

صندوق الأهلل ملؤشر أسهم أوروبأ
SNB Capital Europe Index Fund

اللقرير السنوي 2022
Annual Report 2022



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A) Investment Fund Information
أ) معلومات صناديق الاستثمار

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

B) Fund Performance

ب) أداء الصندوق

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

Year	2022	2021	2020	السنة
NAV*	82,716,085	152,245,894	98,764,259	صافي قيمة أصول الصندوق*
NAV per Unit*	4.4	5.62	4.82	صافي قيمة أصول الصندوق لكل وحدة*
Highest Price per Unit*	5.60	5.74	4.82	أعلى سعر وحدة*
Lowest Price per Unit *	3.66	4.60	2.93	أقل سعر وحدة*
Number of Units	18,795,946	27,057,278	20,496,187	عدد الوحدات
Income Distribution Per Unit	N/A	N/A	N/A	قيمة الأرباح الموزعة لكل وحدة
Fees & Expense Ratio	0.44%	0.41%	0.44%	نسبة الرسوم والمصروفات
Percentage of borrowed assets from the total asset value, the period of their exposure period and due date (if any)	N/A	N/A	N/A	نسبة الأصول المقرضة من إجمالي قيمة الأصول، ومدة انكشافها وتاريخ استحقاقها (إن وجدت)

*In US Dollar

*بالدولار الأمريكي

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

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

Period	Since Inception منذ التأسيس	5 Years 5 سنوات	3 Years 3 سنوات	1 Year سنة	الفترة
Return%	5.42	5.00	2.92	-21.79	عائد الصندوق%
Benchmark%	7.53	5.59	3.49	-21.43	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%	-21.79	16.77	19.38	31.6	-11.04	23.50	-1.95	-2.74	-5.81	18.14	عائد الصندوق%
Benchmark%	-21.43	17.48	20.07	32.5	-10.64	24.14	0.40	-0.58	-3.60	22.65	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	297	%0.30	أتعاب الإدارة
VAT on Management Fees	52	%0.05	ضريبة القيمة المضافة على أتعاب الإدارة
Custodian Fees	3	%0.00	رسوم الحفظ
Auditor Fees	4	%0.00	أتعاب مراجع الحسابات
Fund Admin Expenses	16	%0.02	مصاريف العمليات الإدارية
CMA Fees	0	%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	1	%0.00	مكافآت أعضاء مجلس إدارة الصندوق المستقلين
Total Fees and Expenses	374	%0.37	مجموع الرسوم والمصاريف

3) Material Changes

No material changes occurred during the year.

3) تغيرات جوهرية حدثت خلال الفترة

لم تحدث أي تغييرات جوهرية تؤثر على أداء الصندوق.

4) Exercising of Voting Rights

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

4) ممارسات التصويت السنوية

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

5) Fund Board Annual Report

5) تقرير مجلس إدارة الصندوق السنوي

a. Names of Fund Board Members

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

أ. أسماء أعضاء مجلس إدارة الصندوق

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

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

Naif Al-Saif: He is currently the Head of Principal Investments in SNB Capital. Naif joined Samba in February 2006. He has 15 years of experience. In Samba, Naif has managed the fixed income portfolio of more than SAR 60 billion and managed the public budget of SAR 225 billion. He is also the Chief Operating Officer in Samba London. Moreover, he is a member in Samba's Asset and Liability Committee. He has taken part in several strategic projects in developing the Saudi banking sector. Prior to joining Samba, he worked for Saudi Hollandi Bank, Derivatives Department, Treasury Section. Naif holds a bachelor's degree with Honors in Finance and Economics from King Fahd University of Petroleum and Minerals and MBA from Prince Sultan University.

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 والمعادن وشهادة الماجستير في إدارة الأعمال / مالية من جامعة الأمير سلطان بمرتبة الشرف.

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

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

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

c. Roles and responsibilities of the Fund Board

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

1. Approving material contracts, decisions and reports involving the fund.
2. Approve a written policy in regards to the voting rights related to the fund assets.
3. Overseeing and, where appropriate, approving or ratifying any conflicts of interest the fund manager has identified.
4. Meeting at least twice annually with the fund manager's compliance committee or its compliance officer to review the fund manager's compliance with all applicable rules, laws and regulations.
5. Approving all changes stipulated in Articles (62) and (63) of the Investment Funds Regulations "IFRs" before the fund manager obtains the approval or notification of the unitholders and the Authority (as applicable).
6. Confirming the completeness and accuracy (complete, clear, accurate, and not misleading), and compliance with the IFRs, of the Terms and Conditions and of any other document, contractual or otherwise.
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.

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

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

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

ج. أدوار مجلس إدارة الصندوق ومسؤولياته

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

1. الموافقة على جميع العقود والقرارات والتقارير الجوهرية التي يكون الصندوق طرفاً فيها.
2. اعتماد سياسة مكتوبة فيما يتعلق بحقوق التصويت المتعلقة بأصول الصندوق.
3. الإشراف، ومتى كان ذلك مناسباً، الموافقة أو المصادقة على أي تعارض مصالح يفصح عنه مدير الصندوق وفقاً 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.
5. الموافقة على جميع التغييرات المنصوص عليها في المادتين (62) و (63) من لائحة صناديق الاستثمار وذلك قبل حصول مدير الصندوق على موافقة مالكي الوحدات والهيئة أو إشعارهم (حيثما ينطبق).
6. التأكد من اكتمال ودقة شروط وأحكام الصندوق وأي مستند آخر (سواء أكان عقداً أم غيره) يتضمن إفصاحات تتعلق بالصندوق ومدير الصندوق

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

d. Remuneration of fund board members

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

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

Members of the Fund Board may be members of other funds that may seek investment objectives similar to those of the Fund. Therefore, in the exercise of its business, a member of the Fund Board may find himself in a situation of potential conflict of duties or interests with one or more funds. However, in such cases, the member shall take into account his obligations to act in the best interests of the Unitholders to the maximum practicable extent and not to overlook his obligations to his other clients when he considers any 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.

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.

هـ. تعارض المصالح بين مصالح عضو مجلس إدارة الصندوق

ومصالح الصندوق

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

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

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

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

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

The Fund's Board of Directors held three meetings during 2022. The following is a summary of the key decisions approved and the matters discussed by the Fund's Board of Directors:

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

ز. الموضوعات التي تمت مناقشتها والقرارات الصادرة بشأنها

بما في ذلك أداء الصندوق وتحقيق الصندوق لأهدافه

عقد مجلس إدارة الصندوق ثلاثة اجتماعات خلال العام 2022م، وفيما يلي ملخصاً لأهم القرارات التي تم إقرارها والمواضيع التي تمت مناقشتها من قبل مجلس إدارة الصندوق:

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

C) Fund Manager

ج) مدير الصندوق

1) Name and address of the Fund Manager

SNB Capital Company

King Saud Road, P.O. Box 22216, Riyadh 11495, Saudi Arabia

Tel: +966 920000232

Website: www.alahlicapital.com

1) اسم مدير الصندوق، وعنوانه

شركة الأهلي المالية

طريق الملك سعود، ص.ب. 22216، الرياض 11495، المملكة العربية السعودية

هاتف: +966 920000232

الموقع الإلكتروني: www.alahlicapital.com

2) Names and addresses of Sub-Manager / Investment Adviser

2) اسم وعنوان مدير الصندوق من الباطن و/أو مستشارين الاستثمار (إن وجد)

AMUNDI Asset Management

90 Boulevard Pasteur, 75015 Paris, France.

3) Investment Activities during the period

The fund targets to replicate as closely as possible, before expenses, the performance of the MSCI Europe Islamic M-series Index (Net Total Return USD).

3) أنشطة الاستثمار خلال الفترة

يهدف الصندوق إلى مواكبة أدائه (قبل المصروفات) قدر المستطاع مع أداء مؤشر "إم إس سي آي" الإسلامي لمنطقة أوروبا من فئة "إم" (صافي العائد الإجمالي بالدولار الأمريكي).

4) Report of investment fund's performance during the period

Fund Performance -21.79%

Benchmark Performance -21.43%

The fund underperformed the benchmark by 36 bps.

4) تقرير الأداء خلال الفترة

أداء الصندوق -21.79%

أداء المؤشر -21.43%

انخفض أداء الصندوق عن أداء المؤشر بفارق 36 نقطة أساس.

5) Terms & Conditions Material Changes

1. 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:
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".

5) تغييرات حدثت في شروط وأحكام الصندوق

1. تعديل شروط وأحكام الصندوق للالتزام بمتطلبات الملحق (1) من لائحة 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.
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 والتسعير".
سادساً: تحديث الفقرة الفرعية (و) من الفقرة الرئيسية (24) "مجلس إدارة الصندوق".

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	6) أي معلومة أخرى من شأنها أن تُمكن مالكي الوحدات من اتخاذ قرار مدروس ومبني على معلومات كافية بشأن أنشطة الصندوق خلال الفترة
None.	لا يوجد.
7) Investments in other Investment Funds The fund has not invested substantially in other investment funds.	7) الاستثمار في صناديق استثمارية أخرى الصندوق لم يستثمر بشكل كبير في صناديق استثمارية أخرى.
8) Special commission received by the fund manager during the period No special commissions were received during the period. Disclose if any.	8) العمولات الخاصة التي حصل عليها مدير الصندوق خلال الفترة لم يحصل مدير الصندوق على أي عمولات خاصة خلال الفترة. لا يوجد.
9) Any other data and other information required by Investment Fund Regulations to be included in this report	9) أي بيانات ومعلومات أخرى أوجبت لائحة صناديق الاستثمار تضمينها بهذا التقرير
a. Conflict of Interests There are no conflict of interests.	أ. تعارض في المصالح لا يوجد تعارض مصالح.
b. Fund Distribution During The Year No income or dividends will be distributed to Unitholders.	ب. توزيعات الصندوق خلال العام لا يتم توزيع أي دخل وأرباح على مالكي الوحدات.
c. Incorrect Valuation or Pricing None.	ج. خطأ في التقويم والتسعير لا يوجد.
d. Investment Limitation Breaches None.	د. مخالفة قيود الاستثمار لا يوجد.
10) Period for the management of the person registered as fund manager Since August – 2022.	10) مدة إدارة الشخص المسجل كمدير للصندوق منذ – أغسطس 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 كل صندوق بنهاية العام والمتوسط المرجح لنسبة مصروفات كل الصناديق الرئيسة المستثمر فيها (حيثما ينطبق)
N/A.	لا ينطبق.

D) Custodian

د) أمين الحفظ

1) Name and address of custodian The Northern Trust Company of Saudi Arabia Floor 20, Kingdom Tower, Olaya, 12214-9597 Riyadh, Saudi Arabia Tel.: +96614167922 Website: www.northerntrust.com	1) اسم أمين الحفظ، وعنوانه شركة نورثن ترست العربية السعودية الدور 20، برج المملكة طريق العروبة – العليا، الرياض 12214-9597 المملكة العربية السعودية هاتف: +96614167922 الموقع الإلكتروني: www.northerntrust.com
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2) Custodian's duties and responsibilities

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

2) واجبات ومسؤوليات أمين الحفظ

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

E) Fund Operator

٥) مشغل الصندوق

1) Name and address of fund operator

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

1) اسم مشغل الصندوق، وعنوانه

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

2) Operator's duties and responsibilities

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

2) واجبات ومسؤوليات مشغل الصندوق

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

F) Auditor
و) مراجع الحسابات
Name and Address of Auditor
KPMG Professional Services

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

Tel: +966118748500

Website: www.kpmg.com/sa

اسم مراجع الحسابات، عنوانه
كي بي ام جي للخدمات المهنية

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

هاتف: +966118748500

الموقع الإلكتروني: www.kpmg.com/sa

G) Financial Statements
ز) القوائم المالية

As shown below in the financial statements section.

كما هو موضح أدناه في قسم القوائم المالية.

Annex - Exercised Voting Rights
ملحق - ممارسات التصويت السنوية

Issuer Name	Date of General Assembly	Subject of Voting / Proposal Text	Voting Decision	Voting Reason / Justification
Sika AG	25-Jan-22	Approve Creation of CHF 187,893 Pool of Conditional Capital without Preemptive Rights	For	The proposal is in line with our voting policy
Sika AG	25-Jan-22	Transact Other Business (Voting)	Against	The Proposal is not in shareholders' interest.
The Sage Group Plc	03-Feb-22	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
The Sage Group Plc	03-Feb-22	Approve Remuneration Report	For	The proposal is in line with our voting policy
The Sage Group Plc	03-Feb-22	Approve Remuneration Policy	For	The proposal is in line with our voting policy
The Sage Group Plc	03-Feb-22	Approve Final Dividend	For	The proposal is in line with our voting policy
The Sage Group Plc	03-Feb-22	Elect Andrew Duff as Director	For	The proposal is in line with our voting policy
The Sage Group Plc	03-Feb-22	Elect Derek Harding as Director	For	The proposal is in line with our voting policy
The Sage Group Plc	03-Feb-22	Re-elect Sangeeta Anand as Director	For	The proposal is in line with our voting policy
The Sage Group Plc	03-Feb-22	Re-elect Dr John Bates as Director	For	The proposal is in line with our voting policy
The Sage Group Plc	03-Feb-22	Re-elect Jonathan Bewes as Director	Against	The nominee holds two Non-Executive Directorships as Chairman of the Audit Committee, and one executive position. He is therefore considered overboarded.
The Sage Group Plc	03-Feb-22	Re-elect Annette Court as Director	For	The proposal is in line with our voting policy
The Sage Group Plc	03-Feb-22	Re-elect Drummond Hall as Director	For	The proposal is in line with our voting policy

The Sage Group Plc	03-Feb-22	Re-elect Steve Hare as Director	For	The proposal is in line with our voting policy
The Sage Group Plc	03-Feb-22	Re-elect Jonathan Howell as Director	For	The proposal is in line with our voting policy
The Sage Group Plc	03-Feb-22	Re-elect Irana Wasti as Director	For	The proposal is in line with our voting policy
The Sage Group Plc	03-Feb-22	Reappoint Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
The Sage Group Plc	03-Feb-22	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For	The proposal is in line with our voting policy
The Sage Group Plc	03-Feb-22	Authorise UK Political Donations and Expenditure	For	The proposal is in line with our voting policy
The Sage Group Plc	03-Feb-22	Authorise Issue of Equity	For	The proposal is in line with our voting policy
The Sage Group Plc	03-Feb-22	Authorise Issue of Equity without Pre-emptive Rights	For	The proposal is in line with our voting policy
The Sage Group Plc	03-Feb-22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	The proposal is in line with our voting policy
The Sage Group Plc	03-Feb-22	Authorise Market Purchase of Ordinary Shares	For	The proposal is in line with our voting policy
The Sage Group Plc	03-Feb-22	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	The proposal is in line with our voting policy
Siemens Healthineers AG	15-Feb-22	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)		This is a non-votable item
Siemens Healthineers AG	15-Feb-22	Approve Allocation of Income and Dividends of EUR 0.85 per Share	For	The proposal is in line with our voting policy
Siemens Healthineers AG	15-Feb-22	Approve Discharge of Management Board Member Bernhard Montag for Fiscal Year 2021	For	The proposal is in line with our voting policy
Siemens Healthineers AG	15-Feb-22	Approve Discharge of Management Board Member Jochen Schmitz for Fiscal Year 2021	For	The proposal is in line with our voting policy
Siemens Healthineers AG	15-Feb-22	Approve Discharge of Management Board Member Christoph Zindel for Fiscal Year 2021	For	The proposal is in line with our voting policy
Siemens Healthineers AG	15-Feb-22	Approve Discharge of Management Board Member Darleen Caron (from Feb. 1, 2021) for Fiscal Year 2021	For	The proposal is in line with our voting policy

Siemens Healthineers AG	15-Feb-22	Approve Discharge of Supervisory Board Member Ralf Thomas for Fiscal Year 2021	For	The proposal is in line with our voting policy
Siemens Healthineers AG	15-Feb-22	Approve Discharge of Supervisory Board Member Norbert Gaus for Fiscal Year 2021	For	The proposal is in line with our voting policy
Siemens Healthineers AG	15-Feb-22	Approve Discharge of Supervisory Board Member Roland Busch for Fiscal Year 2021	For	The proposal is in line with our voting policy
Siemens Healthineers AG	15-Feb-22	Approve Discharge of Supervisory Board Member Marion Helmes for Fiscal Year 2021	For	The proposal is in line with our voting policy
Siemens Healthineers AG	15-Feb-22	Approve Discharge of Supervisory Board Member Andreas Hoffmann for Fiscal Year 2021	For	The proposal is in line with our voting policy
Siemens Healthineers AG	15-Feb-22	Approve Discharge of Supervisory Board Member Philipp Roesler for Fiscal Year 2021	For	The proposal is in line with our voting policy
Siemens Healthineers AG	15-Feb-22	Approve Discharge of Supervisory Board Member Peer Schatz (from March 23, 2021) for Fiscal Year 2021	For	The proposal is in line with our voting policy
Siemens Healthineers AG	15-Feb-22	Approve Discharge of Supervisory Board Member Nathalie Von Siemens for Fiscal Year 2021	For	The proposal is in line with our voting policy
Siemens Healthineers AG	15-Feb-22	Approve Discharge of Supervisory Board Member Gregory Sorensen for Fiscal Year 2021	For	The proposal is in line with our voting policy
Siemens Healthineers AG	15-Feb-22	Approve Discharge of Supervisory Board Member Karl-Heinz Streibich for Fiscal Year 2021	For	The proposal is in line with our voting policy
Siemens Healthineers AG	15-Feb-22	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2022	For	The proposal is in line with our voting policy
Siemens Healthineers AG	15-Feb-22	Approve Creation of EUR 564 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Against	Excessive capital increase without preemptive right.
Siemens Healthineers AG	15-Feb-22	Approve Issuance of Warrants/Bonds with Warrants	For	The proposal is in line with our voting policy

		Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 6 Billion; Approve Creation of EUR 112.8 Million Pool of Capital to Guarantee Conversion Rights		
Siemens Healthineers AG	15-Feb-22	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	The proposal is in line with our voting policy
Siemens Healthineers AG	15-Feb-22	Approve Remuneration Report	For	The proposal is in line with our voting policy
Infineon Technologies AG	17-Feb-22	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)		This is a non-votable item
Infineon Technologies AG	17-Feb-22	Approve Allocation of Income and Dividends of EUR 0.27 per Share	For	The proposal is in line with our voting policy
Infineon Technologies AG	17-Feb-22	Approve Discharge of Management Board Member Reinhard Ploss for Fiscal Year 2021	For	The proposal is in line with our voting policy
Infineon Technologies AG	17-Feb-22	Approve Discharge of Management Board Member Helmut Gassel for Fiscal Year 2021	For	The proposal is in line with our voting policy
Infineon Technologies AG	17-Feb-22	Approve Discharge of Management Board Member Jochen Hanebeck for Fiscal Year 2021	For	The proposal is in line with our voting policy
Infineon Technologies AG	17-Feb-22	Approve Discharge of Management Board Member Constanze Hufenbecher (from April 15, 2021) for Fiscal Year 2021	For	The proposal is in line with our voting policy
Infineon Technologies AG	17-Feb-22	Approve Discharge of Management Board Member Sven Schneider for Fiscal Year 2021	For	The proposal is in line with our voting policy
Infineon Technologies AG	17-Feb-22	Approve Discharge of Supervisory Board Member Wolfgang Eder for Fiscal Year 2021	For	The proposal is in line with our voting policy
Infineon Technologies AG	17-Feb-22	Approve Discharge of Supervisory Board Member Xiaoqun Clever for Fiscal Year 2021	For	The proposal is in line with our voting policy
Infineon Technologies AG	17-Feb-22	Approve Discharge of Supervisory Board Member	For	The proposal is in line with our voting policy

		Johann Dechant for Fiscal Year 2021		
Infineon Technologies AG	17-Feb-22	Approve Discharge of Supervisory Board Member Friedrich Eichner for Fiscal Year 2021	For	The proposal is in line with our voting policy
Infineon Technologies AG	17-Feb-22	Approve Discharge of Supervisory Board Member Annette Engelfried for Fiscal Year 2021	For	The proposal is in line with our voting policy
Infineon Technologies AG	17-Feb-22	Approve Discharge of Supervisory Board Member Peter Gruber for Fiscal Year 2021	For	The proposal is in line with our voting policy
Infineon Technologies AG	17-Feb-22	Approve Discharge of Supervisory Board Member Hans-Ulrich Holdenried for Fiscal Year 2021	For	The proposal is in line with our voting policy
Infineon Technologies AG	17-Feb-22	Approve Discharge of Supervisory Board Member Susanne Lachenmann for Fiscal Year 2021	For	The proposal is in line with our voting policy
Infineon Technologies AG	17-Feb-22	Approve Discharge of Supervisory Board Member Geraldine Picaud for Fiscal Year 2021	For	The proposal is in line with our voting policy
Infineon Technologies AG	17-Feb-22	Approve Discharge of Supervisory Board Member Manfred Puffer for Fiscal Year 2021	For	The proposal is in line with our voting policy
Infineon Technologies AG	17-Feb-22	Approve Discharge of Supervisory Board Member Melanie Riedl for Fiscal Year 2021	For	The proposal is in line with our voting policy
Infineon Technologies AG	17-Feb-22	Approve Discharge of Supervisory Board Member Juergen Scholz for Fiscal Year 2021	For	The proposal is in line with our voting policy
Infineon Technologies AG	17-Feb-22	Approve Discharge of Supervisory Board Member Kerstin Schulzendorf for Fiscal Year 2021	For	The proposal is in line with our voting policy
Infineon Technologies AG	17-Feb-22	Approve Discharge of Supervisory Board Member Ulrich Spiesshofer for Fiscal Year 2021	For	The proposal is in line with our voting policy
Infineon Technologies AG	17-Feb-22	Approve Discharge of Supervisory Board Member Margret Suckale for Fiscal Year 2021	For	The proposal is in line with our voting policy
Infineon Technologies AG	17-Feb-22	Approve Discharge of Supervisory Board Member	For	The proposal is in line with our voting policy

		Diana Vitale for Fiscal Year 2021		
Infineon Technologies AG	17-Feb-22	Ratify KPMG AG as Auditors for Fiscal Year 2022	For	The proposal is in line with our voting policy
Infineon Technologies AG	17-Feb-22	Elect Geraldine Picaud to the Supervisory Board	For	The proposal is in line with our voting policy
Kone Oyj	01-Mar-22	Open Meeting		This is a non-votable item
Kone Oyj	01-Mar-22	Call the Meeting to Order		This is a non-votable item
Kone Oyj	01-Mar-22	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	For	The proposal is in line with our voting policy
Kone Oyj	01-Mar-22	Acknowledge Proper Convening of Meeting	For	The proposal is in line with our voting policy
Kone Oyj	01-Mar-22	Prepare and Approve List of Shareholders	For	The proposal is in line with our voting policy
Kone Oyj	01-Mar-22	Receive Financial Statements and Statutory Reports		This is a non-votable item
Kone Oyj	01-Mar-22	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Kone Oyj	01-Mar-22	Approve Allocation of Income and Dividends of EUR 1.7475 per Class A Share and EUR 1.75 per Class B Share; Approve Extra Dividends of EUR 0.3475 per Class A Share and EUR 0.35 per Class B Share	For	The proposal is in line with our voting policy
Kone Oyj	01-Mar-22	Approve Discharge of Board and President	For	The proposal is in line with our voting policy
Kone Oyj	01-Mar-22	Approve Remuneration Report (Advisory Vote)	Against	There is a lack of transparency on performance criteria. There is a lack of transparency on performance goals. The remuneration structure is not satisfactory
Kone Oyj	01-Mar-22	Approve Remuneration of Directors in the Amount of EUR 220,000 for Chairman, EUR 125,000 for Vice Chairman, and EUR 110,000 for Other Directors	Against	Board fees are excessive.
Kone Oyj	01-Mar-22	Fix Number of Directors at Nine	For	The proposal is in line with our voting policy
Kone Oyj	01-Mar-22	Reelect Matti Alahuhta, Susan Duinhoven, Antti Herlin, Iiris Herlin, Jussi Herlin, Ravi Kant and Jennifer Xin-Zhe Li as Directors; Elect Krishna	Against	The Audit committee is not in majority independent. The Remuneration committee is not in majority independent.

		Mikkilineni and Andreas Opfermann as New Directors		
Kone Oyj	01-Mar-22	Approve Remuneration of Auditors	For	The proposal is in line with our voting policy
Kone Oyj	01-Mar-22	Elect One Auditor for the Term Ending on the Conclusion of AGM 2022	For	The proposal is in line with our voting policy
Kone Oyj	01-Mar-22	Ratify Ernst & Young as Auditors	For	The proposal is in line with our voting policy
Kone Oyj	01-Mar-22	Authorize Share Repurchase Program	For	The proposal is in line with our voting policy
Kone Oyj	01-Mar-22	Approve Issuance of Shares and Options without Preemptive Rights	For	The proposal is in line with our voting policy
Kone Oyj	01-Mar-22	Close Meeting		This is a non-votable item
Novartis AG	04-Mar-22	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Novartis AG	04-Mar-22	Approve Discharge of Board and Senior Management	For	The proposal is in line with our voting policy
Novartis AG	04-Mar-22	Approve Allocation of Income and Dividends of CHF 3.10 per Share	For	The proposal is in line with our voting policy
Novartis AG	04-Mar-22	Approve CHF 15.3 Million Reduction in Share Capital via Cancellation of Repurchased Shares	For	The proposal is in line with our voting policy
Novartis AG	04-Mar-22	Authorize Repurchase of up to CHF 10 Billion in Issued Share Capital	For	The proposal is in line with our voting policy
Novartis AG	04-Mar-22	Approve Remuneration of Directors in the Amount of CHF 8.6 Million	For	The proposal is in line with our voting policy
Novartis AG	04-Mar-22	Approve Maximum Remuneration of Executive Committee in the Amount of CHF 91 Million	For	The proposal is in line with our voting policy
Novartis AG	04-Mar-22	Approve Remuneration Report	For	The proposal is in line with our voting policy
Novartis AG	04-Mar-22	Reelect Joerg Reinhardt as Director and Board Chairman	For	The proposal is in line with our voting policy
Novartis AG	04-Mar-22	Reelect Nancy Andrews as Director	For	The proposal is in line with our voting policy
Novartis AG	04-Mar-22	Reelect Ton Buechner as Director	Against	The nominee holds 3 non-executive directorships, 2 of which as the Chairperson of the Board. The nominee is therefore overboarded.
Novartis AG	04-Mar-22	Reelect Patrice Bula as Director	For	The proposal is in line with our voting policy

Novartis AG	04-Mar-22	Reelect Elizabeth Doherty as Director	Against	The nominee holds three non-executive directorships, all of which as the Chairperson of the Audit Committee. The nominee is therefore overboarded.
Novartis AG	04-Mar-22	Reelect Bridgette Heller as Director	For	The proposal is in line with our voting policy
Novartis AG	04-Mar-22	Reelect Frans van Houten as Director	For	The proposal is in line with our voting policy
Novartis AG	04-Mar-22	Reelect Simon Moroney as Director	For	The proposal is in line with our voting policy
Novartis AG	04-Mar-22	Reelect Andreas von Planta as Director	For	The proposal is in line with our voting policy
Novartis AG	04-Mar-22	Reelect Charles Sawyers as Director	For	The proposal is in line with our voting policy
Novartis AG	04-Mar-22	Reelect William Winters as Director	For	The proposal is in line with our voting policy
Novartis AG	04-Mar-22	Elect Ana de Pro Gonzalo as Director	Against	The nominee holds 4 non-executive directorships, 1 of which as the Chairperson of the Audit Committee. The nominee is therefore overboarded.
Novartis AG	04-Mar-22	Elect Daniel Hochstrasser as Director	For	The proposal is in line with our voting policy
Novartis AG	04-Mar-22	Reappoint Patrice Bula as Member of the Compensation Committee	For	The proposal is in line with our voting policy
Novartis AG	04-Mar-22	Reappoint Bridgette Heller as Member of the Compensation Committee	For	The proposal is in line with our voting policy
Novartis AG	04-Mar-22	Reappoint Simon Moroney as Member of the Compensation Committee	For	The proposal is in line with our voting policy
Novartis AG	04-Mar-22	Reappoint William Winters as Member of the Compensation Committee	For	The proposal is in line with our voting policy
Novartis AG	04-Mar-22	Ratify KPMG AG as Auditors	For	The proposal is in line with our voting policy
Novartis AG	04-Mar-22	Designate Peter Zahn as Independent Proxy	For	The proposal is in line with our voting policy
Novartis AG	04-Mar-22	Transact Other Business (Voting)	Against	The company has not disclosed sufficient information to enable support of the proposal.
GN Store Nord A/S	09-Mar-22	Receive Report of Board		This is a non-votable item
GN Store Nord A/S	09-Mar-22	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
GN Store Nord A/S	09-Mar-22	Approve Discharge of Management and Board	For	The proposal is in line with our voting policy
GN Store Nord A/S	09-Mar-22	Approve Allocation of Income and Dividends of DKK 1.55 Per Share	For	The proposal is in line with our voting policy

GN Store Nord A/S	09-Mar-22	Approve Remuneration Report (Advisory Vote)	Against	There is a lack of transparency on performance goals. There are no clear ESG KPIs in the variable remuneration. Discretionary payments/powers.
GN Store Nord A/S	09-Mar-22	Approve Remuneration of Directors in the Amount of DKK 915,000 for Chairman, DKK 610,000 for Vice Chairman, and DKK 305,000 for Other Members; Approve Remuneration for Committee Work; Approve Meeting Fees	For	The proposal is in line with our voting policy
GN Store Nord A/S	09-Mar-22	Reelect Per Wold-Olsen as Director	Abstain	The nominee holds 3 non-executive directorships, 2 of which as Chairperson of the Board. The nominee is therefore overboarded.
GN Store Nord A/S	09-Mar-22	Reelect Jukka Pekka Pertola as Director	Abstain	The nominee holds 4 non-executive directorships, 2 of which as Chairperson of the Board. The nominee is therefore overboarded.
GN Store Nord A/S	09-Mar-22	Reelect Helene Barnekow as Director	For	The proposal is in line with our voting policy
GN Store Nord A/S	09-Mar-22	Reelect Montserrat Maresch Pascual as Director	For	The proposal is in line with our voting policy
GN Store Nord A/S	09-Mar-22	Reelect Ronica Wang as Director	For	The proposal is in line with our voting policy
GN Store Nord A/S	09-Mar-22	Reelect Anette Weber as New Director	For	The proposal is in line with our voting policy
GN Store Nord A/S	09-Mar-22	Ratify PricewaterhouseCoopers as Auditors	Abstain	We consider that the non-audit fees are excessive compared to total fees, which is detrimental to independence.
GN Store Nord A/S	09-Mar-22	Authorize Share Repurchase Program	For	The proposal is in line with our voting policy
GN Store Nord A/S	09-Mar-22	Approve DKK 3,9 Million Reduction in Share Capital via Share Cancellation; Amend Articles of Association Accordingly	For	The proposal is in line with our voting policy
GN Store Nord A/S	09-Mar-22	Approve Indemnification of Members of the Board of Directors and Executive Management	For	The proposal is in line with our voting policy
GN Store Nord A/S	09-Mar-22	Amendment to Remuneration Policy for Board of Directors and Executive Management	For	The proposal is in line with our voting policy
GN Store Nord A/S	09-Mar-22	Other Proposals from Shareholders (None Submitted)		This is a non-votable item
GN Store Nord A/S	09-Mar-22	Other Business (Non-Voting)		This is a non-votable item
Demant A/S	10-Mar-22	Receive Report of Board		This is a non-votable item

Demant A/S	10-Mar-22	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Demant A/S	10-Mar-22	Approve Allocation of Income and Omission of Dividends	For	The proposal is in line with our voting policy
Demant A/S	10-Mar-22	Approve Remuneration Report (Advisory Vote)	Against	There is a notable disconnect between pay and performance. There is a lack of ESG criteria in the variable compensation.
Demant A/S	10-Mar-22	Approve Remuneration of Directors in the Amount of DKK 1.2 Million for Chairman, DKK 800,000 for Vice Chairman and DKK 400,000 for Other Directors; Approve Remuneration for Committee Work	For	The proposal is in line with our voting policy
Demant A/S	10-Mar-22	Reelect Niels B. Christiansen as Director	Abstain	The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors. The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors.
Demant A/S	10-Mar-22	Reelect Niels Jacobsen as Director	Abstain	The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors. The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors. The nominee holds three Non-Executive Directorships, including two as Chairman of the Board. He is therefore considered overboarded.
Demant A/S	10-Mar-22	Reelect Anja Madsen as Director	For	The proposal is in line with our voting policy
Demant A/S	10-Mar-22	Reelect Sisse Fjelsted Rasmussen as Director	For	The proposal is in line with our voting policy
Demant A/S	10-Mar-22	Reelect Kristian Villumsen as Director	For	The proposal is in line with our voting policy
Demant A/S	10-Mar-22	Ratify PricewaterhouseCoopers as Auditors	For	The proposal is in line with our voting policy
Demant A/S	10-Mar-22	Approve DKK 1.9 Million Reduction in Share Capital via Share Cancellation for Transfer to Shareholders	For	The proposal is in line with our voting policy
Demant A/S	10-Mar-22	Authorize Share Repurchase Program	For	The proposal is in line with our voting policy
Demant A/S	10-Mar-22	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Against	LTI with insufficient performance period.

Demant A/S	10-Mar-22	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	For	The proposal is in line with our voting policy
Demant A/S	10-Mar-22	Other Business		This is a non-votable item
Ferguson Plc	10-Mar-22	Approve Transfer of the Company's Category of Listing from a Premium Listing to a Standard Listing	For	The proposal is in line with our voting policy
Pandora AS	10-Mar-22	Receive Report of Board		This is a non-votable item
Pandora AS	10-Mar-22	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Pandora AS	10-Mar-22	Approve Remuneration Report (Advisory Vote)	Against	Compensation is excessive compared to peers. There is a lack of ESG criteria in the variable compensation.
Pandora AS	10-Mar-22	Approve Remuneration of Directors	For	The proposal is in line with our voting policy
Pandora AS	10-Mar-22	Approve Allocation of Income and Dividends of DKK 16 Per Share	Against	The level of dividend is not in the long term interest of shareholders.
Pandora AS	10-Mar-22	Reelect Peter A. Ruzicka as Director	For	The proposal is in line with our voting policy
Pandora AS	10-Mar-22	Reelect Christian Frigast as Director	For	The proposal is in line with our voting policy
Pandora AS	10-Mar-22	Reelect Heine Dalsgaard as Director	Abstain	The nominee holds one executive mandate and two non-executive directorships, two of which as the Chairman of the Audit Committee. The nominee is therefore overboarded.
Pandora AS	10-Mar-22	Reelect Birgitta Stymne Goransson as Director	For	The proposal is in line with our voting policy
Pandora AS	10-Mar-22	Reelect Marianne Kirkegaard as Director	For	The proposal is in line with our voting policy
Pandora AS	10-Mar-22	Reelect Catherine Spindler as Director	For	The proposal is in line with our voting policy
Pandora AS	10-Mar-22	Reelect Jan Zijderveld as Director	For	The proposal is in line with our voting policy
Pandora AS	10-Mar-22	Ratify Ernst & Young as Auditor	For	The proposal is in line with our voting policy
Pandora AS	10-Mar-22	Approve Discharge of Management and Board	For	The proposal is in line with our voting policy
Pandora AS	10-Mar-22	Approve DKK 4,5 Million Reduction in Share Capital via Share Cancellation; Amend Articles Accordingly	For	The proposal is in line with our voting policy
Pandora AS	10-Mar-22	Authorize Share Repurchase Program	For	The proposal is in line with our voting policy
Pandora AS	10-Mar-22	Authorize Editorial Changes to Adopted Resolutions in	For	The proposal is in line with our voting policy

		Connection with Registration with Danish Authorities		
Pandora AS	10-Mar-22	Other Business		This is a non-votable item
Roche Holding AG	15-Mar-22	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Roche Holding AG	15-Mar-22	Approve CHF 10.5 Million in Bonuses to the Corporate Executive Committee for Fiscal Year 2020	Against	The company has not disclosed sufficient information to enable support of the proposal. There is a lack of transparency on performance criteria. Discretionary payments/powers. Compensation is excessive compared to peers.
Roche Holding AG	15-Mar-22	Approve CHF 949,263 Share Bonus for the Chairman of the Board of Directors for Fiscal Year 2020	Against	We do not favor Board fees linked to performance.
Roche Holding AG	15-Mar-22	Approve Discharge of Board of Directors	For	The proposal is in line with our voting policy
Roche Holding AG	15-Mar-22	Approve Allocation of Income and Dividends of CHF 9.30 per Share	For	The proposal is in line with our voting policy
Roche Holding AG	15-Mar-22	Reelect Christoph Franz as Director and Board Chairman	Against	The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors.
Roche Holding AG	15-Mar-22	Reappoint Christoph Franz as Member of the Compensation Committee	Against	The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors.
Roche Holding AG	15-Mar-22	Reelect Andre Hoffmann as Director	Against	The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors.
Roche Holding AG	15-Mar-22	Reelect Julie Brown as Director	For	The proposal is in line with our voting policy
Roche Holding AG	15-Mar-22	Reelect Joerg Duschmale as Director	For	The proposal is in line with our voting policy
Roche Holding AG	15-Mar-22	Reelect Patrick Frost as Director	For	The proposal is in line with our voting policy
Roche Holding AG	15-Mar-22	Reelect Anita Hauser as Director	For	The proposal is in line with our voting policy
Roche Holding AG	15-Mar-22	Reelect Richard Lifton as Director	For	The proposal is in line with our voting policy
Roche Holding AG	15-Mar-22	Reelect Bernard Poussot as Director	For	The proposal is in line with our voting policy
Roche Holding AG	15-Mar-22	Reelect Severin Schwan as Director	For	The proposal is in line with our voting policy
Roche Holding AG	15-Mar-22	Reelect Claudia Dyckerhoff as Director	For	The proposal is in line with our voting policy
Roche Holding AG	15-Mar-22	Elect Jemilah Mahmood as Director	For	The proposal is in line with our voting policy

Roche Holding AG	15-Mar-22	Reappoint Andre Hoffmann as Member of the Compensation Committee	Against	The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors.
Roche Holding AG	15-Mar-22	Reappoint Richard Lifton as Member of the Compensation Committee	Against	The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors.
Roche Holding AG	15-Mar-22	Reappoint Bernard Poussot as Member of the Compensation Committee	For	The proposal is in line with our voting policy
Roche Holding AG	15-Mar-22	Appoint Patrick Frost as Member of the Compensation Committee	For	The proposal is in line with our voting policy
Roche Holding AG	15-Mar-22	Approve Remuneration of Directors in the Amount of CHF 10 Million	Against	The remuneration structure is not satisfactory.
Roche Holding AG	15-Mar-22	Approve Remuneration of Executive Committee in the Amount of CHF 38 Million	Against	LTI is not fully performance-based.
Roche Holding AG	15-Mar-22	Designate Testaris AG as Independent Proxy	For	The proposal is in line with our voting policy
Roche Holding AG	15-Mar-22	Ratify KPMG AG as Auditors	For	The proposal is in line with our voting policy
Roche Holding AG	15-Mar-22	Transact Other Business (Voting)	Against	The company has not disclosed sufficient information to enable support of the proposal.
DSV A/S	17-Mar-22	Receive Report of Board		This is a non-votable item
DSV A/S	17-Mar-22	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
DSV A/S	17-Mar-22	Approve Allocation of Income and Dividends of DKK 5.50 Per Share	For	The proposal is in line with our voting policy
DSV A/S	17-Mar-22	Approve Remuneration of Directors	For	The proposal is in line with our voting policy
DSV A/S	17-Mar-22	Approve Remuneration Report	Against	Compensation is excessive compared to peers. There is a lack of Climate criteria in the variable compensation.
DSV A/S	17-Mar-22	Reelect Thomas Plenborg as Director	For	The proposal is in line with our voting policy
DSV A/S	17-Mar-22	Reelect Jorgen Moller as Director	Abstain	The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors.
DSV A/S	17-Mar-22	Reelect Birgit Norgaard as Director	Abstain	The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors.
DSV A/S	17-Mar-22	Reelect Malou Aamund as Director	For	The proposal is in line with our voting policy
DSV A/S	17-Mar-22	Reelect Beat Walti as Director	For	The proposal is in line with our voting policy
DSV A/S	17-Mar-22	Reelect Niels Smedegaard as Director	For	The proposal is in line with our voting policy

DSV A/S	17-Mar-22	Reelect Tarek Sultan Al-Essa as Director	For	The proposal is in line with our voting policy
DSV A/S	17-Mar-22	Elect Benedikte Leroy as New Director	For	The proposal is in line with our voting policy
DSV A/S	17-Mar-22	Ratify PricewaterhouseCoopers as Auditors	For	The proposal is in line with our voting policy
DSV A/S	17-Mar-22	Approve DKK 6 Million Reduction in Share Capital via Share Cancellation	For	The proposal is in line with our voting policy
DSV A/S	17-Mar-22	Authorize Share Repurchase Program	For	The proposal is in line with our voting policy
DSV A/S	17-Mar-22	Approve Indemnification of Members of the Board of Directors and Executive Management	For	The proposal is in line with our voting policy
DSV A/S	17-Mar-22	Other Business		This is a non-votable item
Schindler Holding AG	22-Mar-22	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Schindler Holding AG	22-Mar-22	Approve Allocation of Income and Dividends of CHF 4.00 per Share and Participation Certificate	For	The proposal is in line with our voting policy
Schindler Holding AG	22-Mar-22	Approve Discharge of Board and Senior Management	For	The proposal is in line with our voting policy
Schindler Holding AG	22-Mar-22	Approve Variable Remuneration of Directors in the Amount of CHF 5.5 Million	Against	The remuneration structure is not satisfactory. The company has not disclosed sufficient information to enable support of the proposal.
Schindler Holding AG	22-Mar-22	Approve Variable Remuneration of Executive Committee in the Amount of CHF 12.1 Million	Against	There is a lack of Climate criteria in the variable compensation.
Schindler Holding AG	22-Mar-22	Approve Fixed Remuneration of Directors in the Amount of CHF 8 Million	Against	The remuneration structure is not satisfactory. The company has not disclosed sufficient information to enable support of the proposal.
Schindler Holding AG	22-Mar-22	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 12 Million	For	The proposal is in line with our voting policy
Schindler Holding AG	22-Mar-22	Reelect Silvio Napoli as Director and Board Chairman	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
Schindler Holding AG	22-Mar-22	Elect Petra Winkler as Director	Against	The board is not sufficiently independent as per our voting policy.
Schindler Holding AG	22-Mar-22	Reelect Alfred Schindler as Director	Against	The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors. The board lacks diversity.

Schindler Holding AG	22-Mar-22	Reelect Pius Baschera as Director	Against	The board is not sufficiently independent as per our voting policy.
Schindler Holding AG	22-Mar-22	Reelect Erich Ammann as Director	Against	The board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors. The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors. The board lacks diversity.
Schindler Holding AG	22-Mar-22	Reelect Luc Bonnard as Director	Against	The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors. The board lacks diversity.
Schindler Holding AG	22-Mar-22	Reelect Patrice Bula as Director	For	The proposal is in line with our voting policy
Schindler Holding AG	22-Mar-22	Reelect Monika Buetler as Director	Against	The nominee holds four non-executive directorships, one of which as an outside Chairperson of the Audit Committee. The nominee is therefore overboarded.
Schindler Holding AG	22-Mar-22	Reelect Orit Gadish as Director	Against	The board is not sufficiently independent as per our voting policy.
Schindler Holding AG	22-Mar-22	Reelect Adam Keswick as Director	Against	The nominee holds one executive mandate and three non-executive directorships. The nominee is therefore overboarded.
Schindler Holding AG	22-Mar-22	Reelect Guenter Schaeuble as Director	For	The proposal is in line with our voting policy
Schindler Holding AG	22-Mar-22	Reelect Tobias Staehelin as Director	For	The proposal is in line with our voting policy
Schindler Holding AG	22-Mar-22	Reelect Carole Vischer as Director	Against	The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors.
Schindler Holding AG	22-Mar-22	Reappoint Pius Baschera as Member of the Compensation Committee	Against	The board is not sufficiently independent as per our voting policy.
Schindler Holding AG	22-Mar-22	Reappoint Patrice Bula as Member of the Compensation Committee	For	The proposal is in line with our voting policy
Schindler Holding AG	22-Mar-22	Reappoint Adam Keswick as Member of the Compensation Committee	Against	The nominee holds one executive mandate and three non-executive directorships. The nominee is therefore overboarded.
Schindler Holding AG	22-Mar-22	Designate Adrian von Segesser as Independent Proxy	For	The proposal is in line with our voting policy
Schindler Holding AG	22-Mar-22	Ratify PricewaterhouseCoopers AG as Auditors	For	The proposal is in line with our voting policy
Schindler Holding AG	22-Mar-22	Transact Other Business (Voting)	Against	The company has not disclosed sufficient information to enable support of the proposal.
Orion Oyj	23-Mar-22	Open Meeting		This is a non-votable item

Orion Oyj	23-Mar-22	Call the Meeting to Order		This is a non-votable item
Orion Oyj	23-Mar-22	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting		This is a non-votable item
Orion Oyj	23-Mar-22	Acknowledge Proper Convening of Meeting		This is a non-votable item
Orion Oyj	23-Mar-22	Prepare and Approve List of Shareholders		This is a non-votable item
Orion Oyj	23-Mar-22	Receive Financial Statements and Statutory Reports		This is a non-votable item
Orion Oyj	23-Mar-22	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Orion Oyj	23-Mar-22	Approve Allocation of Income and Dividends of EUR 1.50 Per Share; Approve Charitable Donations of up to EUR 350,000	Against	Need to preserve financial strengths of the company & to pave the way for future earnings growth : the level of dividend is too high in light of the earning and cash flow generation
Orion Oyj	23-Mar-22	Approve Discharge of Board and President	For	The proposal is in line with our voting policy
Orion Oyj	23-Mar-22	Approve Remuneration Report (Advisory Vote)	Against	There is a lack of ESG criteria in the variable compensation. Not performance targets disclosed in the STI/LTI
Orion Oyj	23-Mar-22	Approve Remuneration of Directors in the Amount of EUR 90,000 for Chairman, EUR 55,000 for Vice Chairman and Chairman of the Committees, and EUR 45,000 for Other Directors; Approve Meeting Fees	For	The proposal is in line with our voting policy
Orion Oyj	23-Mar-22	Fix Number of Directors at Eight	For	The proposal is in line with our voting policy
Orion Oyj	23-Mar-22	Reelect Mikael Silvennoinen (Chair), Kari Jussi Aho, Ari Lehtoranta, Veli-Matti Mattila, Hilpi Rautelin and Eija Ronkainen as Directors; Elect Maziar Mike Doustdar and Karen Lykke Sorensen as New Directors	For	The proposal is in line with our voting policy
Orion Oyj	23-Mar-22	Approve Remuneration of Auditors	For	The proposal is in line with our voting policy
Orion Oyj	23-Mar-22	Ratify KPMG as Auditors	For	The proposal is in line with our voting policy
Orion Oyj	23-Mar-22	Approve Issuance of up to 14 Million Class B Shares without Preemptive Rights	For	The proposal is in line with our voting policy

Orion Oyj	23-Mar-22	Authorize Share Repurchase Program	For	The proposal is in line with our voting policy
Orion Oyj	23-Mar-22	Authorize Reissuance of Repurchased Shares	For	The proposal is in line with our voting policy
Orion Oyj	23-Mar-22	Close Meeting		This is a non-votable item
ABB Ltd.	24-Mar-22	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
ABB Ltd.	24-Mar-22	Approve Remuneration Report (Non-Binding)	For	The proposal is in line with our voting policy
ABB Ltd.	24-Mar-22	Approve Discharge of Board and Senior Management	For	The proposal is in line with our voting policy
ABB Ltd.	24-Mar-22	Approve Allocation of Income and Dividends of CHF 0.82 per Share	For	The proposal is in line with our voting policy
ABB Ltd.	24-Mar-22	Approve CHF 10.6 Million Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	For	The proposal is in line with our voting policy
ABB Ltd.	24-Mar-22	Approve Remuneration of Directors in the Amount of CHF 4.4 Million	For	The proposal is in line with our voting policy
ABB Ltd.	24-Mar-22	Approve Remuneration of Executive Committee in the Amount of CHF 45.9 Million	For	The proposal is in line with our voting policy
ABB Ltd.	24-Mar-22	Reelect Gunnar Brock as Director	For	The proposal is in line with our voting policy
ABB Ltd.	24-Mar-22	Reelect David Constable as Director	For	The proposal is in line with our voting policy
ABB Ltd.	24-Mar-22	Reelect Frederico Curado as Director	For	The proposal is in line with our voting policy
ABB Ltd.	24-Mar-22	Reelect Lars Foerberg as Director	For	The proposal is in line with our voting policy
ABB Ltd.	24-Mar-22	Reelect Jennifer Xin-Zhe Li as Director	For	The proposal is in line with our voting policy
ABB Ltd.	24-Mar-22	Reelect Geraldine Matchett as Director	For	The proposal is in line with our voting policy
ABB Ltd.	24-Mar-22	Reelect David Meline as Director	For	The proposal is in line with our voting policy
ABB Ltd.	24-Mar-22	Reelect Satish Pai as Director	For	The proposal is in line with our voting policy
ABB Ltd.	24-Mar-22	Reelect Jacob Wallenberg as Director	Against	The nominee holds 4 non-executive directorships, 1 of which as Chairperson of the Board. The nominee is therefore overboarded.
ABB Ltd.	24-Mar-22	Reelect Peter Voser as Director and Board Chairman	For	The proposal is in line with our voting policy

ABB Ltd.	24-Mar-22	Reappoint David Constable as Member of the Compensation Committee	For	The proposal is in line with our voting policy
ABB Ltd.	24-Mar-22	Reappoint Frederico Curado as Member of the Compensation Committee	For	The proposal is in line with our voting policy
ABB Ltd.	24-Mar-22	Reappoint Jennifer Xin-Zhe Li as Member of the Compensation Committee	For	The proposal is in line with our voting policy
ABB Ltd.	24-Mar-22	Designate Zehnder Bolliger & Partner as Independent Proxy	For	The proposal is in line with our voting policy
ABB Ltd.	24-Mar-22	Ratify KPMG AG as Auditors	For	The proposal is in line with our voting policy
ABB Ltd.	24-Mar-22	Transact Other Business (Voting)	Against	The company has not disclosed sufficient information to enable support of the proposal.
Essity AB	24-Mar-22	Elect Eva Hagg as Chairman of Meeting	For	The proposal is in line with our voting policy
Essity AB	24-Mar-22	Designate Madeleine Wallmark as Inspector of Minutes of Meeting	For	The proposal is in line with our voting policy
Essity AB	24-Mar-22	Designate Anders Oscarsson as Inspector of Minutes of Meeting	For	The proposal is in line with our voting policy
Essity AB	24-Mar-22	Prepare and Approve List of Shareholders	For	The proposal is in line with our voting policy
Essity AB	24-Mar-22	Acknowledge Proper Convening of Meeting	For	The proposal is in line with our voting policy
Essity AB	24-Mar-22	Approve Agenda of Meeting	For	The proposal is in line with our voting policy
Essity AB	24-Mar-22	Receive Financial Statements and Statutory Reports		This is a non-votable item
Essity AB	24-Mar-22	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Essity AB	24-Mar-22	Approve Allocation of Income and Dividends of SEK 7.00 Per Share	For	The proposal is in line with our voting policy
Essity AB	24-Mar-22	Approve Discharge of Ewa Bjorling	For	The proposal is in line with our voting policy
Essity AB	24-Mar-22	Approve Discharge of Par Boman	For	The proposal is in line with our voting policy
Essity AB	24-Mar-22	Approve Discharge of Maija-Liisa Friman	For	The proposal is in line with our voting policy
Essity AB	24-Mar-22	Approve Discharge of Annemarie Gardshol	For	The proposal is in line with our voting policy
Essity AB	24-Mar-22	Approve Discharge of Magnus Groth	For	The proposal is in line with our voting policy
Essity AB	24-Mar-22	Approve Discharge of Susanna Lind	For	The proposal is in line with our voting policy

Essity AB	24-Mar-22	Approve Discharge of Torbjorn Loof	For	The proposal is in line with our voting policy
Essity AB	24-Mar-22	Approve Discharge of Bert Nordberg	For	The proposal is in line with our voting policy
Essity AB	24-Mar-22	Approve Discharge of Louise Svanberg	For	The proposal is in line with our voting policy
Essity AB	24-Mar-22	Approve Discharge of Orjan Svensson	For	The proposal is in line with our voting policy
Essity AB	24-Mar-22	Approve Discharge of Lars Rebien Sorensen	For	The proposal is in line with our voting policy
Essity AB	24-Mar-22	Approve Discharge of Barbara Milian Thoralfsson	For	The proposal is in line with our voting policy
Essity AB	24-Mar-22	Approve Discharge of Niclas Thulin	For	The proposal is in line with our voting policy
Essity AB	24-Mar-22	Approve Discharge of Magnus Groth	For	The proposal is in line with our voting policy
Essity AB	24-Mar-22	Determine Number of Members (10) and Deputy Members (0) of Board	For	The proposal is in line with our voting policy
Essity AB	24-Mar-22	Determine Number of Auditors (1) and Deputy Auditors (0)	For	The proposal is in line with our voting policy
Essity AB	24-Mar-22	Approve Remuneration of Directors in the Amount of SEK 2.55 Million for Chairman and SEK 850,000 for Other Directors; Approve Remuneration for Committee Work	For	The proposal is in line with our voting policy
Essity AB	24-Mar-22	Approve Remuneration of Auditors	For	The proposal is in line with our voting policy
Essity AB	24-Mar-22	Reelect Ewa Bjorling as Director	For	The proposal is in line with our voting policy
Essity AB	24-Mar-22	Reelect Par Boman as Director	Against	The nominee holds 5 non-executive directorships, 3 of which as Chairperson of the Board and 2 as Chairperson of the Audit committee. The nominee is therefore overboarded.
Essity AB	24-Mar-22	Reelect Annemarie Gardshol as Director	For	The proposal is in line with our voting policy
Essity AB	24-Mar-22	Reelect Magnus Groth as Director	For	The proposal is in line with our voting policy
Essity AB	24-Mar-22	Reelect Torbjorn Loof as Director	For	The proposal is in line with our voting policy
Essity AB	24-Mar-22	Reelect Bert Nordberg as Director	Against	The nominee holds 4 non-executive directorships, 1 of which as Chairperson of the Board. The nominee is therefore overboarded.
Essity AB	24-Mar-22	Reelect Louise Svanberg as Director	For	The proposal is in line with our voting policy
Essity AB	24-Mar-22	Reelect Lars Rebien Sorensen as Director	For	The proposal is in line with our voting policy

Essity AB	24-Mar-22	Reelect Barbara M. Thoralfsson as Director	Against	The nominee holds 3 non-executive directorships, 2 of which as Chairperson of Audit Committee and 1 as Chairperson of the Board. The nominee is therefore overboarded.
Essity AB	24-Mar-22	Elect Bjorn Gulden as New Director	For	The proposal is in line with our voting policy
Essity AB	24-Mar-22	Reelect Par Boman as Board Chair	Against	The nominee holds 5 non-executive directorships, 3 of which as Chairperson of the Board and 2 as Chairperson of the Audit committee. The nominee is therefore overboarded.
Essity AB	24-Mar-22	Ratify Ernst & Young as Auditors	For	The proposal is in line with our voting policy
Essity AB	24-Mar-22	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against	The company has not disclosed sufficient information to enable support of the proposal. The remuneration structure is not satisfactory.
Essity AB	24-Mar-22	Approve Remuneration Report	For	The proposal is in line with our voting policy
Essity AB	24-Mar-22	Approve Long Term Incentive Program 2022-2024 for Key Employees	For	The proposal is in line with our voting policy
Essity AB	24-Mar-22	Authorize Share Repurchase Program	For	The proposal is in line with our voting policy
Essity AB	24-Mar-22	Authorize Reissuance of Repurchased Shares	For	The proposal is in line with our voting policy
Givaudan SA	24-Mar-22	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Givaudan SA	24-Mar-22	Approve Remuneration Report	Against	Compensation is excessive compared to peers.
Givaudan SA	24-Mar-22	Approve Allocation of Income and Dividends of CHF 66 per Share	For	The proposal is in line with our voting policy
Givaudan SA	24-Mar-22	Approve Discharge of Board of Directors	For	The proposal is in line with our voting policy
Givaudan SA	24-Mar-22	Reelect Victor Balli as Director	Against	The nominee holds four non-executive directorships, three of which as the Chairperson of the Audit Committee. The nominee is therefore overboarded.
Givaudan SA	24-Mar-22	Reelect Werner Bauer as Director	For	The proposal is in line with our voting policy
Givaudan SA	24-Mar-22	Reelect Lilian Biner as Director	Against	The nominee holds four non-executive directorships, one of which as an outside Chairperson of the Audit Committee. The nominee is therefore overboarded.
Givaudan SA	24-Mar-22	Reelect Michael Carlos as Director	For	The proposal is in line with our voting policy
Givaudan SA	24-Mar-22	Reelect Ingrid Deltenre as Director	For	The proposal is in line with our voting policy
Givaudan SA	24-Mar-22	Reelect Olivier Filliol as Director	For	The proposal is in line with our voting policy

Givaudan SA	24-Mar-22	Reelect Sophie Gasperment as Director	Against	The nominee holds five non-executive directorships. The nominee is therefore overboarded.
Givaudan SA	24-Mar-22	Reelect Calvin Grieder as Director and Board Chairman	For	The proposal is in line with our voting policy
Givaudan SA	24-Mar-22	Elect Tom Knutzen as Director	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.
Givaudan SA	24-Mar-22	Reappoint Werner Bauer as Member of the Compensation Committee	For	The proposal is in line with our voting policy
Givaudan SA	24-Mar-22	Reappoint Ingrid Deltenre as Member of the Compensation Committee	For	The proposal is in line with our voting policy
Givaudan SA	24-Mar-22	Reappoint Victor Balli as Member of the Compensation Committee	Against	The nominee holds four non-executive directorships, three of which as the Chairperson of the Audit Committee. The nominee is therefore overboarded.
Givaudan SA	24-Mar-22	Designate Manuel Isler as Independent Proxy	For	The proposal is in line with our voting policy
Givaudan SA	24-Mar-22	Ratify Deloitte SA as Auditors	For	The proposal is in line with our voting policy
Givaudan SA	24-Mar-22	Approve Remuneration of Directors in the Amount of CHF 3.5 Million	For	The proposal is in line with our voting policy
Givaudan SA	24-Mar-22	Approve Short Term Variable Remuneration of Executive Committee in the Amount of CHF 5.5 Million	For	The proposal is in line with our voting policy
Givaudan SA	24-Mar-22	Approve Fixed and Long Term Variable Remuneration of Executive Committee in the Amount of CHF 15.4 Million	Against	Remuneration is excessive compared to peers.
Givaudan SA	24-Mar-22	Transact Other Business (Voting)	Against	The company has not disclosed sufficient information to enable support of the proposal.
Novo Nordisk A/S	24-Mar-22	Receive Report of Board		This is a non-votable item
Novo Nordisk A/S	24-Mar-22	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Novo Nordisk A/S	24-Mar-22	Approve Allocation of Income and Dividends of DKK 6.90 Per Share	For	The proposal is in line with our voting policy
Novo Nordisk A/S	24-Mar-22	Approve Remuneration Report (Advisory Vote)	Against	Compensation is excessive compared to peers. Excessive severance payments (36 months)
Novo Nordisk A/S	24-Mar-22	Approve Remuneration of Directors for 2021 in the	For	The proposal is in line with our voting policy

		Aggregate Amount of DKK 17.1 Million		
Novo Nordisk A/S	24-Mar-22	Approve Remuneration of Directors for 2022 in the Amount of DKK 2.26 Million for the Chairman, DKK 1.51 Million for the Vice Chairman, and DKK 755,000 for Other Directors; Approve Remuneration for Committee Work	For	The proposal is in line with our voting policy
Novo Nordisk A/S	24-Mar-22	Reelect Helge Lund as Director and Board Chair	For	The proposal is in line with our voting policy
Novo Nordisk A/S	24-Mar-22	Reelect Henrik Poulsen as Director and Vice Chair	For	The proposal is in line with our voting policy
Novo Nordisk A/S	24-Mar-22	Reelect Jeppe Christiansen as Director	For	The proposal is in line with our voting policy
Novo Nordisk A/S	24-Mar-22	Reelect Laurence Debroux as Director	For	The proposal is in line with our voting policy
Novo Nordisk A/S	24-Mar-22	Reelect Andreas Fibig as Director	For	The proposal is in line with our voting policy
Novo Nordisk A/S	24-Mar-22	Reelect Sylvie Gregoire as Director	For	The proposal is in line with our voting policy
Novo Nordisk A/S	24-Mar-22	Reelect Kasim Kutay as Director	For	The proposal is in line with our voting policy
Novo Nordisk A/S	24-Mar-22	Reelect Martin Mackay as Director	For	The proposal is in line with our voting policy
Novo Nordisk A/S	24-Mar-22	Elect Choi La Christina Law as New Director	For	The proposal is in line with our voting policy
Novo Nordisk A/S	24-Mar-22	Ratify Deloitte as Auditors	For	The proposal is in line with our voting policy
Novo Nordisk A/S	24-Mar-22	Approve DKK 6 Million Reduction in Share Capital via B Share Cancellation	For	The proposal is in line with our voting policy
Novo Nordisk A/S	24-Mar-22	Authorize Share Repurchase Program	For	The proposal is in line with our voting policy
Novo Nordisk A/S	24-Mar-22	Approve Creation of DKK 45.6 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 45.6 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 45.6 Million	For	The proposal is in line with our voting policy
Novo Nordisk A/S	24-Mar-22	Amendment to Remuneration Policy for Board of Directors and Executive Management	For	The proposal is in line with our voting policy
Novo Nordisk A/S	24-Mar-22	Amend Articles Re: Board-Related	For	The proposal is in line with our voting policy

Novo Nordisk A/S	24-Mar-22	Other Business		This is a non-votable item
Siemens Gamesa Renewable Energy SA	24-Mar-22	Approve Consolidated and Standalone Financial Statements	For	The proposal is in line with our voting policy
Siemens Gamesa Renewable Energy SA	24-Mar-22	Approve Consolidated and Standalone Management Reports	For	The proposal is in line with our voting policy
Siemens Gamesa Renewable Energy SA	24-Mar-22	Approve Non-Financial Information Statement	For	The proposal is in line with our voting policy
Siemens Gamesa Renewable Energy SA	24-Mar-22	Approve Discharge of Board	For	The proposal is in line with our voting policy
Siemens Gamesa Renewable Energy SA	24-Mar-22	Approve Allocation of Income	For	The proposal is in line with our voting policy
Siemens Gamesa Renewable Energy SA	24-Mar-22	Ratify Appointment of and Elect Jochen Eickholt as Director	For	The proposal is in line with our voting policy
Siemens Gamesa Renewable Energy SA	24-Mar-22	Ratify Appointment of and Elect Francisco Belil Creixell as Director	For	The proposal is in line with our voting policy
Siemens Gamesa Renewable Energy SA	24-Mar-22	Ratify Appointment of and Elect Andre Clark as Director	For	The proposal is in line with our voting policy
Siemens Gamesa Renewable Energy SA	24-Mar-22	Renew Appointment of Ernst & Young as Auditor	For	The proposal is in line with our voting policy
Siemens Gamesa Renewable Energy SA	24-Mar-22	Amend Articles Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	For	The proposal is in line with our voting policy
Siemens Gamesa Renewable Energy SA	24-Mar-22	Amend Article 45 Re: Director Remuneration	For	The proposal is in line with our voting policy
Siemens Gamesa Renewable Energy SA	24-Mar-22	Amend Articles Re: Involvement of Shareholders in Listed Companies	For	The proposal is in line with our voting policy
Siemens Gamesa Renewable Energy SA	24-Mar-22	Amend Articles Re: Technical Improvements	For	The proposal is in line with our voting policy
Siemens Gamesa Renewable Energy SA	24-Mar-22	Amend Articles of General Meeting Regulations Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	For	The proposal is in line with our voting policy
Siemens Gamesa Renewable Energy SA	24-Mar-22	Amend Article 6 of General Meeting Regulations Re: Board Competences	For	The proposal is in line with our voting policy

Siemens Gamesa Renewable Energy SA	24-Mar-22	Amend Articles of General Meeting Regulations Re: Technical Improvements	For	The proposal is in line with our voting policy
Siemens Gamesa Renewable Energy SA	24-Mar-22	Authorize Board to Ratify and Execute Approved Resolutions	For	The proposal is in line with our voting policy
Siemens Gamesa Renewable Energy SA	24-Mar-22	Advisory Vote on Remuneration Report	For	The proposal is in line with our voting policy
SKF AB	24-Mar-22	Open Meeting		This is a non-votable item
SKF AB	24-Mar-22	Elect Chairman of Meeting	For	The proposal is in line with our voting policy
SKF AB	24-Mar-22	Designate Martin Jonasson as Inspector of Minutes of Meeting	For	The proposal is in line with our voting policy
SKF AB	24-Mar-22	Designate Emilie Westholm as Inspector of Minutes of Meeting	For	The proposal is in line with our voting policy
SKF AB	24-Mar-22	Prepare and Approve List of Shareholders	For	The proposal is in line with our voting policy
SKF AB	24-Mar-22	Approve Agenda of Meeting	For	The proposal is in line with our voting policy
SKF AB	24-Mar-22	Acknowledge Proper Convening of Meeting	For	The proposal is in line with our voting policy
SKF AB	24-Mar-22	Receive Financial Statements and Statutory Reports		This is a non-votable item
SKF AB	24-Mar-22	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
SKF AB	24-Mar-22	Approve Allocation of Income and Dividends of SEK 7.00 Per Share	For	The proposal is in line with our voting policy
SKF AB	24-Mar-22	Approve Discharge of Board Member Hans Straberg	For	The proposal is in line with our voting policy
SKF AB	24-Mar-22	Approve Discharge of Board Member Hock Goh	For	The proposal is in line with our voting policy
SKF AB	24-Mar-22	Approve Discharge of Board Member Alrik Danielson	For	The proposal is in line with our voting policy
SKF AB	24-Mar-22	Approve Discharge of President Alrik Danielson	For	The proposal is in line with our voting policy
SKF AB	24-Mar-22	Approve Discharge of Board Member Ronnie Leten	For	The proposal is in line with our voting policy
SKF AB	24-Mar-22	Approve Discharge of Board Member Barb Samardzich	For	The proposal is in line with our voting policy
SKF AB	24-Mar-22	Approve Discharge of Board Member Colleen Repplier	For	The proposal is in line with our voting policy
SKF AB	24-Mar-22	Approve Discharge of Board Member Geert Follens	For	The proposal is in line with our voting policy
SKF AB	24-Mar-22	Approve Discharge of Board Member Hakan Buskhe	For	The proposal is in line with our voting policy

SKF AB	24-Mar-22	Approve Discharge of Board Member Susanna Schneeberger	For	The proposal is in line with our voting policy
SKF AB	24-Mar-22	Approve Discharge of Board Member Rickard Gustafson	For	The proposal is in line with our voting policy
SKF AB	24-Mar-22	Approve Discharge of President Rickard Gustafson	For	The proposal is in line with our voting policy
SKF AB	24-Mar-22	Approve Discharge of Board Member Jonny Hilbert	For	The proposal is in line with our voting policy
SKF AB	24-Mar-22	Approve Discharge of Board Member Zarko Djurovic	For	The proposal is in line with our voting policy
SKF AB	24-Mar-22	Approve Discharge of Deputy Employee Representative Kennet Carlsson	For	The proposal is in line with our voting policy
SKF AB	24-Mar-22	Approve Discharge of Deputy Employee Representative Claes Palm	For	The proposal is in line with our voting policy
SKF AB	24-Mar-22	Approve Discharge of Deputy Employee Representative Steve Norrman	For	The proposal is in line with our voting policy
SKF AB	24-Mar-22	Approve Discharge of Deputy Employee Representative Thomas Eliasson	For	The proposal is in line with our voting policy
SKF AB	24-Mar-22	Approve Discharge of President Niclas Rosenlew	For	The proposal is in line with our voting policy
SKF AB	24-Mar-22	Determine Number of Members (7) and Deputy Members (0) of Board	For	The proposal is in line with our voting policy
SKF AB	24-Mar-22	Approve Remuneration of Directors in the Amount of SEK 2.5 Million for Chairman and SEK 825,000 for Other Directors; Approve Remuneration for Committee Work	For	The proposal is in line with our voting policy
SKF AB	24-Mar-22	Reelect Hans Straberg as Director	Against	The nominee holds 4 non-executive directorships, 3 of which as Chairperson of the Board. The nominee is therefore overboarded.
SKF AB	24-Mar-22	Reelect Hock Goh as Director	For	The proposal is in line with our voting policy
SKF AB	24-Mar-22	Reelect Colleen Repplier as Director	For	The proposal is in line with our voting policy
SKF AB	24-Mar-22	Reelect Geert Follens as Director	For	The proposal is in line with our voting policy
SKF AB	24-Mar-22	Reelect Hakan Buskhe as Director	For	The proposal is in line with our voting policy
SKF AB	24-Mar-22	Reelect Susanna Schneeberger as Director	For	The proposal is in line with our voting policy

SKF AB	24-Mar-22	Reelect Rickard Gustafson as Director	For	The proposal is in line with our voting policy
SKF AB	24-Mar-22	Reelect Hans Straberg as Board Chairman	Against	The nominee holds 4 non-executive directorships, 3 of which as Chairperson of the Board. The nominee is therefore overboarded. The board lacks diversity.
SKF AB	24-Mar-22	Approve Remuneration Policy And Other Terms of Employment For Executive Management	For	The proposal is in line with our voting policy
SKF AB	24-Mar-22	Approve Remuneration Report	Against	There is a lack of Climate criteria in the variable compensation.
SKF AB	24-Mar-22	Approve 2022 Performance Share Program	Against	There is a lack of transparency on the performance goals.
Genmab A/S	29-Mar-22	Receive Report of Board		This is a non-votable item
Genmab A/S	29-Mar-22	Accept Financial Statements and Statutory Reports; Approve Discharge of Management and Board	For	The proposal is in line with our voting policy
Genmab A/S	29-Mar-22	Approve Allocation of Income and Omission of Dividends	For	The proposal is in line with our voting policy
Genmab A/S	29-Mar-22	Approve Remuneration Report (Advisory Vote)	Against	Compensation is excessive compared to peers.
Genmab A/S	29-Mar-22	Reelect Deirdre P. Connelly as Director	For	The proposal is in line with our voting policy
Genmab A/S	29-Mar-22	Reelect Pernille Erenbjerg as Director	Abstain	The nominee holds 4 non-executive directorships, 1 of which as Chairperson of the Board and 1 as Chairperson of the Audit Committee. The nominee is therefore overboarded.
Genmab A/S	29-Mar-22	Reelect Rolf Hoffmann as Director	For	The proposal is in line with our voting policy
Genmab A/S	29-Mar-22	Reelect Paolo Paoletti as Director	For	The proposal is in line with our voting policy
Genmab A/S	29-Mar-22	Reelect Anders Gersel Pedersen as Director	Abstain	The nominee holds 4 non-executive directorships, 1 of which as Chairperson of the Board. The nominee is therefore overboarded.
Genmab A/S	29-Mar-22	Elect Elizabeth O'Farrell as New Director	Abstain	The nominee holds 4 non-executive directorships, 1 of which as Chairperson of the Audit Committee. The nominee is therefore overboarded.
Genmab A/S	29-Mar-22	Ratify PricewaterhouseCoopers as Auditors	For	The proposal is in line with our voting policy
Genmab A/S	29-Mar-22	Approve Remuneration of Directors in the Amount of DKK 1.2 Million for Chairman, DKK 900,000 for Vice Chairman, and DKK 600,000 for Other Directors	Against	Board fees are excessive.

Genmab A/S	29-Mar-22	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	For	The proposal is in line with our voting policy
Genmab A/S	29-Mar-22	Other Business		This is a non-votable item
Sartorius Stedim Biotech SA	29-Mar-22	Approve Financial Statements and Discharge Directors	For	The proposal is in line with our voting policy
Sartorius Stedim Biotech SA	29-Mar-22	Approve Consolidated Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Sartorius Stedim Biotech SA	29-Mar-22	Approve Allocation of Income and Dividends of EUR 1.26 per Share	For	The proposal is in line with our voting policy
Sartorius Stedim Biotech SA	29-Mar-22	Approve Auditors' Special Report on Related-Party Transactions	Against	The company has not disclosed sufficient information to enable support of the proposal. The company has shown no or insufficient responsiveness to shareholder dissent.
Sartorius Stedim Biotech SA	29-Mar-22	Approve Remuneration Policy of Directors; Approve Remuneration of Directors in the Aggregate Amount of EUR 331,800	For	The proposal is in line with our voting policy
Sartorius Stedim Biotech SA	29-Mar-22	Approve Compensation Report of Corporate Officers	For	The proposal is in line with our voting policy
Sartorius Stedim Biotech SA	29-Mar-22	Approve Compensation of Joachim Kreuzburg, Chairman and CEO	Against	There is a lack of ESG criteria in the variable compensation. There is a lack of transparency on performance criteria. The remuneration structure is not satisfactory. Discretionary payments/powers.
Sartorius Stedim Biotech SA	29-Mar-22	Approve Remuneration Policy of Chairman and CEO	For	The proposal is in line with our voting policy
Sartorius Stedim Biotech SA	29-Mar-22	Approve Remuneration Policy of Vice-CEO	Against	Discretionary payments/powers. The company has not disclosed sufficient information to enable support of the proposal. The remuneration structure is not satisfactory. Discretionary payments/powers.
Sartorius Stedim Biotech SA	29-Mar-22	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against	The proposal favors an anti-takeover device which is not in shareholders' interest
Sartorius Stedim Biotech SA	29-Mar-22	Reelect Joachim Kreuzburg as Director	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
Sartorius Stedim Biotech SA	29-Mar-22	Reelect Pascale Boissel as Director	Against	The nominee holds three non-executive directorships, two of which as Chairperson of the Audit Committee. The nominee is therefore overboarded.

Sartorius Stedim Biotech SA	29-Mar-22	Reelect Rene Faber as Director	For	The proposal is in line with our voting policy
Sartorius Stedim Biotech SA	29-Mar-22	Reelect Lothar Kappich as Director	Against	The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors. The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors. The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors.
Sartorius Stedim Biotech SA	29-Mar-22	Reelect Henri Riey as Director	Against	The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors. The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors. The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors.
Sartorius Stedim Biotech SA	29-Mar-22	Authorize Filing of Required Documents/Other Formalities	For	The proposal is in line with our voting policy
Sartorius Stedim Biotech SA	29-Mar-22	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 6 Million	Against	The proposal favors an anti-takeover device which is not in shareholders' interest.
Sartorius Stedim Biotech SA	29-Mar-22	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 6 Million	Against	Excessive capital increase without preemptive rights. The proposal favors an anti-takeover device which is not in shareholders' interest.
Sartorius Stedim Biotech SA	29-Mar-22	Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Investors, up to Aggregate Nominal Amount of EUR 6 Million	Against	Excessive capital increase without preemptive rights. The proposal favors an anti-takeover device which is not in shareholders' interest.
Sartorius Stedim Biotech SA	29-Mar-22	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 17 to 19	Against	Excessive capital increase without preemptive rights.
Sartorius Stedim Biotech SA	29-Mar-22	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against	The proposal favors an anti-takeover device which is not in shareholders' interest.

Sartorius Stedim Biotech SA	29-Mar-22	Authorize Capitalization of Reserves of Up to EUR 6 Million for Bonus Issue or Increase in Par Value	For	The proposal is in line with our voting policy
Sartorius Stedim Biotech SA	29-Mar-22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Against	The proposed volume exceed Amundi's guidelines
Sartorius Stedim Biotech SA	29-Mar-22	Authorize up to 10 Percent of Issued Capital for Use in Restricted Stock Plans	Against	There is a lack of transparency on the performance criteria.LTI with Insufficient vesting period.The proposal would lead to excessive dilution.
Sartorius Stedim Biotech SA	29-Mar-22	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	The proposal is in line with our voting policy
Sartorius Stedim Biotech SA	29-Mar-22	Authorize Filing of Required Documents/Other Formalities	For	The proposal is in line with our voting policy
SGS SA	29-Mar-22	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
SGS SA	29-Mar-22	Approve Remuneration Report (Non-Binding)	For	The proposal is in line with our voting policy
SGS SA	29-Mar-22	Approve Discharge of Board and Senior Management	For	The proposal is in line with our voting policy
SGS SA	29-Mar-22	Approve Allocation of Income and Dividends of CHF 80.00 per Share	For	The proposal is in line with our voting policy
SGS SA	29-Mar-22	Reelect Calvin Grieder as Director	For	The proposal is in line with our voting policy
SGS SA	29-Mar-22	Reelect Sami Atiya as Director	For	The proposal is in line with our voting policy
SGS SA	29-Mar-22	Reelect Paul Desmarais as Director	Against	The nominee holds three non-executive directorships, two of which as an outside Chairperson of the Board. The nominee is therefore overboarded.
SGS SA	29-Mar-22	Reelect Ian Gallienne as Director	Against	The nominee holds one executive directorship and three non-executive directorships. The nominee is therefore overboarded.
SGS SA	29-Mar-22	Reelect Tobias Hartmann as Director	For	The proposal is in line with our voting policy
SGS SA	29-Mar-22	Reelect Shelby du Pasquier as Director	For	The proposal is in line with our voting policy
SGS SA	29-Mar-22	Reelect Kory Sorenson as Director	Against	The nominee holds four non-executive directorships, two of which as an the Chairperson of the Audit Committee. The nominee is therefore overboarded.
SGS SA	29-Mar-22	Reelect Janet Vergis as Director	For	The proposal is in line with our voting policy
SGS SA	29-Mar-22	Elect Phyllis Cheung as Director	For	The proposal is in line with our voting policy
SGS SA	29-Mar-22	Reelect Calvin Grieder as Board Chairman	For	The proposal is in line with our voting policy

SGS SA	29-Mar-22	Appoint Sami Atiya as Member of the Compensation Committee	For	The proposal is in line with our voting policy
SGS SA	29-Mar-22	Reappoint Ian Gallienne as Member of the Compensation Committee	Against	The nominee holds one executive directorship and three non-executive directorships. The nominee is therefore overboarded.
SGS SA	29-Mar-22	Reappoint Kory Sorenson as Member of the Compensation Committee	Against	The nominee holds four non-executive directorships, two of which as an the Chairperson of the Audit Committee. The nominee is therefore overboarded.
SGS SA	29-Mar-22	Ratify PricewaterhouseCoopers SA as Auditors	For	The proposal is in line with our voting policy
SGS SA	29-Mar-22	Designate Jeandin & Defacqz as Independent Proxy	For	The proposal is in line with our voting policy
SGS SA	29-Mar-22	Approve Remuneration of Directors in the Amount of CHF 2.7 Million	For	The proposal is in line with our voting policy
SGS SA	29-Mar-22	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 12.5 Million	For	The proposal is in line with our voting policy
SGS SA	29-Mar-22	Approve Variable Remuneration of Executive Committee in the Amount of CHF 7.2 Million	For	The proposal is in line with our voting policy
SGS SA	29-Mar-22	Approve Long Term Incentive Plan for Executive Committee in the Amount of CHF 13.5 Million	For	The proposal is in line with our voting policy
SGS SA	29-Mar-22	Transact Other Business (Voting)	Against	The company has not disclosed sufficient information to enable support of the proposal.
Telefonaktiebolaget LM Ericsson	29-Mar-22	Elect Chairman of Meeting	For	The proposal is in line with our voting policy
Telefonaktiebolaget LM Ericsson	29-Mar-22	Designate Bengt Kileus as Inspector of Minutes of Meeting	For	The proposal is in line with our voting policy
Telefonaktiebolaget LM Ericsson	29-Mar-22	Designate Anders Oscarsson as Inspector of Minutes of Meeting	For	The proposal is in line with our voting policy
Telefonaktiebolaget LM Ericsson	29-Mar-22	Prepare and Approve List of Shareholders	For	The proposal is in line with our voting policy
Telefonaktiebolaget LM Ericsson	29-Mar-22	Approve Agenda of Meeting	For	The proposal is in line with our voting policy
Telefonaktiebolaget LM Ericsson	29-Mar-22	Acknowledge Proper Convening of Meeting	For	The proposal is in line with our voting policy
Telefonaktiebolaget LM Ericsson	29-Mar-22	Receive Financial Statements and Statutory Reports		This is a non-votable item
Telefonaktiebolaget LM Ericsson	29-Mar-22	Speech by the CEO		This is a non-votable item

Telefonaktiebolaget LM Ericsson	29-Mar-22	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Telefonaktiebolaget LM Ericsson	29-Mar-22	Approve Remuneration Report	Against	Compensation is excessive compared to peers. There is a lack of ESG criteria in the variable compensation.
Telefonaktiebolaget LM Ericsson	29-Mar-22	Approve Discharge of Board Chairman Ronnie Leten	Against	Given the reported breaches of the Company's deferred prosecution agreement with the US Department of Justice related to the bribery cases, in addition to the new information about improper payments in Iraq, we have decided to vote against the discharge and the reelection of board members. We believe that the Board should be held accountable for these serious compliance breaches.
Telefonaktiebolaget LM Ericsson	29-Mar-22	Approve Discharge of Board Member Helena Stjernholm	Against	Given the reported breaches of the Company's deferred prosecution agreement with the US Department of Justice related to the bribery cases, in addition to the new information about improper payments in Iraq, we have decided to vote against the discharge and the reelection of board members. We believe that the Board should be held accountable for these serious compliance breaches.
Telefonaktiebolaget LM Ericsson	29-Mar-22	Approve Discharge of Board Member Jacob Wallenberg	Against	Given the reported breaches of the Company's deferred prosecution agreement with the US Department of Justice related to the bribery cases, in addition to the new information about improper payments in Iraq, we have decided to vote against the discharge and the reelection of board members. We believe that the Board should be held accountable for these serious compliance breaches.
Telefonaktiebolaget LM Ericsson	29-Mar-22	Approve Discharge of Board Member Jon Fredrik Baksaas	Against	Given the reported breaches of the Company's deferred prosecution agreement with the US Department of Justice related to the bribery cases, in addition to the new information about improper payments in Iraq, we have decided to vote against the discharge and the reelection of board members. We believe that the Board should be held accountable for these serious compliance breaches.
Telefonaktiebolaget LM Ericsson	29-Mar-22	Approve Discharge of Board Member Jan Carlson	Against	Given the reported breaches of the Company's deferred prosecution agreement with the US Department of Justice related to the bribery cases, in addition to the new information about improper payments in Iraq, we have decided to vote against the discharge and the reelection of board members. We believe that the Board should be held accountable for these serious compliance breaches.
Telefonaktiebolaget LM Ericsson	29-Mar-22	Approve Discharge of Board Member Nora Denzel	Against	Given the reported breaches of the Company's deferred prosecution agreement with the US

				Department of Justice related to the bribery cases, in addition to the new information about improper payments in Iraq, we have decided to vote against the discharge and the reelection of board members. We believe that the Board should be held accountable for these serious compliance breaches.
Telefonaktiebolaget LM Ericsson	29-Mar-22	Approve Discharge of Board Member Borje Ekholm	Against	Given the reported breaches of the Company's deferred prosecution agreement with the US Department of Justice related to the bribery cases, in addition to the new information about improper payments in Iraq, we have decided to vote against the discharge and the reelection of board members. We believe that the Board should be held accountable for these serious compliance breaches.
Telefonaktiebolaget LM Ericsson	29-Mar-22	Approve Discharge of Board Member Eric A. Elzvik	Against	Given the reported breaches of the Company's deferred prosecution agreement with the US Department of Justice related to the bribery cases, in addition to the new information about improper payments in Iraq, we have decided to vote against the discharge and the reelection of board members. We believe that the Board should be held accountable for these serious compliance breaches.
Telefonaktiebolaget LM Ericsson	29-Mar-22	Approve Discharge of Board Member Kurt Jofs	Against	Given the reported breaches of the Company's deferred prosecution agreement with the US Department of Justice related to the bribery cases, in addition to the new information about improper payments in Iraq, we have decided to vote against the discharge and the reelection of board members. We believe that the Board should be held accountable for these serious compliance breaches.
Telefonaktiebolaget LM Ericsson	29-Mar-22	Approve Discharge of Board Member Kristin S. Rinne	Against	Given the reported breaches of the Company's deferred prosecution agreement with the US Department of Justice related to the bribery cases, in addition to the new information about improper payments in Iraq, we have decided to vote against the discharge and the reelection of board members. We believe that the Board should be held accountable for these serious compliance breaches.
Telefonaktiebolaget LM Ericsson	29-Mar-22	Approve Discharge of Employee Representative Torbjorn Nyman	Against	Given the reported breaches of the Company's deferred prosecution agreement with the US Department of Justice related to the bribery cases, in addition to the new information about improper payments in Iraq, we have decided to vote against the discharge and the reelection of board members. We believe that the Board should be held accountable for these serious compliance breaches.

Telefonaktiebolaget LM Ericsson	29-Mar-22	Approve Discharge of Employee Representative Kjell-Ake Soting	Against	Given the reported breaches of the Company's deferred prosecution agreement with the US Department of Justice related to the bribery cases, in addition to the new information about improper payments in Iraq, we have decided to vote against the discharge and the reelection of board members. We believe that the Board should be held accountable for these serious compliance breaches.
Telefonaktiebolaget LM Ericsson	29-Mar-22	Approve Discharge of Deputy Employee Representative Anders Ripa	Against	Given the reported breaches of the Company's deferred prosecution agreement with the US Department of Justice related to the bribery cases, in addition to the new information about improper payments in Iraq, we have decided to vote against the discharge and the reelection of board members. We believe that the Board should be held accountable for these serious compliance breaches.
Telefonaktiebolaget LM Ericsson	29-Mar-22	Approve Discharge of Employee Representative Roger Svensson	Against	Given the reported breaches of the Company's deferred prosecution agreement with the US Department of Justice related to the bribery cases, in addition to the new information about improper payments in Iraq, we have decided to vote against the discharge and the reelection of board members. We believe that the Board should be held accountable for these serious compliance breaches.
Telefonaktiebolaget LM Ericsson	29-Mar-22	Approve Discharge of Deputy Employee Representative Per Holmberg	Against	Given the reported breaches of the Company's deferred prosecution agreement with the US Department of Justice related to the bribery cases, in addition to the new information about improper payments in Iraq, we have decided to vote against the discharge and the reelection of board members. We believe that the Board should be held accountable for these serious compliance breaches.
Telefonaktiebolaget LM Ericsson	29-Mar-22	Approve Discharge of Deputy Employee Representative Loredana Roslund	Against	Given the reported breaches of the Company's deferred prosecution agreement with the US Department of Justice related to the bribery cases, in addition to the new information about improper payments in Iraq, we have decided to vote against the discharge and the reelection of board members. We believe that the Board should be held accountable for these serious compliance breaches.
Telefonaktiebolaget LM Ericsson	29-Mar-22	Approve Discharge of Deputy Employee Representative Ulf Rosberg	Against	Given the reported breaches of the Company's deferred prosecution agreement with the US Department of Justice related to the bribery cases, in addition to the new information about improper payments in Iraq, we have decided to vote against the discharge and the reelection of board members. We believe that the Board should be held accountable for these serious compliance breaches.

				should be held accountable for these serious compliance breaches.
Telefonaktiebolaget LM Ericsson	29-Mar-22	Approve Discharge of President Borje Ekholm	Against	Given the reported breaches of the Company's deferred prosecution agreement with the US Department of Justice related to the bribery cases, in addition to the new information about improper payments in Iraq, we have decided to vote against the discharge and the reelection of board members. We believe that the Board should be held accountable for these serious compliance breaches.
Telefonaktiebolaget LM Ericsson	29-Mar-22	Approve Allocation of Income and Dividends of SEK 2.5 per Share	For	The proposal is in line with our voting policy
Telefonaktiebolaget LM Ericsson	29-Mar-22	Determine Number of Directors (11) and Deputy Directors (0) of Board	For	The proposal is in line with our voting policy
Telefonaktiebolaget LM Ericsson	29-Mar-22	Approve Remuneration of Directors in the Amount of SEK 4.37 Million for Chairman and SEK 1.1 Million for Other Directors, Approve Remuneration for Committee Work	For	The proposal is in line with our voting policy
Telefonaktiebolaget LM Ericsson	29-Mar-22	Reelect Jon Fredrik Baksaas as Director	Against	Given the reported breaches of the Company's deferred prosecution agreement with the US Department of Justice related to the bribery cases, in addition to the new information about improper payments in Iraq, we have decided to vote against the discharge and the reelection of board members. We believe that the Board should be held accountable for these serious compliance breaches.
Telefonaktiebolaget LM Ericsson	29-Mar-22	Reelect Jan Carlson as Director	Against	Given the reported breaches of the Company's deferred prosecution agreement with the US Department of Justice related to the bribery cases, in addition to the new information about improper payments in Iraq, we have decided to vote against the discharge and the reelection of board members. We believe that the Board should be held accountable for these serious compliance breaches. 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.
Telefonaktiebolaget LM Ericsson	29-Mar-22	Reelect Nora Denzel as Director	Against	Given the reported breaches of the Company's deferred prosecution agreement with the US Department of Justice related to the bribery cases, in addition to the new information about improper payments in Iraq, we have decided to vote against the discharge and the reelection of

				board members. We believe that the Board should be held accountable for these serious compliance breaches.
Telefonaktiebolaget LM Ericsson	29-Mar-22	Elect Carolina Dybeck Happe as New Director	For	The proposal is in line with our voting policy
Telefonaktiebolaget LM Ericsson	29-Mar-22	Reelect Borje Ekholm as Director	Against	Given the reported breaches of the Company's deferred prosecution agreement with the US Department of Justice related to the bribery cases, in addition to the new information about improper payments in Iraq, we have decided to vote against the discharge and the reelection of board members. We believe that the Board should be held accountable for these serious compliance breaches.
Telefonaktiebolaget LM Ericsson	29-Mar-22	Reelect Eric A. Elzvik as Director	Against	Given the reported breaches of the Company's deferred prosecution agreement with the US Department of Justice related to the bribery cases, in addition to the new information about improper payments in Iraq, we have decided to vote against the discharge and the reelection of board members. We believe that the Board should be held accountable for these serious compliance breaches.
Telefonaktiebolaget LM Ericsson	29-Mar-22	Reelect Kurt Jofs as Director	Against	Given the reported breaches of the Company's deferred prosecution agreement with the US Department of Justice related to the bribery cases, in addition to the new information about improper payments in Iraq, we have decided to vote against the discharge and the reelection of board members. We believe that the Board should be held accountable for these serious compliance breaches.
Telefonaktiebolaget LM Ericsson	29-Mar-22	Reelect Ronnie Leten as Director	Against	Given the reported breaches of the Company's deferred prosecution agreement with the US Department of Justice related to the bribery cases, in addition to the new information about improper payments in Iraq, we have decided to vote against the discharge and the reelection of board members. We believe that the Board should be held accountable for these serious compliance breaches.
Telefonaktiebolaget LM Ericsson	29-Mar-22	Reelect Kristin S. Rinne as Director	Against	Given the reported breaches of the Company's deferred prosecution agreement with the US Department of Justice related to the bribery cases, in addition to the new information about improper payments in Iraq, we have decided to vote against the discharge and the reelection of board members. We believe that the Board should be held accountable for these serious compliance breaches.
Telefonaktiebolaget LM Ericsson	29-Mar-22	Reelect Helena Stjernholm as Director	Against	Given the reported breaches of the Company's deferred prosecution agreement with the US

				Department of Justice related to the bribery cases, in addition to the new information about improper payments in Iraq, we have decided to vote against the discharge and the reelection of board members. We believe that the Board should be held accountable for these serious compliance breaches. The nominee holds one executive directorship and three non-executive directorships. The nominee is therefore overboarded.
Telefonaktiebolaget LM Ericsson	29-Mar-22	Reelect Jacob Wallenberg as Director	Against	Given the reported breaches of the Company's deferred prosecution agreement with the US Department of Justice related to the bribery cases, in addition to the new information about improper payments in Iraq, we have decided to vote against the discharge and the reelection of board members. We believe that the Board should be held accountable for these serious compliance breaches. The nominee holds four non-executive directorships, one of which as an outside Chairperson of the Board. The nominee is therefore overboarded.
Telefonaktiebolaget LM Ericsson	29-Mar-22	Reelect Ronnie Leten as Board Chair	Against	Given the reported breaches of the Company's deferred prosecution agreement with the US Department of Justice related to the bribery cases, in addition to the new information about improper payments in Iraq, we have decided to vote against the discharge and the reelection of board members. We believe that the Board should be held accountable for these serious compliance breaches.
Telefonaktiebolaget LM Ericsson	29-Mar-22	Determine Number of Auditors (1)	For	The proposal is in line with our voting policy
Telefonaktiebolaget LM Ericsson	29-Mar-22	Approve Remuneration of Auditors	For	The proposal is in line with our voting policy
Telefonaktiebolaget LM Ericsson	29-Mar-22	Ratify Deloitte AB as Auditors	For	The proposal is in line with our voting policy
Telefonaktiebolaget LM Ericsson	29-Mar-22	Approve Long-Term Variable Compensation Program 2022 (LTV 2022)	Against	LTI with insufficient period
Telefonaktiebolaget LM Ericsson	29-Mar-22	Approve Equity Plan Financing of LTV 2022	Against	LTI with insufficient period
Telefonaktiebolaget LM Ericsson	29-Mar-22	Approve Alternative Equity Plan Financing of LTV 2022, if Item 16.2 is Not Approved	Against	LTI with insufficient period
Telefonaktiebolaget LM Ericsson	29-Mar-22	Approve Equity Plan Financing of LTV 2021	Against	LTI with insufficient period
Telefonaktiebolaget LM Ericsson	29-Mar-22	Approve Equity Plan Financing of LTV 2019 and 2020	Against	LTI with insufficient period

Telefonaktiebolaget LM Ericsson	29-Mar-22	Increase the Production of Semiconductors that was Conducted by Ericsson During the 1980's	Against	The shareholder did not give any rationale for this proposal. We believe that this topic is best left up to the management and the board.
Telefonaktiebolaget LM Ericsson	29-Mar-22	Close Meeting		This is a non-votable item
UPM-Kymmene Oyj	29-Mar-22	Open Meeting		This is a non-votable item
UPM-Kymmene Oyj	29-Mar-22	Call the Meeting to Order		This is a non-votable item
UPM-Kymmene Oyj	29-Mar-22	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting		This is a non-votable item
UPM-Kymmene Oyj	29-Mar-22	Acknowledge Proper Convening of Meeting		This is a non-votable item
UPM-Kymmene Oyj	29-Mar-22	Prepare and Approve List of Shareholders		This is a non-votable item
UPM-Kymmene Oyj	29-Mar-22	Receive Financial Statements and Statutory Reports		This is a non-votable item
UPM-Kymmene Oyj	29-Mar-22	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
UPM-Kymmene Oyj	29-Mar-22	Approve Allocation of Income and Dividends of EUR 1.30 Per Share	For	The proposal is in line with our voting policy
UPM-Kymmene Oyj	29-Mar-22	Approve Discharge of Board and President	For	The proposal is in line with our voting policy
UPM-Kymmene Oyj	29-Mar-22	Approve Remuneration Report	Against	Compensation is excessive compared to peers. There is a lack of Climate criteria in the variable compensation.
UPM-Kymmene Oyj	29-Mar-22	Remuneration of Directors in the Amount of EUR 200,000 for Chairman, EUR 140,000 for Deputy Chairman and EUR 115,000 for Other Directors; Approve Compensation for Committee Work	For	The proposal is in line with our voting policy
UPM-Kymmene Oyj	29-Mar-22	Fix Number of Directors at Nine	For	The proposal is in line with our voting policy
UPM-Kymmene Oyj	29-Mar-22	Reelect Henrik Ehrnrooth, Emma FitzGerald, Jari Gustafsson, Piia-Noora Kauppi, Marjan Oudeman, Martin a Porta, Kim Wahl and Bjorn Wahlroos as Directors; Elect Topi Manner as New Director	Against	The nominee Marian (Marjan) Oudeman holds 4 non-executive directorships, 1 of which as Chairperson of the Audit Committee. The nominee is therefore overboarded.
UPM-Kymmene Oyj	29-Mar-22	Approve Remuneration of Auditors	For	The proposal is in line with our voting policy

UPM-Kymmene Oyj	29-Mar-22	Ratify PricewaterhouseCoopers as Auditors	For	The proposal is in line with our voting policy
UPM-Kymmene Oyj	29-Mar-22	Approve Issuance of up to 25 Million Shares without Preemptive Rights	For	The proposal is in line with our voting policy
UPM-Kymmene Oyj	29-Mar-22	Authorize Share Repurchase Program	For	The proposal is in line with our voting policy
UPM-Kymmene Oyj	29-Mar-22	Amend Articles Re: Auditor	For	The proposal is in line with our voting policy
UPM-Kymmene Oyj	29-Mar-22	Amend Articles Re: Annual General Meeting	For	The proposal is in line with our voting policy
UPM-Kymmene Oyj	29-Mar-22	Authorize Charitable Donations	For	The proposal is in line with our voting policy
UPM-Kymmene Oyj	29-Mar-22	Close Meeting		This is a non-votable item
Carl Zeiss Meditec AG	30-Mar-22	Receive Financial Statements and Statutory Reports for Fiscal Year 2020/21 (Non-Voting)		This is a non-votable item
Carl Zeiss Meditec AG	30-Mar-22	Approve Allocation of Income and Dividends of EUR 0.90 per Share	For	The proposal is in line with our voting policy
Carl Zeiss Meditec AG	30-Mar-22	Approve Discharge of Management Board for Fiscal Year 2020/21	For	The proposal is in line with our voting policy
Carl Zeiss Meditec AG	30-Mar-22	Approve Discharge of Supervisory Board for Fiscal Year 2020/21	For	The proposal is in line with our voting policy
Carl Zeiss Meditec AG	30-Mar-22	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2021/22	For	The proposal is in line with our voting policy
Carl Zeiss Meditec AG	30-Mar-22	Approve Creation of EUR 26.5 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	For	The proposal is in line with our voting policy
Carl Zeiss Meditec AG	30-Mar-22	Amend Articles Re: D&O Insurance	For	The proposal is in line with our voting policy
Neste Corp.	30-Mar-22	Open Meeting		This is a non-votable item
Neste Corp.	30-Mar-22	Call the Meeting to Order		This is a non-votable item
Neste Corp.	30-Mar-22	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting		This is a non-votable item
Neste Corp.	30-Mar-22	Acknowledge Proper Convening of Meeting		This is a non-votable item
Neste Corp.	30-Mar-22	Prepare and Approve List of Shareholders		This is a non-votable item

Neste Corp.	30-Mar-22	Receive Financial Statements and Statutory Reports; Receive Board's Report; Receive Auditor's Report		This is a non-votable item
Neste Corp.	30-Mar-22	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Neste Corp.	30-Mar-22	Approve Allocation of Income and Dividends of EUR 0.82 Per Share	For	The proposal is in line with our voting policy
Neste Corp.	30-Mar-22	Approve Discharge of Board and President	For	The proposal is in line with our voting policy
Neste Corp.	30-Mar-22	Approve Remuneration Report (Advisory Vote)	For	The proposal is in line with our voting policy
Neste Corp.	30-Mar-22	Approve Remuneration of Directors in the Amount of EUR 78,100 for Chairman, EUR 54,400 for Vice Chairman, and EUR 37,900 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	For	The proposal is in line with our voting policy
Neste Corp.	30-Mar-22	Fix Number of Directors at Nine	For	The proposal is in line with our voting policy
Neste Corp.	30-Mar-22	Reelect Matti Kahkonen (Chair), John Abbott, Nick Elmslie, Martina Floel, Jari Rosendal, Johanna Soderstrom and Marco Wiren (Vice Chair) as Directors; Elect Just Jansz and Eeva Sipila as New Directors	For	The proposal is in line with our voting policy
Neste Corp.	30-Mar-22	Approve Remuneration of Auditors	For	The proposal is in line with our voting policy
Neste Corp.	30-Mar-22	Ratify KPMG as Auditors	For	The proposal is in line with our voting policy
Neste Corp.	30-Mar-22	Authorize Share Repurchase Program	For	The proposal is in line with our voting policy
Neste Corp.	30-Mar-22	Close Meeting		This is a non-votable item
Svenska Cellulosa AB SCA	31-Mar-22	Elect Chairman of Meeting	For	The proposal is in line with our voting policy
Svenska Cellulosa AB SCA	31-Mar-22	Designate Madeleine Wallmark as Inspector of Minutes of Meeting	For	The proposal is in line with our voting policy
Svenska Cellulosa AB SCA	31-Mar-22	Designate Anders Oscarsson as Inspector of Minutes of Meeting	For	The proposal is in line with our voting policy
Svenska Cellulosa AB SCA	31-Mar-22	Prepare and Approve List of Shareholders	For	The proposal is in line with our voting policy

Svenska Cellulosa AB SCA	31-Mar-22	Acknowledge Proper Convening of Meeting	For	The proposal is in line with our voting policy
Svenska Cellulosa AB SCA	31-Mar-22	Approve Agenda of Meeting	For	The proposal is in line with our voting policy
Svenska Cellulosa AB SCA	31-Mar-22	Receive Financial Statements and Statutory Reports		This is a non-votable item
Svenska Cellulosa AB SCA	31-Mar-22	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Svenska Cellulosa AB SCA	31-Mar-22	Approve Allocation of Income and Dividends of SEK 3.25 Per Share	For	The proposal is in line with our voting policy
Svenska Cellulosa AB SCA	31-Mar-22	Approve Discharge of Charlotte Bengtsson	For	The proposal is in line with our voting policy
Svenska Cellulosa AB SCA	31-Mar-22	Approve Discharge of Par Boman	For	The proposal is in line with our voting policy
Svenska Cellulosa AB SCA	31-Mar-22	Approve Discharge of Lennart Evrell	For	The proposal is in line with our voting policy
Svenska Cellulosa AB SCA	31-Mar-22	Approve Discharge of Annemarie Gardshol	For	The proposal is in line with our voting policy
Svenska Cellulosa AB SCA	31-Mar-22	Approve Discharge of Carina Hakansson	For	The proposal is in line with our voting policy
Svenska Cellulosa AB SCA	31-Mar-22	Approve Discharge of Ulf Larsson (as Board Member)	For	The proposal is in line with our voting policy
Svenska Cellulosa AB SCA	31-Mar-22	Approve Discharge of Martin Lindqvist	For	The proposal is in line with our voting policy
Svenska Cellulosa AB SCA	31-Mar-22	Approve Discharge of Bert Nordberg	For	The proposal is in line with our voting policy
Svenska Cellulosa AB SCA	31-Mar-22	Approve Discharge of Anders Sundstrom	For	The proposal is in line with our voting policy
Svenska Cellulosa AB SCA	31-Mar-22	Approve Discharge of Barbara M. Thoralfsson	For	The proposal is in line with our voting policy
Svenska Cellulosa AB SCA	31-Mar-22	Approve Discharge of Employee Representative Niclas Andersson	For	The proposal is in line with our voting policy
Svenska Cellulosa AB SCA	31-Mar-22	Approve Discharge of Employee Representative Roger Bostrom	For	The proposal is in line with our voting policy
Svenska Cellulosa AB SCA	31-Mar-22	Approve Discharge of Employee Representative Johanna Viklund Linden	For	The proposal is in line with our voting policy
Svenska Cellulosa AB SCA	31-Mar-22	Approve Discharge of Deputy Employee Representative Per Andersson	For	The proposal is in line with our voting policy
Svenska Cellulosa AB SCA	31-Mar-22	Approve Discharge of Deputy Employee Representative Maria Jonsson	For	The proposal is in line with our voting policy
Svenska Cellulosa AB SCA	31-Mar-22	Approve Discharge of Deputy Employee	For	The proposal is in line with our voting policy

		Representative Stefan Lundkvist		
Svenska Cellulosa AB SCA	31-Mar-22	Approve Discharge of Deputy Employee Representative Peter Olsson	For	The proposal is in line with our voting policy
Svenska Cellulosa AB SCA	31-Mar-22	Approve Discharge of Ulf Larsson (as CEO)	For	The proposal is in line with our voting policy
Svenska Cellulosa AB SCA	31-Mar-22	Determine Number of Directors (10) and Deputy Directors (0) of Board	For	The proposal is in line with our voting policy
Svenska Cellulosa AB SCA	31-Mar-22	Determine Number of Auditors (1) and Deputy Auditors (0)	For	The proposal is in line with our voting policy
Svenska Cellulosa AB SCA	31-Mar-22	Approve Remuneration of Directors in the Amount of SEK 2.02 Million for Chairman and SEK 675,000 for Other Directors; Approve Remuneration for Committee Work	For	The proposal is in line with our voting policy
Svenska Cellulosa AB SCA	31-Mar-22	Approve Remuneration of Auditors	For	The proposal is in line with our voting policy
Svenska Cellulosa AB SCA	31-Mar-22	Reelect Par Boman as Director	Against	The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors. The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors. The nominee holds five non-executive directorships, three of which as the Chairperson of the Board and two as outside Chairperson of the Audit Committee. The nominee is therefore overboarded.
Svenska Cellulosa AB SCA	31-Mar-22	Reelect Lennart Evrell as Director	Against	The nominee holds four non-executive directorships, one of which as an outside Chairperson of the Board. The nominee is therefore overboarded.
Svenska Cellulosa AB SCA	31-Mar-22	Reelect Annemarie Gardshol as Director	For	The proposal is in line with our voting policy
Svenska Cellulosa AB SCA	31-Mar-22	Reelect Carina Hakansson as Director	For	The proposal is in line with our voting policy
Svenska Cellulosa AB SCA	31-Mar-22	Reelect Ulf Larsson as Director	For	The proposal is in line with our voting policy
Svenska Cellulosa AB SCA	31-Mar-22	Reelect Martin Lindqvist as Director	For	The proposal is in line with our voting policy
Svenska Cellulosa AB SCA	31-Mar-22	Reelect Anders Sundstrom as Director	For	The proposal is in line with our voting policy
Svenska Cellulosa AB SCA	31-Mar-22	Reelect Barbara Thoralfsson as Director	Against	The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors. The nominee holds three non-executive directorships, two of

				which as the Chairperson of the Audit Committee and one as an outside Chairperson of the Board. The nominee is therefore overboarded.
Svenska Cellulosa AB SCA	31-Mar-22	Elect Asa Bergman as New Director	For	The proposal is in line with our voting policy
Svenska Cellulosa AB SCA	31-Mar-22	Elect Karl Aberg as New Director	For	The proposal is in line with our voting policy
Svenska Cellulosa AB SCA	31-Mar-22	Reelect Par Boman as Board Chair	Against	The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors. The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors. The nominee holds five non-executive directorships, three of which as the Chairperson of the Board and two as outside Chairperson of the Audit Committee. The nominee is therefore overboarded.
Svenska Cellulosa AB SCA	31-Mar-22	Ratify Ernst & Young as Auditors	For	The proposal is in line with our voting policy
Svenska Cellulosa AB SCA	31-Mar-22	Approve Remuneration Report	Against	There is a lack of Climate criteria in the variable compensation.
Svenska Cellulosa AB SCA	31-Mar-22	Resolution on guidelines for remuneration to senior executives	For	The proposal is in line with our voting policy
Svenska Cellulosa AB SCA	31-Mar-22	Approve Long Term Incentive Program 2022-2024 for Key Employees	For	The proposal is in line with our voting policy
Henkel AG & Co. KGaA	04-Apr-22	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Henkel AG & Co. KGaA	04-Apr-22	Approve Allocation of Income and Dividends of EUR 1.83 per Ordinary Share and EUR 1.85 per Preferred Share	For	The proposal is in line with our voting policy
Henkel AG & Co. KGaA	04-Apr-22	Approve Discharge of Personally Liable Partner for Fiscal Year 2021	For	The proposal is in line with our voting policy
Henkel AG & Co. KGaA	04-Apr-22	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	The proposal is in line with our voting policy
Henkel AG & Co. KGaA	04-Apr-22	Approve Discharge of Shareholders' Committee for Fiscal Year 2021	For	The proposal is in line with our voting policy
Henkel AG & Co. KGaA	04-Apr-22	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2022	For	The proposal is in line with our voting policy
Henkel AG & Co. KGaA	04-Apr-22	Elect Poul Weihrauch to the Supervisory Board	Against	The board lacks diversity.

Henkel AG & Co. KGaA	04-Apr-22	Elect Kaspar von Braun to the Shareholders Committee	Against	The board lacks diversity.
Henkel AG & Co. KGaA	04-Apr-22	Approve Remuneration Report	Against	Compensation is excessive compared to peers.
Henkel AG & Co. KGaA	04-Apr-22	Approve Remuneration of Supervisory Board	For	The proposal is in line with our voting policy
Straumann Holding AG	05-Apr-22	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Straumann Holding AG	05-Apr-22	Approve Remuneration Report	Against	There is a lack of ESG criteria in the variable compensation.
Straumann Holding AG	05-Apr-22	Approve Allocation of Income and Dividends of CHF 6.75 per Share	For	The proposal is in line with our voting policy
Straumann Holding AG	05-Apr-22	Approve 1:10 Stock Split	For	The proposal is in line with our voting policy
Straumann Holding AG	05-Apr-22	Approve Discharge of Board and Senior Management	For	The proposal is in line with our voting policy
Straumann Holding AG	05-Apr-22	Approve Fixed Remuneration of Directors in the Amount of CHF 2.7 Million	For	The proposal is in line with our voting policy
Straumann Holding AG	05-Apr-22	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 9.7 Million	For	The proposal is in line with our voting policy
Straumann Holding AG	05-Apr-22	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 3.8 Million	For	The proposal is in line with our voting policy
Straumann Holding AG	05-Apr-22	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 5.6 Million	For	The proposal is in line with our voting policy
Straumann Holding AG	05-Apr-22	Reelect Gilbert Achermann as Director and Board Chairman	Against	The board is not sufficiently independent as per our voting policy
Straumann Holding AG	05-Apr-22	Reelect Marco Gadola as Director	Against	The board is not sufficiently independent as per our voting policyThe nominee holds five non-executive directorships, two of which as an outside Chairperson of the Board. The nominee is therefore overboarded.
Straumann Holding AG	05-Apr-22	Reelect Juan Gonzalez as Director	For	The proposal is in line with our voting policy
Straumann Holding AG	05-Apr-22	Reelect Beat Luethi as Director	Against	The board is not sufficiently independent as per our voting policy.
Straumann Holding AG	05-Apr-22	Reelect Petra Rumpf as Director	Against	The board is not sufficiently independent as per our voting policy
Straumann Holding AG	05-Apr-22	Reelect Thomas Straumann as Director	Against	The board is not sufficiently independent as per our voting policy

Straumann Holding AG	05-Apr-22	Reelect Regula Wallimann as Director	Against	The nominee holds three non-executive directorships, two of which as the Chairperson of the Audit Committee. The nominee is therefore overboarded.
Straumann Holding AG	05-Apr-22	Elect Nadia Schmidt as Director	For	The proposal is in line with our voting policy
Straumann Holding AG	05-Apr-22	Reappoint Beat Luethi as Member of the Nomination and Compensation Committee	Against	The board is not sufficiently independent as per our voting policy
Straumann Holding AG	05-Apr-22	Reappoint Regula Wallimann as Member of the Nomination and Compensation Committee	Against	The nominee holds three non-executive directorships, two of which as the Chairperson of the Audit Committee. The nominee is therefore overboarded.
Straumann Holding AG	05-Apr-22	Reappoint Juan Gonzalez as Member of the Nomination and Compensation Committee	For	The proposal is in line with our voting policy
Straumann Holding AG	05-Apr-22	Appoint Nadia Schmidt as Member of the Nomination and Compensation Committee	For	The proposal is in line with our voting policy
Straumann Holding AG	05-Apr-22	Designate Neovius AG as Independent Proxy	For	The proposal is in line with our voting policy
Straumann Holding AG	05-Apr-22	Ratify Ernst & Young AG as Auditors	For	The proposal is in line with our voting policy
Straumann Holding AG	05-Apr-22	Transact Other Business (Voting)	Against	The company has not disclosed sufficient information to enable support of the proposal.
Vestas Wind Systems A/S	05-Apr-22	Receive Report of Board		This is a non-votable item
Vestas Wind Systems A/S	05-Apr-22	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Vestas Wind Systems A/S	05-Apr-22	Approve Allocation of Income and Dividends of DKK 0.37 Per Share	For	The proposal is in line with our voting policy
Vestas Wind Systems A/S	05-Apr-22	Approve Remuneration Report (Advisory Vote)	Against	There is not ESG criteria in the variable remuneration and in particular no climate criteria. Amundi considers it as key to have specific climate criteria for the climate high impact sectors. The performance targets are not disclosed ex-post in the remuneration report. Under the LTI the performance is not evaluated over three years but over three one year period.
Vestas Wind Systems A/S	05-Apr-22	Approve Remuneration of Directors in the Amount of DKK 1.365 Million for Chairman, DKK 910,350 for Vice Chairman and DKK 455,175 for Other Directors; Approve Remuneration for Committee Work	For	The proposal is in line with our voting policy

Vestas Wind Systems A/S	05-Apr-22	Reelect Anders Runevad as Director	For	The proposal is in line with our voting policy
Vestas Wind Systems A/S	05-Apr-22	Reelect Bert Nordberg as Director	For	The proposal is in line with our voting policy
Vestas Wind Systems A/S	05-Apr-22	Reelect Bruce Grant as Director	For	The proposal is in line with our voting policy
Vestas Wind Systems A/S	05-Apr-22	Reelect Eva Merete Sofelde Berneke as Director	For	The proposal is in line with our voting policy
Vestas Wind Systems A/S	05-Apr-22	Reelect Helle Thorning-Schmidt as Director	For	The proposal is in line with our voting policy
Vestas Wind Systems A/S	05-Apr-22	Reelect Karl-Henrik Sundstrom as Director	For	The proposal is in line with our voting policy
Vestas Wind Systems A/S	05-Apr-22	Reelect Kentaro Hosomi as Director	For	The proposal is in line with our voting policy
Vestas Wind Systems A/S	05-Apr-22	Elect Lena Olving as New Director	For	The proposal is in line with our voting policy
Vestas Wind Systems A/S	05-Apr-22	Ratify PricewaterhouseCoopers as Auditors	For	The proposal is in line with our voting policy
Vestas Wind Systems A/S	05-Apr-22	Authorize Share Repurchase Program	For	The proposal is in line with our voting policy
Vestas Wind Systems A/S	05-Apr-22	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	For	The proposal is in line with our voting policy
Vestas Wind Systems A/S	05-Apr-22	Other Business		This is a non-votable item
Rockwool International A/S	06-Apr-22	Receive Report of Board		This is a non-votable item
Rockwool International A/S	06-Apr-22	Receive Annual Report and Auditor's Report		This is a non-votable item
Rockwool International A/S	06-Apr-22	Accept Financial Statements and Statutory Reports; Approve Discharge of Management and Board	For	The proposal is in line with our voting policy
Rockwool International A/S	06-Apr-22	Approve Remuneration Report (Advisory Vote)	Against	LTI is not fully performance-based. There is a lack of Climate criteria in the variable compensation.
Rockwool International A/S	06-Apr-22	Approve Remuneration of Directors for 2022/2023	For	The proposal is in line with our voting policy
Rockwool International A/S	06-Apr-22	Approve Allocation of Income and Dividends of DKK 35 Per Share	For	The proposal is in line with our voting policy
Rockwool International A/S	06-Apr-22	Reelect Carsten Bjerg as Director	For	The proposal is in line with our voting policy
Rockwool International A/S	06-Apr-22	Elect Ilse Irene Henne as New Director	For	The proposal is in line with our voting policy
Rockwool International A/S	06-Apr-22	Reelect Rebekka Glasser Herlofsen as Director	Abstain	The nominee holds 6 non-executive directorships, 3 of which as Chairperson of the

				Audit Committee. The nominee is therefore overboarded.
Rockwool International A/S	06-Apr-22	Reelect Carsten Kahler as Director	For	The proposal is in line with our voting policy
Rockwool International A/S	06-Apr-22	Reelect Thomas Kahler as Director	Abstain	The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors. The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors.
Rockwool International A/S	06-Apr-22	Reelect Jorgen Tang-Jensen as Director	For	The proposal is in line with our voting policy
Rockwool International A/S	06-Apr-22	Ratify PricewaterhouseCoopers as Auditors	For	The proposal is in line with our voting policy
Rockwool International A/S	06-Apr-22	Authorize Share Repurchase Program	For	The proposal is in line with our voting policy
Rockwool International A/S	06-Apr-22	Amend Articles Re: Conversion of Shares	For	The proposal is in line with our voting policy
Rockwool International A/S	06-Apr-22	Change Company Name to Rockwool A/S	For	The proposal is in line with our voting policy
Rockwool International A/S	06-Apr-22	Assess Environmental and Community Impacts from Siting of Manufacturing Facilities	For	Additional disclosure would be useful to shareholders to assess potential risks.
Rockwool International A/S	06-Apr-22	Disclose Report on Political Contributions	For	Additional information regarding the company's direct and indirect political contributions would help investors in assessing its management of related risks.
Rockwool International A/S	06-Apr-22	Other Business		This is a non-votable item
Husqvarna AB	07-Apr-22	Open Meeting		This is a non-votable item
Husqvarna AB	07-Apr-22	Elect Chairman of Meeting	For	The proposal is in line with our voting policy
Husqvarna AB	07-Apr-22	Prepare and Approve List of Shareholders	For	The proposal is in line with our voting policy
Husqvarna AB	07-Apr-22	Approve Agenda of Meeting	For	The proposal is in line with our voting policy
Husqvarna AB	07-Apr-22	Designate Inspector(s) of Minutes of Meeting	For	The proposal is in line with our voting policy
Husqvarna AB	07-Apr-22	Acknowledge Proper Convening of Meeting	For	The proposal is in line with our voting policy
Husqvarna AB	07-Apr-22	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Husqvarna AB	07-Apr-22	Approve Allocation of Income and Dividends of SEK 3.00 Per Share	For	The proposal is in line with our voting policy
Husqvarna AB	07-Apr-22	Approve Discharge of Tom Johnstone	For	The proposal is in line with our voting policy

Husqvarna AB	07-Apr-22	Approve Discharge of Ingrid Bonde	For	The proposal is in line with our voting policy
Husqvarna AB	07-Apr-22	Approve Discharge of Katarina Martinson	For	The proposal is in line with our voting policy
Husqvarna AB	07-Apr-22	Approve Discharge of Bertrand Neuschwander	For	The proposal is in line with our voting policy
Husqvarna AB	07-Apr-22	Approve Discharge of Daniel Nodhall	For	The proposal is in line with our voting policy
Husqvarna AB	07-Apr-22	Approve Discharge of Lars Pettersson	For	The proposal is in line with our voting policy
Husqvarna AB	07-Apr-22	Approve Discharge of Christine Robins	For	The proposal is in line with our voting policy
Husqvarna AB	07-Apr-22	Approve Discharge of CEO Henric Andersson	For	The proposal is in line with our voting policy
Husqvarna AB	07-Apr-22	Determine Number of Members (9) and Deputy Members (0) of Board	For	The proposal is in line with our voting policy
Husqvarna AB	07-Apr-22	Determine Number of Auditors (1) and Deputy Auditors (0)	For	The proposal is in line with our voting policy
Husqvarna AB	07-Apr-22	Approve Remuneration of Directors in the Amount of SEK 2.17 Million to Chairman and SEK 630,000 to Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	For	The proposal is in line with our voting policy
Husqvarna AB	07-Apr-22	Reelect Tom Johnstone as Director	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.
Husqvarna AB	07-Apr-22	Reelect Ingrid Bonde as Director	Against	The nominee holds 4 non-executive directorships, 1 of which as Chairperson of the Board and 1 as Chairperson of the Audit Committee. The nominee is therefore overboarded.
Husqvarna AB	07-Apr-22	Reelect Katarina Martinson as Director	Against	The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors. The nominee holds 4 non-executive directorships, 1 of which as Chairperson of the Board. The nominee is therefore overboarded.
Husqvarna AB	07-Apr-22	Reelect Bertrand Neuschwander as Director	For	The proposal is in line with our voting policy
Husqvarna AB	07-Apr-22	Reelect Daniel Nodhall as Director	Against	The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors. The nominee holds 3 non-executive directorships and 1

				executive position. The nominee is therefore overboarded.
Husqvarna AB	07-Apr-22	Reelect Lars Pettersson as Director	Against	The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors.
Husqvarna AB	07-Apr-22	Reelect Christine Robins as Director	For	The proposal is in line with our voting policy
Husqvarna AB	07-Apr-22	Elect Stefan Ranstrand as New Director	For	The proposal is in line with our voting policy
Husqvarna AB	07-Apr-22	Reelect Henric Andersson as Director	For	The proposal is in line with our voting policy
Husqvarna AB	07-Apr-22	Reelect Tom Johnstone as Board Chair	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.
Husqvarna AB	07-Apr-22	Ratify KPMG as Auditors	For	The proposal is in line with our voting policy
Husqvarna AB	07-Apr-22	Approve Remuneration of Auditors	For	The proposal is in line with our voting policy
Husqvarna AB	07-Apr-22	Approve Remuneration Report	Against	There is a lack of Climate criteria in the variable compensation.
Husqvarna AB	07-Apr-22	Approve Performance Share Incentive Program LTI 2022	For	The proposal is in line with our voting policy
Husqvarna AB	07-Apr-22	Approve Equity Plan Financing	For	The proposal is in line with our voting policy
Husqvarna AB	07-Apr-22	Approve Creation of Pool of Capital without Preemptive Rights	For	The proposal is in line with our voting policy
Husqvarna AB	07-Apr-22	Close Meeting		This is a non-votable item
Nestle SA	07-Apr-22	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Nestle SA	07-Apr-22	Approve Remuneration Report	Against	Compensation is excessive compared to peers.
Nestle SA	07-Apr-22	Approve Discharge of Board and Senior Management	For	The proposal is in line with our voting policy
Nestle SA	07-Apr-22	Approve Allocation of Income and Dividends of CHF 2.80 per Share	For	The proposal is in line with our voting policy
Nestle SA	07-Apr-22	Reelect Paul Bulcke as Director and Board Chairman	For	The proposal is in line with our voting policy
Nestle SA	07-Apr-22	Reelect Ulf Schneider as Director	For	The proposal is in line with our voting policy
Nestle SA	07-Apr-22	Reelect Henri de Castries as Director	For	The proposal is in line with our voting policy
Nestle SA	07-Apr-22	Reelect Renato Fassbind as Director	Against	The nominee holds three non-executive directorships, two of which as the Chairperson

				of the Audit Committee. The nominee is therefore overboarded.
Nestle SA	07-Apr-22	Reelect Pablo Isla as Director	For	The proposal is in line with our voting policy
Nestle SA	07-Apr-22	Reelect Eva Cheng as Director	For	The proposal is in line with our voting policy
Nestle SA	07-Apr-22	Reelect Patrick Aebischer as Director	For	The proposal is in line with our voting policy
Nestle SA	07-Apr-22	Reelect Kimberly Ross as Director	For	The proposal is in line with our voting policy
Nestle SA	07-Apr-22	Reelect Dick Boer as Director	For	The proposal is in line with our voting policy
Nestle SA	07-Apr-22	Reelect Dinesh Paliwal as Director	For	The proposal is in line with our voting policy
Nestle SA	07-Apr-22	Reelect Hanne Jimenez de Mora as Director	For	The proposal is in line with our voting policy
Nestle SA	07-Apr-22	Reelect Lindiwe Sibanda as Director	For	The proposal is in line with our voting policy
Nestle SA	07-Apr-22	Elect Chris Leong as Director	For	The proposal is in line with our voting policy
Nestle SA	07-Apr-22	Elect Luca Maestri as Director	For	The proposal is in line with our voting policy
Nestle SA	07-Apr-22	Appoint Pablo Isla as Member of the Compensation Committee	For	The proposal is in line with our voting policy
Nestle SA	07-Apr-22	Appoint Patrick Aebischer as Member of the Compensation Committee	For	The proposal is in line with our voting policy
Nestle SA	07-Apr-22	Appoint Dick Boer as Member of the Compensation Committee	For	The proposal is in line with our voting policy
Nestle SA	07-Apr-22	Appoint Dinesh Paliwal as Member of the Compensation Committee	For	The proposal is in line with our voting policy
Nestle SA	07-Apr-22	Ratify Ernst & Young AG as Auditors	For	The proposal is in line with our voting policy
Nestle SA	07-Apr-22	Designate Hartmann Dreyer as Independent Proxy	For	The proposal is in line with our voting policy
Nestle SA	07-Apr-22	Approve Remuneration of Directors in the Amount of CHF 10 Million	For	The proposal is in line with our voting policy
Nestle SA	07-Apr-22	Approve Remuneration of Executive Committee in the Amount of CHF 68 Million	For	The proposal is in line with our voting policy
Nestle SA	07-Apr-22	Approve CHF 6.5 Million Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	For	The proposal is in line with our voting policy

Nestle SA	07-Apr-22	Transact Other Business (Voting)	Against	The proposal is not in shareholders best interest
Orsted A/S	08-Apr-22	Receive Report of Board		This is a non-votable item
Orsted A/S	08-Apr-22	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Orsted A/S	08-Apr-22	Approve Remuneration Report (Advisory Vote)	Against	There is no disclosure on the weigh, threshold, performance target and achievement for each criteria of the STI. The STI is composed of 60% of non-financial, strategic, individual criteria for which we do not have clear quantitative KPIs. The LTI is based on a single relative performance metric which allows a reward even if the TSR is below the median of peer group.
Orsted A/S	08-Apr-22	Approve Discharge of Management and Board	For	The proposal is in line with our voting policy
Orsted A/S	08-Apr-22	Approve Allocation of Income and Dividends of DKK 12.50 Per Share	For	The proposal is in line with our voting policy
Orsted A/S	08-Apr-22	Authorize Share Repurchase Program (No Proposal Submitted)		This is a non-votable item
Orsted A/S	08-Apr-22	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	For	The proposal is in line with our voting policy
Orsted A/S	08-Apr-22	Employees of all the Company Foreign Subsidiaries are Eligible to be Elected and Entitled to Vote at Elections of Group Representatives to the Board of Directors	For	The proposal is in line with our voting policy
Orsted A/S	08-Apr-22	Approve on Humanitarian Donation to the Ukrainian People	For	The proposal is in line with our voting policy
Orsted A/S	08-Apr-22	Approve Creation of DKK 840.1 Million Pool of Capital without Preemptive Rights	For	The proposal is in line with our voting policy
Orsted A/S	08-Apr-22	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	For	The proposal is in line with our voting policy
Orsted A/S	08-Apr-22	Other Proposals from Shareholders (None Submitted)		This is a non-votable item
Orsted A/S	08-Apr-22	Reelect Thomas Thune Andersen (Chair) as Director	For	The proposal is in line with our voting policy
Orsted A/S	08-Apr-22	Reelect Lene Skole (Vice Chair) as Director	For	The proposal is in line with our voting policy

Orsted A/S	08-Apr-22	Reelect Lynda Armstrong as Director	For	The proposal is in line with our voting policy
Orsted A/S	08-Apr-22	Reelect Jorgen Kildah as Director	For	The proposal is in line with our voting policy
Orsted A/S	08-Apr-22	Reelect Peter Korsholm as Director	For	The proposal is in line with our voting policy
Orsted A/S	08-Apr-22	Reelect Dieter Wemmer as Director	For	The proposal is in line with our voting policy
Orsted A/S	08-Apr-22	Reelect Julia King as Director	For	The proposal is in line with our voting policy
Orsted A/S	08-Apr-22	Reelect Henrik Poulsen as Director	For	The proposal is in line with our voting policy
Orsted A/S	08-Apr-22	Approve Remuneration of Directors in the Amount of DKK 1.2 Million for Chairman, DKK 800,000 for Deputy Chairman and DKK 400,000 for Other Directors; Approve Remuneration for Committee Work	For	The proposal is in line with our voting policy
Orsted A/S	08-Apr-22	Ratify PricewaterhouseCoopers as Auditor	For	The proposal is in line with our voting policy
Orsted A/S	08-Apr-22	Other Business		This is a non-votable item
Rio Tinto Plc	08-Apr-22	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Rio Tinto Plc	08-Apr-22	Approve Remuneration Report for UK Law Purposes	For	The proposal is in line with our voting policy
Rio Tinto Plc	08-Apr-22	Approve Remuneration Report for Australian Law Purposes	For	The proposal is in line with our voting policy
Rio Tinto Plc	08-Apr-22	Elect Dominic Barton as Director	For	The proposal is in line with our voting policy
Rio Tinto Plc	08-Apr-22	Elect Peter Cunningham as Director	For	The proposal is in line with our voting policy
Rio Tinto Plc	08-Apr-22	Elect Ben Wyatt as Director	For	The proposal is in line with our voting policy
Rio Tinto Plc	08-Apr-22	Re-elect Megan Clark as Director	Against	The board lacks diversity.
Rio Tinto Plc	08-Apr-22	Re-elect Simon Henry as Director	Against	The board lacks diversity.
Rio Tinto Plc	08-Apr-22	Re-elect Sam Laidlaw as Director	Against	The board lacks diversity.
Rio Tinto Plc	08-Apr-22	Re-elect Simon McKeon as Director	Against	The board lacks diversity.
Rio Tinto Plc	08-Apr-22	Re-elect Jennifer Nason as Director	Against	The board lacks diversity.
Rio Tinto Plc	08-Apr-22	Re-elect Jakob Stausholm as Director	For	The proposal is in line with our voting policy

Rio Tinto Plc	08-Apr-22	Re-elect Ngaire Woods as Director	Against	The board lacks diversity.
Rio Tinto Plc	08-Apr-22	Reappoint KPMG LLP as Auditors	For	The proposal is in line with our voting policy
Rio Tinto Plc	08-Apr-22	Authorise the Audit Committee to Fix Remuneration of Auditors	For	The proposal is in line with our voting policy
Rio Tinto Plc	08-Apr-22	Authorise UK Political Donations and Expenditure	For	The proposal is in line with our voting policy
Rio Tinto Plc	08-Apr-22	Approve Climate Action Plan	Against	While being mindful of the positive aspects of the proposed plan, Amundi is unable to support it for the following reasons: * Lack of clarity in terms of how Rio Tinto would assess their performance on the target to engage with their clients on setting their own Net Zero targets. While Rio does mention that 28% of their iron ore sales are directly to steel producers who have set public targets, there does not appear to be a specific KPI linked to this. We recommend setting a time bound, quantitative scope 3 engagement target that sets out Rio's expectations for their clients to cut their own emissions. * Lack of transparency on the specific milestones that would need to be achieved to achieve the STIP related to Scope 3 which is half of the "E component" of the ESG linked remuneration : we recommend more transparency on how performance on scope 3 will be assessed. * Vote on climate strategy every 3 years: while progress would be reported annually, we would prefer a vote to occur more frequently than every 3 years. Considering the urgency of the energy transition and the momentum in which developments are occurring, a more frequent vote would enable greater flexibility to ensure Rio Tinto Strategy aligns with industry best practice. * More Transparency on how Rio Tinto's portfolio and capital allocation strategy will support the energy transition: the mining sector will be a key enabler of the energy transition by providing critical raw materials such as lithium and copper. We would like to see clear strategies to direct capital allocation towards these raw materials. More transparency into how Rio Tinto's capex is allocated across its divisions would be appreciated.
Rio Tinto Plc	08-Apr-22	Authorise Issue of Equity	For	The proposal is in line with our voting policy
Rio Tinto Plc	08-Apr-22	Authorise Issue of Equity without Pre-emptive Rights	For	The proposal is in line with our voting policy

Rio Tinto Plc	08-Apr-22	Authorise Market Purchase of Ordinary Shares	For	The proposal is in line with our voting policy
Rio Tinto Plc	08-Apr-22	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	The proposal is in line with our voting policy
Rio Tinto Plc	08-Apr-22	Approve the Spill Resolution	Against	The proposal is not in shareholders' interests.
Sika AG	12-Apr-22	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Sika AG	12-Apr-22	Approve Allocation of Income and Dividends of CHF 2.90 per Share	For	The proposal is in line with our voting policy
Sika AG	12-Apr-22	Approve Discharge of Board of Directors	For	The proposal is in line with our voting policy
Sika AG	12-Apr-22	Reelect Paul Haelg as Director	For	The proposal is in line with our voting policy
Sika AG	12-Apr-22	Reelect Viktor Balli as Director	Against	The nominee holds 4 non-executive directorships, 3 of which as Chairperson of the Audit Committee. The nominee is therefore overboarded.
Sika AG	12-Apr-22	Reelect Justin Howell as Director	For	The proposal is in line with our voting policy
Sika AG	12-Apr-22	Reelect Monika Ribar as Director	For	The proposal is in line with our voting policy
Sika AG	12-Apr-22	Reelect Paul Schuler as Director	For	The proposal is in line with our voting policy
Sika AG	12-Apr-22	Reelect Thierry Vanlancker as Director	For	The proposal is in line with our voting policy
Sika AG	12-Apr-22	Elect Lucrece Foufopoulos-De Ridder as Director	For	The proposal is in line with our voting policy
Sika AG	12-Apr-22	Elect Gordana Landen as Director	For	The proposal is in line with our voting policy
Sika AG	12-Apr-22	Reelect Paul Haelg as Board Chairman	For	The proposal is in line with our voting policy
Sika AG	12-Apr-22	Appoint Justin Howell as Member of the Nomination and Compensation Committee	For	The proposal is in line with our voting policy
Sika AG	12-Apr-22	Appoint Thierry Vanlancker as Member of the Nomination and Compensation Committee	For	The proposal is in line with our voting policy
Sika AG	12-Apr-22	Appoint Gordana Landen as Member of the Nomination and Compensation Committee	For	The proposal is in line with our voting policy
Sika AG	12-Apr-22	Ratify KPMG AG as Auditors	For	The proposal is in line with our voting policy
Sika AG	12-Apr-22	Designate Jost Windlin as Independent Proxy	For	The proposal is in line with our voting policy

Sika AG	12-Apr-22	Approve Remuneration Report (Non-Binding)	For	The proposal is in line with our voting policy
Sika AG	12-Apr-22	Approve Remuneration of Directors in the Amount of CHF 3.4 Million	For	The proposal is in line with our voting policy
Sika AG	12-Apr-22	Approve Remuneration of Executive Committee in the Amount of CHF 20.5 Million	For	The proposal is in line with our voting policy
Sika AG	12-Apr-22	Transact Other Business (Voting)	Against	The company has not disclosed sufficient information to enable support of the proposal.
Ferrari NV	13-Apr-22	Open Meeting		This is a non-votable item
Ferrari NV	13-Apr-22	Receive Director's Board Report (Non-Voting)		This is a non-votable item
Ferrari NV	13-Apr-22	Receive Explanation on Company's Reserves and Dividend Policy		This is a non-votable item
Ferrari NV	13-Apr-22	Approve Remuneration Report	Against	There is a notable disconnect between pay and performance. Discretionary payments/powers. There is a lack of transparency on performance goals. Compensation is excessive compared to peers. There is a lack of Climate criteria in the variable compensation.
Ferrari NV	13-Apr-22	Adopt Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Ferrari NV	13-Apr-22	Approve Dividends of EUR 1.362 Per Share	For	The proposal is in line with our voting policy
Ferrari NV	13-Apr-22	Approve Discharge of Directors	For	The proposal is in line with our voting policy
Ferrari NV	13-Apr-22	Elect John Elkann as Executive Director	Against	The board lacks diversity. The nominee holds 3 executive directorships. The nominee is therefore overboarded.
Ferrari NV	13-Apr-22	Elect Benedetto Vigna as Executive Director	For	The proposal is in line with our voting policy
Ferrari NV	13-Apr-22	Elect Piero Ferrari as Non-Executive Director	For	The proposal is in line with our voting policy
Ferrari NV	13-Apr-22	Elect Delphine Arnault as Non-Executive Director	For	The proposal is in line with our voting policy
Ferrari NV	13-Apr-22	Elect Francesca Bellettini as Non-Executive Director	For	The proposal is in line with our voting policy
Ferrari NV	13-Apr-22	Elect Eduardo H. Cue as Non-Executive Director	For	The proposal is in line with our voting policy
Ferrari NV	13-Apr-22	Elect Sergio Duca as Non-Executive Director	For	The proposal is in line with our voting policy
Ferrari NV	13-Apr-22	Elect John Galantic as Non-Executive Director	For	The proposal is in line with our voting policy
Ferrari NV	13-Apr-22	Elect Maria Patrizia Grieco as Non-Executive Director	Against	The nominee holds 4 non-executive directorships, 1 of which as Chairperson of the Board. The nominee is therefore overboarded.

Ferrari NV	13-Apr-22	Elect Adam Keswick as Non-Executive Director	Against	The nominee holds 3 non-executive directorships and 1 executive directorship. The nominee is therefore overboarded.
Ferrari NV	13-Apr-22	Appoint Ernst & Young Accountants LLP as Auditors for 2022 Financial Year	For	The proposal is in line with our voting policy
Ferrari NV	13-Apr-22	Appoint Deloitte Accountants B.V. as Auditors for 2023 Financial Year	For	The proposal is in line with our voting policy
Ferrari NV	13-Apr-22	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	For	The proposal is in line with our voting policy
Ferrari NV	13-Apr-22	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	The proposal is in line with our voting policy
Ferrari NV	13-Apr-22	Grant Board Authority to Issue Special Voting Shares	For	The proposal is in line with our voting policy
Ferrari NV	13-Apr-22	Authorize Repurchase of Up to 10 Percent of Issued Common Shares	For	The proposal is in line with our voting policy
Ferrari NV	13-Apr-22	Approve Awards to Executive Director	For	The proposal is in line with our voting policy
Ferrari NV	13-Apr-22	Close Meeting		This is a non-votable item
Geberit AG	13-Apr-22	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Geberit AG	13-Apr-22	Approve Allocation of Income and Dividends of CHF 12.50 per Share	For	The proposal is in line with our voting policy
Geberit AG	13-Apr-22	Approve Discharge of Board of Directors	For	The proposal is in line with our voting policy
Geberit AG	13-Apr-22	Reelect Albert Baehny as Director and Board Chairman	Against	The nominee holds 3 non-executive directorships, 2 of which as an Chairperson of the Board. The nominee is therefore overboarded.
Geberit AG	13-Apr-22	Reelect Thomas Bachmann as Director	For	The proposal is in line with our voting policy
Geberit AG	13-Apr-22	Reelect Felix Ehrat as Director	For	The proposal is in line with our voting policy
Geberit AG	13-Apr-22	Reelect Werner Karlen as Director	For	The proposal is in line with our voting policy
Geberit AG	13-Apr-22	Reelect Bernadette Koch as Director	For	The proposal is in line with our voting policy
Geberit AG	13-Apr-22	Reelect Eunice Zehnder-Lai as Director	For	The proposal is in line with our voting policy
Geberit AG	13-Apr-22	Reappoint Eunice Zehnder-Lai as Member of the Nomination and Compensation Committee	For	The proposal is in line with our voting policy

Geberit AG	13-Apr-22	Reappoint Thomas Bachmann as Member of the Nomination and Compensation Committee	For	The proposal is in line with our voting policy
Geberit AG	13-Apr-22	Reappoint Werner Karlen as Member of the Nomination and Compensation Committee	For	The proposal is in line with our voting policy
Geberit AG	13-Apr-22	Designate Roger Mueller as Independent Proxy	For	The proposal is in line with our voting policy
Geberit AG	13-Apr-22	Ratify PricewaterhouseCoopers AG as Auditors	For	The proposal is in line with our voting policy
Geberit AG	13-Apr-22	Approve Remuneration Report	For	The proposal is in line with our voting policy
Geberit AG	13-Apr-22	Approve Remuneration of Directors in the Amount of CHF 2.4 Million	For	The proposal is in line with our voting policy
Geberit AG	13-Apr-22	Approve Remuneration of Executive Committee in the Amount of CHF 11.5 Million	For	The proposal is in line with our voting policy
Geberit AG	13-Apr-22	Transact Other Business (Voting)	Against	The company has not disclosed sufficient information to enable support of the proposal.
Smith & Nephew Plc	13-Apr-22	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Smith & Nephew Plc	13-Apr-22	Approve Remuneration Report	For	The proposal is in line with our voting policy
Smith & Nephew Plc	13-Apr-22	Approve Final Dividend	For	The proposal is in line with our voting policy
Smith & Nephew Plc	13-Apr-22	Re-elect Erik Engstrom as Director	For	The proposal is in line with our voting policy
Smith & Nephew Plc	13-Apr-22	Re-elect Robin Freestone as Director	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.
Smith & Nephew Plc	13-Apr-22	Elect Jo Hallas as Director	For	The proposal is in line with our voting policy
Smith & Nephew Plc	13-Apr-22	Re-elect John Ma as Director	For	The proposal is in line with our voting policy
Smith & Nephew Plc	13-Apr-22	Re-elect Katarzyna Mazur-Hofsaess as Director	For	The proposal is in line with our voting policy
Smith & Nephew Plc	13-Apr-22	Re-elect Rick Medlock as Director	For	The proposal is in line with our voting policy
Smith & Nephew Plc	13-Apr-22	Elect Deepak Nath as Director	For	The proposal is in line with our voting policy
Smith & Nephew Plc	13-Apr-22	Re-elect Anne-Francoise Nesmes as Director	For	The proposal is in line with our voting policy
Smith & Nephew Plc	13-Apr-22	Re-elect Marc Owen as Director	For	The proposal is in line with our voting policy
Smith & Nephew Plc	13-Apr-22	Re-elect Roberto Quarta as Director	For	The proposal is in line with our voting policy

Smith & Nephew Plc	13-Apr-22	Re-elect Angie Risley as Director	For	The proposal is in line with our voting policy
Smith & Nephew Plc	13-Apr-22	Re-elect Bob White as Director	For	The proposal is in line with our voting policy
Smith & Nephew Plc	13-Apr-22	Reappoint KPMG LLP as Auditors	For	The proposal is in line with our voting policy
Smith & Nephew Plc	13-Apr-22	Authorise Board to Fix Remuneration of Auditors	For	The proposal is in line with our voting policy
Smith & Nephew Plc	13-Apr-22	Authorise Issue of Equity	For	The proposal is in line with our voting policy
Smith & Nephew Plc	13-Apr-22	Approve Sharesave Plan	For	The proposal is in line with our voting policy
Smith & Nephew Plc	13-Apr-22	Approve International Sharesave Plan	For	The proposal is in line with our voting policy
Smith & Nephew Plc	13-Apr-22	Authorise Issue of Equity without Pre-emptive Rights	For	The proposal is in line with our voting policy
Smith & Nephew Plc	13-Apr-22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	The proposal is in line with our voting policy
Smith & Nephew Plc	13-Apr-22	Authorise Market Purchase of Ordinary Shares	For	The proposal is in line with our voting policy
Smith & Nephew Plc	13-Apr-22	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	The proposal is in line with our voting policy
Beiersdorf AG	14-Apr-22	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)		This is a non-votable item
Beiersdorf AG	14-Apr-22	Approve Allocation of Income and Dividends of EUR 0.70 per Share	For	The proposal is in line with our voting policy
Beiersdorf AG	14-Apr-22	Approve Discharge of Management Board for Fiscal Year 2021	For	The proposal is in line with our voting policy
Beiersdorf AG	14-Apr-22	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	The proposal is in line with our voting policy
Beiersdorf AG	14-Apr-22	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2022	For	The proposal is in line with our voting policy
Beiersdorf AG	14-Apr-22	Approve Remuneration Report	Against	Compensation is excessive compared to peers. Discretionary payments/powers. There is a lack of transparency on performance goals. The company has not disclosed sufficient information to enable support of the proposal. The composition of the Remuneration Committee is not satisfactory.
Teleperformance SE	14-Apr-22	Approve Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy

Teleperformance SE	14-Apr-22	Approve Consolidated Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Teleperformance SE	14-Apr-22	Approve Allocation of Income and Dividends of EUR 3.30 per Share	For	The proposal is in line with our voting policy
Teleperformance SE	14-Apr-22	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	The proposal is in line with our voting policy
Teleperformance SE	14-Apr-22	Approve Compensation Report of Corporate Officers	For	The proposal is in line with our voting policy
Teleperformance SE	14-Apr-22	Approve Compensation of Daniel Julien, Chairman and CEO	Against	Compensation is excessive compared to peers.
Teleperformance SE	14-Apr-22	Approve Compensation of Olivier Rigaudy, Vice-CEO	Against	Compensation is excessive compared to peers.
Teleperformance SE	14-Apr-22	Approve Remuneration Policy of Directors	For	The proposal is in line with our voting policy
Teleperformance SE	14-Apr-22	Approve Remuneration Policy of Chairman and CEO	For	The proposal is in line with our voting policy
Teleperformance SE	14-Apr-22	Approve Remuneration Policy of Vice-CEO	For	The proposal is in line with our voting policy
Teleperformance SE	14-Apr-22	Elect Shelly Gupta as Director	For	The proposal is in line with our voting policy
Teleperformance SE	14-Apr-22	Elect Carole Toniutti as Director	For	The proposal is in line with our voting policy
Teleperformance SE	14-Apr-22	Reelect Pauline Ginestie as Director	For	The proposal is in line with our voting policy
Teleperformance SE	14-Apr-22	Reelect Wai Ping Leung as Director	For	The proposal is in line with our voting policy
Teleperformance SE	14-Apr-22	Reelect Patrick Thomas as Director	For	The proposal is in line with our voting policy
Teleperformance SE	14-Apr-22	Reelect Bernard Canetti as Director	For	The proposal is in line with our voting policy
Teleperformance SE	14-Apr-22	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.2 Million	For	The proposal is in line with our voting policy
Teleperformance SE	14-Apr-22	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	The proposal is in line with our voting policy
Teleperformance SE	14-Apr-22	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 50 Million	For	The proposal is in line with our voting policy
Teleperformance SE	14-Apr-22	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights,	For	The proposal is in line with our voting policy

		with a Binding Priority Right up to Aggregate Nominal Amount of EUR 14.5 Million		
Teleperformance SE	14-Apr-22	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 7.2 Million	For	The proposal is in line with our voting policy
Teleperformance SE	14-Apr-22	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 19-21	For	The proposal is in line with our voting policy
Teleperformance SE	14-Apr-22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	The proposal is in line with our voting policy
Teleperformance SE	14-Apr-22	Authorize up to 3 Percent of Issued Capital for Use in Restricted Stock Plans	For	The proposal is in line with our voting policy
Teleperformance SE	14-Apr-22	Authorize Filing of Required Documents/Other Formalities	For	The proposal is in line with our voting policy
Hermes International SCA	20-Apr-22	Approve Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Hermes International SCA	20-Apr-22	Approve Consolidated Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Hermes International SCA	20-Apr-22	Approve Discharge of General Managers	For	The proposal is in line with our voting policy
Hermes International SCA	20-Apr-22	Approve Allocation of Income and Dividends of EUR 8 per Share	For	The proposal is in line with our voting policy
Hermes International SCA	20-Apr-22	Approve Auditors' Special Report on Related-Party Transactions	Against	The company has not disclosed sufficient information to enable support of the proposal.
Hermes International SCA	20-Apr-22	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against	The proposal favors an anti-takeover device which is not in shareholders' interest.
Hermes International SCA	20-Apr-22	Approve Compensation Report of Corporate Officers	Against	Discretionary payments/powers. The remuneration structure is not satisfactory. The company has shown no or insufficient responsiveness to shareholder dissent.
Hermes International SCA	20-Apr-22	Approve Compensation of Axel Dumas, General Manager	Against	Discretionary payments/powers. The remuneration structure is not satisfactory.
Hermes International SCA	20-Apr-22	Approve Compensation of Emile Hermes SAS, General Manager	Against	Discretionary payments/powers. The remuneration structure is not satisfactory.

Hermes International SCA	20-Apr-22	Approve Compensation of Eric de Seynes, Chairman of the Supervisory Board	For	The proposal is in line with our voting policy
Hermes International SCA	20-Apr-22	Approve Remuneration Policy of General Managers	Against	Discretionary payments/powers. The remuneration structure is not satisfactory.
Hermes International SCA	20-Apr-22	Approve Remuneration Policy of Supervisory Board Members	For	The proposal is in line with our voting policy
Hermes International SCA	20-Apr-22	Reelect Charles-Eric Bauer as Supervisory Board Member	Against	The board is not sufficiently independent as per our voting policy.
Hermes International SCA	20-Apr-22	Reelect Estelle Brachlianoff as Supervisory Board Member	Against	Her attendance rate was 73% (committees and board meetings included) in 2021 and 68% in 2020 without any justification provided by Hermes International. Moreover, she will be the next CEO of Veolia Environnement and her availability may be further impacted.
Hermes International SCA	20-Apr-22	Reelect Julie Guerrand as Supervisory Board Member	Against	The board is not sufficiently independent as per our voting policy.
Hermes International SCA	20-Apr-22	Reelect Dominique Senequier as Supervisory Board Member	Against	The board is not sufficiently independent as per our voting policy.
Hermes International SCA	20-Apr-22	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	The proposal is in line with our voting policy
Hermes International SCA	20-Apr-22	Authorize up to 2 Percent of Issued Capital for Use in Stock Option Plans	Against	The company has not disclosed sufficient information to enable support of the proposal. There is a lack of transparency on performance criteria.
Hermes International SCA	20-Apr-22	Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Against	The company has not disclosed sufficient information to enable support of the proposal. LTI with insufficient vesting period. There is a lack of transparency on performance criteria.
Hermes International SCA	20-Apr-22	Authorize Filing of Required Documents/Other Formalities	For	The proposal is in line with our voting policy
Orkla ASA	20-Apr-22	Open Meeting; Elect Chairman of Meeting	For	The proposal is in line with our voting policy
Orkla ASA	20-Apr-22	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 3 Per Share	For	The proposal is in line with our voting policy
Orkla ASA	20-Apr-22	Approve Remuneration Statement	Against	The targets of the variable remuneration are not disclosed There is no ESG criterion with rigorous and quantitative targets
Orkla ASA	20-Apr-22	Discuss Company's Corporate Governance Statement		This is a non-votable item
Orkla ASA	20-Apr-22	Authorize Repurchase of Shares for Use in Employee Incentive Programs	For	The proposal is in line with our voting policy

Orkla ASA	20-Apr-22	Authorize Share Repurchase Program and Reissuance and/or Cancellation of Repurchased Shares	For	The proposal is in line with our voting policy
Orkla ASA	20-Apr-22	Amend Articles Re: Delete Article 8, Paragraph 2	For	The proposal is in line with our voting policy
Orkla ASA	20-Apr-22	Amend Articles Re: Participation at General Meeting	For	The proposal is in line with our voting policy
Orkla ASA	20-Apr-22	Amend Articles Re: Record Date	For	The proposal is in line with our voting policy
Orkla ASA	20-Apr-22	Amend Nomination Committee Procedures	For	The proposal is in line with our voting policy
Orkla ASA	20-Apr-22	Reelect Stein Erik Hagen (Chair), Liselott Kilaas, Peter Agnefjall and Anna Mossberg as Directors; Elect Christina Fagerberg and Rolv Erik Ryssdal as New Directors; Reelect Caroline Hagen Kjos as Deputy Director	Against	Liselott Kilaas holds six non-executive directorships, two of which as an outside Chairperson of the Board. The nominee is therefore overboarded. Anna Mossberg holds five non-executive directorships. The nominee is therefore overboarded. Stein Erik Hagen is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors.
Orkla ASA	20-Apr-22	Reelect Anders Christian Stray Ryssda, Rebekka Glasser Herlofsen and Kjetil Houg as Members of Nominating Committee	Against	The company has not disclosed sufficient information to enable support of the proposal.
Orkla ASA	20-Apr-22	Elect Anders Christian Stray Ryssda as Chair of Nomination Committee	Against	The company has not disclosed sufficient information to enable support of the proposal.
Orkla ASA	20-Apr-22	Approve Remuneration of Directors in the Amount NOK 970,000 for Chair, NOK 630,000 for Shareholder Elected Directors and NOK 485,000 for Employee Elected Directors; Approve Remuneration for Committee Work	Against	Board fees are excessive.
Orkla ASA	20-Apr-22	Approve Remuneration of Nominating Committee	Against	The company has not disclosed sufficient information to enable support of the proposal.
Orkla ASA	20-Apr-22	Approve Remuneration of Auditors	For	The proposal is in line with our voting policy
Covestro AG	21-Apr-22	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)		This is a non-votable item
Covestro AG	21-Apr-22	Approve Allocation of Income and Dividends of EUR 3.40 per Share	For	The proposal is in line with our voting policy

Covestro AG	21-Apr-22	Approve Discharge of Management Board for Fiscal Year 2021	For	The proposal is in line with our voting policy
Covestro AG	21-Apr-22	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	The proposal is in line with our voting policy
Covestro AG	21-Apr-22	Ratify KPMG AG as Auditors for Fiscal Year 2022 and for the Review of the Interim Financial Statements for Fiscal Year 2022 and First Quarter of Fiscal Year 2023	For	The proposal is in line with our voting policy
Covestro AG	21-Apr-22	Elect Sven Schneider to the Supervisory Board	For	The proposal is in line with our voting policy
Covestro AG	21-Apr-22	Approve Remuneration Report	For	The proposal is in line with our voting policy
Covestro AG	21-Apr-22	Approve Remuneration Policy	For	The proposal is in line with our voting policy
Covestro AG	21-Apr-22	Approve Remuneration of Supervisory Board	For	The proposal is in line with our voting policy
L'Oreal SA	21-Apr-22	Approve Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
L'Oreal SA	21-Apr-22	Approve Consolidated Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
L'Oreal SA	21-Apr-22	Approve Allocation of Income and Dividends of EUR 4.80 per Share and an Extra of EUR 0.48 per Share to Long Term Registered Shares	For	The proposal is in line with our voting policy
L'Oreal SA	21-Apr-22	Reelect Jean-Paul Agon as Director	For	The proposal is in line with our voting policy
L'Oreal SA	21-Apr-22	Reelect Patrice Caine as Director	For	The proposal is in line with our voting policy
L'Oreal SA	21-Apr-22	Reelect Belen Garijo as Director	For	The proposal is in line with our voting policy
L'Oreal SA	21-Apr-22	Renew Appointment of Deloitte & Associates as Auditor	For	The proposal is in line with our voting policy
L'Oreal SA	21-Apr-22	Appoint Ernst & Young as Auditor	For	The proposal is in line with our voting policy
L'Oreal SA	21-Apr-22	Approve Compensation Report of Corporate Officers	For	The proposal is in line with our voting policy
L'Oreal SA	21-Apr-22	Approve Compensation of Jean-Paul Agon, Chairman and CEO from 1 January 2021 to 30 April 2021	Against	Amundi does not support the accumulation of the retirement indemnity and the supplementary pension.
L'Oreal SA	21-Apr-22	Approve Compensation of Jean-Paul Agon, Chairman	Against	Even if Amundi appreciates the fact that Jean-Paul Agon has waived the benefit of his

		of the Board from 1 May 2021 to 31 December 2021		supplementary pension during his mandate as Chairman of the Board, the level of the proposed remuneration is deemed high and exceeds market practice.
L'Oreal SA	21-Apr-22	Approve Compensation of Nicolas Hieronimus, CEO from 1 May 2021 to 31 December 2021	For	The proposal is in line with our voting policy
L'Oreal SA	21-Apr-22	Approve Remuneration Policy of Directors	For	The proposal is in line with our voting policy
L'Oreal SA	21-Apr-22	Approve Remuneration Policy of Chairman of the Board	Against	Even if Amundi appreciates the fact that Jean-Paul Agon has waived the benefit of his supplementary pension during his mandate as Chairman of the Board, the level of the proposed remuneration is deemed high and exceeds market practice.
L'Oreal SA	21-Apr-22	Approve Remuneration Policy of CEO	For	The proposal is in line with our voting policy
L'Oreal SA	21-Apr-22	Approve Transaction with Nestle Re: Redemption Contract	For	The proposal is in line with our voting policy
L'Oreal SA	21-Apr-22	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	The proposal is in line with our voting policy
L'Oreal SA	21-Apr-22	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	The proposal is in line with our voting policy
L'Oreal SA	21-Apr-22	Authorize up to 0.6 Percent of Issued Capital for Use in Restricted Stock Plans	For	The proposal is in line with our voting policy
L'Oreal SA	21-Apr-22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	The proposal is in line with our voting policy
L'Oreal SA	21-Apr-22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	For	The proposal is in line with our voting policy
L'Oreal SA	21-Apr-22	Amend Article 9 of Bylaws Re: Age Limit of Chairman of the Board	For	The proposal is in line with our voting policy
L'Oreal SA	21-Apr-22	Amend Article 11 of Bylaws Re: Age Limit of CEO	For	The proposal is in line with our voting policy
L'Oreal SA	21-Apr-22	Amend Article 2 and 7 of Bylaws to Comply with Legal Changes	For	The proposal is in line with our voting policy
L'Oreal SA	21-Apr-22	Amend Article 8 of Bylaws Re: Shares Held by Directors	For	The proposal is in line with our voting policy
L'Oreal SA	21-Apr-22	Authorize Filing of Required Documents/Other Formalities	For	The proposal is in line with our voting policy

Moncler SpA	21-Apr-22	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Moncler SpA	21-Apr-22	Approve Allocation of Income	For	The proposal is in line with our voting policy
Moncler SpA	21-Apr-22	Approve Remuneration Policy	For	The proposal is in line with our voting policy
Moncler SpA	21-Apr-22	Approve Second Section of the Remuneration Report	Against	There is a lack of transparency on performance goals. The company has shown no or insufficient responsiveness to shareholder dissent.
Moncler SpA	21-Apr-22	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	The proposal is in line with our voting policy
Moncler SpA	21-Apr-22	Fix Number of Directors	For	The Proposal is in shareholders' interest.
Moncler SpA	21-Apr-22	Fix Board Terms for Directors	For	The Proposal is in shareholders' interest.
Moncler SpA	21-Apr-22	Slate 1 Submitted by Double R Srl	Against	The Proposal is not in shareholders' interest.
Moncler SpA	21-Apr-22	Slate 2 Submitted by Institutional Investors (Assogestioni)	For	The Proposal is in shareholders' interest.
Moncler SpA	21-Apr-22	Elect Board Chair	Against	The company has not disclosed sufficient information to enable support of the proposal.
Moncler SpA	21-Apr-22	Elect Board Vice-Chairman	Against	The company has not disclosed sufficient information to enable support of the proposal.
Moncler SpA	21-Apr-22	Approve Remuneration of Directors	Against	The proposal is not in shareholder's interest.
Moncler SpA	21-Apr-22	Approve Performance Shares Plan 2022	Against	There is a lack of transparency on performance goals.
Moncler SpA	21-Apr-22	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against	The company has not disclosed sufficient information to enable support of the proposal.
RELX Plc	21-Apr-22	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
RELX Plc	21-Apr-22	Approve Remuneration Report	Against	Compensation is excessive compared to peers.
RELX Plc	21-Apr-22	Approve Final Dividend	For	The proposal is in line with our voting policy
RELX Plc	21-Apr-22	Reappoint Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
RELX Plc	21-Apr-22	Authorise the Audit Committee to Fix Remuneration of Auditors	For	The proposal is in line with our voting policy
RELX Plc	21-Apr-22	Re-elect Paul Walker as Director	For	The proposal is in line with our voting policy
RELX Plc	21-Apr-22	Re-elect June Felix as Director	For	The proposal is in line with our voting policy
RELX Plc	21-Apr-22	Re-elect Erik Engstrom as Director	For	The proposal is in line with our voting policy

RELX Plc	21-Apr-22	Re-elect Wolfhart Hauser as Director	For	The proposal is in line with our voting policy
RELX Plc	21-Apr-22	Re-elect Charlotte Hogg as Director	For	The proposal is in line with our voting policy
RELX Plc	21-Apr-22	Re-elect Marike van Lier Lels as Director	For	The proposal is in line with our voting policy
RELX Plc	21-Apr-22	Re-elect Nick Luff as Director	For	The proposal is in line with our voting policy
RELX Plc	21-Apr-22	Re-elect Robert MacLeod as Director	For	The proposal is in line with our voting policy
RELX Plc	21-Apr-22	Re-elect Andrew Sukawaty as Director	For	The proposal is in line with our voting policy
RELX Plc	21-Apr-22	Re-elect Suzanne Wood as Director	For	The proposal is in line with our voting policy
RELX Plc	21-Apr-22	Authorise Issue of Equity	For	The proposal is in line with our voting policy
RELX Plc	21-Apr-22	Authorise Issue of Equity without Pre-emptive Rights	For	The proposal is in line with our voting policy
RELX Plc	21-Apr-22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	The proposal is in line with our voting policy
RELX Plc	21-Apr-22	Authorise Market Purchase of Ordinary Shares	For	The proposal is in line with our voting policy
RELX Plc	21-Apr-22	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	The proposal is in line with our voting policy
Wolters Kluwer NV	21-Apr-22	Open Meeting		This is a non-votable item
Wolters Kluwer NV	21-Apr-22	Receive Report of Management Board (Non-Voting)		This is a non-votable item
Wolters Kluwer NV	21-Apr-22	Receive Report of Supervisory Board (Non-Voting)		This is a non-votable item
Wolters Kluwer NV	21-Apr-22	Approve Remuneration Report	Against	Compensation is excessive compared to peers.
Wolters Kluwer NV	21-Apr-22	Adopt Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Wolters Kluwer NV	21-Apr-22	Receive Explanation on Company's Dividend Policy		This is a non-votable item
Wolters Kluwer NV	21-Apr-22	Approve Dividends of EUR 1.57 Per Share	For	The proposal is in line with our voting policy
Wolters Kluwer NV	21-Apr-22	Approve Discharge of Management Board	For	The proposal is in line with our voting policy
Wolters Kluwer NV	21-Apr-22	Approve Discharge of Supervisory Board	For	The proposal is in line with our voting policy
Wolters Kluwer NV	21-Apr-22	Elect Heleen Kersten to Supervisory Board	For	The proposal is in line with our voting policy

Wolters Kluwer NV	21-Apr-22	Amend Remuneration Policy of Supervisory Board	For	The proposal is in line with our voting policy
Wolters Kluwer NV	21-Apr-22	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	The proposal is in line with our voting policy
Wolters Kluwer NV	21-Apr-22	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	The proposal is in line with our voting policy
Wolters Kluwer NV	21-Apr-22	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	The proposal is in line with our voting policy
Wolters Kluwer NV	21-Apr-22	Approve Cancellation of Shares	For	The proposal is in line with our voting policy
Wolters Kluwer NV	21-Apr-22	Reappoint Auditors	For	The proposal is in line with our voting policy
Wolters Kluwer NV	21-Apr-22	Other Business (Non-Voting)		This is a non-votable item
Wolters Kluwer NV	21-Apr-22	Close Meeting		This is a non-votable item
Akzo Nobel NV	22-Apr-22	Open Meeting		This is a non-votable item
Akzo Nobel NV	22-Apr-22	Receive Report of Management Board (Non-Voting)		This is a non-votable item
Akzo Nobel NV	22-Apr-22	Adopt Financial Statements	For	The proposal is in line with our voting policy
Akzo Nobel NV	22-Apr-22	Discuss on the Company's Dividend Policy		This is a non-votable item
Akzo Nobel NV	22-Apr-22	Approve Allocation of Income and Dividends	For	The proposal is in line with our voting policy
Akzo Nobel NV	22-Apr-22	Approve Remuneration Report	Against	Discretionary payments/powers. The remuneration structure is not satisfactory. The company has not disclosed sufficient information to enable support of the proposal.
Akzo Nobel NV	22-Apr-22	Approve Discharge of Management Board	For	The proposal is in line with our voting policy
Akzo Nobel NV	22-Apr-22	Approve Discharge of Supervisory Board	For	The proposal is in line with our voting policy
Akzo Nobel NV	22-Apr-22	Amend Remuneration Policy for Management Board	For	The proposal is in line with our voting policy
Akzo Nobel NV	22-Apr-22	Reelect M.J. de Vries to Management Board	For	The proposal is in line with our voting policy
Akzo Nobel NV	22-Apr-22	Elect E. Baiget to Supervisory Board	For	The proposal is in line with our voting policy
Akzo Nobel NV	22-Apr-22	Elect H. van Bylen to Supervisory Board	Against	The nominee holds 4 non-executive directorships, 1 of which as Chairperson of the Board. The nominee is therefore overboarded.
Akzo Nobel NV	22-Apr-22	Reelect N.S. Andersen to Supervisory Board	For	The proposal is in line with our voting policy

Akzo Nobel NV	22-Apr-22	Reelect B.E. Grote to Supervisory Board	Against	The nominee holds 3 non-executive directorships, 2 of which as Chairperson of the Audit Committee. The nominee is therefore overboarded.
Akzo Nobel NV	22-Apr-22	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	The proposal is in line with our voting policy
Akzo Nobel NV	22-Apr-22	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	The proposal is in line with our voting policy
Akzo Nobel NV	22-Apr-22	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	The proposal is in line with our voting policy
Akzo Nobel NV	22-Apr-22	Authorize Cancellation of Repurchased Shares	For	The proposal is in line with our voting policy
Akzo Nobel NV	22-Apr-22	Close Meeting		This is a non-votable item
Amplifon SpA	22-Apr-22	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Amplifon SpA	22-Apr-22	Approve Allocation of Income	For	The proposal is in line with our voting policy
Amplifon SpA	22-Apr-22	Fix Number of Directors	For	The Proposal is in shareholders' interest.
Amplifon SpA	22-Apr-22	Slate 1 Submitted by Ampliter Srl	Against	The Proposal is not in shareholders' interest.
Amplifon SpA	22-Apr-22	Slate 2 Submitted by Institutional Investors (Assogestioni)	For	The proposal is in shareholder's interest.
Amplifon SpA	22-Apr-22	Approve Remuneration of Directors	For	The proposal is in shareholder's interest.
Amplifon SpA	22-Apr-22	Approve Remuneration Policy	Against	The severance entitlements are excessive. Discretionary payments/powers.
Amplifon SpA	22-Apr-22	Approve Second Section of the Remuneration Report	Against	Compensation is excessive compared to peers.
Amplifon SpA	22-Apr-22	Approve Co-Investment Plan	For	The proposal is in line with our voting policy
Amplifon SpA	22-Apr-22	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against	The share buyback is excessive.
Merck KGaA	22-Apr-22	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)		This is a non-votable item
Merck KGaA	22-Apr-22	Accept Financial Statements and Statutory Reports for Fiscal Year 2021	For	The proposal is in line with our voting policy
Merck KGaA	22-Apr-22	Approve Allocation of Income and Dividends of EUR 1.85 per Share	For	The proposal is in line with our voting policy

Merck KGaA	22-Apr-22	Approve Discharge of Management Board for Fiscal Year 2021	For	The proposal is in line with our voting policy
Merck KGaA	22-Apr-22	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	The proposal is in line with our voting policy
Merck KGaA	22-Apr-22	Ratify KPMG AG as Auditors for Fiscal Year 2022 and for the Review of Interim Financial Reports for Fiscal Year 2022	For	The proposal is in line with our voting policy
Merck KGaA	22-Apr-22	Ratify Deloitte GmbH as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Reports for Fiscal Year 2023	For	The proposal is in line with our voting policy
Merck KGaA	22-Apr-22	Approve Remuneration Report	For	The proposal is in line with our voting policy
Merck KGaA	22-Apr-22	Approve Creation of EUR 56.5 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	For	The proposal is in line with our voting policy
Epiroc AB	25-Apr-22	Elect Chairman of Meeting	For	The proposal is in line with our voting policy
Epiroc AB	25-Apr-22	Designate Inspector(s) of Minutes of Meeting	For	The proposal is in line with our voting policy
Epiroc AB	25-Apr-22	Prepare and Approve List of Shareholders		This is a non-votable item
Epiroc AB	25-Apr-22	Approve Agenda of Meeting	For	The proposal is in line with our voting policy
Epiroc AB	25-Apr-22	Acknowledge Proper Convening of Meeting	For	The proposal is in line with our voting policy
Epiroc AB	25-Apr-22	Receive Financial Statements and Statutory Reports		This is a non-votable item
Epiroc AB	25-Apr-22	Receive President's Report		This is a non-votable item
Epiroc AB	25-Apr-22	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Epiroc AB	25-Apr-22	Approve Discharge of Lennart Evrell	For	The proposal is in line with our voting policy
Epiroc AB	25-Apr-22	Approve Discharge of Johan Forssell	For	The proposal is in line with our voting policy
Epiroc AB	25-Apr-22	Approve Discharge of Helena Hedblom (as Board Member)	For	The proposal is in line with our voting policy
Epiroc AB	25-Apr-22	Approve Discharge of Jeane Hull	For	The proposal is in line with our voting policy
Epiroc AB	25-Apr-22	Approve Discharge of Ronnie Leten	For	The proposal is in line with our voting policy

Epiroc AB	25-Apr-22	Approve Discharge of Ulla Litzen	For	The proposal is in line with our voting policy
Epiroc AB	25-Apr-22	Approve Discharge of Sigurd Mareels	For	The proposal is in line with our voting policy
Epiroc AB	25-Apr-22	Approve Discharge of Astrid Skarheim Onsum	For	The proposal is in line with our voting policy
Epiroc AB	25-Apr-22	Approve Discharge of Anders Ullberg	For	The proposal is in line with our voting policy
Epiroc AB	25-Apr-22	Approve Discharge of Niclas Bergstrom	For	The proposal is in line with our voting policy
Epiroc AB	25-Apr-22	Approve Discharge of Gustav El Rachidi	For	The proposal is in line with our voting policy
Epiroc AB	25-Apr-22	Approve Discharge of Kristina Kanestad	For	The proposal is in line with our voting policy
Epiroc AB	25-Apr-22	Approve Discharge of Daniel Rundgren	For	The proposal is in line with our voting policy
Epiroc AB	25-Apr-22	Approve Discharge of CEO Helena Hedblom	For	The proposal is in line with our voting policy
Epiroc AB	25-Apr-22	Approve Allocation of Income and Dividends of SEK 3 Per Share	For	The proposal is in line with our voting policy
Epiroc AB	25-Apr-22	Approve Remuneration Report	Against	There is a lack of ESG and Climate criteria in the variable compensation. The targets are not disclosed under the STI and the LTI
Epiroc AB	25-Apr-22	Determine Number of Members (10) and Deputy Members of Board	For	The proposal is in line with our voting policy
Epiroc AB	25-Apr-22	Determine Number of Auditors (1) and Deputy Auditors	For	The proposal is in line with our voting policy
Epiroc AB	25-Apr-22	Elect Anthea Bath as New Director	For	The proposal is in line with our voting policy
Epiroc AB	25-Apr-22	Reelect Lennart Evrell as Director	For	The proposal is in line with our voting policy
Epiroc AB	25-Apr-22	Reelect Johan Forssell as Director	Against	The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors. The nominee holds one executive mandate and four non-executive directorships. The nominee is therefore overboarded.
Epiroc AB	25-Apr-22	Reelect Helena Hedblom as Director	For	The proposal is in line with our voting policy
Epiroc AB	25-Apr-22	Reelect Jeane Hull as Director	For	The proposal is in line with our voting policy
Epiroc AB	25-Apr-22	Reelect Ronnie Leten as Director	Against	The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors.
Epiroc AB	25-Apr-22	Reelect Ulla Litzen as Director	Against	The nominee holds three non-executive directorships, all of which as the Chairperson of the Audit Committee. The nominee is therefore overboarded.

Epiroc AB	25-Apr-22	Reelect Sigurd Mareels as Director	For	The proposal is in line with our voting policy
Epiroc AB	25-Apr-22	Reelect Astrid Skarheim Onsum as Director	For	The proposal is in line with our voting policy
Epiroc AB	25-Apr-22	Reelect Anders Ullberg as Director	Against	The nominee holds three non-executive directorships, two of which as an outside Chairperson of the Board. The nominee is therefore overboarded.
Epiroc AB	25-Apr-22	Reelect Ronnie Leten as Board Chair	Against	The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors.
Epiroc AB	25-Apr-22	Ratify Ernst & Young as Auditors	For	The proposal is in line with our voting policy
Epiroc AB	25-Apr-22	Approve Remuneration of Directors in the Amount of SEK 2.47 Million for Chair and SEK 775,000 for Other Directors; Approve Partly Remuneration in Synthetic Shares; Approve Remuneration for Committee Work	For	The proposal is in line with our voting policy
Epiroc AB	25-Apr-22	Approve Remuneration of Auditors	For	The proposal is in line with our voting policy
Epiroc AB	25-Apr-22	Approve Stock Option Plan 2022 for Key Employees	For	The proposal is in line with our voting policy
Epiroc AB	25-Apr-22	Approve Equity Plan Financing Through Repurchase of Class A Shares	For	The proposal is in line with our voting policy
Epiroc AB	25-Apr-22	Approve Repurchase of Shares to Pay 50 Percent of Director's Remuneration in Synthetic Shares	For	The proposal is in line with our voting policy
Epiroc AB	25-Apr-22	Approve Equity Plan Financing Through Transfer of Class A Shares to Participants	For	The proposal is in line with our voting policy
Epiroc AB	25-Apr-22	Approve Sale of Class A Shares to Finance Director Remuneration in Synthetic Shares	For	The proposal is in line with our voting policy
Epiroc AB	25-Apr-22	Approve Sale of Class A Shares to Finance Stock Option Plan 2016, 2017, 2018 and 2019	For	The proposal is in line with our voting policy
Epiroc AB	25-Apr-22	Approve Nominating Committee Procedures	For	The proposal is in line with our voting policy
Epiroc AB	25-Apr-22	Close Meeting		This is a non-votable item
Epiroc AB	25-Apr-22	Elect Chairman of Meeting	For	The proposal is in line with our voting policy

Epiroc AB	25-Apr-22	Designate Inspector(s) of Minutes of Meeting	For	The proposal is in line with our voting policy
Epiroc AB	25-Apr-22	Prepare and Approve List of Shareholders		This is a non-votable item
Epiroc AB	25-Apr-22	Approve Agenda of Meeting	For	The proposal is in line with our voting policy
Epiroc AB	25-Apr-22	Acknowledge Proper Convening of Meeting	For	The proposal is in line with our voting policy
Epiroc AB	25-Apr-22	Receive Financial Statements and Statutory Reports		This is a non-votable item
Epiroc AB	25-Apr-22	Receive President's Report		This is a non-votable item
Epiroc AB	25-Apr-22	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Epiroc AB	25-Apr-22	Approve Discharge of Lennart Evrell	For	The proposal is in line with our voting policy
Epiroc AB	25-Apr-22	Approve Discharge of Johan Forssell	For	The proposal is in line with our voting policy
Epiroc AB	25-Apr-22	Approve Discharge of Helena Hedblom (as Board Member)	For	The proposal is in line with our voting policy
Epiroc AB	25-Apr-22	Approve Discharge of Jeane Hull	For	The proposal is in line with our voting policy
Epiroc AB	25-Apr-22	Approve Discharge of Ronnie Leten	For	The proposal is in line with our voting policy
Epiroc AB	25-Apr-22	Approve Discharge of Ulla Litzen	For	The proposal is in line with our voting policy
Epiroc AB	25-Apr-22	Approve Discharge of Sigurd Mareels	For	The proposal is in line with our voting policy
Epiroc AB	25-Apr-22	Approve Discharge of Astrid Skarheim Onsum	For	The proposal is in line with our voting policy
Epiroc AB	25-Apr-22	Approve Discharge of Anders Ullberg	For	The proposal is in line with our voting policy
Epiroc AB	25-Apr-22	Approve Discharge of Niclas Bergstrom	For	The proposal is in line with our voting policy
Epiroc AB	25-Apr-22	Approve Discharge of Gustav El Rachidi	For	The proposal is in line with our voting policy
Epiroc AB	25-Apr-22	Approve Discharge of Kristina Kanestad	For	The proposal is in line with our voting policy
Epiroc AB	25-Apr-22	Approve Discharge of Daniel Rundgren	For	The proposal is in line with our voting policy
Epiroc AB	25-Apr-22	Approve Discharge of CEO Helena Hedblom	For	The proposal is in line with our voting policy
Epiroc AB	25-Apr-22	Approve Allocation of Income and Dividends of SEK 3 Per Share	For	The proposal is in line with our voting policy
Epiroc AB	25-Apr-22	Approve Remuneration Report	Against	There is a lack of ESG and Climate criteria in the variable compensation. The targets are not disclosed under the STI and the LTI

Epiroc AB	25-Apr-22	Determine Number of Members (10) and Deputy Members of Board	For	The proposal is in line with our voting policy
Epiroc AB	25-Apr-22	Determine Number of Auditors (1) and Deputy Auditors	For	The proposal is in line with our voting policy
Epiroc AB	25-Apr-22	Elect Anthea Bath as New Director	For	The proposal is in line with our voting policy
Epiroc AB	25-Apr-22	Reelect Lennart Evrell as Director	For	The proposal is in line with our voting policy
Epiroc AB	25-Apr-22	Reelect Johan Forssell as Director	Against	The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors. The nominee holds one executive mandate and four non-executive directorships. The nominee is therefore overboarded.
Epiroc AB	25-Apr-22	Reelect Helena Hedblom as Director	For	The proposal is in line with our voting policy
Epiroc AB	25-Apr-22	Reelect Jeane Hull as Director	For	The proposal is in line with our voting policy
Epiroc AB	25-Apr-22	Reelect Ronnie Leten as Director	Against	The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors.
Epiroc AB	25-Apr-22	Reelect Ulla Litzen as Director	Against	The nominee holds three non-executive directorships, all of which as the Chairperson of the Audit Committee. The nominee is therefore overboarded.
Epiroc AB	25-Apr-22	Reelect Sigurd Mareels as Director	For	The proposal is in line with our voting policy
Epiroc AB	25-Apr-22	Reelect Astrid Skarheim Onsum as Director	For	The proposal is in line with our voting policy
Epiroc AB	25-Apr-22	Reelect Anders Ullberg as Director	Against	The nominee holds three non-executive directorships, two of which as an outside Chairperson of the Board. The nominee is therefore overboarded.
Epiroc AB	25-Apr-22	Reelect Ronnie Leten as Board Chair	Against	The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors.
Epiroc AB	25-Apr-22	Ratify Ernst & Young as Auditors	For	The proposal is in line with our voting policy
Epiroc AB	25-Apr-22	Approve Remuneration of Directors in the Amount of SEK 2.47 Million for Chair and SEK 775,000 for Other Directors; Approve Partly Remuneration in Synthetic Shares; Approve Remuneration for Committee Work	For	The proposal is in line with our voting policy
Epiroc AB	25-Apr-22	Approve Remuneration of Auditors	For	The proposal is in line with our voting policy

Epiroc AB	25-Apr-22	Approve Stock Option Plan 2022 for Key Employees	For	The proposal is in line with our voting policy
Epiroc AB	25-Apr-22	Approve Equity Plan Financing Through Repurchase of Class A Shares	For	The proposal is in line with our voting policy
Epiroc AB	25-Apr-22	Approve Repurchase of Shares to Pay 50 Percent of Director's Remuneration in Synthetic Shares	For	The proposal is in line with our voting policy
Epiroc AB	25-Apr-22	Approve Equity Plan Financing Through Transfer of Class A Shares to Participants	For	The proposal is in line with our voting policy
Epiroc AB	25-Apr-22	Approve Sale of Class A Shares to Finance Director Remuneration in Synthetic Shares	For	The proposal is in line with our voting policy
Epiroc AB	25-Apr-22	Approve Sale of Class A Shares to Finance Stock Option Plan 2016, 2017, 2018 and 2019	For	The proposal is in line with our voting policy
Epiroc AB	25-Apr-22	Approve Nominating Committee Procedures	For	The proposal is in line with our voting policy
Epiroc AB	25-Apr-22	Close Meeting		This is a non-votable item
Hikma Pharmaceuticals Plc	25-Apr-22	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Hikma Pharmaceuticals Plc	25-Apr-22	Approve Final Dividend	For	The proposal is in line with our voting policy
Hikma Pharmaceuticals Plc	25-Apr-22	Reappoint PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Hikma Pharmaceuticals Plc	25-Apr-22	Authorise the Audit Committee to Fix Remuneration of Auditors	For	The proposal is in line with our voting policy
Hikma Pharmaceuticals Plc	25-Apr-22	Re-elect Said Darwazah as Director	For	The proposal is in line with our voting policy
Hikma Pharmaceuticals Plc	25-Apr-22	Re-elect Siggí Olafsson as Director	For	The proposal is in line with our voting policy
Hikma Pharmaceuticals Plc	25-Apr-22	Re-elect Mazen Darwazah as Director	For	The proposal is in line with our voting policy
Hikma Pharmaceuticals Plc	25-Apr-22	Re-elect Patrick Butler as Director	Against	The board lacks diversity.
Hikma Pharmaceuticals Plc	25-Apr-22	Re-elect Ali Al-Husry as Director	For	The proposal is in line with our voting policy
Hikma Pharmaceuticals Plc	25-Apr-22	Re-elect John Castellani as Director	For	The proposal is in line with our voting policy
Hikma Pharmaceuticals Plc	25-Apr-22	Re-elect Nina Henderson as Director	For	The proposal is in line with our voting policy

Hikma Pharmaceuticals Plc	25-Apr-22	Re-elect Cynthia Flowers as Director	For	The proposal is in line with our voting policy
Hikma Pharmaceuticals Plc	25-Apr-22	Re-elect Douglas Hurt as Director	Against	The nominee holds 3 non-executive directorships, 3 of which as Chairperson of the Audit Committee. The nominee is therefore overboarded.
Hikma Pharmaceuticals Plc	25-Apr-22	Approve Remuneration Report	Against	Compensation is excessive compared to peers.
Hikma Pharmaceuticals Plc	25-Apr-22	Approve the Conversion of the Merger Reserve to a Distributable Reserve	For	The proposal is in line with our voting policy
Hikma Pharmaceuticals Plc	25-Apr-22	Authorise Issue of Equity	For	The proposal is in line with our voting policy
Hikma Pharmaceuticals Plc	25-Apr-22	Authorise Issue of Equity without Pre-emptive Rights	For	The proposal is in line with our voting policy
Hikma Pharmaceuticals Plc	25-Apr-22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	The proposal is in line with our voting policy
Hikma Pharmaceuticals Plc	25-Apr-22	Authorise Market Purchase of Ordinary Shares	For	The proposal is in line with our voting policy
Hikma Pharmaceuticals Plc	25-Apr-22	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	The proposal is in line with our voting policy
VERBUND AG	25-Apr-22	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)		This is a non-votable item
VERBUND AG	25-Apr-22	Approve Allocation of Income and Dividends of EUR 1.05 per Share	For	The proposal is in line with our voting policy
VERBUND AG	25-Apr-22	Approve Discharge of Management Board for Fiscal Year 2021	For	The proposal is in line with our voting policy
VERBUND AG	25-Apr-22	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	The proposal is in line with our voting policy
VERBUND AG	25-Apr-22	Ratify Deloitte as Auditors for Fiscal Year 2022	For	The proposal is in line with our voting policy
VERBUND AG	25-Apr-22	Approve Remuneration Report	Against	There is a lack of transparency on performance criteria. There is a lack of transparency on performance goals. Discretionary payments/powers. The company has not disclosed sufficient information to enable support of the proposal.
VERBUND AG	25-Apr-22	Elect Edith Hlawati Supervisory Board Member	For	The proposal is in line with our voting policy
VERBUND AG	25-Apr-22	Elect Barbara Praetorius Supervisory Board Member	For	The proposal is in line with our voting policy
VERBUND AG	25-Apr-22	Elect Robert Stajic Supervisory Board Member	For	The proposal is in line with our voting policy

VERBUND AG	25-Apr-22	New/Amended Proposals from Shareholders	Against	The company has not disclosed sufficient information to enable support of the proposal.
VERBUND AG	25-Apr-22	New/Amended Proposals from Management and Supervisory Board	Against	The company has not disclosed sufficient information to enable support of the proposal.
Atlas Copco AB	26-Apr-22	Opening of Meeting; Elect Chairman of Meeting	For	The proposal is in line with our voting policy
Atlas Copco AB	26-Apr-22	Prepare and Approve List of Shareholders	For	The proposal is in line with our voting policy
Atlas Copco AB	26-Apr-22	Approve Agenda of Meeting	For	The proposal is in line with our voting policy
Atlas Copco AB	26-Apr-22	Designate Inspector(s) of Minutes of Meeting	For	The proposal is in line with our voting policy
Atlas Copco AB	26-Apr-22	Acknowledge Proper Convening of Meeting	For	The proposal is in line with our voting policy
Atlas Copco AB	26-Apr-22	Receive Financial Statements and Statutory Reports		This is a non-votable item
Atlas Copco AB	26-Apr-22	Receive CEO's Report		This is a non-votable item
Atlas Copco AB	26-Apr-22	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Atlas Copco AB	26-Apr-22	Approve Discharge of Staffan Bohman	For	The proposal is in line with our voting policy
Atlas Copco AB	26-Apr-22	Approve Discharge of Tina Donikowski	For	The proposal is in line with our voting policy
Atlas Copco AB	26-Apr-22	Approve Discharge of Johan Forssell	For	The proposal is in line with our voting policy
Atlas Copco AB	26-Apr-22	Approve Discharge of Anna Ohlsson-Leijon	For	The proposal is in line with our voting policy
Atlas Copco AB	26-Apr-22	Approve Discharge of Mats Rahmstrom	For	The proposal is in line with our voting policy
Atlas Copco AB	26-Apr-22	Approve Discharge of Gordon Riske	For	The proposal is in line with our voting policy
Atlas Copco AB	26-Apr-22	Approve Discharge of Hans Straberg	For	The proposal is in line with our voting policy
Atlas Copco AB	26-Apr-22	Approve Discharge of Peter Wallenberg Jr	For	The proposal is in line with our voting policy
Atlas Copco AB	26-Apr-22	Approve Discharge of Mikael Bergstedt	For	The proposal is in line with our voting policy
Atlas Copco AB	26-Apr-22	Approve Discharge of Benny Larsson	For	The proposal is in line with our voting policy
Atlas Copco AB	26-Apr-22	Approve Discharge of CEO Mats Rahmstrom	For	The proposal is in line with our voting policy
Atlas Copco AB	26-Apr-22	Approve Allocation of Income and Dividends of SEK 7.60 Per Share	For	The proposal is in line with our voting policy
Atlas Copco AB	26-Apr-22	Approve Record Date for Dividend Payment	For	The proposal is in line with our voting policy

Atlas Copco AB	26-Apr-22	Determine Number of Members (8) and Deputy Members of Board (0)	For	The proposal is in line with our voting policy
Atlas Copco AB	26-Apr-22	Determine Number of Auditors (1) and Deputy Auditors (0)	For	The proposal is in line with our voting policy
Atlas Copco AB	26-Apr-22	Reelect Staffan Bohman as Director	Against	The board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors. The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors.
Atlas Copco AB	26-Apr-22	Reelect Johan Forssell as Director	Against	The board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors. The nominee holds 4 non-executive directorships and 1 executive directorship. The nominee is therefore overboarded.
Atlas Copco AB	26-Apr-22	Reelect Anna Ohlsson-Leijon as Director	Against	The nominee holds 1 executive position and 2 non-executive directorships, 1 of which as Chairperson of the Audit Committee. The nominee is therefore overboarded.
Atlas Copco AB	26-Apr-22	Reelect Mats Rahmstrom as Director	For	The proposal is in line with our voting policy
Atlas Copco AB	26-Apr-22	Reelect Gordon Riske as Director	For	The proposal is in line with our voting policy
Atlas Copco AB	26-Apr-22	Reelect Hans Straberg as Director	Against	The board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors. The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors. The nominee holds 4 non-executive directorships, 3 of which as Chairperson of the Board. The nominee is therefore overboarded.
Atlas Copco AB	26-Apr-22	Reelect Peter Wallenberg Jr as Director	Against	The board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors.
Atlas Copco AB	26-Apr-22	Elect Helene Mellquist as New Director	Against	The nominee holds 3 non-executive directorships and 1 executive position. The nominee is therefore overboarded.
Atlas Copco AB	26-Apr-22	Reelect Hans Straberg as Board Chair	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 board lacks diversity. The nominee holds 4 non-executive directorships, 3 of which as Chairperson of the Board. The nominee is therefore overboarded.
Atlas Copco AB	26-Apr-22	Ratify Ernst & Young as Auditors	For	The proposal is in line with our voting policy
Atlas Copco AB	26-Apr-22	Approve Remuneration of Directors in the Amount of SEK 3.1 Million to Chair and SEK 1 Million to Other Directors; Approve Remuneration for Committee Work; Approve Delivering Part of Remuneration in form of Synthetic Shares	Against	Board fees are excessive. Board fees have been increased excessively.
Atlas Copco AB	26-Apr-22	Approve Remuneration of Auditors	For	The proposal is in line with our voting policy
Atlas Copco AB	26-Apr-22	Approve Remuneration Report	Against	Compensation is excessive compared to peers.
Atlas Copco AB	26-Apr-22	Approve Stock Option Plan 2022 for Key Employees	For	The proposal is in line with our voting policy
Atlas Copco AB	26-Apr-22	Acquire Class A Shares Related to Personnel Option Plan for 2022	For	The proposal is in line with our voting policy
Atlas Copco AB	26-Apr-22	Acquire Class A Shares Related to Remuneration of Directors in the Form of Synthetic Shares	For	The proposal is in line with our voting policy
Atlas Copco AB	26-Apr-22	Transfer Class A Shares Related to Personnel Option Plan for 2022	For	The proposal is in line with our voting policy
Atlas Copco AB	26-Apr-22	Sell Class A Shares to Cover Costs Related to Synthetic Shares to the Board	For	The proposal is in line with our voting policy
Atlas Copco AB	26-Apr-22	Sell Class A to Cover Costs in Relation to the Personnel Option Plans for 2016, 2017, 2018 and 2019	For	The proposal is in line with our voting policy
Atlas Copco AB	26-Apr-22	Amend Articles Re: Notice of General Meeting; Editorial Changes	For	The proposal is in line with our voting policy
Atlas Copco AB	26-Apr-22	Approve 4:1 Stock Split; Reduction of Share Capital Through Redemption of Shares; Increase of Share Capital through a Bonus	For	The proposal is in line with our voting policy

		Issue without the Issuance of New Shares		
Atlas Copco AB	26-Apr-22	Close Meeting		This is a non-votable item
Getinge AB	26-Apr-22	Open Meeting		This is a non-votable item
Getinge AB	26-Apr-22	Elect Chairman of Meeting	For	The proposal is in line with our voting policy
Getinge AB	26-Apr-22	Prepare and Approve List of Shareholders		This is a non-votable item
Getinge AB	26-Apr-22	Approve Agenda of Meeting	For	The proposal is in line with our voting policy
Getinge AB	26-Apr-22	Designate Inspector(s) of Minutes of Meeting		This is a non-votable item
Getinge AB	26-Apr-22	Acknowledge Proper Convening of Meeting	For	The proposal is in line with our voting policy
Getinge AB	26-Apr-22	Receive Financial Statements and Statutory Reports		This is a non-votable item
Getinge AB	26-Apr-22	Receive Board's and Board Committee's Reports		This is a non-votable item
Getinge AB	26-Apr-22	Receive CEO Report		This is a non-votable item
Getinge AB	26-Apr-22	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Getinge AB	26-Apr-22	Approve Allocation of Income and Dividends of SEK 4 Per Share	For	The proposal is in line with our voting policy
Getinge AB	26-Apr-22	Approve Discharge of Carl Bennet	For	The proposal is in line with our voting policy
Getinge AB	26-Apr-22	Approve Discharge of Johan Bygge	For	The proposal is in line with our voting policy
Getinge AB	26-Apr-22	Approve Discharge of Cecilia Daun Wennborg	For	The proposal is in line with our voting policy
Getinge AB	26-Apr-22	Approve Discharge of Barbro Friden	For	The proposal is in line with our voting policy
Getinge AB	26-Apr-22	Approve Discharge of Dan Frohm	For	The proposal is in line with our voting policy
Getinge AB	26-Apr-22	Approve Discharge of Sofia Hasselberg	For	The proposal is in line with our voting policy
Getinge AB	26-Apr-22	Approve Discharge of Johan Malmquist	For	The proposal is in line with our voting policy
Getinge AB	26-Apr-22	Approve Discharge of Malin Persson	For	The proposal is in line with our voting policy
Getinge AB	26-Apr-22	Approve Discharge of Kristian Samuelsson	For	The proposal is in line with our voting policy
Getinge AB	26-Apr-22	Approve Discharge of Johan Stern	For	The proposal is in line with our voting policy
Getinge AB	26-Apr-22	Approve Discharge of Mattias Perjos	For	The proposal is in line with our voting policy

Getinge AB	26-Apr-22	Approve Discharge of Rickard Karlsson	For	The proposal is in line with our voting policy
Getinge AB	26-Apr-22	Approve Discharge of Ake Larsson	For	The proposal is in line with our voting policy
Getinge AB	26-Apr-22	Approve Discharge of Peter Jormalm	For	The proposal is in line with our voting policy
Getinge AB	26-Apr-22	Approve Discharge of Fredrik Brattborn	For	The proposal is in line with our voting policy
Getinge AB	26-Apr-22	Determine Number of Members (9) and Deputy Members (0) of Board	For	The proposal is in line with our voting policy
Getinge AB	26-Apr-22	Determine Number of Auditors (1) and Deputy Auditors (0)	For	The proposal is in line with our voting policy
Getinge AB	26-Apr-22	Approve Remuneration of Directors in the Aggregate Amount of SEK 6.1 Million; Approve Remuneration for Committee Work	For	The proposal is in line with our voting policy
Getinge AB	26-Apr-22	Approve Remuneration of Auditors	For	The proposal is in line with our voting policy
Getinge AB	26-Apr-22	Reelect Carl Bennet as Director	Against	The board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors. The nominee holds six non-executive directorships, one of which as an outside Chairperson of the Board. The nominee is therefore overboarded.
Getinge AB	26-Apr-22	Reelect Johan Bygge as Director	Against	The board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors. The nominee holds four non-executive directorships, two of which as an outside Chairperson of the Board and another as the Chairperson of the Audit Committee. The nominee is therefore overboarded.
Getinge AB	26-Apr-22	Reelect Cecilia Daun Wennborg as Director	Against	The board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors. The nominee holds five non-executive directorships, three of which as an outside Chairperson of the Audit Committee. The nominee is therefore overboarded.
Getinge AB	26-Apr-22	Reelect Barbro Friden as Director	For	The proposal is in line with our voting policy
Getinge AB	26-Apr-22	Reelect Dan Frohm as Director	Against	The board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Audit Committee which is not composed in majority of

				independent directors. The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors. The nominee holds four non-executive directorships, one of which as an outside Chairperson of the Board. The nominee is therefore overboarded.
Getinge AB	26-Apr-22	Reelect Johan Malmquist as Director	Against	The board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors. The nominee holds four non-executive directorships, two of which as the Chairperson of the Board. The nominee is therefore overboarded.
Getinge AB	26-Apr-22	Reelect Mattias Perjos as Director	For	The proposal is in line with our voting policy
Getinge AB	26-Apr-22	Reelect Malin Persson as Director	Against	The nominee holds five non-executive directorships. The nominee is therefore overboarded.
Getinge AB	26-Apr-22	Reelect Kristian Samuelsson as Director	For	The proposal is in line with our voting policy
Getinge AB	26-Apr-22	Reelect Johan Malmquist as Board Chair	Against	The board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors. The nominee holds four non-executive directorships, two of which as the Chairperson of the Board. The nominee is therefore overboarded.
Getinge AB	26-Apr-22	Ratify PricewaterhouseCoopers as Auditors	For	The proposal is in line with our voting policy
Getinge AB	26-Apr-22	Approve Remuneration Report	Against	Compensation is excessive compared to peers. LTI with insufficient performance period.
Getinge AB	26-Apr-22	Approve Remuneration Policy And Other Terms of Employment For Executive Management	For	The proposal is in line with our voting policy
Getinge AB	26-Apr-22	Close Meeting		This is a non-votable item
Taylor Wimpey Plc	26-Apr-22	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Taylor Wimpey Plc	26-Apr-22	Approve Final Dividend	For	The proposal is in line with our voting policy
Taylor Wimpey Plc	26-Apr-22	Re-elect Irene Dorner as Director	For	The proposal is in line with our voting policy
Taylor Wimpey Plc	26-Apr-22	Re-elect Jennie Daly as Director	For	The proposal is in line with our voting policy
Taylor Wimpey Plc	26-Apr-22	Re-elect Chris Carney as Director	For	The proposal is in line with our voting policy

Taylor Wimpey Plc	26-Apr-22	Re-elect Robert Noel as Director	For	The proposal is in line with our voting policy
Taylor Wimpey Plc	26-Apr-22	Re-elect Humphrey Singer as Director	For	The proposal is in line with our voting policy
Taylor Wimpey Plc	26-Apr-22	Re-elect Lord Jitesh Gadhia as Director	For	The proposal is in line with our voting policy
Taylor Wimpey Plc	26-Apr-22	Re-elect Scilla Grimble as Director	For	The proposal is in line with our voting policy
Taylor Wimpey Plc	26-Apr-22	Reappoint PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Taylor Wimpey Plc	26-Apr-22	Authorise the Audit Committee to Fix Remuneration of Auditors	For	The proposal is in line with our voting policy
Taylor Wimpey Plc	26-Apr-22	Authorise Issue of Equity	For	The proposal is in line with our voting policy
Taylor Wimpey Plc	26-Apr-22	Authorise Issue of Equity without Pre-emptive Rights	For	The proposal is in line with our voting policy
Taylor Wimpey Plc	26-Apr-22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	The proposal is in line with our voting policy
Taylor Wimpey Plc	26-Apr-22	Authorise Market Purchase of Ordinary Shares	For	The proposal is in line with our voting policy
Taylor Wimpey Plc	26-Apr-22	Approve Remuneration Report	For	The proposal is in line with our voting policy
Taylor Wimpey Plc	26-Apr-22	Authorise UK Political Donations and Expenditure	For	The proposal is in line with our voting policy
Taylor Wimpey Plc	26-Apr-22	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	The proposal is in line with our voting policy
Vifor Pharma AG	26-Apr-22	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Vifor Pharma AG	26-Apr-22	Approve Discharge of Board and Senior Management	For	The proposal is in line with our voting policy
Vifor Pharma AG	26-Apr-22	Approve Allocation of Income and Dividends of CHF 2.00 per Share	For	The proposal is in line with our voting policy
Vifor Pharma AG	26-Apr-22	Approve Remuneration Report	For	The proposal is in line with our voting policy
Vifor Pharma AG	26-Apr-22	Approve Remuneration of Directors in the Amount of CHF 4 Million	For	The proposal is in line with our voting policy
Vifor Pharma AG	26-Apr-22	Approve Remuneration of Executive Committee in the Amount of CHF 19.5 Million	For	The proposal is in line with our voting policy
Vifor Pharma AG	26-Apr-22	Reelect Jacques Theurillat as Director and Board Chair	For	The proposal is in line with our voting policy
Vifor Pharma AG	26-Apr-22	Reelect Romeo Cerutti as Director	For	The proposal is in line with our voting policy

Vifor Pharma AG	26-Apr-22	Reelect Michel Burnier as Director	For	The proposal is in line with our voting policy
Vifor Pharma AG	26-Apr-22	Reelect Alexandre LeBeaut as Director	For	The proposal is in line with our voting policy
Vifor Pharma AG	26-Apr-22	Reelect Sue Mahony as Director	For	The proposal is in line with our voting policy
Vifor Pharma AG	26-Apr-22	Reelect Asa Riisberg as Director	For	The proposal is in line with our voting policy
Vifor Pharma AG	26-Apr-22	Reelect Kim Stratton as Director	For	The proposal is in line with our voting policy
Vifor Pharma AG	26-Apr-22	Elect Paul McKenzie as Director and Board Chair under the Terms of the Tender Offer of CSL Behring AG	For	The proposal is in line with our voting policy
Vifor Pharma AG	26-Apr-22	Elect Greg Boss as Director under the Terms of the Tender Offer of CSL Behring AG	For	The proposal is in line with our voting policy
Vifor Pharma AG	26-Apr-22	Elect John Levy as Director under the Terms of the Tender Offer of CSL Behring AG	For	The proposal is in line with our voting policy
Vifor Pharma AG	26-Apr-22	Elect Joy Linton as Director under the Terms of the Tender Offer of CSL Behring AG	For	The proposal is in line with our voting policy
Vifor Pharma AG	26-Apr-22	Elect Markus Staempfli as Director under the Terms of the Tender Offer of CSL Behring AG	For	The proposal is in line with our voting policy
Vifor Pharma AG	26-Apr-22	Elect Elizabeth Walker as Director under the Terms of the Tender Offer of CSL Behring AG	For	The proposal is in line with our voting policy
Vifor Pharma AG	26-Apr-22	Reappoint Sue Mahony as Member of the Compensation Committee	For	The proposal is in line with our voting policy
Vifor Pharma AG	26-Apr-22	Reappoint Michel Burnier as Member of the Compensation Committee	For	The proposal is in line with our voting policy
Vifor Pharma AG	26-Apr-22	Reappoint Romeo Cerutti as Member of the Compensation Committee	For	The proposal is in line with our voting policy
Vifor Pharma AG	26-Apr-22	Appoint Greg Boss as Member of the Compensation Committee under the Terms of the Tender Offer of CSL Behring AG	For	The proposal is in line with our voting policy
Vifor Pharma AG	26-Apr-22	Appoint Joy Linton as Member of the	For	The proposal is in line with our voting policy

		Compensation Committee under the Terms of the Tender Offer of CSL Behring AG		
Vifor Pharma AG	26-Apr-22	Appoint Elizabeth Walker as Member of the Compensation Committee under the Terms of the Tender Offer of CSL Behring AG	For	The proposal is in line with our voting policy
Vifor Pharma AG	26-Apr-22	Designate Walder Wyss AG as Independent Proxy	For	The proposal is in line with our voting policy
Vifor Pharma AG	26-Apr-22	Ratify Ernst & Young AG as Auditors	For	The proposal is in line with our voting policy
Vifor Pharma AG	26-Apr-22	Transact Other Business (Voting)	Against	The company has not disclosed sufficient information to enable support of the proposal.
Alcon Inc.	27-Apr-22	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Alcon Inc.	27-Apr-22	Approve Discharge of Board and Senior Management	For	The proposal is in line with our voting policy
Alcon Inc.	27-Apr-22	Approve Allocation of Income and Dividends of CHF 0.20 per Share	For	The proposal is in line with our voting policy
Alcon Inc.	27-Apr-22	Approve Remuneration Report (Non-Binding)	For	The proposal is in line with our voting policy
Alcon Inc.	27-Apr-22	Approve Remuneration of Directors in the Amount of CHF 3.6 Million	For	The proposal is in line with our voting policy
Alcon Inc.	27-Apr-22	Approve Remuneration of Executive Committee in the Amount of CHF 38.4 Million	For	The proposal is in line with our voting policy
Alcon Inc.	27-Apr-22	Reelect Michael Ball as Director and Board Chair	For	The proposal is in line with our voting policy
Alcon Inc.	27-Apr-22	Reelect Lynn Bleil as Director	For	The proposal is in line with our voting policy
Alcon Inc.	27-Apr-22	Reelect Arthur Cummings as Director	For	The proposal is in line with our voting policy
Alcon Inc.	27-Apr-22	Reelect David Endicott as Director	For	The proposal is in line with our voting policy
Alcon Inc.	27-Apr-22	Reelect Thomas Glanzmann as Director	For	The proposal is in line with our voting policy
Alcon Inc.	27-Apr-22	Reelect Keith Grossman as Director	For	The proposal is in line with our voting policy
Alcon Inc.	27-Apr-22	Reelect Scott Maw as Director	Against	The nominee holds 4 non-executive directorships, 2 of which as Chairperson of the Audit Committee. The nominee is therefore overboarded.
Alcon Inc.	27-Apr-22	Reelect Karen May as Director	For	The proposal is in line with our voting policy
Alcon Inc.	27-Apr-22	Reelect Ines Poeschel as Director	For	The proposal is in line with our voting policy

Alcon Inc.	27-Apr-22	Reelect Dieter Spaelti as Director	For	The proposal is in line with our voting policy
Alcon Inc.	27-Apr-22	Elect Raquel Bono as Director	For	The proposal is in line with our voting policy
Alcon Inc.	27-Apr-22	Reappoint Thomas Glanzmann as Member of the Compensation Committee	For	The proposal is in line with our voting policy
Alcon Inc.	27-Apr-22	Reappoint Karen May as Member of the Compensation Committee	For	The proposal is in line with our voting policy
Alcon Inc.	27-Apr-22	Reappoint Ines Poeschel as Member of the Compensation Committee	For	The proposal is in line with our voting policy
Alcon Inc.	27-Apr-22	Appoint Scott Maw as Member of the Compensation Committee	Against	The nominee holds 4 non-executive directorships, 2 of which as Chairperson of the Audit Committee. The nominee is therefore overboarded.
Alcon Inc.	27-Apr-22	Designate Hartmann Dreyer Attorneys-at-Law as Independent Proxy	For	The proposal is in line with our voting policy
Alcon Inc.	27-Apr-22	Ratify PricewaterhouseCoopers SA as Auditors	For	The proposal is in line with our voting policy
Alcon Inc.	27-Apr-22	Transact Other Business (Voting)	Against	The company has not disclosed sufficient information to enable support of the proposal.
Bachem Holding AG	27-Apr-22	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Bachem Holding AG	27-Apr-22	Approve Discharge of Board and Senior Management	For	The proposal is in line with our voting policy
Bachem Holding AG	27-Apr-22	Approve Allocation of Income and Dividends of CHF 1.75 per Share and CHF 1.75 per Share from Capital Contribution Reserves	For	The proposal is in line with our voting policy
Bachem Holding AG	27-Apr-22	Approve Remuneration of Directors in the Amount of CHF 650,000	For	The proposal is in line with our voting policy
Bachem Holding AG	27-Apr-22	Approve Remuneration of Executive Committee in the Amount of CHF 2.8 Million	Against	The remuneration structure is not satisfactory. LTI is not fully performance-based. There is a lack of ESG criteria in the variable compensation.
Bachem Holding AG	27-Apr-22	Reelect Kuno Sommer as Director and Board Chair	Against	The board is not sufficiently independent as per our voting policy.
Bachem Holding AG	27-Apr-22	Reelect Nicole Hoetzer as Director	Against	The board is not sufficiently independent as per our voting policy.
Bachem Holding AG	27-Apr-22	Reelect Helma Wennemers as Director	Against	The board is not sufficiently independent as per our voting policy.
Bachem Holding AG	27-Apr-22	Reelect Steffen Lang as Director	Against	The board is not sufficiently independent as per our voting policy.

Bachem Holding AG	27-Apr-22	Reelect Alex Faessler as Director	Against	The board is not sufficiently independent as per our voting policy.
Bachem Holding AG	27-Apr-22	Reappoint Kuno Sommer as Member of the Compensation Committee	Against	The board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors.
Bachem Holding AG	27-Apr-22	Reappoint Nicole Hoetzer as Member of the Compensation Committee	Against	The board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors.
Bachem Holding AG	27-Apr-22	Reappoint Alex Faessler as Member of the Compensation Committee	Against	The board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors.
Bachem Holding AG	27-Apr-22	Ratify MAZARS SA as Auditors	For	The proposal is in line with our voting policy
Bachem Holding AG	27-Apr-22	Designate Paul Wiesli as Independent Proxy	For	The proposal is in line with our voting policy
Bachem Holding AG	27-Apr-22	Approve 1:5 Stock Split; Cancellation of Shares Categories A and B	For	The proposal is in line with our voting policy
Bachem Holding AG	27-Apr-22	Amend Articles Re: AGM Convocation; Remuneration of Directors; Notifications to Shareholders	For	The proposal is in line with our voting policy
Bachem Holding AG	27-Apr-22	Transact Other Business (Voting)	Against	The company has not disclosed sufficient information to enable support of the proposal. The Proposal is not in shareholders' interest.
Persimmon Plc	27-Apr-22	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Persimmon Plc	27-Apr-22	Approve Remuneration Report	For	The proposal is in line with our voting policy
Persimmon Plc	27-Apr-22	Re-elect Roger Devlin as Director	For	The proposal is in line with our voting policy
Persimmon Plc	27-Apr-22	Re-elect Dean Finch as Director	For	The proposal is in line with our voting policy
Persimmon Plc	27-Apr-22	Re-elect Nigel Mills as Director	For	The proposal is in line with our voting policy
Persimmon Plc	27-Apr-22	Re-elect Simon Litherland as Director	For	The proposal is in line with our voting policy
Persimmon Plc	27-Apr-22	Re-elect Joanna Place as Director	For	The proposal is in line with our voting policy
Persimmon Plc	27-Apr-22	Re-elect Annemarie Durbin as Director	For	The proposal is in line with our voting policy
Persimmon Plc	27-Apr-22	Re-elect Andrew Wyllie as Director	For	The proposal is in line with our voting policy
Persimmon Plc	27-Apr-22	Elect Shirine Khoury-Haq as Director	For	The proposal is in line with our voting policy

Persimmon Plc	27-Apr-22	Reappoint Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Persimmon Plc	27-Apr-22	Authorise the Audit Committee to Fix Remuneration of Auditors	For	The proposal is in line with our voting policy
Persimmon Plc	27-Apr-22	Authorise Issue of Equity	For	The proposal is in line with our voting policy
Persimmon Plc	27-Apr-22	Authorise Issue of Equity without Pre-emptive Rights	For	The proposal is in line with our voting policy
Persimmon Plc	27-Apr-22	Authorise Market Purchase of Ordinary Shares	For	The proposal is in line with our voting policy
Persimmon Plc	27-Apr-22	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	The proposal is in line with our voting policy
Chocoladefabriken Lindt & Spruengli AG	28-Apr-22	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Chocoladefabriken Lindt & Spruengli AG	28-Apr-22	Approve Remuneration Report (Non-Binding)	Against	The company has not disclosed sufficient information to enable support of the proposal. LTI is not fully performance-based. Discretionary payments/powers. There is a lack of ESG criteria in the variable compensation.
Chocoladefabriken Lindt & Spruengli AG	28-Apr-22	Approve Discharge of Board and Senior Management	For	The proposal is in line with our voting policy
Chocoladefabriken Lindt & Spruengli AG	28-Apr-22	Approve Allocation of Income and Dividends of CHF 1,200 per Registered Share and CHF 120 per Participation Certificate	For	The proposal is in line with our voting policy
Chocoladefabriken Lindt & Spruengli AG	28-Apr-22	Approve CHF 45,300 Reduction in Share Capital and CHF 375,700 Reduction in Participation Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	For	The proposal is in line with our voting policy
Chocoladefabriken Lindt & Spruengli AG	28-Apr-22	Reelect Ernst Tanner as Director and Board Chair	Against	The board is not sufficiently independent as per our voting policy.
Chocoladefabriken Lindt & Spruengli AG	28-Apr-22	Reelect Antonio Bulgheroni as Director	Against	The board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors.
Chocoladefabriken Lindt & Spruengli AG	28-Apr-22	Reelect Rudolf Spruengli as Director	Against	The board is not sufficiently independent as per our voting policy.
Chocoladefabriken Lindt & Spruengli AG	28-Apr-22	Reelect Elisabeth Guertler as Director	Against	The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors.

Chocoladefabriken Lindt & Spruengli AG	28-Apr-22	Reelect Thomas Rinderknecht as Director	For	The proposal is in line with our voting policy
Chocoladefabriken Lindt & Spruengli AG	28-Apr-22	Reelect Silvio Denz as Director	For	The proposal is in line with our voting policy
Chocoladefabriken Lindt & Spruengli AG	28-Apr-22	Elect Dieter Weisskopf as Director	For	The proposal is in line with our voting policy
Chocoladefabriken Lindt & Spruengli AG	28-Apr-22	Reappoint Rudolf Spruengli as Member of the Nomination and Compensation Committee	Against	The board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors. The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors. The board lacks diversity.
Chocoladefabriken Lindt & Spruengli AG	28-Apr-22	Reappoint Antonio Bulgheroni as Member of the Nomination and Compensation Committee	Against	The board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors. The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors. The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors.
Chocoladefabriken Lindt & Spruengli AG	28-Apr-22	Reappoint Silvio Denz as Member of the Nomination and Compensation Committee	For	The proposal is in line with our voting policy
Chocoladefabriken Lindt & Spruengli AG	28-Apr-22	Designate Patrick Schleiffer as Independent Proxy	For	The proposal is in line with our voting policy
Chocoladefabriken Lindt & Spruengli AG	28-Apr-22	Ratify PricewaterhouseCoopers AG as Auditors	For	The proposal is in line with our voting policy
Chocoladefabriken Lindt & Spruengli AG	28-Apr-22	Approve Remuneration of Directors in the Amount of CHF 3.2 Million	For	The proposal is in line with our voting policy
Chocoladefabriken Lindt & Spruengli AG	28-Apr-22	Approve Remuneration of Executive Committee in the Amount of CHF 18 Million	For	The proposal is in line with our voting policy
Chocoladefabriken Lindt & Spruengli AG	28-Apr-22	Transact Other Business (Voting)	Against	The company has not disclosed sufficient information to enable support of the proposal.
GEA Group AG	28-Apr-22	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)		This is a non-votable item

GEA Group AG	28-Apr-22	Approve Allocation of Income and Dividends of EUR 0.90 per Share	For	The proposal is in line with our voting policy
GEA Group AG	28-Apr-22	Approve Remuneration Report	Against	Compensation is excessive compared to peers.
GEA Group AG	28-Apr-22	Approve Discharge of Management Board for Fiscal Year 2021	For	The proposal is in line with our voting policy
GEA Group AG	28-Apr-22	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	The proposal is in line with our voting policy
GEA Group AG	28-Apr-22	Ratify KPMG AG as Auditors for Fiscal Year 2022	For	The proposal is in line with our voting policy
GEA Group AG	28-Apr-22	Elect Joerg Kampmeyer to the Supervisory Board	For	The proposal is in line with our voting policy
GEA Group AG	28-Apr-22	Elect Jens Riedl to the Supervisory Board	For	The proposal is in line with our voting policy
Kering SA	28-Apr-22	Approve Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Kering SA	28-Apr-22	Approve Consolidated Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Kering SA	28-Apr-22	Approve Allocation of Income and Dividends of EUR 12 per Share	For	The proposal is in line with our voting policy
Kering SA	28-Apr-22	Reelect Daniela Riccardi as Director	For	The proposal is in line with our voting policy
Kering SA	28-Apr-22	Elect Veronique Weill as Director	Against	The nominee holds 4 non-executive directorships, 1 of which as Chairperson of the Board. The nominee is therefore overboarded.
Kering SA	28-Apr-22	Elect Yonca Dervisoglu as Director	For	The proposal is in line with our voting policy
Kering SA	28-Apr-22	Elect Serge Weinberg as Director	For	The proposal is in line with our voting policy
Kering SA	28-Apr-22	Approve Compensation Report of Corporate Officers	For	The proposal is in line with our voting policy
Kering SA	28-Apr-22	Approve Compensation of Francois-Henri Pinault, Chairman and CEO	For	The proposal is in line with our voting policy
Kering SA	28-Apr-22	Approve Compensation of Jean-Francois Palus, Vice-CEO	Against	The company has not disclosed sufficient information to enable support of the proposal. Discretionary payments/powers.
Kering SA	28-Apr-22	Approve Remuneration Policy of Executive Corporate Officers	Against	The company has not provided sufficient information to justify this increase in variable remuneration.
Kering SA	28-Apr-22	Approve Remuneration Policy of Corporate Officers	For	The proposal is in line with our voting policy

Kering SA	28-Apr-22	Appoint PricewaterhouseCoopers Audit as Auditor	For	The proposal is in line with our voting policy
Kering SA	28-Apr-22	Appoint Emmanuel Benoist as Alternate Auditor	For	The proposal is in line with our voting policy
Kering SA	28-Apr-22	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	The proposal is in line with our voting policy
Kering SA	28-Apr-22	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans with Performance Conditions Attached	For	The proposal is in line with our voting policy
Kering SA	28-Apr-22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	The proposal is in line with our voting policy
Kering SA	28-Apr-22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans for Employees of International Subsidiaries	For	The proposal is in line with our voting policy
Kering SA	28-Apr-22	Authorize Filing of Required Documents/Other Formalities	For	The proposal is in line with our voting policy
UCB SA	28-Apr-22	Receive Directors' Reports (Non-Voting)		This is a non-votable item
UCB SA	28-Apr-22	Receive Auditors' Reports (Non-Voting)		This is a non-votable item
UCB SA	28-Apr-22	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)		This is a non-votable item
UCB SA	28-Apr-22	Approve Financial Statements, Allocation of Income, and Dividends of EUR 1.30 per Share	For	The proposal is in line with our voting policy
UCB SA	28-Apr-22	Approve Remuneration Report	Against	Compensation is excessive compared to peers.
UCB SA	28-Apr-22	Approve Remuneration of Directors	For	The proposal is in line with our voting policy
UCB SA	28-Apr-22	Approve Discharge of Directors	For	The proposal is in line with our voting policy
UCB SA	28-Apr-22	Approve Discharge of Auditors	For	The proposal is in line with our voting policy
UCB SA	28-Apr-22	Reelect Kay Davies as Director	For	The proposal is in line with our voting policy
UCB SA	28-Apr-22	Indicate Kay Davies as Independent Director	For	The proposal is in line with our voting policy
UCB SA	28-Apr-22	Reelect Jean-Christophe Tellier as Director	For	The proposal is in line with our voting policy

UCB SA	28-Apr-22	Reelect Cedric van Rijckevorsel as Director	For	The proposal is in line with our voting policy
UCB SA	28-Apr-22	Approve Long-Term Incentive Plans	For	The proposal is in line with our voting policy
UCB SA	28-Apr-22	Approve Change-of-Control Clause Re: EMTN Program Renewal	For	The proposal is in line with our voting policy
UCB SA	28-Apr-22	Approve Change-of-Control Clause Re: European Investment Bank Facility Agreement	For	The proposal is in line with our voting policy
UCB SA	28-Apr-22	Approve Change-of-Control Clause Re: Term Facility Agreement	For	The proposal is in line with our voting policy
UCB SA	28-Apr-22	Receive Special Board Report Re: Authorized Capital		This is a non-votable item
UCB SA	28-Apr-22	Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	For	The proposal is in line with our voting policy
UCB SA	28-Apr-22	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	The proposal is in line with our voting policy
UCB SA	28-Apr-22	Amend Article 19 Re: Proceeding of the Board Being Set Down in Minutes	For	The proposal is in line with our voting policy
Umicore	28-Apr-22	Receive Supervisory Board's and Auditors' Reports (Non-Voting)		This is a non-votable item
Umicore	28-Apr-22	Approve Remuneration Report	Against	There is a lack of transparency on performance goals. The company has paid excessive severance amounts. The remuneration structure is not satisfactory. Discretionary payments/powers.
Umicore	28-Apr-22	Approve Remuneration Policy	For	The proposal is in line with our voting policy
Umicore	28-Apr-22	Approve Financial Statements, Allocation of Income, and Dividends of EUR 0.80 per Share	For	The proposal is in line with our voting policy
Umicore	28-Apr-22	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)		This is a non-votable item
Umicore	28-Apr-22	Approve Discharge of Supervisory Board	For	The proposal is in line with our voting policy
Umicore	28-Apr-22	Approve Discharge of Auditors	For	The proposal is in line with our voting policy
Umicore	28-Apr-22	Reelect Francoise Chombar as an Independent Member of the Supervisory Board	For	The proposal is in line with our voting policy

Umicore	28-Apr-22	Reelect Laurent Raets as Member of the Supervisory Board	For	The proposal is in line with our voting policy
Umicore	28-Apr-22	Elect Alison Henwood as an Independent Member of the Supervisory Board	For	The proposal is in line with our voting policy
Umicore	28-Apr-22	Approve Remuneration of the Members of the Supervisory Board	For	The proposal is in line with our voting policy
Umicore	28-Apr-22	Approve Change-of-Control Clause Re: Sustainability-linked Revolving Facility Agreement	For	The proposal is in line with our voting policy
Umicore	28-Apr-22	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	The proposal is in line with our voting policy
Umicore	28-Apr-22	Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	For	The proposal is in line with our voting policy
ASML Holding NV	29-Apr-22	Open Meeting		This is a non-votable item
ASML Holding NV	29-Apr-22	Discuss the Company's Business, Financial Situation and Sustainability		This is a non-votable item
ASML Holding NV	29-Apr-22	Approve Remuneration Report	Against	Compensation is excessive compared to peers.
ASML Holding NV	29-Apr-22	Adopt Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
ASML Holding NV	29-Apr-22	Receive Explanation on Company's Reserves and Dividend Policy		This is a non-votable item
ASML Holding NV	29-Apr-22	Approve Dividends of EUR 5.50 Per Share	For	The proposal is in line with our voting policy
ASML Holding NV	29-Apr-22	Approve Discharge of Management Board	For	The proposal is in line with our voting policy
ASML Holding NV	29-Apr-22	Approve Discharge of Supervisory Board	For	The proposal is in line with our voting policy
ASML Holding NV	29-Apr-22	Approve Number of Shares for Management Board	For	The proposal is in line with our voting policy
ASML Holding NV	29-Apr-22	Amend Remuneration Policy for Management Board	For	The proposal is in line with our voting policy
ASML Holding NV	29-Apr-22	Announce Intention to Reappoint P.T.F.M. Wennink to Management Board		This is a non-votable item
ASML Holding NV	29-Apr-22	Announce Intention to Reappoint M.A. van den Brink to Management Board		This is a non-votable item

ASML Holding NV	29-Apr-22	Announce Intention to Reappoint F.J.M. Schneider-Maunoury to Management Board		This is a non-votable item
ASML Holding NV	29-Apr-22	Announce Intention to Reappoint C.D. Fouquet to Management Board		This is a non-votable item
ASML Holding NV	29-Apr-22	Announce Intention to Reappoint R.J.M. Dassen to Management Board		This is a non-votable item
ASML Holding NV	29-Apr-22	Announce Vacancies on the Supervisory Board		This is a non-votable item
ASML Holding NV	29-Apr-22	Opportunity to Make Recommendations		This is a non-votable item
ASML Holding NV	29-Apr-22	Announce Recommendation to Reappoint T.L. Kelly and Appoint A.F.M. Everke and A.L. Steegen as Members of the Supervisory Board		This is a non-votable item
ASML Holding NV	29-Apr-22	Reelect T.L. Kelly to Supervisory Board	For	The proposal is in line with our voting policy
ASML Holding NV	29-Apr-22	Elect A.F.M. Everke to Supervisory Board	For	The proposal is in line with our voting policy
ASML Holding NV	29-Apr-22	Elect A.L. Steegen to Supervisory Board	For	The proposal is in line with our voting policy
ASML Holding NV	29-Apr-22	Discuss Composition of the Supervisory Board		This is a non-votable item
ASML Holding NV	29-Apr-22	Ratify KPMG Accountants N.V. as Auditors for the Reporting Years 2023 and 2024	For	The proposal is in line with our voting policy
ASML Holding NV	29-Apr-22	Ratify Deloitte Accountants B.V. as Auditors for the Reporting Year 2025		This is a non-votable item
ASML Holding NV	29-Apr-22	Amend Articles of Association	For	The proposal is in line with our voting policy
ASML Holding NV	29-Apr-22	Grant Board Authority to Issue Shares Up to 5 Percent of Issued Capital Plus Additional 5 Percent in Case of Merger or Acquisition	For	The proposal is in line with our voting policy
ASML Holding NV	29-Apr-22	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	The proposal is in line with our voting policy
ASML Holding NV	29-Apr-22	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	The proposal is in line with our voting policy
ASML Holding NV	29-Apr-22	Authorize Cancellation of Repurchased Shares	For	The proposal is in line with our voting policy

ASML Holding NV	29-Apr-22	Other Business (Non-Voting)		This is a non-votable item
ASML Holding NV	29-Apr-22	Close Meeting		This is a non-votable item
AstraZeneca Plc	29-Apr-22	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
AstraZeneca Plc	29-Apr-22	Approve Dividends	For	The proposal is in line with our voting policy
AstraZeneca Plc	29-Apr-22	Reappoint PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
AstraZeneca Plc	29-Apr-22	Authorise Board to Fix Remuneration of Auditors	For	The proposal is in line with our voting policy
AstraZeneca Plc	29-Apr-22	Re-elect Leif Johansson as Director	For	The proposal is in line with our voting policy
AstraZeneca Plc	29-Apr-22	Re-elect Pascal Soriot as Director	For	The proposal is in line with our voting policy
AstraZeneca Plc	29-Apr-22	Elect Aradhana Sarin as Director	For	The proposal is in line with our voting policy
AstraZeneca Plc	29-Apr-22	Re-elect Philip Broadley as Director	For	The proposal is in line with our voting policy
AstraZeneca Plc	29-Apr-22	Re-elect Euan Ashley as Director	For	The proposal is in line with our voting policy
AstraZeneca Plc	29-Apr-22	Re-elect Michel Demare as Director	For	The proposal is in line with our voting policy
AstraZeneca Plc	29-Apr-22	Re-elect Deborah DiSanzo as Director	For	The proposal is in line with our voting policy
AstraZeneca Plc	29-Apr-22	Re-elect Diana Layfield as Director	For	The proposal is in line with our voting policy
AstraZeneca Plc	29-Apr-22	Re-elect Sheri McCoy as Director	For	The proposal is in line with our voting policy
AstraZeneca Plc	29-Apr-22	Re-elect Tony Mok as Director	For	The proposal is in line with our voting policy
AstraZeneca Plc	29-Apr-22	Re-elect Nazneen Rahman as Director	For	The proposal is in line with our voting policy
AstraZeneca Plc	29-Apr-22	Elect Andreas Rummelt as Director	For	The proposal is in line with our voting policy
AstraZeneca Plc	29-Apr-22	Re-elect Marcus Wallenberg as Director	Against	The nominee holds 5 non-executive directorships, 2 of which as Chairperson of the Board. The nominee is therefore overboarded.
AstraZeneca Plc	29-Apr-22	Approve Remuneration Report	Against	Compensation is excessive compared to peers.
AstraZeneca Plc	29-Apr-22	Authorise UK Political Donations and Expenditure	For	The proposal is in line with our voting policy
AstraZeneca Plc	29-Apr-22	Authorise Issue of Equity	For	The proposal is in line with our voting policy
AstraZeneca Plc	29-Apr-22	Authorise Issue of Equity without Pre-emptive Rights	For	The proposal is in line with our voting policy
AstraZeneca Plc	29-Apr-22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an	For	The proposal is in line with our voting policy

		Acquisition or Other Capital Investment		
AstraZeneca Plc	29-Apr-22	Authorise Market Purchase of Ordinary Shares	For	The proposal is in line with our voting policy
AstraZeneca Plc	29-Apr-22	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	The proposal is in line with our voting policy
AstraZeneca Plc	29-Apr-22	Approve Savings Related Share Option Scheme	For	The proposal is in line with our voting policy
DiaSorin SpA	29-Apr-22	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
DiaSorin SpA	29-Apr-22	Approve Allocation of Income	For	The proposal is in line with our voting policy
DiaSorin SpA	29-Apr-22	Approve Remuneration Policy	Against	There is a lack of transparency on performance criteria.
DiaSorin SpA	29-Apr-22	Approve Second Section of the Remuneration Report	Against	The remuneration structure is not satisfactory. Compensation is excessive compared to peers. The company has not disclosed sufficient information to enable support of the proposal.
DiaSorin SpA	29-Apr-22	Fix Number of Directors	For	The Proposal is in shareholders' interest.
DiaSorin SpA	29-Apr-22	Fix Board Terms for Directors	For	The Proposal is in shareholders' interest.
DiaSorin SpA	29-Apr-22	Slate Submitted by IP Investimenti e Partecipazioni Srl	For	The Proposal is in shareholders' interest.
DiaSorin SpA	29-Apr-22	Approve Remuneration of Directors	For	The Proposal is in shareholders' interest.
DiaSorin SpA	29-Apr-22	Slate 1 Submitted by IP Investimenti e Partecipazioni Srl	Against	The Proposal is not in shareholders' interest.
DiaSorin SpA	29-Apr-22	Slate 2 Submitted by Institutional Investors (Assogestioni)	For	The Proposal is in shareholders' interest.
DiaSorin SpA	29-Apr-22	Appoint Chairman of Internal Statutory Auditors	For	The Proposal is in shareholders' interest.
DiaSorin SpA	29-Apr-22	Approve Internal Auditors' Remuneration	For	The Proposal is in shareholders' interest.
DiaSorin SpA	29-Apr-22	Approve Long-Term Incentive Plan	Against	The company has not disclosed sufficient information to enable support of the proposal. LTI is not fully performance-based. There is a lack of transparency on performance goals.
DiaSorin SpA	29-Apr-22	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	The proposal is in line with our voting policy
DiaSorin SpA	29-Apr-22	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against	The company has not disclosed sufficient information to enable support of the proposal.
Kingspan Group Plc	29-Apr-22	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy

Kingspan Group Plc	29-Apr-22	Approve Final Dividend	For	The proposal is in line with our voting policy
Kingspan Group Plc	29-Apr-22	Re-elect Jost Massenberg as Director	Against	The board lacks diversity.
Kingspan Group Plc	29-Apr-22	Re-elect Gene Murtagh as Director	Abstain	There are issues with the board which do not enable support of the proposal.
Kingspan Group Plc	29-Apr-22	Re-elect Geoff Doherty as Director	For	The proposal is in line with our voting policy
Kingspan Group Plc	29-Apr-22	Re-elect Russell Shiels as Director	For	The proposal is in line with our voting policy
Kingspan Group Plc	29-Apr-22	Re-elect Gilbert McCarthy as Director	For	The proposal is in line with our voting policy
Kingspan Group Plc	29-Apr-22	Re-elect Linda Hickey as Director	For	The proposal is in line with our voting policy
Kingspan Group Plc	29-Apr-22	Re-elect Michael Cawley as Director	Against	The nominee holds three non-executive directorships, one of which as the Chairperson of the Audit Committee and one as an outside Chairperson of the Board. The nominee is therefore overboarded.
Kingspan Group Plc	29-Apr-22	Re-elect John Cronin as Director	For	The proposal is in line with our voting policy
Kingspan Group Plc	29-Apr-22	Re-elect Anne Heraty as Director	For	The proposal is in line with our voting policy
Kingspan Group Plc	29-Apr-22	Elect Eimear Moloney as Director	For	The proposal is in line with our voting policy
Kingspan Group Plc	29-Apr-22	Elect Paul Murtagh as Director	For	The proposal is in line with our voting policy
Kingspan Group Plc	29-Apr-22	Authorise Board to Fix Remuneration of Auditors	For	The proposal is in line with our voting policy
Kingspan Group Plc	29-Apr-22	Approve Planet Passionate Report	For	We praise the objectives set by Kingspan to deliver low-carbon insulation products and solutions, the 1.5°C-consistent level of ambition certified by the SBTi, the reduction target applying to upstream emissions, and the annual reporting against energy transition objectives. We encourage the company to provide further visibility in the future on the concrete actions planned to deliver against the upstream emissions reduction target and encourage the Board to consider incentivizing the top management over the achievement of this target
Kingspan Group Plc	29-Apr-22	Approve Remuneration Policy	Against	The company has not provided sufficient information to justify this increase in variable remuneration.
Kingspan Group Plc	29-Apr-22	Approve Remuneration Report	For	The proposal is in line with our voting policy
Kingspan Group Plc	29-Apr-22	Authorise Issue of Equity	For	The proposal is in line with our voting policy
Kingspan Group Plc	29-Apr-22	Authorise Issue of Equity without Pre-emptive Rights	For	The proposal is in line with our voting policy

Kingspan Group Plc	29-Apr-22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	The proposal is in line with our voting policy
Kingspan Group Plc	29-Apr-22	Authorise Market Purchase of Shares	For	The proposal is in line with our voting policy
Kingspan Group Plc	29-Apr-22	Authorise Reissuance of Treasury Shares	For	The proposal is in line with our voting policy
Kingspan Group Plc	29-Apr-22	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	The proposal is in line with our voting policy
Kingspan Group Plc	29-Apr-22	Amend Performance Share Plan	Against	The company has not provided sufficient information to justify this increase in variable remuneration.
Pearson Plc	29-Apr-22	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Pearson Plc	29-Apr-22	Approve Final Dividend	For	The proposal is in line with our voting policy
Pearson Plc	29-Apr-22	Elect Omid Kordestani as Director	For	The proposal is in line with our voting policy
Pearson Plc	29-Apr-22	Elect Esther Lee as Director	For	The proposal is in line with our voting policy
Pearson Plc	29-Apr-22	Elect Annette Thomas as Director	For	The proposal is in line with our voting policy
Pearson Plc	29-Apr-22	Re-elect Andy Bird as Director	For	The proposal is in line with our voting policy
Pearson Plc	29-Apr-22	Re-elect Sherry Coutu as Director	For	The proposal is in line with our voting policy
Pearson Plc	29-Apr-22	Re-elect Sally Johnson as Director	For	The proposal is in line with our voting policy
Pearson Plc	29-Apr-22	Re-elect Linda Lorimer as Director	For	The proposal is in line with our voting policy
Pearson Plc	29-Apr-22	Re-elect Graeme Pitkethly as Director	For	The proposal is in line with our voting policy
Pearson Plc	29-Apr-22	Re-elect Tim Score as Director	Against	The nominee holds three non-executive directorships, one of which as the Chairperson of the Audit Committee and one as an outside Chairperson of the Board. The nominee is therefore overboarded.
Pearson Plc	29-Apr-22	Re-elect Lincoln Wallen as Director	For	The proposal is in line with our voting policy
Pearson Plc	29-Apr-22	Approve Remuneration Report	Against	Compensation is excessive compared to peers.
Pearson Plc	29-Apr-22	Appoint Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Pearson Plc	29-Apr-22	Authorise the Audit Committee to Fix Remuneration of Auditors	For	The proposal is in line with our voting policy
Pearson Plc	29-Apr-22	Authorise Issue of Equity	For	The proposal is in line with our voting policy

Pearson Plc	29-Apr-22	Authorise Issue of Equity without Pre-emptive Rights	For	The proposal is in line with our voting policy
Pearson Plc	29-Apr-22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	The proposal is in line with our voting policy
Pearson Plc	29-Apr-22	Authorise Market Purchase of Ordinary Shares	For	The proposal is in line with our voting policy
Pearson Plc	29-Apr-22	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	The proposal is in line with our voting policy
Recordati SpA	29-Apr-22	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Recordati SpA	29-Apr-22	Approve Allocation of Income	For	The proposal is in line with our voting policy
Recordati SpA	29-Apr-22	Fix Number of Directors	For	The Proposal is in shareholders' interest.
Recordati SpA	29-Apr-22	Fix Board Terms for Directors	For	The Proposal is in shareholders' interest.
Recordati SpA	29-Apr-22	Slate Submitted by Rossini Sarl	For	The Proposal is in shareholders' interest.
Recordati SpA	29-Apr-22	Approve Remuneration of Directors	For	The proposal is in line with our voting policy
Recordati SpA	29-Apr-22	Deliberations Pursuant to Article 2390 of Civil Code Re: Decisions Inherent to Authorization of Board Members to Assume Positions in Competing Companies	Against	The company has not disclosed sufficient information to enable support of the proposal.
Recordati SpA	29-Apr-22	Approve Remuneration Policy	For	The proposal is in line with our voting policy
Recordati SpA	29-Apr-22	Approve Second Section of the Remuneration Report	For	The proposal is in line with our voting policy
Recordati SpA	29-Apr-22	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	The proposal is in line with our voting policy
Recordati SpA	29-Apr-22	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against	The company has not disclosed sufficient information to enable support of the proposal.
IMCD NV	02-May-22	Open Meeting		This is a non-votable item
IMCD NV	02-May-22	Receive Report of Management Board (Non-Voting)		This is a non-votable item
IMCD NV	02-May-22	Discussion on Company's Corporate Governance Structure		This is a non-votable item

IMCD NV	02-May-22	Approve Remuneration Report	Against	Compensation is excessive compared to peers. Performance goals not fully disclosed.
IMCD NV	02-May-22	Receive Auditor's Report (Non-Voting)		This is a non-votable item
IMCD NV	02-May-22	Adopt Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
IMCD NV	02-May-22	Receive Explanation on Company's Reserves and Dividend Policy		This is a non-votable item
IMCD NV	02-May-22	Approve Dividends of EUR 1.62 Per Share	For	The proposal is in line with our voting policy
IMCD NV	02-May-22	Approve Discharge of Management Board	For	The proposal is in line with our voting policy
IMCD NV	02-May-22	Approve Discharge of Supervisory Board	For	The proposal is in line with our voting policy
IMCD NV	02-May-22	Reelect Piet C.J. Van der Slikke to Management Board	For	The proposal is in line with our voting policy
IMCD NV	02-May-22	Reelect Hans J.J. Kooijmans to Management Board	For	The proposal is in line with our voting policy
IMCD NV	02-May-22	Elect Marcus Jordan to Management Board	For	The proposal is in line with our voting policy
IMCD NV	02-May-22	Reelect S. (Stephan) R. Nanninga to Supervisory Board	Against	The nominee holds 4 non-executive directorships, 1 of which as Chairperson of the Audit Committee. The nominee is therefore overboarded.
IMCD NV	02-May-22	Elect W. (Willem) Eelman to Supervisory Board	For	The proposal is in line with our voting policy
IMCD NV	02-May-22	Approve Remuneration of Supervisory Board's Nomination and Appointment Committee	For	The proposal is in line with our voting policy
IMCD NV	02-May-22	Ratify Deloitte Accountants B.V. as Auditors	For	The proposal is in line with our voting policy
IMCD NV	02-May-22	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	The proposal is in line with our voting policy
IMCD NV	02-May-22	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	The proposal is in line with our voting policy
IMCD NV	02-May-22	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	The proposal is in line with our voting policy
IMCD NV	02-May-22	Close Meeting		This is a non-votable item
Kuehne + Nagel International AG	03-May-22	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Kuehne + Nagel International AG	03-May-22	Approve Allocation of Income and Dividends of CHF 10.00 per Share	For	The proposal is in line with our voting policy

Kuehne + Nagel International AG	03-May-22	Approve Discharge of Board and Senior Management	For	The proposal is in line with our voting policy
Kuehne + Nagel International AG	03-May-22	Reelect Dominik Buergy as Director	For	The proposal is in line with our voting policy
Kuehne + Nagel International AG	03-May-22	Reelect Renato Fassbind as Director	Against	The nominee holds 3 non-executive directorships, 2 of which as Chairperson of the Audit Committee. The nominee is therefore overboarded.
Kuehne + Nagel International AG	03-May-22	Reelect Karl Gernandt as Director	For	The proposal is in line with our voting policy
Kuehne + Nagel International AG	03-May-22	Reelect David Kamenetzky as Director	For	The proposal is in line with our voting policy
Kuehne + Nagel International AG	03-May-22	Reelect Klaus-Michael Kuehne as Director	For	The proposal is in line with our voting policy
Kuehne + Nagel International AG	03-May-22	Reelect Tobias Staehelin as Director	For	The proposal is in line with our voting policy
Kuehne + Nagel International AG	03-May-22	Reelect Hauke Stars as Director	For	The proposal is in line with our voting policy
Kuehne + Nagel International AG	03-May-22	Reelect Martin Wittig as Director	For	The proposal is in line with our voting policy
Kuehne + Nagel International AG	03-May-22	Reelect Joerg Wolle as Director	Against	The nominee holds 3 non-executive directorships, 2 of which as Chairperson of the Board. The nominee is therefore overboarded.
Kuehne + Nagel International AG	03-May-22	Reelect Joerg Wolle as Board Chair	Against	The nominee holds 3 non-executive directorships, 2 of which as Chairperson of the Board. The nominee is therefore overboarded.
Kuehne + Nagel International AG	03-May-22	Reappoint Karl Gernandt as Member of the Compensation Committee	Against	The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors. The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors. The board lacks diversity.
Kuehne + Nagel International AG	03-May-22	Reappoint Klaus-Michael Kuehne as Member of the Compensation Committee	Against	The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors. The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors.
Kuehne + Nagel International AG	03-May-22	Reappoint Hauke Stars as Member of the Compensation Committee	For	The proposal is in line with our voting policy
Kuehne + Nagel International AG	03-May-22	Designate Stefan Mangold as Independent Proxy	For	The proposal is in line with our voting policy
Kuehne + Nagel International AG	03-May-22	Ratify Ernst & Young AG as Auditors	For	The proposal is in line with our voting policy
Kuehne + Nagel International AG	03-May-22	Approve Renewal of CHF 20 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Against	Excessive capital increase without preemptive right.

Kuehne + Nagel International AG	03-May-22	Approve Remuneration Report	Against	The remuneration structure is not satisfactory. There is a lack of transparency on performance goals. There is a lack of transparency on performance criteria. The company has not disclosed sufficient information to enable support of the proposal. LTI is not fully performance-based. There is a lack of Climate criteria in the variable compensation.
Kuehne + Nagel International AG	03-May-22	Approve Remuneration of Directors in the Amount of CHF 5.5 Million	For	The proposal is in line with our voting policy
Kuehne + Nagel International AG	03-May-22	Approve Remuneration of Executive Committee in the Amount of CHF 25 Million	Against	The company has not provided sufficient information to justify an excessive salary increase. The company has not disclosed sufficient information to enable support of the proposal.
Kuehne + Nagel International AG	03-May-22	Approve Additional Remuneration of Executive Committee in the Amount of CHF 4.4 Million	Against	The company has not provided sufficient information to justify this increase in variable remuneration.
Kuehne + Nagel International AG	03-May-22	Transact Other Business (Voting)	Against	The company has not disclosed sufficient information to enable support of the proposal.
Sanofi	03-May-22	Approve Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Sanofi	03-May-22	Approve Consolidated Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Sanofi	03-May-22	Approve Allocation of Income and Dividends of EUR 3.33 per Share	For	The proposal is in line with our voting policy
Sanofi	03-May-22	Reelect Paul Hudson as Director	For	The proposal is in line with our voting policy
Sanofi	03-May-22	Reelect Christophe Babule as Director	For	The proposal is in line with our voting policy
Sanofi	03-May-22	Reelect Patrick Kron as Director	Against	The nominee holds 4 non-executive directorships, 1 of which as Chairperson of the Board and 1 as Chairperson of the Audit Committee. The nominee is therefore overboarded.
Sanofi	03-May-22	Reelect Gilles Schnepf as Director	For	The proposal is in line with our voting policy
Sanofi	03-May-22	Elect Carole Ferrand as Director	For	The proposal is in line with our voting policy
Sanofi	03-May-22	Elect Emile Voest as Director	For	The proposal is in line with our voting policy
Sanofi	03-May-22	Elect Antoine Yver as Director	For	The proposal is in line with our voting policy
Sanofi	03-May-22	Approve Compensation Report of Corporate Officers	For	The proposal is in line with our voting policy

Sanofi	03-May-22	Approve Compensation of Serge Weinberg, Chairman of the Board	For	The proposal is in line with our voting policy
Sanofi	03-May-22	Approve Compensation of Paul Hudson, CEO	For	The proposal is in line with our voting policy
Sanofi	03-May-22	Approve Remuneration Policy of Directors	For	The proposal is in line with our voting policy
Sanofi	03-May-22	Approve Remuneration Policy of Chairman of the Board	For	The proposal is in line with our voting policy
Sanofi	03-May-22	Approve Remuneration Policy of CEO	For	The proposal is in line with our voting policy
Sanofi	03-May-22	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	The proposal is in line with our voting policy
Sanofi	03-May-22	Amend Article 25 of Bylaws Re: Dividends	For	The proposal is in line with our voting policy
Sanofi	03-May-22	Authorize Filing of Required Documents/Other Formalities	For	The proposal is in line with our voting policy
Tenaris SA	03-May-22	Receive and Approve Board's and Auditor's Reports Re: Consolidated Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Tenaris SA	03-May-22	Approve Consolidated Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Tenaris SA	03-May-22	Approve Financial Statements	For	The proposal is in line with our voting policy
Tenaris SA	03-May-22	Approve Allocation of Income and Dividends	For	The proposal is in line with our voting policy
Tenaris SA	03-May-22	Approve Discharge of Directors	For	The proposal is in line with our voting policy
Tenaris SA	03-May-22	Elect Directors (Bundled)	Against	The board is not sufficiently independent as per our voting policy. The roles of CEO and Chairperson are combined and there is no lead independent director as per Amundi's independence criteria. The board lacks diversity. The audit committee is not composed in majority of independent directors. The nominee Guillermo Francisco Vogel Hinojosa holds 4 non-executive directorships, 1 of which as Chairperson of the Board. the nominee is therefore overboarded. We do not view bundled elections favorably and consider that shareholders should be able to choose director by director
Tenaris SA	03-May-22	Approve Remuneration of Directors	For	The proposal is in line with our voting policy
Tenaris SA	03-May-22	Approve Remuneration Report	Against	There is a lack of transparency on performance criteria. There is a lack of transparency on

				performance goals. Discretionary payments/powers. The company has not disclosed sufficient information to enable support of the proposal. The composition of the Remuneration Committee is not satisfactory. The company has shown no or insufficient responsiveness to shareholder dissent. Compensation is excessive compared to peers.
Tenaris SA	03-May-22	Approve Auditors and Authorize Board to Fix Their Remuneration	For	The proposal is in line with our voting policy
Tenaris SA	03-May-22	Allow Electronic Distribution of Company Documents to Shareholders	For	The proposal is in line with our voting policy
Air Liquide SA	04-May-22	Approve Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Air Liquide SA	04-May-22	Approve Consolidated Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Air Liquide SA	04-May-22	Approve Allocation of Income and Dividends of EUR 2.90 per Share	For	The proposal is in line with our voting policy
Air Liquide SA	04-May-22	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	The proposal is in line with our voting policy
Air Liquide SA	04-May-22	Reelect Benoit Potier as Director	For	The proposal is in line with our voting policy
Air Liquide SA	04-May-22	Elect Francois Jackow as Director	For	The proposal is in line with our voting policy
Air Liquide SA	04-May-22	Reelect Annette Winkler as Director	For	The proposal is in line with our voting policy
Air Liquide SA	04-May-22	Renew Appointment of PricewaterhouseCoopers Audit as Auditor	For	The proposal is in line with our voting policy
Air Liquide SA	04-May-22	Appoint KPMG SA as Auditor	For	The proposal is in line with our voting policy
Air Liquide SA	04-May-22	End of Mandate of Auditex and Jean-Christophe Georghiou as Alternate Auditor and Decision Not to Replace	For	The proposal is in line with our voting policy
Air Liquide SA	04-May-22	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	The proposal is in line with our voting policy
Air Liquide SA	04-May-22	Approve Compensation of Benoit Potier	For	The proposal is in line with our voting policy
Air Liquide SA	04-May-22	Approve Compensation Report of Corporate Officers	For	The proposal is in line with our voting policy

Air Liquide SA	04-May-22	Approve Remuneration Policy of Chairman and CEO From 1 January 2022 to 31 May 2022	For	The proposal is in line with our voting policy
Air Liquide SA	04-May-22	Approve Remuneration Policy of CEO From 1 June 2022	For	The proposal is in line with our voting policy
Air Liquide SA	04-May-22	Approve Remuneration Policy of Chairman of the Board From 1 June 2022	For	The proposal is in line with our voting policy
Air Liquide SA	04-May-22	Approve Remuneration Policy of Directors	For	The proposal is in line with our voting policy
Air Liquide SA	04-May-22	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	The proposal is in line with our voting policy
Air Liquide SA	04-May-22	Authorize Capitalization of Reserves of Up to EUR 300 Million for Bonus Issue or Increase in Par Value	For	The proposal is in line with our voting policy
Air Liquide SA	04-May-22	Authorize up to 2 Percent of Issued Capital for Use in Stock Option Plans	For	The proposal is in line with our voting policy
Air Liquide SA	04-May-22	Authorize up to 0.5 Percent of Issued Capital for Use in Restricted Stock Plans	For	The proposal is in line with our voting policy
Air Liquide SA	04-May-22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	The proposal is in line with our voting policy
Air Liquide SA	04-May-22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	For	The proposal is in line with our voting policy
Air Liquide SA	04-May-22	Amend Article 11 of Bylaws Re: Period of Acquisition of Company Shares by the Directors	For	The proposal is in line with our voting policy
Air Liquide SA	04-May-22	Amend Article 14 of Bylaws Re: Written Consultation	For	The proposal is in line with our voting policy
Air Liquide SA	04-May-22	Amend Article 12 and 13 of Bylaws Re: Age Limit of CEO	For	The proposal is in line with our voting policy
Air Liquide SA	04-May-22	Amend Article 17 of Bylaws Re: Alternate Auditor	For	The proposal is in line with our voting policy
Air Liquide SA	04-May-22	Amend Articles 8, 18 and 23 of Bylaws to Comply with Legal Changes	For	The proposal is in line with our voting policy
Air Liquide SA	04-May-22	Authorize Filing of Required Documents/Other Formalities	For	The proposal is in line with our voting policy
Rational AG	04-May-22	Receive Financial Statements and Statutory		This is a non-votable item

		Reports for Fiscal Year 2021 (Non-Voting)		
Rational AG	04-May-22	Approve Allocation of Income and Dividends of EUR 7.50 per Share and Special Dividends of EUR 2.50 per Share	For	The proposal is in line with our voting policy
Rational AG	04-May-22	Approve Discharge of Management Board for Fiscal Year 2021	For	The proposal is in line with our voting policy
Rational AG	04-May-22	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	The proposal is in line with our voting policy
Rational AG	04-May-22	Approve Remuneration Report	Against	There is a lack of Climate criteria in the variable compensation.
Rational AG	04-May-22	Ratify Deloitte GmbH as Auditors for Fiscal Year 2022	For	The proposal is in line with our voting policy
Schibsted ASA	04-May-22	Elect Chair of Meeting	For	The proposal is in line with our voting policy
Schibsted ASA	04-May-22	Approve Notice of Meeting and Agenda	For	The proposal is in line with our voting policy
Schibsted ASA	04-May-22	Designate Inspector(s) of Minutes of Meeting	For	The proposal is in line with our voting policy
Schibsted ASA	04-May-22	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Schibsted ASA	04-May-22	Approve Allocation of Income and Dividends of NOK 2 Per Share	For	The proposal is in line with our voting policy
Schibsted ASA	04-May-22	Approve Remuneration of Auditors	For	The proposal is in line with our voting policy
Schibsted ASA	04-May-22	Approve Remuneration Report (Advisory Vote)	Against	There is a lack of ESG criteria in the variable compensation. There is a lack of transparency on performance goals
Schibsted ASA	04-May-22	Receive Report from Nominating Committee		This is a non-votable item
Schibsted ASA	04-May-22	Reelect Rune Bjerke as Director	For	The proposal is in line with our voting policy
Schibsted ASA	04-May-22	Reelect Philippe Vimard as Director	For	The proposal is in line with our voting policy
Schibsted ASA	04-May-22	Reelect Satu Huber as Director	For	The proposal is in line with our voting policy
Schibsted ASA	04-May-22	Reelect Hugo Maurstad as Director	Against	The nominee holds three non-executive directorships, two of which as an outside Chairperson of the Board. The nominee is therefore overboarded.
Schibsted ASA	04-May-22	Elect Satu Kiiskinen as New Director	For	The proposal is in line with our voting policy
Schibsted ASA	04-May-22	Elect Helene Barnekow as New Director	For	The proposal is in line with our voting policy

Schibsted ASA	04-May-22	Elect Karl-Christian Agerup as Board Chair	Against	The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors.
Schibsted ASA	04-May-22	Elect Rune Bjerke as Board Vice Chair	For	The proposal is in line with our voting policy
Schibsted ASA	04-May-22	Approve Remuneration of Directors in the Amount of NOK 1.232 Million for Chair, NOK 925,000 for Vice Chair and NOK 578,000 for Other Directors; Approve Additional Fees; Approve Remuneration for Committee Work	For	The proposal is in line with our voting policy
Schibsted ASA	04-May-22	Approve Remuneration of Nominating Committee	For	The proposal is in line with our voting policy
Schibsted ASA	04-May-22	Grant Power of Attorney to Board Pursuant to Article 7 of Articles of Association	For	The proposal is in line with our voting policy
Schibsted ASA	04-May-22	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	The proposal is in line with our voting policy
Schibsted ASA	04-May-22	Approve Creation of NOK 6.5 Million Pool of Capital without Preemptive Rights	For	The proposal is in line with our voting policy
Schibsted ASA	04-May-22	Allow Voting by Means of Electronic or Written Communications	For	The proposal is in line with our voting policy
Schibsted ASA	04-May-22	Elect Chair of Meeting	For	The proposal is in line with our voting policy
Schibsted ASA	04-May-22	Approve Notice of Meeting and Agenda	For	The proposal is in line with our voting policy
Schibsted ASA	04-May-22	Designate Inspector(s) of Minutes of Meeting	For	The proposal is in line with our voting policy
Schibsted ASA	04-May-22	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Schibsted ASA	04-May-22	Approve Allocation of Income and Dividends of NOK 2 Per Share	For	The proposal is in line with our voting policy
Schibsted ASA	04-May-22	Approve Remuneration of Auditors	For	The proposal is in line with our voting policy
Schibsted ASA	04-May-22	Approve Remuneration Report (Advisory Vote)	Against	There is a lack of ESG criteria in the variable compensation. There is a lack of transparency on performance goals
Schibsted ASA	04-May-22	Receive Report from Nominating Committee		This is a non-votable item
Schibsted ASA	04-May-22	Reelect Rune Bjerke as Director	For	The proposal is in line with our voting policy
Schibsted ASA	04-May-22	Reelect Philippe Vimard as Director	For	The proposal is in line with our voting policy

Schibsted ASA	04-May-22	Reelect Satu Huber as Director	For	The proposal is in line with our voting policy
Schibsted ASA	04-May-22	Reelect Hugo Maurstad as Director	Against	The nominee holds three non-executive directorships, two of which as an outside Chairperson of the Board. The nominee is therefore overboarded.
Schibsted ASA	04-May-22	Elect Satu Kiiskinen as New Director	For	The proposal is in line with our voting policy
Schibsted ASA	04-May-22	Elect Helene Barnekow as New Director	For	The proposal is in line with our voting policy
Schibsted ASA	04-May-22	Elect Karl-Christian Agerup as Board Chair	Against	The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors.
Schibsted ASA	04-May-22	Elect Rune Bjerke as Board Vice Chair	For	The proposal is in line with our voting policy
Schibsted ASA	04-May-22	Approve Remuneration of Directors in the Amount of NOK 1.232 Million for Chair, NOK 925,000 for Vice Chair and NOK 578,000 for Other Directors; Approve Additional Fees; Approve Remuneration for Committee Work	For	The proposal is in line with our voting policy
Schibsted ASA	04-May-22	Approve Remuneration of Nominating Committee	For	The proposal is in line with our voting policy
Schibsted ASA	04-May-22	Grant Power of Attorney to Board Pursuant to Article 7 of Articles of Association	For	The proposal is in line with our voting policy
Schibsted ASA	04-May-22	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	The proposal is in line with our voting policy
Schibsted ASA	04-May-22	Approve Creation of NOK 6.5 Million Pool of Capital without Preemptive Rights	For	The proposal is in line with our voting policy
Schibsted ASA	04-May-22	Allow Voting by Means of Electronic or Written Communications	For	The proposal is in line with our voting policy
Lonza Group AG	05-May-22	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Lonza Group AG	05-May-22	Approve Remuneration Report	Against	There is a lack of ESG criteria in the variable compensation.
Lonza Group AG	05-May-22	Approve Discharge of Board and Senior Management	For	The proposal is in line with our voting policy
Lonza Group AG	05-May-22	Approve Allocation of Income and Dividends of CHF 3.00 per Share	For	The proposal is in line with our voting policy
Lonza Group AG	05-May-22	Reelect Albert Baehny as Director	Against	The nominee holds 3 non-executive directorships, 2 of which as Chairperson of the Board. The nominee is therefore overboarded.
Lonza Group AG	05-May-22	Reelect Angelica Kohlmann as Director	For	The proposal is in line with our voting policy

Lonza Group AG	05-May-22	Reelect Christoph Maeder as Director	For	The proposal is in line with our voting policy
Lonza Group AG	05-May-22	Reelect Barbara Richmond as Director	For	The proposal is in line with our voting policy
Lonza Group AG	05-May-22	Reelect Juergen Steinemann as Director	For	The proposal is in line with our voting policy
Lonza Group AG	05-May-22	Reelect Olivier Verscheure as Director	For	The proposal is in line with our voting policy
Lonza Group AG	05-May-22	Elect Marion Helmes as Director	Against	The nominee holds 4 non-executive directorships, 2 of which as Chairperson of the Audit Committee. The nominee is therefore overboarded.
Lonza Group AG	05-May-22	Elect Roger Nitsch as Director	For	The proposal is in line with our voting policy
Lonza Group AG	05-May-22	Reelect Albert Baehny as Board Chair	Against	The nominee holds 3 non-executive directorships, 2 of which as Chairperson of the Board. The nominee is therefore overboarded.
Lonza Group AG	05-May-22	Reappoint Angelica Kohlmann as Member of the Nomination and Compensation Committee	For	The proposal is in line with our voting policy
Lonza Group AG	05-May-22	Reappoint Christoph Maeder as Member of the Nomination and Compensation Committee	For	The proposal is in line with our voting policy
Lonza Group AG	05-May-22	Reappoint Juergen Steinemann as Member of the Nomination and Compensation Committee	For	The proposal is in line with our voting policy
Lonza Group AG	05-May-22	Ratify KPMG Ltd as Auditors	For	The proposal is in line with our voting policy
Lonza Group AG	05-May-22	Designate ThomannFischer as Independent Proxy	For	The proposal is in line with our voting policy
Lonza Group AG	05-May-22	Approve Remuneration of Directors in the Amount of CHF 2.9 Million	For	The proposal is in line with our voting policy
Lonza Group AG	05-May-22	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 6.5 Million for the Period July 1, 2022 - June 30, 2023	For	The proposal is in line with our voting policy
Lonza Group AG	05-May-22	Approve Variable Short-Term Remuneration of Executive Committee in the Amount of CHF 4.9 Million for Fiscal Year 2021	For	The proposal is in line with our voting policy
Lonza Group AG	05-May-22	Approve Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 11.1 Million for Fiscal Year 2022	For	The proposal is in line with our voting policy

Lonza Group AG	05-May-22	Transact Other Business (Voting)	Against	The company has not disclosed sufficient information to enable support of the proposal.
Mondi Plc	05-May-22	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Mondi Plc	05-May-22	Approve Remuneration Report	For	The proposal is in line with our voting policy
Mondi Plc	05-May-22	Approve Final Dividend	For	The proposal is in line with our voting policy
Mondi Plc	05-May-22	Re-elect Svein Richard Brandtzaeg as Director	For	The proposal is in line with our voting policy
Mondi Plc	05-May-22	Re-elect Sue Clark as Director	For	The proposal is in line with our voting policy
Mondi Plc	05-May-22	Re-elect Andrew King as Director	For	The proposal is in line with our voting policy
Mondi Plc	05-May-22	Re-elect Mike Powell as Director	For	The proposal is in line with our voting policy
Mondi Plc	05-May-22	Re-elect Dominique Reiniche as Director	For	The proposal is in line with our voting policy
Mondi Plc	05-May-22	Re-elect Dame Angela Strank as Director	For	The proposal is in line with our voting policy
Mondi Plc	05-May-22	Re-elect Philip Yea as Director	For	The proposal is in line with our voting policy
Mondi Plc	05-May-22	Re-elect Stephen Young as Director	For	The proposal is in line with our voting policy
Mondi Plc	05-May-22	Reappoint PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Mondi Plc	05-May-22	Authorise the Audit Committee to Fix Remuneration of Auditors	For	The proposal is in line with our voting policy
Mondi Plc	05-May-22	Authorise Issue of Equity	For	The proposal is in line with our voting policy
Mondi Plc	05-May-22	Authorise Issue of Equity without Pre-emptive Rights	For	The proposal is in line with our voting policy
Mondi Plc	05-May-22	Authorise Market Purchase of Ordinary Shares	For	The proposal is in line with our voting policy
Mondi Plc	05-May-22	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	The proposal is in line with our voting policy
Schneider Electric SE	05-May-22	Approve Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Schneider Electric SE	05-May-22	Approve Consolidated Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Schneider Electric SE	05-May-22	Approve Allocation of Income and Dividends of EUR 2.90 per Share	For	The proposal is in line with our voting policy
Schneider Electric SE	05-May-22	Approve Auditors' Special Report on Related-Party Transactions Mentioning	For	The proposal is in line with our voting policy

		the Absence of New Transactions		
Schneider Electric SE	05-May-22	Renew Appointment of Mazars as Auditor	For	The proposal is in line with our voting policy
Schneider Electric SE	05-May-22	Appoint PricewaterhouseCoopers Audit as Auditor	For	The proposal is in line with our voting policy
Schneider Electric SE	05-May-22	Approve Compensation Report of Corporate Officers	For	The proposal is in line with our voting policy
Schneider Electric SE	05-May-22	Approve Compensation of Jean-Pascal Tricoire, Chairman and CEO	Against	Compensation is excessive compared to peers.
Schneider Electric SE	05-May-22	Approve Remuneration Policy of Chairman and CEO	For	The proposal is in line with our voting policy
Schneider Electric SE	05-May-22	Approve Remuneration Policy of Directors	For	The proposal is in line with our voting policy
Schneider Electric SE	05-May-22	Reelect Linda Knoll as Director	For	The proposal is in line with our voting policy
Schneider Electric SE	05-May-22	Reelect Anders Runevad as Director	For	The proposal is in line with our voting policy
Schneider Electric SE	05-May-22	Elect Nivedita Krishnamurthy (Nive) Bhagat as Director	For	The proposal is in line with our voting policy
Schneider Electric SE	05-May-22	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	The proposal is in line with our voting policy
Schneider Electric SE	05-May-22	Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	For	The proposal is in line with our voting policy
Schneider Electric SE	05-May-22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	The proposal is in line with our voting policy
Schneider Electric SE	05-May-22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	For	The proposal is in line with our voting policy
Schneider Electric SE	05-May-22	Approve Merger by Absorption of IGE+XAO by Schneider	For	The proposal is in line with our voting policy
Schneider Electric SE	05-May-22	Authorize Filing of Required Documents/Other Formalities	For	The proposal is in line with our voting policy
Koninklijke DSM NV	10-May-22	Open Meeting		This is a non-votable item
Koninklijke DSM NV	10-May-22	Receive Report of Management Board (Non-Voting)		This is a non-votable item
Koninklijke DSM NV	10-May-22	Approve Remuneration Report	For	The proposal is in line with our voting policy

Koninklijke DSM NV	10-May-22	Adopt Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Koninklijke DSM NV	10-May-22	Receive Explanation on Company's Reserves and Dividend Policy		This is a non-votable item
Koninklijke DSM NV	10-May-22	Approve Dividends of EUR 2.50 Per Share	For	The proposal is in line with our voting policy
Koninklijke DSM NV	10-May-22	Approve Discharge of Management Board	For	The proposal is in line with our voting policy
Koninklijke DSM NV	10-May-22	Approve Discharge of Supervisory Board	For	The proposal is in line with our voting policy
Koninklijke DSM NV	10-May-22	Reelect Geraldine Matchett to Management Board	For	The proposal is in line with our voting policy
Koninklijke DSM NV	10-May-22	Reelect Eileen Kennedy to Supervisory Board	For	The proposal is in line with our voting policy
Koninklijke DSM NV	10-May-22	Ratify KPMG Accountants N.V as Auditors	For	The proposal is in line with our voting policy
Koninklijke DSM NV	10-May-22	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Pre-emptive Rights	For	The proposal is in line with our voting policy
Koninklijke DSM NV	10-May-22	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital in Connection with a Rights Issue	For	The proposal is in line with our voting policy
Koninklijke DSM NV	10-May-22	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	The proposal is in line with our voting policy
Koninklijke DSM NV	10-May-22	Approve Reduction in Share Capital through Cancellation of Shares	For	The proposal is in line with our voting policy
Koninklijke DSM NV	10-May-22	Other Business (Non-Voting)		This is a non-votable item
Koninklijke DSM NV	10-May-22	Discuss Voting Results		This is a non-votable item
Koninklijke DSM NV	10-May-22	Close Meeting		This is a non-votable item
Koninklijke Philips NV	10-May-22	President's Speech		This is a non-votable item
Koninklijke Philips NV	10-May-22	Receive Explanation on Company's Reserves and Dividend Policy		This is a non-votable item
Koninklijke Philips NV	10-May-22	Adopt Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Koninklijke Philips NV	10-May-22	Approve Dividends of EUR 0.85 Per Share	For	The proposal is in line with our voting policy
Koninklijke Philips NV	10-May-22	Approve Remuneration Report	Against	Discretionary payments/powers. The remuneration structure is not satisfactory.

Koninklijke Philips NV	10-May-22	Approve Discharge of Management Board	For	The proposal is in line with our voting policy
Koninklijke Philips NV	10-May-22	Approve Discharge of Supervisory Board	For	The proposal is in line with our voting policy
Koninklijke Philips NV	10-May-22	Reelect Paul Stoffels to Supervisory Board	For	The proposal is in line with our voting policy
Koninklijke Philips NV	10-May-22	Reelect Marc Harrison to Supervisory Board	For	The proposal is in line with our voting policy
Koninklijke Philips NV	10-May-22	Elect Herna Verhagen to Supervisory Board	For	The proposal is in line with our voting policy
Koninklijke Philips NV	10-May-22	Elect Sanjay Poonen to Supervisory Board	For	The proposal is in line with our voting policy
Koninklijke Philips NV	10-May-22	Ratify Ernst & Young Accountants LLP as Auditors	For	The proposal is in line with our voting policy
Koninklijke Philips NV	10-May-22	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	The proposal is in line with our voting policy
Koninklijke Philips NV	10-May-22	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	The proposal is in line with our voting policy
Koninklijke Philips NV	10-May-22	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	The proposal is in line with our voting policy
Koninklijke Philips NV	10-May-22	Approve Cancellation of Repurchased Shares	For	The proposal is in line with our voting policy
Koninklijke Philips NV	10-May-22	Other Business (Non-Voting)		This is a non-votable item
Antofagasta Plc	11-May-22	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Antofagasta Plc	11-May-22	Approve Remuneration Report	For	The proposal is in line with our voting policy
Antofagasta Plc	11-May-22	Approve Final Dividend	For	The proposal is in line with our voting policy
Antofagasta Plc	11-May-22	Re-elect Jean-Paul Luksic as Director	Against	The board lacks diversity.
Antofagasta Plc	11-May-22	Re-elect Tony Jensen as Director	For	The proposal is in line with our voting policy
Antofagasta Plc	11-May-22	Re-elect Ramon Jara as Director	For	The proposal is in line with our voting policy
Antofagasta Plc	11-May-22	Re-elect Juan Claro as Director	For	The proposal is in line with our voting policy
Antofagasta Plc	11-May-22	Re-elect Andronico Luksic as Director	For	The proposal is in line with our voting policy
Antofagasta Plc	11-May-22	Re-elect Vivianne Blanlot as Director	For	The proposal is in line with our voting policy
Antofagasta Plc	11-May-22	Re-elect Jorge Bande as Director	For	The proposal is in line with our voting policy
Antofagasta Plc	11-May-22	Re-elect Francisca Castro as Director	For	The proposal is in line with our voting policy
Antofagasta Plc	11-May-22	Re-elect Michael Anglin as Director	For	The proposal is in line with our voting policy

Antofagasta Plc	11-May-22	Elect Eugenia Parot as Director	For	The proposal is in line with our voting policy
Antofagasta Plc	11-May-22	Reappoint PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Antofagasta Plc	11-May-22	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For	The proposal is in line with our voting policy
Antofagasta Plc	11-May-22	Authorise Issue of Equity	For	The proposal is in line with our voting policy
Antofagasta Plc	11-May-22	Authorise Issue of Equity without Pre-emptive Rights	For	The proposal is in line with our voting policy
Antofagasta Plc	11-May-22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	The proposal is in line with our voting policy
Antofagasta Plc	11-May-22	Authorise Market Purchase of Ordinary Shares	For	The proposal is in line with our voting policy
Antofagasta Plc	11-May-22	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	The proposal is in line with our voting policy
PUMA SE	11-May-22	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)		This is a non-votable item
PUMA SE	11-May-22	Approve Allocation of Income and Dividends of EUR 0.72 per Share	For	The proposal is in line with our voting policy
PUMA SE	11-May-22	Approve Discharge of Management Board for Fiscal Year 2021	For	The proposal is in line with our voting policy
PUMA SE	11-May-22	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	The proposal is in line with our voting policy
PUMA SE	11-May-22	Ratify KPMG AG as Auditors for Fiscal Year 2022	For	The proposal is in line with our voting policy
PUMA SE	11-May-22	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 1.5 Billion; Approve Creation of EUR 15.1 Million Pool of Capital to Guarantee Conversion Rights	For	The proposal is in line with our voting policy
PUMA SE	11-May-22	Amend 2020 Share Repurchase Authorization to Allow Reissuance of	For	The proposal is in line with our voting policy

		Repurchased Shares to Employees		
PUMA SE	11-May-22	Amend Articles Re: Supervisory Board Term of Office	For	The proposal is in line with our voting policy
PUMA SE	11-May-22	Amend Articles Re: Proof of Entitlement	For	The proposal is in line with our voting policy
PUMA SE	11-May-22	Approve Remuneration Report	Against	the compensation seems excessive compared to peers
Spirax-Sarco Engineering Plc	11-May-22	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Spirax-Sarco Engineering Plc	11-May-22	Approve Remuneration Report	Against	Compensation is excessive compared to peers.
Spirax-Sarco Engineering Plc	11-May-22	Approve Final Dividend	For	The proposal is in line with our voting policy
Spirax-Sarco Engineering Plc	11-May-22	Reappoint Deloitte LLP as Auditors	For	The proposal is in line with our voting policy
Spirax-Sarco Engineering Plc	11-May-22	Authorise Board to Fix Remuneration of Auditors	For	The proposal is in line with our voting policy
Spirax-Sarco Engineering Plc	11-May-22	Re-elect Jamie Pike as Director	For	The proposal is in line with our voting policy
Spirax-Sarco Engineering Plc	11-May-22	Re-elect Nicholas Anderson as Director	For	The proposal is in line with our voting policy
Spirax-Sarco Engineering Plc	11-May-22	Re-elect Richard Gillingwater as Director	For	The proposal is in line with our voting policy
Spirax-Sarco Engineering Plc	11-May-22	Re-elect Peter France as Director	For	The proposal is in line with our voting policy
Spirax-Sarco Engineering Plc	11-May-22	Re-elect Caroline Johnstone as Director	For	The proposal is in line with our voting policy
Spirax-Sarco Engineering Plc	11-May-22	Re-elect Jane Kingston as Director	For	The proposal is in line with our voting policy
Spirax-Sarco Engineering Plc	11-May-22	Re-elect Kevin Thompson as Director	For	The proposal is in line with our voting policy
Spirax-Sarco Engineering Plc	11-May-22	Re-elect Nimesh Patel as Director	For	The proposal is in line with our voting policy
Spirax-Sarco Engineering Plc	11-May-22	Re-elect Angela Archon as Director	For	The proposal is in line with our voting policy
Spirax-Sarco Engineering Plc	11-May-22	Re-elect Olivia Qiu as Director	For	The proposal is in line with our voting policy
Spirax-Sarco Engineering Plc	11-May-22	Authorise Issue of Equity	For	The proposal is in line with our voting policy
Spirax-Sarco Engineering Plc	11-May-22	Approve Scrip Dividend Program	For	The proposal is in line with our voting policy
Spirax-Sarco Engineering Plc	11-May-22	Authorise Issue of Equity without Pre-emptive Rights	For	The proposal is in line with our voting policy
Spirax-Sarco Engineering Plc	11-May-22	Authorise Market Purchase of Ordinary Shares	For	The proposal is in line with our voting policy
adidas AG	12-May-22	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)		This is a non-votable item

adidas AG	12-May-22	Approve Allocation of Income and Dividends of EUR 3.30 per Share	For	The proposal is in line with our voting policy
adidas AG	12-May-22	Approve Discharge of Management Board for Fiscal Year 2021	For	The proposal is in line with our voting policy
adidas AG	12-May-22	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	The proposal is in line with our voting policy
adidas AG	12-May-22	Approve Remuneration Report	Against	Compensation is excessive compared to peers.
adidas AG	12-May-22	Approve Remuneration of Supervisory Board	For	The proposal is in line with our voting policy
adidas AG	12-May-22	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 4 Billion; Approve Creation of EUR 12.5 Million Pool of Capital to Guarantee Conversion Rights	For	The proposal is in line with our voting policy
adidas AG	12-May-22	Ratify KPMG AG as Auditors for Fiscal Year 2022 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2022	For	The proposal is in line with our voting policy
adidas AG	12-May-22	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2023	For	The proposal is in line with our voting policy
Nemetschek SE	12-May-22	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)		This is a non-votable item
Nemetschek SE	12-May-22	Approve Allocation of Income and Dividends of EUR 0.39 per Share	For	The proposal is in line with our voting policy
Nemetschek SE	12-May-22	Approve Discharge of Management Board for Fiscal Year 2021	For	The proposal is in line with our voting policy
Nemetschek SE	12-May-22	Approve Discharge of Supervisory Board Member Kurt Dobitsch for Fiscal Year 2021	For	The proposal is in line with our voting policy
Nemetschek SE	12-May-22	Approve Discharge of Supervisory Board Member	For	The proposal is in line with our voting policy

		Georg Nemetschek for Fiscal Year 2021		
Nemetschek SE	12-May-22	Approve Discharge of Supervisory Board Member Ruediger Herzog for Fiscal Year 2021	For	The proposal is in line with our voting policy
Nemetschek SE	12-May-22	Approve Discharge of Supervisory Board Member Bill Krouch for Fiscal Year 2021	For	The proposal is in line with our voting policy
Nemetschek SE	12-May-22	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2022	For	The proposal is in line with our voting policy
Nemetschek SE	12-May-22	Approve Increase in Size of Board to Six Members	For	The proposal is in line with our voting policy
Nemetschek SE	12-May-22	Elect Kurt Dobitsch to the Supervisory Board	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 three non-executive directorships, two of which as the Chairperson of the Board. The nominee is therefore overboarded. The term of the nominee's mandate is excessive.
Nemetschek SE	12-May-22	Elect Bill Krouch to the Supervisory Board	Against	The term of the nominee's mandate is excessive.
Nemetschek SE	12-May-22	Elect Patricia Geibel-Conrad to the Supervisory Board	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. The term of the nominee's mandate is excessive.
Nemetschek SE	12-May-22	Elect Gernot Strube to the Supervisory Board	Against	The board is not sufficiently independent as per our voting policy. The term of the nominee's mandate is excessive.
Nemetschek SE	12-May-22	Elect Christine Schoeneweis to the Supervisory Board	Against	The board is not sufficiently independent as per our voting policy. The term of the nominee's mandate is excessive.
Nemetschek SE	12-May-22	Elect Andreas Soeffing to the Supervisory Board	Against	The board is not sufficiently independent as per our voting policy. The term of the nominee's mandate is excessive.
Nemetschek SE	12-May-22	Elect Georg Nemetschek as Honorary Chairman of the Supervisory Board	For	The proposal is in line with our voting policy
Nemetschek SE	12-May-22	Approve Remuneration Report	Against	Compensation is excessive compared to peers. Discretionary payments/powers. The company has not disclosed sufficient information to enable support of the proposal. The

				remuneration structure is not satisfactory. There is a lack of transparency on performance goals.
Nemetschek SE	12-May-22	Approve Remuneration Policy	Against	Discretionary payments/powers. There is a lack of transparency on performance goals. LTI with Insufficient vesting period.
Nemetschek SE	12-May-22	Approve Remuneration of Supervisory Board	For	The proposal is in line with our voting policy
ASM International NV	16-May-22	Open Meeting		This is a non-votable item
ASM International NV	16-May-22	Receive Report of Management Board (Non-Voting)		This is a non-votable item
ASM International NV	16-May-22	Approve Remuneration Report	For	The proposal is in line with our voting policy
ASM International NV	16-May-22	Adopt Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
ASM International NV	16-May-22	Approve Dividends of EUR 2.50 Per Share	For	The proposal is in line with our voting policy
ASM International NV	16-May-22	Approve Discharge of Management Board	For	The proposal is in line with our voting policy
ASM International NV	16-May-22	Approve Discharge of Supervisory Board	For	The proposal is in line with our voting policy
ASM International NV	16-May-22	Adopt Remuneration Policy for Management Board	For	The proposal is in line with our voting policy
ASM International NV	16-May-22	Elect Hichem M'Saad to Management Board	For	The proposal is in line with our voting policy
ASM International NV	16-May-22	Adopt Remuneration Policy for Supervisory Board	For	The proposal is in line with our voting policy
ASM International NV	16-May-22	Reelect M.J.C. de Jong to Supervisory Board	For	The proposal is in line with our voting policy
ASM International NV	16-May-22	Ratify KPMG Accountants N.V. as Auditors	For	The proposal is in line with our voting policy
ASM International NV	16-May-22	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	The proposal is in line with our voting policy
ASM International NV	16-May-22	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	The proposal is in line with our voting policy
ASM International NV	16-May-22	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	The proposal is in line with our voting policy
ASM International NV	16-May-22	Other Business (Non-Voting)		This is a non-votable item
ASM International NV	16-May-22	Close Meeting		This is a non-votable item
VAT Group AG	17-May-22	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
VAT Group AG	17-May-22	Approve Allocation of Income	For	The proposal is in line with our voting policy

VAT Group AG	17-May-22	Approve Dividends of CHF 5.25 per Share from Reserves of Accumulated Profits and CHF 0.25 from Capital Contribution Reserves	For	The proposal is in line with our voting policy
VAT Group AG	17-May-22	Approve Discharge of Board and Senior Management	For	The proposal is in line with our voting policy
VAT Group AG	17-May-22	Reelect Martin Komischke as Director and Board Chair	For	The proposal is in line with our voting policy
VAT Group AG	17-May-22	Reelect Urs Leinhaeuser as Director	For	The proposal is in line with our voting policy
VAT Group AG	17-May-22	Reelect Karl Schlegel as Director	For	The proposal is in line with our voting policy
VAT Group AG	17-May-22	Reelect Hermann Gerlinger as Director	For	The proposal is in line with our voting policy
VAT Group AG	17-May-22	Reelect Libo Zhang as Director	For	The proposal is in line with our voting policy
VAT Group AG	17-May-22	Reelect Daniel Lippuner as Director	For	The proposal is in line with our voting policy
VAT Group AG	17-May-22	Elect Maria Heriz as Director	For	The proposal is in line with our voting policy
VAT Group AG	17-May-22	Reappoint Martin Komischke as Member of the Nomination and Compensation Committee	For	The proposal is in line with our voting policy
VAT Group AG	17-May-22	Appoint Urs Leinhaeuser as Member of the Nomination and Compensation Committee	For	The proposal is in line with our voting policy
VAT Group AG	17-May-22	Appoint Hermann Gerlinger as Member of the Nomination and Compensation Committee	For	The proposal is in line with our voting policy
VAT Group AG	17-May-22	Appoint Libo Zhang as Member of the Nomination and Compensation Committee	Against	the board lacks gender diversity
VAT Group AG	17-May-22	Designate Roger Foehn as Independent Proxy	For	The proposal is in line with our voting policy
VAT Group AG	17-May-22	Ratify KPMG AG as Auditors	For	The proposal is in line with our voting policy
VAT Group AG	17-May-22	Approve Remuneration Report	For	The proposal is in line with our voting policy
VAT Group AG	17-May-22	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 926,955	For	The proposal is in line with our voting policy
VAT Group AG	17-May-22	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.5 Million	For	The proposal is in line with our voting policy

VAT Group AG	17-May-22	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 2 Million	For	The proposal is in line with our voting policy
VAT Group AG	17-May-22	Approve Remuneration of Directors in the Amount of CHF 1.4 Million	For	The proposal is in line with our voting policy
VAT Group AG	17-May-22	Transact Other Business (Voting)	Against	The company has not disclosed sufficient information to enable support of the proposal.
SAP SE	18-May-22	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)		This is a non-votable item
SAP SE	18-May-22	Approve Allocation of Income and Dividends of EUR 1.95 per Share and Special Dividends of EUR 0.50 per Share	For	The proposal is in line with our voting policy
SAP SE	18-May-22	Approve Discharge of Management Board for Fiscal Year 2021	For	The proposal is in line with our voting policy
SAP SE	18-May-22	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	The proposal is in line with our voting policy
SAP SE	18-May-22	Ratify KPMG AG as Auditors for Fiscal Year 2022	For	The proposal is in line with our voting policy
SAP SE	18-May-22	Ratify BDO AG as Auditors for Fiscal Year 2023	For	The proposal is in line with our voting policy
SAP SE	18-May-22	Approve Remuneration Report	For	The proposal is in line with our voting policy
SAP SE	18-May-22	Elect Hasso Plattner to the Supervisory Board	For	The proposal is in line with our voting policy
SAP SE	18-May-22	Elect Rouven Westphal to the Supervisory Board	For	The proposal is in line with our voting policy
SAP SE	18-May-22	Elect Gunnar Wiedenfels to the Supervisory Board	For	The proposal is in line with our voting policy
SAP SE	18-May-22	Elect Jennifer Xin-Zhe Li to the Supervisory Board	Against	The nominee holds five non-executive directorships. The nominee is therefore overboarded.
SAP SE	18-May-22	Approve Remuneration of Supervisory Board	For	The proposal is in line with our voting policy
Zalando SE	18-May-22	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)		This is a non-votable item
Zalando SE	18-May-22	Approve Allocation of Income and Omission of Dividends	For	The proposal is in line with our voting policy
Zalando SE	18-May-22	Approve Discharge of Management Board for Fiscal Year 2021	For	The proposal is in line with our voting policy

Zalando SE	18-May-22	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	The proposal is in line with our voting policy
Zalando SE	18-May-22	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2022 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2022	For	The proposal is in line with our voting policy
Zalando SE	18-May-22	Ratify Ernst & Young GmbH as Auditors for the Review of Interim Financial Statements Until 2023 AGM	For	The proposal is in line with our voting policy
Zalando SE	18-May-22	Approve Remuneration Report	Against	Compensation is excessive. The remuneration structure is not satisfactory. Discretionary payments/powers. LTI with insufficient vesting period. The company has not disclosed sufficient information to enable support of the proposal. Compensation is excessive compared to peers.
Zalando SE	18-May-22	Amend Stock Option Plan 2014, Equity Incentive Plan and Long-Term Incentive 2018	For	The proposal is in line with our voting policy
Dassault Systemes SA	19-May-22	Approve Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Dassault Systemes SA	19-May-22	Approve Consolidated Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Dassault Systemes SA	19-May-22	Approve Allocation of Income and Dividends of EUR 0.17 per Share	For	The proposal is in line with our voting policy
Dassault Systemes SA	19-May-22	Approve Auditors' Special Report on Related-Party Transactions	For	The proposal is in line with our voting policy
Dassault Systemes SA	19-May-22	Appoint KPMG SA as Auditor	For	The proposal is in line with our voting policy
Dassault Systemes SA	19-May-22	Approve Remuneration Policy of Corporate Officers	For	The proposal is in line with our voting policy
Dassault Systemes SA	19-May-22	Approve Compensation of Charles Edelstenne, Chairman of the Board	For	The proposal is in line with our voting policy
Dassault Systemes SA	19-May-22	Approve Compensation of Bernard Charles, Vice-Chairman of the Board and CEO	Against	There is a lack of transparency on performance goals. LTI with insufficient vesting period. LTI with insufficient performance period. The company has not disclosed sufficient information to enable support of the proposal. Compensation is excessive compared to peers.
Dassault Systemes SA	19-May-22	Approve Compensation Report of Corporate Officers	Against	The company has not disclosed sufficient information to enable support of the proposal.

				The company has shown no or insufficient responsiveness to shareholder dissent.
Dassault Systemes SA	19-May-22	Reelect Charles Edelstenne as Director	For	The proposal is in line with our voting policy
Dassault Systemes SA	19-May-22	Reelect Bernard Charles as Director	For	The proposal is in line with our voting policy
Dassault Systemes SA	19-May-22	Reelect Pascal Daloz as Director	For	The proposal is in line with our voting policy
Dassault Systemes SA	19-May-22	Reelect Xavier Cauchois as Director	For	The proposal is in line with our voting policy
Dassault Systemes SA	19-May-22	Authorize Repurchase of Up to 20 Million Issued Share Capital	For	The proposal is in line with our voting policy
Dassault Systemes SA	19-May-22	Approve Remuneration of Directors in the Aggregate Amount of EUR 900,000	For	The proposal is in line with our voting policy
Dassault Systemes SA	19-May-22	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	The proposal is in line with our voting policy
Dassault Systemes SA	19-May-22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	The proposal is in line with our voting policy
Dassault Systemes SA	19-May-22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	For	The proposal is in line with our voting policy
Dassault Systemes SA	19-May-22	Delegate Powers to the Board to Approve Merger by Absorption by the Company	Against	The Proposal is not in shareholders' interest.
Dassault Systemes SA	19-May-22	Authorize Capital Increase of Up to EUR 10 Million in Connection with Contribution in Kind Above	Against	The Proposal is not in shareholders' interest.
Dassault Systemes SA	19-May-22	Authorize Filing of Required Documents/Other Formalities	For	The proposal is in line with our voting policy
InPost SA	19-May-22	Open Meeting		This is a non-votable item
InPost SA	19-May-22	Receive Report of Management Board and Supervisory Board		This is a non-votable item
InPost SA	19-May-22	Receive Auditor's Reports		This is a non-votable item
InPost SA	19-May-22	Approve Consolidated Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
InPost SA	19-May-22	Approve Financial Statements	For	The proposal is in line with our voting policy

InPost SA	19-May-22	Approve Allocation of Loss	For	The proposal is in line with our voting policy
InPost SA	19-May-22	Approve Discharge of Management Board	For	The proposal is in line with our voting policy
InPost SA	19-May-22	Approve Discharge of Supervisory Board	For	The proposal is in line with our voting policy
InPost SA	19-May-22	Approve Remuneration Report	Against	Compensation is excessive compared to peers. There is a lack of Climate criteria in the variable compensation.
InPost SA	19-May-22	Approve Share Repurchase	For	The proposal is in line with our voting policy
InPost SA	19-May-22	Appoint PricewaterhouseCoopers as Auditor	Against	We consider that the non-audit fees are excessive compared to total fees, which is detrimental to independence.
InPost SA	19-May-22	Close Meeting		This is a non-votable item
Croda International Plc	20-May-22	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Croda International Plc	20-May-22	Approve Remuneration Report	Against	Compensation is excessive compared to peers.
Croda International Plc	20-May-22	Approve Final Dividend	For	The proposal is in line with our voting policy
Croda International Plc	20-May-22	Re-elect Roberto Cirillo as Director	For	The proposal is in line with our voting policy
Croda International Plc	20-May-22	Re-elect Jacqui Ferguson as Director	For	The proposal is in line with our voting policy
Croda International Plc	20-May-22	Re-elect Steve Foots as Director	For	The proposal is in line with our voting policy
Croda International Plc	20-May-22	Re-elect Anita Frew as Director	For	The proposal is in line with our voting policy
Croda International Plc	20-May-22	Re-elect Helena Ganczakowski as Director	For	The proposal is in line with our voting policy
Croda International Plc	20-May-22	Elect Julie Kim as Director	For	The proposal is in line with our voting policy
Croda International Plc	20-May-22	Re-elect Keith Layden as Director	For	The proposal is in line with our voting policy
Croda International Plc	20-May-22	Re-elect Jez Maiden as Director	For	The proposal is in line with our voting policy
Croda International Plc	20-May-22	Elect Nawal Ouzren as Director	For	The proposal is in line with our voting policy
Croda International Plc	20-May-22	Re-elect John Ramsay as Director	Against	The nominee holds 4 non-executive directorships, 4 of which as Chairperson of the Audit Committee. The nominee is therefore overboarded.
Croda International Plc	20-May-22	Reappoint KPMG LLP as Auditors	For	The proposal is in line with our voting policy
Croda International Plc	20-May-22	Authorise the Audit Committee to Fix Remuneration of Auditors	For	The proposal is in line with our voting policy
Croda International Plc	20-May-22	Authorise UK Political Donations and Expenditure	For	The proposal is in line with our voting policy

Croda International Plc	20-May-22	Authorise Issue of Equity	For	The proposal is in line with our voting policy
Croda International Plc	20-May-22	Authorise Issue of Equity without Pre-emptive Rights	For	The proposal is in line with our voting policy
Croda International Plc	20-May-22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	The proposal is in line with our voting policy
Croda International Plc	20-May-22	Authorise Market Purchase of Ordinary Shares	For	The proposal is in line with our voting policy
Croda International Plc	20-May-22	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	The proposal is in line with our voting policy
Hikma Pharmaceuticals Plc	20-May-22	Approve the Conversion of the Merger Reserve to a Distributable Reserve	For	The proposal is in line with our voting policy
Reckitt Benckiser Group Plc	20-May-22	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Reckitt Benckiser Group Plc	20-May-22	Approve Remuneration Report	For	The proposal is in line with our voting policy
Reckitt Benckiser Group Plc	20-May-22	Approve Remuneration Policy	For	The proposal is in line with our voting policy
Reckitt Benckiser Group Plc	20-May-22	Approve Final Dividend	For	The proposal is in line with our voting policy
Reckitt Benckiser Group Plc	20-May-22	Re-elect Andrew Bonfield as Director	For	The proposal is in line with our voting policy
Reckitt Benckiser Group Plc	20-May-22	Re-elect Olivier Bohuon as Director	For	The proposal is in line with our voting policy
Reckitt Benckiser Group Plc	20-May-22	Re-elect Jeff Carr as Director	For	The proposal is in line with our voting policy
Reckitt Benckiser Group Plc	20-May-22	Re-elect Margherita Della Valle as Director	For	The proposal is in line with our voting policy
Reckitt Benckiser Group Plc	20-May-22	Re-elect Nicandro Durante as Director	For	The proposal is in line with our voting policy
Reckitt Benckiser Group Plc	20-May-22	Re-elect Mary Harris as Director	For	The proposal is in line with our voting policy
Reckitt Benckiser Group Plc	20-May-22	Re-elect Mehmood Khan as Director	For	The proposal is in line with our voting policy
Reckitt Benckiser Group Plc	20-May-22	Re-elect Pam Kirby as Director	For	The proposal is in line with our voting policy
Reckitt Benckiser Group Plc	20-May-22	Re-elect Laxman Narasimhan as Director	For	The proposal is in line with our voting policy
Reckitt Benckiser Group Plc	20-May-22	Re-elect Chris Sinclair as Director	For	The proposal is in line with our voting policy
Reckitt Benckiser Group Plc	20-May-22	Re-elect Elane Stock as Director	For	The proposal is in line with our voting policy
Reckitt Benckiser Group Plc	20-May-22	Elect Alan Stewart as Director	For	The proposal is in line with our voting policy
Reckitt Benckiser Group Plc	20-May-22	Reappoint KPMG LLP as Auditors	For	The proposal is in line with our voting policy

Reckitt Benckiser Group Plc	20-May-22	Authorise the Audit Committee to Fix Remuneration of Auditors	For	The proposal is in line with our voting policy
Reckitt Benckiser Group Plc	20-May-22	Authorise UK Political Donations and Expenditure	For	The proposal is in line with our voting policy
Reckitt Benckiser Group Plc	20-May-22	Authorise Issue of Equity	For	The proposal is in line with our voting policy
Reckitt Benckiser Group Plc	20-May-22	Authorise Issue of Equity without Pre-emptive Rights	For	The proposal is in line with our voting policy
Reckitt Benckiser Group Plc	20-May-22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	The proposal is in line with our voting policy
Reckitt Benckiser Group Plc	20-May-22	Authorise Market Purchase of Ordinary Shares	For	The proposal is in line with our voting policy
Reckitt Benckiser Group Plc	20-May-22	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	The proposal is in line with our voting policy
bioMerieux SA	23-May-22	Approve Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
bioMerieux SA	23-May-22	Approve Consolidated Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
bioMerieux SA	23-May-22	Approve Discharge of Directors	For	The proposal is in line with our voting policy
bioMerieux SA	23-May-22	Approve Allocation of Income and Dividends of EUR 0.85 per Share	For	The proposal is in line with our voting policy
bioMerieux SA	23-May-22	Approve Transaction with Fondation Christophe et Rodolphe Merieux	For	The proposal is in line with our voting policy
bioMerieux SA	23-May-22	Reelect Alexandre Merieux as Director	Against	The roles of CEO and Chairperson are combined and there is no lead independent Director as per Amundi's independence criteria.
bioMerieux SA	23-May-22	Reelect Jean-Luc Belingard as Director	For	The proposal is in line with our voting policy
bioMerieux SA	23-May-22	Approve Remuneration of Directors in the Aggregate Amount of EUR 500,000	For	The proposal is in line with our voting policy
bioMerieux SA	23-May-22	Approve Remuneration Policy of Corporate Officers	For	The proposal is in line with our voting policy
bioMerieux SA	23-May-22	Approve Remuneration Policy of Chairman and CEO	For	The proposal is in line with our voting policy
bioMerieux SA	23-May-22	Approve Remuneration Policy of Vice-CEO	For	The proposal is in line with our voting policy
bioMerieux SA	23-May-22	Approve Remuneration Policy of Directors	For	The proposal is in line with our voting policy

bioMerieux SA	23-May-22	Approve Compensation Report of Corporate Officers	For	The proposal is in line with our voting policy
bioMerieux SA	23-May-22	Approve Compensation of Alexandre Merieux, Chairman and CEO	For	The proposal is in line with our voting policy
bioMerieux SA	23-May-22	Approve Compensation of Pierre Boulud, Vice-CEO	Against	The company has not disclosed sufficient information to enable support of the proposal. There is a lack of transparency on performance criteria.
bioMerieux SA	23-May-22	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	The proposal is in line with our voting policy
bioMerieux SA	23-May-22	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	The proposal is in line with our voting policy
bioMerieux SA	23-May-22	Authorize Filing of Required Documents/Other Formalities	For	The proposal is in line with our voting policy
Ipsen SA	24-May-22	Approve Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Ipsen SA	24-May-22	Approve Consolidated Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Ipsen SA	24-May-22	Approve Allocation of Income and Dividends of EUR 1.20 per Share	For	The proposal is in line with our voting policy
Ipsen SA	24-May-22	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	The proposal is in line with our voting policy
Ipsen SA	24-May-22	Appoint PricewaterhouseCoopers Audit as Auditor	For	The proposal is in line with our voting policy
Ipsen SA	24-May-22	Acknowledge End of Mandate of BEAS as Alternate Auditor and Decision Not to Replace and Renew	For	The proposal is in line with our voting policy
Ipsen SA	24-May-22	Reelect Highrock SARL as Director	Against	The board is not sufficiently independent as per our voting policy.
Ipsen SA	24-May-22	Reelect Paul Sekhri as Director	Against	The nominee holds five non-executive directorships, three of which as an outside Chairperson of the Board. The nominee is therefore overboarded.
Ipsen SA	24-May-22	Reelect Piet Wigerinck as Director	For	The proposal is in line with our voting policy
Ipsen SA	24-May-22	Ratify Appointment of Karen Witts as Director	For	The proposal is in line with our voting policy

Ipsen SA	24-May-22	Approve Remuneration Policy of Directors	For	The proposal is in line with our voting policy
Ipsen SA	24-May-22	Approve Remuneration Policy of Chairman of the Board	For	The proposal is in line with our voting policy
Ipsen SA	24-May-22	Approve Remuneration Policy of CEO and Executive Corporate Officers	Against	The company has not disclosed sufficient information to enable support of the proposal. The remuneration structure is not satisfactory. Discretionary payments/powers.
Ipsen SA	24-May-22	Approve Compensation Report of Corporate Officers	For	The proposal is in line with our voting policy
Ipsen SA	24-May-22	Approve Compensation of Marc de Garidel, Chairman of the Board	For	The proposal is in line with our voting policy
Ipsen SA	24-May-22	Approve Compensation of David Loew, CEO	Against	The company has not disclosed sufficient information to enable support of the proposal. There is a lack of transparency on performance criteria.
Ipsen SA	24-May-22	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	The proposal is in line with our voting policy
Ipsen SA	24-May-22	Authorize up to 3 Percent of Issued Capital for Use in Restricted Stock Plans	Against	The company has not disclosed sufficient information to enable support of the proposal.
Ipsen SA	24-May-22	Amend Article 16 of Bylaws Re: Age Limit of Chairman of the Board	For	The proposal is in line with our voting policy
Ipsen SA	24-May-22	Authorize Filing of Required Documents/Other Formalities	For	The proposal is in line with our voting policy
Knorr-Bremse AG	24-May-22	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)		This is a non-votable item
Knorr-Bremse AG	24-May-22	Approve Allocation of Income and Dividends of EUR 1.85 per Share	For	The proposal is in line with our voting policy
Knorr-Bremse AG	24-May-22	Approve Discharge of Management Board for Fiscal Year 2021	For	The proposal is in line with our voting policy
Knorr-Bremse AG	24-May-22	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	The proposal is in line with our voting policy
Knorr-Bremse AG	24-May-22	Ratify KPMG AG as Auditors for Fiscal Year 2022 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2022	For	The proposal is in line with our voting policy
Knorr-Bremse AG	24-May-22	Approve Remuneration Report	Against	Discretionary payments/powers. The company has not disclosed sufficient information to

				enable support of the proposal. There is a lack of Climate criteria in the variable compensation.
Knorr-Bremse AG	24-May-22	Elect Reinhard Ploss to the Supervisory Board	For	The proposal is in line with our voting policy
Knorr-Bremse AG	24-May-22	Elect Sigrid Nikutta to the Supervisory Board	For	The proposal is in line with our voting policy
Knorr-Bremse AG	24-May-22	Approve Remuneration of Supervisory Board	For	The proposal is in line with our voting policy
Knorr-Bremse AG	24-May-22	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	For	The proposal is in line with our voting policy
The Swatch Group AG	24-May-22	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
The Swatch Group AG	24-May-22	Approve Discharge of Board and Senior Management	For	The proposal is in line with our voting policy
The Swatch Group AG	24-May-22	Approve Allocation of Income and Dividends of CHF 1.10 per Registered Share and CHF 5.50 per Bearer Share	For	The proposal is in line with our voting policy
The Swatch Group AG	24-May-22	Approve Fixed Remuneration of Non-Executive Directors in the Amount of CHF 1 Million	For	The proposal is in line with our voting policy
The Swatch Group AG	24-May-22	Approve Fixed Remuneration of Executive Directors in the Amount of CHF 2.6 Million	Against	Compensation is excessive compared to peers.
The Swatch Group AG	24-May-22	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 5.7 Million	Against	Compensation is excessive compared to peers.
The Swatch Group AG	24-May-22	Approve Variable Remuneration of Executive Directors in the Amount of CHF 7.2 Million	Against	The company has not disclosed sufficient information to enable support of the proposal. There is a lack of transparency on performance criteria. There is a lack of transparency on performance goals. Compensation is excessive compared to peers. There is a lack of ESG criteria in the variable compensation.
The Swatch Group AG	24-May-22	Approve Variable Remuneration of Executive Committee in the Amount of CHF 15.3 Million	Against	Compensation is excessive compared to peers. There is a lack of ESG criteria in the variable compensation. The company has not disclosed sufficient information to enable support of the proposal. There is a lack of transparency on performance criteria. There is a lack of transparency on performance goals.
The Swatch Group AG	24-May-22	Reelect Nayla Hayek as Director	Against	The board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Audit Committee

				which is not composed in majority of independent directors.
The Swatch Group AG	24-May-22	Reelect Ernst Tanner as Director	Against	The board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors.
The Swatch Group AG	24-May-22	Reelect Daniela Aeschlimann as Director	Against	The board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors.
The Swatch Group AG	24-May-22	Reelect Georges Hayek as Director	For	The proposal is in line with our voting policy
The Swatch Group AG	24-May-22	Reelect Claude Nicollier as Director	Against	The board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors.
The Swatch Group AG	24-May-22	Reelect Jean-Pierre Roth as Director	Against	The board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors.
The Swatch Group AG	24-May-22	Reelect Nayla Hayek as Board Chair	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 Swatch Group AG	24-May-22	Reappoint Nayla Hayek as Member of the Compensation Committee	Against	The board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors. The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors.
The Swatch Group AG	24-May-22	Reappoint Ernst Tanner as Member of the Compensation Committee	Against	The board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors. The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors.
The Swatch Group AG	24-May-22	Reappoint Daniela Aeschlimann as Member of the Compensation Committee	Against	The board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors. The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors.

				Committee which is not composed in majority of independent directors.
The Swatch Group AG	24-May-22	Reappoint Georges Hayek as Member of the Compensation Committee	For	The proposal is in line with our voting policy
The Swatch Group AG	24-May-22	Reappoint Claude Nicollier as Member of the Compensation Committee	Against	The board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors. The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors.
The Swatch Group AG	24-May-22	Reappoint Jean-Pierre Roth as Member of the Compensation Committee	Against	The board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors. The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors.
The Swatch Group AG	24-May-22	Designate Bernhard Lehmann as Independent Proxy	For	The proposal is in line with our voting policy
The Swatch Group AG	24-May-22	Ratify PricewaterhouseCoopers AG as Auditors	For	The proposal is in line with our voting policy
The Swatch Group AG	24-May-22	Transact Other Business (Voting)	Against	The company has not disclosed sufficient information to enable support of the proposal. The Proposal is not in shareholders' interest.
The Swatch Group AG	24-May-22	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
The Swatch Group AG	24-May-22	Approve Discharge of Board and Senior Management	For	The proposal is in line with our voting policy
The Swatch Group AG	24-May-22	Approve Allocation of Income and Dividends of CHF 1.10 per Registered Share and CHF 5.50 per Bearer Share	For	The proposal is in line with our voting policy
The Swatch Group AG	24-May-22	Approve Fixed Remuneration of Non-Executive Directors in the Amount of CHF 1 Million	For	The proposal is in line with our voting policy
The Swatch Group AG	24-May-22	Approve Fixed Remuneration of Executive Directors in the Amount of CHF 2.6 Million	Against	Compensation is excessive compared to peers.
The Swatch Group AG	24-May-22	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 5.7 Million	Against	Compensation is excessive compared to peers.

The Swatch Group AG	24-May-22	Approve Variable Remuneration of Executive Directors in the Amount of CHF 7.2 Million	Against	The company has not disclosed sufficient information to enable support of the proposal. There is a lack of transparency on performance criteria. There is a lack of transparency on performance goals. Compensation is excessive compared to peers. There is a lack of ESG criteria in the variable compensation.
The Swatch Group AG	24-May-22	Approve Variable Remuneration of Executive Committee in the Amount of CHF 15.3 Million	Against	Compensation is excessive compared to peers. There is a lack of ESG criteria in the variable compensation. The company has not disclosed sufficient information to enable support of the proposal. There is a lack of transparency on performance criteria. There is a lack of transparency on performance goals.
The Swatch Group AG	24-May-22	Reelect Nayla Hayek as Director	Against	The board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors.
The Swatch Group AG	24-May-22	Reelect Ernst Tanner as Director	Against	The board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors.
The Swatch Group AG	24-May-22	Reelect Daniela Aeschlimann as Director	Against	The board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors.
The Swatch Group AG	24-May-22	Reelect Georges Hayek as Director	For	The proposal is in line with our voting policy
The Swatch Group AG	24-May-22	Reelect Claude Nicollier as Director	Against	The board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors.
The Swatch Group AG	24-May-22	Reelect Jean-Pierre Roth as Director	Against	The board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors.
The Swatch Group AG	24-May-22	Reelect Nayla Hayek as Board Chair	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 Swatch Group AG	24-May-22	Reappoint Nayla Hayek as Member of the Compensation Committee	Against	The board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors. The nominee is a non-independent member of the Remuneration

				Committee which is not composed in majority of independent directors.
The Swatch Group AG	24-May-22	Reappoint Ernst Tanner as Member of the Compensation Committee	Against	The board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors. The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors.
The Swatch Group AG	24-May-22	Reappoint Daniela Aeschlimann as Member of the Compensation Committee	Against	The board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors. The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors.
The Swatch Group AG	24-May-22	Reappoint Georges Hayek as Member of the Compensation Committee	For	The proposal is in line with our voting policy
The Swatch Group AG	24-May-22	Reappoint Claude Nicollier as Member of the Compensation Committee	Against	The board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors. The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors.
The Swatch Group AG	24-May-22	Reappoint Jean-Pierre Roth as Member of the Compensation Committee	Against	The board is not sufficiently independent as per our voting policy. The nominee is a non-independent member of the Audit Committee which is not composed in majority of independent directors. The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors.
The Swatch Group AG	24-May-22	Designate Bernhard Lehmann as Independent Proxy	For	The proposal is in line with our voting policy
The Swatch Group AG	24-May-22	Ratify PricewaterhouseCoopers AG as Auditors	For	The proposal is in line with our voting policy
The Swatch Group AG	24-May-22	Transact Other Business (Voting)	Against	The company has not disclosed sufficient information to enable support of the proposal. The Proposal is not in shareholders' interest.
EssilorLuxottica SA	25-May-22	Approve Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
EssilorLuxottica SA	25-May-22	Approve Consolidated Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy

EssilorLuxottica SA	25-May-22	Approve Treatment of Losses and Dividends of EUR 2.51 per Share	For	The proposal is in line with our voting policy
EssilorLuxottica SA	25-May-22	Ratify Appointment of Virginie Mercier Pitre as Director	For	The proposal is in line with our voting policy
EssilorLuxottica SA	25-May-22	Approve Auditors' Special Report on Related-Party Transactions	For	The proposal is in line with our voting policy
EssilorLuxottica SA	25-May-22	Approve Compensation Report of Corporate Officers	For	The proposal is in line with our voting policy
EssilorLuxottica SA	25-May-22	Approve Compensation of Leonardo Del Vecchio, Chairman of the Board	For	The proposal is in line with our voting policy
EssilorLuxottica SA	25-May-22	Approve Compensation of Francesco Milleri, CEO	For	The proposal is in line with our voting policy
EssilorLuxottica SA	25-May-22	Approve Compensation of Paul du Saillant, Vice-CEO	For	The proposal is in line with our voting policy
EssilorLuxottica SA	25-May-22	Approve Remuneration Policy of Directors	For	The proposal is in line with our voting policy
EssilorLuxottica SA	25-May-22	Approve Remuneration Policy of Chairman of the Board	For	The proposal is in line with our voting policy
EssilorLuxottica SA	25-May-22	Approve Remuneration Policy of CEO	For	The proposal is in line with our voting policy
EssilorLuxottica SA	25-May-22	Approve Remuneration Policy of Vice-CEO	For	The proposal is in line with our voting policy
EssilorLuxottica SA	25-May-22	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	The proposal is in line with our voting policy
EssilorLuxottica SA	25-May-22	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	The proposal is in line with our voting policy
EssilorLuxottica SA	25-May-22	Authorize Filing of Required Documents/Other Formalities	For	The proposal is in line with our voting policy
Intertek Group Plc	25-May-22	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Intertek Group Plc	25-May-22	Approve Remuneration Report	For	The proposal is in line with our voting policy
Intertek Group Plc	25-May-22	Approve Final Dividend	For	The proposal is in line with our voting policy
Intertek Group Plc	25-May-22	Re-elect Andrew Martin as Director	For	The proposal is in line with our voting policy
Intertek Group Plc	25-May-22	Re-elect Andre Lacroix as Director	For	The proposal is in line with our voting policy
Intertek Group Plc	25-May-22	Re-elect Jonathan Timmis as Director	For	The proposal is in line with our voting policy
Intertek Group Plc	25-May-22	Re-elect Graham Allan as Director	For	The proposal is in line with our voting policy

Intertek Group Plc	25-May-22	Re-elect Gurnek Bains as Director	For	The proposal is in line with our voting policy
Intertek Group Plc	25-May-22	Re-elect Lynda Clarizio as Director	For	The proposal is in line with our voting policy
Intertek Group Plc	25-May-22	Re-elect Tamara Ingram as Director	For	The proposal is in line with our voting policy
Intertek Group Plc	25-May-22	Re-elect Gill Rider as Director	For	The proposal is in line with our voting policy
Intertek Group Plc	25-May-22	Re-elect Jean-Michel Valette as Director	Against	The nominee holds 3 non-executive directorships, 2 of which as Chairperson of the Audit Committee and 1 as Chairperson of the Board. The nominee is therefore overboarded.
Intertek Group Plc	25-May-22	Reappoint PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Intertek Group Plc	25-May-22	Authorise the Audit Committee to Fix Remuneration of Auditors	For	The proposal is in line with our voting policy
Intertek Group Plc	25-May-22	Authorise Issue of Equity	For	The proposal is in line with our voting policy
Intertek Group Plc	25-May-22	Authorise UK Political Donations and Expenditure	For	The proposal is in line with our voting policy
Intertek Group Plc	25-May-22	Authorise Issue of Equity without Pre-emptive Rights	For	The proposal is in line with our voting policy
Intertek Group Plc	25-May-22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	The proposal is in line with our voting policy
Intertek Group Plc	25-May-22	Authorise Market Purchase of Ordinary Shares	For	The proposal is in line with our voting policy
Intertek Group Plc	25-May-22	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	The proposal is in line with our voting policy
Legrand SA	25-May-22	Approve Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Legrand SA	25-May-22	Approve Consolidated Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Legrand SA	25-May-22	Approve Allocation of Income and Dividends of EUR 1.65 per Share	For	The proposal is in line with our voting policy
Legrand SA	25-May-22	Renew Appointment of PricewaterhouseCoopers Audit as Auditor	For	The proposal is in line with our voting policy
Legrand SA	25-May-22	Acknowledge of Mandate of Jean-Christophe Georghiou as Alternate Auditor and Decision Not to Renew	For	The proposal is in line with our voting policy

Legrand SA	25-May-22	Approve Compensation Report	For	The proposal is in line with our voting policy
Legrand SA	25-May-22	Approve Compensation of Angeles Garcia-Poveda, Chairman of the Board	For	The proposal is in line with our voting policy
Legrand SA	25-May-22	Approve Compensation of Benoit Coquart, CEO	For	The proposal is in line with our voting policy
Legrand SA	25-May-22	Approve Remuneration Policy of Chairman of the Board	For	The proposal is in line with our voting policy
Legrand SA	25-May-22	Approve Remuneration Policy of CEO	For	The proposal is in line with our voting policy
Legrand SA	25-May-22	Approve Remuneration Policy of Directors	For	The proposal is in line with our voting policy
Legrand SA	25-May-22	Reelect Olivier Bazil as Director	For	The proposal is in line with our voting policy
Legrand SA	25-May-22	Reelect Edward A. Gilhuly as Director	Against	The Director's attendance was under 75% without any satisfactory explanation
Legrand SA	25-May-22	Reelect Patrick Koller as Director	For	The proposal is in line with our voting policy
Legrand SA	25-May-22	Elect Florent Menegaux as Director	For	The proposal is in line with our voting policy
Legrand SA	25-May-22	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	The proposal is in line with our voting policy
Legrand SA	25-May-22	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	The proposal is in line with our voting policy
Legrand SA	25-May-22	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 200 Million	For	The proposal is in line with our voting policy
Legrand SA	25-May-22	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 100 Million	For	The proposal is in line with our voting policy
Legrand SA	25-May-22	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 100 Million	For	The proposal is in line with our voting policy
Legrand SA	25-May-22	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	For	The proposal is in line with our voting policy
Legrand SA	25-May-22	Authorize Capitalization of Reserves of Up to EUR 100 Million for Bonus Issue or Increase in Par Value	For	The proposal is in line with our voting policy

Legrand SA	25-May-22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	The proposal is in line with our voting policy
Legrand SA	25-May-22	Authorize Capital Increase of up to 5 Percent of Issued Capital for Contributions in Kind	For	The proposal is in line with our voting policy
Legrand SA	25-May-22	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 18-21 and 23-24 at EUR 200 Million	For	The proposal is in line with our voting policy
Legrand SA	25-May-22	Authorize Filing of Required Documents/Other Formalities	For	The proposal is in line with our voting policy
STMicroelectronics NV	25-May-22	Receive Report of Management Board (Non-Voting)		This is a non-votable item
STMicroelectronics NV	25-May-22	Receive Report of Supervisory Board (Non-Voting)		This is a non-votable item
STMicroelectronics NV	25-May-22	Approve Remuneration Report	For	The proposal is in line with our voting policy
STMicroelectronics NV	25-May-22	Adopt Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
STMicroelectronics NV	25-May-22	Approve Dividends	For	The proposal is in line with our voting policy
STMicroelectronics NV	25-May-22	Approve Discharge of Management Board	For	The proposal is in line with our voting policy
STMicroelectronics NV	25-May-22	Approve Discharge of Supervisory Board	For	The proposal is in line with our voting policy
STMicroelectronics NV	25-May-22	Approve Grant of Unvested Stock Awards to Jean-Marc Chery as President and CEO	For	The proposal is in line with our voting policy
STMicroelectronics NV	25-May-22	Reelect Janet Davidson to Supervisory Board	For	The proposal is in line with our voting policy
STMicroelectronics NV	25-May-22	Elect Donatella Sciuto to Supervisory Board	Against	The nominee holds four non-executive directorships, two of which as an outside Chairperson of the Audit Committee. The nominee is therefore overboarded.
STMicroelectronics NV	25-May-22	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	The proposal is in line with our voting policy
STMicroelectronics NV	25-May-22	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Pre-emptive Rights	For	The proposal is in line with our voting policy
STMicroelectronics NV	25-May-22	Allow Questions		This is a non-votable item
Temenos AG	25-May-22	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy

Temenos AG	25-May-22	Approve Allocation of Income and Dividends of CHF 1.00 per Share	For	The proposal is in line with our voting policy
Temenos AG	25-May-22	Approve Discharge of Board and Senior Management	For	The proposal is in line with our voting policy
Temenos AG	25-May-22	Approve Remuneration of Directors in the Amount of USD 9.3 Million	For	The proposal is in line with our voting policy
Temenos AG	25-May-22	Approve Remuneration of Executive Committee in the Amount of USD 30 Million	Against	There is a lack of ESG criteria in the variable compensation.
Temenos AG	25-May-22	Elect Deborah Forster as Director	For	The proposal is in line with our voting policy
Temenos AG	25-May-22	Elect Cecilia Hulten as Director	For	The proposal is in line with our voting policy
Temenos AG	25-May-22	Reelect Andreas Andreades as Director and Board Chair	For	The proposal is in line with our voting policy
Temenos AG	25-May-22	Reelect Thibault de Tersant as Director	Against	The nominee holds 1 executive mandate and 2 non-executive directorships, 1 of which as Chairperson of the Audit Committee. The nominee is therefore overboarded.
Temenos AG	25-May-22	Reelect Ian Cookson as Director	Against	The board lacks diversity.
Temenos AG	25-May-22	Reelect Erik Hansen as Director	For	The proposal is in line with our voting policy
Temenos AG	25-May-22	Reelect Peter Spenser as Director	For	The proposal is in line with our voting policy
Temenos AG	25-May-22	Reelect Homaira Akbari as Director	For	The proposal is in line with our voting policy
Temenos AG	25-May-22	Reelect Maurizio Carli as Director	For	The proposal is in line with our voting policy
Temenos AG	25-May-22	Reelect James Benson as Director	For	The proposal is in line with our voting policy
Temenos AG	25-May-22	Reappoint Homaira Akbari as Member of the Compensation Committee	For	The proposal is in line with our voting policy
Temenos AG	25-May-22	Reappoint Peter Spenser as Member of the Compensation Committee	For	The proposal is in line with our voting policy
Temenos AG	25-May-22	Reappoint Maurizio Carli as Member of the Compensation Committee	For	The proposal is in line with our voting policy
Temenos AG	25-May-22	Reappoint James Benson as Member of the Compensation Committee	For	The proposal is in line with our voting policy
Temenos AG	25-May-22	Appoint Deborah Forster as Member of the Compensation Committee	For	The proposal is in line with our voting policy
Temenos AG	25-May-22	Designate Perreard de Boccard SA as Independent Proxy	For	The proposal is in line with our voting policy

Temenos AG	25-May-22	Ratify PricewaterhouseCoopers SA as Auditors	For	The proposal is in line with our voting policy
Temenos AG	25-May-22	Transact Other Business (Voting)	Against	The company has not disclosed sufficient information to enable support of the proposal.
Bechtle AG	02-Jun-22	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)		This is a non-votable item
Bechtle AG	02-Jun-22	Approve Allocation of Income and Dividends of EUR 0.55 per Share	For	The proposal is in line with our voting policy
Bechtle AG	02-Jun-22	Approve Discharge of Management Board for Fiscal Year 2021	For	The proposal is in line with our voting policy
Bechtle AG	02-Jun-22	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	The proposal is in line with our voting policy
Bechtle AG	02-Jun-22	Ratify Deloitte GmbH as Auditors for Fiscal Year 2022	For	The proposal is in line with our voting policy
Bechtle AG	02-Jun-22	Approve Remuneration Report	For	The proposal is in line with our voting policy
Bechtle AG	02-Jun-22	Approve Remuneration Policy	Against	Discretionary payments/powers. The severance entitlements are excessive. The company has shown no or insufficient responsiveness to shareholder dissent.
Brenntag SE	09-Jun-22	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)		This is a non-votable item
Brenntag SE	09-Jun-22	Approve Allocation of Income and Dividends of EUR 1.45 per Share	For	The proposal is in line with our voting policy
Brenntag SE	09-Jun-22	Approve Discharge of Management Board for Fiscal Year 2021	For	The proposal is in line with our voting policy
Brenntag SE	09-Jun-22	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	The proposal is in line with our voting policy
Brenntag SE	09-Jun-22	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2022	For	The proposal is in line with our voting policy
Brenntag SE	09-Jun-22	Approve Remuneration Report	Against	There is a lack of Climate criteria in the variable compensation.
Brenntag SE	09-Jun-22	Elect Wijnand Donkers to the Supervisory Board	For	The proposal is in line with our voting policy
Brenntag SE	09-Jun-22	Elect Ulrich Harnacke to the Supervisory Board	For	The proposal is in line with our voting policy
Brenntag SE	09-Jun-22	Approve Creation of EUR 35 Million Pool of Authorized	For	The proposal is in line with our voting policy

		Capital with or without Exclusion of Preemptive Rights		
Brenntag SE	09-Jun-22	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 2 Billion; Approve Creation of EUR 15.5 Million Pool of Capital to Guarantee Conversion Rights	For	The proposal is in line with our voting policy
Brenntag SE	09-Jun-22	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	The proposal is in line with our voting policy
Mowi ASA	13-Jun-22	Elect Chairman of Meeting; Designate Inspector(s) of Minutes of Meeting	For	The proposal is in line with our voting policy
Mowi ASA	13-Jun-22	Approve Notice of Meeting and Agenda	For	The proposal is in line with our voting policy
Mowi ASA	13-Jun-22	Receive Briefing on the Business		This is a non-votable item
Mowi ASA	13-Jun-22	Accept Financial Statements and Statutory Reports; Approve Allocation of Income	For	The proposal is in line with our voting policy
Mowi ASA	13-Jun-22	Discuss Company's Corporate Governance Statement		This is a non-votable item
Mowi ASA	13-Jun-22	Approve Remuneration Policy And Other Terms of Employment For Executive Management	For	The proposal is in line with our voting policy
Mowi ASA	13-Jun-22	Approve Equity Plan Financing	For	The proposal is in line with our voting policy
Mowi ASA	13-Jun-22	Approve Remuneration Statement	Against	There is a lack of transparency on performance goals. The company has not provided sufficient information to justify an excessive salary increase.
Mowi ASA	13-Jun-22	Approve Remuneration of Directors	For	The proposal is in line with our voting policy
Mowi ASA	13-Jun-22	Approve Remuneration of Nomination Committee	For	The proposal is in line with our voting policy
Mowi ASA	13-Jun-22	Approve Remuneration of Auditors	For	The proposal is in line with our voting policy
Mowi ASA	13-Jun-22	Elect Kathrine Fredriksen as Director	For	The proposal is in line with our voting policy
Mowi ASA	13-Jun-22	Elect Renate Larsen as Director	For	The proposal is in line with our voting policy

Mowi ASA	13-Jun-22	Elect Peder Strand as Director	For	The proposal is in line with our voting policy
Mowi ASA	13-Jun-22	Elect Michal Chalaczkiwicz as Director	For	The proposal is in line with our voting policy
Mowi ASA	13-Jun-22	Elect Anne Lise Ellingsen Gryte as of Nominating Committee	For	The proposal is in line with our voting policy
Mowi ASA	13-Jun-22	Authorize Board to Distribute Dividends	For	The proposal is in line with our voting policy
Mowi ASA	13-Jun-22	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	The proposal is in line with our voting policy
Mowi ASA	13-Jun-22	Approve Creation of NOK 387.8 Million Pool of Capital without Preemptive Rights	For	The proposal is in line with our voting policy
Mowi ASA	13-Jun-22	Authorize Issuance of Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of NOK 3.2 Billion; Approve Creation of NOK 387.8 Million Pool of Capital to Guarantee Conversion Rights	For	The proposal is in line with our voting policy
Mowi ASA	13-Jun-22	Approve Demerger of Mowi ASA	For	The proposal is in line with our voting policy
Mowi ASA	13-Jun-22	Approve Demerger of Mowi Hjelpestelskap AS	For	The proposal is in line with our voting policy
Mowi ASA	13-Jun-22	Approve Instructions for Nominating Committee	For	The proposal is in line with our voting policy
Sonova Holding AG	15-Jun-22	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Sonova Holding AG	15-Jun-22	Approve Remuneration Report (Non-Binding)	Against	Compensation is excessive compared to peers.
Sonova Holding AG	15-Jun-22	Approve Allocation of Income and Dividends of CHF 4.40 per Share	For	The proposal is in line with our voting policy
Sonova Holding AG	15-Jun-22	Approve Discharge of Board and Senior Management	For	The proposal is in line with our voting policy
Sonova Holding AG	15-Jun-22	Approve Increase in Minimum Size of Board to Five Members and Maximum Size to Ten Members	For	The proposal is in line with our voting policy
Sonova Holding AG	15-Jun-22	Reelect Robert Spoerry as Director and Board Chair	Against	The nominee holds three non-executive directorships, two of which as the Chairperson of the Board. The nominee is therefore overboarded.
Sonova Holding AG	15-Jun-22	Reelect Stacy Seng as Director	For	The proposal is in line with our voting policy
Sonova Holding AG	15-Jun-22	Reelect Lynn Bleil as Director	For	The proposal is in line with our voting policy

Sonova Holding AG	15-Jun-22	Reelect Gregory Behar as Director	For	The proposal is in line with our voting policy
Sonova Holding AG	15-Jun-22	Reelect Lukas Braunschweiler as Director	For	The proposal is in line with our voting policy
Sonova Holding AG	15-Jun-22	Reelect Roland Diggelmann as Director	For	The proposal is in line with our voting policy
Sonova Holding AG	15-Jun-22	Reelect Ronald van der Vis as Director	For	The proposal is in line with our voting policy
Sonova Holding AG	15-Jun-22	Reelect Jinlong Wang as Director	For	The proposal is in line with our voting policy
Sonova Holding AG	15-Jun-22	Reelect Adrian Widmer as Director	For	The proposal is in line with our voting policy
Sonova Holding AG	15-Jun-22	Elect Julie Tay as Director	For	The proposal is in line with our voting policy
Sonova Holding AG	15-Jun-22	Reappoint Stacy Seng as Member of the Nomination and Compensation Committee	For	The proposal is in line with our voting policy
Sonova Holding AG	15-Jun-22	Reappoint Lukas Braunschweiler as Member of the Nomination and Compensation Committee	Against	The board lacks diversity.
Sonova Holding AG	15-Jun-22	Reappoint Roland Diggelmann as Member of the Nomination and Compensation Committee	For	The proposal is in line with our voting policy
Sonova Holding AG	15-Jun-22	Ratify Ernst & Young AG as Auditors	For	The proposal is in line with our voting policy
Sonova Holding AG	15-Jun-22	Designate Keller KLG as Independent Proxy	For	The proposal is in line with our voting policy
Sonova Holding AG	15-Jun-22	Approve Remuneration of Directors in the Amount of CHF 3.5 Million	For	The proposal is in line with our voting policy
Sonova Holding AG	15-Jun-22	Approve Remuneration of Executive Committee in the Amount of CHF 16 Million	For	The proposal is in line with our voting policy
Sonova Holding AG	15-Jun-22	Approve CHF 100,621.90 Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	For	The proposal is in line with our voting policy
Sonova Holding AG	15-Jun-22	Approve Extension of Existing Authorized Capital Pool of CHF 305,798.59 with or without Exclusion of Preemptive Rights	For	The proposal is in line with our voting policy
Sonova Holding AG	15-Jun-22	Transact Other Business (Voting)	Against	The company has not disclosed sufficient information to enable support of the proposal.
Delivery Hero SE	16-Jun-22	Receive Financial Statements and Statutory		This is a non-votable item

		Reports for Fiscal Year 2021 (Non-Voting)		
Delivery Hero SE	16-Jun-22	Approve Discharge of Management Board for Fiscal Year 2021	For	The proposal is in line with our voting policy
Delivery Hero SE	16-Jun-22	Approve Discharge of Supervisory Board Member Martin Enderle for Fiscal Year 2021	For	The proposal is in line with our voting policy
Delivery Hero SE	16-Jun-22	Approve Discharge of Supervisory Board Member Patrick Kolek for Fiscal Year 2021	For	The proposal is in line with our voting policy
Delivery Hero SE	16-Jun-22	Approve Discharge of Supervisory Board Member Jeanette Gorgas for Fiscal Year 2021	For	The proposal is in line with our voting policy
Delivery Hero SE	16-Jun-22	Approve Discharge of Supervisory Board Member Nils Engvall for Fiscal Year 2021	For	The proposal is in line with our voting policy
Delivery Hero SE	16-Jun-22	Approve Discharge of Supervisory Board Member Gabriella Ardbo for Fiscal Year 2021	For	The proposal is in line with our voting policy
Delivery Hero SE	16-Jun-22	Approve Discharge of Supervisory Board Member Dimitrios Tsaousis for Fiscal Year 2021	For	The proposal is in line with our voting policy
Delivery Hero SE	16-Jun-22	Approve Discharge of Supervisory Board Member Gerald Taylor for Fiscal Year 2021	For	The proposal is in line with our voting policy
Delivery Hero SE	16-Jun-22	Ratify KPMG AG as Auditors for Fiscal Year 2022 and for the Review of Interim Financial Statements	For	The proposal is in line with our voting policy
Delivery Hero SE	16-Jun-22	Elect Dimitrios Tsaousis to the Supervisory Board as Employee Representative and Konstantina Vasioula as Substitute to Employee Representative	For	The proposal is in line with our voting policy
Delivery Hero SE	16-Jun-22	Approve Remuneration Report	Against	lack of ESG criteria
Delivery Hero SE	16-Jun-22	Amend 2017 Stock Option Plan	For	The proposal is in line with our voting policy
Delivery Hero SE	16-Jun-22	Approve Creation of EUR 12.6 Million Pool of Authorized Capital 2022/I with or without Exclusion of Preemptive Rights	Against	Excessive capital increase without preemptive right.

Delivery Hero SE	16-Jun-22	Approve Creation of EUR 12.6 Million Pool of Authorized Capital 2022/II with or without Exclusion of Preemptive Rights	Against	Excessive capital increase without preemptive right.
Delivery Hero SE	16-Jun-22	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 2 Billion; Approve Creation of EUR 12.6 Million Pool of Conditional Capital 2022/I to Guarantee Conversion Rights	Against	Excessive capital increase without preemptive right.
Delivery Hero SE	16-Jun-22	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 3 Billion; Approve Creation of EUR 12.6 Million Pool of Conditional Capital 2022/II to Guarantee Conversion Rights	Against	Excessive capital increase without preemptive right.
Delivery Hero SE	16-Jun-22	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	The proposal is in line with our voting policy
Delivery Hero SE	16-Jun-22	Authorize Use of Financial Derivatives when Repurchasing Shares	For	The proposal is in line with our voting policy
Informa Plc	16-Jun-22	Elect Louise Smalley as Director	For	The proposal is in line with our voting policy
Informa Plc	16-Jun-22	Elect Joanne Wilson as Director	For	The proposal is in line with our voting policy
Informa Plc	16-Jun-22	Elect Zheng Yin as Director	For	The proposal is in line with our voting policy
Informa Plc	16-Jun-22	Re-elect John Rishton as Director	For	The proposal is in line with our voting policy
Informa Plc	16-Jun-22	Re-elect Stephen Carter as Director	For	The proposal is in line with our voting policy
Informa Plc	16-Jun-22	Re-elect Gareth Wright as Director	For	The proposal is in line with our voting policy
Informa Plc	16-Jun-22	Re-elect Patrick Martell as Director	For	The proposal is in line with our voting policy
Informa Plc	16-Jun-22	Re-elect Mary McDowell as Director	For	The proposal is in line with our voting policy

Informa Plc	16-Jun-22	Re-elect Helen Owers as Director	For	The proposal is in line with our voting policy
Informa Plc	16-Jun-22	Re-elect Gill Whitehead as Director	For	The proposal is in line with our voting policy
Informa Plc	16-Jun-22	Re-elect Stephen Davidson as Director	Against	The nominee holds five non-executive directorships. The nominee is therefore overboarded. There are issues with the board which do not enable support of the proposal.
Informa Plc	16-Jun-22	Re-elect David Flaschen as Director	For	The proposal is in line with our voting policy
Informa Plc	16-Jun-22	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Informa Plc	16-Jun-22	Approve Remuneration Report	Against	The remuneration structure is not satisfactory.
Informa Plc	16-Jun-22	Reappoint Deloitte LLP as Auditors	For	The proposal is in line with our voting policy
Informa Plc	16-Jun-22	Authorise the Audit Committee to Fix Remuneration of Auditors	For	The proposal is in line with our voting policy
Informa Plc	16-Jun-22	Authorise UK Political Donations and Expenditure	For	The proposal is in line with our voting policy
Informa Plc	16-Jun-22	Authorise Issue of Equity	For	The proposal is in line with our voting policy
Informa Plc	16-Jun-22	Approve Remuneration Policy	For	The proposal is in line with our voting policy
Informa Plc	16-Jun-22	Approve Updated Informa Long-Term Incentive Plan	For	The proposal is in line with our voting policy
Informa Plc	16-Jun-22	Approve Updated Informa Deferred Share Bonus Plan	For	The proposal is in line with our voting policy
Informa Plc	16-Jun-22	Approve Update to Historical LTIP Rules	For	The proposal is in line with our voting policy
Informa Plc	16-Jun-22	Authorise Issue of Equity without Pre-emptive Rights	For	The proposal is in line with our voting policy
Informa Plc	16-Jun-22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	The proposal is in line with our voting policy
Informa Plc	16-Jun-22	Authorise Market Purchase of Ordinary Shares	For	The proposal is in line with our voting policy
Informa Plc	16-Jun-22	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	The proposal is in line with our voting policy
Coca-Cola HBC AG	21-Jun-22	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Coca-Cola HBC AG	21-Jun-22	Approve Treatment of Net Loss	For	The proposal is in line with our voting policy
Coca-Cola HBC AG	21-Jun-22	Approve Dividend from Reserves	For	The proposal is in line with our voting policy
Coca-Cola HBC AG	21-Jun-22	Approve Discharge of Board and Senior Management	For	The proposal is in line with our voting policy

Coca-Cola HBC AG	21-Jun-22	Re-elect Anastassis David as Director and as Board Chairman	Against	The board is not sufficiently independent as per our voting policy.
Coca-Cola HBC AG	21-Jun-22	Re-elect Zoran Bogdanovic as Director	For	The proposal is in line with our voting policy
Coca-Cola HBC AG	21-Jun-22	Re-elect Charlotte Boyle as Director and as Member of the Remuneration Committee	Against	There are issues with the board which do not enable support of the proposal.
Coca-Cola HBC AG	21-Jun-22	Re-elect Reto Francioni as Director and as Member of the Remuneration Committee	Against	The board is not sufficiently independent as per our voting policy. The board lacks diversity.
Coca-Cola HBC AG	21-Jun-22	Re-elect Olusola David-Borha as Director	For	The proposal is in line with our voting policy
Coca-Cola HBC AG	21-Jun-22	Re-elect William Douglas III as Director	For	The proposal is in line with our voting policy
Coca-Cola HBC AG	21-Jun-22	Re-elect Anastasios Leventis as Director	Against	The board is not sufficiently independent as per our voting policy.
Coca-Cola HBC AG	21-Jun-22	Re-elect Christodoulos Leventis as Director	Against	The board is not sufficiently independent as per our voting policy.
Coca-Cola HBC AG	21-Jun-22	Re-elect Alexandra Papalexopoulou as Director	For	The proposal is in line with our voting policy
Coca-Cola HBC AG	21-Jun-22	Re-elect Ryan Rudolph as Director	Against	The board is not sufficiently independent as per our voting policy.
Coca-Cola HBC AG	21-Jun-22	Re-elect Anna Diamantopoulou as Director and as Member of the Remuneration Committee	For	The proposal is in line with our voting policy
Coca-Cola HBC AG	21-Jun-22	Re-elect Bruno Pietracci as Director	Against	The board is not sufficiently independent as per our voting policy.
Coca-Cola HBC AG	21-Jun-22	Re-elect Henrique Braun as Director	Against	The board is not sufficiently independent as per our voting policy
Coca-Cola HBC AG	21-Jun-22	Designate Ines Poeschel as Independent Proxy	For	The proposal is in line with our voting policy
Coca-Cola HBC AG	21-Jun-22	Reappoint PricewaterhouseCoopers AG as Auditors	For	The proposal is in line with our voting policy
Coca-Cola HBC AG	21-Jun-22	Advisory Vote on Reappointment of the Independent Registered Public Accounting Firm PricewaterhouseCoopers SA for UK Purposes	For	The proposal is in line with our voting policy
Coca-Cola HBC AG	21-Jun-22	Approve UK Remuneration Report	Against	The remuneration structure is not satisfactory. Discretionary payments/powers.
Coca-Cola HBC AG	21-Jun-22	Approve Remuneration Policy	For	The proposal is in line with our voting policy
Coca-Cola HBC AG	21-Jun-22	Approve Swiss Remuneration Report	Against	The remuneration structure is not satisfactory. Discretionary payments/powers.

Coca-Cola HBC AG	21-Jun-22	Approve Maximum Aggregate Amount of Remuneration for Directors	For	The proposal is in line with our voting policy
Coca-Cola HBC AG	21-Jun-22	Approve Maximum Aggregate Amount of Remuneration for the Executive Leadership Team	For	The proposal is in line with our voting policy
Coca-Cola HBC AG	21-Jun-22	Authorise Market Purchase of Ordinary Shares	For	The proposal is in line with our voting policy
Coca-Cola HBC AG	21-Jun-22	Amend Articles of Association	For	The proposal is in line with our voting policy
Amadeus IT Group SA	22-Jun-22	Approve Consolidated and Standalone Financial Statements	For	The proposal is in line with our voting policy
Amadeus IT Group SA	22-Jun-22	Approve Non-Financial Information Statement	For	The proposal is in line with our voting policy
Amadeus IT Group SA	22-Jun-22	Advisory Vote on Remuneration Report	For	The proposal is in line with our voting policy
Amadeus IT Group SA	22-Jun-22	Approve Treatment of Net Loss	For	The proposal is in line with our voting policy
Amadeus IT Group SA	22-Jun-22	Approve Discharge of Board	For	The proposal is in line with our voting policy
Amadeus IT Group SA	22-Jun-22	Renew Appointment of Ernst & Young as Auditor	For	The proposal is in line with our voting policy
Amadeus IT Group SA	22-Jun-22	Fix Number of Directors at 11	For	The proposal is in line with our voting policy
Amadeus IT Group SA	22-Jun-22	Ratify Appointment of and Elect Eriikka Soderstrom as Director	Against	The nominee holds four non-executive directorships, two of which as the Chairperson of the Audit Committee. The nominee is therefore overboarded.
Amadeus IT Group SA	22-Jun-22	Elect David Vegara Figueras as Director	For	The proposal is in line with our voting policy
Amadeus IT Group SA	22-Jun-22	Reelect William Connelly as Director	Against	The nominee holds three non-executive directorships, two of which as the Chairperson of the Board. The nominee is therefore overboarded.
Amadeus IT Group SA	22-Jun-22	Reelect Luis Maroto Camino as Director	For	The proposal is in line with our voting policy
Amadeus IT Group SA	22-Jun-22	Reelect Pilar Garcia Ceballos-Zuniga as Director	For	The proposal is in line with our voting policy
Amadeus IT Group SA	22-Jun-22	Reelect Stephan Gemkow as Director	For	The proposal is in line with our voting policy
Amadeus IT Group SA	22-Jun-22	Reelect Peter Kuerpick as Director	For	The proposal is in line with our voting policy
Amadeus IT Group SA	22-Jun-22	Reelect Francesco Loredan as Director	For	The proposal is in line with our voting policy
Amadeus IT Group SA	22-Jun-22	Approve Remuneration of Directors	For	The proposal is in line with our voting policy
Amadeus IT Group SA	22-Jun-22	Authorize Share Repurchase Program	For	The proposal is in line with our voting policy

Amadeus IT Group SA	22-Jun-22	Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities without Preemptive Rights up to EUR 5 Billion	For	The proposal is in line with our voting policy
Amadeus IT Group SA	22-Jun-22	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 10 Percent	For	The proposal is in line with our voting policy
Amadeus IT Group SA	22-Jun-22	Authorize Board to Ratify and Execute Approved Resolutions	For	The proposal is in line with our voting policy
QIAGEN NV	23-Jun-22	Adopt Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
QIAGEN NV	23-Jun-22	Approve Remuneration Report	Against	Compensation is excessive compared to peers.
QIAGEN NV	23-Jun-22	Approve Discharge of Management Board	For	The proposal is in line with our voting policy
QIAGEN NV	23-Jun-22	Approve Discharge of Supervisory Board	For	The proposal is in line with our voting policy
QIAGEN NV	23-Jun-22	Elect Metin Colpan to Supervisory Board	For	The proposal is in line with our voting policy
QIAGEN NV	23-Jun-22	Elect Thomas Ebeling to Supervisory Board	For	The proposal is in line with our voting policy
QIAGEN NV	23-Jun-22	Elect Toralf Haag to Supervisory Board	For	The proposal is in line with our voting policy
QIAGEN NV	23-Jun-22	Elect Ross L. Levine to Supervisory Board	For	The proposal is in line with our voting policy
QIAGEN NV	23-Jun-22	Elect Elaine Mardis to Supervisory Board	For	The proposal is in line with our voting policy
QIAGEN NV	23-Jun-22	Elect Eva Pisa to Supervisory Board	For	The proposal is in line with our voting policy
QIAGEN NV	23-Jun-22	Elect Lawrence A. Rosen to Supervisory Board	For	The proposal is in line with our voting policy
QIAGEN NV	23-Jun-22	Elect Elizabeth E. Tallett to Supervisory Board	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.
QIAGEN NV	23-Jun-22	Reelect Thierry Bernard to Management Board	For	The proposal is in line with our voting policy
QIAGEN NV	23-Jun-22	Reelect Roland Sackers to Management Board	For	The proposal is in line with our voting policy
QIAGEN NV	23-Jun-22	Ratify KPMG Accountants N.V. as Auditors	For	The proposal is in line with our voting policy
QIAGEN NV	23-Jun-22	Grant Supervisory Board Authority to Issue Shares	For	The proposal is in line with our voting policy

QIAGEN NV	23-Jun-22	Authorize Supervisory Board to Exclude Preemptive Rights from Share Issuances	For	The proposal is in line with our voting policy
QIAGEN NV	23-Jun-22	Authorize Repurchase of Shares	For	The proposal is in line with our voting policy
QIAGEN NV	23-Jun-22	Approve Discretionary Rights for the Managing Board to Implement Capital Repayment by Means of Synthetic Share Repurchase	For	The proposal is in line with our voting policy
QIAGEN NV	23-Jun-22	Approve Cancellation of Shares	For	The proposal is in line with our voting policy
Bureau Veritas SA	24-Jun-22	Approve Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Bureau Veritas SA	24-Jun-22	Approve Consolidated Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Bureau Veritas SA	24-Jun-22	Approve Allocation of Income and Dividends of EUR 0.53 per Share	For	The proposal is in line with our voting policy
Bureau Veritas SA	24-Jun-22	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	The proposal is in line with our voting policy
Bureau Veritas SA	24-Jun-22	Reelect Aldo Cardoso as Director	Against	The nominee holds 5 non-executive directorships, 1 of which as Chairperson of the Board and 2 as Chairperson of the Audit Committee. The nominee is therefore overboarded.
Bureau Veritas SA	24-Jun-22	Reelect Pascal Lebard as Director	For	The proposal is in line with our voting policy
Bureau Veritas SA	24-Jun-22	Elect Jean-Francois Palus as Director	For	The proposal is in line with our voting policy
Bureau Veritas SA	24-Jun-22	Approve Compensation Report of Corporate Officers	For	The proposal is in line with our voting policy
Bureau Veritas SA	24-Jun-22	Approve Compensation of Aldo Cardoso, Chairman of the board	For	The proposal is in line with our voting policy
Bureau Veritas SA	24-Jun-22	Approve Compensation of Didier Michaud-Daniel, CEO	Against	There is a lack of transparency on performance criteria. There is a lack of transparency on performance goals. The company has not provided sufficient information to justify this increase in variable remuneration. The company has not disclosed sufficient information to enable support of the proposal. The remuneration structure is not satisfactory. There is a notable disconnect between pay and

				performance. Compensation is excessive compared to peers.
Bureau Veritas SA	24-Jun-22	Approve Remuneration Policy of Directors	For	The proposal is in line with our voting policy
Bureau Veritas SA	24-Jun-22	Approve Remuneration Policy of Chairman of the Board	For	The proposal is in line with our voting policy
Bureau Veritas SA	24-Jun-22	Approve Remuneration Policy of CEO	Against	The company has not provided sufficient information to justify this increase in variable remuneration. The remuneration structure is not satisfactory. Discretionary payments/powers.
Bureau Veritas SA	24-Jun-22	Renew Appointment of PricewaterhouseCoopers as Auditor	For	The proposal is in line with our voting policy
Bureau Veritas SA	24-Jun-22	Renew Appointment of Ernst & Young Audit as Auditor	For	The proposal is in line with our voting policy
Bureau Veritas SA	24-Jun-22	Acknowledge End of Mandate of Jean-Christophe Georgiou as Alternate Auditor and Decision Not to Replace or Renew	For	The proposal is in line with our voting policy
Bureau Veritas SA	24-Jun-22	Acknowledge End of Mandate of Auditex as Alternate Auditor and Decision Not to Replace or Renew	For	The proposal is in line with our voting policy
Bureau Veritas SA	24-Jun-22	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	The proposal is in line with our voting policy
Bureau Veritas SA	24-Jun-22	Authorize Filing of Required Documents/Other Formalities	For	The proposal is in line with our voting policy
Embracer Group AB	27-Jun-22	Open Meeting		This is a non-votable item
Embracer Group AB	27-Jun-22	Elect Chairman of Meeting	For	The proposal is in line with our voting policy
Embracer Group AB	27-Jun-22	Prepare and Approve List of Shareholders	For	The proposal is in line with our voting policy
Embracer Group AB	27-Jun-22	Designate Inspector(s) of Minutes of Meeting	For	The proposal is in line with our voting policy
Embracer Group AB	27-Jun-22	Acknowledge Proper Convening of Meeting	For	The proposal is in line with our voting policy
Embracer Group AB	27-Jun-22	Approve Agenda of Meeting	For	The proposal is in line with our voting policy
Embracer Group AB	27-Jun-22	Approve Creation of 10 Percent of Pool of Capital without Preemptive Rights	For	The proposal is in line with our voting policy
Embracer Group AB	27-Jun-22	Close Meeting		This is a non-votable item

Adevinta ASA	29-Jun-22	Approve Notice of Meeting and Agenda	For	The proposal is in line with our voting policy
Adevinta ASA	29-Jun-22	Elect Chairman of Meeting	For	The proposal is in line with our voting policy
Adevinta ASA	29-Jun-22	Designate Inspector(s) of Minutes of Meeting	For	The proposal is in line with our voting policy
Adevinta ASA	29-Jun-22	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Adevinta ASA	29-Jun-22	Approve Company's Corporate Governance Statement		This is a non-votable item
Adevinta ASA	29-Jun-22	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against	The company has not disclosed sufficient information to enable support of the proposal. There is a lack of ESG criteria in the variable compensation.
Adevinta ASA	29-Jun-22	Approve Remuneration Statement	Against	The company has not provided sufficient information to justify an excessive salary increase. The remuneration structure is not satisfactory. Compensation is excessive compared to peers. There is a lack of ESG criteria in the variable compensation.
Adevinta ASA	29-Jun-22	Approve Remuneration of Auditors	For	The proposal is in line with our voting policy
Adevinta ASA	29-Jun-22	Reelect Orla Noonan (Chairman) as Director	Against	The nominee holds 4 non-executive directorships, 1 of which as Chairperson of the Board and 1 as Chairperson of the Audit Committee. The nominee is therefore overboarded.
Adevinta ASA	29-Jun-22	Reelect Fernando Abril-Martorell Hernandez as Director	For	The proposal is in line with our voting policy
Adevinta ASA	29-Jun-22	Reelect Peter Brooks-Johnson as Director	For	The proposal is in line with our voting policy
Adevinta ASA	29-Jun-22	Reelect Sophie Javary as Director	For	The proposal is in line with our voting policy
Adevinta ASA	29-Jun-22	Reelect Julia Jaekel as Director	For	The proposal is in line with our voting policy
Adevinta ASA	29-Jun-22	Reelect Michael Nilles as Director	For	The proposal is in line with our voting policy
Adevinta ASA	29-Jun-22	Approve Remuneration of Directors in the Amount of NOK 1.5 Million for Chairman and NOK 780,000 for the Other Directors; Approve Committee Fees	For	The proposal is in line with our voting policy
Adevinta ASA	29-Jun-22	Elect Trond Berger and Chris Davies as Members of Nominating Committee	For	The proposal is in line with our voting policy
Adevinta ASA	29-Jun-22	Approve Remuneration of Nominating Committee	For	The proposal is in line with our voting policy

Adevinta ASA	29-Jun-22	Approve Creation of NOK 24.5 Million Pool of Capital without Preemptive Rights	For	The proposal is in line with our voting policy
Adevinta ASA	29-Jun-22	Authorize Issuance of Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of NOK 7.5 Billion; Approve Creation of NOK 24.5 Million Pool of Capital to Guarantee Conversion Rights	For	The proposal is in line with our voting policy
Adevinta ASA	29-Jun-22	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	The proposal is in line with our voting policy
Scout24 SE	30-Jun-22	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)		This is a non-votable item
Scout24 SE	30-Jun-22	Approve Allocation of Income and Dividends of EUR 0.84 per Share	Against	The level of dividend is not in the long term interest of shareholders.
Scout24 SE	30-Jun-22	Approve Discharge of Management Board for Fiscal Year 2021	For	The proposal is in line with our voting policy
Scout24 SE	30-Jun-22	Approve Discharge of Supervisory Board for Fiscal Year 2021	For	The proposal is in line with our voting policy
Scout24 SE	30-Jun-22	Ratify KPMG AG as Auditors for Fiscal Year 2022	For	The proposal is in line with our voting policy
Scout24 SE	30-Jun-22	Approve Remuneration Report	Against	Compensation is excessive compared to peers.
Scout24 SE	30-Jun-22	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	The proposal is in line with our voting policy
Scout24 SE	30-Jun-22	Approve Remuneration of Supervisory Board	For	The proposal is in line with our voting policy
Ubisoft Entertainment SA	05-Jul-22	Approve Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Ubisoft Entertainment SA	05-Jul-22	Approve Treatment of Losses	For	The proposal is in line with our voting policy
Ubisoft Entertainment SA	05-Jul-22	Approve Consolidated Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Ubisoft Entertainment SA	05-Jul-22	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	The proposal is in line with our voting policy

Ubisoft Entertainment SA	05-Jul-22	Approve Compensation Report of Corporate Officers	For	The proposal is in line with our voting policy
Ubisoft Entertainment SA	05-Jul-22	Approve Compensation of Yves Guillemot, Chairman and CEO	For	The proposal is in line with our voting policy
Ubisoft Entertainment SA	05-Jul-22	Approve Compensation of Claude Guillemot, Vice-CEO	For	The proposal is in line with our voting policy
Ubisoft Entertainment SA	05-Jul-22	Approve Compensation of Michel Guillemot, Vice-CEO	For	The proposal is in line with our voting policy
Ubisoft Entertainment SA	05-Jul-22	Approve Compensation of Gerard Guillemot, Vice-CEO	For	The proposal is in line with our voting policy
Ubisoft Entertainment SA	05-Jul-22	Approve Compensation of Christian Guillemot, Vice-CEO	For	The proposal is in line with our voting policy
Ubisoft Entertainment SA	05-Jul-22	Approve Remuneration Policy of Chairman and CEO	For	The proposal is in line with our voting policy
Ubisoft Entertainment SA	05-Jul-22	Approve Remuneration Policy of Vice-CEOs	For	The proposal is in line with our voting policy
Ubisoft Entertainment SA	05-Jul-22	Approve Remuneration Policy of Directors	For	The proposal is in line with our voting policy
Ubisoft Entertainment SA	05-Jul-22	Elect Claude France as Director	For	The proposal is in line with our voting policy
Ubisoft Entertainment SA	05-Jul-22	Approve Remuneration of Directors in the Aggregate Amount of EUR 850,000	For	The proposal is in line with our voting policy
Ubisoft Entertainment SA	05-Jul-22	Renew Appointment of Mazars SA as Auditor	For	The proposal is in line with our voting policy
Ubisoft Entertainment SA	05-Jul-22	Acknowledge End of Mandate of CBA SARL as Alternate Auditor and Decision Not to Replace and Renew	For	The proposal is in line with our voting policy
Ubisoft Entertainment SA	05-Jul-22	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	The proposal is in line with our voting policy
Ubisoft Entertainment SA	05-Jul-22	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	The proposal is in line with our voting policy
Ubisoft Entertainment SA	05-Jul-22	Authorize Capitalization of Reserves of Up to EUR 10 Million for Bonus Issue or Increase in Par Value	For	The proposal is in line with our voting policy
Ubisoft Entertainment SA	05-Jul-22	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 2.4 Million	For	The proposal is in line with our voting policy
Ubisoft Entertainment SA	05-Jul-22	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	The proposal is in line with our voting policy

		up to Aggregate Nominal Amount of EUR 950,000		
Ubisoft Entertainment SA	05-Jul-22	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 950,000	For	The proposal is in line with our voting policy
Ubisoft Entertainment SA	05-Jul-22	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	The proposal is in line with our voting policy
Ubisoft Entertainment SA	05-Jul-22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	The proposal is in line with our voting policy
Ubisoft Entertainment SA	05-Jul-22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and/or Corporate Officers of International Subsidiaries	For	The proposal is in line with our voting policy
Ubisoft Entertainment SA	05-Jul-22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans, Reserved for Specific Beneficiaries	For	The proposal is in line with our voting policy
Ubisoft Entertainment SA	05-Jul-22	Authorize up to 4.5 Percent of Issued Capital for Use in Restricted Stock Plans	For	The proposal is in line with our voting policy
Ubisoft Entertainment SA	05-Jul-22	Authorize up to 0.20 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Executive Corporate Officers	For	The proposal is in line with our voting policy
Ubisoft Entertainment SA	05-Jul-22	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 3.5 Million	For	The proposal is in line with our voting policy
Ubisoft Entertainment SA	05-Jul-22	Amend Articles 4, 5, 7 of Bylaws Re: Preference Shares	For	The proposal is in line with our voting policy
Ubisoft Entertainment SA	05-Jul-22	Authorize Filing of Required Documents/Other Formalities	For	The proposal is in line with our voting policy
Burberry Group Plc	12-Jul-22	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Burberry Group Plc	12-Jul-22	Approve Remuneration Report	Against	Compensation is excessive compared to peers.
Burberry Group Plc	12-Jul-22	Approve Final Dividend	For	The proposal is in line with our voting policy
Burberry Group Plc	12-Jul-22	Re-elect Gerry Murphy as Director	For	The proposal is in line with our voting policy
Burberry Group Plc	12-Jul-22	Elect Jonathan Akeroyd as Director	For	The proposal is in line with our voting policy

Burberry Group Plc	12-Jul-22	Re-elect Julie Brown as Director	For	The proposal is in line with our voting policy
Burberry Group Plc	12-Jul-22	Re-elect Orna NiChionna as Director	For	The proposal is in line with our voting policy
Burberry Group Plc	12-Jul-22	Re-elect Fabiola Arredondo as Director	For	The proposal is in line with our voting policy
Burberry Group Plc	12-Jul-22	Re-elect Sam Fischer as Director	For	The proposal is in line with our voting policy
Burberry Group Plc	12-Jul-22	Re-elect Ron Fransch as Director	For	The proposal is in line with our voting policy
Burberry Group Plc	12-Jul-22	Elect Danuta Gray as Director	For	The proposal is in line with our voting policy
Burberry Group Plc	12-Jul-22	Re-elect Matthew Key as Director	For	The proposal is in line with our voting policy
Burberry Group Plc	12-Jul-22	Re-elect Debra Lee as Director	For	The proposal is in line with our voting policy
Burberry Group Plc	12-Jul-22	Re-elect Antoine de Saint-Affrique as Director	For	The proposal is in line with our voting policy
Burberry Group Plc	12-Jul-22	Reappoint Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Burberry Group Plc	12-Jul-22	Authorise the Audit Committee to Fix Remuneration of Auditors	For	The proposal is in line with our voting policy
Burberry Group Plc	12-Jul-22	Authorise UK Political Donations and Expenditure	For	The proposal is in line with our voting policy
Burberry Group Plc	12-Jul-22	Authorise Issue of Equity	For	The proposal is in line with our voting policy
Burberry Group Plc	12-Jul-22	Authorise Issue of Equity without Pre-emptive Rights	For	The proposal is in line with our voting policy
Burberry Group Plc	12-Jul-22	Authorise Market Purchase of Ordinary Shares	For	The proposal is in line with our voting policy
Burberry Group Plc	12-Jul-22	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	The proposal is in line with our voting policy
Industria de Diseno Textil SA	12-Jul-22	Approve Standalone Financial Statements and Discharge of Board	For	The proposal is in line with our voting policy
Industria de Diseno Textil SA	12-Jul-22	Approve Consolidated Financial Statements	For	The proposal is in line with our voting policy
Industria de Diseno Textil SA	12-Jul-22	Approve Non-Financial Information Statement	For	The proposal is in line with our voting policy
Industria de Diseno Textil SA	12-Jul-22	Approve Allocation of Income and Dividends	For	The proposal is in line with our voting policy
Industria de Diseno Textil SA	12-Jul-22	Ratify Appointment of and Elect Marta Ortega Perez as Director	For	The proposal is in line with our voting policy
Industria de Diseno Textil SA	12-Jul-22	Ratify Appointment of and Elect Oscar Garcia Maceiras as Director	For	The proposal is in line with our voting policy
Industria de Diseno Textil SA	12-Jul-22	Reelect Pilar Lopez Alvarez as Director	For	The proposal is in line with our voting policy

Industria de Diseno Textil SA	12-Jul-22	Reelect Rodrigo Echenique Gordillo as Director	For	The proposal is in line with our voting policy
Industria de Diseno Textil SA	12-Jul-22	Appoint Ernst & Young as Auditor	For	The proposal is in line with our voting policy
Industria de Diseno Textil SA	12-Jul-22	Approve Novation of the Former Executive Chairman's Post-Contractual Non-Compete Agreement	For	The proposal is in line with our voting policy
Industria de Diseno Textil SA	12-Jul-22	Amend Remuneration Policy	For	The proposal is in line with our voting policy
Industria de Diseno Textil SA	12-Jul-22	Advisory Vote on Remuneration Report	Against	Compensation is excessive compared to peers.
Industria de Diseno Textil SA	12-Jul-22	Authorize Board to Ratify and Execute Approved Resolutions	For	The proposal is in line with our voting policy
Industria de Diseno Textil SA	12-Jul-22	Receive Amendments to Board of Directors Regulations		This is a non-votable item
AVEVA Group Plc	15-Jul-22	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
AVEVA Group Plc	15-Jul-22	Approve Remuneration Report	For	The proposal is in line with our voting policy
AVEVA Group Plc	15-Jul-22	Approve Final Dividend	Against	The level of dividend is not in the long term interest of shareholders.
AVEVA Group Plc	15-Jul-22	Re-elect Philip Aiken as Director	For	The proposal is in line with our voting policy
AVEVA Group Plc	15-Jul-22	Re-elect Peter Herweck as Director	For	The proposal is in line with our voting policy
AVEVA Group Plc	15-Jul-22	Re-elect James Kidd as Director	For	The proposal is in line with our voting policy
AVEVA Group Plc	15-Jul-22	Re-elect Christopher Humphrey as Director	Against	The nominee holds three non-executive directorships, two of which as the Chairperson of the Audit Committee, and another one as an outside Chairperson of the Board. The nominee is therefore overboarded.
AVEVA Group Plc	15-Jul-22	Re-elect Olivier Blum as Director	For	The proposal is in line with our voting policy
AVEVA Group Plc	15-Jul-22	Re-elect Paula Dowdy as Director	For	The proposal is in line with our voting policy
AVEVA Group Plc	15-Jul-22	Elect Ayesha Khanna as Director	For	The proposal is in line with our voting policy
AVEVA Group Plc	15-Jul-22	Elect Hilary Maxson as Director	For	The proposal is in line with our voting policy
AVEVA Group Plc	15-Jul-22	Re-elect Ron Mobed as Director	For	The proposal is in line with our voting policy
AVEVA Group Plc	15-Jul-22	Elect Anne Stevens as Director	For	The proposal is in line with our voting policy
AVEVA Group Plc	15-Jul-22	Appoint PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy

AVEVA Group Plc	15-Jul-22	Authorise Board to Fix Remuneration of Auditors	For	The proposal is in line with our voting policy
AVEVA Group Plc	15-Jul-22	Authorise UK Political Donations and Expenditure	For	The proposal is in line with our voting policy
AVEVA Group Plc	15-Jul-22	Authorise Issue of Equity	For	The proposal is in line with our voting policy
AVEVA Group Plc	15-Jul-22	Authorise Issue of Equity without Pre-emptive Rights	For	The proposal is in line with our voting policy
AVEVA Group Plc	15-Jul-22	Authorise Market Purchase of Ordinary Shares	For	The proposal is in line with our voting policy
AVEVA Group Plc	15-Jul-22	Adopt New Articles of Association	For	The proposal is in line with our voting policy
AVEVA Group Plc	15-Jul-22	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	The proposal is in line with our voting policy
Experian Plc	21-Jul-22	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Experian Plc	21-Jul-22	Approve Remuneration Report	Against	Compensation is excessive compared to peers. There is a lack of ESG criteria in the variable compensation.
Experian Plc	21-Jul-22	Re-elect Ruba Borno as Director	For	The proposal is in line with our voting policy
Experian Plc	21-Jul-22	Re-elect Alison Brittain as Director	For	The proposal is in line with our voting policy
Experian Plc	21-Jul-22	Re-elect Brian Cassin as Director	For	The proposal is in line with our voting policy
Experian Plc	21-Jul-22	Re-elect Caroline Donahue as Director	For	The proposal is in line with our voting policy
Experian Plc	21-Jul-22	Re-elect Luiz Fleury as Director	For	The proposal is in line with our voting policy
Experian Plc	21-Jul-22	Re-elect Jonathan Howell as Director	For	The proposal is in line with our voting policy
Experian Plc	21-Jul-22	Re-elect Lloyd Pitchford as Director	For	The proposal is in line with our voting policy
Experian Plc	21-Jul-22	Re-elect Mike Rogers as Director	For	The proposal is in line with our voting policy
Experian Plc	21-Jul-22	Reappoint KPMG LLP as Auditors	For	The proposal is in line with our voting policy
Experian Plc	21-Jul-22	Authorise Board to Fix Remuneration of Auditors	For	The proposal is in line with our voting policy
Experian Plc	21-Jul-22	Authorise Issue of Equity	For	The proposal is in line with our voting policy
Experian Plc	21-Jul-22	Approve Specific Terms Added to the Performance Share Plan and Co-Investment Plan; Approve Thank You Award 2021 Plan and Tax-Qualified Employee Share Purchase Plan	For	The proposal is in line with our voting policy
Experian Plc	21-Jul-22	Authorise Issue of Equity without Pre-emptive Rights	For	The proposal is in line with our voting policy
Experian Plc	21-Jul-22	Authorise Issue of Equity without Pre-emptive Rights	For	The proposal is in line with our voting policy

		in Connection with an Acquisition or Other Capital Investment		
Experian Plc	21-Jul-22	Authorise Market Purchase of Ordinary Shares	For	The proposal is in line with our voting policy
Halma Plc	21-Jul-22	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Halma Plc	21-Jul-22	Approve Final Dividend	For	The proposal is in line with our voting policy
Halma Plc	21-Jul-22	Approve Remuneration Report	Against	Compensation is excessive compared to peers. The company has shown no or insufficient responsiveness to shareholder dissent. The remuneration structure is not satisfactory. The company has not provided sufficient information to justify this increase in variable remuneration.
Halma Plc	21-Jul-22	Elect Sharmila Nebhrajani as Director	For	The proposal is in line with our voting policy
Halma Plc	21-Jul-22	Re-elect Dame Louise Makin as Director	For	The proposal is in line with our voting policy
Halma Plc	21-Jul-22	Re-elect Andrew Williams as Director	For	The proposal is in line with our voting policy
Halma Plc	21-Jul-22	Re-elect Marc Ronchetti as Director	For	The proposal is in line with our voting policy
Halma Plc	21-Jul-22	Re-elect Jennifer Ward as Director	For	The proposal is in line with our voting policy
Halma Plc	21-Jul-22	Re-elect Carole Cran as Director	For	The proposal is in line with our voting policy
Halma Plc	21-Jul-22	Re-elect Jo Harlow as Director	Against	The company has shown no or insufficient responsiveness to shareholder dissent.
Halma Plc	21-Jul-22	Re-elect Dharmash Mistry as Director	For	The proposal is in line with our voting policy
Halma Plc	21-Jul-22	Re-elect Tony Rice as Director	For	The proposal is in line with our voting policy
Halma Plc	21-Jul-22	Re-elect Roy Twite as Director	For	The proposal is in line with our voting policy
Halma Plc	21-Jul-22	Reappoint PricewaterhouseCoopers LLP as Auditors	For	The proposal is in line with our voting policy
Halma Plc	21-Jul-22	Authorise Board to Fix Remuneration of Auditors	For	The proposal is in line with our voting policy
Halma Plc	21-Jul-22	Approve Employee Share Plan	For	The proposal is in line with our voting policy
Halma Plc	21-Jul-22	Approve Long-Term Incentive Plan	For	The proposal is in line with our voting policy
Halma Plc	21-Jul-22	Authorise Issue of Equity	For	The proposal is in line with our voting policy
Halma Plc	21-Jul-22	Authorise UK Political Donations and Expenditure	For	The proposal is in line with our voting policy
Halma Plc	21-Jul-22	Authorise Issue of Equity without Pre-emptive Rights	For	The proposal is in line with our voting policy
Halma Plc	21-Jul-22	Authorise Issue of Equity without Pre-emptive Rights	For	The proposal is in line with our voting policy

		in Connection with an Acquisition or Other Capital Investment		
Halma Plc	21-Jul-22	Authorise Market Purchase of Ordinary Shares	For	The proposal is in line with our voting policy
Halma Plc	21-Jul-22	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	The proposal is in line with our voting policy
EMS-Chemie Holding AG	13-Aug-22	Open Meeting		This is a non-votable item
EMS-Chemie Holding AG	13-Aug-22	Acknowledge Proper Convening of Meeting		This is a non-votable item
EMS-Chemie Holding AG	13-Aug-22	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
EMS-Chemie Holding AG	13-Aug-22	Approve Remuneration of Board of Directors in the Amount of CHF 765,000	For	The proposal is in line with our voting policy
EMS-Chemie Holding AG	13-Aug-22	Approve Remuneration of Executive Committee in the Amount of CHF 3.4 Million	Against	The company has not disclosed sufficient information to enable support of the proposal.
EMS-Chemie Holding AG	13-Aug-22	Approve Allocation of Income and Ordinary Dividends of CHF 16.50 per Share and a Special Dividend of CHF 4.50 per Share	For	The proposal is in line with our voting policy
EMS-Chemie Holding AG	13-Aug-22	Approve Discharge of Board and Senior Management	For	The proposal is in line with our voting policy
EMS-Chemie Holding AG	13-Aug-22	Elect Bernhard Merki as Director, Board Chair, and Member of the Compensation Committee	Against	The board lacks diversity.
EMS-Chemie Holding AG	13-Aug-22	Elect Magdalena Martullo as Director	For	The proposal is in line with our voting policy
EMS-Chemie Holding AG	13-Aug-22	Elect Joachim Streu as Director and Member of the Compensation Committee	For	The proposal is in line with our voting policy
EMS-Chemie Holding AG	13-Aug-22	Elect Christoph Maeder as Director and Member of the Compensation Committee	For	The proposal is in line with our voting policy
EMS-Chemie Holding AG	13-Aug-22	Ratify BDO AG as Auditors	Against	We have concerns regarding the auditor.
EMS-Chemie Holding AG	13-Aug-22	Designate Robert Daepfen as Independent Proxy	For	The proposal is in line with our voting policy
EMS-Chemie Holding AG	13-Aug-22	Transact Other Business (Voting)	Against	The company has not disclosed sufficient information to enable support of the proposal.
ROCKWOOL A/S	31-Aug-22	Approve on Contribution between 100-200 MDKK to support the Reconstruction of Ukraine	For	The proposal is in line with our voting policy

Akzo Nobel NV	06-Sep-22	Open Meeting		This is a non-votable item
Akzo Nobel NV	06-Sep-22	Elect G. Poux-Guillaume to Management Board	For	The proposal is in line with our voting policy
Akzo Nobel NV	06-Sep-22	Close Meeting		This is a non-votable item
Berkeley Group Holdings Plc	06-Sep-22	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Berkeley Group Holdings Plc	06-Sep-22	Approve Remuneration Report	Against	Compensation is excessive compared to peers.
Berkeley Group Holdings Plc	06-Sep-22	Approve Remuneration Policy	Against	The remuneration structure is not satisfactory. The cost of the compensation plan is excessive. Discretionary payments/powers.
Berkeley Group Holdings Plc	06-Sep-22	Approve Restricted Share Plan	Against	The remuneration structure is not satisfactory Discretionary payments/powers.
Berkeley Group Holdings Plc	06-Sep-22	Approve Long-Term Option Plan	Against	The remuneration structure is not satisfactory The cost of the compensation plan is excessive.
Berkeley Group Holdings Plc	06-Sep-22	Elect Michael Dobson as Director	For	The proposal is in line with our voting policy
Berkeley Group Holdings Plc	06-Sep-22	Re-elect Diana Brightmore-Armour as Director	For	The proposal is in line with our voting policy
Berkeley Group Holdings Plc	06-Sep-22	Re-elect Rob Perrins as Director	For	The proposal is in line with our voting policy
Berkeley Group Holdings Plc	06-Sep-22	Re-elect Richard Stearn as Director	For	The proposal is in line with our voting policy
Berkeley Group Holdings Plc	06-Sep-22	Re-elect Andy Myers as Director	For	The proposal is in line with our voting policy
Berkeley Group Holdings Plc	06-Sep-22	Re-elect Andy Kemp as Director	For	The proposal is in line with our voting policy
Berkeley Group Holdings Plc	06-Sep-22	Re-elect Sir John Armitt as Director	For	The proposal is in line with our voting policy
Berkeley Group Holdings Plc	06-Sep-22	Re-elect Rachel Downey as Director	For	The proposal is in line with our voting policy
Berkeley Group Holdings Plc	06-Sep-22	Re-elect William Jackson as Director	For	The proposal is in line with our voting policy
Berkeley Group Holdings Plc	06-Sep-22	Re-elect Elizabeth Adekunle as Director	For	The proposal is in line with our voting policy
Berkeley Group Holdings Plc	06-Sep-22	Re-elect Sarah Sands as Director	For	The proposal is in line with our voting policy
Berkeley Group Holdings Plc	06-Sep-22	Elect Natasha Adams as Director	For	The proposal is in line with our voting policy
Berkeley Group Holdings Plc	06-Sep-22	Re-elect Karl Whiteman as Director	For	The proposal is in line with our voting policy
Berkeley Group Holdings Plc	06-Sep-22	Re-elect Justin Tibaldi as Director	For	The proposal is in line with our voting policy
Berkeley Group Holdings Plc	06-Sep-22	Re-elect Paul Vallone as Director	For	The proposal is in line with our voting policy
Berkeley Group Holdings Plc	06-Sep-22	Reappoint KPMG LLP as Auditors	For	The proposal is in line with our voting policy

Berkeley Group Holdings Plc	06-Sep-22	Authorise the Audit Committee to Fix Remuneration of Auditors	For	The proposal is in line with our voting policy
Berkeley Group Holdings Plc	06-Sep-22	Authorise Issue of Equity	For	The proposal is in line with our voting policy
Berkeley Group Holdings Plc	06-Sep-22	Authorise Issue of Equity without Pre-emptive Rights	For	The proposal is in line with our voting policy
Berkeley Group Holdings Plc	06-Sep-22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	The proposal is in line with our voting policy
Berkeley Group Holdings Plc	06-Sep-22	Authorise Market Purchase of Ordinary Shares	For	The proposal is in line with our voting policy
Berkeley Group Holdings Plc	06-Sep-22	Authorise UK Political Donations and Expenditure	For	The proposal is in line with our voting policy
Berkeley Group Holdings Plc	06-Sep-22	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	The proposal is in line with our voting policy
ABB Ltd.	07-Sep-22	Approve Spin-Off of Accelleron Industries AG	For	The proposal is in line with our voting policy
ABB Ltd.	07-Sep-22	Transact Other Business (Voting)	Against	The company has not disclosed sufficient information to enable support of the proposal.
Logitech International S.A.	14-Sep-22	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Logitech International S.A.	14-Sep-22	Advisory Vote to Ratify Named Executive Officers' Compensation	For	The proposal is in line with our voting policy
Logitech International S.A.	14-Sep-22	Appropriation of Retained Earnings and Declaration of Dividend	For	The proposal is in line with our voting policy
Logitech International S.A.	14-Sep-22	Approve Creation of CHF 4.3 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Against	Excessive capital increase without preemptive rights.
Logitech International S.A.	14-Sep-22	Amend Articles Re: Virtual General Meeting	For	The proposal is in line with our voting policy
Logitech International S.A.	14-Sep-22	Change Location of Registered Office to Hautemorges, Switzerland	For	The proposal is in line with our voting policy
Logitech International S.A.	14-Sep-22	Amend Omnibus Stock Plan	For	The proposal is in line with our voting policy
Logitech International S.A.	14-Sep-22	Approve Discharge of Board and Senior Management	For	The proposal is in line with our voting policy
Logitech International S.A.	14-Sep-22	Elect Director Patrick Aebischer	For	The proposal is in line with our voting policy
Logitech International S.A.	14-Sep-22	Elect Director Wendy Becker	For	The proposal is in line with our voting policy
Logitech International S.A.	14-Sep-22	Elect Director Edouard Bugnion	For	The proposal is in line with our voting policy

Logitech International S.A.	14-Sep-22	Elect Director Bracken Darrell	For	The proposal is in line with our voting policy
Logitech International S.A.	14-Sep-22	Elect Director Guy Gecht	For	The proposal is in line with our voting policy
Logitech International S.A.	14-Sep-22	Elect Director Marjorie Lao	For	The proposal is in line with our voting policy
Logitech International S.A.	14-Sep-22	Elect Director Neela Montgomery	For	The proposal is in line with our voting policy
Logitech International S.A.	14-Sep-22	Elect Director Michael Polk	For	The proposal is in line with our voting policy
Logitech International S.A.	14-Sep-22	Elect Director Deborah Thomas	For	The proposal is in line with our voting policy
Logitech International S.A.	14-Sep-22	Elect Director Christopher Jones	For	The proposal is in line with our voting policy
Logitech International S.A.	14-Sep-22	Elect Director Kwok Wang Ng	For	The proposal is in line with our voting policy
Logitech International S.A.	14-Sep-22	Elect Director Sascha Zahnd	For	The proposal is in line with our voting policy
Logitech International S.A.	14-Sep-22	Elect Wendy Becker as Board Chairman	For	The proposal is in line with our voting policy
Logitech International S.A.	14-Sep-22	Appoint Edouard Bugnion as Member of the Compensation Committee	For	The proposal is in line with our voting policy
Logitech International S.A.	14-Sep-22	Appoint Neela Montgomery as Member of the Compensation Committee	For	The proposal is in line with our voting policy
Logitech International S.A.	14-Sep-22	Appoint Michael Polk as Member of the Compensation Committee	For	The proposal is in line with our voting policy
Logitech International S.A.	14-Sep-22	Appoint Kwok Wang Ng as Member of the Compensation Committee	For	The proposal is in line with our voting policy
Logitech International S.A.	14-Sep-22	Approve Remuneration of Board of Directors in the Amount of CHF 3,900,000	For	The proposal is in line with our voting policy
Logitech International S.A.	14-Sep-22	Approve Remuneration of the Group Management Team in the Amount of USD 24,900,000	For	The proposal is in line with our voting policy
Logitech International S.A.	14-Sep-22	Ratify KPMG AG as Auditors and Ratify KPMG LLP as Independent Registered Public Accounting Firm for Fiscal Year 2023	For	The proposal is in line with our voting policy
Logitech International S.A.	14-Sep-22	Designate Etude Regina Wenger & Sarah Keiser-Wuger as Independent Representative	For	The proposal is in line with our voting policy
Logitech International S.A.	14-Sep-22	Authorize Independent Representative to Vote on	Against	The company has not disclosed sufficient information to enable support of the proposal.

		Any Amendment to Previous Resolutions		
Auto Trader Group Plc	15-Sep-22	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Auto Trader Group Plc	15-Sep-22	Approve Remuneration Report	For	The proposal is in line with our voting policy
Auto Trader Group Plc	15-Sep-22	Approve Final Dividend	For	The proposal is in line with our voting policy
Auto Trader Group Plc	15-Sep-22	Re-elect Ed Williams as Director	For	The proposal is in line with our voting policy
Auto Trader Group Plc	15-Sep-22	Re-elect Nathan Coe as Director	For	The proposal is in line with our voting policy
Auto Trader Group Plc	15-Sep-22	Re-elect David Keens as Director	For	The proposal is in line with our voting policy
Auto Trader Group Plc	15-Sep-22	Re-elect Jill Easterbrook as Director	For	The proposal is in line with our voting policy
Auto Trader Group Plc	15-Sep-22	Re-elect Jeni Mundy as Director	For	The proposal is in line with our voting policy
Auto Trader Group Plc	15-Sep-22	Re-elect Catherine Faiers as Director	For	The proposal is in line with our voting policy
Auto Trader Group Plc	15-Sep-22	Re-elect Jamie Warner as Director	For	The proposal is in line with our voting policy
Auto Trader Group Plc	15-Sep-22	Re-elect Sigga Sigurdardottir as Director	For	The proposal is in line with our voting policy
Auto Trader Group Plc	15-Sep-22	Elect Jasvinder Gakhal as Director	For	The proposal is in line with our voting policy
Auto Trader Group Plc	15-Sep-22	Reappoint KPMG LLP as Auditors	For	The proposal is in line with our voting policy
Auto Trader Group Plc	15-Sep-22	Authorise Board to Fix Remuneration of Auditors	For	The proposal is in line with our voting policy
Auto Trader Group Plc	15-Sep-22	Authorise Issue of Equity	For	The proposal is in line with our voting policy
Auto Trader Group Plc	15-Sep-22	Authorise Issue of Equity without Pre-emptive Rights	For	The proposal is in line with our voting policy
Auto Trader Group Plc	15-Sep-22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Specified Capital Investment	For	The proposal is in line with our voting policy
Auto Trader Group Plc	15-Sep-22	Authorise Market Purchase of Ordinary Shares	For	The proposal is in line with our voting policy
Auto Trader Group Plc	15-Sep-22	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	The proposal is in line with our voting policy
Koninklijke Philips NV	30-Sep-22	Elect R.W.O. Jakobs as President / Chief Executive Officer and Member of the Management Board	For	The proposal is in line with our voting policy
Rentokil Initial Plc	06-Oct-22	Approve Acquisition of Terminix Global Holdings, Inc	For	The proposal is in line with our voting policy

Rentokil Initial Plc	06-Oct-22	Authorise Issue of Equity in Connection with the Acquisition	For	The proposal is in line with our voting policy
Rentokil Initial Plc	06-Oct-22	Approve Increase in Borrowing Limit Under the Company's Articles of Association	For	The proposal is in line with our voting policy
Rentokil Initial Plc	06-Oct-22	Approve Terminix Share Plan	For	The proposal is in line with our voting policy
Barratt Developments Plc	17-Oct-22	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Barratt Developments Plc	17-Oct-22	Approve Remuneration Report	For	The proposal is in line with our voting policy
Barratt Developments Plc	17-Oct-22	Approve Final Dividend	For	The proposal is in line with our voting policy
Barratt Developments Plc	17-Oct-22	Elect Mike Scott as Director	For	The proposal is in line with our voting policy
Barratt Developments Plc	17-Oct-22	Re-elect John Allan as Director	Against	The board lacks diversity.
Barratt Developments Plc	17-Oct-22	Re-elect David Thomas as Director	For	The proposal is in line with our voting policy
Barratt Developments Plc	17-Oct-22	Re-elect Steven Boyes as Director	For	The proposal is in line with our voting policy
Barratt Developments Plc	17-Oct-22	Re-elect Katie Bickerstaffe as Director	For	The proposal is in line with our voting policy
Barratt Developments Plc	17-Oct-22	Re-elect Jock Lennox as Director	For	The proposal is in line with our voting policy
Barratt Developments Plc	17-Oct-22	Re-elect Chris Weston as Director	For	The proposal is in line with our voting policy
Barratt Developments Plc	17-Oct-22	Re-elect Sharon White as Director	For	The proposal is in line with our voting policy
Barratt Developments Plc	17-Oct-22	Reappoint Deloitte LLP as Auditors	For	The proposal is in line with our voting policy
Barratt Developments Plc	17-Oct-22	Authorise the Audit Committee to Fix Remuneration of Auditors	For	The proposal is in line with our voting policy
Barratt Developments Plc	17-Oct-22	Authorise UK Political Donations and Expenditure	For	The proposal is in line with our voting policy
Barratt Developments Plc	17-Oct-22	Authorise Issue of Equity	For	The proposal is in line with our voting policy
Barratt Developments Plc	17-Oct-22	Authorise Issue of Equity without Pre-emptive Rights	For	The proposal is in line with our voting policy
Barratt Developments Plc	17-Oct-22	Authorise Market Purchase of Ordinary Shares	For	The proposal is in line with our voting policy
Barratt Developments Plc	17-Oct-22	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	The proposal is in line with our voting policy
Rio Tinto Plc	25-Oct-22	Approve Proposed Joint Venture with China Baowu Steel Group Co., Ltd	For	The proposal is in line with our voting policy

Rio Tinto Plc	25-Oct-22	Approve Any Acquisition or Disposal of a Substantial Asset from or to China Baowu Steel Group Co., Ltd or its Associates Pursuant to a Future Transaction	For	The proposal is in line with our voting policy
SalMar ASA	27-Oct-22	Elect Chairman of Meeting; Designate Inspector(s) of Minutes of Meeting	For	The proposal is in line with our voting policy
SalMar ASA	27-Oct-22	Approve Notice of Meeting and Agenda	For	The proposal is in line with our voting policy
SalMar ASA	27-Oct-22	Remove Deadline for the Merger with Norway Royal Salmon ASA	For	The proposal is in line with our voting policy
Smiths Group Plc	16-Nov-22	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Smiths Group Plc	16-Nov-22	Approve Remuneration Report	For	The proposal is in line with our voting policy
Smiths Group Plc	16-Nov-22	Approve Final Dividend	For	The proposal is in line with our voting policy
Smiths Group Plc	16-Nov-22	Elect Richard Howes as Director	For	The proposal is in line with our voting policy
Smiths Group Plc	16-Nov-22	Elect Clare Scherrer as Director	For	The proposal is in line with our voting policy
Smiths Group Plc	16-Nov-22	Re-elect Sir George Buckley as Director	For	The proposal is in line with our voting policy
Smiths Group Plc	16-Nov-22	Re-elect Pam Cheng as Director	For	The proposal is in line with our voting policy
Smiths Group Plc	16-Nov-22	Re-elect Dame Ann Dowling as Director	For	The proposal is in line with our voting policy
Smiths Group Plc	16-Nov-22	Re-elect Karin Hoeing as Director	For	The proposal is in line with our voting policy
Smiths Group Plc	16-Nov-22	Re-elect Paul Keel as Director	For	The proposal is in line with our voting policy
Smiths Group Plc	16-Nov-22	Re-elect William Seeger as Director	For	The proposal is in line with our voting policy
Smiths Group Plc	16-Nov-22	Re-elect Mark Seligman as Director	For	The proposal is in line with our voting policy
Smiths Group Plc	16-Nov-22	Re-elect Noel Tata as Director	For	The proposal is in line with our voting policy
Smiths Group Plc	16-Nov-22	Reappoint KPMG LLP as Auditors	For	The proposal is in line with our voting policy
Smiths Group Plc	16-Nov-22	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	For	The proposal is in line with our voting policy
Smiths Group Plc	16-Nov-22	Authorise Issue of Equity	For	The proposal is in line with our voting policy
Smiths Group Plc	16-Nov-22	Authorise Issue of Equity without Pre-emptive Rights	For	The proposal is in line with our voting policy
Smiths Group Plc	16-Nov-22	Authorise Issue of Equity without Pre-emptive Rights	For	The proposal is in line with our voting policy

		in Connection with an Acquisition or Other Capital Investment		
Smiths Group Plc	16-Nov-22	Authorise Market Purchase of Ordinary Shares	For	The proposal is in line with our voting policy
Smiths Group Plc	16-Nov-22	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	The proposal is in line with our voting policy
Smiths Group Plc	16-Nov-22	Authorise UK Political Donations and Expenditure	For	The proposal is in line with our voting policy
Just Eat Takeaway.com NV	18-Nov-22	Open Meeting		This is a non-votable item
Just Eat Takeaway.com NV	18-Nov-22	Approve Disposal by Just Eat Holding of its Interest in the Issued and Outstanding Capital of Each of the iFood Companies to Movile	For	The proposal is in line with our voting policy
Just Eat Takeaway.com NV	18-Nov-22	Approve Transfer of Company's Listing Category on the Official List from Premium Listing (Commercial Company) to Standard Listing (Shares)	For	The proposal is in line with our voting policy
Just Eat Takeaway.com NV	18-Nov-22	Reelect Jorg Gerbig to Management Board	For	The proposal is in line with our voting policy
Just Eat Takeaway.com NV	18-Nov-22	Elect Andrew Kenny to Management Board	For	The proposal is in line with our voting policy
Just Eat Takeaway.com NV	18-Nov-22	Elect Mieke De Schepper to Supervisory Board	For	The proposal is in line with our voting policy
Just Eat Takeaway.com NV	18-Nov-22	Elect Dick Boer to Supervisory Board	Against	The board lacks diversity.
Just Eat Takeaway.com NV	18-Nov-22	Other Business (Non-Voting)		This is a non-votable item
Just Eat Takeaway.com NV	18-Nov-22	Close Meeting		This is a non-votable item
DSV A/S	22-Nov-22	Approve DKK 15 Million Reduction in Share Capital; Amend Articles Accordingly	For	The proposal is in line with our voting policy
DSV A/S	22-Nov-22	Authorize Share Repurchase Program	For	The proposal is in line with our voting policy
AVEVA Group Plc	25-Nov-22	Approve Matters Relating to the Recommended Cash Acquisition of AVEVA Group plc by Ascot Acquisition Holdings Limited	For	The proposal is in line with our voting policy
AVEVA Group Plc	25-Nov-22	Approve Scheme of Arrangement	For	The proposal is in line with our voting policy
Ferguson Plc	30-Nov-22	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Ferguson Plc	30-Nov-22	Approve Final Dividend	For	The proposal is in line with our voting policy

Ferguson Plc	30-Nov-22	Re-elect Kelly Baker as Director	For	The proposal is in line with our voting policy
Ferguson Plc	30-Nov-22	Re-elect Bill Brundage as Director	For	The proposal is in line with our voting policy
Ferguson Plc	30-Nov-22	Re-elect Geoff Drabble as Director	Against	The nominee holds three non-executive directorships, two of which as the Chairperson of the Board. The nominee is therefore overboarded.
Ferguson Plc	30-Nov-22	Re-elect Catherine Halligan as Director	For	The proposal is in line with our voting policy
Ferguson Plc	30-Nov-22	Re-elect Brian May as Director	For	The proposal is in line with our voting policy
Ferguson Plc	30-Nov-22	Re-elect Kevin Murphy as Director	For	The proposal is in line with our voting policy
Ferguson Plc	30-Nov-22	Re-elect Alan Murray as Director	For	The proposal is in line with our voting policy
Ferguson Plc	30-Nov-22	Re-elect Tom Schmitt as Director	For	The proposal is in line with our voting policy
Ferguson Plc	30-Nov-22	Re-elect Nadia Shouraboura as Director	For	The proposal is in line with our voting policy
Ferguson Plc	30-Nov-22	Re-elect Suzanne Wood as Director	For	The proposal is in line with our voting policy
Ferguson Plc	30-Nov-22	Reappoint Deloitte LLP as Auditors	For	The proposal is in line with our voting policy
Ferguson Plc	30-Nov-22	Authorise the Audit Committee to Fix Remuneration of Auditors	For	The proposal is in line with our voting policy
Ferguson Plc	30-Nov-22	Authorise UK Political Donations and Expenditure	For	The proposal is in line with our voting policy
Ferguson Plc	30-Nov-22	Authorise Issue of Equity	For	The proposal is in line with our voting policy
Ferguson Plc	30-Nov-22	Approve Non-Employee Director Incentive Plan	For	The proposal is in line with our voting policy
Ferguson Plc	30-Nov-22	Authorise Issue of Equity without Pre-emptive Rights	For	The proposal is in line with our voting policy
Ferguson Plc	30-Nov-22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	The proposal is in line with our voting policy
Ferguson Plc	30-Nov-22	Authorise Market Purchase of Ordinary Shares	For	The proposal is in line with our voting policy
Ferguson Plc	30-Nov-22	Adopt New Articles of Association	For	The proposal is in line with our voting policy
Coloplast A/S	01-Dec-22	Approve General Meeting Materials and Reports to be Drafted in English	For	The proposal is in line with our voting policy
Coloplast A/S	01-Dec-22	Receive Report of Board		This is a non-votable item
Coloplast A/S	01-Dec-22	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy

Coloplast A/S	01-Dec-22	Approve Allocation of Income	For	The proposal is in line with our voting policy
Coloplast A/S	01-Dec-22	Approve Remuneration Report	Against	Compensation is excessive compared to peers.
Coloplast A/S	01-Dec-22	Approve Remuneration of Directors in the Amount of DKK 1.35 Million for Chairman, DKK 787,500 for Deputy Chairman, and DKK 450,000 for Other Directors; Approve Remuneration for Committee Work	For	The proposal is in line with our voting policy
Coloplast A/S	01-Dec-22	Amend Articles Re: Extend Current Authorizations in Articles 5(a) and 5(b)	For	The proposal is in line with our voting policy
Coloplast A/S	01-Dec-22	Amend Articles Re: Corporate Language	For	The proposal is in line with our voting policy
Coloplast A/S	01-Dec-22	Reelect Lars Soren Rasmussen as Director	Abstain	The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors. The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors.
Coloplast A/S	01-Dec-22	Reelect Niels Peter Louis-Hansen as Director	Abstain	The nominee is a non-independent member of the Remuneration Committee which is not composed in majority of independent directors. The nominee is a non-independent member of the Nomination Committee which is not composed in majority of independent directors.
Coloplast A/S	01-Dec-22	Reelect Annette Bruls as Director	For	The proposal is in line with our voting policy
Coloplast A/S	01-Dec-22	Reelect Carsten Hellmann as Director	For	The proposal is in line with our voting policy
Coloplast A/S	01-Dec-22	Reelect Jette Nygaard-Andersen as Director	For	The proposal is in line with our voting policy
Coloplast A/S	01-Dec-22	Reelect Marianne Wiinholt as Director	For	The proposal is in line with our voting policy
Coloplast A/S	01-Dec-22	Ratify PricewaterhouseCoopers as Auditors	For	The proposal is in line with our voting policy
Coloplast A/S	01-Dec-22	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	For	The proposal is in line with our voting policy
Coloplast A/S	01-Dec-22	Other Business		This is a non-votable item
Associated British Foods Plc	09-Dec-22	Accept Financial Statements and Statutory Reports	For	The proposal is in line with our voting policy
Associated British Foods Plc	09-Dec-22	Approve Remuneration Report	For	The proposal is in line with our voting policy

Associated British Foods Plc	09-Dec-22	Approve Remuneration Policy	For	The proposal is in line with our voting policy
Associated British Foods Plc	09-Dec-22	Approve Final Dividend	For	The proposal is in line with our voting policy
Associated British Foods Plc	09-Dec-22	Re-elect Emma Adamo as Director	For	The proposal is in line with our voting policy
Associated British Foods Plc	09-Dec-22	Re-elect Graham Allan as Director	For	The proposal is in line with our voting policy
Associated British Foods Plc	09-Dec-22	Re-elect John Bason as Director	For	The proposal is in line with our voting policy
Associated British Foods Plc	09-Dec-22	Re-elect Ruth Cairnie as Director	For	The proposal is in line with our voting policy
Associated British Foods Plc	09-Dec-22	Re-elect Wolfhart Hauser as Director	For	The proposal is in line with our voting policy
Associated British Foods Plc	09-Dec-22	Re-elect Michael McLintock as Director	For	The proposal is in line with our voting policy
Associated British Foods Plc	09-Dec-22	Re-elect Dame Heather Rabbatts as Director	For	The proposal is in line with our voting policy
Associated British Foods Plc	09-Dec-22	Re-elect Richard Reid as Director	For	The proposal is in line with our voting policy
Associated British Foods Plc	09-Dec-22	Re-elect George Weston as Director	For	The proposal is in line with our voting policy
Associated British Foods Plc	09-Dec-22	Reappoint Ernst & Young LLP as Auditors	For	The proposal is in line with our voting policy
Associated British Foods Plc	09-Dec-22	Authorise the Audit Committee to Fix Remuneration of Auditors	For	The proposal is in line with our voting policy
Associated British Foods Plc	09-Dec-22	Authorise UK Political Donations and Expenditure	For	The proposal is in line with our voting policy
Associated British Foods Plc	09-Dec-22	Authorise Issue of Equity	For	The proposal is in line with our voting policy
Associated British Foods Plc	09-Dec-22	Authorise Issue of Equity without Pre-emptive Rights	For	The proposal is in line with our voting policy
Associated British Foods Plc	09-Dec-22	Authorise Market Purchase of Ordinary Shares	For	The proposal is in line with our voting policy
Associated British Foods Plc	09-Dec-22	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	The proposal is in line with our voting policy
Associated British Foods Plc	09-Dec-22	Approve Restricted Share Plan	For	The proposal is in line with our voting policy
JD Sports Fashion Plc	13-Dec-22	Approve Remuneration Policy	For	The proposal is in line with our voting policy
JD Sports Fashion Plc	13-Dec-22	Approve Long Term Incentive Plan	For	The proposal is in line with our voting policy
JD Sports Fashion Plc	13-Dec-22	Approve Deferred Bonus Plan	For	The proposal is in line with our voting policy
Barry Callebaut AG	14-Dec-22	Accept Annual Report	For	The proposal is in line with our voting policy
Barry Callebaut AG	14-Dec-22	Approve Remuneration Report	For	The proposal is in line with our voting policy

Barry Callebaut AG	14-Dec-22	Accept Financial Statements and Consolidated Financial Statements	For	The proposal is in line with our voting policy
Barry Callebaut AG	14-Dec-22	Approve Allocation of Income and Dividends of CHF 28.00 per Share	For	The proposal is in line with our voting policy
Barry Callebaut AG	14-Dec-22	Approve Discharge of Board and Senior Management	For	The proposal is in line with our voting policy
Barry Callebaut AG	14-Dec-22	Reelect Patrick De Maeseneire as Director	For	The proposal is in line with our voting policy
Barry Callebaut AG	14-Dec-22	Reelect Markus Neuhaus as Director	Against	The nominee holds four non-executive directorships, all of which as the Chairperson of the Audit Committee. The nominee is therefore overboarded.
Barry Callebaut AG	14-Dec-22	Reelect Fernando Aguirre as Director	For	The proposal is in line with our voting policy
Barry Callebaut AG	14-Dec-22	Reelect Angela Wei Dong as Director	For	The proposal is in line with our voting policy
Barry Callebaut AG	14-Dec-22	Reelect Nicolas Jacobs as Director	For	The proposal is in line with our voting policy
Barry Callebaut AG	14-Dec-22	Reelect Elio Sceti as Director	For	The proposal is in line with our voting policy
Barry Callebaut AG	14-Dec-22	Reelect Tim Minges as Director	Against	the Board lacks diversity
Barry Callebaut AG	14-Dec-22	Reelect Antoine de Saint-Affrique as Director	For	The proposal is in line with our voting policy
Barry Callebaut AG	14-Dec-22	Reelect Yen Tan as Director	For	The proposal is in line with our voting policy
Barry Callebaut AG	14-Dec-22	Elect Thomas Intrator as Director	For	The proposal is in line with our voting policy
Barry Callebaut AG	14-Dec-22	Reelect Patrick De Maeseneire as Board Chair	For	The proposal is in line with our voting policy
Barry Callebaut AG	14-Dec-22	Appoint Fernando Aguirre as Member of the Nomination and Compensation Committee	For	The proposal is in line with our voting policy
Barry Callebaut AG	14-Dec-22	Appoint Elio Sceti as Member of the Nomination and Compensation Committee	For	The proposal is in line with our voting policy
Barry Callebaut AG	14-Dec-22	Appoint Tim Minges as Member of the Nomination and Compensation Committee	Against	the board lacks diversity
Barry Callebaut AG	14-Dec-22	Appoint Antoine de Saint-Affrique as Member of the Nomination and Compensation Committee	For	The proposal is in line with our voting policy
Barry Callebaut AG	14-Dec-22	Appoint Yen Tan as Member of the Nomination	For	The proposal is in line with our voting policy

		and Compensation Committee		
Barry Callebaut AG	14-Dec-22	Designate Keller KLG as Independent Proxy	For	The proposal is in line with our voting policy
Barry Callebaut AG	14-Dec-22	Ratify KPMG AG as Auditors	For	The proposal is in line with our voting policy
Barry Callebaut AG	14-Dec-22	Approve Remuneration of Board of Directors in the Amount of CHF 6.2 Million	For	The proposal is in line with our voting policy
Barry Callebaut AG	14-Dec-22	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 6.5 Million	For	The proposal is in line with our voting policy
Barry Callebaut AG	14-Dec-22	Approve Variable Remuneration of Executive Committee in the Amount of CHF 13.6 Million	For	The proposal is in line with our voting policy
Barry Callebaut AG	14-Dec-22	Transact Other Business (Voting)	Against	The Proposal is not in shareholders' interest.

SNB CAPITAL EUROPE INDEX FUND
(Managed by the SNB Capital Company)
FINANCIAL STATEMENTS
For the year ended 31 December 2022
with
Independent Auditor's Report to the Unitholders



KPMG Professional Services

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Kingdom of Saudi Arabia
Commercial Registration No. 1010425494

Headquarters in Riyadh

كي بي إم جي للاستشارات المهنية

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

المركز الرئيسي في الرياض

Independent Auditor's Report

To the Unitholders of SNB Capital Europe Index Fund

Opinion

We have audited the financial statements of **SNB Capital Europe Index Fund** (the "Fund") managed by the SNB Capital Company (the "Fund Manager"), which comprise the statement of financial position as at 31 December 2022, the statements of profit or loss and other comprehensive income, changes in net assets attributable to the Unitholders and cash flows for the year then ended, and notes to the financial statements, comprising significant accounting policies and other explanatory information.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Fund as at 31 December 2022, and its financial performance and its cash flows for the year then ended in accordance with International Financial Reporting Standards ("IFRS") that are endorsed in the Kingdom of Saudi Arabia and other standards and pronouncements issued by the Saudi Organization for Chartered and Professional Accountants ("SOCPA").

Basis for Opinion

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

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

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

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

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

KPMG Professional Services, a professional closed joint stock company registered in the Kingdom of Saudi Arabia with the paid-up capital of SAR (40,000,000). Previously known as "KPMG Al Fozan & Partners Certified Public Accountants". A non-partner member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.

كي بي إم جي للاستشارات المهنية شركة مهنية مساهمة مقفلة، مسجلة في المملكة العربية السعودية، رأس مالها (٤٠,٠٠٠,٠٠٠) ريال سعودي مدفوع بالكامل، المسماة سابقاً "شركة كي بي إم جي الفوزان وشركاه محاسبون ومراجعون قانونيون". وهي عضو غير شريك في الشبكة العالمية لشركات كي بي إم جي المستقلة والتابعة لـ كي بي إم جي العالمية المحدودة، شركة تجايرية محدودة بضمان. جميع الحقوق محفوظة.



Independent Auditor's Report

To the Unitholders of SNB Capital Europe Index Fund (continued)

Auditor's Responsibilities for the Audit of the Financial Statements

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

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

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

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

KPMG Professional Services

Ebrahim Oboud Baeshen
License No. 382



Riyadh: 22 Sha'ban 1444H
Corresponding to 14 March 2023

SNB CAPITAL EUROPE INDEX FUND
(Managed by the SNB Capital Company)

STATEMENT OF FINANCIAL POSITION

As at 31 December 2022

Expressed in US Dollars '000 (unless otherwise stated)

	<i>Notes</i>	31 December 2022	31 December 2021
ASSETS			
Cash and cash equivalents	8	1,707	869
FVTPL investments	9	81,881	150,989
Other receivables		245	453
Total assets		83,833	152,311
LIABILITIES			
Other payables		1,117	65
Net assets attributable to the Unitholders		82,716	152,246
Units in issue in thousands (number)	10	18,796	27,057
Net assets value per unit (USD)		4.4007	5.6268

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

SNB CAPITAL EUROPE INDEX FUND
(Managed by the SNB Capital Company)

STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME

For the year ended 31 December 2022

Expressed in US Dollars '000 (unless otherwise stated)

	<i>Note</i>	For the year ended 31 December	
		<u>2022</u>	<u>2021</u>
Unrealised (loss) / gain on FVTPL investments – net		(36,185)	13,216
Dividend income		2,163	2,008
Realised gain on sale of FVTPL investments – net		<u>1,608</u>	<u>5,168</u>
Total (loss) / income		<u>(32,414)</u>	<u>20,392</u>
Management fees	<i>11</i>	(324)	(395)
Value added tax expense		(49)	(59)
Custody fees		(34)	(33)
Administrative expenses		(20)	(23)
Professional fees		(10)	(10)
Shariah audit fees		(8)	(8)
Fund board remuneration		(6)	(6)
Capital Market Authority fees		<u>(2)</u>	<u>(2)</u>
Total operating expenses		<u>(453)</u>	<u>(536)</u>
(Loss) / profit for the year		<u>(32,867)</u>	<u>19,856</u>
Other comprehensive income for the year		<u>-</u>	<u>-</u>
Total comprehensive (loss) / income for the year		<u>(32,867)</u>	<u>19,856</u>

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

SNB CAPITAL EUROPE INDEX FUND
(Managed by the SNB Capital Company)

STATEMENT OF CHANGES IN NET ASSETS ATTRIBUTABLE TO THE UNITHOLDERS

For the year ended 31 December 2022

Expressed in US Dollars '000 (unless otherwise stated)

	<u>For the year ended 31 December</u>	
	<u>2022</u>	<u>2021</u>
Net assets attributable to the Unitholders at the beginning of the year	152,246	98,764
Total comprehensive (loss) / income for the year	(32,867)	19,856
(Decrease) / increase in net assets from units transactions during the year		
Proceeds from units issued	31,836	56,293
Value of units redeemed	(68,499)	(22,667)
	(36,663)	33,626
Net assets attributable to the Unitholders at the end of the year	82,716	152,246

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

SNB CAPITAL EUROPE INDEX FUND
(Managed by the SNB Capital Company)

STATEMENT OF CASH FLOWS

For the year ended 31 December 2022

Expressed in US Dollars '000 (unless otherwise stated)

	<i>Notes</i>	<u>For the year ended 31 December</u>	
		<u>2022</u>	<u>2021</u>
Cash flows from operating activities			
(Loss) / profit for the year		(32,867)	19,856
<u>Adjustments for:</u>			
Unrealised loss / (gain) on FVTPL investments – net		36,185	(13,216)
Realised gain on sale of FVTPL investments – net		(1,608)	(5,168)
		1,710	1,472
<u>Net changes in operating assets and liabilities:</u>			
FVTPL investments		34,531	(34,582)
Other receivables		208	865
Other payables		1,052	(1,058)
Net cash generated from / (used in) operating activities		37,501	(33,303)
Cash flows from financing activities			
Proceeds from units issued		31,836	56,293
Value of units redeemed		(68,499)	(22,667)
Net cash (used in) / generated from financing activities		(36,663)	33,626
Net increase in cash and cash equivalents		838	323
Cash and cash equivalent at the beginning of the year	8	869	546
Cash and cash equivalents at the end of the year	8	1,707	869

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

SNB CAPITAL EUROPE INDEX FUND
(Managed by the SNB Capital Company)

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2022

Expressed in US Dollars '000 (unless otherwise stated)

1. THE FUND AND ITS ACTIVITIES

SNB Capital Europe Index Fund (the "Fund") is a Shariah compliant, open-ended investment fund, established under article 31 of the Investment Funds Regulations, managed by the SNB Capital Company (the "Fund Manager"), a subsidiary of the Saudi National Bank (the "Bank"), for the benefit of the Fund's Unitholders.

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

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

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

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

The Fund is governed by the Investment Funds Regulations (the "Regulations") published by Capital Market Authority ("CMA") on 3 Dhul Hijja 1427H (corresponding to 24 December 2006). The Regulations were amended on 12 Rajab 1442H (corresponding to 24 February 2021).

2. BASIS OF ACCOUNTING

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

3. BASIS OF MEASUREMENT

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

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

4. CHANGES IN FUND'S TERMS AND CONDITIONS

During the year, there have been no changes to the terms and conditions of the Fund.

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5. FUNCTIONAL AND PRESENTATION CURRENCY

Items included in the financial statements are measured using the currency of the primary economic environment in which the Fund operates (the “functional currency”). If indicators of the primary economic environment are mixed, then Fund Manager uses judgement to determine the functional currency that most faithfully effects the economic effect of the underlying transactions, events, and conditions. The Fund’s investments transactions are denominated in Euro, Swiss Franc, and certain other foreign currencies. Investor subscriptions and redemptions are determined based on the net asset value and received and paid in US Dollar and expenses of the Fund are also paid in US Dollar. Accordingly, Fund Manager has determined that the functional currency of the Fund is US Dollar (“USD”).

These financial statements are presented in United States Dollar (“USD”) which is the Fund’s functional and presentation currency and have been rounded off to the nearest thousand unless otherwise stated.

6. CRITICAL ACCOUNTING JUDGEMENTS, ESTIMATES AND ASSUMPTIONS

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

Fair value estimation

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

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

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

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

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6. CRITICAL ACCOUNTING JUDGEMENTS, ESTIMATES AND ASSUMPTIONS (CONTINUED)

The fair value hierarchy has the following levels:

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

The Fund has classified the investments measured at FVTPL as per the fair value hierarchy as level 1. During the year, there has been no transfer in fair value hierarchy. For other financial assets and liabilities not measured at fair value such as cash and cash equivalents, other receivables and other payables, the carrying values were determined to be a reasonable approximation of fair value due to their short-term nature. The Fund has classified cash and cash equivalents as level 1 while remaining financial assets and liabilities are classified as level 3 as per the fair value hierarchy.

7. SIGNIFICANT ACCOUNTING POLICIES

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

7.1 *Cash and cash equivalents*

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

7.2 *Financial assets and liabilities*

Classification of financial assets

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

Financial assets measured at amortised cost

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

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

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7. SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

7.2 *Financial assets and liabilities (continued)*

Classification of financial assets (continued)

Financial assets measured at FVOCI

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

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

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

Financial assets measured at FVTPL

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

Business model assessment

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

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

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

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

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7. SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

7.2 *Financial assets and liabilities (continued)*

Classification of financial assets (continued)

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

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

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

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

Reclassifications

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

Classification of financial liabilities

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

Recognition and initial measurement

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

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

Subsequent measurement

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

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7. SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

7.2 *Financial assets and liabilities (continued)*

Subsequent measurement (continued)

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

Derecognition

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

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

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

Offsetting

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

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

7.3 *Provisions*

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

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7. SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

7.4 *Net assets value per unit*

The net assets value per unit is calculated by dividing the net assets attributable to the Unitholders included in the statement of financial position by the number of units outstanding at the year end.

7.5 *Units in issue*

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

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

Redeemable units are classified as equity as these meet all of the following conditions:

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

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

7.6 *Taxation / Zakat*

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

The value added tax ("VAT") applicable for fees and expenses are recognized in the statement of profit or loss and other comprehensive income.

7.7 *Dividend income*

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

7.8 *Management fees expense*

Management fees expense is recognized in the statement of profit or loss and other comprehensive income as the related services are performed.

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7. SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

7.9 *Accrued expenses and other payables*

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

7.10 *New standards, interpretations and amendments, adopted by the Fund*

Below amendments to accounting standards, interpretations, and amendments became applicable for annual reporting periods commencing on or after 1 January 2022. The Fund manager has assessed that the amendments have no significant impact on the Fund's financial statements.

Standards, interpretations and amendments

COVID-19-Related Rent Concessions beyond 30 June 2021 – Amendment to IFRS 16

Amendments to IAS 37 - Onerous Contracts – Cost of Fulfilling a Contract

Annual Improvements to IFRS Standards 2018-2020

Reference to the Conceptual Framework (Amendments to IFRS 3)

Property, Plant and Equipment: Proceeds before Intended Use (Amendments to IAS 16)

7.11 *Standards, interpretations and amendments issued but not yet effective*

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

<u>Standards, interpretations and amendments</u>	<u>Description</u>	<u>Effective from periods beginning on or after the following date</u>
Amendments to IAS 1 and IFRS practice statement 2	Disclosure of accounting policies	1 January 2023
Amendments to IAS 8	Definition of accounting estimates	1 January 2023
Amendments to IAS 12	Deferred tax related to assets and liabilities arising from a single transaction	1 January 2023
Amendments to IFRS 17	Insurance Contracts	1 January 2023
Amendments to IFRS 16	Lease Liability in a Sale and Leaseback Transaction	1 January 2024
Amendments to IAS 1	Classification of liabilities as current or non-current	1 January 2024
Amendments to IFRS 10 and IAS 28	Sale or contribution of assets between investor or Joint Venture	Available for optional adoption / effective date deferred indefinitely

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

8. CASH AND CASH EQUIVALENTS

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

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

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

		31 December 2022		
<i>Currency</i>	<i>Country</i>	<i>% of total investments (fair value)</i>	<i>Cost</i>	<i>Fair value</i>
Euro	Austria, Belgium, Finland, France, Germany, Ireland, Italy, Luxembourg, Netherlands, and Spain	40.37	34,379	33,056
Swiss Franc	Switzerland	24.35	19,648	19,934
Pound Sterling	Channel Island, United Kingdom	18.90	15,153	15,472
Danish Krone	Denmark	9.53	5,423	7,806
Swedish Krona	Sweden	6.40	5,466	5,240
Norwegian Krone	Norway	0.45	525	373
		100	80,594	81,881

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

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

		31 December 2022		
<i>Industry Sector</i>		<i>% of total investments (fair value)</i>	<i>Cost</i>	<i>Fair value</i>
Healthcare		32.77	23,884	26,832
Industrials		20.55	16,496	16,822
Consumer Goods		16.87	14,273	13,816
Information Technology		13.29	11,695	10,881
Basic Materials		7.79	6,468	6,382
Consumer Services		4.36	4,205	3,567
Utilities		2.80	2,368	2,291
Oil & Gas		1.04	800	853
Banking and Financial Services		0.53	405	437
		100	80,594	81,881

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9. INVESTMENTS – MEASURED AT FAIR VALUE THROUGH PROFIT OR LOSS
(CONTINUED)

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

10. UNITS TRANSACTIONS

Transactions in units during the year are summarized as follows:

	For the year ended	
	31 December	
	<u>2022</u>	<u>2021</u>
	<u>Units in '000</u>	<u>Units in '000</u>
Units at the beginning of the year	27,057	20,496
Units issued	6,858	10,886
Units redeemed	(15,119)	(4,325)
Net (decrease) / increase in units	(8,261)	6,561
Units at the end of the year	18,796	27,057

As at 31 December 2022, the top five Unitholders represented 67.26% (2021: 61.65%) of the Fund's units.

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11. RELATED PARTY TRANSACTIONS AND BALANCES

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

Management fees and other expenses

The Fund is managed and administered by the Fund Manager. For these services, the Fund accrues, daily a management fee, up to a maximum of 0.3% (2021: 0.3%) per annum of the Fund's daily net assets as set out in the Fund's terms and conditions.

The Fund Manager is also entitled to recover expenses incurred on behalf of the Fund relating to audit, custody, advisory, data processing and other similar charges. The maximum amount of such expenses that can be recovered from the Fund by the Fund Manager is restricted to 0.5% (2021:0.5%) per annum of the Fund's net assets at the respective valuation days. These expenses are recovered by the Fund Manager on an actual basis.

Following are the details of transactions and balances with Fund Manager related to management fees and other expenses:

<u>Related party</u>	<u>Nature of transactions</u>	<u>Amounts of transaction for the year ended 31 December</u>		<u>Payable as at 31 December</u>	
		<u>2022</u>	<u>2021</u>	<u>2022</u>	<u>2021</u>
SNB Capital Company	Management fees	324	395	71	48
	Expenses paid on behalf of the Fund	<u>129</u>	<u>141</u>	<u>70</u>	<u>14</u>
The Fund Board	Fund Board remuneration	<u>6</u>	<u>6</u>	<u>7</u>	<u>1</u>

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11. RELATED PARTY TRANSACTIONS AND BALANCES (CONTINUED)

Other transactions and balances with related parties

During the year, other related parties including other funds managed by the Fund Manager invested in the units of the funds in the ordinary course of business. These transactions were carried out on the basis of approved terms and conditions of the Fund. All related party transactions are approved by the Fund Board. Following are the details of transactions and closing balance in the units of the Fund:

<u>Related parties</u>	<u>Nature of transactions</u>	<u>Amounts of transactions for the year ended 31 December</u>		<u>Balance as at 31 December</u>	
		<u>2022</u>	<u>2021</u>	<u>2022</u>	<u>2021</u>
SNB Capital Multi Asset Conservative Fund	Subscription of units	-	114		
	Redemption of units	<u>4,623</u>	<u>1,342</u>	<u>1,619</u>	<u>7,692</u>
SNB Capital Multi Asset Moderate Fund	Subscription of units	-	2,176		
	Redemption of units	<u>9,848</u>	<u>500</u>	<u>8,572</u>	<u>16,999</u>
SNB Capital Multi Asset Growth Fund	Subscription of units	-	1,744		
	Redemption of units	<u>4,606</u>	<u>1,938</u>	<u>2,501</u>	<u>12,441</u>
SNB Capital King Saud University Waqf Fund	Subscription of units	<u>18</u>	<u>84</u>		
	Redemption of units	<u>72</u>	<u>-</u>	<u>55</u>	<u>322</u>

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12. FINANCIAL RISK MANAGEMENT

12.1 *Financial risk factors*

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

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

Monitoring and controlling risks are primarily set up to be performed based on the limits established in the terms and conditions document which sets out the Fund's overall business strategies, tolerance of risks and general risk management philosophy. In accordance with the terms and conditions of the Fund, the Fund Manager is obliged to take actions to re-balance the portfolio in line with the investment guidelines when needed.

12.1.1 *Market risk*

a) *Foreign exchange risk*

Foreign exchange risk is the risk that the value of future cash flows of a financial instrument will fluctuate due to changes in foreign exchange rates and arises from financial instruments denominated in foreign currencies.

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

The effect on net assets of a reasonably possible notional movement of the US Dollar against the underlying currencies of the financial assets in foreign currencies with all other variables held constant is as follows:

	<u>Change in currency rates</u>	<u>31 December 2022</u>	<u>31 December 2021</u>
Euro	± 10 %	± 3,308	± 6,389
Swiss Franc	± 10 %	± 2,001	± 3,916
Pound Sterling	± 10 %	± 1,549	± 2,322
Danish Krone	± 10 %	± 782	± 1,248
Swedish Krona	± 10 %	± 525	± 1,163
Norwegian Krone	± 10 %	± 38	± 96

b) *Commission rate risk*

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

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

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12. FINANCIAL RISK MANAGEMENT (CONTINUED)

12.1 Financial risk factors (continued)

12.1.1 Market risk (continued)

c) Other price risk

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

The effect on net assets attributable to the Unitholders (as a result of the change in the fair value of investments) due to a reasonably possible notional change in market value of 10% in the value of investments, with all other variables held constants, is as follows:

		31 December 2022		31 December 2021
Effect on net assets attributable to the Unitholders	±10%	<u>± 8,188</u>	±10%	<u>15,099</u>

12.1.2 Credit risk

Credit risk is the risk that one party to a financial instrument will fail to discharge their obligation and cause the other party to incur a financial loss. The Fund Manager seeks to manage credit risk by monitoring credit exposures, limiting transactions with specific counterparties, and continually assessing the creditworthiness of counterparties.

As at the statement of financial position date, the Fund's significant exposure to credit risk arises from cash and cash equivalents, which represents cash at bank with a local bank having Moody's credit rating of A3 which is line with globally understood definitions of investment grade. Accordingly, there is no impact of expected credit loss allowance on these financial assets.

12.1.3 Liquidity risk

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

The Fund's terms and conditions provide for subscription and redemption of units on every Saudi and US Business Day (Monday to Thursday), and it is, therefore, exposed to the liquidity risk of not being able to meet the Unitholder's redemption requests on these days. The Fund Manager monitors liquidity requirements by ensuring that sufficient funds are available to meet any commitments as they arise, either through new subscriptions, liquidation of the investment portfolio or by taking short-term loans from the facilities obtained by the Fund Manager.

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

SNB CAPITAL EUROPE INDEX FUND
(Managed by the SNB Capital Company)

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2022

Expressed in US Dollars '000 (unless otherwise stated)

12. FINANCIAL RISK MANAGEMENT (CONTINUED)

12.1 *Financial risk factors (continued)*

12.1.4 *Operational risk*

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

The Fund's objective is to manage operational risk so as to balance limiting of financial losses and damage to its reputation with achieving its investment objective of maximizing returns to the Unitholders.

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

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

13. LAST VALUATION DAY

The last valuation of day was 30 December 2022 (2021: 30 December 2021).

14. EVENTS AFTER THE END OF THE REPORTING PERIOD

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

15. APPROVAL OF THE FINANCIAL STATEMENTS

These financial statements were approved by the Fund Board on 16 Sha'ban 1444H corresponding to 08 March 2023.