

# Monthly summary of votes cast

## 2024

The document summarizes the meetings in which Anima SGR attended and the votes cast, in line with its ESG policy, for each AGM agenda item.

**ANIMA Sgr S.p.A.**

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R.E.A. di Milano n. 1162082 - Albo tenuto dalla Banca d'Italia n. 8 Sezione dei Gestori di OICVM e n. 6 Sezione dei Gestori di FIA - Aderente al Fondo Nazionale di Garanzia

## Monthly summary of votes cast

December  
2024

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VOTE SUMMARY REPORT

REPORTING PERIOD: 12/01/2024 to 12/31/2024

Technogym SpA

Meeting Date: 12/03/2024

Record Date: 11/22/2024

Primary Security ID: T9200L101

Country: Italy

Meeting Type: Extraordinary Shareholders

Ticker: TGYM

Shares Voted: 3,068,998

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Extraordinary Business	Mgmt		
	Amend Company Bylaws Re: Article 3	Mgmt	For	For
	Amend Company Bylaws Re: Article 7	Mgmt	For	Against
	Amend Company Bylaws Re: Article 14	Mgmt	For	Against

Microsoft Corporation

Meeting Date: 12/10/2024

Record Date: 09/30/2024

Primary Security ID: 594918104

Country: USA

Meeting Type: Annual

Ticker: MSFT

Shares Voted: 1,143,092

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Reid G. Hoffman	Mgmt	For	For
1.2	Elect Director Hugh F. Johnston	Mgmt	For	For
1.3	Elect Director Teri L. List	Mgmt	For	For
1.4	Elect Director Catherine MacGregor	Mgmt	For	For
1.5	Elect Director Mark A. L. Mason	Mgmt	For	For
1.6	Elect Director Satya Nadella	Mgmt	For	For
1.7	Elect Director Sandra E. Peterson	Mgmt	For	For
1.8	Elect Director Penny S. Pritzker	Mgmt	For	For
1.9	Elect Director Carlos A. Rodriguez	Mgmt	For	For
1.10	Elect Director Charles W. Scharf	Mgmt	For	For
1.11	Elect Director John W. Stanton	Mgmt	For	For

Microsoft Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.12	Elect Director Emma N. Walmsley	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
4	Report on Risks of Weapons Development	SH	Against	For
5	Assess and Report on Investing in Bitcoin	SH	Against	Against
6	Report on Risks of Operating in Countries with Significant Human Rights Concerns	SH	Against	For
7	Report on Risks of Using Artificial Intelligence and Machine Learning Tools for Oil and Gas Development and Production	SH	Against	For
8	Report on Risks Related to AI Generated Misinformation and Disinformation	SH	Against	For
9	Report on AI Data Sourcing Accountability	SH	Against	For

Arnoldo Mondadori Editore SpA

Meeting Date: 12/18/2024	Country: Italy	Ticker: MN
Record Date: 12/09/2024	Meeting Type: Extraordinary Shareholders	
Primary Security ID: T6901G126		

Shares Voted: 11,984,904

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Extraordinary Business	Mgmt		
1	Amend Company Bylaws Re: Article 12.3	Mgmt	For	Against

National Australia Bank Limited

Meeting Date: 12/18/2024	Country: Australia	Ticker: NAB
Record Date: 12/16/2024	Meeting Type: Annual	
Primary Security ID: Q65336119		

National Australia Bank Limited

Shares Voted: 520,685

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Elect Warwick Hunt as Director	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	For
3a	Approve Grant of Deferred Rights to Andrew Irvine	Mgmt	For	For
3b	Approve Grant of Performance Rights to Andrew Irvine	Mgmt	For	For
4	Consideration of Financial Report, Directors' Report and Auditor's Report	Mgmt		
5a	Approve the Amendments to the Company's Constitution	SH	Against	Against
5b	Approve Transition Plan Assessments	SH	Against	For

Rai Way SpA

Meeting Date: 12/18/2024  
Record Date: 12/09/2024  
Primary Security ID: T7S1AC112

Country: Italy  
Meeting Type: Extraordinary Shareholders

Ticker: RWAY

Shares Voted: 1,308,375

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Extraordinary Business	Mgmt		
1	Amend Company Bylaws Re: Articles 12 and 14	Mgmt	For	Against

Credito Emiliano SpA

Meeting Date: 12/20/2024  
Record Date: 12/11/2024  
Primary Security ID: T3243Z136

Country: Italy  
Meeting Type: Extraordinary Shareholders

Ticker: CE

Shares Voted: 1,617,473

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Extraordinary Business	Mgmt		
1	Amend Company Bylaws	Mgmt	For	Against

## Monthly summary of votes cast

November  
2024

The document summarizes the meetings in which Anima SGR attended and the votes cast, in line with its ESG policy, for each AGM agenda item.

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VOTE SUMMARY REPORT

REPORTING PERIOD: 11/01/2024 to 11/30/2024

Biesse SpA

Meeting Date: 11/18/2024

Record Date: 11/07/2024

Primary Security ID: T2060S100

Country: Italy

Meeting Type: Extraordinary Shareholders

Ticker: BSS

Shares Voted: 234,712

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Ordinary Business	Mgmt		
	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
1	Extraordinary Business	Mgmt		
	Amend Company Bylaws Re: Article 6	Mgmt	For	Against
	Amend Company Bylaws Re: Article 11	Mgmt	For	Against
	Amend Company Bylaws Re: Articles 16 and 19-bis	Mgmt	For	For
4	Amend Company Bylaws Re: Article 19-ter	Mgmt	For	For

## Monthly summary of votes cast

October  
2024

The document summarizes the meetings in which Anima SGR attended and the votes cast, in line with its ESG policy, for each AGM agenda item.

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VOTE SUMMARY REPORT

REPORTING PERIOD: 10/01/2024 to 10/31/2024

The Procter & Gamble Company

Meeting Date: 10/08/2024

Record Date: 08/09/2024

Primary Security ID: 742718109

Country: USA

Meeting Type: Annual

Ticker: PG

Shares Voted: 447,550

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director B. Marc Allen	Mgmt	For	For
1b	Elect Director Brett Biggs	Mgmt	For	For
1c	Elect Director Sheila Bonini	Mgmt	For	For
1d	Elect Director Amy L. Chang	Mgmt	For	For
1e	Elect Director Joseph Jimenez	Mgmt	For	For
1f	Elect Director Christopher Kempczinski	Mgmt	For	For
1g	Elect Director Debra L. Lee	Mgmt	For	For
1h	Elect Director Terry J. Lundgren	Mgmt	For	For
1i	Elect Director Christine M. McCarthy	Mgmt	For	For
1j	Elect Director Ashley McEvoy	Mgmt	For	For
1k	Elect Director Jon R. Moeller	Mgmt	For	For
1l	Elect Director Robert J. Portman	Mgmt	For	For
1m	Elect Director Rajesh Subramaniam	Mgmt	For	For
1n	Elect Director Patricia A. Woertz	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Report on Median Gender/Racial Pay Gap	SH	Against	For

Unipol Gruppo SpA

Meeting Date: 10/21/2024

Record Date: 10/10/2024

Primary Security ID: T9532W106

Country: Italy

Meeting Type: Extraordinary Shareholders

Ticker: UNI

Unipol Gruppo SpA

Shares Voted: 6,050,351

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Extraordinary Business	Mgmt		
	Management Proposals	Mgmt		
	Approve Merger by Incorporation of UnipolSai Assicurazioni SpA, Unipol Finance Srl, UnipolPart I SpA and Unipol Investment SpA into Unipol Gruppo SpA	Mgmt	For	For
	Amend Company Bylaws Re: Articles 8 and 9	Mgmt	For	Against
	Amend Company Bylaws Re: Article 12	Mgmt	For	For
2a	Amend Company Bylaws Re: Article 12	Mgmt	For	For
2b	Amend Company Bylaws Re: Article 17	Mgmt	For	For
2c	Ordinary Business	Mgmt		
1.1	Approve Increase in Size of Board from 15 to 19	Mgmt	For	For
	Shareholder Proposal Submitted by the Shareholders' Agreement	Mgmt		
1.2	Elect Matteo Laterza, Stefano Caselli, Giusella Dolores Finocchiaro, and Rossella Locatelli as Directors; Fix Board Terms for Directors	SH	None	For
1.3	Management Proposals	Mgmt		
	Approve Remuneration of Directors	Mgmt	For	For
2	Adjust Remuneration of External Auditors	Mgmt	For	For

BHP Group Limited

Meeting Date: 10/30/2024Country: AustraliaTicker: BHP

Record Date: 10/28/2024Meeting Type: Annual

Primary Security ID: Q1498M100

Shares Voted: 923,963

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Elect Don Lindsay as Director	Mgmt	For	For
3	Elect Ross McEwan as Director	Mgmt	For	For
4	Elect Xiaoqun Clever-Steg as Director	Mgmt	For	For

BHP Group Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Elect Gary Goldberg as Director	Mgmt	For	For
6	Elect Michelle Hinchliffe as Director	Mgmt	For	For
7	Elect Ken MacKenzie as Director	Mgmt	For	Against
8	Elect Christine O'Reilly as Director	Mgmt	For	For
9	Elect Catherine Tanna as Director	Mgmt	For	For
10	Elect Dion Weisler as Director	Mgmt	For	For
11	Approve Remuneration Report	Mgmt	For	For
12	Approve Grant of Awards to Mike Henry	Mgmt	For	For
13	Approve Climate Transition Action Plan	Mgmt	For	Against

## Monthly summary of votes cast

September  
2024

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VOTE SUMMARY REPORT

REPORTING PERIOD: 09/01/2024 to 09/30/2024

NIKE, Inc.

Meeting Date: 09/10/2024

Record Date: 07/10/2024

Primary Security ID: 654106103

Country: USA

Meeting Type: Annual

Ticker: NKE

Shares Voted: 292,344

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Cathleen Benko	Mgmt	For	For
1b	Elect Director John Rogers, Jr.	Mgmt	For	Withhold
1c	Elect Director Robert Swan	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
4	Report on Median Gender/Racial Pay Gaps	SH	Against	For
5	Report on Effectiveness of Supply Chain Management on Equity Goals and Human Rights Commitments	SH	Against	For
6	Report on the Impact of Work-Driven Responsibility Principles and Supporting Binding Agreements in Sourcing from High-Risk Countries	SH	Against	For
7	Report on Environmental Targets	SH	Against	For
8	Report on Congruency of Voluntary Partnerships with Company's Fiduciary Duties	SH	Against	Against

Reply SpA

Meeting Date: 09/17/2024

Record Date: 09/06/2024

Primary Security ID: T60326112

Country: Italy

Meeting Type: Extraordinary Shareholders

Ticker: REY

Shares Voted: 341,748

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Extraordinary Business	Mgmt		

Reply SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Amend Articles of Association Re: Article 12	Mgmt	For	Against
2	Amend Articles of Association Re: Enhancement of the Increased Voting Rights Mechanism	Mgmt	For	Against
3	Approve Capital Increase and Convertible Bond Issuance with or without Preemptive Rights	Mgmt	For	Against

## Monthly summary of votes cast

August  
2024

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VOTE SUMMARY REPORT

REPORTING PERIOD: 08/01/2024 to 08/31/2024

SeSa SpA

Meeting Date: 08/28/2024

Record Date: 08/19/2024

Primary Security ID: T8T09M129

Country: Italy

Meeting Type: Annual/Special

Ticker: SES

Shares Voted: 2,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Ordinary Business	Mgmt		
	Management Proposals	Mgmt		
	Accept Financial Statements and Statutory Reports	Mgmt	For	For
	Approve Allocation of Income	Mgmt	For	For
	Approve Remuneration Policy	Mgmt	For	Against
2.1	Approve Second Section of the Remuneration Report	Mgmt	For	Against
3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
4.1	Shareholder Proposals Submitted by ITH SpA	Mgmt		
	Fix Number of Directors	SH	None	For
	Fix Board Terms for Directors	SH	None	For
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt		
	Slate 1 Submitted by ITH SpA	SH	None	Against
4.3.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For
4.4	Shareholder Proposals Submitted by ITH SpA	Mgmt		
	Elect Paolo Castellacci as Board Chair	SH	None	For
	Approve Remuneration of Directors	SH	None	For
	Extraordinary Business	Mgmt		
	Management Proposals	Mgmt		
1	Amend Company Bylaws Re: Articles 11, 12, 19, and 23	Mgmt	For	Against
2	Amend Company Bylaws Re: Article 7 to Amend the Matters to which Increased Voting Rights Apply	Mgmt	For	Against
3	Allow Additional Voting Right for Shares with Double Voting Rights	Mgmt	For	Against



## Monthly summary of votes cast

July  
2024

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During July 2024, Anima SGR did not exercise its voting rights in corporate meetings.

## Monthly summary of votes cast

June  
2024

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VOTE SUMMARY REPORT

REPORTING PERIOD: 06/01/2024 to 06/30/2024

Netflix, Inc.

Meeting Date: 06/06/2024

Record Date: 04/08/2024

Primary Security ID: 64110L106

Country: USA

Meeting Type: Annual

Ticker: NFLX

Shares Voted: 57,835

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Richard N. Barton	Mgmt	For	For
1b	Elect Director Mathias Dopfner	Mgmt	For	For
1c	Elect Director Reed Hastings	Mgmt	For	For
1d	Elect Director Jay C. Hoag	Mgmt	For	For
1e	Elect Director Greg Peters	Mgmt	For	For
1f	Elect Director Susan E. Rice	Mgmt	For	For
1g	Elect Director Ted Sarandos	Mgmt	For	For
1h	Elect Director Bradford L. Smith	Mgmt	For	For
1i	Elect Director Anne M. Sweeney	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Report on Use of Artificial Intelligence	SH	Against	For
5	Establish Committee on Corporate Sustainability	SH	Against	Against
6	Amend Director Election Resignation Bylaw	SH	Against	Against
7	Amend Code of Ethics and Report on Board Compliance with the Amended Code	SH	Against	Against
8	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For

Alphabet Inc.

Meeting Date: 06/07/2024

Record Date: 04/09/2024

Primary Security ID: 02079K305

Country: USA

Meeting Type: Annual

Ticker: GOOGL

Shares Voted: 1,474,646

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Larry Page	Mgmt	For	For

Alphabet Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1b	Elect Director Sergey Brin	Mgmt	For	For
1c	Elect Director Sundar Pichai	Mgmt	For	For
1d	Elect Director John L. Hennessy	Mgmt	For	Against
1e	Elect Director Frances H. Arnold	Mgmt	For	Against
1f	Elect Director R. Martin "Marty" Chavez	Mgmt	For	For
1g	Elect Director L. John Doerr	Mgmt	For	Against
1h	Elect Director Roger W. Ferguson, Jr.	Mgmt	For	For
1i	Elect Director K. Ram Shriram	Mgmt	For	Against
1j	Elect Director Robin L. Washington	Mgmt	For	Against
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
3	Amend Bylaw regarding Stockholder Approval of Director Compensation	SH	Against	Against
4	Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	SH	Against	Against
5	Report on Electromagnetic Radiation and Wireless Technologies Risks	SH	Against	Against
6	Adopt Policy to Require Board of Directors Members to Disclose their Political and Charitable Donations	SH	Against	Against
7	Report on Climate Risk in Retirement Plan Options	SH	Against	For
8	Report on Lobbying Payments and Policy	SH	Against	For
9	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Against	For
10	Report on Reproductive Healthcare Misinformation Risks	SH	Against	For
11	Amend Audit and Compliance Committee Charter to Include Artificial Intelligence Oversight	SH	Against	For
12	Report on Risks Related to AI Generated Misinformation and Disinformation	SH	Against	For
13	Publish Human Rights Risk Assessment on the AI-Driven Targeted Ad Policies	SH	Against	For
14	Adopt Targets Evaluating YouTube Child Safety Policies	SH	Against	For

Comcast Corporation

Meeting Date: 06/10/2024	Country: USA	Ticker: CMCSA
Record Date: 04/01/2024	Meeting Type: Annual	
Primary Security ID: 20030N101		

## Comcast Corporation

Shares Voted: 740,465

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Kenneth J. Bacon	Mgmt	For	Withhold
1.2	Elect Director Thomas J. Baltimore, Jr.	Mgmt	For	For
1.3	Elect Director Madeline S. Bell	Mgmt	For	Withhold
1.4	Elect Director Louise F. Brady	Mgmt	For	For
1.5	Elect Director Edward D. Breen	Mgmt	For	For
1.6	Elect Director Jeffrey A. Honickman	Mgmt	For	Withhold
1.7	Elect Director Wonya Y. Lucas	Mgmt	For	For
1.8	Elect Director Asuka Nakahara	Mgmt	For	For
1.9	Elect Director David C. Novak	Mgmt	For	For
1.10	Elect Director Brian L. Roberts	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Report on Congruency of Political Spending with Company Stated Values	SH	Against	For

## Target Corporation

Meeting Date: 06/12/2024Country: USATicker: TGT

Record Date: 04/15/2024Meeting Type: Annual

Primary Security ID: 87612E106

Shares Voted: 170,296

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director David P. Abney	Mgmt	For	For
1b	Elect Director Douglas M. Baker, Jr.	Mgmt	For	For
1c	Elect Director George S. Barrett	Mgmt	For	For
1d	Elect Director Gail K. Boudreaux	Mgmt	For	For
1e	Elect Director Brian C. Cornell	Mgmt	For	For
1f	Elect Director Robert L. Edwards	Mgmt	For	For
1g	Elect Director Donald R. Knauss	Mgmt	For	For
1h	Elect Director Christine A. Leahy	Mgmt	For	For
1i	Elect Director Monica C. Lozano	Mgmt	For	For
1j	Elect Director Grace Puma	Mgmt	For	For
1k	Elect Director Derica W. Rice	Mgmt	For	For

Target Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1l	Elect Director Dmitri L. Stockton	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Require Independent Board Chair	SH	Against	For
5	Report on Animal Pain Management	SH	Against	Against
6	Establish a Company Compensation Policy of Paying a Living Wage	SH	Against	For
7	Report on Congruency of Political Spending with Company Stated Values	SH	Against	For
8	Report on Charitable Contributions	SH	Against	Against

Tesla, Inc.

Meeting Date: 06/13/2024	Country: USA	Ticker: TSLA
Record Date: 04/15/2024	Meeting Type: Annual	
Primary Security ID: 88160R101		

Shares Voted: 537,307

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director James Murdoch	Mgmt	For	Against
1b	Elect Director Kimbal Musk	Mgmt	For	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
3	Change State of Incorporation from Delaware to Texas	Mgmt	For	For
4	Ratify Performance Based Stock Options to Elon Musk	Mgmt	For	Against
5	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
6	Declassify the Board of Directors	SH	Against	For
7	Adopt Simple Majority Vote	SH	Against	For
8	Report on Harassment and Discrimination Prevention Efforts	SH	Against	For
9	Adopt a Non-Interference Policy Respecting Freedom of Association	SH	Against	For
10	Report on Effects and Risks Associated with Electromagnetic Radiation and Wireless Technologies	SH	Against	Against
11	Assess Feasibility of Including Sustainability as a Performance Measure for Senior Executive Compensation	SH	Against	For
12	Commit to a Moratorium on Sourcing Minerals from Deep Sea Mining	SH	Against	Against

# Mastercard Incorporated

Meeting Date: 06/18/2024

Record Date: 04/19/2024

Primary Security ID: 57636Q104

Country: USA

Meeting Type: Annual

Ticker: MA

Shares Voted: 134,547

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Merit E. Janow	Mgmt	For	For
1b	Elect Director Candido Bracher	Mgmt	For	For
1c	Elect Director Richard K. Davis	Mgmt	For	For
1d	Elect Director Julius Genachowski	Mgmt	For	For
1e	Elect Director Choon Phong Goh	Mgmt	For	For
1f	Elect Director Oki Matsumoto	Mgmt	For	For
1g	Elect Director Michael Miebach	Mgmt	For	For
1h	Elect Director Youngme Moon	Mgmt	For	For
1i	Elect Director Rima Qureshi	Mgmt	For	For
1j	Elect Director Gabrielle Sulzberger	Mgmt	For	For
1k	Elect Director Harit Talwar	Mgmt	For	For
1l	Elect Director Lance Uggla	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
4	Report on Lobbying Payments and Policy	SH	Against	For
5	Amend Director Election Resignation Bylaw	SH	Against	Against
6	Report on Congruency of Company's Privacy and Human Rights Policies with its Actions	SH	Against	Against
7	Report on Congruency of Company's Human Rights Statement with Charitable Contributions and Voluntary Partnerships	SH	Against	Against
8	Report on Gender-Based Compensation and Benefits Inequities	SH	Against	Against

# MetLife, Inc.

Meeting Date: 06/18/2024

Record Date: 04/19/2024

Primary Security ID: 59156R108

Country: USA

Meeting Type: Annual

Ticker: MET



Shares Voted: 356,954

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Cheryl W. Grise	Mgmt	For	For
1b	Elect Director Carlos M. Gutierrez	Mgmt	For	For
1c	Elect Director Carla A. Harris	Mgmt	For	For
1d	Elect Director Laura J. Hay	Mgmt	For	For
1e	Elect Director David L. Herzog	Mgmt	For	For
1f	Elect Director R. Glenn Hubbard	Mgmt	For	For
1g	Elect Director Jeh C. Johnson	Mgmt	For	For
1h	Elect Director Edward J. Kelly, III	Mgmt	For	For
1i	Elect Director William E. Kennard	Mgmt	For	For
1j	Elect Director Michel A. Khalaf	Mgmt	For	For
1k	Elect Director Diana L. McKenzie	Mgmt	For	For
1l	Elect Director Denise M. Morrison	Mgmt	For	For
1m	Elect Director Mark A. Weinberger	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	For
5	Conduct and Report a Third-Party Racial Equity Audit	SH	Against	For

Meeting Date: 06/18/2024Country: JapanTicker: 7203

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: J92676113

Shares Voted: 1,338,790

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Toyoda, Akio	Mgmt	For	Against
1.2	Elect Director Hayakawa, Shigeru	Mgmt	For	For
1.3	Elect Director Sato, Koji	Mgmt	For	For
1.4	Elect Director Nakajima, Hiroki	Mgmt	For	For
1.5	Elect Director Miyazaki, Yoichi	Mgmt	For	For
1.6	Elect Director Simon Humphries	Mgmt	For	For
1.7	Elect Director Sugawara, Ikuro	Mgmt	For	For

Toyota Motor Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.8	Elect Director Sir Philip Craven	Mgmt	For	For
1.9	Elect Director Oshima, Masahiko	Mgmt	For	For
1.10	Elect Director Osono, Emi	Mgmt	For	For
2	Appoint Statutory Auditor Osada, Hiromi	Mgmt	For	For
3	Appoint Alternate Statutory Auditor Fujisawa, Kumi	Mgmt	For	For
4	Amend Articles to Report on Corporate Climate Lobbying Aligned with Paris Agreement	SH	Against	For

Delta Air Lines, Inc.

Meeting Date: 06/20/2024	Country: USA	Ticker: DAL
Record Date: 04/29/2024	Meeting Type: Annual	
Primary Security ID: 247361702		

Shares Voted: 152,882

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Edward H. Bastian	Mgmt	For	For
1b	Elect Director Maria Black	Mgmt	For	For
1c	Elect Director Willie CW Chiang	Mgmt	For	For
1d	Elect Director Greg Creed	Mgmt	For	For
1e	Elect Director David G. DeWalt	Mgmt	For	For
1f	Elect Director Leslie D. Hale	Mgmt	For	For
1g	Elect Director Christopher A. Hazleton	Mgmt	For	For
1h	Elect Director Michael P. Huerta	Mgmt	For	For
1i	Elect Director Vasant M. Prabhu	Mgmt	For	For
1j	Elect Director Sergio A. L. Rial	Mgmt	For	For
1k	Elect Director David S. Taylor	Mgmt	For	For
1l	Elect Director Kathy N. Waller	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
4	Adopt a Policy Requiring Third Party Groups to Report Their Political Expenditures	SH	Against	Against
5	Adopt Policy to Not Interfere with Freedom of Association Rights	SH	Against	For

TAISEI Corp.

Meeting Date: 06/20/2024

Record Date: 03/31/2024

Primary Security ID: J79561148

Country: Japan

Meeting Type: Annual

Ticker: 1801

Shares Voted: 383,298

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 65	Mgmt	For	For
2	Amend Articles to Amend Business Lines	Mgmt	For	For
3.1	Elect Director Tanaka, Shigeyoshi	Mgmt	For	Against
3.2	Elect Director Aikawa, Yoshiro	Mgmt	For	Against
3.3	Elect Director Okada, Masahiko	Mgmt	For	For
3.4	Elect Director Shirakawa, Kenji	Mgmt	For	For
3.5	Elect Director Kasahara, Junichi	Mgmt	For	For
3.6	Elect Director Yamaura, Mayuki	Mgmt	For	For
3.7	Elect Director Yoshino, Yuichiro	Mgmt	For	For
3.8	Elect Director Nishimura, Atsuko	Mgmt	For	For
3.9	Elect Director Otsuka, Norio	Mgmt	For	For
3.10	Elect Director Kokubu, Fumiya	Mgmt	For	For
3.11	Elect Director Kamijo, Tsutomu	Mgmt	For	For
3.12	Elect Director Koide, Hiroko	Mgmt	For	For
4.1	Appoint Statutory Auditor Sato, Yasuhiro	Mgmt	For	Against
4.2	Appoint Statutory Auditor Ohara, Keiko	Mgmt	For	For
4.3	Appoint Statutory Auditor Miyauchi, Kazuhiro	Mgmt	For	For

Informa Plc

Meeting Date: 06/21/2024

Record Date: 06/19/2024

Primary Security ID: G4770L106

Country: United Kingdom

Meeting Type: Annual

Ticker: INF

Shares Voted: 4,127,797

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Re-elect John Rishton as Director	Mgmt	For	For
2	Re-elect Stephen Carter as Director	Mgmt	For	For
3	Re-elect Mary McDowell as Director	Mgmt	For	For
4	Re-elect Gareth Wright as Director	Mgmt	For	For

Informa Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Re-elect Gill Whitehead as Director	Mgmt	For	For
6	Re-elect Louise Smalley as Director	Mgmt	For	For
7	Re-elect Patrick Martell as Director	Mgmt	For	For
8	Re-elect Joanne Wilson as Director	Mgmt	For	For
9	Re-elect Zheng Yin as Director	Mgmt	For	For
10	Re-elect Andrew Ransom as Director	Mgmt	For	For
11	Accept Financial Statements and Statutory Reports	Mgmt	For	For
12	Approve Remuneration Report	Mgmt	For	For
13	Approve Remuneration Policy	Mgmt	For	For
14	Approve Final Dividend	Mgmt	For	For
15	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For
18	Authorise Issue of Equity	Mgmt	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

Kyocera Corp.

Meeting Date: 06/25/2024	Country: Japan	Ticker: 6971
Record Date: 03/31/2024	Meeting Type: Annual	
Primary Security ID: J37479110		

Shares Voted: 728,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 25	Mgmt	For	For
2	Elect Director Sunaga, Junko	Mgmt	For	For
3.1	Appoint Statutory Auditor Koyama, Shigeru	Mgmt	For	For
3.2	Appoint Statutory Auditor Kida, Minoru	Mgmt	For	For

Kyocera Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3.3	Appoint Statutory Auditor Kohara, Michie	Mgmt	For	For
4	Appoint Alternate Statutory Auditor Nakano, Yusuke	Mgmt	For	For

Mizuho Financial Group, Inc.

**Meeting Date:** 06/26/2024

**Country:** Japan

**Ticker:** 8411

**Record Date:** 03/31/2024

**Meeting Type:** Annual

**Primary Security ID:** J4599L102

Shares Voted: 353,130

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Kobayashi, Yoshimitsu	Mgmt	For	For
1.2	Elect Director Sato, Ryoji	Mgmt	For	For
1.3	Elect Director Tsukioka, Takashi	Mgmt	For	For
1.4	Elect Director Ono, Kotaro	Mgmt	For	For
1.5	Elect Director Shinohara, Hiromichi	Mgmt	For	For
1.6	Elect Director Kobayashi, Izumi	Mgmt	For	For
1.7	Elect Director Noda, Yumiko	Mgmt	For	For
1.8	Elect Director Uchida, Takakazu	Mgmt	For	Against
1.9	Elect Director Imai, Seiji	Mgmt	For	Against
1.10	Elect Director Hirama, Hisaaki	Mgmt	For	For
1.11	Elect Director Kihara, Masahiro	Mgmt	For	Against
1.12	Elect Director Take, Hidekatsu	Mgmt	For	For
1.13	Elect Director Kanazawa, Mitsuhiro	Mgmt	For	For
1.14	Elect Director Yonezawa, Takefumi	Mgmt	For	For
2	Amend Articles to Add Provision on Director Competencies to Manage Climate-Related Business Risks and Opportunities	SH	Against	For
3	Amend Articles to Add Provision on Assessment of Clients' Climate Change Transition Plans	SH	Against	For

Dell Technologies Inc.

**Meeting Date:** 06/27/2024

**Country:** USA

**Ticker:** DELL

**Record Date:** 05/01/2024

**Meeting Type:** Annual

**Primary Security ID:** 24703L202

Shares Voted: 207,758

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Michael S. Dell	Mgmt	For	Withhold
1.2	Elect Director David W. Dorman	Mgmt	For	Withhold
1.3	Elect Director Egon Durban	Mgmt	For	For
1.4	Elect Director David Grain	Mgmt	For	For
1.5	Elect Director William D. Green	Mgmt	For	For
1.6	Elect Director Steven M. Mollenkopf	Mgmt	For	For
1.7	Elect Director Lynn Vojvodich Radakovich	Mgmt	For	For
1.8	Elect Director Ellen J. Kullman	Mgmt	For	Withhold
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Report on Charitable Contributions	SH	Against	Against
5	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	SH	Against	For

Iren SpA

Meeting Date: 06/27/2024Country: ItalyTicker: IRE  
Record Date: 06/18/2024Meeting Type: Annual  
Primary Security ID: T5551Y106

Shares Voted: 3,448,809

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
	Shareholder Proposal Submitted by Finanziaria Sviluppo Utilities Srl	Mgmt		
1	Elect Paola Girdinio as Director	SH	None	For
	Management Proposals	Mgmt		
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income	Mgmt	For	For
4	Approve Remuneration Policy	Mgmt	For	For
5	Approve Second Section of the Remuneration Report	Mgmt	For	For
6	Approve Maximum Amount for the Remuneration of the Chair and Executive Deputy Chair for the Period of Vacancy of the Ceased CEO	Mgmt	For	For

Iren SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7.1	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt		
	Slate 1 Submitted by Finanziaria Sviluppo Utilities Srl, FCT Holding Spa Socio Unico Comune di Torino, and Comune di Reggio Emilia	SH	None	Against
	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For
8	Shareholder Proposal Submitted by Finanziaria Sviluppo Utilities Srl	Mgmt		
	Approve Internal Auditors' Remuneration	SH	None	For

Mitsubishi UFJ Financial Group, Inc.

Meeting Date: 06/27/2024Country: JapanTicker: 8306

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: J44497105

Shares Voted: 1,643,958

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 20.5	Mgmt	For	For
2.1	Elect Director Fujii, Mariko	Mgmt	For	For
2.2	Elect Director Honda, Keiko	Mgmt	For	For
2.3	Elect Director Kato, Kaoru	Mgmt	For	For
2.4	Elect Director Kuwabara, Satoko	Mgmt	For	For
2.5	Elect Director Nomoto, Hirofumi	Mgmt	For	Against
2.6	Elect Director Mari Elka Pangestu	Mgmt	For	For
2.7	Elect Director Shimizu, Hiroshi	Mgmt	For	Against
2.8	Elect Director David Sneider	Mgmt	For	For
2.9	Elect Director Tsuji, Koichi	Mgmt	For	For
2.10	Elect Director Miyanaga, Kenichi	Mgmt	For	For
2.11	Elect Director Shinke, Ryoichi	Mgmt	For	For
2.12	Elect Director Mike, Kanetsugu	Mgmt	For	Against
2.13	Elect Director Kamezawa, Hironori	Mgmt	For	Against
2.14	Elect Director Nagashima, Iwao	Mgmt	For	For
2.15	Elect Director Hanzawa, Junichi	Mgmt	For	For
2.16	Elect Director Kobayashi, Makoto	Mgmt	For	For

Mitsubishi UFJ Financial Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Amend Articles to Add Provision on Director Competencies to Manage Climate-Related Business Risks and Opportunities	SH	Against	For
4	Amend Articles to Add Provision on Assessment of Clients' Climate Change Transition Plans	SH	Against	For

Salesforce, Inc.

Meeting Date: 06/27/2024	Country: USA	Ticker: CRM
Record Date: 05/01/2024	Meeting Type: Annual	
Primary Security ID: 79466L302		

Shares Voted: 217,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Marc Benioff	Mgmt	For	For
1b	Elect Director Laura Alber	Mgmt	For	For
1c	Elect Director Craig Conway	Mgmt	For	For
1d	Elect Director Arnold Donald	Mgmt	For	For
1e	Elect Director Parker Harris	Mgmt	For	For
1f	Elect Director Neelie Kroes	Mgmt	For	For
1g	Elect Director Sachin Mehra	Mgmt	For	For
1h	Elect Director G. Mason Morfit	Mgmt	For	For
1i	Elect Director Oscar Munoz	Mgmt	For	For
1j	Elect Director John V. Roos	Mgmt	For	For
1k	Elect Director Robin Washington	Mgmt	For	For
1l	Elect Director Maynard Webb	Mgmt	For	For
1m	Elect Director Susan Wojcicki	Mgmt	For	For
2	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
6	Require Independent Board Chair	SH	Against	For
7	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against
8	Report on Viewpoint Discrimination	SH	Against	Against



Sumitomo Mitsui Financial Group, Inc.

Meeting Date: 06/27/2024

Record Date: 03/31/2024

Primary Security ID: J7771X109

Country: Japan

Meeting Type: Annual

Ticker: 8316

Shares Voted: 446,291

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 135	Mgmt	For	For
2	Amend Articles to Update Authorized Capital in Connection with Stock Split	Mgmt	For	For
3.1	Elect Director Kunibe, Takeshi	Mgmt	For	Against
3.2	Elect Director Nakashima, Toru	Mgmt	For	For
3.3	Elect Director Kudo, Teiko	Mgmt	For	For
3.4	Elect Director Ito, Fumihiko	Mgmt	For	For
3.5	Elect Director Isshiki, Toshihiro	Mgmt	For	For
3.6	Elect Director Gono, Yoshiyuki	Mgmt	For	For
3.7	Elect Director Yamazaki, Shozo	Mgmt	For	For
3.8	Elect Director Kadonaga, Sonosuke	Mgmt	For	For
3.9	Elect Director Tsutsui, Yoshinobu	Mgmt	For	For
3.10	Elect Director Shimbo, Katsuyoshi	Mgmt	For	For
3.11	Elect Director Sakurai, Eriko	Mgmt	For	For
3.12	Elect Director Charles D. Lake II	Mgmt	For	For
3.13	Elect Director Jenifer Rogers	Mgmt	For	For
4	Amend Articles to Add Provision on Director Competencies to Manage Climate-Related Business Risks and Opportunities	SH	Against	For
5	Amend Articles to Add Provision on Assessment of Clients' Climate Change Transition Plans	SH	Against	For

## Monthly summary of votes cast

May  
2024

The document summarizes the meetings in which Anima SGR attended and the votes cast, in line with its ESG policy, for each AGM agenda item.

**ANIMA Sgr S.p.A.**

Società di gestione del risparmio soggetta all'attività di direzione e coordinamento del socio unico Anima Holding S.p.A.

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R.E.A. di Milano n. 1162082 - Albo tenuto dalla Banca d'Italia n. 8 Sezione dei Gestori di OICVM e n. 6 Sezione dei Gestori di FIA - Aderente al Fondo Nazionale di Garanzia

VOTE SUMMARY REPORT

REPORTING PERIOD: 05/01/2024 to 05/31/2024

S&P Global Inc.

Meeting Date: 05/01/2024

Record Date: 03/11/2024

Primary Security ID: 78409V104

Country: USA

Meeting Type: Annual

Ticker: SPGI

Shares Voted: 100,447

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Marco Alvera	Mgmt	For	For
1.2	Elect Director Jacques Esculier	Mgmt	For	For
1.3	Elect Director Gay Huey Evans	Mgmt	For	For
1.4	Elect Director William D. Green	Mgmt	For	For
1.5	Elect Director Stephanie C. Hill	Mgmt	For	For
1.6	Elect Director Rebecca Jacoby	Mgmt	For	For
1.7	Elect Director Robert P. Kelly	Mgmt	For	For
1.8	Elect Director Ian P. Livingston	Mgmt	For	For
1.9	Elect Director Maria R. Morris	Mgmt	For	For
1.10	Elect Director Douglas L. Peterson	Mgmt	For	For
1.11	Elect Director Richard E. Thornburgh	Mgmt	For	For
1.12	Elect Director Gregory Washington	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Amend Deferred Compensation Plan	Mgmt	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For

The Coca-Cola Company

Meeting Date: 05/01/2024

Record Date: 03/04/2024

Primary Security ID: 191216100

Country: USA

Meeting Type: Annual

Ticker: KO

Shares Voted: 1,359,986

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Herb Allen	Mgmt	For	For
1.2	Elect Director Marc Bolland	Mgmt	For	For
1.3	Elect Director Ana Botin	Mgmt	For	For
1.4	Elect Director Christopher C. Davis	Mgmt	For	For

# The Coca-Cola Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.5	Elect Director Barry Diller	Mgmt	For	For
1.6	Elect Director Carolyn Everson	Mgmt	For	For
1.7	Elect Director Helene D. Gayle	Mgmt	For	For
1.8	Elect Director Thomas S. Gayner	Mgmt	For	Against
1.9	Elect Director Alexis M. Herman	Mgmt	For	For
1.10	Elect Director Maria Elena Lagomasino	Mgmt	For	For
1.11	Elect Director Amity Millhiser	Mgmt	For	For
1.12	Elect Director James Quincey	Mgmt	For	For
1.13	Elect Director Caroline J. Tsay	Mgmt	For	For
1.14	Elect Director David B. Weinberg	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Approve Omnibus Stock Plan	Mgmt	For	For
4	Approve Nonqualified Employee Stock Purchase Plan	Mgmt	For	For
5	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
6	Report on Risks Created by the Company's Diversity, Equity, and Inclusion Efforts	SH	Against	Against
7	Issue Third Party Assessment of Safety of Non-Sugar Sweeteners	SH	Against	For
8	Report on Risks Caused by the Decline in the Quality of Accessible Medical Care	SH	Against	For

# Unilever Plc

Meeting Date: 05/01/2024	Country: United Kingdom	Ticker: ULVR
Record Date: 04/29/2024	Meeting Type: Annual	
Primary Security ID: G92087165		

Shares Voted: 1,862,484

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	For
3	Approve Remuneration Policy	Mgmt	For	For
4	Approve Climate Transition Action Plan	Mgmt	For	For
5	Elect Fernando Fernandez as Director	Mgmt	For	For
6	Re-elect Adrian Hennah as Director	Mgmt	For	For

Unilever Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7	Re-elect Andrea Jung as Director	Mgmt	For	For
8	Re-elect Susan Kilsby as Director	Mgmt	For	For
9	Re-elect Ruby Lu as Director	Mgmt	For	For
10	Elect Ian Meakins as Director	Mgmt	For	For
11	Elect Judith McKenna as Director	Mgmt	For	For
12	Re-elect Nelson Peltz as Director	Mgmt	For	For
13	Re-elect Hein Schumacher as Director	Mgmt	For	For
14	Reappoint KPMG LLP as Auditors	Mgmt	For	For
15	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For
17	Authorise Issue of Equity	Mgmt	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For
22	Adopt New Articles of Association	Mgmt	For	For

Boston Scientific Corporation

Meeting Date: 05/02/2024

Record Date: 03/08/2024

Primary Security ID: 101137107

Country: USA

Meeting Type: Annual

Ticker: BSX

Shares Voted: 682,374

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Charles J. Dockendorff	Mgmt	For	For
1b	Elect Director Yoshiaki Fujimori	Mgmt	For	For
1c	Elect Director Edward J. Ludwig	Mgmt	For	For
1d	Elect Director Michael F. Mahoney	Mgmt	For	For
1e	Elect Director Jessica L. Mega	Mgmt	For	For
1f	Elect Director Susan E. Morano	Mgmt	For	For
1g	Elect Director John E. Sununu	Mgmt	For	For

Boston Scientific Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1h	Elect Director David S. Wichmann	Mgmt	For	For
1i	Elect Director Ellen M. Zane	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Amend Advance Notice Provisions	Mgmt	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For

The Kraft Heinz Company

Meeting Date: 05/02/2024	Country: USA	Ticker: KHC
Record Date: 03/04/2024	Meeting Type: Annual	
Primary Security ID: 500754106		

Shares Voted: 357,480

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Carlos Abrams-Rivera	Mgmt	For	For
1b	Elect Director Humberto P. Alfonso	Mgmt	For	For
1c	Elect Director John T. Cahill	Mgmt	For	For
1d	Elect Director Lori Dickerson Fouche	Mgmt	For	For
1e	Elect Director Diane Gherson	Mgmt	For	For
1f	Elect Director Timothy Kenesey	Mgmt	For	For
1g	Elect Director Alicia Knapp	Mgmt	For	For
1h	Elect Director Elio Leoni Sceti	Mgmt	For	For
1i	Elect Director James Park	Mgmt	For	For
1j	Elect Director Miguel Patricio	Mgmt	For	For
1k	Elect Director John C. Pope	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
4	Report on Recyclability Claims	SH	Against	For
5	Phase out Purchasing of Pork from Suppliers Using Gestation Stalls	SH	Against	For
6	Report on Risks Arising From Voluntary Carbon-Reduction Commitments	SH	Against	Against

## United Parcel Service, Inc.

Meeting Date: 05/02/2024

Record Date: 03/05/2024

Primary Security ID: 911312106

Country: USA

Meeting Type: Annual

Ticker: UPS

Shares Voted: 192,264

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Carol Tome	Mgmt	For	For
1b	Elect Director Rodney Adkins	Mgmt	For	For
1c	Elect Director Eva Boratto	Mgmt	For	For
1d	Elect Director Michael Burns	Mgmt	For	For
1e	Elect Director Wayne Hewett	Mgmt	For	For
1f	Elect Director Angela Hwang	Mgmt	For	For
1g	Elect Director Kate Johnson	Mgmt	For	Against
1h	Elect Director William Johnson	Mgmt	For	Against
1i	Elect Director Franck Moison	Mgmt	For	Against
1j	Elect Director Christiana Smith Shi	Mgmt	For	For
1k	Elect Director Russell Stokes	Mgmt	For	Against
1l	Elect Director Kevin Warsh	Mgmt	For	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
4	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Against	For
5	Report on Risks Arising from Voluntary Carbon-Reduction Commitments	SH	Against	Against
6	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	SH	Against	For

## HSBC Holdings Plc

Meeting Date: 05/03/2024

Record Date: 05/02/2024

Primary Security ID: G4634U169

Country: United Kingdom

Meeting Type: Annual

Ticker: HSBA

Shares Voted: 9,110,022

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Management Proposals	Mgmt		
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Approve Variable Component of Remuneration for Material Risk Takers	Mgmt	For	For
4a	Elect Ann Godbehere as Director	Mgmt	For	For
4b	Elect Brendan Nelson as Director	Mgmt	For	For
4c	Elect Swee Lian Teo as Director	Mgmt	For	For
4d	Re-elect Geraldine Buckingham as Director	Mgmt	For	For
4e	Re-elect Rachel Duan as Director	Mgmt	For	For
4f	Re-elect Georges Elhedery as Director	Mgmt	For	For
4g	Re-elect Dame Carolyn Fairbairn as Director	Mgmt	For	For
4h	Re-elect James Forese as Director	Mgmt	For	For
4i	Re-elect Steven Guggenheimer as Director	Mgmt	For	For
4j	Re-elect Jose Antonio Meade Kuribrena as Director	Mgmt	For	For
4k	Re-elect Kalpana Morparia as Director	Mgmt	For	For
4l	Re-elect Eileen Murray as Director	Mgmt	For	For
4m	Re-elect Noel Quinn as Director	Mgmt	For	For
4n	Re-elect Mark Tucker as Director	Mgmt	For	For
5	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
6	Authorise the Group Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
7	Authorise UK Political Donations and Expenditure	Mgmt	For	For
8	Authorise Issue of Equity	Mgmt	For	For
9	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
10	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
11	Authorise Directors to Allot Any Repurchased Shares	Mgmt	For	For
12	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
13	Approve Share Repurchase Contract	Mgmt	For	For
14	Authorise Issue of Equity in Relation to Contingent Convertible Securities	Mgmt	For	For
15	Authorise Issue of Equity without Pre-emptive Rights in Relation to Contingent Convertible Securities	Mgmt	For	For
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For



HSBC Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
17	Shareholder Proposal	Mgmt		
	Instruct the Board to Align Pension Inequality with their Commitment to Reduce the Gender Pay Gap, by Removing the Impact of State Deduction from the Members of the Post 1974 Midland Section of the HSBC Bank (UK) Pension Scheme	SH	Against	Against

RWE AG

Meeting Date: 05/03/2024	Country: Germany	Ticker: RWE
Record Date: 04/11/2024	Meeting Type: Annual	
Primary Security ID: D6629K109		

Shares Voted: 1,132,533

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 1.00 per Share	Mgmt	For	For
3.1	Approve Discharge of Management Board Member Markus Krebber for Fiscal Year 2023	Mgmt	For	For
3.2	Approve Discharge of Management Board Member Katja van Doren for Fiscal Year 2023	Mgmt	For	For
3.3	Approve Discharge of Management Board Member Michael Mueller for Fiscal Year 2023	Mgmt	For	For
3.4	Approve Discharge of Management Board Member Zvezdana Seeger for Fiscal Year 2023	Mgmt	For	For
4.1	Approve Discharge of Supervisory Board Member Werner Brandt for Fiscal Year 2023	Mgmt	For	For
4.2	Approve Discharge of Supervisory Board Member Ralf Sikorski for Fiscal Year 2023	Mgmt	For	For
4.3	Approve Discharge of Supervisory Board Member Michael Bochinsky for Fiscal Year 2023	Mgmt	For	For
4.4	Approve Discharge of Supervisory Board Member Sandra Bossemeyer for Fiscal Year 2023	Mgmt	For	For
4.5	Approve Discharge of Supervisory Board Member Hans Buenting for Fiscal Year 2023	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.6	Approve Discharge of Supervisory Board Member Matthias Duerbaum for Fiscal Year 2023	Mgmt	For	For
4.7	Approve Discharge of Supervisory Board Member Ute Gerbaulet for Fiscal Year 2023	Mgmt	For	For
4.8	Approve Discharge of Supervisory Board Member Hans-Peter Keitel for Fiscal Year 2023	Mgmt	For	For
4.9	Approve Discharge of Supervisory Board Member Monika Kircher for Fiscal Year 2023	Mgmt	For	For
4.10	Approve Discharge of Supervisory Board Member Thomas Kufen for Fiscal Year 2023	Mgmt	For	For
4.11	Approve Discharge of Supervisory Board Member Reiner van Limbeck for Fiscal Year 2023	Mgmt	For	For
4.12	Approve Discharge of Supervisory Board Member Harald Louis for Fiscal Year 2023	Mgmt	For	For
4.13	Approve Discharge of Supervisory Board Member Dagmar Paasch for Fiscal Year 2023	Mgmt	For	For
4.14	Approve Discharge of Supervisory Board Member Erhard Schipporeit for Fiscal Year 2023	Mgmt	For	For
4.15	Approve Discharge of Supervisory Board Member Dirk Schumacher for Fiscal Year 2023	Mgmt	For	For
4.16	Approve Discharge of Supervisory Board Member Ullrich Sierau for Fiscal Year 2023	Mgmt	For	For
4.17	Approve Discharge of Supervisory Board Member Hauke Stars for Fiscal Year 2023	Mgmt	For	For
4.18	Approve Discharge of Supervisory Board Member Helle Valentin for Fiscal Year 2023	Mgmt	For	For
4.19	Approve Discharge of Supervisory Board Member Andreas Wagner for Fiscal Year 2023	Mgmt	For	For
4.20	Approve Discharge of Supervisory Board Member Marion Weckes for Fiscal Year 2023	Mgmt	For	For
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2024	Mgmt	For	For
6.1	Elect Frank Appel to the Supervisory Board	Mgmt	For	For
6.2	Elect Ute Gerbaulet to the Supervisory Board	Mgmt	For	For
6.3	Elect Joerg Rocholl to the Supervisory Board	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6.4	Elect Thomas Westphal to the Supervisory Board	Mgmt	For	For
7	Approve Remuneration Report	Mgmt	For	For

Technogym SpA

Meeting Date: 05/07/2024	Country: Italy	Ticker: TGYM
Record Date: 04/25/2024	Meeting Type: Annual/Special	
Primary Security ID: T9200L101		

Shares Voted: 156,243

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
	Management Proposals	Mgmt		
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Allocation of Income	Mgmt	For	For
3.1	Approve Remuneration Policy	Mgmt	For	Against
3.2	Approve Second Section of the Remuneration Report	Mgmt	For	Against
	Shareholder Proposals Submitted by TGH Srl	Mgmt		
4.1	Fix Number of Directors	SH	None	For
4.2	Fix Board Terms for Directors	SH	None	For
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt		
4.3.1	Slate 1 Submitted by TGH Srl	SH	None	Against
4.3.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For
	Shareholder Proposals Submitted by TGH Srl	Mgmt		
4.4	Elect Nerio Alessandri as Board Chair	SH	None	Against
4.5	Approve Remuneration of Directors	SH	None	Against
	Management Proposals	Mgmt		
5	Approve EY SpA as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
6	Approve 2024-2026 Performance Shares Plan	Mgmt	For	Against
7	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
	Extraordinary Business	Mgmt		

Technogym SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Authorize Board to Increase Capital to Service 2024-2026 Performance Shares Plan	Mgmt	For	Against

Allianz SE

Meeting Date: 05/08/2024	Country: Germany	Ticker: ALV
Record Date: 04/30/2024	Meeting Type: Annual	
Primary Security ID: D03080112		

Shares Voted: 240,976

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 13.80 per Share	Mgmt	For	For
3.1	Approve Discharge of Management Board Member Oliver Baete for Fiscal Year 2023	Mgmt	For	For
3.2	Approve Discharge of Management Board Member Sirma Boshnakova for Fiscal Year 2023	Mgmt	For	For
3.3	Approve Discharge of Management Board Member Barbara Karuth-Zelle for Fiscal Year 2023	Mgmt	For	For
3.4	Approve Discharge of Management Board Member Klaus-Peter Roehler for Fiscal Year 2023	Mgmt	For	For
3.5	Approve Discharge of Management Board Member Giulio Terzariol for Fiscal Year 2023	Mgmt	For	For
3.6	Approve Discharge of Management Board Member Guenther Thallinger for Fiscal Year 2023	Mgmt	For	For
3.7	Approve Discharge of Management Board Member Christopher Townsend for Fiscal Year 2023	Mgmt	For	For
3.8	Approve Discharge of Management Board Member Renate Wagner for Fiscal Year 2023	Mgmt	For	For
3.9	Approve Discharge of Management Board Member Andreas Wimmer for Fiscal Year 2023	Mgmt	For	For
4.1	Approve Discharge of Supervisory Board Member Michael Diekmann for Fiscal Year 2023	Mgmt	For	For
4.2	Approve Discharge of Supervisory Board Member Gabriele Burkhardt-Berg for Fiscal Year 2023	Mgmt	For	For

Allianz SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.3	Approve Discharge of Supervisory Board Member Herbert Hainer for Fiscal Year 2023	Mgmt	For	For
4.4	Approve Discharge of Supervisory Board Member Sophie Boissard for Fiscal Year 2023	Mgmt	For	For
4.5	Approve Discharge of Supervisory Board Member Christine Bosse for Fiscal Year 2023	Mgmt	For	For
4.6	Approve Discharge of Supervisory Board Member Rashmy Chatterjee for Fiscal Year 2023	Mgmt	For	For
4.7	Approve Discharge of Supervisory Board Member Friedrich Eichiner for Fiscal Year 2023	Mgmt	For	For
4.8	Approve Discharge of Supervisory Board Member Jean-Claude Le Goaer for Fiscal Year 2023	Mgmt	For	For
4.9	Approve Discharge of Supervisory Board Member Martina Grundler for Fiscal Year 2023	Mgmt	For	For
4.10	Approve Discharge of Supervisory Board Member Frank Kirsch for Fiscal Year 2023	Mgmt	For	For
4.11	Approve Discharge of Supervisory Board Member Juergen Lawrenz for Fiscal Year 2023	Mgmt	For	For
4.12	Approve Discharge of Supervisory Board Member Primiano Di Paolo for Fiscal Year 2023	Mgmt	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2024	Mgmt	For	For
6	Approve Remuneration Report	Mgmt	For	For
7.1	Elect Stephanie Bruce to the Supervisory Board	Mgmt	For	For
7.2	Elect Joerg Schneider to the Supervisory Board	Mgmt	For	For
8	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For

Barclays PLC

Meeting Date: 05/09/2024	Country: United Kingdom	Ticker: BARC
Record Date: 05/07/2024	Meeting Type: Annual	
Primary Security ID: G08036124		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	For
3	Elect Sir John Kingman as Director	Mgmt	For	For
4	Re-elect Robert Berry as Director	Mgmt	For	For
5	Re-elect Tim Breedon as Director	Mgmt	For	For
6	Re-elect Anna Cross as Director	Mgmt	For	For
7	Re-elect Mohamed A. El-Erian as Director	Mgmt	For	For
8	Re-elect Dawn Fitzpatrick as Director	Mgmt	For	For
9	Re-elect Mary Francis as Director	Mgmt	For	For
10	Re-elect Brian Gilvary as Director	Mgmt	For	For
11	Re-elect Nigel Higgins as Director	Mgmt	For	For
12	Re-elect Marc Moses as Director	Mgmt	For	For
13	Re-elect Diane Schueneman as Director	Mgmt	For	For
14	Re-elect Coimbatore Venkatakrishnan as Director	Mgmt	For	For
15	Re-elect Julia Wilson as Director	Mgmt	For	For
16	Reappoint KPMG LLP as Auditors	Mgmt	For	For
17	Authorise the Board Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For
19	Approve Variable Component of Remuneration for Material Risk Takers	Mgmt	For	For
20	Authorise Issue of Equity	Mgmt	For	For
21	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
23	Authorise Issue of Equity in Relation to the Issuance of Contingent Equity Conversion Notes	Mgmt	For	For
24	Authorise Issue of Equity without Pre-emptive Rights in Relation to the Issuance of Contingent Equity Conversion Notes	Mgmt	For	For
25	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For

Barclays PLC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
26	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For
27	Adopt New Articles of Association	Mgmt	For	For

Saipem SpA

Meeting Date: 05/14/2024	Country: Italy	Ticker: SPM
Record Date: 05/03/2024	Meeting Type: Annual	
Primary Security ID: T82000257		

Shares Voted: 517,908

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
	Management Proposals	Mgmt		
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Allocation of Income	Mgmt	For	For
3.1	Fix Number of Directors	Mgmt	For	For
3.2	Fix Board Terms for Directors	Mgmt	For	For
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt		
3.3.1	Slate 1 Submitted by Eni SpA and CDP Equity SpA	SH	None	Against
3.3.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For
	Shareholder Proposals Submitted by Eni SpA and CDP Equity SpA	Mgmt		
3.4	Elect Elisabetta Serafin as Board Chair	SH	None	For
3.5	Approve Remuneration of Directors	SH	None	For
	Management Proposals	Mgmt		
4.1	Approve Remuneration Policy	Mgmt	For	For
4.2	Approve Second Section of the Remuneration Report	Mgmt	For	For
5	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service 2023-2025 Long-Term Variable Incentive Plan	Mgmt	For	For

Amazon.com, Inc.

Meeting Date: 05/22/2024	Country: USA	Ticker: AMZN
Record Date: 03/28/2024	Meeting Type: Annual	
Primary Security ID: 023135106		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Jeffrey P. Bezos	Mgmt	For	Against
1b	Elect Director Andrew R. Jassy	Mgmt	For	For
1c	Elect Director Keith B. Alexander	Mgmt	For	For
1d	Elect Director Edith W. Cooper	Mgmt	For	For
1e	Elect Director Jamie S. Gorelick	Mgmt	For	For
1f	Elect Director Daniel P. Huttenlocher	Mgmt	For	For
1g	Elect Director Andrew Y. Ng	Mgmt	For	For
1h	Elect Director Indra K. Nooyi	Mgmt	For	For
1i	Elect Director Jonathan J. Rubinstein	Mgmt	For	For
1j	Elect Director Brad D. Smith	Mgmt	For	For
1k	Elect Director Patricia Q. Stonesifer	Mgmt	For	For
1l	Elect Director Wendell P. Weeks	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
4	Establish a Public Policy Committee	SH	Against	For
5	Establish a Board Committee on Corporate Financial Sustainability	SH	Against	Against
6	Report on Customer Due Diligence	SH	Against	For
7	Report on Lobbying Payments and Policy	SH	Against	For
8	Report on Median and Adjusted Gender/Racial Pay Gaps	SH	Against	For
9	Report on Viewpoint Discrimination	SH	Against	Against
10	Report on Impact of Climate Change Strategy Consistent With Just Transition Guidelines	SH	Against	For
11	Report on Efforts to Reduce Plastic Use	SH	Against	For
12	Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining	SH	Against	For
13	Disclose All Material Scope 3 GHG Emissions	SH	Against	For
14	Commission Third Party Study and Report on Risks Associated with Use of Rekognition	SH	Against	For
15	Adopt Policy to Require Board Members to Disclose their Political and Charitable Donations	SH	Against	Against



Amazon.com, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
16	Establish a Board Committee on Artificial Intelligence	SH	Against	For
17	Commission a Third Party Audit on Working Conditions	SH	Against	For

American Tower Corporation

Meeting Date: 05/22/2024	Country: USA	Ticker: AMT
Record Date: 03/25/2024	Meeting Type: Annual	
Primary Security ID: 03027X100		

Shares Voted: 85,548

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Steven O. Vondran	Mgmt	For	For
1b	Elect Director Kelly C. Chambliss	Mgmt	For	For
1c	Elect Director Teresa H. Clarke	Mgmt	For	For
1d	Elect Director Kenneth R. Frank	Mgmt	For	For
1e	Elect Director Robert D. Hormats	Mgmt	For	For
1f	Elect Director Grace D. Lieblein	Mgmt	For	For
1g	Elect Director Craig Macnab	Mgmt	For	For
1h	Elect Director Neville R. Ray	Mgmt	For	For
1i	Elect Director JoAnn A. Reed	Mgmt	For	For
1j	Elect Director Pamela D. A. Reeve	Mgmt	For	For
1k	Elect Director Bruce L. Tanner	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For
5	Report on Median and Adjusted Gender/Racial Pay Gaps	SH	Against	For

McDonald's Corporation

Meeting Date: 05/22/2024	Country: USA	Ticker: MCD
Record Date: 03/25/2024	Meeting Type: Annual	
Primary Security ID: 580135101		

# McDonald's Corporation

Shares Voted: 165,135

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Anthony Capuano	Mgmt	For	For
1b	Elect Director Kareem Daniel	Mgmt	For	For
1c	Elect Director Lloyd Dean	Mgmt	For	For
1d	Elect Director Catherine Engelbert	Mgmt	For	For
1e	Elect Director Margaret Georgiadis	Mgmt	For	For
1f	Elect Director Michael Hsu	Mgmt	For	For
1g	Elect Director Christopher Kempczinski	Mgmt	For	For
1h	Elect Director John Mulligan	Mgmt	For	For
1i	Elect Director Jennifer Taubert	Mgmt	For	For
1j	Elect Director Paul Walsh	Mgmt	For	For
1k	Elect Director Amy Weaver	Mgmt	For	For
1l	Elect Director Miles White	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Amend Certificate of Incorporation to Limit the Personal Liability of Officers	Mgmt	For	For
4	Amend Certificate of Incorporation	Mgmt	For	For
5	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
6	Adopt Antibiotics Policy	SH	Against	For
7	Approve Request on Cage Free Egg Progress Disclosure	SH	Against	For
8	Disclose Poultry Welfare Indicators	SH	Against	For
9	Report on Congruency of Company's Privacy and Human Rights Policies with its Actions	SH	Against	Against
10	Report on Corporate Contributions	SH	Against	Against
11	Issue Transparency Report on Global Public Policy and Political Influence	SH	Against	For

# Mondelez International, Inc.

Meeting Date: 05/22/2024

Country: USA

Ticker: MDLZ

Record Date: 03/13/2024

Meeting Type: Annual

Primary Security ID: 609207105

Mondelez International, Inc.

Shares Voted: 416,520

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Cees 't Hart	Mgmt	For	For
1.2	Elect Director Charles E. Bunch	Mgmt	For	For
1.3	Elect Director Ertharin Cousin	Mgmt	For	For
1.4	Elect Director Brian J. McNamara	Mgmt	For	For
1.5	Elect Director Jorge S. Mesquita	Mgmt	For	For
1.6	Elect Director Anindita Mukherjee	Mgmt	For	For
1.7	Elect Director Jane Hamilton Nielsen	Mgmt	For	For
1.8	Elect Director Paula A. Price	Mgmt	For	For
1.9	Elect Director Patrick T. Siewert	Mgmt	For	For
1.10	Elect Director Michael A. Todman	Mgmt	For	For
1.11	Elect Director Dirk Van de Put	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Approve Omnibus Stock Plan	Mgmt	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
5	Establish Subcommittee Study on Company Affiliations	SH	Against	Against
6	Require Independent Board Chair	SH	Against	For
7	Report on Targets to Eradicate Child Labor in Cocoa Supply Chain	SH	Against	For
8	Report on Risks of Doing Business in Conflict-Affected Areas	SH	Against	For

PayPal Holdings, Inc.

Meeting Date: 05/22/2024Country: USATicker: PYPL

Record Date: 03/27/2024Meeting Type: Annual

Primary Security ID: 70450Y103

Shares Voted: 427,834

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Rodney C. Adkins	Mgmt	For	For
1b	Elect Director Alex Chriss	Mgmt	For	For
1c	Elect Director Jonathan Christodoro	Mgmt	For	For
1d	Elect Director John J. Donahoe	Mgmt	For	For
1e	Elect Director David W. Dorman	Mgmt	For	For

PayPal Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1f	Elect Director Enrique J. Lores	Mgmt	For	For
1g	Elect Director Gail J. McGovern	Mgmt	For	For
1h	Elect Director Deborah M. Messemer	Mgmt	For	For
1i	Elect Director David M. Moffett	Mgmt	For	For
1j	Elect Director Ann M. Sarnoff	Mgmt	For	For
1k	Elect Director Frank D. Yeary	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	Against
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
5	Report on Civil Rights and Non-Discrimination Audit	SH	Against	Against
6	Amend Bylaw Regarding Stockholder Approval of Director Compensation	SH	Against	Against

Prudential Plc

Meeting Date: 05/23/2024	Country: United Kingdom	Ticker: PRU
Record Date: 05/21/2024	Meeting Type: Annual	
Primary Security ID: G72899100		

Shares Voted: 5,043,062

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	For
3	Elect Mark Saunders as Director	Mgmt	For	For
4	Re-elect Shriti Vadera as Director	Mgmt	For	For
5	Re-elect Anil Wadhvani as Director	Mgmt	For	For
6	Re-elect Jeremy Anderson as Director	Mgmt	For	For
7	Re-elect Arijit Basu as Director	Mgmt	For	For
8	Re-elect Chua Sock Koong as Director	Mgmt	For	For
9	Re-elect Ming Lu as Director	Mgmt	For	For
10	Re-elect George Sartorel as Director	Mgmt	For	For
11	Re-elect Claudia Dyckerhoff as Director	Mgmt	For	For
12	Re-elect Jeanette Wong as Director	Mgmt	For	For
13	Re-elect Amy Yip as Director	Mgmt	For	For
14	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For

Prudential Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For
17	Authorise Issue of Equity	Mgmt	For	For
18	Authorise Issue of Equity to Include Repurchased Shares	Mgmt	For	For
19	Authorise Issue of Preference Shares	Mgmt	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
23	Authorise Directors to Allot Ordinary Shares in Connection with the Scrip Dividend Alternative	Mgmt	For	For
24	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

Republic Services, Inc.

Meeting Date: 05/23/2024

Record Date: 03/26/2024

Primary Security ID: 760759100

Country: USA

Meeting Type: Annual

Ticker: RSG

Shares Voted: 72,204

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Manny Kadre	Mgmt	For	For
1b	Elect Director Tomago Collins	Mgmt	For	For
1c	Elect Director Michael A. Duffy	Mgmt	For	For
1d	Elect Director Thomas W. Handley	Mgmt	For	For
1e	Elect Director Jennifer M. Kirk	Mgmt	For	For
1f	Elect Director Michael Larson	Mgmt	For	For
1g	Elect Director N. Thomas Linebarger	Mgmt	For	For
1h	Elect Director Meg Reynolds	Mgmt	For	For
1i	Elect Director James P. Snee	Mgmt	For	For
1j	Elect Director Brian S. Tyler	Mgmt	For	For
1k	Elect Director Jon Vander Ark	Mgmt	For	For
1l	Elect Director Sandra M. Volpe	Mgmt	For	For

Republic Services, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1m	Elect Director Katharine B. Weymouth	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
4	Report on "Just Transition"	SH	Against	For

Rolls-Royce Holdings Plc

Meeting Date: 05/23/2024	Country: United Kingdom	Ticker: RR
Record Date: 05/21/2024	Meeting Type: Annual	
Primary Security ID: G76225104		

Shares Voted: 3,749,061

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Policy	Mgmt	For	For
3	Approve Remuneration Report	Mgmt	For	For
4	Re-elect Dame Anita Frew as Director	Mgmt	For	For
5	Re-elect Tufan Erginbilgic as Director	Mgmt	For	For
6	Elect Helen McCabe as Director	Mgmt	For	For
7	Re-elect George Culmer as Director	Mgmt	For	For
8	Elect Birgit Behrendt as Director	Mgmt	For	For
9	Elect Stuart Bradie as Director	Mgmt	For	For
10	Elect Paulo Cesar Silva as Director	Mgmt	For	For
11	Re-elect Lord Jitesh Gadhia as Director	Mgmt	For	For
12	Re-elect Beverly Goulet as Director	Mgmt	For	For
13	Re-elect Nick Luff as Director	Mgmt	For	For
14	Re-elect Wendy Mars as Director	Mgmt	For	For
15	Re-elect Dame Angela Strank as Director	Mgmt	For	For
16	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For
19	Authorise Issue of Equity	Mgmt	For	For
20	Approve Global Employee Share Purchase Plan	Mgmt	For	For

Rolls-Royce Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
21	Approve Long Term Incentive Plan	Mgmt	For	For
22	Approve Increase in the Maximum Aggregate Fees Payable to Non-Executive Directors	Mgmt	For	For
23	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
24	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
25	Adopt New Articles of Association	Mgmt	For	For

TotalEnergies SE

Meeting Date: 05/24/2024	Country: France	Ticker: TTE
Record Date: 05/22/2024	Meeting Type: Annual/Special	
Primary Security ID: F92124100		

Shares Voted: 925,153

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 3.01 per Share	Mgmt	For	For
4	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
5	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For
6	Reelect Patrick Pouyanne as Director	Mgmt	For	Against
7	Reelect Jacques Aschenbroich as Director	Mgmt	For	For
8	Reelect Glenn Hubbard as Director	Mgmt	For	For
9	Elect Marie-Ange Debon as Director	Mgmt	For	For
10	Approve Compensation Report of Corporate Officers	Mgmt	For	For
11	Approve Remuneration Policy of Directors	Mgmt	For	For
12	Approve Compensation of Patrick Pouyanne, Chairman and CEO	Mgmt	For	For
13	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For
14	Approve Report on Progress of Company's Sustainability and Climate Transition Plan (Advisory)	Mgmt	For	Against

TotalEnergies SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
15	Appoint Cabinet Ernst and Young Audit as Auditor for the Sustainability Reporting	Mgmt	For	For
16	Appoint Cabinet PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting	Mgmt	For	For
	Extraordinary Business	Mgmt		
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights and/or Capitalization of Reserves for Bonus Issue or Increase in Par Value, up to Aggregate Nominal Amount of EUR 2.5 Billion	Mgmt	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 575 Million	Mgmt	For	For
19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 575 Million	Mgmt	For	For
20	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 18 and 19	Mgmt	For	For
21	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
23	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For

Merck & Co., Inc.

Meeting Date: 05/28/2024

Record Date: 04/01/2024

Primary Security ID: 58933Y105

Country: USA

Meeting Type: Annual

Ticker: MRK

Shares Voted: 525,330

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Douglas M. Baker, Jr.	Mgmt	For	For
1b	Elect Director Mary Ellen Coe	Mgmt	For	For
1c	Elect Director Pamela J. Craig	Mgmt	For	For
1d	Elect Director Robert M. Davis	Mgmt	For	For
1e	Elect Director Thomas H. Glocer	Mgmt	For	For



Merck & Co., Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1f	Elect Director Risa J. Lavizzo-Mourey	Mgmt	For	For
1g	Elect Director Stephen L. Mayo	Mgmt	For	For
1h	Elect Director Paul B. Rothman	Mgmt	For	For
1i	Elect Director Patricia F. Russo	Mgmt	For	For
1j	Elect Director Christine E. Seidman	Mgmt	For	For
1k	Elect Director Inge G. Thulin	Mgmt	For	For
1l	Elect Director Kathy J. Warden	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
4	Provide Right to Act by Written Consent	SH	Against	For
5	Disclose a Government Censorship Transparency Report	SH	Against	Against
6	Report on Civil Rights and Non-Discrimination Audit	SH	Against	Against

Fine Foods & Pharmaceuticals N.T.M. SpA

Meeting Date: 05/29/2024	Country: Italy	Ticker: FF
Record Date: 05/20/2024	Meeting Type: Annual	
Primary Security ID: T5R98P106		

Shares Voted: 34,203

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
	Management Proposals	Mgmt		
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
1.2	Approve Treatment of Net Loss	Mgmt	For	For
2	Approve Dividend Distribution	Mgmt	For	For
3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	Against
4.1	Approve Remuneration Policy	Mgmt	For	Against
4.2	Approve Second Section of the Remuneration Report	Mgmt	For	Against
	Shareholder Proposals Submitted by Eigenfin Srl	Mgmt		
5.1	Fix Number of Directors	SH	None	For
5.2	Fix Board Terms for Directors	SH	None	For

Fine Foods & Pharmaceuticals N.T.M. SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt		
5.3.1	Slate 1 Submitted by Eigenfin Srl	SH	None	Against
5.3.2	Slate 2 Submitted by Inarcassa Cassa Nazionale di Previdenza ed Assistenza Forense e FONDOPOSTE	SH	None	Against
5.3.3	Slate 3 Submitted by Institutional Investors (Assogestioni)	SH	None	For
5.3.4	Slate 4 Submitted by Enerfin Srl, Avv. Francesco Gianni and Ing. Paolo Ferrario/ Augent Partners Srl	SH	None	Against
	Shareholder Proposals Submitted by Eigenfin Srl	Mgmt		
5.4	Elect Marco Francesco Eigenmann as Board Chair	SH	None	For
5.5	Approve Remuneration of Directors	SH	None	For
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt		
6.1.1	Slate 1 Submitted by Eigenfin Srl	SH	None	Against
6.1.2	Slate 2 Submitted by Inarcassa Cassa Nazionale di Previdenza ed Assistenza Forense e FONDOPOSTE	SH	None	Against
6.1.3	Slate 3 Submitted by Institutional Investors (Assogestioni)	SH	None	For
6.1.4	Slate 4 Submitted by Enerfin Srl, Avv. Francesco Gianni and Ing. Paolo Ferrario/ Augent Partners Srl	SH	None	Against
6.2	Appoint Chairman of Internal Statutory Auditors	SH	None	For
	Shareholder Proposal Submitted by Eigenfin Srl	Mgmt		
6.3	Approve Internal Auditors' Remuneration	SH	None	For

## Monthly summary of votes cast

April  
2024

The document summarizes the meetings in which Anima SGR attended and the votes cast, in line with its ESG policy, for each AGM agenda item.

**ANIMA Sgr S.p.A.**

Società di gestione del risparmio soggetta all'attività di direzione e coordinamento del socio unico Anima Holding S.p.A.

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R.E.A. di Milano n. 1162082 - Albo tenuto dalla Banca d'Italia n. 8 Sezione dei Gestori di OICVM e n. 6 Sezione dei Gestori di FIA - Aderente al Fondo Nazionale di Garanzia

# VOTE SUMMARY REPORT

REPORTING PERIOD: 04/01/2024 to 04/30/2024

## Rio Tinto Plc

**Meeting Date:** 04/04/2024

**Country:** United Kingdom

**Ticker:** RIO

**Record Date:** 04/02/2024

**Meeting Type:** Annual

**Primary Security ID:** G75754104

Shares Voted: 262,645

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Resolutions 1 to 21 will be Voted on by Rio Tinto plc and Rio Tinto Limited Shareholders as a Joint Electorate	Mgmt		
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Policy	Mgmt	For	For
3	Approve Remuneration Report for UK Law Purposes	Mgmt	For	For
4	Approve Remuneration Report for Australian Law Purposes	Mgmt	For	For
5	Approve Increase in the Maximum Aggregate Fees Payable to Non-Executive Directors	Mgmt	For	For
6	Elect Dean Valle as Director	Mgmt	For	For
7	Elect Susan Lloyd-Hurwitz as Director	Mgmt	For	For
8	Elect Martina Merz as Director	Mgmt	For	For
9	Elect Joc O'Rourke as Director	Mgmt	For	For
10	Re-elect Dominic Barton as Director	Mgmt	For	For
11	Re-elect Peter Cunningham as Director	Mgmt	For	For
12	Re-elect Simon Henry as Director	Mgmt	For	For
13	Re-elect Kaisa Hietala as Director	Mgmt	For	For
14	Re-elect Sam Laidlaw as Director	Mgmt	For	For
15	Re-elect Jennifer Nason as Director	Mgmt	For	For
16	Re-elect Jakob Stausholm as Director	Mgmt	For	For
17	Re-elect Ngaire Woods as Director	Mgmt	For	For
18	Re-elect Ben Wyatt as Director	Mgmt	For	For
19	Reappoint KPMG LLP as Auditors	Mgmt	For	For
20	Authorise Audit & Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For
21	Authorise UK Political Donations and Expenditure	Mgmt	For	For
	Resolution 22 will be Voted on by Rio Tinto plc and Rio Tinto Limited Shareholders as a Separate Electorates	Mgmt		

Rio Tinto Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
22	Approve Amendments to Rio Tinto Limited's Constitution	Mgmt	For	For
	Resolutions 23 to 26 will be Voted on by Rio Tinto plc Shareholders Only	Mgmt		
23	Authorise Issue of Equity	Mgmt	For	For
24	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
25	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
26	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

EDP-Energias de Portugal SA

Meeting Date: 04/10/2024

Country: Portugal

Ticker: EDP

Record Date: 04/03/2024

Meeting Type: Annual

Primary Security ID: X67925119

Shares Voted: 2,641,361

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Approve Individual and Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
1.2	Approve Remuneration Report	Mgmt	For	For
1.3	Approve Progress Report on 2030 Climate Change Plan	Mgmt	For	For
2.1	Approve Allocation of Income	Mgmt	For	For
2.2	Approve Dividends	Mgmt	For	For
3.1	Appraise Management of Company and Approve Vote of Confidence to Management Board	Mgmt	For	For
3.2	Appraise Supervision of Company and Approve Vote of Confidence to Supervisory Board	Mgmt	For	For
3.3	Appraise Work Performed by Statutory Auditor and Approve Vote of Confidence to Statutory Auditor	Mgmt	For	For
4	Authorize Repurchase and Reissuance of Shares	Mgmt	For	For
5	Authorize Repurchase and Reissuance of Repurchased Debt Instruments	Mgmt	For	For
6	Amend Articles	SH	For	For
7	Approve Remuneration Policy Applicable to Executive Board	Mgmt	For	For
8	Approve Statement on Remuneration Policy Applicable to Other Corporate Bodies	Mgmt	For	For

EDP-Energias de Portugal SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
9.1	Elect Corporate Bodies for 2024-2026 Term	SH	For	Against
9.2	Elect Executive Board for 2024-2026 Term	SH	For	For
9.3	Appoint PricewaterhouseCoopers & Associados - Sociedade de Revisores de Contas, Lda. as Auditor and Carlos Jose Figueiredo Rodrigues as Alternate for 2024-2026 Term	Mgmt	For	For
9.4	Elect General Meeting Board for 2024-2026 Term	SH	For	For
9.5	Elect Remuneration Committee for 2024-2026 Term	SH	For	For
9.6	Approve Remuneration of Remuneration Committee Members	SH	For	For

Synopsys, Inc.

Meeting Date: 04/10/2024	Country: USA	Ticker: SNPS
Record Date: 02/12/2024	Meeting Type: Annual	
Primary Security ID: 871607107		

Shares Voted: 71,002

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Aart J. de Geus	Mgmt	For	For
1b	Elect Director Roy Vallee	Mgmt	For	For
1c	Elect Director Sassine Ghazi	Mgmt	For	For
1d	Elect Director Luis Borgen	Mgmt	For	For
1e	Elect Director Marc N. Casper	Mgmt	For	For
1f	Elect Director Janice D. Chaffin	Mgmt	For	For
1g	Elect Director Bruce R. Chizen	Mgmt	For	For
1h	Elect Director Mercedes Johnson	Mgmt	For	For
1i	Elect Director Robert G. Painter	Mgmt	For	For
1j	Elect Director Jeannine P. Sargent	Mgmt	For	For
1k	Elect Director John G. Schwarz	Mgmt	For	For
2	Amend Omnibus Stock Plan	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Ratify KPMG LLP as Auditors	Mgmt	For	For
5	Require Independent Board Chair	SH	Against	For

Meeting Date: 04/11/2024

Record Date: 04/09/2024

Primary Security ID: G0593M107

Country: United Kingdom

Meeting Type: Annual

Ticker: AZN

Shares Voted: 521,885

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Dividends	Mgmt	For	For
3	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For
5a	Re-elect Michel Demare as Director	Mgmt	For	For
5b	Re-elect Pascal Soriot as Director	Mgmt	For	For
5c	Re-elect Aradhana Sarin as Director	Mgmt	For	For
5d	Re-elect Philip Broadley as Director	Mgmt	For	For
5e	Re-elect Euan Ashley as Director	Mgmt	For	For
5f	Re-elect Deborah DiSanzo as Director	Mgmt	For	For
5g	Re-elect Diana Layfield as Director	Mgmt	For	For
5h	Elect Anna Manz as Director	Mgmt	For	For
5i	Re-elect Sheri McCoy as Director	Mgmt	For	For
5j	Re-elect Tony Mok as Director	Mgmt	For	For
5k	Re-elect Nazneen Rahman as Director	Mgmt	For	For
5l	Re-elect Andreas Rummelt as Director	Mgmt	For	For
5m	Re-elect Marcus Wallenberg as Director	Mgmt	For	For
6	Approve Remuneration Report	Mgmt	For	For
7	Approve Remuneration Policy	Mgmt	For	Against
8	Amend Performance Share Plan 2020	Mgmt	For	Against
9	Authorise UK Political Donations and Expenditure	Mgmt	For	For
10	Authorise Issue of Equity	Mgmt	For	For
11	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
12	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
13	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
14	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

Meeting Date: 04/11/2024	Country: Canada	Ticker: RY
Record Date: 02/13/2024	Meeting Type: Annual	
Primary Security ID: 780087102		

Shares Voted: 168,257

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Mirko Bibic	Mgmt	For	For
1.2	Elect Director Andrew A. Chisholm	Mgmt	For	For
1.3	Elect Director Jacynthe Cote	Mgmt	For	For
1.4	Elect Director Toos N. Daruvala	Mgmt	For	For
1.5	Elect Director Cynthia Devine	Mgmt	For	For
1.6	Elect Director Roberta L. Jamieson	Mgmt	For	For
1.7	Elect Director David McKay	Mgmt	For	For
1.8	Elect Director Amanda Norton	Mgmt	For	For
1.9	Elect Director Barry Perry	Mgmt	For	For
1.10	Elect Director Maryann Turcke	Mgmt	For	For
1.11	Elect Director Thierry Vandal	Mgmt	For	For
1.12	Elect Director Frank Vettese	Mgmt	For	For
1.13	Elect Director Jeffery Yabuki	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For
	Shareholder Proposals	Mgmt		
1	SP 1: Disclose Clean Energy to Fossil Fuel Financing Ratios	SH	Against	Against
2	SP 2: Report on Impact of Oil and Gas Divestment	SH	Against	Against
3	SP 3: Disclose the CEO Compensation to Median Worker Pay Ratio on an Annual Basis	SH	Against	Against
4	SP 4: Hold Annual Meetings of the Company in Person with Virtual Meetings as Complements	SH	Against	For
5	SP 5: Disclose Non-Confidential Information Relating to the Bank's Country-by-Country Reporting	SH	Against	For
6	SP 6: Report on Loans Made by the Bank in Support of the Circular Economy	SH	Against	For
7	SP 7: Advisory Vote on Environmental Policies	SH	Against	For



UniCredit SpA

Meeting Date: 04/12/2024Country: ItalyTicker: UCG

Record Date: 04/03/2024Meeting Type: Annual/Special

Primary Security ID: T9T23L642

Shares Voted: 2,889,118

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Allocation of Income	Mgmt	For	For
3	Approve Elimination of Negative Reserves	Mgmt	For	For
4	Authorize Share Repurchase Program	Mgmt	For	For
5	Fix Number of Directors and Members of the Management Control Committee	Mgmt	For	For
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt		
6.1	Slate 1 Submitted by Management	Mgmt	For	Against
6.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For
7	Approve Remuneration of Directors and Members of the Management Control Committee	Mgmt	For	For
8	Approve Remuneration Policy	Mgmt	For	For
9	Approve Second Section of the Remuneration Report	Mgmt	For	For
10	Approve 2024 Group Incentive System	Mgmt	For	For
11	Approve Employees Share Ownership Plan	Mgmt	For	For
	Extraordinary Business	Mgmt		
1	Authorize Board to Increase Capital to Service the 2022 Group Incentive System	Mgmt	For	For
2	Authorize Board to Increase Capital to Service the 2023 Group Incentive System	Mgmt	For	For
3	Authorize Board to Increase Capital to Service the Long Term Incentive Plan 2020-2023	Mgmt	For	For
4	Authorize Cancellation of Treasury Shares without Reduction of Share Capital; Amend Article 5	Mgmt	For	For

IQVIA Holdings Inc.

Meeting Date: 04/16/2024Country: USATicker: IQV

Record Date: 02/20/2024Meeting Type: Annual

Primary Security ID: 46266C105

Shares Voted: 62,267

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Ari Bousbib	Mgmt	For	For
1b	Elect Director Carol J. Burt	Mgmt	For	For
1c	Elect Director Colleen A. Goggins	Mgmt	For	For
1d	Elect Director John M. Leonard	Mgmt	For	For
1e	Elect Director Todd B. Sisitsky	Mgmt	For	For
1f	Elect Director Sheila A. Stamps	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Report on Political Contributions and Expenditures	SH	Against	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For

Stellantis NV

Meeting Date: 04/16/2024Country: NetherlandsTicker: STLAM

Record Date: 03/19/2024Meeting Type: Annual

Primary Security ID: N82405106

Shares Voted: 1,832,543

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt		
1	Open Meeting	Mgmt		
2.a	Receive Report of Management Board (Non-Voting)	Mgmt		
2.b	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt		
2.c	Discussion on Company's Corporate Governance Structure	Mgmt		
2.d	Approve Remuneration Report	Mgmt	For	Against
2.e	Adopt Financial Statements and Statutory Reports	Mgmt	For	For
2.f	Approve Dividends	Mgmt	For	For
2.g	Approve Discharge of Directors	Mgmt	For	For
3	Elect Claudia Parzani as Non-Executive Director	Mgmt	For	For
4.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For
4.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For

Stellantis NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
6.a	Approve Cancellation of Common Shares	Mgmt	For	For
6.b	Approve Cancellation of All Class B Special Voting Shares	Mgmt	For	For
7	Close Meeting	Mgmt		

Adobe Inc.

Meeting Date: 04/17/2024	Country: USA	Ticker: ADBE
Record Date: 02/20/2024	Meeting Type: Annual	
Primary Security ID: 00724F101		

Shares Voted: 107,834

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Cristiano Amon	Mgmt	For	For
1b	Elect Director Amy Banse	Mgmt	For	For
1c	Elect Director Brett Biggs	Mgmt	For	For
1d	Elect Director Melanie Boulden	Mgmt	For	For
1e	Elect Director Frank Calderoni	Mgmt	For	For
1f	Elect Director Laura Desmond	Mgmt	For	For
1g	Elect Director Shantanu Narayen	Mgmt	For	For
1h	Elect Director Spencer Neumann	Mgmt	For	For
1i	Elect Director Kathleen Oberg	Mgmt	For	For
1j	Elect Director Dheeraj Pandey	Mgmt	For	For
1k	Elect Director David Ricks	Mgmt	For	For
1l	Elect Director Daniel Rosensweig	Mgmt	For	For
2	Amend Omnibus Stock Plan	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
5	Require a Majority Vote Standard for the Election of Directors with Mandatory Resignation Policy	SH	Against	Against
6	Report on Hiring of Persons with Arrest or Incarceration Records	SH	Against	For

Meeting Date: 04/17/2024	Country: Netherlands	Ticker: IVG
Record Date: 03/20/2024	Meeting Type: Annual	
Primary Security ID: N47017103		

Shares Voted: 3,837,718

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt		
1	Open Meeting	Mgmt		
2.a	Adopt Financial Statements	Mgmt	For	For
2.b	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt		
2.c	Approve Dividends	Mgmt	For	For
2.d	Approve Remuneration Report	Mgmt	For	For
2.e	Discussion on Company's Corporate Governance Structure	Mgmt		
2.f	Discussion on Sustainability Report 2023	Mgmt		
3.a	Approve Discharge of Executive Directors	Mgmt	For	For
3.b	Approve Discharge of Non-Executive Directors	Mgmt	For	For
4.a	Reelect Suzanne Heywood as Executive Director	Mgmt	For	Against
4.b	Reelect Gerrit Marx as Executive Director	Mgmt	For	For
4.c	Elect Judy Curran as Non-Executive Director	Mgmt	For	For
4.d	Reelect Tufan Erginbilgic as Non-Executive Director	Mgmt	For	For
4.e	Reelect Essimari Kairisto as Non-Executive Director	Mgmt	For	For
4.f	Reelect Linda Knoll as Non-Executive Director	Mgmt	For	Against
4.g	Reelect Alessandro Nasi as Non-Executive Director	Mgmt	For	Against
4.h	Reelect Olof Persson as Non-Executive Director	Mgmt	For	For
4.i	Reelect Lorenzo Simonelli as Non-Executive Director	Mgmt	For	Against
5	Ratify Deloitte Accountants B.V. as Auditors	Mgmt	For	For
6	Authorize Board to Repurchase Shares	Mgmt	For	For
7	Close Meeting	Mgmt		

Piaggio & C SpA

Meeting Date: 04/17/2024

Record Date: 04/08/2024

Primary Security ID: T74237107

Country: Italy

Meeting Type: Annual/Special

Ticker: PIA

Shares Voted: 2,313,310

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Extraordinary Business	Mgmt		
	Management Proposals	Mgmt		
	Amend Company Bylaws	Mgmt	For	Against
	Ordinary Business	Mgmt		
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
1.2	Approve Allocation of Income	Mgmt	For	For
2.1	Approve Remuneration Policy	Mgmt	For	Against
2.2	Approve Second Section of the Remuneration Report	Mgmt	For	Against
3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	Against
4.1	Shareholder Proposals Submitted by Immsi SpA	Mgmt		
	Fix Number of Directors	SH	None	For
	Fix Board Terms for Directors	SH	None	For
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt		
4.3.1	Slate 1 Submitted by Immsi SpA	SH	None	Against
4.3.2	Slate 2 Submitted by Diego Della Valle & C Srl	SH	None	Against
4.3.3	Slate 3 Submitted by Institutional Investors (Assogestioni)	SH	None	For
4.4	Shareholder Proposal Submitted by Immsi SpA	Mgmt		
	Approve Remuneration of Directors	SH	None	For

Banca Generali SpA

Meeting Date: 04/18/2024

Record Date: 04/09/2024

Primary Security ID: T3000G115

Country: Italy

Meeting Type: Annual

Ticker: BGN

Shares Voted: 27,803

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		

Banca Generali SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Management Proposals	Mgmt		
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
1.2	Approve Allocation of Income	Mgmt	For	For
	Shareholder Proposal Submitted by Assicurazioni Generali SpA	Mgmt		
2.1	Fix Number of Directors	SH	None	For
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt		
2.2.1	Slate 1 Submitted by Assicurazioni Generali SpA	SH	None	Against
2.2.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For
	Shareholder Proposal Submitted by Assicurazioni Generali SpA	Mgmt		
2.3	Approve Remuneration of Directors	SH	None	For
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt		
3.1.1	Slate 1 Submitted by Assicurazioni Generali SpA	SH	None	Against
3.1.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For
	Shareholder Proposal Submitted by Assicurazioni Generali SpA	Mgmt		
3.2	Approve Internal Auditors' Remuneration	SH	None	For
	Management Proposals	Mgmt		
4	Approve Remuneration Policy	Mgmt	For	For
5	Approve Second Section of the Remuneration Report	Mgmt	For	For
6	Approve Fixed-Variable Compensation Ratio	Mgmt	For	For
7	Approve Long-Term Incentive Plan	Mgmt	For	For
8	Approve Incentive System and Other Share-based Variable Remunerations	Mgmt	For	For
9	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Long-term Incentive Plan and the Incentive System and Other Share-based Variable Remunerations	Mgmt	For	For

Banca Mediolanum SpA

Meeting Date: 04/18/2024	Country: Italy	Ticker: BMED
Record Date: 04/09/2024	Meeting Type: Annual	
Primary Security ID: T1R88K108		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Ordinary Business	Mgmt		
	Management Proposals	Mgmt		
	Accept Financial Statements and Statutory Reports	Mgmt	For	For
	Approve Allocation of Income	Mgmt	For	For
2.1	Approve Remuneration Policy	Mgmt	For	For
2.2	Approve Second Section of the Remuneration Report	Mgmt	For	For
2.3	Approve Severance Payments Policy	Mgmt	For	Against
3	Approve Executive Incentive Bonus Plan	Mgmt	For	For
4	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service the Performance Share Plans	Mgmt	For	For
	Shareholder Proposals Submitted by Lina Tombolato, Massimo Doris, Annalisa Doris, and FINPROG ITALIA SpA	Mgmt		
5.1	Fix Number of Directors	SH	None	For
5.2	Fix Board Terms for Directors	SH	None	For
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt		
5.3.1	Slate 1 Submitted by Lina Tombolato, Massimo Doris, Annalisa Doris, and FINPROG ITALIA SpA	SH	None	Against
5.3.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For
	Shareholder Proposals Submitted by Lina Tombolato, Massimo Doris, Annalisa Doris, and FINPROG ITALIA SpA	Mgmt		
5.4	Approve Remuneration of Directors	SH	None	For
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt		
6.1.1	Slate 1 Submitted by Lina Tombolato, Massimo Doris, Annalisa Doris, and FINPROG ITALIA SpA	SH	None	Against
6.1.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For
	Shareholder Proposals Submitted by Lina Tombolato, Massimo Doris, Annalisa Doris, and FINPROG ITALIA SpA	Mgmt		
6.2	Approve Internal Auditors' Remuneration	SH	None	For

## Banco di Desio e della Brianza SpA

Meeting Date: 04/18/2024

Country: Italy

Ticker: BDB

Record Date: 04/09/2024

Meeting Type: Annual

Primary Security ID: T1719F105

Shares Voted: 5,603,802

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Ordinary Business	Mgmt		
	Management Proposals	Mgmt		
	Accept Financial Statements and Statutory Reports	Mgmt	For	For
	Approve Allocation of Income	Mgmt	For	For
2.1	Approve Remuneration Policy	Mgmt	For	For
2.2	Approve Second Section of the Remuneration Report	Mgmt	For	For
3	Approve 2024 Incentive System Based on the Assignment of Phantom Shares	Mgmt	For	For
4	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
5	Shareholder Proposal Submitted by Fondazione Cassa di Risparmio di Terni e Narni	Mgmt		
	Elect Folco Trabalza as Director	SH	None	For

## Carel Industries SpA

Meeting Date: 04/18/2024

Country: Italy

Ticker: CRL

Record Date: 04/09/2024

Meeting Type: Annual/Special

Primary Security ID: T2R2A6107

Shares Voted: 21,041

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Extraordinary Business	Mgmt		
	Management Proposals	Mgmt		
	Amend Company Bylaws Re: Articles 9, 10, 19 and 24	Mgmt	For	Against
	Ordinary Business	Mgmt		
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
1.2	Approve Allocation of Income	Mgmt	For	For
2.1	Fix Number of Directors	Mgmt	For	For
2.2	Fix Board Terms for Directors	Mgmt	For	For
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt		



Carel Industries SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2.3.1	Slate 1 Submitted by Luigi Rossi Luciani Sapa and Athena FH SpA	SH	None	Against
2.3.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For
	Shareholder Proposals Submitted by Luigi Rossi Luciani Sapa and Athena FH SpA	Mgmt		
2.4	Elect Luigi Rossi Luciani as Board Chair	SH	None	For
2.5	Elect Luigi Nalini as Board Vice-Chairman	SH	None	For
	Management Proposals	Mgmt		
2.6	Approve Remuneration of Directors	Mgmt	For	For
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt		
3.1.1	Slate 1 Submitted by Luigi Rossi Luciani Sapa and Athena FH SpA	SH	None	Against
3.1.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For
3.2	Appoint Chairman of Internal Statutory Auditors	SH	None	For
3.3	Approve Internal Auditors' Remuneration	Mgmt	For	For
4.1	Approve Remuneration Policy	Mgmt	For	For
4.2	Approve Second Section of the Remuneration Report	Mgmt	For	For
5	Approve Performance Share Plan	Mgmt	For	Against
6	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For

Equita Group SpA

Meeting Date: 04/18/2024

Record Date: 04/09/2024

Primary Security ID: T3R1DB111

Country: Italy

Meeting Type: Annual

Ticker: EQUI

Shares Voted: 2,580,756

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
1.2	Approve Allocation of Income	Mgmt	For	For
2.1	Approve Remuneration and Incentive Policy	Mgmt	For	Against

Equita Group SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2.2	Approve Second Section of the Remuneration Report	Mgmt	For	Against
3	Elect Matteo Bruno Lunelli as Director	Mgmt	For	For
4.1	Appoint Andrea Serra as Internal Statutory Auditor	Mgmt	For	For
4.2	Appoint Sabrina Galmarini as Alternate Internal Statutory Auditor	Mgmt	For	For
5	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For

LVMH Moët Hennessy Louis Vuitton SE

Meeting Date: 04/18/2024	Country: France	Ticker: MC
Record Date: 04/16/2024	Meeting Type: Annual/Special	
Primary Security ID: F58485115		

Shares Voted: 133,805

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 13 per Share	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	Against
5	Reelect Antoine Arnault as Director	Mgmt	For	Against
6	Elect Henri de Castries as Director	Mgmt	For	For
7	Elect Alexandre Arnault as Director	Mgmt	For	Against
8	Elect Frederic Arnault as Director	Mgmt	For	Against
9	Appoint Deloitte & Associes as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For
10	Approve Compensation Report of Corporate Officers	Mgmt	For	Against
11	Approve Compensation of Bernard Arnault, Chairman and CEO	Mgmt	For	Against
12	Approve Compensation of Antonio Belloni, Vice-CEO	Mgmt	For	Against
13	Approve Remuneration Policy of Directors	Mgmt	For	For
14	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Against

LVMH Moët Hennessy Louis Vuitton SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
15	Approve Remuneration Policy of Vice-CEO	Mgmt	For	Against
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
17	Extraordinary Business	Mgmt	For	For
	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt		
18	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Against
19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For

Prysmian SpA

Meeting Date: 04/18/2024	Country: Italy	Ticker: PRY
Record Date: 04/09/2024	Meeting Type: Annual	
Primary Security ID: T7630L105		

Shares Voted: 27,627

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Ordinary Business	Mgmt	For	For
	Accept Financial Statements and Statutory Reports	Mgmt		
	Approve Allocation of Income	Mgmt		
	Fix Number of Directors	Mgmt		
2	Fix Board Terms for Directors	Mgmt	For	For
3	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt	For	Against
4	Slate 1 Submitted by Management	Mgmt		
5.1	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH		
5.2	Approve Remuneration of Directors	Mgmt	For	For
6	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
7	Approve Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
8	Approve Remuneration Policy	Mgmt	For	For
9	Approve Second Section of the Remuneration Report	Mgmt	For	For
10				

SEGRO PLC

Meeting Date: 04/18/2024

Record Date: 04/16/2024

Primary Security ID: G80277141

Country: United Kingdom

Meeting Type: Annual

Ticker: SGRO

Shares Voted: 2,931,758

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Final Dividend	Mgmt	For	For
3	Approve Remuneration Report	Mgmt	For	For
4	Re-elect Andy Harrison as Director	Mgmt	For	For
5	Re-elect Mary Barnard as Director	Mgmt	For	For
6	Re-elect Sue Clayton as Director	Mgmt	For	For
7	Re-elect Soumen Das as Director	Mgmt	For	For
8	Re-elect Carol Fairweather as Director	Mgmt	For	For
9	Re-elect Simon Fraser as Director	Mgmt	For	For
10	Re-elect David Sleath as Director	Mgmt	For	For
11	Re-elect Linda Yueh as Director	Mgmt	For	For
12	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
13	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
14	Authorise UK Political Donations and Expenditure	Mgmt	For	For
15	Authorise Issue of Equity	Mgmt	For	For
16	Authorise Board to Offer Scrip Dividend	Mgmt	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

The Toronto-Dominion Bank

Meeting Date: 04/18/2024

Record Date: 02/20/2024

Primary Security ID: 891160509

Country: Canada

Meeting Type: Annual/Special

Ticker: TD

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Ayman Antoun	Mgmt	For	For
1.2	Elect Director Cherie L. Brant	Mgmt	For	For
1.3	Elect Director Amy W. Brinkley	Mgmt	For	For
1.4	Elect Director Brian C. Ferguson	Mgmt	For	For
1.5	Elect Director Colleen A. Goggins	Mgmt	For	For
1.6	Elect Director Alan N. MacGibbon	Mgmt	For	For
1.7	Elect Director John B. MacIntyre	Mgmt	For	For
1.8	Elect Director Karen E. Maidment	Mgmt	For	For
1.9	Elect Director Keith G. Martell	Mgmt	For	For
1.10	Elect Director Bharat B. Masrani	Mgmt	For	For
1.11	Elect Director Claude Mongeau	Mgmt	For	For
1.12	Elect Director S. Jane Rowe	Mgmt	For	For
1.13	Elect Director Nancy G. Tower	Mgmt	For	For
1.14	Elect Director Ajay K. Virmani	Mgmt	For	For
1.15	Elect Director Mary A. Winston	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For
4	Approve Increase in Maximum Aggregate Remuneration of Directors	Mgmt	For	For
5	Approve Other By-law No. 1 Amendments	Mgmt	For	For
	Shareholder Proposals	Mgmt		
6	SP 1: Disclose the CEO Compensation to Median Worker Pay Ratio on an Annual Basis	SH	Against	Against
7	SP 2: Disclose Transition Activities Towards 2030 Emission Reduction Targets	SH	Against	For
8	SP 3: Introduce Incentive Compensation for All Employees Against ESG Objectives	SH	Against	Against
9	SP 4: Disclose Non-Confidential Information Relating to the Bank's Country-by-Country Reporting	SH	Against	For
10	SP 5: Advisory Vote on Environmental Policies	SH	Against	For
11	SP 6: Report on Impact of Oil and Gas Divestment	SH	Against	Against
12	SP 7: Report on All Out-of-Court Settlements	SH	Against	Against

# The Toronto-Dominion Bank

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
13	SP 8: Establish an All Out-of-Court Settlements Committee	SH	Against	Against
14	SP 9: Provide All Employees the Same Amount of Benefit Credits	SH	Against	Against

# BPER Banca SpA

Meeting Date: 04/19/2024	Country: Italy	Ticker: BPE
Record Date: 04/10/2024	Meeting Type: Annual/Special	
Primary Security ID: T1325T119		

Shares Voted: 482,777

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1a	Accept Financial Statements and Statutory Reports	Mgmt	For	For
1b	Approve Allocation of Income	Mgmt	For	For
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt		
2.1	Slate 1 Submitted by Institutional Investors (Assogestioni)	SH	None	For
2.2	Slate 2 Submitted by Unipol Gruppo SpA	SH	None	Against
2.3	Slate 3 Submitted by Fondazione di Sardegna	SH	None	Against
3	Approve Remuneration of Directors	Mgmt	For	For
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt		
4.1	Slate 1 Submitted by Institutional Investors (Assogestioni)	SH	None	For
4.2	Slate 2 Submitted by Unipol Gruppo SpA	SH	None	Against
4.3	Slate 3 Submitted by Fondazione di Sardegna	SH	None	Against
5	Approve Internal Auditors' Remuneration	Mgmt	For	For
6	Approve KPMG SpA as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
7a1	Approve Remuneration Policy	Mgmt	For	For
7a2	Approve Second Section of the Remuneration Report	Mgmt	For	For
7b	Approve Incentive Bonus Plan	Mgmt	For	For

BPER Banca SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7c	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service 2024 MBO Incentive Plan, 2022-2025 Long-Term Incentive Plan, and for Any Severance Payments	Mgmt	For	For
	Extraordinary Business	Mgmt		
1	Approve Capital Increase to Service the Conversion of Additional Tier 1 Bond	Mgmt	For	For

Broadcom Inc.

Meeting Date: 04/22/2024	Country: USA	Ticker: AVGO
Record Date: 02/22/2024	Meeting Type: Annual	
Primary Security ID: 11135F101		

Shares Voted: 99,686

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Diane M. Bryant	Mgmt	For	For
1b	Elect Director Gayla J. Delly	Mgmt	For	For
1c	Elect Director Kenneth Y. Hao	Mgmt	For	For
1d	Elect Director Eddy W. Hartenstein	Mgmt	For	For
1e	Elect Director Check Kian Low	Mgmt	For	For
1f	Elect Director Justine F. Page	Mgmt	For	For
1g	Elect Director Henry Samueli	Mgmt	For	For
1h	Elect Director Hock E. Tan	Mgmt	For	For
1i	Elect Director Harry L. You	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against

ING Groep NV

Meeting Date: 04/22/2024	Country: Netherlands	Ticker: INGA
Record Date: 03/25/2024	Meeting Type: Annual	
Primary Security ID: N4578E595		

Shares Voted: 2,449,165

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt		

ING Groep NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2A	Receive Report of Executive Board (Non-Voting)	Mgmt		
2B	Receive Report of Supervisory Board (Non-Voting)	Mgmt		
2C	Discussion on Company's Corporate Governance Structure	Mgmt		
2D	Approve Remuneration Report	Mgmt	For	For
2E	Adopt Financial Statements and Statutory Reports	Mgmt	For	For
3A	Receive Explanation on Dividend and Distribution Policy	Mgmt		
3B	Approve Dividends	Mgmt	For	For
4A	Approve Discharge of Executive Board	Mgmt	For	For
4B	Approve Discharge of Supervisory Board	Mgmt	For	For
5	Ratify Deloitte Accountants B.V. (Deloitte) as Auditors	Mgmt	For	For
6A	Approve Remuneration Policy of the Executive Board	Mgmt	For	For
6B	Approve Remuneration Policy of the Supervisory Board	Mgmt	For	For
7A	Reelect Juan Colombas to Supervisory Board	Mgmt	For	Against
7B	Reelect Herman Hulst to Supervisory Board	Mgmt	For	Against
7C	Reelect Harold Naus to Supervisory Board	Mgmt	For	Against
8A	Grant Board Authority to Issue Shares Up to 40 Percent of Issued Capital	Mgmt	For	For
8B	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For
9	Authorize Repurchase of Up to 20 Percent of Issued Share Capital	Mgmt	For	For
10	Approve Cancellation of Repurchased Shares Pursuant to the Authority Under Item 9	Mgmt	For	For

AXA SA

Meeting Date: 04/23/2024	Country: France	Ticker: CS
Record Date: 04/19/2024	Meeting Type: Annual/Special	
Primary Security ID: F06106102		



Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 1.98 per Share	Mgmt	For	For
4	Approve Compensation Report of Corporate Officers	Mgmt	For	For
5	Approve Compensation of Antoine Gosset-Grainville, Chairman of the Board	Mgmt	For	For
6	Approve Compensation of Thomas Buberl, CEO	Mgmt	For	For
7	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For
8	Approve Remuneration Policy of CEO	Mgmt	For	For
9	Approve Remuneration Policy of Directors	Mgmt	For	For
10	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For
11	Reelect Antoine Gosset-Grainville as Director	Mgmt	For	For
12	Reelect Clotilde Delbos as Director	Mgmt	For	For
13	Reelect Isabel Hudson as Director	Mgmt	For	For
14	Reelect Angélien Kemna as Director	Mgmt	For	For
15	Reelect Marie-France Tschudin as Director	Mgmt	For	For
16	Elect Helen Browne as Representative of Employee Shareholders to the Board	Mgmt	For	For
	Proposals Submitted by Employees of Axa Group	Mgmt		
A	Elect Stefan Bolliger as Representative of Employee Shareholders to the Board	SH	Against	Against
B	Elect Olivier Eugene as Representative of Employee Shareholders to the Board	SH	Against	Against
C	Elect Benjamin Sauniere as Representative of Employee Shareholders to the Board	SH	Against	Against
D	Elect Mark Sundrakes as Representative of Employee Shareholders to the Board	SH	Against	Against

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
E	Elect Detlef Thedieck as Representative of Employee Shareholders to the Board	SH	Against	Against
17	Appoint KPMG SA as Auditor	Mgmt	For	For
18	Acknowledge End of Mandate of Patrice Morot as Alternate Auditor and Decision Not to Replace and Renew	Mgmt	For	For
19	Appoint Ernst & Young Audit as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For
20	Appoint KPMG SA as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For
21	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
22	Extraordinary Business	Mgmt	For	For
	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt		
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of the Group's Subsidiaries	Mgmt	For	For
24	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
25	Ordinary Business	Mgmt	For	For
	Authorize Filing of Required Documents/Other Formalities	Mgmt		

ERG SpA

Meeting Date: 04/23/2024	Country: Italy	Ticker: ERG
Record Date: 04/12/2024	Meeting Type: Annual/Special	
Primary Security ID: T3707Z101		

Shares Voted: 27,822

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Ordinary Business	Mgmt	For	For
	Management Proposals	Mgmt		
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For
3.1	Approve Allocation of Income	Mgmt	For	For
	Shareholder Proposals Submitted by SQ Renewables SpA	Mgmt		
3.1	Fix Number of Directors	SH	None	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3.2.1	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt		
	Slate 1 Submitted by SQ Renewables SpA	SH	None	Against
	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For
3.3	Shareholder Proposals Submitted by SQ Renewables SpA	Mgmt		
	Elect Edoardo Garrone as Board Chair	SH	None	Against
	Approve Remuneration of Directors	SH	None	For
3.4	Approve Remuneration of Board Committee Members	SH	None	For
4	Management Proposals	Mgmt		
	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
	Approve Long Term Incentive Plan	Mgmt	For	Against
5	Approve Remuneration Policy	Mgmt	For	For
6.1	Approve Second Section of the Remuneration Report	Mgmt	For	Against
6.2	Extraordinary Business	Mgmt		
1	Amend Company Bylaws	Mgmt	For	Against

Infrastrutture Wireless Italiane SpA

Meeting Date: 04/23/2024

Record Date: 04/12/2024

Primary Security ID: T6032P102

Country: Italy

Meeting Type: Annual

Ticker: INW

Shares Voted: 224,466

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Ordinary Business	Mgmt		
	Management Proposals	Mgmt		
	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Allocation of Income	Mgmt	For	For
3	Approve Remuneration Policy	Mgmt	For	For
4	Approve Second Section of the Remuneration Report	Mgmt	For	For
5	Adjust Remuneration of External Auditors	Mgmt	For	For
6	Approve KPMG SpA as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For

Infrastrutture Wireless Italiane SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7.1	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt		
	Slate Submitted by Central Tower Holding Company BV	SH	None	Against
	Slate Submitted by Daphne 3 SpA	SH	None	Against
	Slate Submitted by Priviledge-Amber Event Europe and Institutional Investors (Assogestioni)	SH	None	For
7bis	Shareholder Proposal Submitted by Daphne 3 SpA	Mgmt		
	Draw Female Candidates from Slate 2 to Allow Compliance with Gender Diversity Requirements	SH	None	For
8	Appoint Chairman of Internal Statutory Auditors	SH	None	For
	Shareholder Proposal Submitted by Daphne 3 SpA	Mgmt		
9	Approve Internal Auditors' Remuneration	SH	None	For

L'Oreal SA

Meeting Date: 04/23/2024	Country: France	Ticker: OR
Record Date: 04/19/2024	Meeting Type: Annual/Special	
Primary Security ID: F58149133		

Shares Voted: 118,891

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Ordinary Business	Mgmt		
	Approve Financial Statements and Statutory Reports	Mgmt	For	For
	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
	Approve Allocation of Income and Dividends of EUR 6.60 per Share and an Extra of EUR 0.66 per Share to Long Term Registered Shares	Mgmt	For	For
	Elect Jacques Ripoll as Director	Mgmt	For	For
	Reelect Beatrice Guillaume-Grabisch as Director	Mgmt	For	For
	Reelect Ilham Kadri as Director	Mgmt	For	For
	Reelect Jean-Victor Meyers as Director	Mgmt	For	For
	Reelect Nicolas Meyers as Director	Mgmt	For	For
9	Appoint Deloitte & Associes as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
10	Appoint Ernst & Young Audit as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For
11	Approve Compensation Report of Corporate Officers	Mgmt	For	For
12	Approve Compensation of Jean-Paul Agon, Chairman of the Board	Mgmt	For	For
13	Approve Compensation of Nicolas Hieronimus, CEO	Mgmt	For	For
14	Approve Remuneration Policy of Directors	Mgmt	For	For
15	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For
16	Approve Remuneration Policy of CEO	Mgmt	For	For
17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
18	Extraordinary Business	Mgmt		
	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
19	Authorize up to 0.6 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For
22	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

Reply SpA

Meeting Date: 04/23/2024

Record Date: 04/12/2024

Primary Security ID: T60326112

Country: Italy

Meeting Type: Annual

Ticker: REY

Shares Voted: 15,589

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
	Management Proposals	Mgmt		
1a	Accept Financial Statements and Statutory Reports	Mgmt	For	For
1b	Approve Allocation of Income	Mgmt	For	For
	Shareholder Proposal Submitted by Alika Srl	Mgmt		

Reply SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2a	Fix Number of Directors and Duration of Their Term	SH	None	For
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt		
2b.1	Slate 1 Submitted by Alika Srl	SH	None	Against
2b.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For
	Shareholder Proposals Submitted by Alika Srl	Mgmt		
2c	Elect Mario Rizzante as Board Chair	SH	None	Against
2d	Approve Remuneration of Directors	SH	None	For
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt		
3a.1	Slate 1 Submitted by Alika Srl	SH	None	Against
3a.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For
	Shareholder Proposal Submitted by Alika Srl	Mgmt		
3b	Approve Internal Auditors' Remuneration	SH	None	For
	Management Proposals	Mgmt		
4	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
5a	Approve Remuneration Policy	Mgmt	For	Against
5b	Approve Second Section of the Remuneration Report	Mgmt	For	Against

SAES Getters SpA

Meeting Date: 04/23/2024

Record Date: 04/12/2024

Primary Security ID: T81241118

Country: Italy

Meeting Type: Annual/Special

Ticker: SG

Shares Voted: 2,418

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
	Management Proposals	Mgmt		
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
1.2	Approve Allocation of Income	Mgmt	For	For
	Shareholder Proposal Submitted by SGG Holding SpA	Mgmt		
2.1	Fix Number of Directors	SH	None	For

SAES Getters SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2.2.1	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt		
	Slate 1 Submitted by SGG Holding SpA	SH	None	Against
	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For
2.3	Shareholder Proposal Submitted by SGG Holding SpA	Mgmt		
	Approve Remuneration of Directors	SH	None	For
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt		
3.1.1	Slate 1 Submitted by SGG Holding SpA	SH	None	Against
3.1.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For
3.2	Shareholder Proposal Submitted by SGG Holding SpA	Mgmt		
	Approve Internal Auditors' Remuneration	SH	None	For
	Management Proposals	Mgmt		
4.1	Approve Remuneration Policy	Mgmt	For	Against
4.2	Approve Second Section of the Remuneration Report	Mgmt	For	Against
5	Authorize Purchase of Own Shares via Voluntary Partial Tender Offer	Mgmt	For	For
	Extraordinary Business	Mgmt		
1	Authorize Cancellation of Repurchased Shares	Mgmt	For	For

Salvatore Ferragamo SpA

Meeting Date: 04/23/2024

Record Date: 04/12/2024

Primary Security ID: T80736100

Country: Italy

Meeting Type: Annual

Ticker: SFER

Shares Voted: 12,554

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Ordinary Business	Mgmt		
	Management Proposals	Mgmt		
	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Allocation of Income	Mgmt	For	For
3.1	Approve Remuneration Policy	Mgmt	For	Against
3.2	Approve Second Section of the Remuneration Report	Mgmt	For	Against

## Salvatore Ferragamo SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Shareholder Proposals Submitted By Ferragamo Finanziaria SpA	Mgmt		
4.1	Fix Number of Directors	SH	None	For
4.2	Fix Board Terms for Directors	SH	None	For
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt		
4.3.1	Slate 1 Submitted By Ferragamo Finanziaria SpA	SH	None	Against
4.3.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For
	Shareholder Proposals Submitted By Ferragamo Finanziaria SpA	Mgmt		
4.4	Approve Remuneration of Directors	SH	None	For
4.5	Elect Leonardo Ferragamo as Board Chair	SH	None	For
4.6	Elect Angelica Visconti as Board Vice-Chairman	SH	None	For
4.7	Deliberations Pursuant to Article 2390 of Civil Code Re: Decisions Inherent to Authorization of Board Members to Assume Positions in Competing Companies	SH	None	Against
	Management Proposal	Mgmt		
5	Adjust Remuneration of External Auditors	Mgmt	For	For

## Telecom Italia SpA

Meeting Date: 04/23/2024	Country: Italy	Ticker: TIT
Record Date: 04/12/2024	Meeting Type: Annual/Special	
Primary Security ID: T92778108		

Shares Voted: 7,003,457

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
	Management Proposals	Mgmt		
1	Approve Financial Statements, Statutory Reports, and Treatment of Net Loss	Mgmt	For	For
2.1	Approve Remuneration Policy	Mgmt	For	For
2.2	Approve Second Section of the Remuneration Report	Mgmt	For	For
3.1	Fix Number of Directors	Mgmt	For	For
3.2	Fix Board Terms for Directors	Mgmt	For	For



Telecom Italia SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3.3.a	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt		
	Slate 1 Submitted by Management	Mgmt	For	For
	Slate 2 Submitted by Merlyn Partners SCSp	SH	None	Against
	Slate 3 Submitted by Associati ASATI	SH	None	Against
	Slate 4 Submitted by Bluebell Capital Partners Limited	SH	None	Against
3.4	Approve Remuneration of Directors	Mgmt	For	For
4.1.a	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt		
	Slate 1 Submitted by Vivendi SE	SH	None	Against
	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For
	Appoint Chairman of Internal Statutory Auditors	SH	None	For
	Shareholder Proposal Submitted by Vivendi SA	Mgmt		
4.3	Approve Internal Auditors' Remuneration	SH	None	For
5	Management Proposals	Mgmt		
	Amend Stock Option Plan 2022-2024	Mgmt	For	For
	Extraordinary Business	Mgmt		
6	Deliberations Related to the Reduction of the Legal Reserve	Mgmt	For	For

Tinexta SpA

Meeting Date: 04/23/2024	Country: Italy	Ticker: TNXT
Record Date: 04/12/2024	Meeting Type: Annual	
Primary Security ID: T9277A103		

Shares Voted: 6,526

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Ordinary Business	Mgmt		
	Management Proposals	Mgmt		
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Allocation of Income and Dividend Distribution	Mgmt	For	For
3.1	Approve Remuneration Policy	Mgmt	For	For
3.2	Approve Second Section of the Remuneration Report	Mgmt	For	Against

Tinexta SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Shareholder Proposals Submitted by Tecno Holding SpA	Mgmt		
4.1	Fix Number of Directors	SH	None	For
4.2	Fix Board Terms for Directors	SH	None	For
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt		
4.3.1	Slate 1 Submitted by Tecno Holding SpA	SH	None	Against
4.3.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For
	Shareholder Proposals Submitted by Tecno Holding SpA	Mgmt		
4.4	Elect Enrico Salza as Board Chair	SH	None	For
4.5	Approve Remuneration of Directors	SH	None	For
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt		
5.1.1	Slate 1 Submitted by Tecno Holding SpA	SH	None	Against
5.1.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For
	Shareholder Proposals Submitted by Tecno Holding SpA	Mgmt		
5.2	Appoint Chairman of Internal Statutory Auditors	SH	None	For
5.3	Approve Internal Auditors' Remuneration	SH	None	For
	Management Proposals	Mgmt		
6	Approve PriceWaterhouseCoopers SpA as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
7	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For

Amplifon SpA

Meeting Date: 04/24/2024	Country: Italy	Ticker: AMP
Record Date: 04/15/2024	Meeting Type: Annual	
Primary Security ID: T0388E118		

Shares Voted: 13,427

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
	Management Proposals	Mgmt		

Amplifon SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
1.2	Approve Allocation of Income	Mgmt	For	For
2	Approve Remuneration of Directors	Mgmt	For	For
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt		
3.1.1	Slate 1 Submitted by Ampliter Srl	SH	None	Against
3.1.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For
	Shareholder Proposal Submitted By Ampliter Srl	Mgmt		
3.2	Approve Internal Auditors' Remuneration	SH	None	For
	Management Proposals	Mgmt		
4.1	Approve Remuneration Policy	Mgmt	For	Against
4.2	Approve Second Section of the Remuneration Report	Mgmt	For	Against
5	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For

Arnoldo Mondadori Editore SpA

Meeting Date: 04/24/2024

Record Date: 04/15/2024

Primary Security ID: T6901G126

Country: Italy

Meeting Type: Annual/Special

Ticker: MN

Shares Voted: 873,593

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
	Management Proposals	Mgmt		
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Allocation of Income	Mgmt	For	For
3	Approve Dividend Distribution	Mgmt	For	For
4	Approve Remuneration Policy	Mgmt	For	Against
5	Approve Second Section of the Remuneration Report	Mgmt	For	For
6	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
7	Approve Performance Share Plan	Mgmt	For	For
8	Approve Short-Term Incentive Plan	Mgmt	For	Against

## Arnoldo Mondadori Editore SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
9.1	Shareholder Proposals Submitted by Fininvest SpA	Mgmt		
	Fix Number of Directors	SH	None	For
	Fix Board Terms for Directors	SH	None	For
	Approve Remuneration of Directors	SH	None	For
9.4a	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt		
	Slate Submitted by Fininvest SpA	SH	None	Against
	Slate Submitted by Institutional Investors (Assogestioni)	SH	None	For
10.1	Shareholder Proposals Submitted by Fininvest SpA	Mgmt		
	Approve Internal Auditors' Remuneration	SH	None	For
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt		
	Slate Submitted by Fininvest SpA	SH	None	Against
10.2a	Slate Submitted by Institutional Investors (Assogestioni)	SH	None	For
11.1	Extraordinary Business	Mgmt		
	Management Proposals	Mgmt		
	Approve Capital Increase with Preemptive Rights	Mgmt	For	Against
	Authorize Issuance of Convertible Bonds with or without Preemptive Rights; Approve Capital Increase to Service Conversion of Bonds	Mgmt	For	Against
11.2	Approve Capital Increase without Preemptive Rights	Mgmt	For	For
11.3				

## ASML Holding NV

Meeting Date: 04/24/2024	Country: Netherlands	Ticker: ASML
Record Date: 03/27/2024	Meeting Type: Annual	
Primary Security ID: N07059202		

Shares Voted: 311,659

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Annual Meeting Agenda	Mgmt		
	Open Meeting	Mgmt		
	Discuss the Company's Business, Financial Situation and ESG Sustainability	Mgmt		

ASML Holding NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3a	Approve Remuneration Report	Mgmt	For	For
3b	Adopt Financial Statements and Statutory Reports	Mgmt	For	For
3c	Discussion on Company's Corporate Governance Structure and Compliance with the Corporate Governance Code	Mgmt		
3d	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt		
3e	Approve Dividends	Mgmt	For	For
4a	Approve Discharge of Management Board	Mgmt	For	For
4b	Approve Discharge of Supervisory Board	Mgmt	For	For
5	Approve Number of Shares for Management Board	Mgmt	For	For
6a	Announce Intention to Reappoint C.D. Fouquet to Management Board	Mgmt		
6b	Announce Intention to Reappoint J.P. Koonmen to Management Board	Mgmt		
7a	Discuss Updated Profile of the Supervisory Board	Mgmt		
7b	Reelect A.P. Aris to Supervisory Board	Mgmt	For	For
7c	Reelect D.M. Durcan to Supervisory Board	Mgmt	For	For
7d	Reelect D.W.A. East to Supervisory Board	Mgmt	For	For
7e	Discuss Composition of the Supervisory Board	Mgmt		
8a	Grant Board Authority to Issue Shares Up to 5 Percent of Issued Capital Plus Additional 5 Percent in Case of Merger or Acquisition	Mgmt	For	For
8b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For
9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
10	Authorize Cancellation of Repurchased Shares	Mgmt	For	For
11	Other Business (Non-Voting)	Mgmt		
12	Close Meeting	Mgmt		

Canadian Pacific Kansas City Limited

Meeting Date: 04/24/2024	Country: Canada	Ticker: CP
Record Date: 03/12/2024	Meeting Type: Annual	
Primary Security ID: 13646K108		

Canadian Pacific Kansas City Limited

Shares Voted: 159,664

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
2	Advisory Vote on Executive Compensation Approach	Mgmt	For	For
3	Management Advisory Vote on Climate Change	Mgmt	For	Against
4.1	Elect Director John Baird	Mgmt	For	For
4.2	Elect Director Isabelle Courville	Mgmt	For	For
4.3	Elect Director Keith E. Creel	Mgmt	For	For
4.4	Elect Director Antonio Garza	Mgmt	For	For
4.5	Elect Director Edward R. Hamberger	Mgmt	For	For
4.6	Elect Director Janet H. Kennedy	Mgmt	For	For
4.7	Elect Director Henry J. Maier	Mgmt	For	For
4.8	Elect Director Matthew H. Paull	Mgmt	For	For
4.9	Elect Director Jane L. Peverett	Mgmt	For	For
4.10	Elect Director Andrea Robertson	Mgmt	For	For
4.11	Elect Director Gordon T. Trafton	Mgmt	For	For
	Shareholder Proposal	Mgmt		
5	SP 1: Adopt a Paid Sick Leave Policy	SH	Against	For

Credito Emiliano SpA

Meeting Date: 04/24/2024Country: ItalyTicker: CE

Record Date: 04/15/2024Meeting Type: Annual

Primary Security ID: T3243Z136

Shares Voted: 94,871

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Financial Statements, Statutory Reports, and Allocation of Income	Mgmt	For	For
2	Fix Number of Directors	Mgmt	For	For
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt		
3.1	Slate 1 Submitted by Credito Emiliano Holding SpA	SH	None	Against
3.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For

## Credito Emiliano SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4	Approve Remuneration of Directors	Mgmt	For	For
5a	Approve Remuneration Policy	Mgmt	For	For
5b	Approve Severance Payments Policy	Mgmt	For	For
5c	Approve Second Section of the Remuneration Report	Mgmt	For	Against
5d	Approve Share-Based Incentive Plan	Mgmt	For	For
6	Approve Fixed-Variable Compensation Ratio	Mgmt	For	For

## Intesa Sanpaolo SpA

Meeting Date: 04/24/2024	Country: Italy	Ticker: ISP
Record Date: 04/15/2024	Meeting Type: Annual/Special	
Primary Security ID: T55067101		

Shares Voted: 30,193,039

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1a	Accept Financial Statements and Statutory Reports	Mgmt	For	For
1b	Approve Allocation of Income	Mgmt	For	For
2a	Approve Remuneration Policy	Mgmt	For	For
2b	Approve Second Section of the Remuneration Report	Mgmt	For	For
2c	Approve Annual Incentive Plan	Mgmt	For	For
3a	Authorize Share Repurchase Program	Mgmt	For	For
3b	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Incentive Plans	Mgmt	For	For
3c	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
	Extraordinary Business	Mgmt		
1	Authorize Cancellation of Shares without Reduction of Share Capital; Amend Article 5	Mgmt	For	For

## The Goldman Sachs Group, Inc.

Meeting Date: 04/24/2024	Country: USA	Ticker: GS
Record Date: 02/26/2024	Meeting Type: Annual	
Primary Security ID: 38141G104		

# The Goldman Sachs Group, Inc.

Shares Voted: 56,366

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Michele Burns	Mgmt	For	For
1b	Elect Director Mark Flaherty	Mgmt	For	For
1c	Elect Director Kimberley Harris	Mgmt	For	For
1d	Elect Director Kevin Johnson	Mgmt	For	For
1e	Elect Director Ellen Kullman	Mgmt	For	For
1f	Elect Director Lakshmi Mittal	Mgmt	For	For
1g	Elect Director Thomas Montag	Mgmt	For	For
1h	Elect Director Peter Oppenheimer	Mgmt	For	For
1i	Elect Director David Solomon	Mgmt	For	For
1j	Elect Director Jan Tighe	Mgmt	For	For
1k	Elect Director David Viniar	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
4	Require Independent Board Chair	SH	Against	For
5	Report on Lobbying Payments and Policy	SH	Against	For
6	Report on Efforts to Prevent Discrimination	SH	Against	For
7	Issue Environmental Justice Report	SH	Against	For
8	Report on Clean Energy Supply Financing Ratio	SH	Against	For
9	Review Proxy Voting Record and Policies Related to Climate Change and Diversity	SH	Against	For
10	Restrict spending on climate change-related analysis or actions	SH	Against	Against
11	Report on Pay Equity	SH	Against	For
12	Adopt Director Election Resignation Bylaw *Withdrawn Resolution*	SH		

# Unipol Gruppo SpA

Meeting Date: 04/24/2024	Country: Italy	Ticker: UNI
Record Date: 04/15/2024	Meeting Type: Annual	
Primary Security ID: T9532W106		



## Unipol Gruppo SpA

Shares Voted: 8,000,295

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1a	Accept Financial Statements and Statutory Reports	Mgmt	For	For
1b	Approve Allocation of Income	Mgmt	For	For
2a	Approve Remuneration Policy	Mgmt	For	Against
2b	Approve Second Section of the Remuneration Report	Mgmt	For	Against
3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	Against

## Woodside Energy Group Ltd.

Meeting Date: 04/24/2024Country: AustraliaTicker: WDS

Record Date: 04/22/2024Meeting Type: Annual

Primary Security ID: Q98327333

Shares Voted: 126,321

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2a	Elect Richard Goyder as Director	Mgmt	For	Against
2b	Elect Ashok Belani as Director	Mgmt	For	For
3	Approve Remuneration Report	Mgmt	For	For
4	Approve Grant of Restricted Shares and Performance Rights to Meg O'Neill	Mgmt	For	For
5	Approve Leaving Entitlements	Mgmt	For	For
6	Approve Climate Transition Action Plan and 2023 Progress Report	Mgmt	For	Against

## BP Plc

Meeting Date: 04/25/2024Country: United KingdomTicker: BP

Record Date: 04/23/2024Meeting Type: Annual

Primary Security ID: G12793108

Shares Voted: 17,336,787

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	For
3	Re-elect Helge Lund as Director	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4	Re-elect Murray Auchincloss as Director	Mgmt	For	For
5	Elect Kate Thomson as Director	Mgmt	For	For
6	Re-elect Melody Meyer as Director	Mgmt	For	For
7	Re-elect Tushar Morzaria as Director	Mgmt	For	For
8	Re-elect Dame Amanda Blanc as Director	Mgmt	For	For
9	Re-elect Pamela Daley as Director	Mgmt	For	For
10	Re-elect Hina Nagarajan as Director	Mgmt	For	For
11	Re-elect Satish Pai as Director	Mgmt	For	For
12	Re-elect Karen Richardson as Director	Mgmt	For	For
13	Re-elect Johannes Teyssen as Director	Mgmt	For	For
14	Reappoint Deloitte LLP as Auditors	Mgmt	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For
17	Approve Scrip Dividend Programme	Mgmt	For	For
18	Authorise Issue of Equity	Mgmt	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

Cellnex Telecom SA

Meeting Date: 04/25/2024	Country: Spain	Ticker: CLNX
Record Date: 04/19/2024	Meeting Type: Annual	
Primary Security ID: E2R41M104		

Shares Voted: 316,114

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For
2	Approve Non-Financial Information Statement	Mgmt	For	For
3	Approve Allocation of Income	Mgmt	For	For

Cellnex Telecom SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4	Approve Discharge of Board	Mgmt	For	For
5	Appoint Ernst & Young as Auditor	Mgmt	For	For
6	Reelect Alexandra Reich as Director	Mgmt	For	For
7	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 10 Percent	Mgmt	For	For
8	Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities with Exclusion of Preemptive Rights up to 10 Percent of Capital	Mgmt	For	For
9	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For
10	Advisory Vote on Remuneration Report	Mgmt	For	For

Danone SA

Meeting Date: 04/25/2024

Record Date: 04/23/2024

Primary Security ID: F12033134

Country: France

Meeting Type: Annual/Special

Ticker: BN

Shares Voted: 833,197

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 2.10 per Share	Mgmt	For	For
4	Reelect Gilbert Ghostine as Director	Mgmt	For	For
5	Reelect Lise Kingo as Director	Mgmt	For	For
6	Appoint Mazars & Associates as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For
7	Approve Compensation Report of Corporate Officers	Mgmt	For	For
8	Approve Compensation of Antoine de Saint-Afrique, CEO	Mgmt	For	For
9	Approve Compensation of Gilles Schnepf, Chairman of the Board	Mgmt	For	For
10	Approve Remuneration Policy of Executive Corporate Officers	Mgmt	For	For
11	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For

Danone SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
12	Approve Remuneration Policy of Directors	Mgmt	For	For
13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
14	Extraordinary Business	Mgmt	For	For
	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt		
15	Amend Article 27 of Bylaws Re: Cap on Voting Rights	Mgmt	For	For
16	Ordinary Business	Mgmt	For	For
	Authorize Filing of Required Documents/Other Formalities	Mgmt		

Heineken NV

Meeting Date: 04/25/2024

Record Date: 03/28/2024

Primary Security ID: N39427211

Country: Netherlands

Meeting Type: Annual

Ticker: HEIA

Shares Voted: 459,471

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Annual Meeting Agenda	Mgmt		
	Receive Report of Executive Board (Non-Voting)	Mgmt		
	Discussion on Implementation of Revised Dutch Corporate Governance Code	Mgmt		
1c	Approve Remuneration Report	Mgmt	For	For
1d	Adopt Financial Statements	Mgmt	For	For
1e	Receive Explanation on Company's Dividend Policy	Mgmt	For	For
1f	Approve Dividends	Mgmt		
1g	Approve Discharge of Executive Directors	Mgmt		
1h	Approve Discharge of Supervisory Board	Mgmt	For	For
2a	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
2b	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	Mgmt	For	For
2c	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For
3	Amend Remuneration Policy for Executive Board	Mgmt	For	For

Heineken NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4a	Approve Remuneration Policy for Supervisory Board	Mgmt	For	For
4b	Approve Remuneration of Supervisory Board	Mgmt	For	For
5	Reelect R.G.S. van den Brink to Executive Board	Mgmt	For	For
6a	Reelect R.J.M.S. Huet to Supervisory Board	Mgmt	For	For
6b	Reelect P. Mars Wright to Supervisory Board	Mgmt	For	For
6c	Elect P.T.F.M. Wennink to Supervisory Board	Mgmt	For	For
7	Ratify KPMG Accountants N.V. as Auditors	Mgmt	For	For

Intuitive Surgical, Inc.

Meeting Date: 04/25/2024	Country: USA	Ticker: ISRG
Record Date: 02/29/2024	Meeting Type: Annual	
Primary Security ID: 46120E602		

Shares Voted: 110,796

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Craig H. Barratt	Mgmt	For	For
1b	Elect Director Joseph C. Beery	Mgmt	For	For
1c	Elect Director Lewis Chew	Mgmt	For	For
1d	Elect Director Gary S. Guthart	Mgmt	For	For
1e	Elect Director Amal M. Johnson	Mgmt	For	For
1f	Elect Director Sreelakshmi Kolli	Mgmt	For	For
1g	Elect Director Amy L. Ladd	Mgmt	For	For
1h	Elect Director Keith R. Leonard, Jr.	Mgmt	For	For
1i	Elect Director Jami Dover Nachtsheim	Mgmt	For	For
1j	Elect Director Monica P. Reed	Mgmt	For	For
1k	Elect Director Mark J. Rubash	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For
5	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For
6	Report on Gender/Racial Pay Gap	SH	Against	For

Johnson & Johnson

Meeting Date: 04/25/2024

Record Date: 02/27/2024

Primary Security ID: 478160104

Country: USA

Meeting Type: Annual

Ticker: JNJ

Shares Voted: 722,396

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Darius Adamczyk	Mgmt	For	For
1b	Elect Director Mary C. Beckerle	Mgmt	For	For
1c	Elect Director D. Scott Davis	Mgmt	For	For
1d	Elect Director Jennifer A. Doudna	Mgmt	For	For
1e	Elect Director Joaquin Duato	Mgmt	For	For
1f	Elect Director Marillyn A. Hewson	Mgmt	For	For
1g	Elect Director Paula A. Johnson	Mgmt	For	For
1h	Elect Director Hubert Joly	Mgmt	For	For
1i	Elect Director Mark B. McClellan	Mgmt	For	For
1j	Elect Director Anne M. Mulcahy	Mgmt	For	For
1k	Elect Director Mark A. Weinberger	Mgmt	For	For
1l	Elect Director Nadja Y. West	Mgmt	For	For
1m	Elect Director Eugene A. Woods	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
4	Report on Gender-Based Compensation and Benefits Inequities	SH	Against	Against
5	Report on Impact of Extended Patent Exclusivities on Product Access	SH		

Kering SA

Meeting Date: 04/25/2024

Record Date: 04/23/2024

Primary Security ID: F5433L103

Country: France

Meeting Type: Annual/Special

Ticker: KER

Shares Voted: 52,842

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For

Kering SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Approve Allocation of Income and Dividends of EUR 14 per Share	Mgmt	For	For
4	Ratify Appointment of Maureen Chiquet as Director	Mgmt	For	For
5	Reelect Jean-Pierre Denis as Director	Mgmt	For	For
6	Elect Rachel Duan as Director	Mgmt	For	For
7	Elect Giovanna Melandri as Director	Mgmt	For	For
8	Elect Dominique D Hinnin as Director	Mgmt	For	For
9	Appoint Deloitte & Associates as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For
10	Appoint PricewaterhouseCoopers Audit as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For
11	Approve Transaction with Maureen Chiquet, Director	Mgmt	For	Against
12	Approve Compensation Report of Corporate Officers	Mgmt	For	For
13	Approve Compensation of Francois-Henri Pinault, Chairman and CEO	Mgmt	For	For
14	Approve Compensation of Jean-Francois Palus, Vice-CEO	Mgmt	For	For
15	Approve Remuneration Policy of Executive Corporate Officer	Mgmt	For	For
16	Approve Remuneration Policy of Directors	Mgmt	For	For
17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
18	Extraordinary Business	Mgmt		
	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans with Performance Conditions Attached	Mgmt	For	Against
19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans for Employees of International Subsidiaries	Mgmt	For	For
21	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

London Stock Exchange Group plc

Meeting Date: 04/25/2024	Country: United Kingdom	Ticker: LSEG
Record Date: 04/23/2024	Meeting Type: Annual	
Primary Security ID: G5689U103		

Shares Voted: 189,203

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Final Dividend	Mgmt	For	For
3	Approve Remuneration Report	Mgmt	For	For
4	Approve Remuneration Policy	Mgmt	For	For
5	Re-elect Dominic Blakemore as Director	Mgmt	For	For
6	Re-elect Martin Brand as Director	Mgmt	For	For
7	Re-elect Kathleen DeRose as Director	Mgmt	For	For
8	Re-elect Tsega Gebreyes as Director	Mgmt	For	For
9	Re-elect Scott Guthrie as Director	Mgmt	For	For
10	Re-elect Cressida Hogg as Director	Mgmt	For	For
11	Re-elect Val Rahmani as Director	Mgmt	For	For
12	Re-elect Don Robert as Director	Mgmt	For	For
13	Re-elect David Schwimmer as Director	Mgmt	For	For
14	Re-elect William Vereker as Director	Mgmt	For	For
15	Elect Michel-Alain Proch as Director	Mgmt	For	For
16	Appoint Deloitte LLP as Auditors	Mgmt	For	For
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
18	Authorise Issue of Equity	Mgmt	For	For
19	Authorise UK Political Donations and Expenditure	Mgmt	For	For
20	Approve Equity Incentive Plan	Mgmt	For	For
21	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
23	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
24	Authorise Off-Market Purchase of Shares from Consortium Shareholders	Mgmt	For	For
25	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For



Pfizer Inc.

Meeting Date: 04/25/2024

Record Date: 02/28/2024

Primary Security ID: 717081103

Country: USA

Meeting Type: Annual

Ticker: PFE

Shares Voted: 1,560,795

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Ronald E. Blaylock	Mgmt	For	For
1.2	Elect Director Albert Bourla	Mgmt	For	For
1.3	Elect Director Susan Desmond-Hellmann	Mgmt	For	For
1.4	Elect Director Joseph J. Echevarria	Mgmt	For	For
1.5	Elect Director Scott Gottlieb	Mgmt	For	For
1.6	Elect Director Helen H. Hobbs	Mgmt	For	For
1.7	Elect Director Susan Hockfield	Mgmt	For	For
1.8	Elect Director Dan R. Littman	Mgmt	For	For
1.9	Elect Director Shantanu Narayen	Mgmt	For	For
1.10	Elect Director Suzanne Nora Johnson	Mgmt	For	For
1.11	Elect Director James Quincey	Mgmt	For	For
1.12	Elect Director James C. Smith	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
5	Require Independent Board Chair	SH	Against	For
6	Report on Congruency of Political Spending with Company Stated Values and Priorities	SH	Against	For
7	Amend Director Resignation Processes *Withdrawn Resolution*	SH		
8	Report on Corporate Contributions	SH	Against	Against

Interpump Group SpA

Meeting Date: 04/26/2024

Record Date: 04/17/2024

Primary Security ID: T5513W107

Country: Italy

Meeting Type: Annual

Ticker: IP

Shares Voted: 1,058,586

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		

## Interpump Group SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt		
3	Approve Allocation of Income	Mgmt	For	For
4	Approve Second Section of the Remuneration Report	Mgmt	For	For
5	Approve Remuneration of Directors	Mgmt	For	For
6	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For

## Smurfit Kappa Group Plc

**Meeting Date:** 04/26/2024

**Country:** Ireland

**Ticker:** SKG

**Record Date:** 04/22/2024

**Meeting Type:** Annual

**Primary Security ID:** G8248F104

Shares Voted: 474,321

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	For
3	Approve Remuneration Policy	Mgmt	For	For
4	Approve Final Dividend	Mgmt	For	For
5a	Re-elect Irial Finan as Director	Mgmt	For	For
5b	Re-elect Anthony Smurfit as Director	Mgmt	For	For
5c	Re-elect Ken Bowles as Director	Mgmt	For	For
5d	Re-elect Anne Anderson as Director	Mgmt	For	For
5e	Re-elect Frits Beurskens as Director	Mgmt	For	For
5f	Re-elect Carol Fairweather as Director	Mgmt	For	For
5g	Re-elect Mary Lynn Ferguson-McHugh as Director	Mgmt	For	For
5h	Re-elect Kaisa Hietala as Director	Mgmt	For	For
5i	Re-elect James Lawrence as Director	Mgmt	For	For
5j	Re-elect Lourdes Melgar as Director	Mgmt	For	For
5k	Re-elect Jorgen Rasmussen as Director	Mgmt	For	For
6	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For
7	Authorise Issue of Equity	Mgmt	For	For

Smurfit Kappa Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
9	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
10	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
11	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

Banca Popolare di Sondrio SPA

Meeting Date: 04/27/2024Country: ItalyTicker: BPSO

Record Date: 04/18/2024Meeting Type: Annual

Primary Security ID: T1549L116

Shares Voted: 155,266

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1a	Accept Financial Statements and Statutory Reports	Mgmt	For	For
1b	Approve Allocation of Income	Mgmt	For	For
2a1	Approve Remuneration Policy	Mgmt	For	For
2a2	Approve Second Section of the Remuneration Report	Mgmt	For	For
2b	Approve Compensation Plan	Mgmt	For	For
3a	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
3b	Authorize Reissuance of Repurchased Shares to Service the Compensation Plans	Mgmt	For	For
4.1	Approve KPMG SpA as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
4.2	Approve PricewaterhouseCoopers SpA as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt		
5.1	Slate 1 Submitted by Board of Directors	Mgmt	For	Against
5.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For
6	Approve Remuneration of Directors	Mgmt	For	For

Banca Popolare di Sondrio SPA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt		
7.1	Slate 1 Submitted by 4 Shareholders	SH	None	Against
7.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For
8	Approve Internal Auditors' Remuneration	Mgmt	For	For

Biesse SpA

Meeting Date: 04/29/2024	Country: Italy	Ticker: BSS
Record Date: 04/18/2024	Meeting Type: Annual	
Primary Security ID: T2060S100		

Shares Voted: 21,549

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
	Management Proposals	Mgmt		
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Allocation of Income	Mgmt	For	For
3	Approve Remuneration Policy	Mgmt	For	Against
4	Approve Second Section of the Remuneration Report	Mgmt	For	Against
5	Fix Number of Directors	Mgmt	For	For
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt		
6.1	Slate Submitted by Bi.Fin SRL	SH	None	Against
6.2	Slate Submitted by Institutional Investors (Assogestioni)	SH	None	For
7	Approve Remuneration of Directors	Mgmt	For	For
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt		
8.1	Slate Submitted by Bi.Fin SRL	SH	None	Against
8.2	Slate Submitted by Institutional Investors (Assogestioni)	SH	None	For
9	Appoint Chairman of Internal Statutory Auditors	SH	None	For
	Shareholder Proposal Submitted by Bi.Fin SRL	Mgmt		
10	Approve Internal Auditors' Remuneration	SH	None	For

El.En. SpA

Meeting Date: 04/29/2024	Country: Italy	Ticker: ELN
Record Date: 04/18/2024	Meeting Type: Annual/Special	
Primary Security ID: T3598E126		

Shares Voted: 21,264

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Ordinary Business	Mgmt		
	Management Proposals	Mgmt		
	Accept Financial Statements and Statutory Reports	Mgmt	For	For
1.2	Approve Allocation of Income	Mgmt	For	For
2.1	Approve Remuneration Policy	Mgmt	For	Against
2.2	Approve Second Section of the Remuneration Report	Mgmt	For	Against
3.1	Fix Number of Directors	Mgmt	For	For
3.2	Fix Board Terms for Directors	Mgmt	For	For
3.3.1	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt		
	Slate 1 Submitted by Andrea Cangiolì	SH	None	Against
	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For
3.4	Shareholder Proposal Submitted by Andrea Cangiolì	Mgmt		
	Elect Gabriele Clementi as Board Chair	SH	None	Against
	Management Proposals	Mgmt		
4	Approve Remuneration of Directors	Mgmt	For	For
5	Shareholder Proposal Submitted by Institutional Investors (Assogestioni)	Mgmt		
	Appoint Elisa Raoli as Alternate Internal Statutory Auditor	SH	None	For
	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
1	Extraordinary Business	Mgmt		
	Amend Company Bylaws Re: Article 14	Mgmt	For	Against

Monnalisa SpA

Meeting Date: 04/29/2024	Country: Italy	Ticker: MNL
Record Date: 04/18/2024	Meeting Type: Annual/Special	
Primary Security ID: T6S38L105		

Monnalisa SpA

Shares Voted: 204,360

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Financial Statements, Statutory Reports, and Allocation of Income	Mgmt	For	For
2.1	Fix Number of Directors	Mgmt	For	For
2.2	Fix Board Terms for Directors	Mgmt	For	For
2.3	Elect Directors (Bundled)	SH	None	Abstain
2.4	Approve Remuneration of Directors	Mgmt	For	Against
3.1	Elect Internal Auditors (Bundled)	SH	None	Abstain
3.2	Appoint Chairman of Internal Statutory Auditors	SH	None	Abstain
3.3	Approve Internal Auditors' Remuneration	Mgmt	For	Against
4	Approve Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
	Extraordinary Business	Mgmt		
1	Amend Company Bylaws Re: Articles 15 and 20	Mgmt	For	Against
2	Amend Company Bylaws	Mgmt	For	For

Rai Way SpA

Meeting Date: 04/29/2024Country: ItalyTicker: RWAY

Record Date: 04/18/2024Meeting Type: Annual

Primary Security ID: T7S1AC112

Shares Voted: 48,471

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
	Management Proposals	Mgmt		
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Allocation of Income	Mgmt	For	For
3.1	Approve Remuneration Policy	Mgmt	For	Against
3.2	Approve Second Section of the Remuneration Report	Mgmt	For	Against
4	Approve Long-Term Incentive Plan	Mgmt	For	For
5	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For

Rai Way SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6.1	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt		
	Slate 1 Submitted by RAI - Radiotelevisione Italiana SpA	SH	None	Against
	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For
7	Shareholder Proposal Submitted by RAI - Radiotelevisione Italiana SpA	Mgmt		
	Approve Internal Auditors' Remuneration	SH	None	For

Saras SpA

Meeting Date: 04/29/2024

Record Date: 04/18/2024

Primary Security ID: T83058106

Country: Italy

Meeting Type: Annual

Ticker: SRS

Shares Voted: 221,735

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Ordinary Business	Mgmt		
	Management Proposals	Mgmt		
	Accept Financial Statements and Statutory Reports	Mgmt	For	For
1.2	Approve Allocation of Income	Mgmt	For	For
2.1.1	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt		
	Slate 1 Submitted by Massimo Moratti SapA, Stella Holding SpA and Angel Capital Management SpA	SH	None	Against
	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For
2.2	Appoint Chairman of Internal Statutory Auditors	SH	None	For
2.3	Shareholder Proposal Submitted by Massimo Moratti SapA, Stella Holding SpA and Angel Capital Management SpA	Mgmt		
	Approve Internal Auditors' Remuneration	SH	None	For
3.1	Management Proposals	Mgmt		
	Approve Remuneration Policy	Mgmt	For	Against
	Approve Second Section of the Remuneration Report	Mgmt	For	Against

## Anglo American Plc

Meeting Date: 04/30/2024	Country: United Kingdom	Ticker: AAL
Record Date: 04/26/2024	Meeting Type: Annual	
Primary Security ID: G03764134		

Shares Voted: 2,375,936

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Final Dividend	Mgmt	For	For
3	Elect John Heasley as Director	Mgmt	For	For
4	Re-elect Stuart Chambers as Director	Mgmt	For	For
5	Re-elect Duncan Wanblad as Director	Mgmt	For	For
6	Re-elect Ian Tyler as Director	Mgmt	For	For
7	Re-elect Magali Anderson as Director	Mgmt	For	For
8	Re-elect Ian Ashby as Director	Mgmt	For	Against
9	Re-elect Marcelo Bastos as Director	Mgmt	For	For
10	Re-elect Hilary Maxson as Director	Mgmt	For	For
11	Re-elect Hixonia Nyasulu as Director	Mgmt	For	For
12	Re-elect Nonkululeko Nyembezi as Director	Mgmt	For	For
13	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
14	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For
15	Approve Remuneration Report	Mgmt	For	For
16	Authorise Issue of Equity	Mgmt	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

## Barrick Gold Corporation

Meeting Date: 04/30/2024	Country: Canada	Ticker: ABX
Record Date: 03/01/2024	Meeting Type: Annual	
Primary Security ID: 067901108		

Shares Voted: 862,585

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director D. Mark Bristow	Mgmt	For	For



Barrick Gold Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.2	Elect Director Helen Cai	Mgmt	For	For
1.3	Elect Director Christopher L. Coleman	Mgmt	For	For
1.4	Elect Director Isela A. Costantini	Mgmt	For	For
1.5	Elect Director Brian L. Greenspun	Mgmt	For	For
1.6	Elect Director J. Brett Harvey	Mgmt	For	For
1.7	Elect Director Anne N. Kabagambe	Mgmt	For	For
1.8	Elect Director Andrew J. Quinn	Mgmt	For	For
1.9	Elect Director M. Loreto Silva	Mgmt	For	For
1.10	Elect Director John L. Thornton	Mgmt	For	Withhold
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For
	Shareholder Proposal	Mgmt		
4	Commission an Independent Third Party Audit of Environmental Water Impacts	SH	Against	For

Datalogic SpA

Meeting Date: 04/30/2024

Country: Italy

Ticker: DAL

Record Date: 04/19/2024

Meeting Type: Annual/Special

Primary Security ID: T3480B123

Shares Voted: 2,432

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Ordinary Business	Mgmt		
	Management Proposals	Mgmt		
	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Allocation of Income	Mgmt	For	For
	Shareholder Proposals Submitted by Hydra SpA	Mgmt		
3.1	Fix Number of Directors	SH	None	For
3.2	Fix Board Terms for Directors	SH	None	For
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt		
3.3.1	Slate 1 Submitted by Hydra SpA	SH	None	Against
3.3.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For

Datalogic SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Shareholder Proposals Submitted by Hydra SpA	Mgmt		
3.4	Elect Romano Volta as Board Chair	SH	None	For
4	Approve Remuneration of Directors	SH	None	For
	Management Proposals	Mgmt		
5.1	Approve Remuneration Policy	Mgmt	For	Against
5.2	Approve Second Section of the Remuneration Report	Mgmt	For	For
6	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	Against
	Extraordinary Business	Mgmt		
1	Amend Company Bylaws Re: Articles 5, 15, 17, 18 and 30	Mgmt	For	For

EssilorLuxottica SA

Meeting Date: 04/30/2024	Country: France	Ticker: EL
Record Date: 04/26/2024	Meeting Type: Annual/Special	
Primary Security ID: F31665106		

Shares Voted: 218,308

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 3.95 per Share	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For
5	Approve Compensation Report of Corporate Officers	Mgmt	For	Against
6	Approve Compensation of Francesco Milleri, Chairman and CEO	Mgmt	For	For
7	Approve Compensation of Paul du Saillant, Vice-CEO	Mgmt	For	For
8	Approve Remuneration Policy of Directors	Mgmt	For	For
9	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Against
10	Approve Remuneration Policy of Vice-CEO	Mgmt	For	Against
11	Elect Francesco Milleri as Director	Mgmt	For	Against

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
12	Elect Paul du Saillant as Director	Mgmt	For	For
13	Elect Romolo Bardin as Director	Mgmt	For	For
14	Elect Jean-Luc Biamonti as Director	Mgmt	For	For
15	Elect Marie-Christine Coisne-Roquette as Director	Mgmt	For	For
16	Elect Jose Gonzalo as Director	Mgmt	For	For
17	Elect Virginie Mercier Pitre as Director	Mgmt	For	For
18	Elect Mario Notari as Director	Mgmt	For	For
19	Elect Swati Piramal as Director	Mgmt	For	For
20	Elect Cristina Scocchia as Director	Mgmt	For	For
21	Elect Nathalie von Siemens as Director	Mgmt	For	For
22	Elect Andrea Zappia as Director	Mgmt	For	For
23	Appoint PricewaterhouseCoopers Audit as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For
24	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
25	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
26	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights, with a Binding Priority Right up to Aggregate Nominal Amount of EUR 4,084,624	Mgmt	For	For
27	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 4,084,624	Mgmt	For	For
28	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	For
29	Authorize Capital Increase of up to 5 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For
30	Authorize Capital Increase of Up to EUR 4,084,624 for Future Exchange Offers	Mgmt	For	For
31	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 4,084,624	Mgmt	For	For
32	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For

EssilorLuxottica SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
33	Authorize up to 2.5 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees and Corporate Officers With Performance Conditions Attached	Mgmt	For	For
	Ordinary Business	Mgmt		
34	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

Hermes International SCA

Meeting Date: 04/30/2024	Country: France	Ticker: RMS
Record Date: 04/26/2024	Meeting Type: Annual/Special	
Primary Security ID: F48051100		

Shares Voted: 17,580

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Discharge of General Managers	Mgmt	For	For
4	Approve Allocation of Income and Dividends of EUR 25 per Share	Mgmt	For	For
5	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	Against
6	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	Against
7	Approve Compensation Report of Corporate Officers	Mgmt	For	Against
8	Approve Compensation of Axel Dumas, General Manager	Mgmt	For	Against
9	Approve Compensation of Emile Hermes SAS, General Manager	Mgmt	For	Against
10	Approve Compensation of Eric de Seynes, Chairman of the Supervisory Board	Mgmt	For	For
11	Approve Remuneration Policy of General Managers	Mgmt	For	Against
12	Approve Remuneration Policy of Supervisory Board Members	Mgmt	For	For
13	Reelect Matthieu Dumas as Supervisory Board Member	Mgmt	For	Against
14	Reelect Blaise Guerrand as Supervisory Board Member	Mgmt	For	Against

Hermes International SCA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
15	Reelect Olympia Guerrand as Supervisory Board Member	Mgmt	For	Against
16	Reelect Alexandre Viros as Supervisory Board Member	Mgmt	For	For
17	Appoint PricewaterhouseCoopers Audit as Authorized Sustainability Auditors	Mgmt	For	For
18	Extraordinary Business	Mgmt	For	For
	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt		
19	Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Against
20	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

Sanofi

Meeting Date: 04/30/2024

Record Date: 04/26/2024

Primary Security ID: F5548N101

Country: France

Meeting Type: Annual/Special

Ticker: SAN

Shares Voted: 757,551

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Ordinary Business	Mgmt	For	For
	Approve Financial Statements and Statutory Reports	Mgmt		
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 3.76 per Share	Mgmt	For	For
4	Reelect Rachel Duan as Director	Mgmt	For	For
5	Reelect Lise Kingo as Director	Mgmt	For	For
6	Elect Clotilde Delbos as Director	Mgmt	For	For
7	Elect Anne-Francoise Nesmes as Director	Mgmt	For	For
8	Elect John Sundy as Director	Mgmt	For	For
9	Approve Compensation Report of Corporate Officers	Mgmt	For	For
10	Approve Compensation of Serge Weinberg, Chairman of the Board from January 1, 2023 to May 25, 2023	Mgmt	For	For
11	Approve Compensation of Frederic Oudea, Chairman of the Board Since May 25, 2023	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
12	Approve Compensation of Paul Hudson, CEO	Mgmt	For	For
13	Approve Remuneration Policy of Directors	Mgmt	For	For
14	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For
15	Approve Remuneration Policy of CEO	Mgmt	For	For
16	Appoint Mazars as Auditor	Mgmt	For	For
17	Appoint Mazars as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For
18	Appoint PricewaterhouseCoopers Audit as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For
19	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
20	Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For
	Ordinary Business	Mgmt		
23	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

## Monthly summary of votes cast

March  
2024

The document summarizes the meetings in which Anima SGR attended and the votes cast, in line with its ESG policy, for each AGM agenda item.

**ANIMA Sgr S.p.A.**

Società di gestione del risparmio soggetta all'attività di direzione e coordinamento del socio unico Anima Holding S.p.A.

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R.E.A. di Milano n. 1162082 - Albo tenuto dalla Banca d'Italia n. 8 Sezione dei Gestori di OICVM e n. 6 Sezione dei Gestori di FIA - Aderente al Fondo Nazionale di Garanzia

VOTE SUMMARY REPORT

REPORTING PERIOD: 03/01/2024 to 03/31/2024

QUALCOMM Incorporated

Meeting Date: 03/05/2024Country: USATicker: QCOM

Record Date: 01/08/2024Meeting Type: Annual

Primary Security ID: 747525103

Shares Voted: 497,262

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Sylvia Acevedo	Mgmt	For	For
1b	Elect Director Cristiano R. Amon	Mgmt	For	For
1c	Elect Director Mark Fields	Mgmt	For	For
1d	Elect Director Jeffrey W. Henderson	Mgmt	For	For
1e	Elect Director Gregory N. Johnson	Mgmt	For	For
1f	Elect Director Ann M. Livermore	Mgmt	For	For
1g	Elect Director Mark D. McLaughlin	Mgmt	For	For
1h	Elect Director Jamie S. Miller	Mgmt	For	For
1i	Elect Director Irene B. Rosenfeld	Mgmt	For	For
1j	Elect Director Kornelis (Neil) Smit	Mgmt	For	For
1k	Elect Director Jean-Pascal Tricoire	Mgmt	For	For
1l	Elect Director Anthony J. Vinciguerra	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For
5	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For
6	Amend Bylaws to Add Federal Forum Selection Provision	Mgmt	For	For

Applied Materials, Inc.

Meeting Date: 03/07/2024Country: USATicker: AMAT

Record Date: 01/10/2024Meeting Type: Annual

Primary Security ID: 038222105

Shares Voted: 298,946

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Rani Borkar	Mgmt	For	For



Applied Materials, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1b	Elect Director Judy Bruner	Mgmt	For	For
1c	Elect Director Xun (Eric) Chen	Mgmt	For	For
1d	Elect Director Aart J. de Geus	Mgmt	For	For
1e	Elect Director Gary E. Dickerson	Mgmt	For	For
1f	Elect Director Thomas J. Iannotti	Mgmt	For	For
1g	Elect Director Alexander A. Karsner	Mgmt	For	For
1h	Elect Director Kevin P. March	Mgmt	For	For
1i	Elect Director Yvonne McGill	Mgmt	For	For
1j	Elect Director Scott A. McGregor	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For
4	Report on Lobbying Payments and Policy	SH	Against	For
5	Report on Median and Adjusted Gender/Racial Pay Gaps	SH	Against	For

DSV A/S

Meeting Date: 03/14/2024	Country: Denmark	Ticker: DSV
Record Date: 03/07/2024	Meeting Type: Annual	
Primary Security ID: K31864117		

Shares Voted: 154,002

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Report of Board	Mgmt		
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of DKK 7 Per Share	Mgmt	For	For
4	Approve Remuneration of Directors	Mgmt	For	For
5	Approve Remuneration Report	Mgmt	For	Against
6.1	Reelect Thomas Plenborg as Director	Mgmt	For	For
6.2	Reelect Jorgen Moller as Director	Mgmt	For	For
6.3	Reelect Marie-Louise Aamund as Director	Mgmt	For	For
6.4	Reelect Beat Walti as Director	Mgmt	For	For
6.5	Reelect Niels Smedegaard as Director	Mgmt	For	For
6.6	Reelect Tarek Sultan Al-Essa as Director	Mgmt	For	For

DSV A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6.7	Reelect Benedikte Leroy as Director	Mgmt	For	Abstain
6.8	Reelect Helle Ostergaard Kristiansen as Director	Mgmt	For	For
7	Ratify PricewaterhouseCoopers as Auditor	Mgmt	For	For
8.1	Approve DKK 5 Million Reduction in Share Capital via Share Cancellation; Amend Articles	Mgmt	For	For
8.2	Authorize Share Repurchase Program	Mgmt	For	For
8.3.a	Approve Indemnification of Members of the Board of Directors and Executive Management	Mgmt	For	For
8.3.b	Amend Articles Re: Indemnification	Mgmt	For	For
	Shareholder Proposals Submitted by AkademikerPension and LD Fonde	Mgmt		
8.4	Report on Efforts and Risks Related to Human and Labor Rights	SH	For	For
9	Other Business	Mgmt		

Novo Nordisk A/S

Meeting Date: 03/21/2024

Record Date: 03/14/2024

Primary Security ID: K72807140

Country: Denmark

Meeting Type: Annual

Ticker: NOVO.B

Shares Voted: 1,497,940

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Report of Board	Mgmt		
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of DKK 6.40 Per Share	Mgmt	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
5.1	Approve Remuneration of Directors in the Amount of DKK 3.4 Million for the Chairman, DKK 1.7 Million for the Vice Chairman and DKK 840,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
5.2a	Approve Indemnification of Board of Directors	Mgmt	For	For
5.2b	Approve Indemnification of Executive Management	Mgmt	For	For
5.2c	Amend Articles Re: Indemnification Scheme	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5.3	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	For
6.1	Reelect Helge Lund (Chair) as Director	Mgmt	For	Abstain
6.2	Reelect Henrik Poulsen (Vice Chair) as Director	Mgmt	For	Abstain
6.3a	Reelect Laurence Debroux as Director	Mgmt	For	For
6.3b	Reelect Andreas Fibig as Director	Mgmt	For	For
6.3c	Reelect Sylvie Gregoire as Director	Mgmt	For	For
6.3d	Reelect Kasim Kutay as Director	Mgmt	For	Abstain
6.3e	Reelect Christina Law as Director	Mgmt	For	For
6.3f	Reelect Martin Mackay as Director	Mgmt	For	For
7	Ratify Deloitte as Auditor	Mgmt	For	For
8.1	Approve DKK 4.5 Million Reduction in Share Capital via Share Cancellation of B Shares	Mgmt	For	For
8.2	Authorize Share Repurchase Program	Mgmt	For	For
8.3	Approve Creation of DKK 44.7 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 44.7 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 44.7 Million	Mgmt	For	For
9	Other Business	Mgmt		

## Monthly summary of votes cast

February  
2024

The document summarizes the meetings in which Anima SGR attended and the votes cast, in line with its ESG policy, for each AGM agenda item.

**ANIMA Sgr S.p.A.**

Società di gestione del risparmio soggetta all'attività di direzione e coordinamento del socio unico Anima Holding S.p.A.

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R.E.A. di Milano n. 1162082 - Albo tenuto dalla Banca d'Italia n. 8 Sezione dei Gestori di OICVM e n. 6 Sezione dei Gestori di FIA - Aderente al Fondo Nazionale di Garanzia

# VOTE SUMMARY REPORT

REPORTING PERIOD: 02/01/2024 to 02/29/2024

## Compass Group Plc

Meeting Date: 02/08/2024

Country: United Kingdom

Ticker: CPG

Record Date: 02/06/2024

Meeting Type: Annual

Primary Security ID: G23296208

Shares Voted: 1,635,683

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report	Mgmt	For	For
3	Approve Final Dividend	Mgmt	For	For
4	Elect Petros Parras as Director	Mgmt	For	For
5	Elect Leanne Wood as Director	Mgmt	For	For
6	Re-elect Ian Meakins as Director	Mgmt	For	For
7	Re-elect Dominic Blakemore as Director	Mgmt	For	For
8	Re-elect Palmer Brown as Director	Mgmt	For	For
9	Re-elect Stefan Bomhard as Director	Mgmt	For	For
10	Re-elect John Bryant as Director	Mgmt	For	For
11	Re-elect Arlene Isaacs-Lowe as Director	Mgmt	For	For
12	Re-elect Anne-Francoise Nesmes as Director	Mgmt	For	For
13	Re-elect Sundar Raman as Director	Mgmt	For	For
14	Re-elect Nelson Silva as Director	Mgmt	For	For
15	Re-elect Ireena Vittal as Director	Mgmt	For	For
16	Reappoint KPMG LLP as Auditors	Mgmt	For	For
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For
19	Authorise Issue of Equity	Mgmt	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
23	Authorise the Company to Call General Meeting with 14 Clear Days' Notice	Mgmt	For	For

Meeting Date: 02/08/2024	Country: Germany	Ticker: SIE
Record Date: 02/01/2024	Meeting Type: Annual	
Primary Security ID: D69671218		

Shares Voted: 479,358

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022/23 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 4.70 per Share	Mgmt	For	For
3.1	Approve Discharge of Management Board Member Roland Busch for Fiscal Year 2022/23	Mgmt	For	For
3.2	Approve Discharge of Management Board Member Cedrik Neike for Fiscal Year 2022/23	Mgmt	For	For
3.3	Approve Discharge of Management Board Member Matthias Rebellius for Fiscal Year 2022/23	Mgmt	For	For
3.4	Approve Discharge of Management Board Member Ralf Thomas for Fiscal Year 2022/23	Mgmt	For	For
3.5	Approve Discharge of Management Board Member Judith Wiese for Fiscal Year 2022/23	Mgmt	For	For
4.1	Approve Discharge of Supervisory Board Member Jim Snabe for Fiscal Year 2022/23	Mgmt	For	For
4.2	Approve Discharge of Supervisory Board Member Birgit Steinborn for Fiscal Year 2022/23	Mgmt	For	For
4.3	Approve Discharge of Supervisory Board Member Werner Brandt for Fiscal Year 2022/23	Mgmt	For	For
4.4	Approve Discharge of Supervisory Board Member Tobias Baeumler for Fiscal Year 2022/23	Mgmt	For	For
4.5	Approve Discharge of Supervisory Board Member Michael Diekmann (until Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	For
4.6	Approve Discharge of Supervisory Board Member Regina Dugan (from Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	For
4.7	Approve Discharge of Supervisory Board Member Andrea Fehrmann for Fiscal Year 2022/23	Mgmt	For	For
4.8	Approve Discharge of Supervisory Board Member Bettina Haller for Fiscal Year 2022/23	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.9	Approve Discharge of Supervisory Board Member Oliver Hartmann (from Sep. 14, 2023) for Fiscal Year 2022/23	Mgmt	For	For
4.10	Approve Discharge of Supervisory Board Member Keryn Lee James (from Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	For
4.11	Approve Discharge of Supervisory Board Member Harald Kern for Fiscal Year 2022/23	Mgmt	For	For
4.12	Approve Discharge of Supervisory Board Member Juergen Kerner for Fiscal Year 2022/23	Mgmt	For	For
4.13	Approve Discharge of Supervisory Board Member Martina Merz (from Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	For
4.14	Approve Discharge of Supervisory Board Member Christian Pfeiffer (from Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	For
4.15	Approve Discharge of Supervisory Board Member Benoit Potier for Fiscal Year 2022/23	Mgmt	For	For
4.16	Approve Discharge of Supervisory Board Member Hagen Reimer for Fiscal Year 2022/23	Mgmt	For	For
4.17	Approve Discharge of Supervisory Board Member Norbert Reithofer (until Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	For
4.18	Approve Discharge of Supervisory Board Member Kasper Rorsted for Fiscal Year 2022/23	Mgmt	For	For
4.19	Approve Discharge of Supervisory Board Member Nemat Shafik (until Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	For
4.20	Approve Discharge of Supervisory Board Member Nathalie von Siemens for Fiscal Year 2022/23	Mgmt	For	For
4.21	Approve Discharge of Supervisory Board Member Michael Sigmund (until Aug. 31, 2023) for Fiscal Year 2022/23	Mgmt	For	For
4.22	Approve Discharge of Supervisory Board Member Dorothea Simon for Fiscal Year 2022/23	Mgmt	For	For
4.23	Approve Discharge of Supervisory Board Member Grazia Vittadini for Fiscal Year 2022/23	Mgmt	For	For
4.24	Approve Discharge of Supervisory Board Member Matthias Zachert for Fiscal Year 2022/23	Mgmt	For	For
4.25	Approve Discharge of Supervisory Board Member Gunnar Zukunft (until Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023/24	Mgmt	For	For
6	Approve Remuneration Policy	Mgmt	For	For

Siemens AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7	Approve Remuneration Report	Mgmt	For	For
8	Approve Creation of EUR 480 Million Pool of Capital with Partial Exclusion of Preemptive Rights	Mgmt	For	For
9	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 15 Billion; Approve Creation of EUR 210 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For

Apple Inc.

Meeting Date: 02/28/2024

Record Date: 01/02/2024

Primary Security ID: 037833100

Country: USA

Meeting Type: Annual

Ticker: AAPL

Shares Voted: 2,313,570

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Wanda Austin	Mgmt	For	For
1b	Elect Director Tim Cook	Mgmt	For	For
1c	Elect Director Alex Gorsky	Mgmt	For	For
1d	Elect Director Andrea Jung	Mgmt	For	For
1e	Elect Director Art Levinson	Mgmt	For	For
1f	Elect Director Monica Lozano	Mgmt	For	For
1g	Elect Director Ron Sugar	Mgmt	For	For
1h	Elect Director Sue Wagner	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	SH	Against	Against
5	Report on Standards and Procedures to Curate App Content	SH	Against	Against
6	Report on Median Gender/Racial Pay Gap	SH	Against	For
7	Report on Use of Artificial Intelligence	SH	Against	For
8	Report on Congruency of Company's Privacy and Human Rights Policies with its Actions	SH	Against	Against



Deere & Company

Meeting Date: 02/28/2024

Record Date: 01/02/2024

Primary Security ID: 244199105

Country: USA

Meeting Type: Annual

Ticker: DE

Shares Voted: 66,850

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Leanne G. Caret	Mgmt	For	For
1b	Elect Director Tamra A. Erwin	Mgmt	For	For
1c	Elect Director Alan C. Heuberger	Mgmt	For	For
1d	Elect Director L. Neil Hunn	Mgmt	For	For
1e	Elect Director Michael O. Johanns	Mgmt	For	For
1f	Elect Director Clayton M. Jones	Mgmt	For	For
1g	Elect Director John C. May	Mgmt	For	For
1h	Elect Director Gregory R. Page	Mgmt	For	For
1i	Elect Director Sherry M. Smith	Mgmt	For	For
1j	Elect Director Dmitri L. Stockton	Mgmt	For	For
1k	Elect Director Sheila G. Talton	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
4	Report on GHG Reduction Policies and Their Impact on Revenue Generation	SH	Against	Against
5	Civil Rights and Non-Discrimination Audit Proposal	SH	Against	Against
6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	For

Kone Oyj

Meeting Date: 02/29/2024

Record Date: 02/19/2024

Primary Security ID: X4551T105

Country: Finland

Meeting Type: Annual

Ticker: KNEBV

Shares Voted: 549,348

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Call the Meeting to Order	Mgmt		
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4	Acknowledge Proper Convening of Meeting	Mgmt		
5	Prepare and Approve List of Shareholders	Mgmt		
6	Receive Financial Statements and Statutory Reports	Mgmt		
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For
8	Approve Allocation of Income and Dividends of EUR 1.7475 per Class A Share and EUR 1.75 per Class B Share	Mgmt	For	For
9	Approve Discharge of Board and President	Mgmt	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against
12	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	Mgmt	For	For
13	Fix Number of Directors at Nine	Mgmt	For	For
14.a	Reelect Matti Alahuhta as Director	Mgmt	For	Against
14.b	Reelect Susan Duinhoven as Director	Mgmt	For	For
14.c	Reelect Marika Fredriksson as Director	Mgmt	For	For
14.d	Reelect Antti Herlin as Director	Mgmt	For	Against
14.e	Reelect Iris Herlin as Director	Mgmt	For	For
14.f	Reelect Jussi Herlin as Director	Mgmt	For	Against
14.g	Elect Timo Ihamuotila as New Director	Mgmt	For	For
14.h	Reelect Ravi Kant as Director	Mgmt	For	For
14.i	Reelect Krishna Mikkilineni as Director	Mgmt	For	For
15	Approve Remuneration of Auditors	Mgmt	For	For
16	Fix Number of Auditors at One	Mgmt	For	For
17	Ratify Ernst & Young as Auditors	Mgmt	For	For
18	Authorize Share Repurchase Program	Mgmt	For	For
19	Approve Issuance of Shares and Options without Preemptive Rights	Mgmt	For	Against
20	Close Meeting	Mgmt		

## Monthly summary of votes cast

January  
2024

The document summarizes the meetings in which Anima SGR attended and the votes cast, in line with its ESG policy, for each AGM agenda item.

**ANIMA Sgr S.p.A.**

Società di gestione del risparmio soggetta all'attività di direzione e coordinamento del socio unico Anima Holding S.p.A.

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Cod. Fisc./P.IVA e Reg. Imprese di Milano n. 07507200157 - Capitale Sociale euro 23.793.000 int. vers.

R.E.A. di Milano n. 1162082 - Albo tenuto dalla Banca d'Italia n. 8 Sezione dei Gestori di OICVM e n. 6 Sezione dei Gestori di FIA - Aderente al Fondo Nazionale di Garanzia

VOTE SUMMARY REPORT

REPORTING PERIOD: 01/01/2024 to 01/31/2024

Costco Wholesale Corporation

Meeting Date: 01/18/2024

Record Date: 11/10/2023

Primary Security ID: 22160K105

Country: USA

Meeting Type: Annual

Ticker: COST

Shares Voted: 93,183

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Susan L. Decker	Mgmt	For	For
1b	Elect Director Kenneth D. Denman	Mgmt	For	For
1c	Elect Director Helena B. Foulkes	Mgmt	For	For
1d	Elect Director Richard A. Galanti	Mgmt	For	For
1e	Elect Director Hamilton E. James	Mgmt	For	For
1f	Elect Director W. Craig Jelinek	Mgmt	For	For
1g	Elect Director Sally Jewell	Mgmt	For	For
1h	Elect Director Jeffrey S. Raikes	Mgmt	For	For
1i	Elect Director John W. Stanton	Mgmt	For	For
1j	Elect Director Ron M. Vachris	Mgmt	For	For
1k	Elect Director Mary Agnes (Maggie) Wilderotter	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Issue Audited Report on Fiduciary Relevance of Decarbonization Goal	SH	Against	Against

Visa Inc.

Meeting Date: 01/23/2024

Record Date: 11/24/2023

Primary Security ID: 92826C839

Country: USA

Meeting Type: Annual

Ticker: V

Shares Voted: 185,814

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Lloyd A. Carney	Mgmt	For	For
1b	Elect Director Kermit R. Crawford	Mgmt	For	For
1c	Elect Director Francisco Javier Fernandez-Carbajal	Mgmt	For	For
1d	Elect Director Ramon Laguarta	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1e	Elect Director Teri L. List	Mgmt	For	For
1f	Elect Director John F. Lundgren	Mgmt	For	For
1g	Elect Director Ryan McInerney	Mgmt	For	For
1h	Elect Director Denise M. Morrison	Mgmt	For	For
1i	Elect Director Pamela Murphy	Mgmt	For	For
1j	Elect Director Linda J. Rendle	Mgmt	For	For
1k	Elect Director Maynard G. Webb, Jr.	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For
4	Approve Class B Exchange Offer Program Certificate Amendments	Mgmt	For	For
5	Adjourn Meeting	Mgmt	For	For
6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against

Accenture plc

Meeting Date: 01/31/2024

Record Date: 12/04/2023

Primary Security ID: G1151C101

Country: Ireland

Meeting Type: Annual

Ticker: ACN

Shares Voted: 203,768

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Jaime Ardila	Mgmt	For	For
1b	Elect Director Martin Bruder Muller	Mgmt	For	For
1c	Elect Director Alan Jope	Mgmt	For	For
1d	Elect Director Nancy McKinstry	Mgmt	For	For
1e	Elect Director Beth E. Mooney	Mgmt	For	For
1f	Elect Director Gilles C. Pelisson	Mgmt	For	For
1g	Elect Director Paula A. Price	Mgmt	For	For
1h	Elect Director Venkata (Murthy) Renduchintala	Mgmt	For	For
1i	Elect Director Arun Sarin	Mgmt	For	For
1j	Elect Director Julie Sweet	Mgmt	For	For
1k	Elect Director Tracey T. Travis	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Amend Omnibus Stock Plan	Mgmt	For	For
4	Amend Nonqualified Employee Stock Purchase Plan	Mgmt	For	For
5	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
6	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	For
7	Authorize Board to Opt-Out of Statutory Pre-Emption Rights	Mgmt	For	For
8	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For