May-	Elect Director Yuchun Lee	For	The proposal is in line with our voting policy
Pharmaceuticals	22			
Incorporated				
Vertex	18-May-	Elect Director Jeffrey	For	The proposal is in line with our voting policy
Pharmaceuticals	22	Leiden		
Incorporated				
Vertex	18-May-	Elect Director Margaret	For	The proposal is in line with our voting policy
Pharmaceuticals	22	McGlynn		
Incorporated				
Vertex	18-May-	Elect Director Diana	For	The proposal is in line with our voting policy
Pharmaceuticals	22	McKenzie		
Incorporated				
Vertex	18-May-	Elect Director Bruce	For	The proposal is in line with our voting policy
Pharmaceuticals	22	Sachs		, , , , , , , , , , , , , , , , , , , ,
Incorporated				
or por acca	1	1	l .	



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	19-May-	Ratify Ernst & Young LLP	For	The proposal is in line with our voting policy
Corporation	22	as Auditors		
CDW	19-May-	Provide Right to Act by	For	The Proposal is in shareholders' interest.
Corporation	22	Written Consent		
DexCom, Inc.	19-May-	Elect Director Steven R.	For	The proposal is in line with our voting policy
,	22	Altman		
DexCom, Inc.	19-May-	Elect Director Barbara E.	For	The proposal is in line with our voting policy
,	22	Kahn		
DexCom, Inc.	19-May-	Elect Director Kyle	For	The proposal is in line with our voting policy
,	22	Malady		
DexCom, Inc.	19-May-	Elect Director Jay S.	Against	The board lacks diversity.
,	22	Skyler		,
DexCom, Inc.	19-May-	Ratify Ernst & Young LLP	For	The proposal is in line with our voting policy
,	22	as Auditors		,
DexCom, Inc.	19-May-	Advisory Vote to Ratify	Against	There is a lack of ESG criteria in the variable
z exterm, mer	22	Named Executive	7.84	compensation.
		Officers' Compensation		
DexCom, Inc.	19-May-	Approve Forward Stock	For	The proposal is in line with our voting policy
z execut, met	22	Split		The proposal is in this than our roung point,
Dropbox, Inc.	19-May-	Elect Director Andrew W.	Withhold	There are issues with the board which do not enable
Droppon, mei	22	Houston	- Wittimora	support of the proposal.
Dropbox, Inc.	19-May-	Elect Director Donald W.	Withhold	There are issues with the board which do not enable
ъторьох, пте.	22	Blair	VVICINIOIG	support of the proposal.
Dropbox, Inc.	19-May-	Elect Director Lisa	Withhold	There are issues with the board which do not enable
ъторьох, пте.	22	Campbell	VVICINIOIG	support of the proposal.
Dropbox, Inc.	19-May-	Elect Director Paul E.	Withhold	There are issues with the board which do not enable
ъторьох, пте.	22	Jacobs	VVICINIOIG	support of the proposal.
Dropbox, Inc.	19-May-	Elect Director Sara	Withhold	The nominee holds five non-executive directorships,
Droppon, mei	22	Mathew	- Wittimora	one of which as an outside Chairperson of the
		- Wather		Board. The nominee is therefore overboarded.
Dropbox, Inc.	19-May-	Elect Director Abhay	For	The proposal is in line with our voting policy
2.00000,	22	Parasnis		The proposal is in this than our roung point,
Dropbox, Inc.	19-May-	Elect Director Karen	Withhold	There are issues with the board which do not enable
Вторьох, пте.	22	Peacock	VVICINIOIG	support of the proposal.
Dropbox, Inc.	19-May-	Elect Director Michael	Withhold	There are issues with the board which do not enable
Вторьох, пте.	22	Seibel	VVICINIOIG	support of the proposal.
Dropbox, Inc.	19-May-	Ratify Ernst & Young LLP	For	The proposal is in line with our voting policy
Вторьох, пте.	22	as Auditors	101	The proposal is in line with our voting policy
Dropbox, Inc.	19-May-	Advisory Vote to Ratify	Against	There is a lack of ESG criteria in the variable
Вторьох, пте.	22	Named Executive	7.6411130	compensation.
		Officers' Compensation		Compensation
Lennox	19-May-	Elect Director Max H.	For	The proposal is in line with our voting policy
International Inc.	22	Mitchell	101	The proposal is in line with our voting policy
Lennox	19-May-	Elect Director Kim K.W.	For	The proposal is in line with our voting policy
International Inc.	22	Rucker	101	The proposal is in line with our voting policy
Lennox	19-May-	Advisory Vote to Ratify	Against	There is a lack of ESG criteria in the variable
International Inc.	22	Named Executive	75amst	compensation. The remuneration structure is not
international nic.	44	Officers' Compensation		satisfactory. The company has not provided
		omeers compensation		sufficient information to justify this increase in
				variable remuneration.
	<u> </u>			variable remaineration.



Lennox International Inc.	19-May- 22	Approve Qualified Employee Stock Purchase	For	The proposal is in line with our voting policy
Lennox International Inc.	19-May- 22	Plan 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	19-May- 22	Increase Authorized	For	The proposal is in line with our voting policy
	22	Common Stock		
Software, Inc.	40.84	A 1:	_	
Take-Two	19-May-	Adjourn Meeting	For	The proposal is in line with our voting policy
Interactive	22			
Software, Inc.	10.14		_	
The Home	19-May-	Elect Director Gerard J.	For	The proposal is in line with our voting policy
Depot, Inc.	22	Arpey	_	
The Home	19-May-	Elect Director Ari Bousbib	For	The proposal is in line with our voting policy
Depot, Inc.	22			
The Home	19-May-	Elect Director Jeffery H.	Against	The board lacks diversity.
Depot, Inc.	22	Boyd		
The Home	19-May-	Elect Director Gregory D.	For	The proposal is in line with our voting policy
Depot, Inc.	22	Brenneman		
The Home	19-May-	Elect Director J. Frank	For	The proposal is in line with our voting policy
Depot, Inc.	22	Brown		
The Home	19-May-	Elect Director Albert P.	For	The proposal is in line with our voting policy
Depot, Inc.	22	Carey		
The Home	19-May-	Elect Director Edward P.	For	The proposal is in line with our voting policy
Depot, Inc.	22	Decker		
The Home	19-May-	Elect Director Linda R.	For	The proposal is in line with our voting policy
Depot, Inc.	22	Gooden		
The Home	19-May-	Elect Director Wayne M.	For	The proposal is in line with our voting policy
Depot, Inc.	22	Hewett		
The Home	19-May-	Elect Director Manuel	For	The proposal is in line with our voting policy
Depot, Inc.	22	Kadre		me proposario in inic situati car toting policy
The Home	19-May-	Elect Director Stephanie	For	The proposal is in line with our voting policy
Depot, Inc.	22	C. Linnartz		The proposal is in time than our teams pency
The Home	19-May-	Elect Director Craig A.	For	The proposal is in line with our voting policy
Depot, Inc.	22	Menear	101	The proposaris in line with our voting policy
The Home	19-May-	Elect Director Paula	For	The proposal is in line with our voting policy
Depot, Inc.	22	Santilli	101	The proposar is in line with our voting policy
The Home	19-May-	Elect Director Caryn	For	The proposal is in line with our voting policy
Depot, Inc.	22	Seidman-Becker	101	The proposal is in line with our voting policy
The Home	19-May-	Ratify KPMG LLP as	For	The proposal is in line with our voting policy
Depot, Inc.	22	Auditors	FOI	The proposal is in line with our voting policy
-	-		A:	There is a leak of ECC suitonic in the warishin
The Home	19-May-	Advisory Vote to Ratify	Against	There is a lack of ESG criteria in the variable
Depot, Inc.	22	Named Executive		compensation.
The Ulean	10.04	Officers' Compensation	F	The consequent is in the containing of the conta
The Home	19-May-	Amend Omnibus Stock	For	The proposal is in line with our voting policy
Depot, Inc.	22	Plan	_	7
The Home	19-May-	Reduce Ownership	For	The Proposal is in shareholders' interest.
Depot, Inc.	22	Threshold for		
		Shareholders to Call		
	1	Special Meeting		
The Home	19-May-	Require Independent	Against	The proposal is not in shareholders' interests.
Depot, Inc.	22	Board Chair		
The Home	19-May-	Report on Congruency of	For	Increased disclosure would allow shareholders to
Depot, Inc.	22	Political Spending with		more fully assess risks presented by the Company's
		Company Values and		Political Contributions and Expenditures.
		Priorities		



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	20-May-	Elect Director Justin M.	For	The proposal is in line with our voting policy
National Railway	1	Howell	For	The proposal is in line with our voting policy
•	22	nowell		
Company	20.84	51 + 51 + 5	-	T
Canadian	20-May-	Elect Director Susan C.	For	The proposal is in line with our voting policy
National Railway	22	Jones		
Company				
Canadian	20-May-	Elect Director Robert	For	The proposal is in line with our voting policy
National Railway	22	Knight		
Company				
Canadian	20-May-	Elect Director Kevin G.	For	The proposal is in line with our voting policy
National Railway	22	Lynch		
Company				
Canadian	20-May-	Elect Director Margaret	For	The proposal is in line with our voting policy
National Railway	22	A. McKenzie		
Company				
Canadian	20-May-	Elect Director Robert L.	Withhold	There are issues with the board which do not enable
National Railway	22	Phillips		support of the proposal.
Company				Cappers of the proposition
Canadian	20-May-	Elect Director Tracy	For	The proposal is in line with our voting policy
National Railway	20 1714	Robinson	101	The proposal is in line with our voting policy
Company		Kobinson		
Canadian	20-May-	Ratify KPMG LLP as	For	The proposal is in line with our voting policy
		•	FOI	The proposal is in line with our voting policy
National Railway	22	Auditors		
Company	20.14			
Canadian	20-May-	Advisory Vote on	Against	Compensation is excessive compared to peers.
National Railway	22	Executive Compensation		
Company		Approach		
Canadian	20-May-	Management Advisory	Against	Canadian Railway has well-below 2°C SBTI target. It
National Railway	22	Vote on Climate Change		commits to reduce its Scope 1 & 2 GHG emissions by
Company				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	24-May-	Advisory Vote to Ratify	Against	There is a lack of ESG criteria in the variable
Corporation	22	Named Executive Officers' Compensation		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
IPG Photonics	24-May-	Elect Director Natalia	For	therefore overboarded. The proposal is in line with our voting policy
Corporation IPG Photonics	22 24-May-	Pavlova Elect Director John R.	For	The proposal is in line with our voting policy
Corporation	22	Peeler		
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-	Elect Director Stephen L.	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	24-May-	Elect Director	Against	The nominee is a non-independent member of the
Corporation	22	Christopher A. Kuebler		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	24-May-	Elect Director Molly E.	For	The proposal is in line with our voting policy
Pharmaceutical Services, Inc.	22	Joseph		
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	Against	Compensation is excessive compared to peers. There is a lack of ESG criteria in the variable
		Officers' Compensation		compensation.
DENTSPLY	25-May-	Elect Director Eric K.	Against	The nominee holds four non-executive
SIRONA Inc.	22	Brandt		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	25-May-	Elect Director Donald M.		This is a non-votable item
SIRONA Inc.	22	Casey, Jr. *Withdrawn		
		Resolution*		
DENTSPLY	25-May-	Elect Director Willie A.	For	The proposal is in line with our voting policy
SIRONA Inc.	22	Deese		
DENTSPLY	25-May-	Elect Director John P.	For	The proposal is in line with our voting policy
SIRONA Inc.	22	Groetelaars		The proposal to me man and a coming point,
DENTSPLY	25-May-	Elect Director Betsy D.	For	The proposal is in line with our voting policy
SIRONA Inc.	22	Holden	101	The proposal is in line with our voting policy
DENTSPLY	25-May-	Elect Director Clyde R.	For	The proposal is in line with our voting policy
SIRONA Inc.	23-101ay-	Hosein	FOI	The proposaris in line with our voting policy
	+		F	The many collisis line with a survey of the
DENTSPLY	25-May-	Elect Director Harry M.	For	The proposal is in line with our voting policy
SIRONA Inc.	22	Jansen Kraemer, Jr.		
DENTSPLY	25-May-	Elect Director Gregory T.	Against	The nominee holds four non-executive
SIRONA Inc.	22	Lucier		directorships, one of which as an outside
				Chairperson of the Board. The nominee is therefore
				overboarded.
DENTSPLY	25-May-	Elect Director Leslie F.	Against	The nominee holds three non-executive
SIRONA Inc.	22	Varon		directorships, all of which as the Chairperson of the
				Audit Committee. The nominee is therefore
				overboarded.
DENTSPLY	25-May-	Elect Director Janet S.	For	The proposal is in line with our voting policy
SIRONA Inc.	22	Vergis		
DENTSPLY	25-May-	Elect Director Dorothea	For	The proposal is in line with our voting policy
SIRONA Inc.	22	Wenzel		
DENTSPLY	25-May-	Ratify	For	The proposal is in line with our voting policy
SIRONA Inc.	22	PricewaterhouseCoopers		
		LLP as Auditors		
DENTSPLY	25-May-	Advisory Vote to Ratify	For	The proposal is in line with our voting policy
SIRONA Inc.	22	Named Executive	101	The proposuris in line with our voting poney
SINONA IIIC.	22	Officers' Compensation		
DENTSPLY	25 May	Amend Bylaws to Add	For	The proposal is in line with our voting policy
	25-May-	Federal Forum Selection	FOI	The proposaris in line with our voting policy
SIRONA Inc.	22			
	25.14	Provision	NACOLI II	T
Equinix, Inc.	25-May-	Elect Director Nanci	Withhold	The board is not sufficiently independent as per our
	22	Caldwell	<u> </u>	voting policy
Equinix, Inc.	25-May-	Elect Director Adaire Fox-	For	The proposal is in line with our voting policy
	22	Martin		
Equinix, Inc.	25-May-	Elect Director Ron	For	The proposal is in line with our voting policy
	22	Guerrier		
			. — —	
Equinix, Inc.	25-May-	Elect Director Gary	Withhold	The board is not sufficiently independent as per our



				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	25-May-	Elect Director Susan K.	For	The proposal is in line with our voting policy
Corporation	22	Avery		me preparation mile man ear roung pency
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	25-May-	Elect Director Kaisa H.	For	The proposal is in line with our voting policy
Corporation	22	Hietala		
Exxon Mobil	25-May-	Elect Director Joseph L.	For	The proposal is in line with our voting policy
Corporation	22	Hooley		
Exxon Mobil	25-May-	Elect Director Steven A.	For	The proposal is in line with our voting policy
Corporation	22	Kandarian		
Exxon Mobil	25-May-	Elect Director Alexander	For	The proposal is in line with our voting policy
Corporation	22	A. Karsner		
Exxon Mobil	25-May-	Elect Director Jeffrey W.	For	The proposal is in line with our voting policy
Corporation	22	Ubben		
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,	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	25-May-	Elect Director Phoebe A.	Against	there are issues with the which do not enable
Resources	22	Wood		support
Company				
Pioneer Natural	25-May-	Ratify Ernst & Young LLP	For	The proposal is in line with our voting policy
Resources	22	as Auditors		
Company				
Pioneer Natural	25-May-	Advisory Vote to Ratify	For	The proposal is in line with our voting policy
Resources	22	Named Executive		
Company		Officers' Compensation		
Trimble Inc.	25-May-	Elect Director Steven W.	For	The proposal is in line with our voting policy
	22	Berglund		
Trimble Inc.	25-May-	Elect Director James C.	For	The proposal is in line with our voting policy
	22	Dalton		
Trimble Inc.	25-May-	Elect Director Borje	For	The proposal is in line with our voting policy
	22	Ekholm		
Trimble Inc.	25-May-	Elect Director Ann	For	The proposal is in line with our voting policy
	22	Fandozzi		
Trimble Inc.	25-May-	Elect Director Kaigham	For	The proposal is in line with our voting policy
	22	(Ken) Gabriel		
Trimble Inc.	25-May-	Elect Director Meaghan	Withhold	The board lacks diversity.
	22	Lloyd		
Trimble Inc.	25-May-	Elect Director Sandra	For	The proposal is in line with our voting policy
	22	MacQuillan		
Trimble Inc.	25-May-	Elect Director Robert G.	For	The proposal is in line with our voting policy
	22	Painter		
Trimble Inc.	25-May-	Elect Director Mark S.	Withhold	The nominee holds one executive mandate and two
	22	Peek		non-executive directorships, one of which as the
				Chairperson of the Audit Committee. The nominee is
				therefore overboarded.
Trimble Inc.	25-May-	Elect Director Thomas	For	The proposal is in line with our voting policy
	22	Sweet		
Trimble Inc.	25-May-	Elect Director Johan	For	The proposal is in line with our voting policy
	22	Wibergh		
Trimble Inc.	25-May-	Advisory Vote to Ratify	For	The proposal is in line with our voting policy
	22	Named Executive		The proposition in the case to an grant grant,
		Officers' Compensation		
Trimble Inc.	25-May-	Ratify Ernst & Young LLP	For	The proposal is in line with our voting policy
	22	as Auditors		proposario in inico unan car roung poncy
Verisk Analytics,	25-May-	Elect Director Jeffrey	For	The proposal is in line with our voting policy
Inc.	22	Dailey		proposario in inico unan car roung poney
Verisk Analytics,	25-May-	Elect Director	For	The proposal is in line with our voting policy
Inc.	22	Constantine P. Iordanou		p. sposar is in fine with our voting policy
Verisk Analytics,	25-May-	Elect Director Wendy	For	The proposal is in line with our voting policy
Inc.	22	Lane		p possa is sai voting point,
Verisk Analytics,	25-May-	Elect Director Lee M.	For	The proposal is in line with our voting policy
Inc.	23-1014y-	Shavel	101	The proposar is in line with our voting policy
Verisk Analytics,	25-May-	Elect Director Kimberly S.	For	The proposal is in line with our voting policy
Inc.	23-101ay-	Stevenson	101	The proposar is in line with our voting policy
Verisk Analytics,	25-May-	Declassify the Board of	For	The proposal is in line with our voting policy
=	25-iviay- 22	Directors	101	The proposal is in line with our voting policy
Inc.		Directors		



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	26-May-	Elect Director George A.	For	The proposal is in line with our voting policy
Corporation Cerner	22 26-May-	Riedel Elect Director R. Halsey	For	The proposal is in line with our voting policy
Corporation	20-1014y-	Wise	101	The proposaris in fine with our voting policy
Cerner	26-May-	Ratify KPMG LLP as	For	The proposal is in line with our voting policy
Corporation	22	Auditors		,,
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	For	The proposal is in line with our voting policy
corporation	22	Certain Business		
		Combination		
		Transactions		
Cerner	26-May-	Eliminate Supermajority	For	The proposal is in line with our voting policy
Corporation	22	Vote Requirement to		
		Amend or Repeal the By-		
Cornor	26 May	Laws Eliminate Supermajority	For	The proposal is in line with our voting policy
Cerner Corporation	26-May- 22	Vote Requirement to	FOI	The proposal is in line with our voting policy
Corporation	22	Repeal Provisions of the		
		Certificate		
Cerner	26-May-	Eliminate Supermajority	For	The proposal is in line with our voting policy
Corporation	22	Vote Requirement to	101	The proposal is in line with our voting policy
p		Remove Directors With		
		or Without Cause		
Cerner	26-May-	Amend Omnibus Stock	For	The proposal is in line with our voting policy
Corporation	22	Plan		
Cerner	26-May-	Provide Right to Call a	For	The Proposal is in shareholders' interest.
Corporation	22	Special Meeting		
DuPont de	26-May-	Elect Director Amy G.	For	The proposal is in line with our voting policy
Nemours, Inc.	22	Brady		
DuPont de	26-May-	Elect Director Edward D.	For	The proposal is in line with our voting policy
Nemours, Inc.	22	Breen		
DuPont de	26-May-	Elect Director Ruby R.	For	The proposal is in line with our voting policy
Nemours, Inc.	22	Chandy		
DuPont de	26-May-	Elect Director Terrence R.	For	The proposal is in line with our voting policy
Nemours, Inc.	22	Curtin	_	
DuPont de	26-May- 22	Elect Director Alexander M. Cutler	For	The proposal is in line with our voting policy
Nemours, Inc. DuPont de	26-May-	Elect Director Eleuthere I.	For	The proposal is in line with our voting policy
Nemours, Inc.	26-iviay- 22	du Pont	FOI	The proposal is in line with our voting policy
DuPont de	26-May-	Elect Director Kristina M.	For	The proposal is in line with our voting policy
Nemours, Inc.	20-1718	Johnson	101	The proposaris in line with our voting policy
DuPont de	26-May-	Elect Director Luther C.	For	The proposal is in line with our voting policy
Nemours, Inc.	22	Kissam		p. speak is sail sail sound point
DuPont de	26-May-	Elect Director Frederick	For	The proposal is in line with our voting policy
Nemours, Inc.	22	M. Lowery		8
DuPont de	26-May-	Elect Director Raymond J.	For	The proposal is in line with our voting policy
Nemours, Inc.	22	Milchovich		
DuPont de	26-May-	Elect Director Deanna M.	For	The proposal is in line with our voting policy
Nemours, Inc.	22	Mulligan		
DuPont de	26-May-	Elect Director Steven M.	For	The proposal is in line with our voting policy
Nemours, Inc.	22	Sterin		
DuPont de	26-May-	Advisory Vote to Ratify	Against	Lack of ESG metrics & targets
Nemours, Inc.	22	Named Executive		
		Officers' Compensation		
DuPont de	26-May-	Ratify	For	The proposal is in line with our voting policy
Nemours, Inc.	22	PricewaterhouseCoopers		
		LLP as Auditors		



DuPont de	26-May-	Require Independent	Against	The proposal is not in shareholders' interests.
Nemours, Inc.	22	Board Chair		
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 Mikkelson	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	26-May-	Elect Director Susan K.	For	The proposal is in line with our voting policy
Semiconductor	20-1014y	Carter	101	The proposaris in line with our voting policy
Corporation	22	Carter		
ON	26-May-	Elect Director Thomas L.	For	The proposal is in line with our voting policy
Semiconductor	20-1014y-	Deitrich	FUI	The proposal is in line with our voting policy
Corporation	22	Deltrich		
	26 May	Float Director Cilles	For	The proposal is in line with our veting policy
ON Semiconductor	26-May- 22	Elect Director Gilles	FOI	The proposal is in line with our voting policy
	22	Delfassy		
Corporation	26.14	51 . 52	-	T 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
ON	26-May-	Elect Director Hassane El-	For	The proposal is in line with our voting policy
Semiconductor	22	Khoury		
Corporation			_	
ON	26-May-	Elect Director Bruce E.	For	The proposal is in line with our voting policy
Semiconductor	22	Kiddoo		
Corporation				
ON	26-May-	Elect Director Paul A.	Against	The board lacks diversity.
Semiconductor	22	Mascarenas		
Corporation				
ON	26-May-	Elect Director Gregory L.	For	The proposal is in line with our voting policy
Semiconductor	22	Waters		
Corporation				
ON	26-May-	Elect Director Christine Y.	For	The proposal is in line with our voting policy
Semiconductor	22	Yan		
Corporation				
ON	26-May-	Advisory Vote to Ratify	For	The proposal is in line with our voting policy
Semiconductor	22	Named Executive		
Corporation		Officers' Compensation		
ON	26-May-	Ratify	For	The proposal is in line with our voting policy
Semiconductor	22	PricewaterhouseCoopers		
Corporation		LLP as Auditors		
Pinterest, Inc.	26-May-	Elect Director Leslie J.	Against	There are issues with the board which do not enable
	22	Kilgore		support of the proposal.
Pinterest, Inc.	26-May-	Elect Director Benjamin	Against	There are issues with the board which do not enable
	22	Silbermann		support of the proposal.
Pinterest, Inc.	26-May-	Elect Director Salaam	Against	There are issues with the board which do not enable
	22	Coleman Smith		support of the proposal.
Pinterest, Inc.	26-May-	Ratify Ernst & Young LLP	For	The proposal is in line with our voting policy
	22	as Auditors		
Pinterest, Inc.	26-May-	Advisory Vote to Ratify	Against	There is a lack of ESG criteria in the variable
,	22	Named Executive		compensation.
		Officers' Compensation		
Teladoc Health,	26-May-	Elect Director Karen L.	For	The proposal is in line with our voting policy
Inc.	22	Daniel		p
Teladoc Health,	26-May-	Elect Director Sandra L.	For	The proposal is in line with our voting policy
Inc.	22	Fenwick		Francis III and Francis Policy
Teladoc Health,	26-May-	Elect Director William H.	For	The proposal is in line with our voting policy
Inc.	22	Frist		The production of total points
Teladoc Health,	26-May-	Elect Director Jason	For	The proposal is in line with our voting policy
Inc.	20-1014y-	Gorevic	101	The proposal is in fine with our voting policy
Teladoc Health,	26-May-	Elect Director Catherine	For	The proposal is in line with our voting policy
		A. Jacobson	FUI	The brobosaris in line with our voting boiley
Inc.	22	A. Jacobson		



Teladoc Health,	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	27-May- 22	Amend Proxy Access	For	The Proposal is in shareholders' interest.
Companies, Inc.		Right	Ган	M/a apparata and the anti-territories for the control of the contr
Lowe's	27-May-	Report on Risks of State	For	We consider that the risks invoked in the proposal
Companies, Inc.	22	Policies Restricting		merit to be assessed and that the report would be
		Reproductive Health Care		beneficial to shareholders.
Lowe's	27-May-	Commission a Civil Rights	Against	The proposal in not in shareholders' interest at this
Companies, Inc.	22	and Non-Discrimination		time.
		Audit		
Lowe's	27-May-	Report on Risks from	For	The reputational risk presented by this subject
Companies, Inc.	22	Company Vendors that		makes it necessary for shareholders to be fully
		Misclassify Employees as		informed. The proposal therefore has merit.
		Independent Contractors		
Nuvei	27-May-	Elect Director Philip	For	The proposal is in line with our voting policy
Corporation	22	Fayer		
Nuvei	27-May-	Elect Director Michael	Withhold	The nominee holds three non-executive
Corporation	22	Hanley		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	27-May-	Elect Director David	Withhold	The board lacks diversity. There are issues with the
Corporation	22	Lewin	· · · · · · · · · · · · · · · · · · ·	board which do not enable support of the proposal.
Nuvei	27-May-	Elect Director Daniela	Withhold	There are issues with the board which do not enable
Corporation	27-10149-	Mielke	VVICIIIIOIG	support of the proposal.
Nuvei	+	Elect Director Pascal	Withhold	There are issues with the board which do not enable
	27-May-		vvitninoid	
Corporation	22	Tremblay	Г	support of the proposal.
Nuvei	27-May-	Elect Director Samir	For	The proposal is in line with our voting policy
Corporation	22	Zabaneh	_	
Nuvei	27-May-	Approve	For	The proposal is in line with our voting policy
Corporation	22	PricewaterhouseCoopers		
		LLP as Auditors and		
		Authorize Board to Fix		
		Their Remuneration		
Nuvei	27-May-	Amend Articles in	Against	The proposed amendment to articles of association
Corporation	22	Respect of the Plan of		are not in shareholders' interest.
		Arrangement		
Nuvei	27-May-	Amend Bylaws	Against	The proposed amendment to articles of association
Corporation	22			are not in shareholders' interest.
Arista Networks,	31-May-	Elect Director Charles	Withhold	There are issues with the board which do not enable
	0.0	G: 1		
Inc.	22	Giancarlo		support of the proposal.
Inc. Arista Networks,	31-May-	Elect Director Daniel	Withhold	support of the proposal. The board lacks diversity. There are issues with the
	†		Withhold	
Arista Networks,	31-May-	Elect Director Daniel	Withhold Against	The board lacks diversity. There are issues with the
Arista Networks, Inc.	31-May- 22	Elect Director Daniel Scheinman		The board lacks diversity. There are issues with the board which do not enable support of the proposal.
Arista Networks, Inc. Arista Networks,	31-May- 22 31-May-	Elect Director Daniel Scheinman Advisory Vote to Ratify Named Executive		The board lacks diversity. There are issues with the board which do not enable support of the proposal. There is a lack of ESG criteria in the variable
Arista Networks, Inc. Arista Networks, Inc.	31-May- 22 31-May- 22	Elect Director Daniel Scheinman Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The board lacks diversity. There are issues with the board which do not enable support of the proposal. There is a lack of ESG criteria in the variable
Arista Networks, Inc. Arista Networks, Inc. Arista Networks,	31-May- 22 31-May- 22 31-May-	Elect Director Daniel Scheinman Advisory Vote to Ratify Named Executive Officers' Compensation Advisory Vote on Say on		The board lacks diversity. There are issues with the board which do not enable support of the proposal. There is a lack of ESG criteria in the variable
Arista Networks, Inc. Arista Networks, Inc. Arista Networks, Inc.	31-May- 22 31-May- 22 31-May- 22	Elect Director Daniel Scheinman Advisory Vote to Ratify Named Executive Officers' Compensation Advisory Vote on Say on Pay Frequency	Against One Year	The board lacks diversity. There are issues with the board which do not enable support of the proposal. There is a lack of ESG criteria in the variable compensation.
Arista Networks, Inc. Arista Networks, Inc. Arista Networks, Inc. Arista Networks,	31-May- 22 31-May- 22 31-May- 22 31-May-	Elect Director Daniel Scheinman Advisory Vote to Ratify Named Executive Officers' Compensation Advisory Vote on Say on Pay Frequency Ratify Ernst & Young LLP	Against	The board lacks diversity. There are issues with the board which do not enable support of the proposal. There is a lack of ESG criteria in the variable
Arista Networks, Inc. Arista Networks, Inc. Arista Networks, Inc.	31-May- 22 31-May- 22 31-May- 22	Elect Director Daniel Scheinman Advisory Vote to Ratify Named Executive Officers' Compensation Advisory Vote on Say on Pay Frequency	Against One Year	The board lacks diversity. There are issues with the board which do not enable support of the proposal. There is a lack of ESG criteria in the variable compensation.



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	01-Jun-	Reelect Kurt Sievers as	For	The proposal is in line with our voting policy
Semiconductors	22	Executive Director		
N.V.				
NXP	01-Jun-	Reelect Peter Bonfield as	Against	The nominee holds three non-executive
Semiconductors	22	Non-Executive Director		directorships, one of which as the Chairperson of
N.V.				the Board and another as an outside Chairperson of
				the Audit Committee. The nominee is therefore
				overboarded.
NXP	01-Jun-	Reelect Annette Clayton	For	The proposal is in line with our voting policy
Semiconductors	22	as Non-Executive		
N.V.		Director		
NXP	01-Jun-	Reelect Anthony Foxx as	For	The proposal is in line with our voting policy
Semiconductors	22	Non-Executive Director		
N.V.				
NXP	01-Jun-	Elect Chunyuan Gu as	For	The proposal is in line with our voting policy
Semiconductors	22	Non-Executive Director		
N.V.				
NXP	01-Jun-	Reelect Lena Olving as	For	The proposal is in line with our voting policy
Semiconductors	22	Non-Executive Director		
N.V.				
NXP	01-Jun-	Reelect Julie Southern as	Against	The nominee holds four non-executive
Semiconductors	22	Non-Executive Director		directorships, all of which as the Chairperson of the
N.V.				Audit Committee. The nominee is therefore
				overboarded.
NXP	01-Jun-	Reelect Jasmin Staiblin as	For	The proposal is in line with our voting policy
Semiconductors	22	Non-Executive Director		
N.V.				
NXP	01-Jun-	Reelect Gregory Summe	For	The proposal is in line with our voting policy
Semiconductors	22	as Non-Executive		
N.V.		Director		
NXP	01-Jun-	Reelect Karl-Henrik	Against	The nominee holds three non-executive
Semiconductors	22	Sundstrom as Non-		directorships, one of which as an outside
N.V.		Executive Director		Chairperson of the Board and another as an outside
				Chairperson of the Audit Committee. The nominee is
				therefore overboarded.
NXP	01-Jun-	Grant Board Authority to	For	The proposal is in line with our voting policy
Semiconductors	22	Issue Shares Up To 10		
N.V.		Percent of Issued Capital		
NXP	01-Jun-	Authorize Board to	For	The proposal is in line with our voting policy
Semiconductors	22	Exclude Preemptive		
N.V.		Rights from Share		
		Issuances		
NXP	01-Jun-	Authorize Share	For	The proposal is in line with our voting policy
Semiconductors	22	Repurchase Program		
N.V.				
NXP	01-Jun-	Approve Cancellation of	For	The proposal is in line with our voting policy
Semiconductors	22	Ordinary Shares		
N.V.				
NXP	01-Jun-	Advisory Vote to Ratify	For	The proposal is in line with our voting policy
Semiconductors	22	Named Executive		
N.V.		Officers' Compensation		
	<u>i</u>	zto.t compensation	I	



Tourmaline Oil	01-Jun-	Elect Director Michael L.	For	The proposal is in line with our voting policy
Corp.	22	Rose		
Tourmaline Oil	01-Jun-	Elect Director Brian G.	For	The proposal is in line with our voting policy
Corp.	22	Robinson		
Tourmaline Oil	01-Jun-	Elect Director Jill T.	For	The proposal is in line with our voting policy
Corp.	22	Angevine		
Tourmaline Oil	01-Jun-	Elect Director William D.	For	The proposal is in line with our voting policy
Corp.	22	Armstrong		
Tourmaline Oil	01-Jun-	Elect Director Lee A.	For	The proposal is in line with our voting policy
Corp.	22	Baker		
Tourmaline Oil	01-Jun-	Elect Director John W.	For	The proposal is in line with our voting policy
Corp.	22	Elick		
Tourmaline Oil	01-Jun-	Elect Director Andrew B.	Withhold	The board lacks diversity.
Corp.	22	MacDonald		
Tourmaline Oil	01-Jun-	Elect Director Lucy M.	For	The proposal is in line with our voting policy
Corp.	22	Miller		
Tourmaline Oil	01-Jun-	Elect Director Janet L.	For	The proposal is in line with our voting policy
Corp.	22	Weiss		
Tourmaline Oil	01-Jun-	Elect Director Ronald C.	For	The proposal is in line with our voting policy
Corp.	22	Wigham		
Tourmaline Oil	01-Jun-	Approve KPMG LLP as	For	The proposal is in line with our voting policy
Corp.	22	Auditors and Authorize		
		Board to Fix Their		
		Remuneration		
Ulta Beauty, Inc.	01-Jun-	Elect Director Kelly E.	For	The proposal is in line with our voting policy
	22	Garcia		
Ulta Beauty, Inc.	01-Jun-	Elect Director Michael R.	For	The proposal is in line with our voting policy
	22	MacDonald		
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-	Ratify Ernst & Young LLP	For	The proposal is in line with our voting policy
Olla Beauty, Ilic.	22	as Auditors	FOI	The proposar is in line with our voting policy
Ulta Beauty, Inc.	01-Jun-	Advisory Vote to Ratify	Against	There is a lack of ESG criteria in the variable
Olla Beauty, Ilic.	22	Named Executive	Against	compensation.
	22	Officers' Compensation		compensation.
Allegion Plc	02-Jun-	Elect Director Kirk S.	Against	The board lacks diversity.
Allegion Fic	22	Hachigian	Against	The board facks diversity.
Allegion Plc	02-Jun-	Elect Director Steven C.	For	The proposal is in line with our voting policy
Allegion i ic	22	Mizell	101	The proposal is in line with our voting policy
Allegion Plc	02-Jun-	Elect Director Nicole	For	The proposal is in line with our voting policy
, megioni i ie	22	Parent Haughey	'	proposaris in fine with our voting policy
Allegion Plc	02-Jun-	Elect Director Lauren B.	Against	The nominee holds three non-executive
	22	Peters	, ,5011130	directorships, two of which as an the Chairperson of
		. 555.5		the Audit Committee. The nominee is therefore
				overboarded.
Allegion Plc	02-Jun-	Elect Director David D.	For	The proposal is in line with our voting policy
-6	22	Petratis		The property of the second points
Allegion Plc	02-Jun-	Elect Director Dean I.	For	The proposal is in line with our voting policy
-6	22	Schaffer		The property of the second points
Allegion Plc	02-Jun-	Elect Director Dev	For	The proposal is in line with our voting policy
5	22	Vardhan	1	. , , , , , , , , , , , , , , , , , , ,



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,	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	02-Jun-	Elect Director Tench Coxe	For	The proposal is in line with our voting policy
Corporation	22			the proposition of the state of
NVIDIA	02-Jun-	Elect Director John O.	For	The proposal is in line with our voting policy
Corporation	22	Dabiri		
NVIDIA	02-Jun-	Elect Director Persis S.	For	The proposal is in line with our voting policy
Corporation	22	Drell		
NVIDIA	02-Jun-	Elect Director Jen-Hsun	For	The proposal is in line with our voting policy
Corporation	22	Huang	_	
NVIDIA	02-Jun-	Elect Director Dawn	For	The proposal is in line with our voting policy
Corporation	22	Hudson		
NVIDIA	02-Jun-	Elect Director Harvey C.	Against	The board lacks diversity. The nominee is a non-
Corporation	22	Jones		independent member of the Nomination Committee
				which is not composed in majority of independent
AD UDIA	02.1	51 . 52	-	directors.
NVIDIA	02-Jun- 22	Elect Director Michael G.	For	The proposal is in line with our voting policy
Corporation NVIDIA	02-Jun-	McCaffery	For	The proposal is in line with our veting policy
Corporation	22	Elect Director Stephen C. Neal	FOI	The proposal is in line with our voting policy
NVIDIA	02-Jun-	Elect Director Mark L.	Against	The nominee is a non-independent member of the
Corporation	22	Perry	Against	Audit Committee which is not composed in majority
Corporation	22	reny		of independent directors. The nominee is a non-
				independent member of the Nomination Committee
				which is not composed in majority of independent
				directors.
NVIDIA	02-Jun-	Elect Director A. Brooke	Against	The nominee is a non-independent member of the
Corporation	22	Seawell		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	02-Jun-	Elect Director Aarti Shah	For	The proposal is in line with our voting policy
Corporation	22			
NVIDIA	02-Jun-	Elect Director Mark A.	Against	The nominee is a non-independent member of the
Corporation	22	Stevens		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	02-Jun-	Advisory Vote to Ratify	Against	There is a lack of ESG criteria in the variable
Corporation	22	Named Executive	AgaiiiSt	compensation.
Corporation	22	Officers' Compensation		compensation.
NVIDIA	02-Jun-	Ratify	For	The proposal is in line with our voting policy
Corporation	22	PricewaterhouseCoopers	1 01	The proposal is in line with our voting policy
00. po. a		LLP as Auditors		
NVIDIA	02-Jun-	Increase Authorized	For	The proposal is in line with our voting policy
Corporation	22	Common Stock		
NVIDIA	02-Jun-	Amend Omnibus Stock	For	The proposal is in line with our voting policy
Corporation	22	Plan		
Trane	02-Jun-	Elect Director Kirk E.	For	The proposal is in line with our voting policy
Technologies Plc	22	Arnold		



Trane	02-Jun-	Elect Director Ann C.	Against	The board is not sufficiently independent as per our
Technologies Plc	22	Berzin		voting policy.
Trane	02-Jun-	Elect Director April Miller	For	The proposal is in line with our voting policy
Technologies Plc	22	Boise		
Trane	02-Jun-	Elect Director John	Against	The board is not sufficiently independent as per our
Technologies Plc	22	Bruton		voting policy.
Trane	02-Jun-	Elect Director Jared L.	Against	The board is not sufficiently independent as per our
Technologies Plc	22	Cohon		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	02-Jun-	Elect Director Gary D.	Against	The board is not sufficiently independent as per our
Technologies Plc	22	Forsee		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	02-Jun-	Elect Director Linda P.	For	The proposal is in line with our voting policy
Technologies Plc	22	Hudson		
Trane	02-Jun-	Elect Director Myles P.	For	The proposal is in line with our voting policy
Technologies Plc	22	Lee		
Trane	02-Jun-	Elect Director David S.	Against	The roles of CEO and Chairperson are combined and
Technologies Plc	22	Regnery		there is no lead independent Director as per
				Amundi's independence criteria.
Trane	02-Jun-	Elect Director John P.	Against	The nominee holds four non-executive
Technologies Plc	22	Surma		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	02-Jun-	Elect Director Tony L.	Against	The board is not sufficiently independent as per our
Technologies Plc	22	White		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	02-Jun-	Advisory Vote to Ratify	Against	There is a lack of Climate criteria in the variable
Technologies Plc	22	Named Executive	_	compensation.
-		Officers' Compensation		
Trane	02-Jun-	Approve	For	The proposal is in line with our voting policy
Technologies Plc	22	PricewaterhouseCoopers		
3		LLP as Auditors and		
		Authorize Board to Fix		
		Their Remuneration		
Trane	02-Jun-	Authorize Issue of Equity	For	The proposal is in line with our voting policy
	1 3		1	



Trane	02-Jun-	Authorize Issue of Equity	For	The proposal is in line with our voting policy
Technologies Plc	22	without Pre-emptive Rights		
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	07-Jun-	Elect Director Maureen	For	The proposal is in line with our voting policy
Technology	22	Breakiron-Evans		
Solutions				
Corporation				
Cognizant	07-Jun-	Elect Director Archana	For	The proposal is in line with our voting policy
Technology	22	Deskus		
Solutions				
Corporation				
Cognizant	07-Jun-	Elect Director John M.	For	The proposal is in line with our voting policy
Technology	22	Dineen		
Solutions				
Corporation				
Cognizant	07-Jun-	Elect Director Brian	For	The proposal is in line with our voting policy
Technology	22	Humphries		
Solutions		·		
Corporation				
Cognizant	07-Jun-	Elect Director Leo S.	For	The proposal is in line with our voting policy
Technology	22	Mackay, Jr.		
Solutions		,,		
Corporation				
Cognizant	07-Jun-	Elect Director Michael	For	The proposal is in line with our voting policy
Technology	22	Patsalos-Fox		
Solutions				
Corporation				
Cognizant	07-Jun-	Elect Director Stephen J.	For	The proposal is in line with our voting policy
Technology	22	Rohleder		the proposation may be a coming point,
Solutions				
Corporation				
Cognizant	07-Jun-	Elect Director Joseph M.	For	The proposal is in line with our voting policy
Technology	22	Velli		, , , , , , , , , , , , , , , , , , ,
Solutions				
Corporation				
Cognizant	07-Jun-	Elect Director Sandra S.	Against	The nominee holds four non-executive
Technology	22	Wijnberg		directorships, two of which as the Chairperson of
Solutions				the Audit Committee. The nominee is therefore
Corporation				overboarded.
Cognizant	07-Jun-	Advisory Vote to Ratify	For	The proposal is in line with our voting policy
Technology	22	Named Executive		, , , , , , , , , , , , , , , , , , ,
Solutions		Officers' Compensation		
Corporation				
Cognizant	07-Jun-	Ratify	For	The proposal is in line with our voting policy
Technology	22	PricewaterhouseCoopers		The property of the same of th
Solutions		LLP as Auditors		
Corporation				
Cognizant	07-Jun-	Amend Governing	Against	We do not consider that the proponent has
Technology	22	Documents Regarding	, ,6411130	demonstrated a deficiency in the Company's current
Solutions		Requirements to Call for		practices.
Corporation		a Special Meeting		proceed.
Fortive	07-Jun-	Elect Director Daniel L.	For	The proposal is in line with our voting policy
LULUVE	U/-JUII-	LICCI DII CCIDI DAIIICI L.	1 1 01	T THE PROPOSALIS IN HITE WILL OUT VULLIE DUTIEV



Fortive	07-Jun-	Elect Director Sharmistha	For	The proposal is in line with our voting policy
Corporation	22	Dubey		
Fortive	07-Jun-	Elect Director Rejji P.	For	The proposal is in line with our voting policy
Corporation	22	Hayes		
Fortive	07-Jun-	Elect Director Wright	For	The proposal is in line with our voting policy
Corporation	22	Lassiter, III		
Fortive	07-Jun-	Elect Director James A.	For	The proposal is in line with our voting policy
Corporation	22	Lico		
Fortive	07-Jun-	Elect Director Kate D.	For	The proposal is in line with our voting policy
Corporation	22	Mitchell		
Fortive	07-Jun-	Elect Director Jeannine	For	The proposal is in line with our voting policy
Corporation	22	Sargent		
Fortive	07-Jun-	Elect Director Alan G.	Against	The nominee holds four non-executive
Corporation	22	Spoon		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	07-Jun-	Advisory Vote to Ratify	Against	Compensation is excessive compared to peers.
Corporation	22	Named Executive		There is a lack of Climate criteria in the variable
56. ps. a		Officers' Compensation		compensation.
Fortive	07-Jun-	Ratify Ernst & Young LLP	For	The proposal is in line with our voting policy
Corporation	22	as Auditors	101	The proposal is in line with our voting poney
Fortive	07-Jun-	Eliminate Supermajority	For	The proposal is in line with our voting policy
Corporation	22	Vote Requirements	101	The proposaris in line with our voting poncy
Fortive	07-Jun-	Adopt Simple Majority	For	The Proposal is in shareholders' interest.
Corporation	22	Vote	101	The Proposaris in Shareholders interest.
HubSpot, Inc.	07-Jun-	Elect Director Lorrie	Against	There are issues with the board which do not enable
Habspot, IIIc.	22	Norrington	Against	support of the proposal.
HubSpot, Inc.	07-Jun-	Elect Director Avanish	Against	There are issues with the board which do not enable
Habspot, IIIc.	22	Sahai	Against	support of the proposal.
HubSpot, Inc.	07-Jun-	Elect Director Dharmesh	Against	There are issues with the board which do not enable
Hubspot, Inc.	22	Shah	Against	support of the proposal.
HubSpot, Inc.	07-Jun-	Ratify	For	The proposal is in line with our voting policy
nubspot, inc.	22	PricewaterhouseCoopers	FOI	The proposal is in line with our voting policy
	22	LLP as Auditors		
HubCnot Inc	07 lun		Against	There is a lack of ESC criteria in the variable
HubSpot, Inc.	07-Jun-	Advisory Vote to Ratify	Against	There is a lack of ESG criteria in the variable
	22	Named Executive		compensation.
HubCnot Inc	07 1	Officers' Compensation Amend Qualified	For	The proposal is in line with augusting policy
HubSpot, Inc.	07-Jun-	7	For	The proposal is in line with our voting policy
	22	Employee Stock Purchase		
T T T T T T T T T T T T T T T T T T T	07.1	Plan	_	T 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
The TJX	07-Jun-	Elect Director Jose B.	For	The proposal is in line with our voting policy
Companies, Inc.	22	Alvarez		
The TJX	07-Jun-	Elect Director Alan M.	Against	The board is not sufficiently independent as per our
Companies, Inc.	22	Bennett		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	07-Jun-	Elect Director Rosemary	For	The proposal is in line with our voting policy
Companies, Inc.	22	T. Berkery		



TI TIV	07.1			T-1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
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	07-Jun-	Elect Director C. Kim	For	The proposal is in line with our voting policy
Companies, Inc.	22	Goodwin	_	
The TJX	07-Jun-	Elect Director Ernie	For	The proposal is in line with our voting policy
Companies, Inc.	22	Herrman		
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	07-Jun-	Elect Director Carol	Against	The board is not sufficiently independent as per our
Companies, Inc.	22	Meyrowitz		voting policy.
The TJX	07-Jun-	Elect Director Jackwyn L.	Against	The board is not sufficiently independent as per our
Companies, Inc.	22	Nemerov		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	07-Jun-	Ratify	For	The proposal is in line with our voting policy
Companies, Inc.	22	PricewaterhouseCoopers as Auditors		
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 Mangement 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	08-Jun-	Elect Director Jon McNeill	For	The proposal is in line with our voting policy
athletica inc.	22			
lululemon	08-Jun-	Elect Director Alison	For	The proposal is in line with our voting policy
athletica inc.	22	Loehnis		
lululemon	08-Jun-	Ratify	For	The proposal is in line with our voting policy
athletica inc.	22	PricewaterhouseCoopers		
		LLP as Auditors		
lululemon	08-Jun-	Advisory Vote to Ratify	Against	There is a lack of ESG criteria in the variable
athletica inc.	22	Named Executive		compensation.
		Officers' Compensation		
lululemon	08-Jun-	Report on Animal	Against	The company is a member of the RDS and certifies
athletica inc.	22	Slaughter Methods		everything to this standard, using third party audits.
				They have sufficient processes in comparison to
				peers.
NovoCure	08-Jun-	Elect Director Asaf	For	The proposal is in line with our voting policy
Limited	22	Danziger		
NovoCure	08-Jun-	Elect Director William	For	The proposal is in line with our voting policy
Limited	22	Doyle		
NovoCure	08-Jun-	Elect Director Jeryl	Against	The nominee holds four non-executive
Limited	22	Hilleman		directorships, three of which as the Chairperson of
				the Audit Committee. The nominee is therefore
				overboarded.
NovoCure	08-Jun-	Elect Director David Hung	Against	The board lacks diversity.
Limited	22			
NovoCure	08-Jun-	Elect Director Kinyip	For	The proposal is in line with our voting policy
Limited	22	Gabriel Leung		
NovoCure	08-Jun-	Elect Director Martin	For	The proposal is in line with our voting policy
Limited	22	Madden		
NovoCure	08-Jun-	Elect Director Timothy	Against	The board lacks diversity. The nominee holds one
Limited	22	Scannell		outside executive mandate and three non-executive
				directorships, one of which as an outside
				Chairperson of the Board. The nominee is therefore
				overboarded.
NovoCure	08-Jun-	Elect Director William	For	The proposal is in line with our voting policy
Limited	22	Vernon		
NovoCure	08-Jun-	Ratify Kost Forer Gabbay	For	The proposal is in line with our voting policy
Limited	22	& Kasierer as Auditors		
NovoCure	08-Jun-	Advisory Vote to Ratify	Against	There is a lack of ESG criteria in the variable
Limited	22	Named Executive		compensation.
		Officers' Compensation		
NovoCure	08-Jun-	Amend Articles of	For	The proposal is in line with our voting policy
Limited	22	Association		
Target	08-Jun-	Elect Director David P.	For	The proposal is in line with our voting policy
Corporation	22	Abney		
Target	08-Jun-	Elect Director Douglas M.	For	The proposal is in line with our voting policy
Corporation	22	Baker, Jr.		
Target	08-Jun-	Elect Director George S.	For	The proposal is in line with our voting policy
Corporation	22	Barrett		
		Flact Discretes Cail I/	Г	The proposal is in line with our voting policy
Target	08-Jun-	Elect Director Gail K.	For	The proposal is in line with our voting policy



Target	08-Jun-	Elect Director Brian C.	For	The proposal is in line with our voting policy
Corporation	22	Cornell		
Target	08-Jun-	Elect Director Robert L.	For	The proposal is in line with our voting policy
Corporation	22	Edwards		
Target	08-Jun-	Elect Director Melanie L.	For	The proposal is in line with our voting policy
Corporation	22	Healey		
Target	08-Jun-	Elect Director Donald R.	For	The proposal is in line with our voting policy
Corporation	22	Knauss		
Target	08-Jun-	Elect Director Christine A.	For	The proposal is in line with our voting policy
Corporation	22	Leahy		
Target	08-Jun-	Elect Director Monica C.	For	The proposal is in line with our voting policy
Corporation	22	Lozano		
Target	08-Jun-	Elect Director Derica W.	Against	The nominee holds 4 non-executive directorships, 1
Corporation	22	Rice		of which as Chairperson of the Audit Committee.
				The nominee is therefore overboarded.
Target	08-Jun-	Elect Director Dmitri L.	For	The proposal is in line with our voting policy
Corporation	22	Stockton		
Target	08-Jun-	Ratify Ernst & Young LLP	For	The proposal is in line with our voting policy
Corporation	22	as Auditors		
Target	08-Jun-	Advisory Vote to Ratify	Against	There is a lack of ESG criteria in the variable
Corporation	22	Named Executive		compensation.
		Officers' Compensation		
Target	08-Jun-	Amend Proxy Access	For	The Proposal is in shareholders' interest.
Corporation	22	Right		
Thomson	08-Jun-	Elect Director David	For	The proposal is in line with our voting policy
Reuters	22	Thomson		
Corporation				
Thomson	08-Jun-	Elect Director Steve	For	The proposal is in line with our voting policy
Reuters	22	Hasker		
Corporation				
Thomson	08-Jun-	Elect Director Kirk E.	For	The proposal is in line with our voting policy
Reuters	22	Arnold		
Corporation		51 . 52 5	340011 11	
Thomson	08-Jun-	Elect Director David W.	Withhold	The nominee is a non-independent member of the
Reuters	22	Binet		Remuneration Committee which is not composed in
Corporation	00 1	Floor Division W	\	majority of independent directors.
Thomson Reuters	08-Jun- 22	Elect Director W. Edmund Clark	Withhold	The nominee is a non-independent member of the
Corporation	22	Edilidia Clark		Remuneration Committee which is not composed in
Thomson	08-Jun-	Elect Director LaVerne	For	majority of independent directors. The proposal is in line with our voting policy
Reuters	22	Council	101	The proposaris in line with our voting policy
Corporation	22	Council		
Thomson	08-Jun-	Elect Director Michael E.	For	The proposal is in line with our voting policy
Reuters	22	Daniels	101	The proposaris in fine with our voting policy
Corporation		Suricis		
Thomson	08-Jun-	Elect Director Kirk	For	The proposal is in line with our voting policy
Reuters	22	Koenigsbauer	101	The proposar is in fine with our voting policy
Corporation				
Thomson	08-Jun-	Elect Director Deanna	For	The proposal is in line with our voting policy
	JU JUII-	Licet Director Dealina	1 . 0.	1 proposar is in time with our voting policy
Reuters	22	Oppenheimer		



Thomson	08-Jun-	Elect Director Simon	For	The proposal is in line with our voting policy
Reuters Corporation	22	Paris		
Thomson	08-Jun-	Elect Director Kim M.	For	The proposal is in line with our voting policy
Reuters	22	Rivera	101	The proposaris in line with our voting policy
Corporation		Mivera		
Thomson	08-Jun-	Elect Director Barry	For	The proposal is in line with our voting policy
Reuters	22	Salzberg		the proposal is in the than our round, pensy
Corporation		34.220.8		
Thomson	08-Jun-	Elect Director Peter J.	Withhold	The nominee is a non-independent member of the
Reuters	22	Thomson		Remuneration Committee which is not composed in
Corporation				majority of independent directors.
Thomson	08-Jun-	Elect Director Beth	For	The proposal is in line with our voting policy
Reuters	22	Wilson		the proposal is in the than our vetting pensy
Corporation				
Thomson	08-Jun-	Approve	For	The proposal is in line with our voting policy
Reuters	22	PricewaterhouseCoopers		The proposed in mine than our resting pensy
Corporation		LLP as Auditors and		
'		Authorize Board to Fix		
		Their Remuneration		
Thomson	08-Jun-	Advisory Vote on	Against	Compensation is excessive compared to peers.
Reuters	22	Executive Compensation		There is a lack of ESG criteria in the variable
Corporation		Approach		compensation.
Best Buy Co., Inc.	09-Jun-	Elect Director Corie S.	For	The proposal is in line with our voting policy
	22	Barry		
Best Buy Co., Inc.	09-Jun-	Elect Director Lisa M.	For	The proposal is in line with our voting policy
	22	Caputo		
Best Buy Co., Inc.	09-Jun-	Elect Director J. Patrick	For	The proposal is in line with our voting policy
	22	Doyle		
Best Buy Co., Inc.	09-Jun-	Elect Director David W.	For	The proposal is in line with our voting policy
	22	Kenny		
Best Buy Co., Inc.	09-Jun-	Elect Director Mario J.	For	The proposal is in line with our voting policy
	22	Marte		
Best Buy Co., Inc.	09-Jun-	Elect Director Karen A.	For	The proposal is in line with our voting policy
	22	McLoughlin		
Best Buy Co., Inc.	09-Jun-	Elect Director Thomas L.	For	The proposal is in line with our voting policy
	22	"Tommy" Millner		
Best Buy Co., Inc.	09-Jun-	Elect Director Claudia F.	For	The proposal is in line with our voting policy
	22	Munce		
Best Buy Co., Inc.	09-Jun-	Elect Director Richelle P.	Against	The nominee holds one outside executive mandate
	22	Parham		and three non-executive directorships. The nominee
				is therefore overboarded.
Best Buy Co., Inc.	09-Jun-	Elect Director Steven E.	For	The proposal is in line with our voting policy
D + D - C - :	22	Rendle	-	
Best Buy Co., Inc.	09-Jun-	Elect Director Eugene A.	For	The proposal is in line with our voting policy
Deat Decree	22	Woods	Fac	The manufaction in the country of th
Best Buy Co., Inc.	09-Jun-	Ratify Deloitte & Touche	For	The proposal is in line with our voting policy
Deat Decre Co. 1	22	LLP as Auditors	A == : :	There is a leaf-of-FCC subscription of the state of the s
Best Buy Co., Inc.	09-Jun-	Advisory Vote to Ratify	Against	There is a lack of ESG criteria in the variable
	22	Named Executive		compensation.
	L	Officers' Compensation	Į	



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 holds3 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	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. Peffer	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. Peffer 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	10-Jun-	Elect Director Bonnie L.	Against	The board lacks diversity.
Pharmaceuticals, Inc.	22	Bassler		
Regeneron	10-Jun-	Elect Director Michael S.	Against	The board lacks diversity. The board is not
Pharmaceuticals,	22	Brown		sufficiently independent as per our voting policy.
Inc.				The nominee is a non-independent member of the
				Nomination Committee which is not composed in
				majority of independent directors.
Regeneron	10-Jun-	Elect Director Leonard S.	For	The proposal is in line with our voting policy
Pharmaceuticals,	22	Schleifer		
Inc.				
Regeneron	10-Jun-	Elect Director George D.	For	The proposal is in line with our voting policy
Pharmaceuticals,	22	Yancopoulos		
Inc.		2	_	
Regeneron	10-Jun-	Ratify	For	The proposal is in line with our voting policy
Pharmaceuticals,	22	PricewaterhouseCoopers		
Inc.	10 1	LLP as Auditors	F	The constant is to the contain account to a situation
Regeneron	10-Jun-	Advisory Vote to Ratify	For	The proposal is in line with our voting policy
Pharmaceuticals,	22	Named Executive Officers' Compensation		
Inc. Liberty	14-Jun-	Elect Director Richard R.	Withhold	The board lacks diversity. There are issues with the
Broadband	22	Green	vvitilliola	board which do not enable support of the proposal.
Corporation	22	Green		board which do not enable support of the proposal.
Liberty	14-Jun-	Elect Director Sue Ann	Withhold	The board lacks diversity. There are issues with the
Broadband	22	Hamilton	VVICINIOIG	board which do not enable support of the proposal.
Corporation		Transition .		board which do not chable support of the proposal.
Liberty	14-Jun-	Elect Director Gregory B.	Withhold	There are issues with the board which do not enable
Broadband	22	Maffei ,		support of the proposal.
Corporation				The second secon
Liberty	14-Jun-	Ratify KPMG LLP as	For	The proposal is in line with our voting policy
Broadband	22	Auditors		
Corporation				
Monster	14-Jun-	Elect Director Rodney C.	Withhold	The roles of CEO and Chairperson are combined and
Beverage	22	Sacks		there is no lead independent Director as per
Corporation				Amundi's independence criteria.
Monster	14-Jun-	Elect Director Hilton H.	For	The proposal is in line with our voting policy
Beverage	22	Schlosberg		
Corporation				
Monster	14-Jun-	Elect Director Mark J.	For	The proposal is in line with our voting policy
Beverage	22	Hall		
Corporation				
Monster	14-Jun-	Elect Director Ana Demel	For	The proposal is in line with our voting policy
Beverage	22			
Corporation			<u> </u>	
Monster	14-Jun-	Elect Director James L.	For	The proposal is in line with our voting policy
Beverage	22	Dinkins		
Corporation			<u> </u>	



Monster	14-Jun-	Elect Director Gary P.	Withhold	The board lacks diversity.
Beverage Corporation	22	Fayard		
Monster	14-Jun-	Elect Director Tiffany M.	For	The proposal is in line with our voting policy
Beverage	22	Hall		
Corporation				
Monster	14-Jun-	Elect Director Jeanne P.	For	The proposal is in line with our voting policy
Beverage	22	Jackson		
Corporation			_	
Monster	14-Jun-	Elect Director Steven G.	For	The proposal is in line with our voting policy
Beverage	22	Pizula		
Corporation	1			
Monster	14-Jun-	Elect Director Mark S.	Withhold	The board lacks diversity. The nominee is a non-
Beverage	22	Vidergauz		independent member of the Remuneration
Corporation				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
	144	D 116 D 1 111 D 7	_	directors.
Monster	14-Jun-	Ratify Deloitte & Touche	For	The proposal is in line with our voting policy
Beverage	22	LLP as Auditors		
Corporation	144			T
Monster	14-Jun-	Advisory Vote to Ratify	Against	There is a lack of ESG criteria in the variable
Beverage	22	Named Executive		compensation.
Corporation	144	Officers' Compensation	_	
Monster	14-Jun-	Report on GHG Emissions	For	Additional information on meeting Paris Agreement
Beverage	22	Reduction Targets		goals would be useful to shareholders to assess
Corporation		Aligned with the Paris		potential risks and increase their understanding on
7:11	1.4 1	Agreement Goal	Гон	how the company is managing its transition.
Zillow Group,	14-Jun- 22	Elect Director Richard N. Barton	For	The proposal is in line with our voting policy
Inc.			Гон	The proposal is in line with a morating realism.
Zillow Group,	14-Jun- 22	Elect Director Lloyd D. Frink	For	The proposal is in line with our voting policy
Inc. Zillow Group,	14-Jun-	Elect Director April	For	The proposal is in line with our voting policy
Inc.	22	Underwood	FOI	The proposal is in line with our voting policy
Zillow Group,	14-Jun-	Ratify Deloitte & Touche	For	The proposal is in line with our voting policy
Inc.	22	LLP as Auditors	FOI	The proposal is in line with our voting policy
10X Genomics,	15-Jun-	Elect Director Sri	Against	There are issues with the board which do not enable
Inc.	22	Kosaraju	Against	support of the proposal.
10X Genomics,	15-Jun-	Elect Director Mathai	Against	There are issues with the board which do not enable
Inc.	22	Mammen	Aguillat	support of the proposal.
10X Genomics,	15-Jun-	Elect Director Shehnaaz	Against	The board lacks diversity. There are issues with the
Inc.	22	Suliman	, 16411131	board which do not enable support of the proposal.
10X Genomics,	15-Jun-	Ratify Ernst & Young LLP	For	The proposal is in line with our voting policy
Inc.	22	as Auditors	101	The proposal is in time with our voting poncy
10X Genomics,	15-Jun-	Advisory Vote to Ratify	Against	There is a lack of ESG criteria in the variable
Inc.	22	Named Executive	, .5411131	compensation.
		Officers' Compensation		- Compensation
Biogen Inc.	15-Jun-	Elect Director Alexander	Against	The board lacks diversity. The board is not
2.0501111101	1 20 3011	Licet Director Alexander	, 'Pailist	l ·
-	22	J. Denner		sufficiently independent as per our voting policy.



				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-	Elect Director Thomas M.	Withhold	The nominee holds five non-executive directorships.
black Kilight, Ilic.	22	Hagerty	VVICIIIIOIG	The nominee is therefore overboarded.
Black Knight, Inc.	15-Jun-	Elect Director David K.	Withhold	The board lacks diversity.
	22	Hunt		
Black Knight, Inc.	15-Jun-	Elect Director Joseph M.	For	The proposal is in line with our voting policy
	22	Otting		
Black Knight, Inc.	15-Jun-	Elect Director Ganesh B.	For	The proposal is in line with our voting policy
	22	Rao		
Black Knight, Inc.	15-Jun-	Elect Director John D.	For	The proposal is in line with our voting policy
	22	Rood	_	
Black Knight, Inc.	15-Jun-	Elect Director Nancy L.	For	The proposal is in line with our voting policy
Dla alı Kaialat Ina	22	Shanik	Ган	The managed is in line with a marking malian
Black Knight, Inc.	15-Jun-	Provide Proxy Access	For	The proposal is in line with our voting policy
Plack Knight Inc	22 15-Jun-	Right Advisory Vote to Ratify	Against	There is a lack of ESG criteria in the variable
Black Knight, Inc.	22	Named Executive	Against	compensation.
	22	Officers' Compensation		compensation.
Black Knight, Inc.	15-Jun-	Advisory Vote on Say on	One Year	
21461. 111161.19	22	Pay Frequency	0.10.100.	
Black Knight, Inc.	15-Jun-	Ratify KPMG LLP as	For	The proposal is in line with our voting policy
	22	Auditors		
Etsy, Inc.	15-Jun-	Elect Director C. Andrew	For	The proposal is in line with our voting policy
	22	Ballard		
Etsy, Inc.	15-Jun-	Elect Director Jonathan	Withhold	There are issues with the board which do not enable
	22	D. Klein		support of the proposal.
Etsy, Inc.	15-Jun-	Elect Director Margaret	Withhold	The nominee holds four non-executive
	22	M. Smyth		directorships, three of which as the Chairperson of
				the Audit Committee. The nominee is therefore
				overboarded. There are issues with the board which
Ftov. In a	15-Jun-	Advisom / Voto to Dotify	Against	do not enable support of the proposal.
Etsy, Inc.	22 22	Advisory Vote to Ratify Named Executive	Against	Compensation is excessive compared to peers. There is a lack of ESG criteria in the variable
	22	Officers' Compensation		compensation.
Etsy, Inc.	15-Jun-	Ratify	For	The proposal is in line with our voting policy
Ltsy, me.	22	PricewaterhouseCoopers	101	The proposal is in line with our voting poncy
		LLP as Auditors		
Incyte	15-Jun-	Elect Director Julian C.	Against	The board lacks diversity.
Corporation	22	Baker		,
Incyte	15-Jun-	Elect Director Jean-	For	The proposal is in line with our voting policy
Corporation	22	Jacques Bienaime		
Incyte	15-Jun-	Elect Director Otis W.	For	The proposal is in line with our voting policy
Corporation	22	Brawley		
Incyte	15-Jun-	Elect Director Paul J.	Against	The nominee holds four non-executive
Corporation	22	Clancy		directorships, four of which as the Chairperson of
				the Audit Committee. The nominee is therefore
	45 :	51 . 51		overboarded.
Incyte	15-Jun-	Elect Director Jacqualyn	For	The proposal is in line with our voting policy
Corporation	22 15 Jun	A. Fouse	Гол	The proposal is in line with a constant and inc.
Incyte	15-Jun-	Elect Director Edmund P.	For	The proposal is in line with our voting policy
Corporation	22	Harrigan		



Incyte Corporation	15-Jun- 22	Elect Director Katherine	For	The proposal is in line with our voting policy
Incyte Corporation	15-Jun- 22	A. High 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	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	22-Jun-	Approve	For	The proposal is in line with our voting policy
Limited	22	PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix		
		Their Remuneration		
BlackBerry	22-Jun-	Amend Unallocated	For	The proposal is in line with our voting policy
Limited	22	Entitlements Under Equity Incentive Plan		
BlackBerry	22-Jun-	Advisory Vote to Ratify	Against	The company has shown no or insufficient
Limited	22	Named Executive Officers' Compensation		responsiveness to shareholder dissent.
Twilio Inc.	22-Jun-	Elect Director Donna L.	Withhold	There are issues with the board which do not enable
Twilio Inc.	22 22-Jun-	Dubinsky Elect Director Deval	Withhold	support of the proposal. The board lacks diversity. The nominee holds five
TWIIIO IIIC.	22-Juli-	Patrick	vvitilioid	non-executive directorships. The nominee is
		Tatrick		therefore overboarded. There are issues with the
				board which do not enable support of the proposal.
Twilio Inc.	22-Jun-	Ratify KPMG LLP as	For	The proposal is in line with our voting policy
	22	Auditors		
Twilio Inc.	22-Jun-	Advisory Vote to Ratify	Against	There is a lack of ESG criteria in the variable
	22	Named Executive Officers' Compensation		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-	Elect Director Carl M.	Withhold	The nominee holds six non-executive directorships.
	22	Eschenbach		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-	Advisory Vote to Ratify	Against	There is a notable disconnect between pay and
	22	Named Executive		performance. Discretionary payments/powers. LTI is
		Officers' Compensation		not fully performance-based. There is a lack of ESG criteria in the variable compensation.
Workday, Inc.	22-Jun-	Approve Omnibus Stock	Against	The proposal would lead to excessive dilution. The
,,,,,,,,	22	Plan		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	For	The proposal is in line with our voting policy
DoorDash, Inc.	23-Jun-	Plan Elect Director John Doerr	Against	The board lacks diversity. There are issues with the
Door Dasii, iiic.	22	Licet Director John Doen	Against	board which do not enable support of the proposal.
DoorDash, Inc.	23-Jun-	Elect Director Andy Fang	Against	There are issues with the board which do not enable
	22	, 3		support of the proposal.
DoorDash, Inc.	23-Jun-	Ratify KPMG LLP as	For	The proposal is in line with our voting policy
	22	Auditors		



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



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	29-Jun-	Elect Director Laura J.	Withhold	The board lacks diversity. There are issues with the
Holdings, Inc.	22	Schumacher		board which do not enable support of the proposal.
CrowdStrike	29-Jun-	Ratify	For	
Holdings, Inc.	22	PricewaterhouseCoopers		
		LLP as Auditors		The proposal is in line with our voting policy
Snowflake Inc.	07-Jul-22	Elect Director Kelly A.	Withhold	There are issues with the board which do not enable
		Kramer		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 Slootman	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.	Withhold	There are issues with the board which do not enable
		Speiser		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	For	
		PricewaterhouseCoopers		
		LLP as Auditors		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	For	
		PricewaterhouseCoopers		
		LLP as Auditors		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. 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 nomineee 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	For	
		Christopher S. Holland		The proposal is in line with our voting policy
STERIS plc	28-Jul-22	Elect Director Jacqueline	Against	The board is not sufficiently independent as per our
		B. Kosecoff		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.	For	
		Martin		The proposal is in line with our voting policy
STERIS plc	28-Jul-22	Elect Director Nirav R.	For	
		Shah		The proposal is in line with our voting policy
STERIS plc	28-Jul-22	Elect Director Mohsen M.	Against	The board is not sufficiently independent as per our
		Sohi		voting policy.
STERIS plc	28-Jul-22	Elect Director Richard M.	For	
		Steeves		The proposal is in line with our voting policy
STERIS plc	28-Jul-22	Ratify Ernst & Young LLP	For	
		as Auditors		The proposal is in line with our voting policy
STERIS plc	28-Jul-22	Appoint Ernst & Young	For	
		Chartered Accountants		
		as Irish Statutory Auditor		The proposal is in line with our voting policy
STERIS plc	28-Jul-22	Authorise Board to Fix	For	
•		Remuneration of		
		Auditors		The proposal is in line with our voting policy
STERIS plc	28-Jul-22	Advisory Vote to Ratify	Against	
•		Named Executive		There is a lack of ESG criteria in the variable
		Officers' Compensation		compensation.
Saputo Inc.	04-Aug-	Elect Director Lino A.	Withhold	The roles of CEO and Chairperson are combined and
·	22	Saputo		there is no lead independent Director as per
		·		Amundi's independence criteria.
Saputo Inc.	04-Aug-	Elect Director Louis-	For	·
•	22	Philippe Carriere		The proposal is in line with our voting policy
Saputo Inc.	04-Aug-	Elect Director Henry E.	For	· · · · · · · · · · · · · · · · · · ·
•	22	Demone		The proposal is in line with our voting policy
Saputo Inc.	04-Aug-	Elect Director Olu	For	
•	22	Fajemirokun-Beck		The proposal is in line with our voting policy
Saputo Inc.	04-Aug-	Elect Director Anthony	For	
•	22	M. Fata		The proposal is in line with our voting policy
Saputo Inc.	04-Aug-	Elect Director Annalisa	Withhold	The nominee holds three non-executive
Japulo IIIC.				
Saputo IIIc.	22	King		I directorships, two of which as the Chairperson of
Saputo IIIc.	22	King		directorships, two of which as the Chairperson of the Audit Committee. Therefore, the nominee is
Saputo IIIc.	22	King		the Audit Committee. Therefore, the nominee is considered to be overboarded.
		King Elect Director Karen	Withhold	the Audit Committee. Therefore, the nominee is considered to be overboarded.
Saputo Inc.	04-Aug-	Elect Director Karen	Withhold	the Audit Committee. Therefore, the nominee is considered to be overboarded. The nominee holds three non-executive
		-	Withhold	the Audit Committee. Therefore, the nominee is considered to be overboarded. The nominee holds three non-executive directorships, two of which as the Chairperson of
	04-Aug-	Elect Director Karen	Withhold	the Audit Committee. Therefore, the nominee is considered to be overboarded. The nominee holds three non-executive directorships, two of which as the Chairperson of the Audit Committee. Therefore, the nominee is
Saputo Inc.	04-Aug- 22	Elect Director Karen Kinsley		the Audit Committee. Therefore, the nominee is considered to be overboarded. The nominee holds three non-executive directorships, two of which as the Chairperson of
	04-Aug- 22 04-Aug-	Elect Director Karen Kinsley Elect Director Diane	Withhold	the Audit Committee. Therefore, the nominee is considered to be overboarded. 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		the Audit Committee. Therefore, the nominee is considered to be overboarded. The nominee holds three non-executive directorships, two of which as the Chairperson of the Audit Committee. Therefore, the nominee is



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



	1	T	1	
				must ensure is in place. The use of abritration
				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-	Report on Corporate	For	We consider the commitment requested by the
	22	Climate Lobbying in line		proposal as useful for shareholders to assess
		with Paris Agreement		progress towards Paris Agreement targets.
Tesla, Inc.	04-Aug-	Adopt a Policy on	For	Given its operations and the significant
	22	Respecting Rights to		controversies regarding its labor practices, we
		Freedom of Association		believe adoption of the requested policy would
		and Collective Bargaining		benefit shareholders and ensure important
				protections for the Company's employees.
Tesla, Inc.	04-Aug-	Report on Eradicating	For	Additional disclosure is warranted concerning
	22	Child Labor in Battery		current policies, procedures, or practices with
		Supply Chain		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-	Report on Water Risk	For	Additional disclosure requested by the proposal
	22	Exposure		would benefit the Company by allowing
				shareholders and stakeholders to better understand
				how the Company is considering water-related risks.
Qorvo, Inc.		Elect Director Ralph G.	Against	
Qui vo, mic.	09-Aug-			
Qorvo, me.	09-Aug- 22	Quinsey		The board lacks diversity.
Qorvo, Inc.	_		For	The board lacks diversity.
	22	Quinsey	For	The board lacks diversity. The proposal is in line with our voting policy
	22 09-Aug-	Quinsey Elect Director Robert A.	For Against	
Qorvo, Inc.	22 09-Aug- 22	Quinsey Elect Director Robert A. Bruggeworth		The proposal is in line with our voting policy
Qorvo, Inc.	22 09-Aug- 22 09-Aug-	Quinsey Elect Director Robert A. Bruggeworth Elect Director Judy		The proposal is in line with our voting policy The nominee holds four non-executive
Qorvo, Inc.	22 09-Aug- 22 09-Aug-	Quinsey Elect Director Robert A. Bruggeworth Elect Director Judy		The proposal is in line with our voting policy The nominee holds four non-executive directorships, two of which as an outside
Qorvo, Inc.	22 09-Aug- 22 09-Aug-	Quinsey Elect Director Robert A. Bruggeworth Elect Director Judy		The proposal is in line with our voting policy The nominee holds four non-executive directorships, two of which as an outside Chairperson of the Audit Committee. Therefore, the
Qorvo, Inc.	22 09-Aug- 22 09-Aug- 22	Quinsey Elect Director Robert A. Bruggeworth Elect Director Judy Bruner	Against	The proposal is in line with our voting policy The nominee holds four non-executive directorships, two of which as an outside Chairperson of the Audit Committee. Therefore, the
Qorvo, Inc.	22 09-Aug- 22 09-Aug- 22	Quinsey Elect Director Robert A. Bruggeworth Elect Director Judy Bruner Elect Director Jeffery R.	Against	The proposal is in line with our voting policy 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. Qorvo, Inc.	22 09-Aug- 22 09-Aug- 22 09-Aug- 22	Quinsey Elect Director Robert A. Bruggeworth Elect Director Judy Bruner Elect Director Jeffery R. Gardner	Against	The proposal is in line with our voting policy 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. Qorvo, Inc.	22 09-Aug- 22 09-Aug- 22 09-Aug- 22 09-Aug-	Quinsey Elect Director Robert A. Bruggeworth Elect Director Judy Bruner Elect Director Jeffery R. Gardner Elect Director John R.	Against	The proposal is in line with our voting policy 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. The proposal is in line with our voting policy
Qorvo, Inc. Qorvo, Inc. Qorvo, Inc.	22 09-Aug- 22 09-Aug- 22 09-Aug- 22 09-Aug- 22	Quinsey Elect Director Robert A. Bruggeworth Elect Director Judy Bruner Elect Director Jeffery R. Gardner Elect Director John R. Harding	Against For For	The proposal is in line with our voting policy 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. The proposal is in line with our voting policy
Qorvo, Inc. Qorvo, Inc. Qorvo, Inc.	22 09-Aug- 22 09-Aug- 22 09-Aug- 22 09-Aug- 22	Quinsey Elect Director Robert A. Bruggeworth Elect Director Judy Bruner Elect Director Jeffery R. Gardner Elect Director John R. Harding Elect Director David H. Y.	Against For For	The proposal is in line with our voting policy 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. The proposal is in line with our voting policy The proposal is in line with our voting policy
Qorvo, Inc. Qorvo, Inc. Qorvo, Inc. Qorvo, Inc.	22 09-Aug- 22 09-Aug- 22 09-Aug- 22 09-Aug- 22	Quinsey Elect Director Robert A. Bruggeworth Elect Director Judy Bruner Elect Director Jeffery R. Gardner Elect Director John R. Harding Elect Director David H. Y. Ho	Against For For	The proposal is in line with our voting policy 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. The proposal is in line with our voting policy The proposal is in line with our voting policy
Qorvo, Inc. Qorvo, Inc. Qorvo, Inc. Qorvo, Inc. Qorvo, Inc. Qorvo, Inc.	22 09-Aug- 22 09-Aug- 22 09-Aug- 22 09-Aug- 22 09-Aug- 22	Quinsey Elect Director Robert A. Bruggeworth Elect Director Judy Bruner Elect Director Jeffery R. Gardner Elect Director John R. Harding Elect Director David H. Y. Ho Elect Director Roderick D.	Against For For	The proposal is in line with our voting policy 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. The proposal is in line with our voting policy The proposal is in line with our voting policy The proposal is in line with our voting policy
Qorvo, Inc. Qorvo, Inc. Qorvo, Inc. Qorvo, Inc.	22 09-Aug- 22 09-Aug- 22 09-Aug- 22 09-Aug- 22 09-Aug- 22 09-Aug-	Quinsey Elect Director Robert A. Bruggeworth Elect Director Judy Bruner Elect Director Jeffery R. Gardner Elect Director John R. Harding Elect Director David H. Y. Ho Elect Director Roderick D. Nelson	Against For For For	The proposal is in line with our voting policy 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. The proposal is in line with our voting policy The proposal is in line with our voting policy The proposal is in line with our voting policy The proposal is in line with our voting policy
Qorvo, Inc. Qorvo, Inc. Qorvo, Inc. Qorvo, Inc. Qorvo, Inc. Qorvo, Inc.	22 09-Aug- 22 09-Aug- 22 09-Aug- 22 09-Aug- 22 09-Aug- 22 09-Aug- 22	Quinsey Elect Director Robert A. Bruggeworth Elect Director Judy Bruner Elect Director Jeffery R. Gardner Elect Director John R. Harding Elect Director David H. Y. Ho Elect Director Roderick D. Nelson Elect Director Walden C.	Against For For For	The proposal is in line with our voting policy 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. The proposal is in line with our voting policy The proposal is in line with our voting policy The proposal is in line with our voting policy



Qorvo, Inc.	09-Aug- 22	Advisory Vote to Ratify Named Executive	For	
		Officers' Compensation	+_	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-	Elect Director Michael R.	Withhold	The roles of CEO and Chairperson are combined and
	22	Minogue		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-	Advisory Vote to Ratify	Against	The company has shown no or insufficient
,	22	Named Executive		responsiveness to shareholder dissent. The
		Officers' Compensation		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	11-Aug-	Elect Director Kofi A.	For	
Inc.	22	Bruce		The proposal is in line with our voting policy
Electronic Arts	11-Aug-	Elect Director Rachel A.	For	
Inc.	22	Gonzalez		The proposal is in line with our voting policy
Electronic Arts	11-Aug-	Elect Director Jeffrey T.	Against	The nominee is a non-independent member of the
Inc.	22	Huber		Audit Committee which is not composed in majority of independent directors.
Electronic Arts	11-Aug-	Elect Director Talbott	For	
Inc.	22	Roche		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	11-Aug-	Elect Director Luis A.	For	
Inc.	22	Ubinas	1	The proposal is in line with our voting policy
Electronic Arts	11-Aug-	Elect Director Heidi J.	For	The many and to be the control
Inc.	22	Ueberroth	F	The proposal is in line with our voting policy
Electronic Arts	11-Aug-	Elect Director Andrew Wilson	For	The proposal is in line with our veting nation
Inc. Electronic Arts	22 11 Aug		For	The proposal is in line with our voting policy
Inc.	11-Aug- 22	Advisory Vote to Ratify Named Executive Officers' Compensation	FOI	The proposal is in line with our voting policy
			+	The proposaris in fine with our voting policy
Electronic Arts	11-Aug-	Ratify KPMG LLP as	For	



Electronic Arts	11-Aug-	Amend Omnibus Stock	For	
Inc.	22	Plan		The proposal is in line with our voting policy
Electronic Arts	11-Aug-	Reduce Ownership	For	
Inc.	22	Threshold for		
		Shareholders to Call		
		Special Meetings to 15%		The proposal is in line with our voting policy
Electronic Arts	11-Aug-	Submit Severance	For	Except in exceptional circumstances, Amundi
Inc.	22	Agreement (Change-in-		recommends that severance pay should not exceed
		Control) to Shareholder		two years of total compensation. We therfore
		Vote		consider that the proposed limit for shareholder
				approval is in shareholders' interest
Zendesk Inc.	17-Aug-	Elect Director Michael	Against	There are issues with the board which do not enable
	22	Frandsen		support of the proposal.
Zendesk Inc.	17-Aug-	Elect Director Brandon	Against	There are issues with the board which do not enable
	22	Gayle		support of the proposal.
Zendesk Inc.	17-Aug-	Elect Director Ronald	Against	
	22	Pasek	_	The board lacks diversity.
Zendesk Inc.	17-Aug-	Ratify Ernst & Young LLP	For	
	22	as Auditors		The proposal is in line with our voting policy
Zendesk Inc.	17-Aug-	Advisory Vote to Ratify	Against	
	22	Named Executive		There is a lack of ESG criteria in the variable
	1	Officers' Compensation		compensation.
Zendesk Inc.	17-Aug-	Advisory Vote on Say on	One Year	
	22	Pay Frequency		T
Microchip	23-Aug-	Elect Director Matthew	Against	The board is not sufficiently independent as per our
Technology	22	W. Chapman		voting policy. The nominee is a non-independent
Incorporated				member of the Audit Committee which is not
Misusship	22 4	Floor Dinaston Foth on I	A ==:==+	composed in majority of independent directors.
Microchip	23-Aug- 22	Elect Director Esther L. Johnson	Against	The heard is not sufficiently independent as nor our
Technology	22	Johnson		The board is not sufficiently independent as per our
Incorporated	22 Δυσ	Floor Director Korlton D	For	voting policy. The board lacks diversity.
Microchip Technology	23-Aug- 22	Elect Director Karlton D. Johnson	FOI	
Incorporated	22	Johnson		The proposal is in line with our voting policy
Microchip	23-Aug-	Elect Director Wade F.	Against	The board is not sufficiently independent as per our
Technology	23-Aug- 22	Meyercord	Against	voting policy. The nominee is a non-independent
Incorporated	22	Wieyercoru		member of the Audit Committee which is not
incorporated				composed in majority of independent directors.
Microchip	23-Aug-	Elect Director Ganesh	For	composed in majority of independent directors.
Technology	23-Aug-	Moorthy		
Incorporated		Moorting		The proposal is in line with our voting policy
Microchip	23-Aug-	Elect Director Karen M.	For	The proposario in fine with our voting poncy
Technology	23-Aug-	Rapp		
Incorporated				The proposal is in line with our voting policy
Microchip	23-Aug-	Elect Director Steve	Against	mar properties in mile man dan teams penney
Technology	22	Sanghi	, , , , , , , , , , , , , , , , , , , ,	The board is not sufficiently independent as per our
. 555.557		22110111		voting policy.
Incorporated			1	
Incorporated Microchip	23-Aug-	Ratify Ernst & Young II P	For	
Incorporated Microchip Technology	23-Aug- 22	Ratify Ernst & Young LLP as Auditors	For	



Microchip	23-Aug-	Advisory Vote to Ratify	Against	
Technology Incorporated	22	Named Executive Officers' Compensation		There is a lack of ESG criteria in the variable compensation.
•	24 Δυσ	Elect Director Ambika	For	compensation.
Dynatrace, Inc.	24-Aug- 22	Kapur Gadre	FOI	The proposal is in line with our voting policy
Dynatrace, Inc.	24-Aug-	Elect Director Steve	Withhold	There are issues with the board which do not enable
,	22	Rowland		support of the proposal.
Dynatrace, Inc.	24-Aug-	Elect Director Kenneth	Withhold	There are issues with the board which do not enable
•	22	'Chip' Virnig		support of the proposal.
Dynatrace, Inc.	24-Aug-	Ratify Ernst & Young LLP	For	
	22	as Auditors		The proposal is in line with our voting policy
Dynatrace, Inc.	24-Aug-	Advisory Vote to Ratify	Against	There is a lack of ESG criteria in the variable
	22	Named Executive		compensation. Compensation is excessive compared
		Officers' Compensation		to peers.
NetApp, Inc.	09-Sep-	Elect Director T. Michael	Against	The nominee is a non-independent member of the
	22	Nevens		Nomination Committee which is not composed in
				majority of independent directors.
NetApp, Inc.	09-Sep-	Elect Director Deepak	For	
	22	Ahuja		The proposal is in line with our voting policy
NetApp, Inc.	09-Sep-	Elect Director Gerald	Against	The nominee is a non-independent member of the
	22	Held		Remuneration Committee which is not composed in
				majority of independent directors.
NetApp, Inc.	09-Sep-	Elect Director Kathryn M.	For	
	22	Hill		The proposal is in line with our voting policy
NetApp, Inc.	09-Sep-	Elect Director Deborah L.	For	
	22	Kerr		The proposal is in line with our voting policy
NetApp, Inc.	09-Sep-	Elect Director George	For	
	22	Kurian		The proposal is in line with our voting policy
NetApp, Inc.	09-Sep-	Elect Director Carrie Palin	For	
	22			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
NotAnn Inc	09-Sep-	<u> </u>	Against	The proposal is in line with our voting policy The nominee is a non-independent member of the
NetApp, Inc.		Elect Director George T. Shaheen	Against	Remuneration Committee which is not composed in
	22	Snaneen		· ·
				majority of independent directors. The nominee is a
				non-independent member of the Nomination
				Committee which is not composed in majority of
NetApp, Inc.	09-Sep-	Advisory Vote to Ratify	For	independent directors.
метарр, піс.		Named Executive	FOI	
	22	Officers' Compensation		The proposal is in line with our voting policy
NotAnn Inc	09-Sep-	Ratify Deloitte & Touche	For	The proposal is in line with our voting policy
NetApp, Inc.	22	LLP as Auditors	101	The proposal is in line with our voting policy
NetApp, Inc.	09-Sep-	Reduce Ownership	For	The proposaris in fine with our voting policy
ινειπρρ, πιε.	22	Threshold for	101	
		Shareholders to Call		
		Special Meeting		The Proposal is in shareholders' interest.
NIKE, Inc.	09-Sep-	Elect Director Alan B.	For	The Froposaris in shareholders interest.
IVINE, IIIC.	22	Graf, Jr.	101	The proposal is in line with our voting policy
NIKE, Inc.	09-Sep-	Elect Director Peter B.	For	The proposal is in line with our voting policy
ININE, IIIC.	22		101	The proposal is in line with our voting policy
	44	Henry	İ	The proposaris in the 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 therfore 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-	Advisory Vote on Golden	For	
	22	Parachutes		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	28-Sep-	Approve Merger	For	
Corporation	22	Agreement		The proposal is in line with our voting policy
Duke Realty	28-Sep-	Advisory Vote on Golden	Against	The remuneration structure is not satisfactory. The
Corporation	22	Parachutes		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-	Issue Shares in	For	The proposaris in line with our voting policy
Trologis, inc.	22	Connection with Merger	101	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	06-Oct-	Elect Director Kirkland B.	For	
International Inc.	22	Andrews		The proposal is in line with our voting policy
RPM	06-Oct-	Elect Director Ellen M.	For	
International Inc.	22	Pawlikowski		The proposal is in line with our voting policy
RPM	06-Oct-	Elect Director Frank C.	Withhold	The roles of CEO and Chairperson are combined and
International Inc.	22	Sullivan		there is no lead independent Director as per Amundi's independence criteria.
RPM	06-Oct-	Elect Director Elizabeth F.	For	·
International Inc.	22	Whited		The proposal is in line with our voting policy
RPM	06-Oct-	Advisory Vote to Ratify	Against	There is a lack of Climate criteria in the variable
International Inc.	22	Named Executive		compensation. There is a notable disconnect
		Officers' Compensation		between pay and performance. There is a lack of
				transparency on performance criteria. There is a lack
				of transparency on performance goals.
RPM	06-Oct-	Ratify Deloitte & Touche	For	
International Inc.	22	LLP as Auditors		The proposal is in line with our voting policy
Unity Software	07-Oct-	Issue Shares in	For	, , , , , , , , , , , , , , , , , , ,
Inc.	22	Connection with Merger		The proposal is in line with our voting policy
Unity Software	07-Oct-	Adjourn Meeting	For	The proposed in mine man can be may
Inc.	22	, tajo atti titootii.g		The proposal is in line with our voting policy
The Procter &	11-Oct-	Elect Director B. Marc	For	propose is in the with our totally policy
Gamble	22	Allen	1 01	
Company		7.11.011		The proposal is in line with our voting policy
The Procter &	11-Oct-	Elect Director Angela F.	Against	The nominee is a non-independent member of the
Gamble	22	Braly	7.6011130	Nomination Committee which is not composed in
Company				majority of independent directors.Amundi has
23111741117				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
			<u> </u>	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	11-Oct- 22	Elect Director Amy L. Chang	For	The preparation line with our veting policy
Company The Procter & Gamble Company	11-Oct- 22	Elect Director Joseph Jimenez	Against	The proposal is in line with our voting policy 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	11-Oct- 22	Elect Director Christine M. McCarthy	For	
Company The Procter & Gamble	11-Oct- 22	Elect Director Jon R. Moeller	For	The proposal is in line with our voting policy
Company The Procter & Gamble	11-Oct- 22	Elect Director Rajesh Subramaniam	For	The proposal is in line with our voting policy
Company The Procter & Gamble	11-Oct- 22	Elect Director Patricia A. Woertz	Against	The proposal is in line with our voting policy The nominee is a non-independent member of the Nomination Committee which is not composed in
Company The Procter & Gamble	11-Oct- 22	Ratify Deloitte & Touche LLP as Auditors	For	majority of independent directors.
Company The Procter &	11-Oct-	Advisory Vote to Ratify	For	The proposal is in line with our voting policy
Gamble Company	22	Named Executive Officers' Compensation		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



	1	T		
				not composed in majority of independent directors.
				The nominee is a non-independent member of the
				Nomination Committee which is not composed in
6 : .	25.0.	51 . 51	_	majority of independent directors.
Cintas	25-Oct-	Elect Director John F.	For	
Corporation	22	Barrett	_	The proposal is in line with our voting policy
Cintas	25-Oct-	Elect Director Melanie W.	For	
Corporation	22	Barstad		The proposal is in line with our voting policy
Cintas	25-Oct-	Elect Director Karen L.	For	
Corporation	22	Carnahan		The proposal is in line with our voting policy
Cintas	25-Oct-	Elect Director Robert E.	Against	The board is not sufficiently independent as per our
Corporation	22	Coletti		voting policy
Cintas	25-Oct-	Elect Director Scott D.	Against	The board is not sufficiently independent as per our
Corporation	22	Farmer		voting policy
Cintas	25-Oct-	Elect Director Joseph	Against	The board is not sufficiently independent as per our
Corporation	22	Scaminace		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	25-Oct-	Elect Director Todd M.	For	
Corporation	22	Schneider		The proposal is in line with our voting policy
Cintas	25-Oct-	Elect Director Ronald W.	Against	The board is not sufficiently independent as per our
Corporation	22	Tysoe		voting policy The nominee is a non-independent
				member of the Nomination Committee which is not
				composed in majority of independent directors.
Cintas	25-Oct-	Advisory Vote to Ratify	For	
Corporation	22	Named Executive		
		Officers' Compensation		The proposal is in line with our voting policy
Cintas	25-Oct-	Ratify Ernst & Young LLP	For	
Corporation	22	as Auditors		The proposal is in line with our voting policy
Cintas	25-Oct-	Eliminate Supermajority	For	
Corporation	22	Vote Requirement for		
		Business Combinations		
		with Interested Persons		The proposal is in line with our voting policy
Cintas	25-Oct-	Eliminate Supermajority	For	
Corporation	22	Vote Requirement to		
		Remove Directors for		
		Cause		The proposal is in line with our voting policy
Cintas	25-Oct-	Eliminate Supermajority	For	
Corporation	22	Vote Requirement for		
		Shareholder Approval of		
		Mergers, Share		
		Exchanges, Asset Sales		
		and Dissolutions		The proposal is in line with our voting policy
Cintas	25-Oct-	Reduce Ownership	For	, i
Corporation	22	Threshold for		
22.123.00.00		Shareholders to Call		
		Special Meeting		The Proposal is in shareholders' interest.



Cintas	25-Oct-	Report on Political	For	Increased disclosure would allow shareholders to
Corporation	22	Contributions		more fully assess risks presented by the Company's
				political activities and expenditures.
Parker-Hannifin	26-Oct-	Elect Director Lee C.	For	
Corporation	22	Banks		The proposal is in line with our voting policy
Parker-Hannifin	26-Oct-	Elect Director Jillian C.	For	
Corporation	22	Evanko		The proposal is in line with our voting policy
Parker-Hannifin	26-Oct-	Elect Director Lance M.	For	
Corporation	22	Fritz		The proposal is in line with our voting policy
Parker-Hannifin	26-Oct-	Elect Director Linda A.	Against	The nominee is a non-independent member of the
Corporation	22	Harty		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	26-Oct-	Elect Director William F.	For	
Corporation	22	Lacey		The proposal is in line with our voting policy
Parker-Hannifin	26-Oct-	Elect Director Kevin A.	For	
Corporation	22	Lobo		The proposal is in line with our voting policy
Parker-Hannifin	26-Oct-	Elect Director Joseph	Against	The nominee is a non-independent member of the
Corporation	22	Scaminace		Nomination Committee which is not composed in
				majority of independent directors.
Parker-Hannifin	26-Oct-	Elect Director Ake	Against	The nominee is a non-independent member of the
Corporation	22	Svensson		Nomination Committee which is not composed in
				majority of independent directors.
Parker-Hannifin	26-Oct-	Elect Director Laura K.	For	, ,
Corporation	22	Thompson		The proposal is in line with our voting policy
Parker-Hannifin	26-Oct-	Elect Director James R.	For	
Corporation	22	Verrier		The proposal is in line with our voting policy
Parker-Hannifin	26-Oct-	Elect Director James L.	Against	The nominee is a non-independent member of the
Corporation	22	Wainscott		Nomination Committee which is not composed in
				majority of independent directors. The board lacks
				diversity.
Parker-Hannifin	26-Oct-	Elect Director Thomas L.	Against	The roles of CEO and Chairperson are combined and
Corporation	22	Williams		there is no lead independent Director as per
				Amundi's independence criteria.
Parker-Hannifin	26-Oct-	Advisory Vote to Ratify	Against	
Corporation	22	Named Executive		There is a lack of Climate criteria in the variable
		Officers' Compensation		compensation.
Parker-Hannifin	26-Oct-	Ratify Deloitte & Touche	For	
Corporation	22	LLP as Auditors		The proposal is in line with our voting policy
Bio-Techne	27-Oct-	Fix Number of Directors	For	
Corporation	22	at Nine		The proposal is in line with our voting policy
Bio-Techne	27-Oct-	Elect Director Robert V.	Against	The board is not sufficiently independent as per our
Corporation	22	Baumgartner		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	27-Oct-	Elect Director Julie L.	For	
Corporation	22	Bushman		The proposal is in line with our voting policy
Bio-Techne	27-Oct-	Elect Director John L.	Against	The board is not sufficiently independent as per our
Corporation	22	Higgins		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	27-Oct-	Elect Director Joseph D.	For	
Corporation	22	Keegan		The proposal is in line with our voting policy
Bio-Techne	27-Oct-	Elect Director Charles R.	For	
Corporation	22	Kummeth		The proposal is in line with our voting policy
Bio-Techne	27-Oct-	Elect Director Roeland	Against	The board is not sufficiently independent as per our
Corporation	22	Nusse		voting policy
Bio-Techne	27-Oct-	Elect Director Alpna Seth	For	
Corporation	22			The proposal is in line with our voting policy
Bio-Techne	27-Oct-	Elect Director Randolph	Against	The board is not sufficiently independent as per our
Corporation	22	Steer		voting policy
Bio-Techne	27-Oct-	Elect Director Rupert	For	
Corporation	22	Vessey		The proposal is in line with our voting policy
Bio-Techne	27-Oct-	Advisory Vote to Ratify	Against	The company has shown no or insufficient
Corporation	22	Named Executive		responsiveness to shareholder dissent.
		Officers' Compensation		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	27-Oct-	Approve Stock Split	For	
Corporation	22			The proposal is in line with our voting policy
Bio-Techne	27-Oct-	Ratify KPMG, LLP as	For	
Corporation	22	Auditors		The proposal is in line with our voting policy
Catalent, Inc.	27-Oct-	Elect Director Madhavan	For	
	22	"Madhu" Balachandran		The proposal is in line with our voting policy
Catalent, Inc.	27-Oct-	Elect Director Michael J.	For	
	22	Barber		The proposal is in line with our voting policy
Catalent, Inc.	27-Oct-	Elect Director J. Martin	Against	
	22	Carroll		The board lacks diversity.
Catalent, Inc.	27-Oct-	Elect Director John	For	
	22	Chiminski		The proposal is in line with our voting policy
Catalent, Inc.	27-Oct-	Elect Director Rolf	For	
	22	Classon		The proposal is in line with our voting policy
Catalent, Inc.	27-Oct-	Elect Director Rosemary	Against	The nominee holds four non-executive
	22	A. Crane		directorships, one of which as an outside
				Chairperson of the Audit Committee. The nominee is
				therefore overboarded.
Catalent, Inc.	27-Oct-	Elect Director Karen	For	
	22	Flynn		The proposal is in line with our voting policy
Catalent, Inc.	27-Oct-	Elect Director John J.	For	
	22	Greisch		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	08-Nov-	Elect Director Michael R.	For	- L I
Corporation Lam Research	22 08-Nov-	Cannon Elect Director Bethany J.	For	The proposal is in line with our voting policy
Corporation	22	Mayer	101	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	08-Nov-	Elect Director Lih Shyng	For	
Corporation	22	(Rick L.) Tsai	. .	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	08-Nov-	Ratify Ernst & Young LLP	For	
Corporation	22	as Auditors		The proposal is in line with our voting policy
Broadridge	10-Nov-	Elect Director Leslie A.	For	5 1
Financial	22	Brun		
Solutions, Inc.				The proposal is in line with our voting policy
Broadridge	10-Nov-	Elect Director Pamela L.	For	me proposation management
Financial	22	Carter	101	
Solutions, Inc.		Carter		The proposal is in line with our voting policy
Broadridge	10-Nov-	Elect Director Richard J.	For	The proposal is in time with our voting pointy
Financial	22	Daly	101	
Solutions, Inc.	22	Daily		The proposal is in line with our voting policy
Broadridge	10-Nov-	Elect Director Robert N.	Against	The nominee is a non-independent member of the
Financial	22	Duelks	Against	Nomination Committee which is not composed in
Solutions, Inc.	22	Dueiks		majority of independent directors.
	10-Nov-	Elect Director Melvin L.	For	inajority of independent directors.
Broadridge Financial	22	Flowers	FUI	
	44	LIOMEI 2		The proposal is in line with our veting policy
Solutions, Inc.	10 Na.	Float Director Time at her C	For-	The proposal is in line with our voting policy
Broadridge Financial	10-Nov-	Elect Director Timothy C.	For	
	22	Gokey		The consequent is in the social accountation of all or
Solutions, Inc.	10 N	51 . 5:	-	The proposal is in line with our voting policy
Broadridge	10-Nov-	Elect Director Brett A.	For	
Financial	22	Keller		
Solutions, Inc.				The proposal is in line with our voting policy
Broadridge	10-Nov-	Elect Director Maura A.	For	
Financial	22	Markus		
Solutions, Inc.				The proposal is in line with our voting policy
Broadridge	10-Nov-	Elect Director Eileen K.	For	
Financial	22	Murray		
Solutions, Inc.				The proposal is in line with our voting policy
Broadridge	10-Nov-	Elect Director Annette L.	For	
Financial	22	Nazareth		
Solutions, Inc.				The proposal is in line with our voting policy
Broadridge	10-Nov-	Elect Director Thomas J.	Against	The nominee is a non-independent member of the
Financial	22	Perna		Nomination Committee which is not composed in
Solutions, Inc.				majority of independent directors.
Broadridge	10-Nov-	Elect Director Amit K.	For	
Financial	22	Zavery		
Solutions, Inc.				The proposal is in line with our voting policy
Broadridge	10-Nov-	Advisory Vote to Ratify	For	
Financial	22	Named Executive		
Solutions, Inc.		Officers' Compensation		The proposal is in line with our voting policy
Broadridge	10-Nov-	Ratify Deloitte & Touche	For	
Financial	22	LLP as Auditors		
Solutions, Inc.				The proposal is in line with our voting policy
ResMed Inc.	16-Nov-	Elect Director Carol Burt	For	
	22			The proposal is in line with our voting policy
ResMed Inc.	16-Nov-	Elect Director Jan De	For	Property and the second points
	22	Witte		The proposal is in line with our voting policy
ResMed Inc.	16-Nov-	Elect Director Karen	For	The proposal is in the with our voting poncy
Nesivied IIIC.	22	Drexler	101	The proposal is in line with our voting policy
	44	שופאופו		The proposaris 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-	Elect Director Peter	Against	The nominee holds three non-executive
Resivied inc.	22	Farrell	/ (guillist	directorships, two of which as the Chairperson of
		Tarren		the Board. The nominee is therefore overboarded.
ResMed Inc.	16-Nov-	Elect Director Harjit Gill	For	the Board. The Hommee is therefore eventourided.
resivied inc.	22	Licet Birector Harjit dili	101	The proposal is in line with our voting policy
ResMed Inc.	16-Nov-	Elect Director John	For	The proposal is in the with our voting poncy
resivied inc.	22	Hernandez	101	The proposal is in line with our voting policy
ResMed Inc.	16-Nov-	Elect Director Richard	Against	The nominee is a non-independent member of the
Resivied inc.	22	Sulpizio	Against	Nomination Committee which is not composed in
	22	Sulpizio		majority of independent directors.
ResMed Inc.	16-Nov-	Elect Director Desney Tan	For	majority of independent directors.
Resivied inc.	22	Liect Director Desirey Tail	101	The proposal is in line with our voting policy
ResMed Inc.	16-Nov-	Elect Director Ronald	Against	The nominee is a non-independent member of the
Resivied IIIC.	22	Taylor	Against	Nomination Committee which is not composed in
	22	Taylor		majority of independent directors. The board lacks
				diversity.
ResMed Inc.	16-Nov-	Ratify KPMG LLP as	For	diversity.
Resivied IIIC.	22	Auditors	FOI	The proposal is in line with our voting policy
ResMed Inc.	16-Nov-	Advisory Vote to Ratify	Against	The proposal is in line with our voting policy
Resivied IIIC.	22	Named Executive	Against	There is a lack of ESG criteria in the variable
	22	Officers' Compensation		compensation
The Clorox	16-Nov-	'	For	Compensation
	22	Elect Director Amy L.	FOI	The proposal is in line with our voting policy
Company	16-Nov-	Banse	For	The proposal is in line with our voting policy
The Clorox	22	Elect Director Julia	FOr	The prepared is in line with our veting policy
Company		Denman	Г	The proposal is in line with our voting policy
The Clorox	16-Nov- 22	Elect Director Spencer C.	For	The present is in line with a providing policy
Company		Fleischer	Г	The proposal is in line with our voting policy
The Clorox	16-Nov-	Elect Director Esther Lee	For	The present is in line with a providing policy
Company	22 16 Nov	Floor Discorton A.D. Dovid	Г	The proposal is in line with our voting policy
The Clorox	16-Nov-	Elect Director A.D. David	For	The present is in line with a providing policy
Company	22	Mackay	F	The proposal is in line with our voting policy
The Clorox	16-Nov-	Elect Director Paul Parker	For	The consequent is to the constant according to the
Company	22	51 . 5:	_	The proposal is in line with our voting policy
The Clorox	16-Nov-	Elect Director Stephanie	For	TI 12 12 14 14 14 14 14 14 14 14 14 14 14 14 14
Company	22	Plaines		The proposal is in line with our voting policy
The Clorox	16-Nov-	Elect Director Linda	For	TI 12 12 14 14 14 14 14 14 14 14 14 14 14 14 14
Company	22	Rendle		The proposal is in line with our voting policy
The Clorox	16-Nov-	Elect Director Matthew J.	Against	The nominee holds three non-executive
Company	22	Shattock		directorships, two of which as the Chairperson of the Board. The nominee is therefore overboarded.
The Clorox	16-Nov-	Elect Director Kathryn	For	
Company	22	Tesija		The proposal is in line with our voting policy
The Clorox	16-Nov-	Elect Director Russell J.	For	
Company	22	Weiner		The proposal is in line with our voting policy
The Clorox	16-Nov-	Elect Director	Against	The nominee holds three non-executive
Company	22	Christopher J. Williams		directorships, two of which as the Chairperson of
				the Audit Committee. The nominee is therefore
				overboarded.



The Clorox	16-Nov-	Advisory Vote to Ratify	For	
Company	22	Named Executive Officers' Compensation		The proposal is in line with our voting policy
The Clorox	16-Nov-	Ratify Ernst & Young LLP	For	The proposaris in line with our voting policy
Company	22	as Auditors	101	The proposal is in line with our voting policy
The Estee Lauder	18-Nov-	Elect Director Ronald S.	Withhold	The board is not sufficiently independent as per our
Companies Inc.	22	Lauder		voting policy.
The Estee Lauder	18-Nov-	Elect Director William P.	Withhold	The board is not sufficiently independent as per our
Companies Inc.	22	Lauder		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	18-Nov-	Elect Director Richard D.	Withhold	The board is not sufficiently independent as per our
Companies Inc.	22	Parsons		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	18-Nov-	Elect Director Lynn	Withhold	The board is not sufficiently independent as per our
Companies Inc.	22	Forester de Rothschild		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	18-Nov-	Elect Director Jennifer	For	
Companies Inc.	22	Tejada		The proposal is in line with our voting policy
The Estee Lauder	18-Nov-	Elect Director Richard F.	Withhold	The board is not sufficiently independent as per our
Companies Inc.	22	Zannino		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	18-Nov-	Ratify	For	overboarded.
Companies Inc.	22	PricewaterhouseCoopers	101	
companies inc.		LLP as Auditors		The proposal is in line with our voting policy
The Estee Lauder	18-Nov-	Advisory Vote to Ratify	Against	Compensation is excessive compared to peers.
Companies Inc.	22	Named Executive		There is a lack of ESG criteria in the variable
		Officers' Compensation		compensation.
Copart, Inc.	02-Dec-	Elect Director Willis J.	For	
, ,	22	Johnson		The proposal is in line with our voting policy
Copart, Inc.	02-Dec-	Elect Director A. Jayson	For	
	22	Adair		The proposal is in line with our voting policy
Copart, Inc.	02-Dec-	Elect Director Matt Blunt	Against	The board is not sufficiently independent as per our
	22			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-	Elect Director Steven D.	Against	The board is not sufficiently independent as per our
	22	Cohan		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-	Elect Director Daniel J.	Against	The board is not sufficiently independent as per our
	22	Englander		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-	Elect Director James E.	Against	The board is not sufficiently independent as per our
Copart, IIIc.	22	Meeks	Against	voting policy
Copart, Inc.	02-Dec-	Elect Director Thomas N.	For	
	22	Tryforos		The proposal is in line with our voting policy
Copart, Inc.	02-Dec-	Elect Director Diane M.	Against	The board lacks diversity. The board is not
	22	Morefield		sufficiently independent as per our voting policy
Copart, Inc.	02-Dec-	Elect Director Stephen	For	
	22	Fisher		The proposal is in line with our voting policy
Copart, Inc.	02-Dec-	Elect Director Cherylyn	For	
	22	Harley LeBon		The proposal is in line with our voting policy
Copart, Inc.	02-Dec-	Elect Director Carl D.	Against	The Director's attendance was under 75% without
	22	Sparks		any satisfactory explanation
Copart, Inc.	02-Dec-	Advisory Vote to Ratify	Against	The remuneration structure is not satisfactory There
	22	Named Executive		is a lack of transparency on performance criteria.
		Officers' Compensation		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
	00.5	5 .: 6 5 . 6 V	_	compensation.
Copart, Inc.	02-Dec-	Ratify Ernst & Young LLP	For	The manner of the line with a constant of the line
Ciara Contant	22	as Auditors	A i t	The proposal is in line with our voting policy
Cisco Systems,	08-Dec-	Elect Director M. Michele	Against	The nominee is a non-independent member of the
Inc.	22	Burns		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,	08-Dec-	Elect Director Wesley G.	For	nominee is therefore overboarded.
Inc.	22	Bush	101	The proposal is in line with our voting policy
Cisco Systems,	08-Dec-	Elect Director Michael D.	Against	The nominee is a non-independent member of the
Inc.	22	Capellas	Agamst	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,	08-Dec-	Elect Director Mark	Against	The nominee holds four non-executive
Inc.	22	Garrett		directorships, four of which as the Chairperson of
				the Audit Committee. The nominee is therefore
				overboarded.
Cisco Systems,	08-Dec-	Elect Director John D.	For	
Inc.	22	Harris, II		The proposal is in line with our voting policy
Cisco Systems,	08-Dec-	Elect Director Kristina M.	For	
Inc.	22	Johnson		The proposal is in line with our voting policy
Cisco Systems,	08-Dec-	Elect Director Roderick C.	Against	The nominee is a non-independent member of the
Inc.	22	McGeary		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
Ciara C	00.5	Florat Direction 1 Co. 1 Co.	F	directors.
Cisco Systems,	08-Dec-	Elect Director Sarah Rae	For	The managed is in line with a constant of the
Inc.	22	Murphy		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-	Approve	For	
Wiederomerie	22	PricewaterhouseCoopers		
		LLP as Auditors and		
		Authorize Board to Fix		
		Their Remuneration		The proposal is in line with our voting policy
Medtronic Plc	08-Dec-	Advisory Vote to Ratify	For	me proposal to main out to any point,
Wieder office File	22	Named Executive		
		Officers' Compensation		The proposal is in line with our voting policy
Medtronic Plc	08-Dec-	Renew the Board's	For	The proposal and the same and prove
	22	Authority to Issue Shares		
		Under Irish Law		The proposal is in line with our voting policy
Medtronic Plc	08-Dec-	Renew the Board's	For	
	22	Authority to Opt-Out of		
		Statutory Pre-Emptions		
		Rights Under Irish Law		The proposal is in line with our voting policy
Medtronic Plc	08-Dec-	Authorize Overseas	For	
	22	Market Purchases of		
		Ordinary Shares		The proposal is in line with our voting policy
Microsoft	13-Dec-	Elect Director Reid G.	For	
Corporation	22	Hoffman		The proposal is in line with our voting policy
Microsoft	13-Dec-	Elect Director Hugh F.	Against	The nominee holds one executive directorship and
Corporation	22	Johnston		two non-executive directorships, one of which as
				the Chairperson of the Audit Committee. The
				nominee is therefore overboarded.
Microsoft	13-Dec-	Elect Director Teri L. List	Against	The nominee holds four non-executive
Corporation	22			directorships, one of which as an outside
				Chairperson of the Audit Committee. The nominee is
				therefore overboarded.
Microsoft	13-Dec-	Elect Director Satya	For	
Corporation	22	Nadella		The proposal is in line with our voting policy
Microsoft	13-Dec-	Elect Director Sandra E.	For	
Corporation	22	Peterson		The proposal is in line with our voting policy
Microsoft	13-Dec-	Elect Director Penny S.	For	
Corporation	22	Pritzker		The proposal is in line with our voting policy
Microsoft	13-Dec-	Elect Director Carlos A.	For	
Corporation	22	Rodriguez		The proposal is in line with our voting policy
Microsoft	13-Dec-	Elect Director Charles W.	For	
Corporation	22	Scharf		The proposal is in line with our voting policy
Microsoft	13-Dec-	Elect Director John W.	For	
Corporation	22	Stanton		The proposal is in line with our voting policy
Microsoft	13-Dec-	Elect Director John W.	For	
Corporation	22	Thompson	_	The proposal is in line with our voting policy
Microsoft	13-Dec-	Elect Director Emma N.	For	
Corporation	22	Walmsley	_	The proposal is in line with our voting policy
Microsoft	13-Dec-	Elect Director Padmasree	For	
Corporation	22	Warrior		The proposal is in line with our voting policy
Microsoft	13-Dec-	Advisory Vote to Ratify	Against	
Corporation	22	Named Executive		Community
B.41 C:	12.5	Officers' Compensation	-	Compensation is excessive compared to peers.
Microsoft	13-Dec-	Ratify Deloitte & Touche	For	The proposed in the Proposed State P
Corporation	22	LLP as Auditors		The proposal is in line with our voting policy



Microsoft	13-Dec-	Report on Cost/Benefit	Against	We do not see that the proponent has
Corporation	22	Analysis of Diversity and		demonstrated a deficiency in the Company's current
		Inclusion		level of disclosure on the matter, and therefore we
				consider that the proposal is not in shareholders'
				interest.
Microsoft	13-Dec-	Report on Hiring of	For	Additional disclosure would be useful to
Corporation	22	Persons with Arrest or		shareholders' understanding of how this subject is
corporation.		Incarceration Records		managed by the Company.
Microsoft	13-Dec-	Assess and Report on the	For	
Corporation	22	Company's Retirement		We consider the commitment requested by the
•		Funds' Management of		proposal as useful for shareholders to assess
		Systemic Climate Risk		progress towards Paris Agreement targets.
Microsoft	13-Dec-	Report on Government	For	Additional disclosure would be useful to
Corporation	22	Use of Microsoft		shareholders' understanding of how this subject is
•		Technology		managed by the Company.
Microsoft	13-Dec-	Report on Development	For	Additional disclosure is warranted concerning how
Corporation	22	of Products for Military		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	13-Dec-	Report on Tax	For	Greater transparency could help positively impact
Corporation	22	Transparency		the company's long-term value creation by reducing
				reputational and legal risks.
Palo Alto	13-Dec-	Elect Director Helene D.	For	
Networks, Inc.	22	Gayle		The proposal is in line with our voting policy
Palo Alto	13-Dec-	Elect Director James J.	For	
Networks, Inc.	22	Goetz		The proposal is in line with our voting policy
Palo Alto	13-Dec-	Ratify Ernst & Young LLP	For	
Networks, Inc.	22	as Auditors		The proposal is in line with our voting policy
Palo Alto	13-Dec-	Advisory Vote to Ratify	For	
Networks, Inc.	22	Named Executive		The consequent is to the constable consequence of the
Palo Alto	12 Dag	Officers' Compensation	Гон	The proposal is in line with our voting policy
Networks, Inc.	13-Dec- 22	Amend Omnibus Stock Plan	For	The proposal is in line with our voting policy
AutoZone, Inc.	14-Dec-	Elect Director Michael A.	For	The proposar is in line with our voting policy
Autozone, inc.	22	George	101	The proposal is in line with our voting policy
AutoZone, Inc.	14-Dec-	Elect Director Linda A.	For	The proposar is in line with our voting policy
Autozone, IIIC.	22	Goodspeed	101	The proposal is in line with our voting policy
AutoZone, Inc.	14-Dec-	Elect Director Earl G.	Against	proposal is and with our found pointy
	22	Graves, Jr.	, .6411136	The board lacks diversity.
AutoZone, Inc.	14-Dec-	Elect Director Enderson	For	
	22	Guimaraes		The proposal is in line with our voting policy
AutoZone, Inc.	14-Dec-	Elect Director Brian P.	For	31 7
,	22	Hannasch		The proposal is in line with our voting policy
AutoZone, Inc.	14-Dec-	Elect Director D. Bryan	For	, , , , , , , , , , , , , , , , , , ,
•	22	Jordan		The proposal is in line with our voting policy
AutoZone, Inc.	14-Dec-	Elect Director Gale V.	For	
	22	King		The proposal is in line with our voting policy
AutoZone, Inc.	14-Dec-	Elect Director George R.	For	
	22	Mrkonic, Jr.		The proposal is in line with our voting policy



AutoZone, Inc.	14-Dec-	Elect Director William C.	Against	The roles of CEO and Chairperson are combined and
	22	Rhodes, III		there is no lead independent Director as per
				Amundi's independence criteria.
AutoZone, Inc.	14-Dec-	Elect Director Jill A.	For	
	22	Soltau		The proposal is in line with our voting policy
AutoZone, Inc.	14-Dec-	Ratify Ernst & Young LLP	For	
	22	as Auditors		The proposal is in line with our voting policy
AutoZone, Inc.	14-Dec-	Advisory Vote to Ratify	Against	There is a lack of ESG criteria in the variable
	22	Named Executive		compensation. Compensation is excessive compared
		Officers' Compensation		to peers.
FactSet Research	15-Dec-	Elect Director James J.	For	
Systems Inc.	22	McGonigle		The proposal is in line with our voting policy
FactSet Research	15-Dec-	Elect Director F. Philip	For	
Systems Inc.	22	Snow		The proposal is in line with our voting policy
FactSet Research	15-Dec-	Elect Director Maria	For	
Systems Inc.	22	Teresa Tejada		The proposal is in line with our voting policy
FactSet Research	15-Dec-	Ratify Ernst & Young LLP	For	
Systems Inc.	22	as Auditors		The proposal is in line with our voting policy
FactSet Research	15-Dec-	Advisory Vote to Ratify	For	
Systems Inc.	22	Named Executive		
•		Officers' Compensation		The proposal is in line with our voting policy
FactSet Research	15-Dec-	Declassify the Board of	For	
Systems Inc.	22	Directors		The proposal is in line with our voting policy
FactSet Research	15-Dec-	Amend Certificate of	For	
Systems Inc.	22	Incorporation to		
•		Eliminate Certain		
		Business Combination		
		Restrictions		The proposal is in line with our voting policy
FactSet Research	15-Dec-	Adopt the Jurisdiction of	For	
Systems Inc.	22	Incorporation as the		
,		Exclusive Forum for		
		Certain Disputes		The proposal is in line with our voting policy
FactSet Research	15-Dec-	Amend Certificate of	For	, , , , , , , , , , , , , , , , , , ,
Systems Inc.	22	Incorporation to Add		
-,		Federal Forum Selection		
		Provision		The proposal is in line with our voting policy
FactSet Research	15-Dec-	Amend Certificate of	For	5 p ,
Systems Inc.	22	Incorporation to Remove		
Systems me.		Creditor Compromise		
		Provision		The proposal is in line with our voting policy
FactSet Research	15-Dec-	Amend Certificate of	For	The proposal is in time with our voting poney
Systems Inc.	22	Incorporation to Clarify,	101	
Systems me.		Streamline and		
		Modernize the Certificate		
		of Incorporation		The proposal is in line with our voting policy
RingCentral, Inc.	15-Dec-	Elect Director Vladimir	For	The proposal is in line with our voting policy
milgoellual, IIIc.	22	Shmunis	101	The proposal is in line with our voting policy
PingControl Inc	1		\\/i+bbala	The proposal is in line with our voting policy The nominee holds four non-executive
RingCentral, Inc.	15-Dec-	Elect Director Kenneth	Withhold	
	22	Goldman		directorships, two of which as the Chairperson of
				the Audit Committee. The nominee is therefore
				overboarded. The board lacks diversity.



DingControl Inc	15-Dec-	Float Director Michelle	Γο.,	
RingCentral, Inc.		Elect Director Michelle	For	The proposal is in line with a protein a policy
D: C . I .	22	McKenna	-	The proposal is in line with our voting policy
RingCentral, Inc.	15-Dec-	Elect Director Robert	For	
D: 0 : 1.1	22	Theis	_	The proposal is in line with our voting policy
RingCentral, Inc.	15-Dec-	Elect Director Allan	For	
	22	Thygesen	_	The proposal is in line with our voting policy
RingCentral, Inc.	15-Dec-	Elect Director Neil	For	
	22	Williams		The proposal is in line with our voting policy
RingCentral, Inc.	15-Dec-	Elect Director Mignon	For	
	22	Clyburn		The proposal is in line with our voting policy
RingCentral, Inc.	15-Dec-	Elect Director Arne	For	
	22	Duncan		The proposal is in line with our voting policy
RingCentral, Inc.	15-Dec-	Elect Director Tarek	For	
	22	Robbiati		The proposal is in line with our voting policy
RingCentral, Inc.	15-Dec-	Elect Director Sridhar	For	
	22	Srinivasan		The proposal is in line with our voting policy
RingCentral, Inc.	15-Dec-	Ratify KPMG LLP as	For	
	22	Auditors		The proposal is in line with our voting policy
RingCentral, Inc.	15-Dec-	Advisory Vote to Ratify	Against	Compensation is excessive compared to peers.
	22	Named Executive		There is a lack of ESG criteria in the variable
		Officers' Compensation		compensation. The option grants are excessive. Lack
				of Long-term Performance Metrics
RingCentral, Inc.	15-Dec-	Advisory Vote on Say on	One Year	
	22	Pay Frequency		
RingCentral, Inc.	15-Dec-	Amend Omnibus Stock	Against	The remuneration structure is not satisfactory. The
	22	Plan		proposal would lead to excessive dilution. The cost
				of the compensation plan is excessive.
Guidewire	20-Dec-	Elect Director Marcus S.	For	
Software, Inc.	22	Ryu		The proposal is in line with our voting policy
Guidewire	20-Dec-	Elect Director Paul Lavin	For	
Software, Inc.	22			The proposal is in line with our voting policy
Guidewire	20-Dec-	Elect Director Mike	For	
Software, Inc.	22	Rosenbaum		The proposal is in line with our voting policy
Guidewire	20-Dec-	Elect Director David S.	For	
Software, Inc.	22	Bauer		The proposal is in line with our voting policy
Guidewire	20-Dec-	Elect Director Margaret	For	
Software, Inc.	22	Dillon		The proposal is in line with our voting policy
Guidewire	20-Dec-	Elect Director Michael C.	For	
Software, Inc.	22	Keller		The proposal is in line with our voting policy
Guidewire	20-Dec-	Elect Director Catherine	For	
Software, Inc.	22	P. Lego		The proposal is in line with our voting policy
Guidewire	20-Dec-	Elect Director Rajani	For	
Software, Inc.	22	Ramanathan		The proposal is in line with our voting policy
Guidewire	20-Dec-	Ratify KPMG LLP as	For	
Software, Inc.	22	Auditors		The proposal is in line with our voting policy
Guidewire	20-Dec-	Advisory Vote to Ratify	For	
Software, Inc.	22	Named Executive		
,		Officers' Compensation		The proposal is in line with our voting policy
Guidewire	20-Dec-	Provide Right to Call	For	
	22	Special Meeting		The proposal is in line with our voting policy
Software, Inc.				



Guidewire	20-Dec-	Amend Certificate of	For	
Software, Inc.	22	Incorporation to Permit		
		the Exculpation of		
		Officers		The proposal is in line with our voting policy
Guidewire	20-Dec-	Amend Omnibus Stock	For	
Software, Inc.	22	Plan		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 ٢٠٢٢م 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

واجّهة الرياض، طرّبق المطار صندوق بريد ٩٢٨٧٦ الرياض ١١٦٦٣ المملكة العربية السعودية سجل تجاري رقم ١٠١٠٤٢٥٤٤٤

المركز الرئيسي في الرياض

تقرير مراجع الحسابات المستقل

للسادة مالكي الوحدات في صندوق الأهلى لمؤشر أسهم أمريكا الشمالية

الرأى

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 الرأى

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 وآداب 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 للمعابير الدولية للتقرير المالي المعتمدة في المملكة العربية السعودية للمراجعين والمحاسبين، ولتحاشين 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، سواءً 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)

سووليات مراجع الحسابات عن مراجعة القوائم المالية

تتمثل أهدافنا في الحصول على تأكيد معقول عما إذا كانت القوائم المالية ككل خالية من تحريف جوهري سواءً 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 للمعابير الدولية للمراجعة المعتمدة في المملكة العربية السعودية ستكشف دائماً عن أي تحريف جوهري عندما يكون موجوداً ويمكن أن تنشأ التحريفات عن غش أو خطأ، وتُعَد جوهرية 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 المهنى خلال المراجعة. وعلينا أيضاً:

- تحديد وتقييم مخاطر التحريفات الجوهرية في القوائم المالية، سواءً 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 وفقا 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 المكافين 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").

كى بى إم جى للاستشارات المهنية

ابراهیم عبود باعشن رقم الترخیص ۳۸۲

Lic No. 46
C.R. 18145444 KPMG 11413 July 1141 ToMG Professional Services

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 ٢٠٢٢م ألف دولار أمريكي (مالم يذكر غير ذلك)

	إيضاحات	۳۱ دیسمبر	۳۱ دیسمبر ۲۰۲۱م
الموجودات	٨	د اد /b>	V
نقد وما في حكمه استثمار ات بالقيمة العادلة من خلال الربح أو الخسارة	9	٤,٦٣٦ ٣٣٧,٠٠٤	۲,۱۱٦ ٤٥٨,٠٥٥
	•	•	
أرصدة مدينة أخرى		1 \ \ \ \ \	١٦٧
إجمالى الموجودات		711,171	٤٦٠,٣٣٨
المطلوبات			
أرصدة دائنة أخرى		٤,١٥٢	1,799
ار صده دانت اخری			
صافى الموجودات العائدة لمالكي الوحدات		** V,\\	٤٥٩,٠٣٩
الوحدات المصدرة بالآلاف (بالعدد)	١.	0.,045	٥٣,٩٧٣
صافى الموجودات لكل وحدةً (دولار أمريكي)		٦,٦٨٢١	٨,٥٠٥٠
(5.5.5.)	•	,	

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 ٢٠٢٢م ألف دو لار أمريكي (مالم يذكر غير ذلك)

للسنة المنتهية في ٣١ ديسمبر		إيضاح	
۲۰۲۱	۲۲۰۲۹		
			(خسائر) / أرباح غير محققة من استثمارات بالقيمة العادلة من
٦٨,٤٢٤	(119,)		خُلال الربح أو الخسارة
			أرباح محققة من استثمار ات بالقيمة العادلة من خلال الربح أو
71,771	17,191		الخسارة
٣,٢٣٤	٤,١٦١		دخل توزيعات أرباح
94,479	$(4 \vee, \vee \vee \wedge)$		إجمالي (الخسارة) / الدخل
$(1,1\cdot \circ)$	(1,1 : 1)	11	أتعاب إدارة
(١٦٦)	(141)		مصروف ضريبة القيمة مضافة
(07)	(0)		مصروفات إدارية
(17)	(17)		أتعاب حفظ
$(1\cdot)$	(1.)		أتعاب مهنية
(A)	(A)		أتعاب تدقيق شرعى
(٦)	(۲)		مكافأة مجلس إدارة الصندوق
(٢)	<u> </u>		رسوم هيئة السوق المالية
(1,771)	(1, £ + 7)		إجمالي المصروفات التشغيلية
			**
91,971	(99,175)		(خسارة) / ربح السنة
			•
			الدخل الشامل الآخر للسنة
91,971	(99,172)		إجمالي (الخسارة) / الدخل الشامل للسنة

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 ٢٠٢٢م ألف دولار أمريكي (مالم يذكر غير ذلك)

	للسنة المنتهية	ن في ۳۱ ديسمبر
	۲۲۰۲۹	۲۰۲۱
صافي الموجودات العائدة لمالكي الوحدات في بداية السنة	٤٥٩,٠٣٩	777,777
إجمالي (الخسارة)/ الدخل الشامل للسنة	(99,172)	91,971
(النقص) / الزيادة في صافي الموجودات من معاملات الوحدة خلال السنة		
المتحصلات من الوحدات المصدرة	17.,777	7.1,.71
قيمة الوحدات المستردة	(147,409)	(٩٧,٦٨٧)
	(**,***)	1.7,711
صافي الموجودات العائدة لمالكي الوحدات في نهاية السنة	*** \\\	٤٥٩,٠٣٩

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

ة في ٣١ ديسمبر	للسنة المنتهية في ٣١ ديسمبر		
۲۰۲۱	۲۲۰۲۹		
91,971	(99,172)		التدفقات النقدية من الأنشطة التشعيلية (خسارة)/ربح السنة
		من خلال	تسوية <u>ا:</u> خسائر/ (أرباح) غير محققة من استثمارات بالقيمة العادلة ا
$(7\lambda, \xi Y \xi)$	119,. 84	أه	الربح أو الخسارة أرباح محققة من خلال الربح أو الخسارة
(۲۱,٦٣١)	(14,194)	<i>J</i> .	الخسارة
1,478	۲,۷٥٥		
			التغيرات في الموجودات والمطلوبات التشغيلية:
(1.5,051)	19,177		استثمارات بالقيمة العادلة من خلال الربح أو الخسارة
(٢)	(1 V)		أرصدة مدينة أخرى
7 £ 9	7,800		أرصدة دائنة أخرى
$\frac{(1\cdot 7,\cdot 7\lambda)}{}$	7 £ , ٧ ٥ ٣	ä	صافي النقد الناتج من / (المستخدم في) الأنشطة التشعيلي
			التدفقات النقدية من الأنشطة التمويلية
۲۰۱,۰۳۱	17.,777		المتحصلات من الوحدات المصدرة
(٩٧,٦٨٧)	$(1 \wedge 7, \wedge 09)$		قيمة الوحدات المستردة
1.7,722	(**,***)	;	صافي النقد (المستخدم في) /الناتج من الأنشطة التمويلية
١,٣١٦	7,07.		الزيادة في النقد وما في حكمه
۸	7,117	٨	النقد وما في حكمه في بداية السنة
7,117	٤,٦٣٦	٨	النقد وما في حكمه في نهاية السنة

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 لاحقا هيئة السوق المالية عليها بموجب خطابها المؤرخ في ١٨ ذي الحجة ١٤٢٩هـ (الموافق ١٦ ديسمبر ٢٠٠٨م).

يخضع الصندوق للائحة الصادرة عن هيئة السوق المالية بتاريخ ٣ ذو الحجة ١٤٢٧هـ (الموافق ٢٤ ديسمبر ٢٠٠٦م). تم تعديل اللائحة بتاريخ ٢٢ 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 الاستمر ارية، باستثناء الاستثمار ات 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. بدلا 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 بالدو لار 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 وللسنة المنتهية في ٣١ ديسمبر ٢٠٢١م.

تقدير القيمة العادلة

القيمة العادلة هي السعر الذي سيتم استلامه عند بيع موجودات ما أو سداده 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 كاف 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 للرقابة. 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 ا وفقاً للتسلسل الهرمي للقيمة العادلة للاستثمارات بالقيمة العادلة من الهرمي للقيمة العادلة للاستثمارات بالقيمة العادلة من خلال الربح أو الخسارة. بالنسبة للأدوات المالية الأخرى مثل النقد وما في حكمه والذمم المدينة و الدائنة الأخرى، فإن القيم الدفترية تقارب بشكل معقول قيمتها العادلة. قام الصندوق بتصنيف النقد ومافي حكمه عند المستوى ا بينما يتم تصنيف الموجودات والمطلوبات المالية المتبقية على أنها المستوى ٣ وفقا 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 محدده والتي تكون عرضة لمخاطر ضئيلة للتغيرات في القيمة. يتضمن النقد وما في حكمه على أرصدة بنكية.

٧-٧ 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 دائمًا بمبلغ يعادل خسائر الائتمان 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 و لا 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. تشتمل المعلومات التي يتم أخذها في الاعتبار على:

- السياسات والأهداف المحددة للمحفظة وتشغيل هذه السياسات عملياً؛
 - تقييم كيفية 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 ؟
- كيفية 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 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 و لا يتم الاحتفاظ بها لتحصيل تدفقات نقدية تعاقدية ولبيع 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 مدفو عات لأصل المبلغ والفائدة / العمولة

لغرض هذا التقييم، يعرّف "المبلغ الأصلي" على أنه القيمة العادلة للموجودات المالية عند الإثبات الأولي. تعرف الفائدة أو "العمولة" على أنها مبلغ مقابل القيمة الزمنية للنقود 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 تعاقدي قد يؤدي إلى تغير 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 تغير مبلغ وتوقيت التدفقات النقدية؛
 - خصائص الرافعة المالية؛
 - شروط الدفع المسبق و التمديد؛
- 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 للنقود 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 الأولى

يجب على المنشأة إثبات الأصل المالي أو الالتزام المالي في قائمة مركز ها 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 جو هري، أو التي بموجبها لا يقوم الصندوق بتحويل أو الاحتفاظ بجميع مخاطر ومنافع الملكية بشكل جو هري 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 بابرام 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 انتهاؤها.

المقاصة

تتم مقاصة الموجودات والمطلوبات المالية ويدرج الصافي في قائمة المركز المالي؛ عندما وفقط 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.

۷-٤ مخصصات

يتم الاعتراف بالمخصص عندما يكون على الصندوق التزام حالي قانوني أو تعاقدي 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 صافى 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 وأيضًا 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؟
 - تُصنَّف 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 تشتمل الأداة على أي سمات أخرى تتطلب التصنيف على أنها التزاماً؛ و
- إن إجمالي التدفقات النقدية المتوقعة العائدة للأداة على مدى عمر ها تستند بشكل جو هري 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)

۷-۸ دخل توزیعات 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 ولاحقًا يتم قياسها بالتكلفة المطفأة باستخدام طريقة معدل الفائدة / العمولة الفعلي.

٧-١ 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 ٢٠٢٢م أو بعد ذلك التاريخ. قدر مدير الصندوق أن التعديلات ليس لها تأثير جو هري 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 ١٠١٨م-٢٠٠٠م تعديلات على المعيار الدولي للتقرير المالي ١٦ - امتيازات الإيجار المتعلقة بكوفيد-١٩ لما بعد ٣٠ يونيو ٢٠٢١م التعديلات على المعيار الدولي للتقرير المالي ٣ - إشارة إلى إطار المفاهيم المعيار الدولي للتقرير المالي ٣ - إشارة إلى إطار المفاهيم المعتار المحاسبة الدولي ١٦)

٧- السياسات المحاسبية الهامة (يتبع)

٧-٧ 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
		تعديلات على معيار المحاسبة الدولي ١ والمعيار
۱ ینایر ۲۰۲۳م	الافصاح عن السياسات المحاسبية	الدولي للتقرير المالي ٢
١ يناير ٢٠٢٣م	تعريف التقديرات المحاسبية	تعديلات على معيار المحاسبة الدولي ٨
,	الضرائب المؤجلة المتعلقة	# -
	بالموجودات والمطلوبات الناشئة	
۱ ینایر ۲۰۲۳م	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	<u> </u>
۱ ینایر ۲۰۲۶م	البيع وإعادة الاستئجار	تعديلات على المعيار الدولي للتقرير المالي ١٦
ب چــير	تصنيف المطلوبات كمتداولة	عديد على المعيور المولي المعتلي المعتلي
۱ ینایر ۲۰۲۶م	وغير متداولة	تعديلات على معيار المحاسبة الدولي ١
,	و غير منداونه	تعدیارت علی معیار المحاسبه الدونی ا
متاح للتطبيق الاختياري		
/ تارِيخ السريان مؤجل	بيع أو مساهمة الموجودات بين	تعديلات على المعيار الدولي للتقرير المالي ١٠ معيار
إلى أجل غير مسمى	المستثمر أو المشروع المشترك	المحاسبة الدولي ٢٨

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

۸ـ النقد وما في حكمه

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

٩- استثمارات - بالقيمة العادلة من خلال الربح أو الخسارة

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

۳۱ دیسمبر ۲۰۲۲م

	١	J			
العادلة	القيمة	التكلفة	% من قيمة الاستثمار الإجمالية	الدولـــة	العماسة
•	****	*. \\ \ \	97,10	الولايات المتحدة الأمريكية	دولار أمريكي
	9,7	۸,٦٧٤	۲,٨٥	كندا	دو لار کند <i>ي</i>
	" ", • • £	٣١٧,٤٢٠	1 * *		<u>.</u> 0 0
	۰۲م	۳۱ دیسمبر ۲۱			
			% من قيمة الاستثمار		
لعادلة	القيمة ا	التكلفة	الإجمالية	الدولــة	العملة
	£ £ Y, 7 Y 0	711,. £9	9٧,٧٣	الولايات المتحدة الأمريكية	دو لار أمريكي
	١٠,٣٨٠	۸, ٣٤٠	7,77	كندا	دو لار کند <i>ي</i>
	٤٥٨,٠٥٥	٣١٩,٣٨٩	1 * *		
-					

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

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

۲م	۲	۲	ديسمبر	٣	١

		۳۱ دیسمبر ۲۲،۲۲م	
القطاع	% من قيمة الاستثمار الإجمالية (القيمة العادلة)	التكلفة	القيمة العادلة
تقنية المعلومات	Y0,0.	97,777	۸٥,97٤
الرعاية الصحية	71,70	71,717	٧١,٦٢٨
السلع الرأسمالية	۱٧,٨٤	00,707	7.,177
السلع الأستهلاكية	1 £ , • 7	६७,९७.	٤٧,٤٠٦
الخدمات الأستهلاكية	۸,00	70, 4 1	71,17
الزيت والغاز	٧,٥٣	17,070	70,770
المواد الأساسية	٣,٨٦	17,711	17,992
خدمات مالية	1,77	٤,٤٢٨	٤,١٤٣
المرافق	٠,١٨	777	०१२
	1	717,57.	٣٣٧,٠٠٤
		۳۱ دیسمبر ۲۰۲۱م	
	% من قيمة الاستثمار الإجمالية		
ci hati	(القيمة العادلة)	التكلفة	القيمة العادلة

		% من قيمة الاستثمار الإجمالية	
القيمة العادلة	التكلفة	(القيمة العادلة)	القطاع
۱٦٢,٢٠٨	1.0.279	70, £1	تقنية المعلومات
۸٠,٩٩٣	٥٨,٢٩٠	17,71	السلع الرأسمالية
٧٨,٣٦٠	09,0.7	17,11	الرعاية الصحية
٦٨,٨٣٧	٤٤,٧٣٥	10,.4	السلع الاستهلاكية
٣١,٨٣٠	71,1.1	٦,٩٥	الخدمات الاستهلاكية
17,.71	10,771	٣,01	الزيت والغاز
17,777	۹,٦٣٨	۲,۷۷	المواد الأساسية
٧,٠٨٠	٤,٧٢٢	1,0 £	خدمات مالية
٤٥٨,٠٥٥	٣١٩,٣٨٩	1 • •	

١٠ معاملات الوحدات

معاملات الوحدات خلال السنة تتكون مما يلي:

	للسنة المنتهية	ف <i>ي</i> ۳۱ دیسمبر
	۲۰۲۲م	۲۰۲۱م
	وحـــدات	وحـــدات
	(بالآلاف)	(بالآلاف)
الوحدات في بداية السنة	07,977	49,40
الوحدات المباعة	77,01.	77,877
الوحدات المستردة	(٢٥,٩٤٩)	(17,104)
صافي (النقص) / الزيادة في الوحدات خلال السنة	(٣,٤٣٩)	15,710
الوحدات في نهاية السنة	0.,045	٥٣,٩٧٣

كما في ٣١ ديسمبر ٢٠٢٢م، فإن أكبر ٥٪ مالكي وحدات يمثلوا ٧١,٤٧٪ (٣١ ديسمبر ٢٠٢١م: 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 ٣٠٠% (٢٠٢١: ٣٠٠٪) 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 ٥,٠٪ (٢٠٢١: ٥,٠٪) في السنة من صافي الموجودات الصندوق في أيام التقييم المعنية. تم استرداد هذه المصروفات من قبل مدير الصندوق على أساس قيمتها الفعلية.

١١ - معاملات وأرصدة أطراف ذات علاقة (يتبع)

أتعاب الإدارة والمصروفات الأخرى (يتبع)

الرصيد المستحق كما في		مبلغ المعاملات للسنة المنتهية في		طبيعة المعاملات	الطرف ذو العلاقة
۳۱ دیسمبر ۲۰۲۱م	۳۱ دیسمبر ۲۰۲۲م	۲۲۰۲۱م	۲۲۰۲۹		
104	٣١.	1,1.0	1,1 £ 7	أتعاب إدارة	شركة الأهلي المالية
		707	77 £	مصر وفات مدفوعة بالنيابة عن الصندوق	المالية

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.

الرصيد كما في		مبلغ المعاملات للسنة المنتهية في		طبيعة المعاملات	الطرف ذو العلاقة
۳۱ دیسمبر ۲۰۲۱م	۳۱ دیسمبر ۲۰۲۲م	۳۱ دیسمبر ۲۰۲۱م	۳۱ دیسمبر		
17,779	17,14	17,700	701	اشتر اك للوحدات استر داد للوحدات	صندوق الأهلي متعدد الأصول المتحفظ
~~ ,997	Y٦,٦£A	17,77.		اشتر اك للوحدات استر داد للوحدات	صندوق الأهلي متعدد الأصول المتوازن
7 £ , 19 V	1 £ , 7 Å 1		£,17m	اشتر اك للوحدات استر داد للوحدات	صندوق الأهلي متعدد الأصول للنمو
AAY	۲۱٤	 	19. 171	اشتر اك للوحدات استرداد للوحدات	صندوق الأهلي وجامعة الملك سعود الوقفي

١١- إدارة المخاطر المالية

١-١٢ عوامل المخاطر المالية

إن أنشطة الصندوق تعرضه لمجموعة متنوعة من المخاطر المالية: مخاطر السوق، ومخاطر الانتمان، 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.

١-١-١ 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 وتنشأ من الأدوات المالية المقومة بالعملة الأجنبية. إن الدولار الأمريكي هو العملة الوظيفية للصندوق.

يتم تحديد الموجودات والمطلوبات المالية للصندوق بعملات 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 الدو لار الأمريكي مقابل العملات الأساسية للمحفظة الاستثمارات مع بقاء جميع المتغيرات الأخرى ثابتة، على قائمة العمليات بسبب للقيمة العادلة للموجو دات ذات الحساسية للعملة.

۳۱ دیسمبر	۳۱ دیسمبر	التغيرات في	
۲۰۲۱م	۲۰۲۲	اسعار السوق	
± 1,	± 97.	± 1 • %	دو لار کند <i>ي</i>

١٢- إدارة المخاطر المالية (يتبع)

١-١٢ عوامل المخاطر المالية (يتبع)

١-١-١ 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

نتمثل 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 المالى، 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 يلى:

_	۳۱ دیسمبر ۲۰۲۱م		۳۱ دیسمبر ۲۰۲۲م		
	± £0,A.7	±1•%	± ٣٣,٧	±1•%	التأثير على صافي الموجودات العائدة لمالكي الوحدات

٢ ١-١-٢ مخاطر الائتمان

مخاطر الائتمان هي المخاطر المتعلقة بعدم قدرة طرف ما في أداة مالية على الوفاء بالتزاماته مما يؤدي إلى تكبد الطرف الأخر 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 AT حسب تصنيفات وكالة موديز والذمم المدينة الأخرى. ليس هناك أي تأثير للخسائر الائتمانية المتوقعة على هذه الموجودات المالية.

١٢- إدارة المخاطر المالية (يتبع)

٢ ١-١ عوامل المخاطر المالية (يتبع)

٢ ١-١-٣ 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 الى 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 للازمة من خلال الاستثمارات في الأسهم لتتمكن من توفير السيولة في فترة زمنية قصيرة.

٢ ـ ١ ـ ١ ـ 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 داخليًا أو خارجيًا 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 المسئولية 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 الملائم 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 ٢٠٢١م (٢٠٢١م: ٣١ ديسمبر ٢٠٢١م).

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 ١٤٤٤هـ الموافق ٢٠ مارس ٢٠٢٣م.