

# Riepilogo mensile delle votazioni espresse

2023

Nel documento si riepilogano le assemblee a cui Anima SGR ha partecipato e le votazioni espresse, in linea con la propria policy ESG, per ciascun punto degli ordini del giorno.

**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.

Corso Garibaldi 99 - 20121 Milano - Tel +39 02 806381 - Fax +39 02 80638222 - [www.animasgr.it](http://www.animasgr.it)

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

# Riepilogo delle votazioni espresse

## Marzo 2023

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## VOTE SUMMARY REPORT

REPORTING PERIOD: 03/01/2023 to 03/31/2023

### Analog Devices, Inc.

**Meeting Date:** 03/08/2023      **Country:** USA      **Ticker:** ADI  
**Record Date:** 01/03/2023      **Meeting Type:** Annual  
**Primary Security ID:** 032654105

**Shares Voted:** 124,964

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Vincent Roche	Mgmt	For	For
1b	Elect Director James A. Champy	Mgmt	For	For
1c	Elect Director Andre Andonian	Mgmt	For	For
1d	Elect Director Anantha P. Chandrakasan	Mgmt	For	For
1e	Elect Director Edward H. Frank	Mgmt	For	For
1f	Elect Director Laurie H. Glimcher	Mgmt	For	For
1g	Elect Director Karen M. Golz	Mgmt	For	For
1h	Elect Director Mercedes Johnson	Mgmt	For	For
1i	Elect Director Kenton J. Sicchitano	Mgmt	For	For
1j	Elect Director Ray Stata	Mgmt	For	For
1k	Elect Director Susie Wee	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For

### QUALCOMM Incorporated

**Meeting Date:** 03/08/2023      **Country:** USA      **Ticker:** QCOM  
**Record Date:** 01/09/2023      **Meeting Type:** Annual  
**Primary Security ID:** 747525103

**Shares Voted:** 235,895

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

# QUALCOMM Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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	Approve Omnibus Stock Plan	Mgmt	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For

## Applied Materials, Inc.

**Meeting Date:** 03/09/2023      **Country:** USA      **Ticker:** AMAT  
**Record Date:** 01/11/2023      **Meeting Type:** Annual  
**Primary Security ID:** 038222105

**Shares Voted:** 173,180

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Rani Borkar	Mgmt	For	For
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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
4	Ratify KPMG LLP as Auditors	Mgmt	For	For
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For

## Applied Materials, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6	Improve Executive Compensation Program and Policy	SH	Against	Against

## Apple Inc.

**Meeting Date:** 03/10/2023      **Country:** USA      **Ticker:** AAPL  
**Record Date:** 01/09/2023      **Meeting Type:** Annual  
**Primary Security ID:** 037833100

**Shares Voted:** 1,501,873

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director James Bell	Mgmt	For	For
1b	Elect Director Tim Cook	Mgmt	For	For
1c	Elect Director Al Gore	Mgmt	For	For
1d	Elect Director Alex Gorsky	Mgmt	For	For
1e	Elect Director Andrea Jung	Mgmt	For	For
1f	Elect Director Art Levinson	Mgmt	For	For
1g	Elect Director Monica Lozano	Mgmt	For	For
1h	Elect Director Ron Sugar	Mgmt	For	For
1i	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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
5	Report on Civil Rights and Non-Discrimination Audit	SH	Against	Against
6	Report on Operations in Communist China	SH	Against	Against
7	Adopt a Policy Establishing an Engagement Process with Proponents to Shareholder Proposals	SH	Against	Against
8	Report on Median Gender/Racial Pay Gap	SH	Against	For
9	Amend Proxy Access Right	SH	Against	For

## Banco Bilbao Vizcaya Argentaria SA

**Meeting Date:** 03/16/2023      **Country:** Spain      **Ticker:** BBVA  
**Record Date:** 03/12/2023      **Meeting Type:** Annual  
**Primary Security ID:** E11805103

## Banco Bilbao Vizcaya Argentaria SA

Shares Voted: 2,747,771

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For
1.2	Approve Non-Financial Information Statement	Mgmt	For	For
1.3	Approve Allocation of Income and Dividends	Mgmt	For	For
1.4	Approve Discharge of Board	Mgmt	For	For
2.1	Reelect Raul Catarino Galamba de Oliveira as Director	Mgmt	For	For
2.2	Reelect Lourdes Maiz Carro as Director	Mgmt	For	For
2.3	Reelect Ana Leonor Revenga Shanklin as Director	Mgmt	For	For
2.4	Reelect Carlos Vicente Salazar Lomelin as Director	Mgmt	For	For
2.5	Elect Sonia Lilia Dula as Director	Mgmt	For	For
3	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For
4	Approve Remuneration Policy	Mgmt	For	For
5	Fix Maximum Variable Compensation Ratio	Mgmt	For	For
6	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For
7	Advisory Vote on Remuneration Report	Mgmt	For	For

## Novo Nordisk A/S

Meeting Date: 03/23/2023

Country: Denmark

Ticker: NOVO.B

Record Date: 03/16/2023

Meeting Type: Annual

Primary Security ID: K72807132

Shares Voted: 1,163,082

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 8.15 Per Share	Mgmt	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
5.1	Approve Remuneration of Directors in the Aggregate Amount of DKK 20.2 Million	Mgmt	For	For

## Novo Nordisk A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5.2	Approve Remuneration of Directors in the Amount of DKK 3.1 Million for the Chairman, DKK 1.56 Million for the Vice Chairman, and DKK 784,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
5.3	Amendment to Remuneration Policy for Board of Directors and Executive Management	Mgmt	For	For
6.1	Reelect Helge Lund as Board Chairman	Mgmt	For	For
6.2	Reelect Henrik Poulsen as Vice Chairman	Mgmt	For	For
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	Abstain
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 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 45.1 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 45.1 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 45.1 Million	Mgmt	For	For
	Shareholder Proposals Submitted by Kritiske Aktionaerer	Mgmt		
8.4	Product Pricing Proposal	SH	Against	Against
9	Other Business	Mgmt		

## Starbucks Corporation

**Meeting Date:** 03/23/2023

**Country:** USA

**Ticker:** SBUX

**Record Date:** 01/13/2023

**Meeting Type:** Annual

**Primary Security ID:** 855244109

**Shares Voted:** 216,125

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Richard E. Allison, Jr.	Mgmt	For	For
1b	Elect Director Andrew Campion	Mgmt	For	For

## Starbucks Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1c	Elect Director Beth Ford	Mgmt	For	For
1d	Elect Director Mellody Hobson	Mgmt	For	For
1e	Elect Director Jorgen Vig Knudstorp	Mgmt	For	For
1f	Elect Director Satya Nadella	Mgmt	For	For
1g	Elect Director Laxman Narasimhan	Mgmt	For	For
1h	Elect Director Howard Schultz	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
5	Report on Plant-Based Milk Pricing	SH	Against	Against
6	Adopt Policy on Succession Planning	SH	Against	Against
7	Report on Operations in Communist China	SH	Against	Against
8	Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining Rights	SH	Against	For
9	Establish Committee on Corporate Sustainability	SH	Against	Against

## Banco Santander SA

**Meeting Date:** 03/30/2023      **Country:** Spain      **Ticker:** SAN  
**Record Date:** 03/24/2023      **Meeting Type:** Annual  
**Primary Security ID:** E19790109

**Shares Voted:** 16,820,487

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.A	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For
1.B	Approve Non-Financial Information Statement	Mgmt	For	For
1.C	Approve Discharge of Board	Mgmt	For	For
2	Approve Allocation of Income and Dividends	Mgmt	For	For
3.A	Fix Number of Directors at 15	Mgmt	For	For
3.B	Ratify Appointment of and Elect Hector Blas Grisi Checa as Director	Mgmt	For	For
3.C	Ratify Appointment of and Elect Glenn Hogan Hutchins as Director	Mgmt	For	For



## Banco Santander SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3.D	Reelect Pamela Ann Walkden as Director	Mgmt	For	For
3.E	Reelect Ana Patricia Botin-Sanz de Sautuola y O'Shea as Director	Mgmt	For	For
3.F	Reelect Sol Daurella Comadran as Director	Mgmt	For	For
3.G	Reelect Gina Lorenza Diez Barroso Azcarraga as Director	Mgmt	For	For
3.H	Reelect Homaira Akbari as Director	Mgmt	For	For
4	Ratify Appointment of PricewaterhouseCoopers as Auditor	Mgmt	For	For
5.A	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For
5.B	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For
5.C	Authorize Share Repurchase Program	Mgmt	For	For
5.D	Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities up to EUR 10 Billion with Exclusion of Preemptive Rights up to 10 Percent of Capital	Mgmt	For	For
6.A	Approve Remuneration Policy	Mgmt	For	For
6.B	Approve Remuneration of Directors	Mgmt	For	For
6.C	Fix Maximum Variable Compensation Ratio	Mgmt	For	For
6.D	Approve Deferred Multiyear Objectives Variable Remuneration Plan	Mgmt	For	For
6.E	Approve Buy-out Policy	Mgmt	For	For
6.F	Advisory Vote on Remuneration Report	Mgmt	For	For
7	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For

## Telefonica SA

**Meeting Date:** 03/30/2023

**Country:** Spain

**Ticker:** TEF

**Record Date:** 03/24/2023

**Meeting Type:** Annual

**Primary Security ID:** 879382109

**Shares Voted:** 8,886,685

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For
1.2	Approve Non-Financial Information Statement	Mgmt	For	For
1.3	Approve Discharge of Board	Mgmt	For	For

# Telefonica SA

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
2	Approve Treatment of Net Loss	Mgmt	For	For
3	Renew Appointment of PricewaterhouseCoopers as Auditor	Mgmt	For	For
4	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For
5	Approve Dividends Charged Against Unrestricted Reserves	Mgmt	For	For
6	Authorize Share Repurchase Program	Mgmt	For	For
7	Approve Remuneration Policy	Mgmt	For	For
8	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For
9	Advisory Vote on Remuneration Report	Mgmt	For	For

# Riepilogo delle votazioni espresse

## Aprile 2023

Nel documento si riepilogano le assemblee a cui Anima SGR ha partecipato e le votazioni espresse, in linea con la propria policy ESG, per ciascun punto degli ordini del giorno.

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## VOTE SUMMARY REPORT

REPORTING PERIOD: 04/01/2023 to 04/30/2023

### Broadcom Inc.

Meeting Date: 04/03/2023

Country: USA

Ticker: AVGO

Record Date: 02/06/2023

Meeting Type: Annual

Primary Security ID: 11135F101

Shares Voted: 77,254

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 Raul J. Fernandez	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 Samuelli	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	Amend Omnibus Stock Plan	Mgmt	For	Against
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
5	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year

### The Walt Disney Company

Meeting Date: 04/03/2023

Country: USA

Ticker: DIS

Record Date: 02/08/2023

Meeting Type: Annual

Primary Security ID: 254687106

Shares Voted: 247,732

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Mary T. Barra	Mgmt	For	For
1b	Elect Director Safra A. Catz	Mgmt	For	For
1c	Elect Director Amy L. Chang	Mgmt	For	For
1d	Elect Director Francis A. deSouza	Mgmt	For	For
1e	Elect Director Carolyn N. Everson	Mgmt	For	For

## The Walt Disney Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1f	Elect Director Michael B.G. Froman	Mgmt	For	For
1g	Elect Director Robert A. Iger	Mgmt	For	For
1h	Elect Director Maria Elena Lagomasino	Mgmt	For	For
1i	Elect Director Calvin R. McDonald	Mgmt	For	For
1j	Elect Director Mark G. Parker	Mgmt	For	For
1k	Elect Director Derica W. Rice	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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
5	Report on Risks Related to Operations in China	SH	Against	Against
6	Report on Charitable Contributions	SH	Against	Against
7	Report on Political Expenditures	SH	Against	For

## Deutsche Telekom AG

**Meeting Date:** 04/05/2023

**Country:** Germany

**Ticker:** DTE

**Record Date:** 03/31/2023

**Meeting Type:** Annual

**Primary Security ID:** D2035M136

**Shares Voted:** 3,553,847

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 0.70 per Share	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2023 and for the Review of the Interim Financial Statements for Fiscal Year 2023 and First Quarter of Fiscal Year 2024	Mgmt	For	For
6.1	Elect Harald Krueger to the Supervisory Board	Mgmt	For	For
6.2	Elect Reinhard Ploss to the Supervisory Board	Mgmt	For	For
6.3	Elect Margret Suckale to the Supervisory Board	Mgmt	For	For

## Deutsche Telekom AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For
8	Approve Remuneration Report	Mgmt	For	For

## Hewlett Packard Enterprise Company

**Meeting Date:** 04/05/2023      **Country:** USA      **Ticker:** HPE  
**Record Date:** 02/06/2023      **Meeting Type:** Annual  
**Primary Security ID:** 42824C109

**Shares Voted:** 181,213

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Daniel Ammann	Mgmt	For	For
1b	Elect Director Pamela L. Carter	Mgmt	For	For
1c	Elect Director Frank A. D'Amelio	Mgmt	For	For
1d	Elect Director Regina E. Dugan	Mgmt	For	For
1e	Elect Director Jean M. Hobby	Mgmt	For	For
1f	Elect Director Raymond J. Lane	Mgmt	For	For
1g	Elect Director Ann M. Livermore	Mgmt	For	For
1h	Elect Director Antonio F. Neri	Mgmt	For	For
1i	Elect Director Charles H. Noski	Mgmt	For	For
1j	Elect Director Raymond E. Ozzie	Mgmt	For	For
1k	Elect Director Gary M. Reiner	Mgmt	For	For
1l	Elect Director Patricia F. Russo	Mgmt	For	For
2	Ratify Ernst & Young 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	Report on Lobbying Payments and Policy	SH	Against	For

## Royal Bank of Canada

**Meeting Date:** 04/05/2023      **Country:** Canada      **Ticker:** RY  
**Record Date:** 02/07/2023      **Meeting Type:** Annual/Special  
**Primary Security ID:** 780087102

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 Maryann Turcke	Mgmt	For	For
1.9	Elect Director Thierry Vandal	Mgmt	For	For
1.10	Elect Director Bridget A. van Kralingen	Mgmt	For	For
1.11	Elect Director Frank Vettese	Mgmt	For	For
1.12	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
4	Amend Stock Option Plan	Mgmt	For	For
5	Increase Maximum Aggregate Consideration Limit of First Preferred Shares	Mgmt	For	For
	Shareholder Proposals	Mgmt		
A	SP 1: Amend the Bank's Policy Guidelines for Sensitive Sectors and Activities	SH	Against	Against
B	SP 2: Revise the Bank's Human Rights Position Statement	SH	Against	For
C	SP 3: Publish a Third-Party Racial Equity Audit	SH	Against	For
D	SP 4: Report on 2030 Absolute Greenhouse Gas Reduction Goals	SH	Against	For
E	SP 5: Adopt a Policy for a Time-Bound Phaseout of the Bank's Lending and Underwriting for Projects and Companies Engaging in Fossil Fuel Exploration	SH	Against	Against
F	SP 6: Disclose the CEO Compensation to Median Worker Pay Ratio on an Annual Basis	SH	Against	Against
G	SP 7: Advisory Vote on Environmental Policies	SH	Against	For
H	SP 8: Report on Loans Made by the Bank in Support of the Circular Economy	SH	Against	For

## Rio Tinto Plc

**Meeting Date:** 04/06/2023

**Country:** United Kingdom

**Ticker:** RIO

**Record Date:** 04/04/2023

**Meeting Type:** Annual

**Primary Security ID:** G75754104

**Shares Voted:** 881,137

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Remuneration Report for UK Law Purposes	Mgmt	For	For
3	Approve Remuneration Report for Australian Law Purposes	Mgmt	For	For
4	Approve the Potential Termination of Benefits for Australian Law Purposes	Mgmt	For	For
5	Elect Kaisa Hietala as Director	Mgmt	For	For
6	Re-elect Dominic Barton as Director	Mgmt	For	For
7	Re-elect Megan Clark as Director	Mgmt	For	Against
8	Re-elect Peter Cunningham as Director	Mgmt	For	For
9	Re-elect Simon Henry as Director	Mgmt	For	For
10	Re-elect Sam Laidlaw as Director	Mgmt	For	For
11	Re-elect Simon McKeon as Director	Mgmt	For	For
12	Re-elect Jennifer Nason as Director	Mgmt	For	For
13	Re-elect Jakob Stausholm as Director	Mgmt	For	For
14	Re-elect Ngaire Woods as Director	Mgmt	For	For
15	Re-elect Ben Wyatt as Director	Mgmt	For	For
16	Reappoint KPMG LLP as Auditors	Mgmt	For	For
17	Authorise the Audit and Risk 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 Market Purchase of Ordinary Shares	Mgmt	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

## A. O. Smith Corporation

**Meeting Date:** 04/11/2023

**Country:** USA

**Ticker:** AOS

**Record Date:** 02/21/2023

**Meeting Type:** Annual

**Primary Security ID:** 831865209



## A. O. Smith Corporation

Shares Voted: 3,046

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Ronald D. Brown	Mgmt	For	Withhold
1.2	Elect Director Earl E. Exum	Mgmt	For	For
1.3	Elect Director Michael M. Larsen	Mgmt	For	For
1.4	Elect Director Idelle K. Wolf	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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
5	Report on Whether Company Policies Reinforce Racism in Company Culture	SH	Against	For

## EDP-Energias de Portugal SA

Meeting Date: 04/12/2023

Country: Portugal

Ticker: EDP

Record Date: 04/03/2023

Meeting Type: Annual

Primary Security ID: X67925119

Shares Voted: 6,673,051

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 2030 Climate Change Commitment	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

## EDP-Energias de Portugal SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6	Approve the Renewal of the Authorization Granted to the Executive Board of Directors to Increase the Share Capital	Mgmt	For	For
7	Eliminate Preemptive Rights	Mgmt	For	For
8	Elect Pedro Collares Pereira de Vasconcelos as Executive Director for 2021-2023 Term	SH	None	For

## Royal KPN NV

Meeting Date: 04/12/2023

Country: Netherlands

Ticker: KPN

Record Date: 03/15/2023

Meeting Type: Annual

Primary Security ID: N4297B146

Shares Voted: 9,628,496

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt		
1	Open Meeting and Announcements	Mgmt		
2	Receive Report of Management Board (Non-Voting)	Mgmt		
3	Adopt Financial Statements	Mgmt	For	For
4	Approve Remuneration Report	Mgmt	For	For
5	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt		
6	Approve Dividends	Mgmt	For	For
7	Approve Discharge of Management Board	Mgmt	For	For
8	Approve Discharge of Supervisory Board	Mgmt	For	For
9	Ratify Ernst & Young Accountants LLP as Auditors	Mgmt	For	For
10	Opportunity to Make Recommendations	Mgmt		
11	Reelect Jolande Sap to Supervisory Board	Mgmt	For	Against
12	Elect Ben Noteboom to Supervisory Board	Mgmt	For	For
13	Elect Frank Heemsker to Supervisory Board	Mgmt	For	For
14	Elect Herman Dijkhuizen to Supervisory Board	Mgmt	For	For
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
16	Approve Reduction in Share Capital through Cancellation of Shares	Mgmt	For	For

## Royal KPN NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
17	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For
18	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For
19	Other Business (Non-Voting)	Mgmt		
20	Close Meeting	Mgmt		

## Dow Inc.

**Meeting Date:** 04/13/2023      **Country:** USA      **Ticker:** DOW  
**Record Date:** 02/15/2023      **Meeting Type:** Annual  
**Primary Security ID:** 260557103

**Shares Voted:** 18,839

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Samuel R. Allen	Mgmt	For	For
1b	Elect Director Gaurdie E. Banister, Jr.	Mgmt	For	For
1c	Elect Director Wesley G. Bush	Mgmt	For	For
1d	Elect Director Richard K. Davis	Mgmt	For	For
1e	Elect Director Jerri DeVard	Mgmt	For	For
1f	Elect Director Debra L. Dial	Mgmt	For	For
1g	Elect Director Jeff M. Fettig	Mgmt	For	For
1h	Elect Director Jim Fitterling	Mgmt	For	For
1i	Elect Director Jacqueline C. Hinman	Mgmt	For	Against
1j	Elect Director Luis Alberto Moreno	Mgmt	For	For
1k	Elect Director Jill S. Wyant	Mgmt	For	For
1l	Elect Director Daniel W. Yohannes	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	Require Independent Board Chair	SH	Against	For
5	Commission Audited Report on Reduced Plastics Demand	SH	Against	For

## VINCI SA

**Meeting Date:** 04/13/2023      **Country:** France      **Ticker:** DG  
**Record Date:** 04/11/2023      **Meeting Type:** Annual/Special  
**Primary Security ID:** F5879X108

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
1	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 4 per Share	Mgmt	For	For
4	Reelect Caroline Gregoire Sainte Marie as Director	Mgmt	For	For
5	Elect Carlos Aguilar as Director	Mgmt	For	For
6	Elect Annette Messemer as Director	Mgmt	For	For
7	Elect Dominique Muller as Representative of Employee Shareholders to the Board	Mgmt	For	For
8	Elect Agnes Daney de Marcillac as Representative of Employee Shareholders to the Board	Mgmt	For	Against
9	Elect Ronald Kouwenhoven as Representative of Employee Shareholders to the Board	Mgmt	For	Against
10	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
11	Approve Remuneration Policy of Directors	Mgmt	For	For
12	Approve Remuneration Policy of Xavier Huillard, Chairman and CEO	Mgmt	For	For
13	Approve Compensation Report	Mgmt	For	For
14	Approve Compensation of Xavier Huillard, Chairman and CEO	Mgmt	For	For
	Extraordinary Business	Mgmt		
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
16	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Mgmt	For	For
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 300 Million	Mgmt	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 150 Million	Mgmt	For	For
19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 150 Million	Mgmt	For	For

## VINCI SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
20	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 17-19	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 Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For
24	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees With Performance Conditions Attached	Mgmt	For	For
25	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

## Acea SpA

**Meeting Date:** 04/18/2023

**Country:** Italy

**Ticker:** ACE

**Record Date:** 04/05/2023

**Meeting Type:** Annual/Special

**Primary Security ID:** T0040K106

**Shares Voted:** 1,168,723

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Extraordinary Business	Mgmt		
	Management Proposals	Mgmt		
1	Amend Company Bylaws Re: Article 15	Mgmt	For	For
	Ordinary Business	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	Against
5	Approve Second Section of the Remuneration Report	Mgmt	For	Against
6	Fix Number of Directors	Mgmt	For	For
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt		
7.1	Slate Submitted by Roma Capitale	SH	None	Against
7.2	Slate Submitted by Suez International SAS	SH	None	Against
7.3	Slate Submitted by FINCAL SpA	SH	None	Against

## Acea SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7.4	Slate Submitted by Institutional Investors	SH	None	For
	Shareholder Proposal Submitted by Roma Capitale	Mgmt		
8	Elect Barbara Marinali as Board Chair	SH	None	For
	Management Proposals	Mgmt		
9	Approve Remuneration of Directors	Mgmt	For	Against
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Against

## Bank of Montreal

**Meeting Date:** 04/18/2023      **Country:** Canada      **Ticker:** BMO  
**Record Date:** 02/17/2023      **Meeting Type:** Annual  
**Primary Security ID:** 063671101

Shares Voted: 74,908

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Janice M. Babiak	Mgmt	For	For
1.2	Elect Director Sophie Brochu	Mgmt	For	For
1.3	Elect Director Craig W. Broderick	Mgmt	For	For
1.4	Elect Director George A. Cope	Mgmt	For	For
1.5	Elect Director Stephen Dent	Mgmt	For	For
1.6	Elect Director Christine A. Edwards	Mgmt	For	For
1.7	Elect Director Martin S. Eichenbaum	Mgmt	For	For
1.8	Elect Director David E. Harquail	Mgmt	For	For
1.9	Elect Director Linda S. Huber	Mgmt	For	For
1.10	Elect Director Eric R. La Fleche	Mgmt	For	For
1.11	Elect Director Lorraine Mitchelmore	Mgmt	For	For
1.12	Elect Director Madhu Ranganathan	Mgmt	For	For
1.13	Elect Director Darryl White	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For
	Shareholder Proposals	Mgmt		
A	SP 1: Advisory Vote on Environmental Policies	SH	Against	For

## Bank of Montreal

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
B	SP 2: Continue to Invest in and Finance the Canadian Oil and Gas Sector	SH	Against	Against
C	SP 3: Publish a Third-Party Racial Equity Audit	SH	Against	For

## IQVIA Holdings Inc.

**Meeting Date:** 04/18/2023      **Country:** USA      **Ticker:** IQV  
**Record Date:** 02/17/2023      **Meeting Type:** Annual  
**Primary Security ID:** 46266C105

Shares Voted: 140,134

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Carol J. Burt	Mgmt	For	For
1b	Elect Director Colleen A. Goggins	Mgmt	For	For
1c	Elect Director Sheila A. Stamps	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Provide Right to Call a Special Meeting at a 25 Percent Ownership Threshold	Mgmt	For	For
4	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	SH	Against	For
5	Require Independent Board Chair	SH	Against	For
6	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For

## Moncler SpA

**Meeting Date:** 04/18/2023      **Country:** Italy      **Ticker:** MONC  
**Record Date:** 04/05/2023      **Meeting Type:** Annual  
**Primary Security ID:** T6730E110

Shares Voted: 964,299

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
2	Approve Second Section of the Remuneration Report	Mgmt	For	For

## Moncler SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt		
4.1.1	Slate 1 Submitted by Double R Srl	SH	None	Against
4.1.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For
4.2	Appoint Chairman of Internal Statutory Auditors	SH	None	For
	Shareholder Proposal Submitted by Double R Srl	Mgmt		
4.3	Approve Internal Auditors' Remuneration	SH	None	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Against

## TOD'S SpA

**Meeting Date:** 04/19/2023      **Country:** Italy      **Ticker:** TOD  
**Record Date:** 04/06/2023      **Meeting Type:** Annual  
**Primary Security ID:** T93629102

**Shares Voted:** 552,458

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	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	Against
3	Approve Second Section of the Remuneration Report	Mgmt	For	Against

## Adobe Inc.

**Meeting Date:** 04/20/2023      **Country:** USA      **Ticker:** ADBE  
**Record Date:** 02/21/2023      **Meeting Type:** Annual  
**Primary Security ID:** 00724F101

**Shares Voted:** 115,419

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Amy Banse	Mgmt	For	For



## Adobe Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1b	Elect Director Brett Biggs	Mgmt	For	For
1c	Elect Director Melanie Boulden	Mgmt	For	For
1d	Elect Director Frank Calderoni	Mgmt	For	For
1e	Elect Director Laura Desmond	Mgmt	For	For
1f	Elect Director Shantanu Narayen	Mgmt	For	For
1g	Elect Director Spencer Neumann	Mgmt	For	For
1h	Elect Director Kathleen Oberg	Mgmt	For	For
1i	Elect Director Dheeraj Pandey	Mgmt	For	For
1j	Elect Director David Ricks	Mgmt	For	For
1k	Elect Director Daniel Rosensweig	Mgmt	For	For
1l	Elect Director John Warnock	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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
6	Report on Hiring of Persons with Arrest or Incarceration Records	SH	Against	For

## Brembo SpA

Meeting Date: 04/20/2023

Country: Italy

Ticker: BRE

Record Date: 04/11/2023

Meeting Type: Annual

Primary Security ID: T2204N116

Shares Voted: 32,463

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	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt		
4	Receive Consolidated Non-Financial Statements and Statutory Reports (Non-Voting)	Mgmt		
5	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For

## Brembo SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6	Fix Number of Directors	Mgmt	For	For
7	Fix Board Terms for Directors	Mgmt	For	For
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt		
8.1	Slate 1 Submitted by Nuova Fourb Srl	SH	None	Against
8.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For
	Shareholder Proposal Submitted by Nuova Fourb Srl	Mgmt		
9	Elect Matteo Tiraboschi as Board Chair	SH	None	For
	Management Proposals	Mgmt		
10	Approve Remuneration of Directors	Mgmt	For	For
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt		
11.1	Slate 1 Submitted by Nuova Fourb Srl	SH	None	Against
11.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For
12	Appoint Chairman of Internal Statutory Auditors	SH	None	For
13	Approve Internal Auditors' Remuneration	Mgmt	For	For
14	Approve Remuneration Policy	Mgmt	For	Against
15	Approve Second Section of the Remuneration Report	Mgmt	For	Against
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Against

## Equita Group SpA

**Meeting Date:** 04/20/2023      **Country:** Italy      **Ticker:** EQUI  
**Record Date:** 04/11/2023      **Meeting Type:** Annual/Special  
**Primary Security ID:** T3R1DB111

Shares Voted: 64,364

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

# Equita Group SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2.1	Approve Remuneration and Incentive 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
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt		
3.3.1	Slate 1 Submitted by Francesco Perilli and Andrea Vismara	SH	None	Against
3.3.2	Slate 2 Submitted by Fenera Holding SpA, Justus ss, Otto Srl, and Teti Srl	SH	None	Against
3.3.3	Slate 3 Submitted by Institutional Investors (Assogestioni)	SH	None	For
	Shareholder Proposal Submitted by Francesco Perilli and Andrea Vismara	Mgmt		
3.4	Elect Sara Biglieri as Board Chair	SH	None	For
	Management Proposals	Mgmt		
3.5	Approve Remuneration of Directors	Mgmt	For	For
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt		
4.1.1	Slate 1 Submitted by Francesco Perilli and Andrea Vismara	SH	None	Against
4.1.2	Slate 2 Submitted by Fenera Holding SpA, Justus ss, Otto Srl, and Teti Srl	SH	None	Against
4.1.3	Slate 3 Submitted by Institutional Investors (Assogestioni)	SH	None	For
4.2	Appoint Chairman of Internal Statutory Auditors	SH	None	For
4.3	Approve Internal Auditors' Remuneration	Mgmt	For	For
5.1	Revoke Auditors	Mgmt	For	For
5.2	Approve EY SpA as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
5.3	Approve Deloitte & Touche SpA as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
6	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
	Extraordinary Business	Mgmt		
1	Authorize Board to Increase Capital to Service the Incentive Plans	Mgmt	For	Against
2	Approve Capital Increase without Preemptive Rights	Mgmt	For	For

## Equita Group SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Against

## Heineken NV

**Meeting Date:** 04/20/2023      **Country:** Netherlands      **Ticker:** HEIA  
**Record Date:** 03/23/2023      **Meeting Type:** Annual  
**Primary Security ID:** N39427211

**Shares Voted:** 472,328

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt		
1.a	Receive Report of Executive Board (Non-Voting)	Mgmt		
1.b	Approve Remuneration Report	Mgmt	For	For
1.c	Adopt Financial Statements	Mgmt	For	For
1.d	Receive Explanation on Company's Dividend Policy	Mgmt		
1.e	Approve Dividends	Mgmt	For	For
1.f	Approve Discharge of Executive Directors	Mgmt	For	For
1.g	Approve Discharge of Supervisory Board	Mgmt	For	For
2.a	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
2.b	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	Mgmt	For	For
2.c	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For
3.a	Reelect M.R. de Carvalho to Supervisory Board	Mgmt	For	For
3.b	Reelect R.L. Ripley to Supervisory Board	Mgmt	For	For
3.c	Elect B. Pardo to Supervisory Board	Mgmt	For	For
3.d	Elect L.J. Hijmans van den Bergh to Supervisory Board	Mgmt	For	For
4	Ratify Deloitte Accountants B.V. as Auditors	Mgmt	For	For

## LVMH Moët Hennessy Louis Vuitton SE

**Meeting Date:** 04/20/2023      **Country:** France      **Ticker:** MC  
**Record Date:** 04/18/2023      **Meeting Type:** Annual/Special  
**Primary Security ID:** F58485115

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
	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 12.00 per Share	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	Against
5	Reelect Delphine Arnault as Director	Mgmt	For	Against
6	Reelect Antonio Belloni as Director	Mgmt	For	Against
7	Reelect Marie-Josée Kravis as Director	Mgmt	For	Against
8	Reelect Marie-Laure Sauty de Chalon as Director	Mgmt	For	For
9	Reelect Natacha Valla as Director	Mgmt	For	For
10	Elect Laurent Mignon as Director	Mgmt	For	For
11	Renew Appointment of Lord Powell of Bayswater as Censor	Mgmt	For	Against
12	Appoint Diego Della Valle as Censor	Mgmt	For	Against
13	Approve Compensation Report of Corporate Officers	Mgmt	For	Against
14	Approve Compensation of Bernard Arnault, Chairman and CEO	Mgmt	For	Against
15	Approve Compensation of Antonio Belloni, Vice-CEO	Mgmt	For	Against
16	Approve Remuneration Policy of Directors	Mgmt	For	For
17	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Against
18	Approve Remuneration Policy of Vice-CEO	Mgmt	For	Against
19	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
20	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
21	Authorize Capitalization of Reserves of Up to EUR 20 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For
22	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 20 Million	Mgmt	For	For

## LVMH Moët Hennessy Louis Vuitton SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
23	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights With Binding Priority Right up to Aggregate Nominal Amount of EUR 20 Million	Mgmt	For	Against
24	Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to Aggregate Nominal Amount of EUR 20 Million	Mgmt	For	Against
25	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	Against
26	Authorize Capital Increase of Up to EUR 20 Million for Future Exchange Offers	Mgmt	For	Against
27	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For
28	Authorize up to 1 Percent of Issued Capital for Use in Stock Option Plans Reserved for Employees and Corporate Officers	Mgmt	For	Against
29	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
30	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 20 Million	Mgmt	For	For

## Telecom Italia SpA

**Meeting Date:** 04/20/2023

**Country:** Italy

**Ticker:** TIT

**Record Date:** 04/11/2023

**Meeting Type:** Annual

**Primary Security ID:** T92778108

**Shares Voted:** 24,976,827

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	Against
3.1	Elect Giulio Gallazzi as Director	Mgmt	For	For
3.2	Elect Massimo Sarmi as Director	Mgmt	For	For
	Elect Director	Mgmt		

## Telecom Italia SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3.3.1	Shareholder Proposal Submitted by Franco Lombardi	SH	None	Against
3.3.2	Shareholder Proposal Submitted by Institutional Investors (Assogestioni)	SH	None	For
	Management Proposals	Mgmt		
4	Approve Short-Term Incentive Plan	Mgmt	For	For
5	Approve Long-Term Incentive Plan	Mgmt	For	For
6	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Short-Term Incentive Plan and Long-Term Incentive Plan	Mgmt	For	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Against

## The Toronto-Dominion Bank

**Meeting Date:** 04/20/2023      **Country:** Canada      **Ticker:** TD  
**Record Date:** 02/21/2023      **Meeting Type:** Annual  
**Primary Security ID:** 891160509

**Shares Voted:** 264,998

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Cherie L. Brant	Mgmt	For	For
1.2	Elect Director Amy W. Brinkley	Mgmt	For	For
1.3	Elect Director Brian C. Ferguson	Mgmt	For	For
1.4	Elect Director Colleen A. Goggins	Mgmt	For	For
1.5	Elect Director David E. Kepler	Mgmt	For	For
1.6	Elect Director Brian M. Levitt	Mgmt	For	For
1.7	Elect Director Alan N. MacGibbon	Mgmt	For	For
1.8	Elect Director Karen E. Maidment	Mgmt	For	For
1.9	Elect Director Bharat B. Masrani	Mgmt	For	For
1.10	Elect Director Claude Mongeau	Mgmt	For	For
1.11	Elect Director S. Jane Rowe	Mgmt	For	For
1.12	Elect Director Nancy G. Tower	Mgmt	For	For
1.13	Elect Director Ajay K. Virmani	Mgmt	For	For
1.14	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

## The Toronto-Dominion Bank

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Shareholder Proposals	Mgmt		
4	SP 1: Disclose Assessment on Human Rights Risk in Connection with Clients Owning Canadian Multi-Family Rental REITs in Canada	SH	Against	For
5	SP 2: Amend the Bank's Policy Guidelines for Sensitive Sectors and Activities	SH	Against	Against
6	SP 3: Advisory Vote on Environmental Policies	SH	Against	For
7	SP 4: Invest in and Finance the Canadian Oil and Gas Sector	SH	Against	Against
8	SP 5: Disclose the CEO Compensation to Median Worker Pay Ratio on an Annual Basis	SH	Against	Against
9	SP 6: Disclose Transition Plan Towards 2030 Emission Reduction Goals	SH	Against	For

## L'Oreal SA

**Meeting Date:** 04/21/2023      **Country:** France      **Ticker:** OR  
**Record Date:** 04/19/2023      **Meeting Type:** Annual/Special  
**Primary Security ID:** F58149133

**Shares Voted:** 158,544

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 6 per Share and an Extra of EUR 0.60 per Share to Long Term Registered Shares	Mgmt	For	For
4	Reelect Sophie Bellon as Director	Mgmt	For	For
5	Reelect Fabienne Dulac as Director	Mgmt	For	For
6	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.7 Million	Mgmt	For	For
7	Approve Compensation Report of Corporate Officers	Mgmt	For	Against
8	Approve Compensation of Jean-Paul Agon, Chairman of the Board	Mgmt	For	For
9	Approve Compensation of Nicolas Hieronimus, CEO	Mgmt	For	For
10	Approve Remuneration Policy of Directors	Mgmt	For	For



## L'Oreal SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
11	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For
12	Approve Remuneration Policy of CEO	Mgmt	For	For
13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
14	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 149,852,237.36	Mgmt	For	For
15	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Mgmt	For	For
16	Authorize Capital Increase of up to 2 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For
17	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
18	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For
19	Approve Contribution in Kind of 25,383,118 Shares from Affaires Marche France et Domaines d'Excellence and Luxury of Retail, their Valuation and Remuneration	Mgmt	For	For
20	Approve Contribution in Kind of 1,277,836 Shares from l'Oreal International Distribution, its Valuation and Remuneration	Mgmt	For	For
21	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

## Openjobmetis SpA

**Meeting Date:** 04/21/2023

**Country:** Italy

**Ticker:** OJM

**Record Date:** 04/12/2023

**Meeting Type:** Annual/Special

**Primary Security ID:** T7S96G103

**Shares Voted:** 1,587,057

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Extraordinary Business	Mgmt		
1	Approve the Elimination of the Par Value of Shares; Amend Company Bylaws Re: Article 5	Mgmt	For	For
2	Authorize Cancellation of Treasury Shares without Reduction of Share Capital; Amend Article 5	Mgmt	For	For

## Openjobmetis SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Amend Company Bylaws Re: Article 7	Mgmt	For	For
	Ordinary Business	Mgmt		
4	Accept Financial Statements and Statutory Reports	Mgmt	For	For
5	Approve Allocation of Income	Mgmt	For	For
6	Approve Dividend Distribution	Mgmt	For	For
7	Approve Remuneration Policy	Mgmt	For	For
8	Approve Severance Payments Policy	Mgmt	For	Against
9	Approve Second Section of the Remuneration Report	Mgmt	For	For
10	Approve Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
11	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	Against
12	Approve Increase in the Remuneration of Directors	Mgmt	For	For

## ING Groep NV

**Meeting Date:** 04/24/2023      **Country:** Netherlands      **Ticker:** INGA  
**Record Date:** 03/27/2023      **Meeting Type:** Annual  
**Primary Security ID:** N4578E595

Shares Voted: 2,717,442

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt		
1	Open Meeting	Mgmt		
2A	Receive Report of Executive Board (Non-Voting)	Mgmt		
2B	Receive Report of Supervisory Board (Non-Voting)	Mgmt		
2C	Approve Remuneration Report	Mgmt	For	For
2D	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 KPMG Accountants N.V. (KPMG) as Auditors	Mgmt	For	For

# ING Groep NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6	Reelect Tanate Phutrakul to Executive Board	Mgmt	For	For
7A	Elect Alexandra Reich to Supervisory Board	Mgmt	For	For
7B	Elect Karl Guha to Supervisory Board	Mgmt	For	For
7C	Reelect Herna Verhagen to Supervisory Board	Mgmt	For	Against
7D	Reelect Mike Rees to Supervisory Board	Mgmt	For	For
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 10 Percent of Issued Share Capital	Mgmt	For	For
10	Approve Cancellation of Repurchased Shares Pursuant to the Authority Under Item 9	Mgmt	For	For

# Bank of America Corporation

Meeting Date: 04/25/2023

Country: USA

Ticker: BAC

Record Date: 03/01/2023

Meeting Type: Annual

Primary Security ID: 060505104

Shares Voted: 1,155,340

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Sharon L. Allen	Mgmt	For	For
1b	Elect Director Jose (Joe) E. Almeida	Mgmt	For	For
1c	Elect Director Frank P. Bramble, Sr.	Mgmt	For	For
1d	Elect Director Pierre J.P. de Weck	Mgmt	For	For
1e	Elect Director Arnold W. Donald	Mgmt	For	For
1f	Elect Director Linda P. Hudson	Mgmt	For	For
1g	Elect Director Monica C. Lozano	Mgmt	For	For
1h	Elect Director Brian T. Moynihan	Mgmt	For	For
1i	Elect Director Lionel L. Nowell, III	Mgmt	For	For
1j	Elect Director Denise L. Ramos	Mgmt	For	For
1k	Elect Director Clayton S. Rose	Mgmt	For	For
1l	Elect Director Michael D. White	Mgmt	For	For
1m	Elect Director Thomas D. Woods	Mgmt	For	For
1n	Elect Director Maria T. Zuber	Mgmt	For	For

## Bank of America Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
5	Amend Omnibus Stock Plan	Mgmt	For	For
6	Require Independent Board Chair	SH	Against	For
7	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against
8	Disclose 2030 Absolute GHG Reduction Targets Associated with Lending and Underwriting	SH	Against	For
9	Report on Climate Transition Plan Describing Efforts to Align Financing Activities with GHG Targets	SH	Against	For
10	Adopt Time-Bound Policy to Phase Out Underwriting and Lending for New Fossil Fuel Development	SH	Against	Against
11	Commission Third Party Racial Equity Audit	SH	Against	For

## Citigroup Inc.

Meeting Date: 04/25/2023

Country: USA

Ticker: C

Record Date: 02/27/2023

Meeting Type: Annual

Primary Security ID: 172967424

Shares Voted: 595,028

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Ellen M. Costello	Mgmt	For	For
1b	Elect Director Grace E. Dailey	Mgmt	For	For
1c	Elect Director Barbara J. Desoer	Mgmt	For	For
1d	Elect Director John C. Dugan	Mgmt	For	For
1e	Elect Director Jane N. Fraser	Mgmt	For	For
1f	Elect Director Duncan P. Hennes	Mgmt	For	For
1g	Elect Director Peter B. Henry	Mgmt	For	For
1h	Elect Director S. Leslie Ireland	Mgmt	For	For
1i	Elect Director Renee J. James	Mgmt	For	For
1j	Elect Director Gary M. Reiner	Mgmt	For	For
1k	Elect Director Diana L. Taylor	Mgmt	For	For
1l	Elect Director James S. Turley	Mgmt	For	For

## Citigroup Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1m	Elect Director Casper W. von Koskull	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	Amend Omnibus Stock Plan	Mgmt	For	For
5	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	For
7	Require Independent Board Chair	SH	Against	For
8	Report on Respecting Indigenous Peoples' Rights	SH	Against	For
9	Adopt Time-Bound Policy to Phase Out Underwriting and Lending for New Fossil Fuel Development	SH	Against	Against

## The Coca-Cola Company

**Meeting Date:** 04/25/2023

**Country:** USA

**Ticker:** KO

**Record Date:** 02/24/2023

**Meeting Type:** Annual

**Primary Security ID:** 191216100

**Shares Voted:** 650,637

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
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 Alexis M. Herman	Mgmt	For	Against
1.9	Elect Director Maria Elena Lagomasino	Mgmt	For	For
1.10	Elect Director Amity Millhiser	Mgmt	For	For
1.11	Elect Director James Quincey	Mgmt	For	For
1.12	Elect Director Caroline J. Tsay	Mgmt	For	For
1.13	Elect Director David B. Weinberg	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For

## The Coca-Cola Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
5	Report on Third-Party Civil Rights Audit	SH	Against	For
6	Issue Transparency Report on Global Public Policy and Political Influence	SH	Against	For
7	Report on Congruency of Political Spending with Company Values and Priorities	SH	Against	For
8	Require Independent Board Chair	SH	Against	For
9	Report on Risk Due to Restrictions on Reproductive Rights	SH	Against	For

## Wells Fargo & Company

**Meeting Date:** 04/25/2023      **Country:** USA      **Ticker:** WFC  
**Record Date:** 02/24/2023      **Meeting Type:** Annual  
**Primary Security ID:** 949746101

**Shares Voted:** 256,043

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Steven D. Black	Mgmt	For	For
1b	Elect Director Mark A. Chancy	Mgmt	For	For
1c	Elect Director Celeste A. Clark	Mgmt	For	For
1d	Elect Director Theodore F. Craver, Jr.	Mgmt	For	For
1e	Elect Director Richard K. Davis	Mgmt	For	For
1f	Elect Director Wayne M. Hewett	Mgmt	For	For
1g	Elect Director CeCelia (CeCe) G. Morken	Mgmt	For	For
1h	Elect Director Maria R. Morris	Mgmt	For	For
1i	Elect Director Felicia F. Norwood	Mgmt	For	For
1j	Elect Director Richard B. Payne, Jr.	Mgmt	For	For
1k	Elect Director Ronald L. Sargent	Mgmt	For	For
1l	Elect Director Charles W. Scharf	Mgmt	For	For
1m	Elect Director Suzanne M. Vautrinot	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
4	Ratify KPMG LLP as Auditors	Mgmt	For	For

## Wells Fargo & Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Adopt Simple Majority Vote	SH	Against	For
6	Report on Political Expenditures Congruence	SH	Against	For
7	Report on Climate Lobbying	SH	Against	For
8	Report on Climate Transition Plan Describing Efforts to Align Financing Activities with GHG Targets	SH	Against	For
9	Adopt Time-Bound Policy to Phase Out Underwriting and Lending for New Fossil Fuel Development	SH	Against	Against
10	Report on Prevention of Workplace Harassment and Discrimination	SH	Against	For
11	Adopt Policy on Freedom of Association and Collective Bargaining	SH	Against	For

## Aptiv PLC

**Meeting Date:** 04/26/2023      **Country:** Jersey      **Ticker:** APTV  
**Record Date:** 03/02/2023      **Meeting Type:** Annual  
**Primary Security ID:** G6095L109

**Shares Voted:** 48,903

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Kevin P. Clark	Mgmt	For	For
1b	Elect Director Richard L. (Rick) Clemmer	Mgmt	For	For
1c	Elect Director Nancy E. Cooper	Mgmt	For	For
1d	Elect Director Joseph L. (Jay) Hooley	Mgmt	For	For
1e	Elect Director Merit E. Janow	Mgmt	For	For
1f	Elect Director Sean O. Mahoney	Mgmt	For	For
1g	Elect Director Paul M. Meister	Mgmt	For	For
1h	Elect Director Robert K. (Kelly) Ortberg	Mgmt	For	For
1i	Elect Director Colin J. Parris	Mgmt	For	For
1j	Elect Director Ana G. Pinczuk	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

## ASML Holding NV

**Meeting Date:** 04/26/2023      **Country:** Netherlands      **Ticker:** ASML  
**Record Date:** 03/29/2023      **Meeting Type:** Annual  
**Primary Security ID:** N07059202

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt		
1	Open Meeting	Mgmt		
2	Discuss the Company's Business, Financial Situation and Sustainability	Mgmt		
3a	Approve Remuneration Report	Mgmt	For	For
3b	Adopt Financial Statements and Statutory Reports	Mgmt	For	For
3c	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt		
3d	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	Amend Remuneration Policy for the Supervisory Board	Mgmt	For	For
6b	Amend Remuneration of the Members of the Supervisory Board	Mgmt	For	For
7	Receive Information on the Composition of the Management Board and Announce Intention to Appoint W.R. Allan to Management Board	Mgmt		
8	Elect N.S. Andersen to Supervisory Board	Mgmt	For	For
8b	Elect J.P. de Kreijl to Supervisory Board	Mgmt	For	For
8c	Discuss Composition of the Supervisory Board	Mgmt		
9	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	Mgmt	For	For
10a	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
10b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For
11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
12	Authorize Cancellation of Repurchased Shares	Mgmt	For	For
13	Other Business (Non-Voting)	Mgmt		
14	Close Meeting	Mgmt		



## Assicurazioni Generali SpA

Meeting Date: 04/26/2023

Country: Italy

Ticker: G

Record Date: 04/17/2023

Meeting Type: Annual

Primary Security ID: T05040109

Shares Voted: 17,328

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	Elect Stefano Marsaglia as Director	Mgmt	For	For
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt		
3a.1	Slate Submitted by VM 2006 Srl	SH	None	Against
3a.2	Slate Submitted by Institutional Investors (Assogestioni)	SH	None	For
3b	Approve Internal Auditors' Remuneration	Mgmt	For	For
4a	Approve Remuneration Policy	Mgmt	For	For
4b	Approve Second Section of the Remuneration Report	Mgmt	For	For
5a	Approve Long Term Incentive Plan 2023-2025	Mgmt	For	For
5b	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Group Long Term Incentive Plan	Mgmt	For	For
6a	Approve Share Plan for Generali Group Employees	Mgmt	For	For
6b	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Share Plan for Generali Group Employees	Mgmt	For	For
7	Adjust Remuneration of External Auditors	Mgmt	For	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Against

## Drax Group Plc

Meeting Date: 04/26/2023

Country: United Kingdom

Ticker: DRX

Record Date: 04/24/2023

Meeting Type: Annual

Primary Security ID: G2904K127

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
5	Re-elect Philip Cox as Director	Mgmt	For	For
6	Re-elect Will Gardiner as Director	Mgmt	For	For
7	Re-elect Andy Skelton as Director	Mgmt	For	For
8	Re-elect David Nussbaum as Director	Mgmt	For	For
9	Re-elect Erika Peterman as Director	Mgmt	For	For
10	Re-elect John Baxter as Director	Mgmt	For	For
11	Re-elect Kim Keating as Director	Mgmt	For	For
12	Re-elect Nicola Hodson as Director	Mgmt	For	For
13	Re-elect Vanessa Simms as Director	Mgmt	For	For
14	Reappoint Deloitte 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

ENGIE SA

Meeting Date: 04/26/2023

Country: France

Ticker: ENGI

Record Date: 04/24/2023

Meeting Type: Annual/Special

Primary Security ID: F7629A107

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
	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 1.40 per Share	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For
5	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
6	Reelect Marie-Jose Nadeau as Director	Mgmt	For	For
7	Reelect Patrice Durand as Director	Mgmt	For	For
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For
9	Approve Compensation of Jean-Pierre Clamadieu, Chairman of the Board	Mgmt	For	For
10	Approve Compensation of Catherine MacGregor, CEO	Mgmt	For	For
11	Approve Remuneration Policy of Directors	Mgmt	For	For
12	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For
13	Approve Remuneration Policy of CEO	Mgmt	For	For
	Extraordinary Business	Mgmt		
14	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
15	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For
16	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
17	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For
	Shareholder Proposals Submitted by the State	Mgmt		
A	Elect Lucie Muniesa as Director	SH	For	For
	Shareholder Proposals Submitted by Several Shareholders	Mgmt		
B	Amend Articles 21 and 24 of Bylaws Re: Climate Strategy	SH	Against	For

# Marathon Petroleum Corporation

Meeting Date: 04/26/2023

Country: USA

Ticker: MPC

Record Date: 03/01/2023

Meeting Type: Annual

Primary Security ID: 56585A102

Shares Voted: 37,708

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director J. Michael Stice	Mgmt	For	Withhold
1.2	Elect Director John P. Surma	Mgmt	For	Withhold
1.3	Elect Director Susan Tomasky	Mgmt	For	Withhold
1.4	Elect Director Toni Townes-Whitley	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	Declassify the Board of Directors	Mgmt	For	For
5	Eliminate Supermajority Vote Requirement	Mgmt	For	For
6	Approve Increase in Size of Board	Mgmt	For	For
7	Adopt Simple Majority Vote	SH	Against	For
8	Amend Compensation Clawback Policy	SH	Against	For
9	Report on Just Transition	SH	Against	For
10	Report on Asset Retirement Obligation	SH	Against	For

# Newmont Corporation

Meeting Date: 04/26/2023

Country: USA

Ticker: NEM

Record Date: 02/27/2023

Meeting Type: Annual

Primary Security ID: 651639106

Shares Voted: 130,226

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Patrick G. Awuah, Jr.	Mgmt	For	For
1.2	Elect Director Gregory H. Boyce	Mgmt	For	For
1.3	Elect Director Bruce R. Brook	Mgmt	For	For
1.4	Elect Director Maura Clark	Mgmt	For	For
1.5	Elect Director Emma FitzGerald	Mgmt	For	For
1.6	Elect Director Mary A. Laschinger	Mgmt	For	For
1.7	Elect Director Jose Manuel Madero	Mgmt	For	For
1.8	Elect Director Rene Medori	Mgmt	For	For

## Newmont Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.9	Elect Director Jane Nelson	Mgmt	For	For
1.10	Elect Director Thomas Palmer	Mgmt	For	For
1.11	Elect Director Julio M. Quintana	Mgmt	For	For
1.12	Elect Director Susan N. Story	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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year

## Salvatore Ferragamo SpA

**Meeting Date:** 04/26/2023      **Country:** Italy      **Ticker:** SFER  
**Record Date:** 04/17/2023      **Meeting Type:** Annual/Special  
**Primary Security ID:** T80736100

**Shares Voted:** 4,649

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 Performance and Restricted Shares Plan 2023-2025	Mgmt	For	Against
4	Amend Restricted Shares Plan	Mgmt	For	Against
5.1	Approve Remuneration Policy	Mgmt	For	Against
5.2	Approve Second Section of the Remuneration Report	Mgmt	For	Against
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt		
6.1.1	Slate Submitted by Ferragamo Finanziaria SpA	SH	None	Against
6.1.2	Slate Submitted by Institutional Shareholders (Assogestioni)	SH	None	For
6.2	Appoint Chairman of Internal Statutory Auditors	SH	None	For
	Shareholder Proposal Submitted by Ferragamo Finanziaria SpA	Mgmt		
6.3	Approve Internal Auditors' Remuneration	SH	None	For

## Salvatore Ferragamo SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Shareholder Proposal Submitted by Institutional Shareholders (Assogestioni)	Mgmt		
7	Elect Laura Donnini as Director	SH	None	For
	Management Proposals	Mgmt		
8	Adjust Remuneration of External Auditors	Mgmt	For	For
	Extraordinary Business	Mgmt		
1	Amend Company Bylaws Re: Article 5	Mgmt	For	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Against

## The Goldman Sachs Group, Inc.

**Meeting Date:** 04/26/2023      **Country:** USA      **Ticker:** GS  
**Record Date:** 02/27/2023      **Meeting Type:** Annual  
**Primary Security ID:** 38141G104

**Shares Voted:** 32,519

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 Adebayo Ogunesi	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 Jessica Uhl	Mgmt	For	For
1l	Elect Director David Viniar	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
5	Report on Lobbying Payments and Policy	SH	Against	For

## The Goldman Sachs Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6	Require Independent Board Chair	SH	Against	For
7	Publish Third-Party Review on Chinese Congruency of Certain ETFs	SH	Against	Against
8	Oversee and Report a Racial Equity Audit	SH	Against	For
9	Adopt Time-Bound Policy to Phase Out Underwriting and Lending for New Fossil Fuel Development	SH	Against	Against
10	Disclose 2030 Absolute GHG Reduction Targets Associated with Lending and Underwriting	SH	Against	For
11	Report on Climate Transition Plan Describing Efforts to Align Financing Activities with GHG Targets	SH	Against	For
12	Report on Median Gender/Racial Pay Gap	SH	Against	For

## Aeffe SpA

**Meeting Date:** 04/27/2023      **Country:** Italy      **Ticker:** AEF  
**Record Date:** 04/18/2023      **Meeting Type:** Annual  
**Primary Security ID:** T9336A102

**Shares Voted:** 51,311

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 Treatment of Net Loss	Mgmt	For	For
3.1	Approve Remuneration Policy	Mgmt	For	Against
3.2	Approve Second Section of the Remuneration Report	Mgmt	For	For
	Shareholder Proposal Submitted by Fratelli Ferretti Holding Srl	Mgmt		
4.1	Fix Number of Directors	SH	None	For
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt		
4.2.1	Slate 1 Submitted by Fratelli Ferretti Holding Srl	SH	None	Against
4.2.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For
	Shareholder Proposals Submitted by Fratelli Ferretti Holding Srl	Mgmt		
4.3	Elect Massimo Ferretti as Board Chair	SH	None	For

## Aeffe SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.4	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 Fratelli Ferretti Holding Srl	SH	None	Against
5.1.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For
	Shareholder Proposal Submitted by Fratelli Ferretti Holding Srl	Mgmt		
5.2	Approve Internal Auditors' Remuneration	SH	None	For
	Management Proposals	Mgmt		
5	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Against

## Arnoldo Mondadori Editore SpA

**Meeting Date:** 04/27/2023      **Country:** Italy      **Ticker:** MN  
**Record Date:** 04/18/2023      **Meeting Type:** Annual  
**Primary Security ID:** T6901G126

**Shares Voted:** 9,160,869

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 Dividend Distribution	Mgmt	For	For
4	Approve Remuneration Policy	Mgmt	For	For
5	Approve Second Section of the Remuneration Report	Mgmt	For	Against
6	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
7	Approve Performance Share Plan	Mgmt	For	Against
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Against



Meeting Date: 04/27/2023

Country: United Kingdom

Ticker: AZN

Record Date: 04/25/2023

Meeting Type: Annual

Primary Security ID: G0593M107

Shares Voted: 1,010,664

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 Bradley 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	Re-elect Sheri McCoy as Director	Mgmt	For	For
5i	Re-elect Tony Mok as Director	Mgmt	For	For
5j	Re-elect Nazneen Rahman as Director	Mgmt	For	For
5k	Re-elect Andreas Rummelt as Director	Mgmt	For	For
5l	Re-elect Marcus Wallenberg as Director	Mgmt	For	For
6	Approve Remuneration Report	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 Market Purchase of Ordinary Shares	Mgmt	For	For
12	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For
13	Adopt New Articles of Association	Mgmt	For	For

**Meeting Date:** 04/27/2023

**Country:** France

**Ticker:** CS

**Record Date:** 04/25/2023

**Meeting Type:** Annual/Special

**Primary Security ID:** F06106102

**Shares Voted:** 1,362,969

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 1.70 per Share	Mgmt	For	For
4	Approve Compensation Report of Corporate Officers	Mgmt	For	For
5	Approve Compensation of Denis Duverne, Chairman of the Board until April 28, 2022	Mgmt	For	For
6	Approve Compensation of Antoine Gosset-Grainville, Chairman of the Board since April 28, 2022	Mgmt	For	For
7	Approve Compensation of Thomas Buberl, CEO	Mgmt	For	For
8	Approve Remuneration Policy of CEO	Mgmt	For	For
9	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For
10	Approve Remuneration Policy of Directors	Mgmt	For	For
11	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For
12	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
13	Authorize Capitalization of Reserves of Up to EUR 1 Billion for Bonus Issue or Increase in Par Value	Mgmt	For	For
14	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 2 Billion	Mgmt	For	For
15	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 500 Million	Mgmt	For	For
16	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 500 Million	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
17	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	For
18	Authorize Capital Increase of Up to EUR 500 Million for Future Exchange Offers	Mgmt	For	For
19	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For
20	Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities without Preemptive Rights for Up to EUR 500 Million	Mgmt	For	For
21	Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities with Preemptive Rights for Up to EUR 2 Billion	Mgmt	For	For
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For
24	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
25	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

## Banco di Desio e della Brianza SpA

**Meeting Date:** 04/27/2023      **Country:** Italy      **Ticker:** BDB  
**Record Date:** 04/18/2023      **Meeting Type:** Annual/Special  
**Primary Security ID:** T1719F105

**Shares Voted:** 110,328

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Extraordinary Business	Mgmt		
	Management Proposals	Mgmt		
1	Amend Company Bylaws Re: Article 2 (Corporate Purpose)	Mgmt	For	For
	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	For

# Banco di Desio e della Brianza SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2.2	Approve Second Section of the Remuneration Report	Mgmt	For	For
3	Approve 2023 Incentive System Based on the Assignment of Phantom Shares	Mgmt	For	For
4	Approve Long Term Incentive Plan	Mgmt	For	For
	Shareholder Proposals Submitted by Brianza Unione di Luigi Gavazzi e Stefano Lado Sapa	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 Brianza Unione di Luigi Gavazzi e Stefano Lado Sapa	SH	None	Against
5.3.2	Slate 2 Submitted by Fondazione Cassa di Risparmio di Terni e Narni	SH	None	For
	Shareholder Proposal Submitted by Brianza Unione di Luigi Gavazzi e Stefano Lado Sapa	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 Brianza Unione di Luigi Gavazzi e Stefano Lado Sapa	SH	None	Against
6.1.2	Slate 2 Submitted by Fondazione Cassa di Risparmio di Terni e Narni	SH	None	For
6.2	Appoint Chairman of Internal Statutory Auditors	SH	None	For
	Shareholder Proposal Submitted by Brianza Unione di Luigi Gavazzi e Stefano Lado Sapa	Mgmt		
6.3	Approve Internal Auditors' Remuneration	SH	None	For
	Management Proposal	Mgmt		
7	Adjust Remuneration of External Auditors	Mgmt	For	For

## BP Plc

**Meeting Date:** 04/27/2023

**Country:** United Kingdom

**Ticker:** BP

**Record Date:** 04/25/2023

**Meeting Type:** Annual

**Primary Security ID:** G12793108

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
3	Approve Remuneration Policy	Mgmt	For	For
4	Re-elect Helge Lund as Director	Mgmt	For	For
5	Re-elect Bernard Looney as Director	Mgmt	For	For
6	Re-elect Murray Auchincloss as Director	Mgmt	For	For
7	Re-elect Paula Reynolds as Director	Mgmt	For	For
8	Re-elect Melody Meyer as Director	Mgmt	For	For
9	Re-elect Tushar Morzaria as Director	Mgmt	For	For
10	Re-elect Sir John Sawers as Director	Mgmt	For	For
11	Re-elect Pamela Daley as Director	Mgmt	For	For
12	Re-elect Karen Richardson as Director	Mgmt	For	For
13	Re-elect Johannes Teysen as Director	Mgmt	For	For
14	Elect Amanda Blanc as Director	Mgmt	For	For
15	Elect Satish Pai as Director	Mgmt	For	For
16	Elect Hina Nagarajan as Director	Mgmt	For	For
17	Reappoint Deloitte LLP as Auditors	Mgmt	For	For
18	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
19	Authorise UK Political Donations and Expenditure	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 Market Purchase of Ordinary Shares	Mgmt	For	For
24	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For
	Shareholder Proposal	Mgmt		
25	Approve Shareholder Resolution on Climate Change Targets	SH	Against	For

**Meeting Date:** 04/27/2023

**Country:** France

**Ticker:** BN

**Record Date:** 04/25/2023

**Meeting Type:** Annual/Special

**Primary Security ID:** F12033134

**Shares Voted:** 1,395,153

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 2 per Share	Mgmt	For	For
4	Reelect Valerie Chapoulaud-Floquet as Director	Mgmt	For	For
5	Reelect Gilles Schnepf as Director	Mgmt	For	For
6	Ratify Appointment of Gilbert Ghostine as Director Following Resignation of Guido Barilla	Mgmt	For	For
7	Ratify Appointment of Lise Kingo as Director Following Resignation of Cecile Cabanis	Mgmt	For	For
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For
9	Approve Compensation of Antoine de Saint-Affrique, CEO	Mgmt	For	For
10	Approve Compensation of Gilles Schnepf, Chairman of the Board	Mgmt	For	For
11	Approve Remuneration Policy of Executive Corporate Officers	Mgmt	For	For
12	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For
13	Approve Remuneration Policy of Directors	Mgmt	For	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
15	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 50 Million	Mgmt	For	For
16	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights with Binding Priority Right up to Aggregate Nominal Amount of EUR 16.9 Million	Mgmt	For	For
17	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Item 16	Mgmt	For	For

## Danone SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
18	Authorize Capital Increase of Up to EUR 16.9 Million for Future Exchange Offers	Mgmt	For	For
19	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For
20	Authorize Capitalization of Reserves of Up to EUR 42 Million for Bonus Issue or Increase in Par Value	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 of International Subsidiaries	Mgmt	For	For
23	Authorize up to 0.5 Percent of Issued Capital for Use in Restricted Stock Plans with Performance Conditions Attached	Mgmt	For	For
24	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
	Ordinary Business	Mgmt		
25	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For
26	Elect Sanjiv Mehta as Director	Mgmt	For	For

## Fiera Milano SpA

**Meeting Date:** 04/27/2023      **Country:** Italy      **Ticker:** FM  
**Record Date:** 04/18/2023      **Meeting Type:** Annual  
**Primary Security ID:** T4386X102

**Shares Voted:** 4,462

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
2.1	Approve Remuneration Policy	Mgmt	For	For
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

## Fiera Milano SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt		
3.3.1	Slate 1 Submitted by Fondazione Ente Autonomo Fiera Internazionale di Milano	SH	None	Against
3.3.2	Slate 2 Submitted by Camera di Commercio di Milano Monza Brianza Lodi and Parcam Srl	SH	None	Against
3.3.3	Slate 3 Submitted by Institutional Investors (Assogestioni)	SH	None	For
	Shareholder Proposals Submitted by Fondazione Ente Autonomo Fiera Internazionale di Milano	Mgmt		
3.4	Elect Carlo Bonomi as Board Chair	SH	None	For
3.5	Approve Remuneration of Directors	SH	None	For
	Management Proposals	Mgmt		
4	Approve Performance Share Plan	Mgmt	For	Against
5	Approve PWC SpA as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
6	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Against

## FinecoBank SpA

**Meeting Date:** 04/27/2023

**Country:** Italy

**Ticker:** FBK

**Record Date:** 04/18/2023

**Meeting Type:** Annual/Special

**Primary Security ID:** T4R999104

**Shares Voted:** 48,720

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 Elimination of Negative Reserves	Mgmt	For	For
4	Adjust Remuneration of External Auditors	Mgmt	For	For
5	Fix Number of Directors	Mgmt	For	For
6	Fix Board Terms for Directors	Mgmt	For	For



# FinecoBank SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt		
7.1	Slate 1 Submitted by Board of Directors	Mgmt	For	Against
7.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For
8	Approve Remuneration of Directors	Mgmt	For	For
	Appoint Internal Statutory Auditors (Slate Election)	Mgmt		
9	Slate 1 Submitted by Institutional Investors (Assogestioni)	SH	None	For
	Shareholder Proposal Submitted by Institutional Investors (Assogestioni)	Mgmt		
10	Approve Internal Auditors' Remuneration	SH	None	For
	Management Proposals	Mgmt		
11	Approve Remuneration Policy	Mgmt	For	For
12	Approve Second Section of the Remuneration Report	Mgmt	For	For
13	Approve 2023 Incentive System for Employees	Mgmt	For	For
14	Approve 2023 Incentive System for Personal Financial Advisors	Mgmt	For	For
15	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service the 2023 PFA System	Mgmt	For	For
	Extraordinary Business	Mgmt		
1	Authorize Board to Increase Capital to Service 2023 Incentive System	Mgmt	For	For
2	Authorize Board to Increase Capital to Service 2022 Incentive System	Mgmt	For	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Against

# Intuitive Surgical, Inc.

**Meeting Date:** 04/27/2023

**Country:** USA

**Ticker:** ISRG

**Record Date:** 02/28/2023

**Meeting Type:** Annual

**Primary Security ID:** 46120E602

**Shares Voted:** 90,985

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

## Intuitive Surgical, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1c	Elect Director Gary S. Guthart	Mgmt	For	For
1d	Elect Director Amal M. Johnson	Mgmt	For	For
1e	Elect Director Don R. Kania	Mgmt	For	For
1f	Elect Director Amy L. Ladd	Mgmt	For	For
1g	Elect Director Keith R. Leonard, Jr.	Mgmt	For	For
1h	Elect Director Alan J. Levy	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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
5	Report on Gender/Racial Pay Gap	SH	Against	For

## Italmobiliare SpA

**Meeting Date:** 04/27/2023      **Country:** Italy      **Ticker:** ITM  
**Record Date:** 04/18/2023      **Meeting Type:** Annual  
**Primary Security ID:** T62283188

**Shares Voted:** 322

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
	Shareholder Proposals Submitted by CFN Generale Fiduciaria	Mgmt		
5	Fix Number of Directors	SH	None	For
6	Fix Board Terms for Directors	SH	None	For
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt		
7.1	Slate 1 Submitted by CFN Generale Fiduciaria SpA	SH	None	Against

## Italmobiliare SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For
7.3	Slate 3 Submitted by INARCASSA - Cassa Nazionale di Previdenza ed Assistenza and Fondazione ENPAM	SH	None	Against
	Shareholder Proposal Submitted by CFN Generale Fiduciaria	Mgmt		
8	Approve Remuneration of Directors	SH	None	For
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt		
9.1	Slate 1 Submitted by CFN Generale Fiduciaria SpA	SH	None	Against
9.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For
9.3	Slate 3 Submitted by INARCASSA - Cassa Nazionale di Previdenza ed Assistenza and Fondazione ENPAM	SH	None	Against
	Shareholder Proposal Submitted by CFN Generale Fiduciaria	Mgmt		
10	Approve Internal Auditors' Remuneration	SH	None	For
	Management Proposals	Mgmt		
11	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
12	Approve Phantom Stock Grant Plan	Mgmt	For	Against
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Against

## Johnson & Johnson

**Meeting Date:** 04/27/2023

**Country:** USA

**Ticker:** JNJ

**Record Date:** 02/28/2023

**Meeting Type:** Annual

**Primary Security ID:** 478160104

**Shares Voted:** 571,625

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 Marilyn A. Hewson	Mgmt	For	For

## Johnson & Johnson

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
5	Adopt Mandatory Arbitration Bylaw - Withdrawn	SH		
6	Report on Government Financial Support and Equitable Access to Covid-19 Products	SH	Against	For
7	Adopt Policy to Include Legal and Compliance Costs in Incentive Compensation Metrics	SH	Against	For
8	Report on Impact of Extended Patent Exclusivities on Product Access	SH	Against	For

## London Stock Exchange Group Plc

**Meeting Date:** 04/27/2023      **Country:** United Kingdom      **Ticker:** LSEG  
**Record Date:** 04/25/2023      **Meeting Type:** Annual  
**Primary Security ID:** G5689U103

**Shares Voted:** 746,593

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 Cressida Hogg as Director	Mgmt	For	For

## London Stock Exchange Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
10	Re-elect Anna Manz 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 Douglas Steenland as Director	Mgmt	For	For
15	Re-elect Ashok Vaswani as Director	Mgmt	For	For
16	Elect Scott Guthrie as Director	Mgmt	For	For
17	Elect William Vereker as Director	Mgmt	For	For
18	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For
19	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For
20	Authorise Issue of Equity	Mgmt	For	For
21	Authorise UK Political Donations and Expenditure	Mgmt	For	For
22	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
23	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For
24	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
25	Authorise Off-Market Purchase of Shares from Consortium Shareholders	Mgmt	For	For
26	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

## Neodecortech SpA

**Meeting Date:** 04/27/2023

**Country:** Italy

**Ticker:** NDT

**Record Date:** 04/18/2023

**Meeting Type:** Annual/Special

**Primary Security ID:** T6S93U107

**Shares Voted:** 24,906

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	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt		

## Neodecortech SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4	Receive Consolidated Non-Financial Statements and Statutory Reports (Non-Voting)	Mgmt		
5	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	Against
6	Approve Remuneration of Directors	Mgmt	For	For
7	Approve Remuneration Policy	Mgmt	For	For
8	Approve Second Section of the Remuneration Report	Mgmt	For	For
9	Approve Remuneration of Auditors	Mgmt	For	For
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt		
10.1	Slate 1 Submitted by Finanziaria Valentini SpA	SH	None	Against
10.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For
11	Appoint Chairman of Internal Statutory Auditors	SH	None	For
12	Approve Internal Auditors' Remuneration	Mgmt	For	Against
	Extraordinary Business	Mgmt		
1	Amend Company Bylaws	Mgmt	For	Against

## Pfizer Inc.

Meeting Date: 04/27/2023

Country: USA

Ticker: PFE

Record Date: 03/01/2023

Meeting Type: Annual

Primary Security ID: 717081103

Shares Voted: 1,315,810

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

## Pfizer Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against
6	Require Independent Board Chair	SH	Against	For
7	Report on Feasibility of Intellectual Property Transfer to Boost Covid-19 Vaccine Production	SH	Against	For
8	Report on Impact of Extended Patent Exclusivities on Product Access	SH	Against	For
9	Report on Political Expenditures Congruence	SH	Against	For

## A2A SpA

**Meeting Date:** 04/28/2023      **Country:** Italy      **Ticker:** A2A  
**Record Date:** 04/19/2023      **Meeting Type:** Annual  
**Primary Security ID:** T0579B105

**Shares Voted:** 35,288,062

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	For
4	Approve Second Section of the Remuneration Report	Mgmt	For	For
5	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
6	Approve KPMG SpA as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt		
7.1	Slate Submitted by Municipalities of Brescia and Milan	SH	None	Against

## A2A SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7.2	Slate Submitted by Azienda Energetica Municipale SpA, COGEME - Servizi Pubblici Locali SpA, Inarcassa, and ENPAM Foundation	SH	None	Against
7.3	Slate Submitted by Institutional Investors (Assogestioni)	SH	None	For
	Shareholder Proposal Submitted by Municipalities of Brescia and Milan	Mgmt		
8	Approve Remuneration of Directors	SH	None	For
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt		
9.1	Slate Submitted by Municipalities of Brescia and Milan	SH	None	Against
9.2	Slate Submitted by Azienda Energetica Municipale SpA, COGEME - Servizi Pubblici Locali SpA, Inarcassa, and ENPAM Foundation	SH	None	Against
9.3	Slate Submitted by Institutional Investors (Assogestioni)	SH	None	For
	Shareholder Proposal Submitted by Municipalities of Brescia and Milan	Mgmt		
10	Approve Internal Auditors' Remuneration	SH	None	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Against

## ENAV SpA

**Meeting Date:** 04/28/2023      **Country:** Italy      **Ticker:** ENAV  
**Record Date:** 04/19/2023      **Meeting Type:** Annual  
**Primary Security ID:** T3R4KN103

**Shares Voted:** 29,211

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	For
4	Approve Second Section of the Remuneration Report	Mgmt	For	For
5	Approve Long Term Incentive Plan	Mgmt	For	Against
	Shareholder Proposals Submitted by Ministry of Economy and Finance	Mgmt		



## ENAV SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6	Fix Number of Directors	SH	None	For
7	Fix Board Terms for Directors	SH	None	For
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt		
8.1	Slate 1 Submitted by Ministry of Economy and Finance	SH	None	Against
8.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For
8.3	Slate 3 Submitted by INARCASSA and Fondazione ENPAM	SH	None	Against
	Shareholder Proposals Submitted by Ministry of Economy and Finance	Mgmt		
9	Elect Alessandra Bruni as Board Chair	SH	None	For
10	Approve Remuneration of Directors	SH	None	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Against

## Iberdrola SA

**Meeting Date:** 04/28/2023

**Country:** Spain

**Ticker:** IBE

**Record Date:** 04/21/2023

**Meeting Type:** Annual

**Primary Security ID:** E6165F166

**Shares Voted:** 4,930,243

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For
2	Approve Consolidated and Standalone Management Reports	Mgmt	For	For
3	Approve Non-Financial Information Statement	Mgmt	For	For
4	Approve Discharge of Board	Mgmt	For	For
5	Amend Preamble and Heading of the Preliminary Title of the Bylaws	Mgmt	For	For
6	Amend Articles Re: Corporate Structure of the Iberdrola Group	Mgmt	For	For
7	Amend Article 8 Re: Internal Regulations and Compliance System	Mgmt	For	For
8	Approve Engagement Dividend	Mgmt	For	For
9	Approve Allocation of Income and Dividends	Mgmt	For	For
10	Approve Scrip Dividends	Mgmt	For	For
11	Approve Scrip Dividends	Mgmt	For	For

## Iberdrola SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
12	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For
13	Advisory Vote on Remuneration Report	Mgmt	For	For
14	Approve Restricted Stock Plan	Mgmt	For	For
15	Reelect Maria Helena Antolin Raybaud as Director	Mgmt	For	For
16	Ratify Appointment of and Elect Armando Martinez Martinez as Director	Mgmt	For	For
17	Reelect Manuel Moreu Munaiz as Director	Mgmt	For	For
18	Reelect Sara de la Rica Goiricelaya as Director	Mgmt	For	For
19	Reelect Xabier Sagredo Ormaza as Director	Mgmt	For	For
20	Reelect Jose Ignacio Sanchez Galan as Director	Mgmt	For	For
21	Fix Number of Directors at 14	Mgmt	For	For
22	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For

## Industrie Chimiche Forestali SpA

**Meeting Date:** 04/28/2023      **Country:** Italy      **Ticker:** ICF  
**Record Date:** 04/19/2023      **Meeting Type:** Annual  
**Primary Security ID:** T5R910124

**Shares Voted:** 258,658

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	Approve Extraordinary Compensation to the Board Chairman Through Allocation of Treasury Shares	Mgmt	For	Against
3.1	Fix Board Terms for Directors	Mgmt	For	For
3.2	Fix Number of Directors	Mgmt	For	For
3.3	Elect Directors (Bundled)	SH	None	Abstain
3.4	Approve Remuneration of Directors	Mgmt	For	Against
4.1	Elect Internal Auditors (Bundled)	SH	None	Abstain
4.2	Appoint Chairman of Internal Statutory Auditors	SH	None	Abstain
4.3	Approve Internal Auditors' Remuneration	Mgmt	For	Against

## Industrie Chimiche Forestali SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Approve Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Against

## Interpump Group SpA

**Meeting Date:** 04/28/2023      **Country:** Italy      **Ticker:** IP  
**Record Date:** 04/19/2023      **Meeting Type:** Annual/Special  
**Primary Security ID:** T5513W107

**Shares Voted:** 16,466

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
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 Remuneration Policy	Mgmt	For	Against
5	Approve Second Section of the Remuneration Report	Mgmt	For	Against
6	Fix Number of Directors	Mgmt	For	For
7	Fix Board Terms for Directors	Mgmt	For	For
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt		
8.1	Slate 1 Submitted by Gruppo IPG Holding SpA	SH	None	Against
8.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For
9	Elect Board Chair	Mgmt	None	Against
10	Approve Remuneration of Directors	Mgmt	For	For
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt		
11.1	Slate 1 Submitted by Gruppo IPG Holding SpA	SH	None	Against
11.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For
12	Approve Internal Auditors' Remuneration	Mgmt	For	For
13	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	Against

## Interpump Group SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Extraordinary Business	Mgmt		
1	Amend Articles Re: Article Articles 14	Mgmt	For	For
2	Amend Company Bylaws Re: Article 16	Mgmt	For	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Against

## MARR SpA

**Meeting Date:** 04/28/2023      **Country:** Italy      **Ticker:** MARR  
**Record Date:** 04/19/2023      **Meeting Type:** Annual  
**Primary Security ID:** T6456M106

Shares Voted: 10,144

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
	Shareholder Proposals Submitted by Cremonini 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 Cremonini SpA	SH	None	Against
3.3.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For
	Shareholder Proposals Submitted by Cremonini SpA	Mgmt		
3.4	Elect Andrea Foschi as Board Chair	SH	None	For
3.5	Approve Remuneration of Directors	SH	None	For
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt		
4.1.1	Slate 1 Submitted by Cremonini SpA	SH	None	Against
4.1.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For
	Shareholder Proposal Submitted by Cremonini SpA	Mgmt		
4.2	Approve Internal Auditors' Remuneration	SH	None	For

## MARR SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Management Proposals	Mgmt		
5	Approve Second Section of the Remuneration Report	Mgmt	For	Against
6	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Against

## Merck KGaA

**Meeting Date:** 04/28/2023      **Country:** Germany      **Ticker:** MRK  
**Record Date:** 04/06/2023      **Meeting Type:** Annual  
**Primary Security ID:** D5357W103

**Shares Voted:** 281,286

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt		
2	Accept Financial Statements and Statutory Reports for Fiscal Year 2022	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 2.20 per Share	Mgmt	For	For
4	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For
5	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For
6	Approve Remuneration Report	Mgmt	For	For
7	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 2.5 Billion; Approve Creation of EUR 16.8 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For
8.1	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For
8.2	Amend Articles Re: Participation of Supervisory Board Members in the Virtual Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For

## Saras SpA

**Meeting Date:** 04/28/2023      **Country:** Italy      **Ticker:** SRS  
**Record Date:** 04/19/2023      **Meeting Type:** Annual/Special  
**Primary Security ID:** T83058106

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 Proposals Submitted by Massimo Moratti Sapa di Massimo Moratti, Stella Holding SpA, and Angel Capital Management SpA	Mgmt		
2.1	Fix Number of Directors	SH	None	For
2.2	Fix Board Terms for Directors	SH	None	For
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt		
2.3.1	Slate 1 Submitted by Massimo Moratti Sapa di Massimo Moratti, Stella Holding SpA, and Angel Capital Management SpA	SH	None	Against
2.3.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For
	Shareholder Proposals Submitted by Massimo Moratti Sapa di Massimo Moratti, Stella Holding SpA, and Angel Capital Management SpA	Mgmt		
2.4	Approve Remuneration of Directors	SH	None	For
2.5	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 Proposals	Mgmt		
3	Approve Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
4.1	Approve Remuneration Policy	Mgmt	For	Against
4.2	Approve Second Section of the Remuneration Report	Mgmt	For	Against
5	Amend Regulations on General Meetings	Mgmt	For	For
	Extraordinary Business	Mgmt		
1	Amend Articles of Association Re: Articles 12	Mgmt	For	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Against

# Banca Popolare di Sondrio SpA

Meeting Date: 04/29/2023

Country: Italy

Ticker: BPSO

Record Date: 04/20/2023

Meeting Type: Annual/Special

Primary Security ID: T1549L116

Shares Voted: 125,935

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Extraordinary Business	Mgmt		
1	Amend Company Bylaws Re: Article 24	Mgmt	For	For
	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
2c	Approve Long-Term Compensation Plan	Mgmt	For	For
3a	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
3b	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Servicethe Compensation Plans	Mgmt	For	For
4	Approve Remuneration of Directors	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	Elect Attilio Piero Ferrari as Director	Mgmt	For	For

# Riepilogo delle votazioni espresse

## Maggio 2023

Nel documento si riepilogano le assemblee a cui Anima SGR ha partecipato e le votazioni espresse, in linea con la propria policy ESG, per ciascun punto degli ordini del giorno.

**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: 05/01/2023 to 05/31/2023

### Eli Lilly and Company

**Meeting Date:** 05/01/2023      **Country:** USA      **Ticker:** LLY  
**Record Date:** 02/21/2023      **Meeting Type:** Annual  
**Primary Security ID:** 532457108

**Shares Voted:** 171,995

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director William G. Kaelin, Jr.	Mgmt	For	For
1b	Elect Director David A. Ricks	Mgmt	For	For
1c	Elect Director Marschall S. Runge	Mgmt	For	For
1d	Elect Director Karen Walker	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
5	Declassify the Board of Directors	Mgmt	For	For
6	Eliminate Supermajority Vote Requirement	Mgmt	For	For
7	Report on Lobbying Payments and Policy	SH	Against	For
8	Adopt Simple Majority Vote	SH	Against	For
9	Report on Impact of Extended Patent Exclusivities on Product Access	SH	Against	For
10	Report on Risks of Supporting Abortion	SH	Against	Against
11	Publish Third-Party Review of Alignment of Company's Lobbying Activities with its Public Statements	SH	Against	For
12	Report on Effectiveness of Diversity, Equity and Inclusion Efforts and Metrics	SH	Against	For
13	Adopt Policy to Require Third-Party Organizations to Annually Report Expenditures for Political Activities	SH	Against	Against

### Air Liquide SA

**Meeting Date:** 05/03/2023      **Country:** France      **Ticker:** AI  
**Record Date:** 04/28/2023      **Meeting Type:** Annual/Special  
**Primary Security ID:** F01764103

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 2.95 per Share	Mgmt	For	For
4	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
5	Elect Catherine Guillouard as Director	Mgmt	For	For
6	Elect Christina Law as Director	Mgmt	For	For
7	Elect Alexis Perakis-Valat as Director	Mgmt	For	For
8	Elect Michael H. Thaman as Director	Mgmt	For	For
9	Ratify Appointment of Monica de Virgiliis as Director	Mgmt	For	For
10	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For
11	Approve Compensation of Benoit Potier, Chairman and CEO from January 1, 2022 to May 31, 2022	Mgmt	For	For
12	Approve Compensation of Francois Jackow, CEO from June 1, 2022 to December 31, 2022	Mgmt	For	For
13	Approve Compensation of Benoit Potier, Chairman of the Board from June 1, 2022 to December 31, 2022	Mgmt	For	For
14	Approve Compensation Report of Corporate Officers	Mgmt	For	For
15	Approve Remuneration Policy of CEO	Mgmt	For	For
16	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For
17	Approve Remuneration Policy of Directors	Mgmt	For	For
	Extraordinary Business	Mgmt		
18	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
19	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 470 Million	Mgmt	For	For
20	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	For

## Air Liquide SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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

## Barclays PLC

**Meeting Date:** 05/03/2023      **Country:** United Kingdom      **Ticker:** BARC  
**Record Date:** 04/28/2023      **Meeting Type:** Annual  
**Primary Security ID:** G08036124

**Shares Voted:** 1,969,369

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	Elect Marc Moses as Director	Mgmt	For	For
5	Re-elect Robert Berry as Director	Mgmt	For	For
6	Re-elect Tim Breedon as Director	Mgmt	For	For
7	Re-elect Anna Cross as Director	Mgmt	For	For
8	Re-elect Mohamed A. El-Erian as Director	Mgmt	For	For
9	Re-elect Dawn Fitzpatrick as Director	Mgmt	For	For
10	Re-elect Mary Francis as Director	Mgmt	For	For
11	Re-elect Crawford Gillies as Director	Mgmt	For	For
12	Re-elect Brian Gilvary as Director	Mgmt	For	For
13	Re-elect Nigel Higgins as Director	Mgmt	For	For
14	Re-elect Diane Schueneman as Director	Mgmt	For	For
15	Re-elect Coimbatore Venkatakrishnan as Director	Mgmt	For	For
16	Re-elect Julia Wilson as Director	Mgmt	For	For
17	Reappoint KPMG LLP as Auditors	Mgmt	For	For
18	Authorise the Board Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For

## Barclays PLC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
19	Authorise UK Political Donations and Expenditure	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
26	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For

## Enbridge Inc.

**Meeting Date:** 05/03/2023      **Country:** Canada      **Ticker:** ENB  
**Record Date:** 03/07/2023      **Meeting Type:** Annual  
**Primary Security ID:** 29250N105

**Shares Voted:** 339,726

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Mayank M. Ashar	Mgmt	For	For
1.2	Elect Director Gaurdie E. Banister	Mgmt	For	For
1.3	Elect Director Pamela L. Carter	Mgmt	For	Against
1.4	Elect Director Susan M. Cunningham	Mgmt	For	Against
1.5	Elect Director Gregory L. Ebel	Mgmt	For	For
1.6	Elect Director Jason B. Few	Mgmt	For	For
1.7	Elect Director Teresa S. Madden	Mgmt	For	For
1.8	Elect Director Stephen S. Poloz	Mgmt	For	For
1.9	Elect Director S. Jane Rowe	Mgmt	For	For
1.10	Elect Director Dan C. Tutcher	Mgmt	For	For
1.11	Elect Director Steven W. Williams	Mgmt	For	For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For

## Enbridge Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For
4	Re-approve Shareholder Rights Plan	Mgmt	For	For
	Shareholder Proposals	Mgmt		
5	SP 1: Report on Lobbying and Political Donations	SH	Against	For
6	SP 2: Disclose the Company's Scope 3 Emissions	SH	Against	For

## General Electric Company

**Meeting Date:** 05/03/2023      **Country:** USA      **Ticker:** GE  
**Record Date:** 03/07/2023      **Meeting Type:** Annual  
**Primary Security ID:** 369604301

**Shares Voted:** 195,908

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Stephen Angel	Mgmt	For	For
1b	Elect Director Sebastien Bazin	Mgmt	For	For
1c	Elect Director H. Lawrence Culp, Jr.	Mgmt	For	For
1d	Elect Director Edward Garden	Mgmt	For	For
1e	Elect Director Isabella Goren	Mgmt	For	For
1f	Elect Director Thomas Horton	Mgmt	For	For
1g	Elect Director Catherine Lesjak	Mgmt	For	For
1h	Elect Director Darren McDew	Mgmt	For	For
1i	Elect Director Paula Rosput Reynolds	Mgmt	For	Against
1j	Elect Director Jessica Uhl	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
5	Require Independent Board Chairman	SH	Against	For
6	Hire Investment Bank to Explore Sale of Company	SH	Against	Against
7	Issue Audited Report on Fiduciary Relevance of Decarbonization Goal	SH	Against	Against
8	Issue Audited Report on Impact of IEA Net-Zero Emissions by 2050 Scenario	SH	Against	For

## Gilead Sciences, Inc.

**Meeting Date:** 05/03/2023

**Country:** USA

**Ticker:** GILD

**Record Date:** 03/15/2023

**Meeting Type:** Annual

**Primary Security ID:** 375558103

**Shares Voted:** 253,310

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Jacqueline K. Barton	Mgmt	For	For
1b	Elect Director Jeffrey A. Bluestone	Mgmt	For	For
1c	Elect Director Sandra J. Horning	Mgmt	For	For
1d	Elect Director Kelly A. Kramer	Mgmt	For	For
1e	Elect Director Kevin E. Lofton	Mgmt	For	For
1f	Elect Director Harish Manwani	Mgmt	For	For
1g	Elect Director Daniel P. O'Day	Mgmt	For	For
1h	Elect Director Javier J. Rodriguez	Mgmt	For	For
1i	Elect Director Anthony Welters	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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
5	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For
6	Require More Director Nominations Than Open Seats	SH	Against	Against
7	Amend Right to Call Special Meeting	SH	Against	Against
8	Report on Impact of Extended Patent Exclusivities on Product Access	SH	Against	For

## Mercedes-Benz Group AG

**Meeting Date:** 05/03/2023

**Country:** Germany

**Ticker:** MBG

**Record Date:** 04/28/2023

**Meeting Type:** Annual

**Primary Security ID:** D1668R123

**Shares Voted:** 425,708

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 5.20 per Share	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For

## Mercedes-Benz Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For
5.1	Ratify KPMG AG as Auditors for Fiscal Year 2023	Mgmt	For	For
5.2	Ratify PricewaterhouseCoopers GmbH as Auditors for the 2024 Interim Financial Statements until the 2024 AGM	Mgmt	For	For
5.3	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements after the 2024 AGM	Mgmt	For	For
6	Elect Stefan Pierer to the Supervisory Board	Mgmt	For	For
7	Approve Remuneration of Supervisory Board	Mgmt	For	For
8	Approve Remuneration Policy	Mgmt	For	For
9	Approve Remuneration Report	Mgmt	For	For
10	Approve Creation of EUR 1 Billion Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For
11	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For
12	Amend Articles Re: Participation of Supervisory Board Members in the Virtual Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For

## Moderna, Inc.

**Meeting Date:** 05/03/2023

**Country:** USA

**Ticker:** MRNA

**Record Date:** 03/08/2023

**Meeting Type:** Annual

**Primary Security ID:** 60770K107

**Shares Voted:** 111,562

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Stephen Berenson	Mgmt	For	For
1.2	Elect Director Sandra Horning	Mgmt	For	For
1.3	Elect Director Paul Sagan	Mgmt	For	Withhold
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 Feasibility of Technology Transfer to Boost Covid-19 Vaccine Production	SH	Against	For

# Reckitt Benckiser Group Plc

Meeting Date: 05/03/2023

Country: United Kingdom

Ticker: RKT

Record Date: 04/28/2023

Meeting Type: Annual

Primary Security ID: G74079107

Shares Voted: 661,629

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	Re-elect Andrew Bonfield as Director	Mgmt	For	For
5	Re-elect Olivier Bohuon as Director	Mgmt	For	For
6	Re-elect Jeff Carr as Director	Mgmt	For	For
7	Re-elect Margherita Della Valle as Director	Mgmt	For	For
8	Re-elect Nicandro Durante as Director	Mgmt	For	For
9	Re-elect Mary Harris as Director	Mgmt	For	For
10	Re-elect Mehmood Khan as Director	Mgmt	For	For
11	Re-elect Pam Kirby as Director	Mgmt	For	For
12	Re-elect Chris Sinclair as Director	Mgmt	For	For
13	Re-elect Elane Stock as Director	Mgmt	For	For
14	Re-elect Alan Stewart as Director	Mgmt	For	For
15	Elect Jeremy Darroch as Director	Mgmt	For	For
16	Elect Tamara Ingram as Director	Mgmt	For	For
17	Reappoint KPMG LLP as Auditors	Mgmt	For	For
18	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For
19	Authorise UK Political Donations and Expenditure	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 Market Purchase of Ordinary Shares	Mgmt	For	For
24	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For



## S&P Global Inc.

Meeting Date: 05/03/2023

Country: USA

Ticker: SPGI

Record Date: 03/13/2023

Meeting Type: Annual

Primary Security ID: 78409V104

Shares Voted: 76,112

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 Paul Livingston	Mgmt	For	For
1.9	Elect Director Deborah D. McWhinney	Mgmt	For	For
1.10	Elect Director Maria R. Morris	Mgmt	For	For
1.11	Elect Director Douglas L. Peterson	Mgmt	For	For
1.12	Elect Director Richard E. Thornburgh	Mgmt	For	For
1.13	Elect Director Gregory Washington	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For

## Saipem SpA

Meeting Date: 05/03/2023

Country: Italy

Ticker: SPM

Record Date: 04/21/2023

Meeting Type: Annual

Primary Security ID: T82000257

Shares Voted: 29,444,725

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	Elect Alessandro Puliti and Davide Manunta as Directors	Mgmt	For	For

## Saipem SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt		
4.1.1	Slate 1 Submitted by Eni SpA and CDP Equity SpA	SH	None	Against
4.1.2	Slate 2 Submitted by Institutional Shareholders (Assogestioni)	SH	None	For
4.2	Appoint Chairman of Internal Statutory Auditors	SH	None	For
	Shareholder Proposal Submitted by Eni SpA and CDP Equity SpA	Mgmt		
4.3	Approve Internal Auditors' Remuneration	SH	None	For
	Management Proposals	Mgmt		
5.1	Approve Remuneration Policy	Mgmt	For	For
5.2	Approve Second Section of the Remuneration Report	Mgmt	For	Against
6	Approve 2023-2025 Long-Term Variable Incentive Plan	Mgmt	For	Against
7	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service 2023-2025 Long-Term Variable Incentive Plan	Mgmt	For	Against
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Against

## Unilever Plc

**Meeting Date:** 05/03/2023      **Country:** United Kingdom      **Ticker:** ULVR  
**Record Date:** 05/01/2023      **Meeting Type:** Annual  
**Primary Security ID:** G92087165

**Shares Voted:** 1,686,022

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	Against
3	Re-elect Nils Andersen as Director	Mgmt	For	For
4	Re-elect Judith Hartmann as Director	Mgmt	For	For
5	Re-elect Adrian Hennah as Director	Mgmt	For	For
6	Re-elect Alan Jope as Director	Mgmt	For	For
7	Re-elect Andrea Jung as Director	Mgmt	For	For
8	Re-elect Susan Kilsby as Director	Mgmt	For	For

## Unilever Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
9	Re-elect Ruby Lu as Director	Mgmt	For	For
10	Re-elect Strive Masiyiwa as Director	Mgmt	For	For
11	Re-elect Youngme Moon as Director	Mgmt	For	For
12	Re-elect Graeme Pitkethly as Director	Mgmt	For	For
13	Re-elect Feike Sijbesma as Director	Mgmt	For	For
14	Elect Nelson Peltz as Director	Mgmt	For	For
15	Elect Hein Schumacher as Director	Mgmt	For	For
16	Reappoint KPMG LLP as Auditors	Mgmt	For	For
17	Authorise Board 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 Two Weeks' Notice	Mgmt	For	For

## Canadian Natural Resources Limited

**Meeting Date:** 05/04/2023      **Country:** Canada      **Ticker:** CNQ  
**Record Date:** 03/15/2023      **Meeting Type:** Annual  
**Primary Security ID:** 136385101

**Shares Voted:** 432,970

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Catherine M. Best	Mgmt	For	For
1.2	Elect Director M. Elizabeth Cannon	Mgmt	For	For
1.3	Elect Director N. Murray Edwards	Mgmt	For	For
1.4	Elect Director Christopher L. Fong	Mgmt	For	Withhold
1.5	Elect Director Gordon D. Giffin	Mgmt	For	Withhold
1.6	Elect Director Wilfred A. Gobert	Mgmt	For	For
1.7	Elect Director Steve W. Laut	Mgmt	For	For
1.8	Elect Director Tim S. McKay	Mgmt	For	For

## Canadian Natural Resources Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.9	Elect Director Frank J. McKenna	Mgmt	For	For
1.10	Elect Director David A. Tuer	Mgmt	For	For
1.11	Elect Director Annette M. Verschuren	Mgmt	For	For
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

## CME Group Inc.

**Meeting Date:** 05/04/2023      **Country:** USA      **Ticker:** CME  
**Record Date:** 03/06/2023      **Meeting Type:** Annual  
**Primary Security ID:** 12572Q105

**Shares Voted:** 126,399

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Terrence A. Duffy	Mgmt	For	For
1b	Elect Director Kathryn Benesh	Mgmt	For	For
1c	Elect Director Timothy S. Bitsberger	Mgmt	For	Against
1d	Elect Director Charles P. Carey	Mgmt	For	Against
1e	Elect Director Bryan T. Durkin	Mgmt	For	For
1f	Elect Director Harold Ford, Jr.	Mgmt	For	For
1g	Elect Director Martin J. Gepsman	Mgmt	For	For
1h	Elect Director Larry G. Gerdes	Mgmt	For	For
1i	Elect Director Daniel R. Glickman	Mgmt	For	Against
1j	Elect Director Daniel G. Kaye	Mgmt	For	For
1k	Elect Director Phyllis M. Lockett	Mgmt	For	Against
1l	Elect Director Deborah J. Lucas	Mgmt	For	For
1m	Elect Director Terry L. Savage	Mgmt	For	Against
1n	Elect Director Rahael Seifu	Mgmt	For	Against
1o	Elect Director William R. Shepard	Mgmt	For	For
1p	Elect Director Howard J. Siegel	Mgmt	For	For
1q	Elect Director Dennis A. Suskind	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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year

## Deutsche Post AG

Meeting Date: 05/04/2023

Country: Germany

Ticker: DPW

Record Date: 04/28/2023

Meeting Type: Annual

Primary Security ID: D19225107

Shares Voted: 543,136

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 1.85 per Share	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For
5.1	Elect Katrin Suder to the Supervisory Board	Mgmt	For	For
5.2	Reelect Mario Daberkow to the Supervisory Board	Mgmt	For	For
6	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For
7	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For
8	Approve Remuneration Report	Mgmt	For	For
9.1	Amend Article Re: Location of Annual Meeting	Mgmt	For	For
9.2	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For
9.3	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For

## Iren SpA

Meeting Date: 05/04/2023

Country: Italy

Ticker: IRE

Record Date: 04/24/2023

Meeting Type: Annual

Primary Security ID: T5551Y106

Shares Voted: 11,423,002

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 Remuneration Policy	Mgmt	For	For

## Iren SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4	Approve Second Section of the Remuneration Report	Mgmt	For	For
5	Adjust Remuneration of External Auditors	Mgmt	For	For
6	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Against

## RWE AG

**Meeting Date:** 05/04/2023      **Country:** Germany      **Ticker:** RWE  
**Record Date:** 04/12/2023      **Meeting Type:** Annual  
**Primary Security ID:** D6629K109

**Shares Voted:** 1,324,493

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 0.90 per Share	Mgmt	For	For
3.1	Approve Discharge of Management Board Member Markus Krebber for Fiscal Year 2022	Mgmt	For	For
3.2	Approve Discharge of Management Board Member Michael Mueller for Fiscal Year 2022	Mgmt	For	For
3.3	Approve Discharge of Management Board Member Zvezdana Seeger for Fiscal Year 2022	Mgmt	For	For
4.1	Approve Discharge of Supervisory Board Member Werner Brandt for Fiscal Year 2022	Mgmt	For	For
4.2	Approve Discharge of Supervisory Board Member Ralf Sikorski for Fiscal Year 2022	Mgmt	For	For
4.3	Approve Discharge of Supervisory Board Member Michael Bochinsky for Fiscal Year 2022	Mgmt	For	For
4.4	Approve Discharge of Supervisory Board Member Sandra Bossemeyer for Fiscal Year 2022	Mgmt	For	For
4.5	Approve Discharge of Supervisory Board Member Hans Buenting for Fiscal Year 2022	Mgmt	For	For
4.6	Approve Discharge of Supervisory Board Member Matthias Duerbaum for Fiscal Year 2022	Mgmt	For	For

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
4.7	Approve Discharge of Supervisory Board Member Ute Gerbaulet for Fiscal Year 2022	Mgmt	For	For
4.8	Approve Discharge of Supervisory Board Member Hans-Peter Keitel for Fiscal Year 2022	Mgmt	For	For
4.9	Approve Discharge of Supervisory Board Member Monika Kircher for Fiscal Year 2022	Mgmt	For	For
4.10	Approve Discharge of Supervisory Board Member Thomas Kufen for Fiscal Year 2022	Mgmt	For	For
4.11	Approve Discharge of Supervisory Board Member Reiner van Limbeck for Fiscal Year 2022	Mgmt	For	For
4.12	Approve Discharge of Supervisory Board Member Harald Louis for Fiscal Year 2022	Mgmt	For	For
4.13	Approve Discharge of Supervisory Board Member Dagmar Paasch for Fiscal Year 2022	Mgmt	For	For
4.14	Approve Discharge of Supervisory Board Member Erhard Schipporeit for Fiscal Year 2022	Mgmt	For	For
4.15	Approve Discharge of Supervisory Board Member Dirk Schumacher for Fiscal Year 2022	Mgmt	For	For
4.16	Approve Discharge of Supervisory Board Member Ullrich Sierau for Fiscal Year 2022	Mgmt	For	For
4.17	Approve Discharge of Supervisory Board Member Hauke Stars for Fiscal Year 2022	Mgmt	For	For
4.18	Approve Discharge of Supervisory Board Member Helle Valentin for Fiscal Year 2022	Mgmt	For	For
4.19	Approve Discharge of Supervisory Board Member Andreas Wagner for Fiscal Year 2022	Mgmt	For	For
4.20	Approve Discharge of Supervisory Board Member Marion Weckes for Fiscal Year 2022	Mgmt	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2023	Mgmt	For	For
6	Ratify Deloitte GmbH as Auditors for the Review of Interim Financial Statements for the First Quarter of Fiscal Year 2024	Mgmt	For	For
7	Approve Remuneration Report	Mgmt	For	For
8	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For

## RWE AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
9	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 5.5 Billion; Approve Creation of EUR 190.4 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For
10	Approve Creation of EUR 380.8 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For
11	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For

## Schneider Electric SE

**Meeting Date:** 05/04/2023

**Country:** France

**Ticker:** SU

**Record Date:** 05/02/2023

**Meeting Type:** Annual/Special

**Primary Security ID:** F86921107

**Shares Voted:** 355,969

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 Treatment of Losses and Dividends of EUR 3.15 per Share	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For
5	Approve Compensation Report of Corporate Officers	Mgmt	For	For
6	Approve Compensation of Jean-Pascal Tricoire, Chairman and CEO	Mgmt	For	Against
7	Approve Remuneration Policy of Jean-Pascal Tricoire, Chairman and CEO from January 1, 2023 until May 3, 2023	Mgmt	For	For
8	Approve Remuneration Policy of Peter Herweck, CEO since May 4, 2023	Mgmt	For	For
9	Approve Remuneration Policy of Jean-Pascal Tricoire, Chairman of the Board since May 4, 2023	Mgmt	For	For
10	Approve Remuneration of Directors in the Aggregate Amount of EUR 2.8 Million	Mgmt	For	For
11	Approve Remuneration Policy of Directors	Mgmt	For	For



## Schneider Electric SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
12	Reelect Leo Apotheker as Director	Mgmt	For	For
13	Reelect Gregory Spierkel as Director	Mgmt	For	For
14	Reelect Lip-Bu Tan as Director	Mgmt	For	For
15	Elect Abhay Parasnis as Director	Mgmt	For	For
16	Elect Giulia Chierchia as Director	Mgmt	For	For
17	Approve Company's Climate Transition Plan	Mgmt	For	For
18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
	Extraordinary Business	Mgmt		
19	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 800 Million	Mgmt	For	For
20	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 224 Million	Mgmt	For	For
21	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 120 Million	Mgmt	For	For
22	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 19-21	Mgmt	For	For
23	Authorize Capital Increase of up to 9.81 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For
24	Authorize Capitalization of Reserves of Up to EUR 800 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For
27	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
	Ordinary Business	Mgmt		
28	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

## The Kraft Heinz Company

**Meeting Date:** 05/04/2023

**Country:** USA

**Ticker:** KHC

**Record Date:** 03/06/2023

**Meeting Type:** Annual

**Primary Security ID:** 500754106

# The Kraft Heinz Company

Shares Voted: 169,760

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Gregory E. Abel	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 Susan Mulder	Mgmt	For	For
1j	Elect Director James Park	Mgmt	For	For
1k	Elect Director Miguel Patricio	Mgmt	For	For
1l	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	Adopt Simple Majority Vote	SH	Against	Against
5	Report on Supply Chain Water Risk Exposure	SH	Against	For
6	Commission a Civil Rights and Non-Discrimination Audit	SH	Against	Against

# United Parcel Service, Inc.

Meeting Date: 05/04/2023

Country: USA

Ticker: UPS

Record Date: 03/09/2023

Meeting Type: Annual

Primary Security ID: 911312106

Shares Voted: 92,707

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

## United Parcel Service, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For
5	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Against	For
6	Adopt Independently Verified Science-Based Greenhouse Gas Emissions Reduction Targets in Line with the Paris Climate Agreement	SH	Against	For
7	Report on Integrating GHG Emissions Reductions Targets into Executive Compensation	SH	Against	For
8	Report on Just Transition	SH	Against	For
9	Report on Risk Due to Restrictions on Reproductive Rights	SH	Against	For
10	Oversee and Report a Civil Rights Audit	SH	Against	Against
11	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	SH	Against	For

## AbbVie Inc.

**Meeting Date:** 05/05/2023

**Country:** USA

**Ticker:** ABBV

**Record Date:** 03/06/2023

**Meeting Type:** Annual

**Primary Security ID:** 00287Y109

**Shares Voted:** 350,809

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Robert J. Alpern	Mgmt	For	For
1.2	Elect Director Melody B. Meyer	Mgmt	For	For
1.3	Elect Director Frederick H. Waddell	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

## AbbVie Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4	Eliminate Supermajority Vote Requirement	Mgmt	For	For
5	Adopt Simple Majority Vote	SH	Against	For
6	Report on Congruency of Political Spending with Company Values and Priorities	SH	Against	For
7	Report on Lobbying Payments and Policy	SH	Against	For
8	Report on Impact of Extended Patent Exclusivities on Product Access	SH	Against	For

## HSBC Holdings Plc

**Meeting Date:** 05/05/2023      **Country:** United Kingdom      **Ticker:** HSBA  
**Record Date:** 05/04/2023      **Meeting Type:** Annual  
**Primary Security ID:** G4634U169

**Shares Voted:** 14,426,135

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
3a	Elect Geraldine Buckingham as Director	Mgmt	For	For
3b	Elect Georges Elhedery as Director	Mgmt	For	For
3c	Elect Kalpana Morparia as Director	Mgmt	For	For
3d	Re-elect Rachel Duan as Director	Mgmt	For	For
3e	Re-elect Dame Carolyn Fairbairn as Director	Mgmt	For	For
3f	Re-elect James Forese as Director	Mgmt	For	For
3g	Re-elect Steven Guggenheimer as Director	Mgmt	For	For
3h	Re-elect Jose Antonio Meade Kuribrena as Director	Mgmt	For	For
3i	Re-elect Eileen Murray as Director	Mgmt	For	For
3j	Re-elect David Nish as Director	Mgmt	For	For
3k	Re-elect Noel Quinn as Director	Mgmt	For	For
3l	Re-elect Mark Tucker as Director	Mgmt	For	For
4	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
5	Authorise the Group Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For

## HSBC Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6	Authorise UK Political Donations and Expenditure	Mgmt	For	For
7	Authorise Issue of Equity	Mgmt	For	For
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 Directors to Allot Any Repurchased Shares	Mgmt	For	For
11	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
12	Approve Share Repurchase Contract	Mgmt	For	For
13	Authorise Issue of Equity in Relation to Contingent Convertible Securities	Mgmt	For	For
14	Authorise Issue of Equity without Pre-emptive Rights in Relation to Contingent Convertible Securities	Mgmt	For	For
15	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For
	Shareholder Proposals	Mgmt		
16	Revisit the "State Deduction" Applied to Members of the Post 1974 Section of the Midland Bank Pension Scheme by Introducing a "Safety Net"	SH	Against	Against
17	Devise, Implement and Report Quarterly on a Plan and Strategy Aiming at Increasing Its Value by Structural Reforms Including But Not Limited to Spinning Off, Strategic Reorganisation and Restructuring Its Asia Businesses	SH	Against	Against
18	Devise and Implement a Long-Term and Stable Dividend Policy	SH	Against	Against

## Technogym SpA

**Meeting Date:** 05/05/2023

**Country:** Italy

**Ticker:** TGYM

**Record Date:** 04/25/2023

**Meeting Type:** Annual/Special

**Primary Security ID:** T9200L101

**Shares Voted:** 3,645,043

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

## Technogym SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3.1	Approve Remuneration Policy	Mgmt	For	Against
3.2	Approve Second Section of the Remuneration Report	Mgmt	For	Against
4	Adjust Remuneration of External Auditors	Mgmt	For	For
5	Approve 2023-2025 Performance Share Plan	Mgmt	For	Against
6	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	Against
	Extraordinary Business	Mgmt		
1	Authorize Board to Increase Capital to Service 2023-2025 Performance Share Plan	Mgmt	For	Against
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Against

## Berkshire Hathaway Inc.

**Meeting Date:** 05/06/2023      **Country:** USA      **Ticker:** BRK.B  
**Record Date:** 03/08/2023      **Meeting Type:** Annual  
**Primary Security ID:** 084670702

**Shares Voted:** 231,299

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Warren E. Buffett	Mgmt	For	Withhold
1.2	Elect Director Charles T. Munger	Mgmt	For	Withhold
1.3	Elect Director Gregory E. Abel	Mgmt	For	Withhold
1.4	Elect Director Howard G. Buffett	Mgmt	For	Withhold
1.5	Elect Director Susan A. Buffett	Mgmt	For	Withhold
1.6	Elect Director Stephen B. Burke	Mgmt	For	Withhold
1.7	Elect Director Kenneth I. Chenault	Mgmt	For	Withhold
1.8	Elect Director Christopher C. Davis	Mgmt	For	Withhold
1.9	Elect Director Susan L. Decker	Mgmt	For	Withhold
1.10	Elect Director Charlotte Guyman	Mgmt	For	Withhold
1.11	Elect Director Ajit Jain	Mgmt	For	Withhold
1.12	Elect Director Thomas S. Murphy, Jr.	Mgmt	For	Withhold
1.13	Elect Director Ronald L. Olson	Mgmt	For	Withhold
1.14	Elect Director Wallace R. Weitz	Mgmt	For	Withhold
1.15	Elect Director Meryl B. Witmer	Mgmt	For	Withhold

## Berkshire Hathaway Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
3	Advisory Vote on Say on Pay Frequency	Mgmt	Three Years	One Year
4	Report on Physical and Transitional Climate-Related Risks and Opportunities	SH	Against	For
5	Report on Audit Committee's Oversight on Climate Risks and Disclosures	SH	Against	For
6	Report If and How Company Will Measure, Disclose and Reduce GHG Emissions	SH	Against	For
7	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	SH	Against	For
8	Require Independent Board Chair	SH	Against	For
9	Encourage Senior Management Commitment to Avoid Political Speech	SH	Against	Against

## Leonardo SpA

**Meeting Date:** 05/08/2023

**Country:** Italy

**Ticker:** LDO

**Record Date:** 04/26/2023

**Meeting Type:** Annual

**Primary Security ID:** T6S996112

**Shares Voted:** 5,150,486

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
	Management Proposals	Mgmt		
1	Approve Financial Statements, Statutory Reports, and Allocation of Income	Mgmt	For	For
	Shareholder Proposals Submitted by Ministry of Economy and Finance	Mgmt		
2	Fix Number of Directors	SH	None	For
3	Fix Board Terms for Directors	SH	None	For
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt		
4.1	Slate 1 Submitted by Ministry of Economy and Finance	SH	None	Against
4.2	Slate 2 Submitted by GreenWood Investors LLC	SH	None	Against
4.3	Slate 3 Submitted by Institutional Investors (Assogestioni)	SH	None	For
	Shareholder Proposals Submitted by Ministry of Economy and Finance	Mgmt		

## Leonardo SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Elect Stefano Pontecorvo as Board Chair	SH	None	For
6	Approve Remuneration of Directors Management Proposals	SH Mgmt	None	For
7	Approve Remuneration Policy	Mgmt	For	For
8	Approve Second Section of the Remuneration Report	Mgmt	For	For

## Danaher Corporation

**Meeting Date:** 05/09/2023      **Country:** USA      **Ticker:** DHR  
**Record Date:** 03/10/2023      **Meeting Type:** Annual  
**Primary Security ID:** 235851102

**Shares Voted:** 138,546

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Rainer M. Blair	Mgmt	For	For
1b	Elect Director Feroz Dewan	Mgmt	For	For
1c	Elect Director Linda Filler	Mgmt	For	For
1d	Elect Director Teri List	Mgmt	For	Against
1e	Elect Director Walter G. Lohr, Jr.	Mgmt	For	For
1f	Elect Director Jessica L. Mega	Mgmt	For	For
1g	Elect Director Mitchell P. Rales	Mgmt	For	For
1h	Elect Director Steven M. Rales	Mgmt	For	For
1i	Elect Director Pardis C. Sabeti	Mgmt	For	For
1j	Elect Director A. Shane Sanders	Mgmt	For	Against
1k	Elect Director John T. Schwieters	Mgmt	For	Against
1l	Elect Director Alan G. Spoon	Mgmt	For	For
1m	Elect Director Raymond C. Stevens	Mgmt	For	Against
1n	Elect Director Elias A. Zerhouni	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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
5	Require Independent Board Chair	SH	Against	For
6	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	SH	Against	For



# TERNA Rete Elettrica Nazionale SpA

Meeting Date: 05/09/2023

Country: Italy

Ticker: TRN

Record Date: 04/27/2023

Meeting Type: Annual

Primary Security ID: T9471R100

Shares Voted: 2,438,133

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
	Shareholder Proposals Submitted by CDP Reti SpA	Mgmt		
3	Fix Number of Directors	SH	None	For
4	Fix Board Terms for Directors	SH	None	For
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt		
5.1	Slate 1 Submitted by CDP Reti SpA	SH	None	Against
5.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For
	Shareholder Proposals Submitted by CDP Reti SpA	Mgmt		
6	Elect Igor De Biasio as Board Chair	SH	None	For
7	Approve Remuneration of Directors	SH	None	For
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt		
8.1	Slate 1 Submitted by CDP Reti SpA	SH	None	Against
8.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For
	Shareholder Proposal Submitted by CDP Reti SpA	Mgmt		
9	Approve Internal Auditors' Remuneration	SH	None	For
	Management Proposals	Mgmt		
10	Approve Long-Term Incentive Plan 2023-2027	Mgmt	For	For
11	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
12.1	Approve Remuneration Policy	Mgmt	For	For
12.2	Approve Second Section of the Remuneration Report	Mgmt	For	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Against

## Elevance Health, Inc.

Meeting Date: 05/10/2023

Country: USA

Ticker: ELV

Record Date: 03/17/2023

Meeting Type: Annual

Primary Security ID: 036752103

Shares Voted: 45,488

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Gail K. Boudreaux	Mgmt	For	For
1.2	Elect Director R. Kerry Clark	Mgmt	For	For
1.3	Elect Director Robert L. Dixon, Jr.	Mgmt	For	For
1.4	Elect Director Deanna D. Strable	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For
6	Annually Report Third Party Political Contributions	SH	Against	Against

## Enel SpA

Meeting Date: 05/10/2023

Country: Italy

Ticker: ENEL

Record Date: 04/28/2023

Meeting Type: Annual

Primary Security ID: T3679P115

Shares Voted: 28,241,822

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	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
4	Fix Number of Directors	Mgmt	For	For
5	Fix Board Terms for Directors	Mgmt	For	For
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt		
6.1	Slate 1 Submitted by Ministry of Economy and Finance	SH	None	Against
6.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For

## Enel SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6.3	Slate 3 Submitted by Covalis Capital LLP and Covalis (Gibraltar) Ltd.	SH	None	Against
	Shareholder Proposal Submitted by Ministry of Economy and Finance	Mgmt		
7.1	Elect Paolo Scaroni as Board Chair	SH	None	For
	Shareholder Proposal Submitted by Covalis Capital LLP and Covalis (Gibraltar) Ltd.	Mgmt		
7.2	Elect Marco Mazzucchelli as Board Chair	SH	None	Against
	Management Proposals	Mgmt		
8	Approve Remuneration of Directors	Mgmt	For	For
9	Approve Long Term Incentive Plan 2023	Mgmt	For	For
10.1	Approve Remuneration Policy	Mgmt	For	For
10.2	Approve Second Section of the Remuneration Report	Mgmt	For	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Against

## Eni SpA

**Meeting Date:** 05/10/2023      **Country:** Italy      **Ticker:** ENI  
**Record Date:** 04/28/2023      **Meeting Type:** Annual/Special  
**Primary Security ID:** T3643A145

**Shares Voted:** 332,818

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	Fix Number of Directors	Mgmt	For	For
4	Fix Board Terms for Directors	Mgmt	For	For
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt		
5.1	Slate Submitted by Ministry of Economy and Finance	SH	None	Against
5.2	Slate Submitted by Institutional Investors (Assogestioni)	SH	None	For
	Shareholder Proposals Submitted by Ministry of Economy and Finance	Mgmt		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6	Elect Giuseppe Zafarana as Board Chair	SH	None	For
7	Approve Remuneration of Directors	SH	None	For
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt		
8.1	Slate Submitted by Ministry of Economy and Finance	SH	None	Against
8.2	Slate Submitted by Institutional Investors (Assogestioni)	SH	None	For
	Shareholder Proposal Submitted by Institutional Investors (Assogestioni)	Mgmt		
9	Appoint Rosalba Casiraghi as Chairman of Internal Statutory Auditors	SH	None	For
	Shareholder Proposal Submitted by Ministry of Economy and Finance	Mgmt		
10	Approve Internal Auditors' Remuneration	SH	None	For
	Management Proposals	Mgmt		
11	Approve Long Term Incentive Plan 2023-2025	Mgmt	For	For
12	Approve Remuneration Policy	Mgmt	For	For
13	Approve Second Section of the Remuneration Report	Mgmt	For	Against
14	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
15	Authorize Use of Available Reserves for Dividend Distribution	Mgmt	For	For
	Extraordinary Business	Mgmt		
16	Authorize Reduction and Use of the Reserve Pursuant to Law 342/2000 for Dividend Distribution	Mgmt	For	For
17	Authorize Cancellation of Treasury Shares without Reduction of Share Capital; Amend Article 5.1	Mgmt	For	For
18	Authorize Cancellation of Repurchased Shares without Reduction of Share Capital; Amend Article 5	Mgmt	For	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Against

Nutrien Ltd.

Meeting Date: 05/10/2023

Country: Canada

Ticker: NTR

Record Date: 03/20/2023

Meeting Type: Annual

Primary Security ID: 67077M108

Shares Voted: 166,727

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Christopher M. Burley	Mgmt	For	For
1.2	Elect Director Maura J. Clark	Mgmt	For	For
1.3	Elect Director Russell K. Girling	Mgmt	For	For
1.4	Elect Director Michael J. Hennigan	Mgmt	For	For
1.5	Elect Director Miranda C. Hubbs	Mgmt	For	For
1.6	Elect Director Raj S. Kushwaha	Mgmt	For	For
1.7	Elect Director Alice D. Laberge	Mgmt	For	For
1.8	Elect Director Consuelo E. Madere	Mgmt	For	For
1.9	Elect Director Keith G. Martell	Mgmt	For	For
1.10	Elect Director Aaron W. Regent	Mgmt	For	For
1.11	Elect Director Ken A. Seitz	Mgmt	For	For
1.12	Elect Director Nelson L. C. Silva	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For

## SOL SpA

Meeting Date: 05/10/2023

Country: Italy

Ticker: SOL

Record Date: 04/28/2023

Meeting Type: Annual

Primary Security ID: T8711D103

Shares Voted: 11,629

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	For
	Shareholder Proposal Submitted by Gas and Technologies World BV	Mgmt		
5	Approve Remuneration of Directors	SH	None	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt		
6.1	Slate 1 Submitted by Gas and Technologies World BV	SH	None	Against
6.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For
	Shareholder Proposal Submitted by Gas and Technologies World BV	Mgmt		
7	Approve Internal Auditors' Remuneration	SH	For	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Against

**Cheniere Energy, Inc.**

**Meeting Date:** 05/11/2023      **Country:** USA      **Ticker:** LNG  
**Record Date:** 03/27/2023      **Meeting Type:** Annual  
**Primary Security ID:** 16411R208

**Shares Voted:** 83,260

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director G. Andrea Botta	Mgmt	For	For
1b	Elect Director Jack A. Fusco	Mgmt	For	For
1c	Elect Director Patricia K. Collawn	Mgmt	For	For
1d	Elect Director Brian E. Edwards	Mgmt	For	For
1e	Elect Director Denise Gray	Mgmt	For	For
1f	Elect Director Lorraine Mitchelmore	Mgmt	For	For
1g	Elect Director Donald F. Robillard, Jr.	Mgmt	For	For
1h	Elect Director Matthew Runkle	Mgmt	For	For
1i	Elect Director Neal A. Shear	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
4	Ratify KPMG LLP as Auditors	Mgmt	For	For
5	Report on Stranded Carbon Asset Risk	SH	Against	For

## SAP SE

Meeting Date: 05/11/2023

Country: Germany

Ticker: SAP

Record Date: 04/19/2023

Meeting Type: Annual

Primary Security ID: D66992104

Shares Voted: 1,012,789

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 2.05 per Share	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For
5	Approve Remuneration Report	Mgmt	For	For
6	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For
7	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For
8.1	Elect Jennifer Xin-Zhe Li to the Supervisory Board	Mgmt	For	Against
8.2	Elect Qi Lu to the Supervisory Board	Mgmt	For	Against
8.3	Elect Punit Renjen to the Supervisory Board	Mgmt	For	For
9	Approve Remuneration Policy for the Management Board	Mgmt	For	For
10	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For
11.1	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For
11.2	Amend Articles Re: Participation of Supervisory Board Members in the Virtual Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For

## Buzzi Unicem SpA

Meeting Date: 05/12/2023

Country: Italy

Ticker: BZU

Record Date: 05/03/2023

Meeting Type: Annual/Special

Primary Security ID: T2320M109

Shares Voted: 33,572

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

# Buzzi Unicem SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Management Proposals	Mgmt		
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Allocation of Income	Mgmt	For	For
3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
	Shareholder Proposals Submitted by Presa SpA and Fimedi SpA	Mgmt		
4.1	Fix Number of Directors	SH	None	For
4.2	Fix Board Terms for Directors	SH	None	For
4.3	Approve Remuneration of Directors	SH	For	For
4.4	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
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt		
4.5.1	Slate 1 Submitted by Presa SpA and Fimedi SpA	SH	None	Against
4.5.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt		
5.1.1	Slate 1 Submitted by Presa SpA and Fimedi SpA	SH	None	Against
5.1.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For
	Shareholder Proposal Submitted by Presa SpA and Fimedi SpA	Mgmt		
5.2	Approve Internal Auditors' Remuneration	SH	None	For
	Management Proposals	Mgmt		
6.1	Approve Remuneration Policy	Mgmt	For	Against
6.2	Approve Second Section of the Remuneration Report	Mgmt	For	Against
7	Adjust Remuneration of External Auditors	Mgmt	For	For
	Extraordinary Business	Mgmt		
1	Amend Company Bylaws Re: Article 1	Mgmt	For	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Against



## Marriott International, Inc.

Meeting Date: 05/12/2023

Country: USA

Ticker: MAR

Record Date: 03/15/2023

Meeting Type: Annual

Primary Security ID: 571903202

Shares Voted: 34,948

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Anthony G. Capuano	Mgmt	For	For
1b	Elect Director Isabella D. Goren	Mgmt	For	For
1c	Elect Director Deborah Marriott Harrison	Mgmt	For	For
1d	Elect Director Frederick A. Henderson	Mgmt	For	For
1e	Elect Director Eric Hippeau	Mgmt	For	For
1f	Elect Director Lauren R. Hobart	Mgmt	For	For
1g	Elect Director Debra L. Lee	Mgmt	For	For
1h	Elect Director Aylwin B. Lewis	Mgmt	For	For
1i	Elect Director David S. Marriott	Mgmt	For	For
1j	Elect Director Margaret M. McCarthy	Mgmt	For	For
1k	Elect Director Grant F. Reid	Mgmt	For	For
1l	Elect Director Horacio D. Rozanski	Mgmt	For	For
1m	Elect Director Susan C. Schwab	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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
5	Approve Omnibus Stock Plan	Mgmt	For	For
6	Publish a Congruency Report of Partnerships with Globalist Organizations	SH	Against	Against
7	Report on Gender/Racial Pay Gap	SH	Against	For

## Baker Hughes Company

Meeting Date: 05/16/2023

Country: USA

Ticker: BKR

Record Date: 03/20/2023

Meeting Type: Annual

Primary Security ID: 05722G100

Shares Voted: 483,404

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director W. Geoffrey Beattie	Mgmt	For	For
1.2	Elect Director Gregory D. Brenneman	Mgmt	For	For

## Baker Hughes Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.3	Elect Director Cynthia B. Carroll	Mgmt	For	For
1.4	Elect Director Nelda J. Connors	Mgmt	For	For
1.5	Elect Director Michael R. Dumais	Mgmt	For	For
1.6	Elect Director Lynn L. Elsenhans	Mgmt	For	For
1.7	Elect Director John G. Rice	Mgmt	For	For
1.8	Elect Director Lorenzo Simonelli	Mgmt	For	For
1.9	Elect Director Mohsen Sohi	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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year

## Tesla, Inc.

**Meeting Date:** 05/16/2023      **Country:** USA      **Ticker:** TSLA  
**Record Date:** 03/20/2023      **Meeting Type:** Annual  
**Primary Security ID:** 88160R101

**Shares Voted:** 229,788

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Elon Musk	Mgmt	For	For
1.2	Elect Director Robyn Denholm	Mgmt	For	Against
1.3	Elect Director JB Straubel	Mgmt	For	Against
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	Three Years	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
5	Report on Key-Person Risk and Efforts to Ameliorate It	SH	Against	Against

## NextEra Energy, Inc.

**Meeting Date:** 05/18/2023      **Country:** USA      **Ticker:** NEE  
**Record Date:** 03/22/2023      **Meeting Type:** Annual  
**Primary Security ID:** 65339F101

## NextEra Energy, Inc.

Shares Voted: 323,190

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Nicole S. Arnaboldi	Mgmt	For	For
1b	Elect Director Sherry S. Barrat	Mgmt	For	For
1c	Elect Director James L. Camaren	Mgmt	For	For
1d	Elect Director Kenneth B. Dunn	Mgmt	For	For
1e	Elect Director Naren K. Gursahaney	Mgmt	For	For
1f	Elect Director Kirk S. Hachigian	Mgmt	For	For
1g	Elect Director John W. Ketchum	Mgmt	For	For
1h	Elect Director Amy B. Lane	Mgmt	For	For
1i	Elect Director David L. Porges	Mgmt	For	For
1j	Elect Director Deborah "Dev" Stahlkopf	Mgmt	For	For
1k	Elect Director John A. Stall	Mgmt	For	For
1l	Elect Director Darryl L. Wilson	Mgmt	For	For
2	Ratify Deloitte & Touche as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
5	Disclose Board Skills and Diversity Matrix	SH	Against	For

## Shell Plc

Meeting Date: 05/23/2023

Country: United Kingdom

Ticker: SHEL

Record Date: 05/19/2023

Meeting Type: Annual

Primary Security ID: G80827101

Shares Voted: 3,574,347

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 Policy	Mgmt	For	For
3	Approve Remuneration Report	Mgmt	For	For
4	Elect Wael Sawan as Director	Mgmt	For	For
5	Elect Cyrus Taraporevala as Director	Mgmt	For	For
6	Elect Sir Charles Roxburgh as Director	Mgmt	For	For

## Shell Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7	Elect Leena Srivastava as Director	Mgmt	For	For
8	Re-elect Sinead Gorman as Director	Mgmt	For	For
9	Re-elect Dick Boer as Director	Mgmt	For	For
10	Re-elect Neil Carson as Director	Mgmt	For	For
11	Re-elect Ann Godbehere as Director	Mgmt	For	For
12	Re-elect Jane Lute as Director	Mgmt	For	For
13	Re-elect Catherine Hughes as Director	Mgmt	For	For
14	Re-elect Sir Andrew Mackenzie as Director	Mgmt	For	Against
15	Re-elect Abraham Schot as Director	Mgmt	For	For
16	Reappoint Ernst & Young 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 Issue of Equity without Pre-emptive Rights	Mgmt	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For
21	Authorise Off-Market Purchase of Ordinary Shares	Mgmt	For	For
22	Authorise UK Political Donations and Expenditure	Mgmt	For	For
23	Adopt New Articles of Association	Mgmt	For	For
24	Approve Share Plan	Mgmt	For	For
25	Approve the Shell Energy Transition Progress	Mgmt	For	Against
	Shareholder Proposal	Mgmt		
26	Request Shell to Align its Existing 2030 Reduction Target Covering the Greenhouse Gas (GHG) Emissions of the Use of its Energy Products (Scope 3) with the Goal of the Paris Climate Agreement	SH	Against	For

## Amazon.com, Inc.

**Meeting Date:** 05/24/2023

**Country:** USA

**Ticker:** AMZN

**Record Date:** 03/30/2023

**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	Against
1e	Elect Director Jamie S. Gorelick	Mgmt	For	For
1f	Elect Director Daniel P. Huttenlocher	Mgmt	For	Against
1g	Elect Director Judith A. McGrath	Mgmt	For	Against
1h	Elect Director Indra K. Nooyi	Mgmt	For	For
1i	Elect Director Jonathan J. Rubinstein	Mgmt	For	For
1j	Elect Director Patricia Q. Stonesifer	Mgmt	For	For
1k	Elect Director Wendell P. Weeks	Mgmt	For	For
2	Ratify Ratification of Ernst & Young LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
5	Amend Omnibus Stock Plan	Mgmt	For	For
6	Report on Climate Risk in Retirement Plan Options	SH	Against	For
7	Report on Customer Due Diligence	SH	Against	For
8	Revise Transparency Report to Provide Greater Disclosure on Government Requests	SH	Against	For
9	Report on Government Take Down Requests	SH	Against	Against
10	Report on Impact of Climate Change Strategy Consistent With Just Transition Guidelines	SH	Against	For
11	Publish a Tax Transparency Report	SH	Against	For
12	Report on Climate Lobbying	SH	Against	For
13	Report on Median and Adjusted Gender/Racial Pay Gaps	SH	Against	For
14	Report on Cost/Benefit Analysis of Diversity, Equity and Inclusion Programs	SH	Against	Against
15	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	SH	Against	Against

## Amazon.com, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
16	Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining	SH	Against	For
17	Consider Pay Disparity Between Executives and Other Employees	SH	Against	Against
18	Report on Animal Welfare Standards	SH	Against	Against
19	Establish a Public Policy Committee	SH	Against	For
20	Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	SH	Against	For
21	Commission a Third Party Audit on Working Conditions	SH	Against	For
22	Report on Efforts to Reduce Plastic Use	SH	Against	For
23	Commission Third Party Study and Report on Risks Associated with Use of Rekognition	SH	Against	For

## Repsol SA

**Meeting Date:** 05/24/2023

**Country:** Spain

**Ticker:** REP

**Record Date:** 05/19/2023

**Meeting Type:** Annual

**Primary Security ID:** E8471S130

**Shares Voted:** 1,717,349

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For
2	Approve Allocation of Income and Dividends	Mgmt	For	For
3	Approve Non-Financial Information Statement	Mgmt	For	For
4	Approve Discharge of Board	Mgmt	For	For
5	Renew Appointment of PricewaterhouseCoopers as Auditor	Mgmt	For	For
6	Approve Dividends Charged Against Reserves	Mgmt	For	For
7	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For
8	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For
9	Authorize Issuance of Non-Convertible Bonds/Debentures and/or Other Debt Securities Exchangeable for Issued Shares for up to EUR 15 Billion	Mgmt	For	For
10	Reelect Antonio Brufau Niubo as Director	Mgmt	For	For

## Repsol SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
11	Reelect Josu Jon Imaz San Miguel as Director	Mgmt	For	For
12	Reelect Aranzazu Estefania Larranaga as Director	Mgmt	For	For
13	Reelect Maria Teresa Garcia-Mila Lloveras as Director	Mgmt	For	For
14	Reelect Henri Philippe Reichstul as Director	Mgmt	For	For
15	Reelect John Robinson West as Director	Mgmt	For	For
16	Ratify Appointment of and Elect Manuel Manrique Cecilia as Director	Mgmt	For	For
17	Elect Maria del Pino Velazquez Medina as Director	Mgmt	For	For
18	Advisory Vote on Remuneration Report	Mgmt	For	For
19	Approve Remuneration Policy	Mgmt	For	For
20	Approve Share Matching Plan	Mgmt	For	For
21	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For

## McDonald's Corporation

**Meeting Date:** 05/25/2023

**Country:** USA

**Ticker:** MCD

**Record Date:** 03/27/2023

**Meeting Type:** Annual

**Primary Security ID:** 580135101

**Shares Voted:** 142,256

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 Enrique Hernandez, Jr.	Mgmt	For	For
1g	Elect Director Christopher Kempczinski	Mgmt	For	For
1h	Elect Director Richard Lenny	Mgmt	For	For
1i	Elect Director John Mulligan	Mgmt	For	For
1j	Elect Director Jennifer Taubert	Mgmt	For	For
1k	Elect Director Paul Walsh	Mgmt	For	For
1l	Elect Director Amy Weaver	Mgmt	For	For
1m	Elect Director Miles White	Mgmt	For	For

## McDonald's Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
5	Adopt Policy to Phase Out Use of Medically-Important Antibiotics in Beef and Pork Supply Chain	SH	Against	For
6	Comply with World Health Organization Guidelines on Antimicrobial Use Throughout Supply Chains	SH	Against	For
7	Report on Risks Related to Operations in China	SH	Against	Against
8	Report on Civil Rights and Non-Discrimination Audit	SH	Against	Against
9	Report on Lobbying Payments and Policy	SH	Against	For
10	Issue Transparency Report on Global Public Policy and Political Influence	SH	Against	For
11	Report on Animal Welfare	SH	Against	For

## TotalEnergies SE

**Meeting Date:** 05/26/2023

**Country:** France

**Ticker:** TTE

**Record Date:** 05/24/2023

**Meeting Type:** Annual/Special

**Primary Security ID:** F92124100

**Shares Voted:** 1,674,493

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 3.81 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 Marie-Christine Coisne-Roquette as Director	Mgmt	For	Against
7	Reelect Mark Cutifani as Director	Mgmt	For	Against
8	Elect Dierk Paskert as Director	Mgmt	For	For



## TotalEnergies SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
9	Elect Anelise Lara as Director	Mgmt	For	For
10	Approve Compensation Report of Corporate Officers	Mgmt	For	For
11	Approve Remuneration Policy of Directors; Approve Remuneration of Directors in the Aggregate Amount of EUR 1.95 Million	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 the Company's Sustainable Development and Energy Transition Plan	Mgmt	For	For
	Extraordinary Business	Mgmt		
15	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For
16	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
17	Remove Double-Voting Rights for Long-Term Registered Shareholders and Amend Article 18 of Bylaws Accordingly	Mgmt	For	For
	Shareholder Proposal	Mgmt		
A	Align Targets for Indirect Scope 3 Emissions with the Paris Climate Agreement (Advisory)	SH	Against	For

## Exxon Mobil Corporation

**Meeting Date:** 05/31/2023

**Country:** USA

**Ticker:** XOM

**Record Date:** 04/05/2023

**Meeting Type:** Annual

**Primary Security ID:** 30231G102

**Shares Voted:** 598,245

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Michael J. Angelakis	Mgmt	For	For
1.2	Elect Director Susan K. Avery	Mgmt	For	Against
1.3	Elect Director Angela F. Braly	Mgmt	For	For
1.4	Elect Director Gregory J. Goff	Mgmt	For	For
1.5	Elect Director John D. Harris, II	Mgmt	For	For
1.6	Elect Director Kaisa H. Hietala	Mgmt	For	For
1.7	Elect Director Joseph L. Hooley	Mgmt	For	Against
1.8	Elect Director Steven A. Kandarian	Mgmt	For	For

## Exxon Mobil Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.9	Elect Director Alexander A. Karsner	Mgmt	For	For
1.10	Elect Director Lawrence W. Kellner	Mgmt	For	For
1.11	Elect Director Jeffrey W. Ubben	Mgmt	For	For
1.12	Elect Director Darren W. Woods	Mgmt	For	Against
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
5	Establish Board Committee on Decarbonization Risk	SH	Against	Against
6	Reduce Executive Stock Holding Period	SH	Against	Against
7	Report on Carbon Capture and Storage	SH	Against	Against
8	Report on Methane Emission Disclosure Reliability	SH	Against	For
9	Adopt Medium-Term Scope 3 GHG Reduction Target	SH	Against	For
10	Issue a Report on Worst-Case Impacts of Oil Spills from Operations Offshore of Guyana	SH	Against	For
11	Recalculate GHG Emissions Baseline to Exclude Emissions from Material Divestitures	SH	Against	For
12	Report on Asset Retirement Obligations Under IEA NZE Scenario	SH	Against	For
13	Commission Audited Report on Reduced Plastics Demand	SH	Against	For
14	Report on Potential Costs of Environmental Litigation	SH	Against	For
15	Publish a Tax Transparency Report	SH	Against	For
16	Report on Social Impact From Plant Closure or Energy Transition	SH	Against	For
17	Report on Benefits and Risks of Commitment to Not Develop Projects in the Arctic *Withdrawn Resolution*	SH		

## Walmart Inc.

**Meeting Date:** 05/31/2023

**Country:** USA

**Ticker:** WMT

**Record Date:** 04/06/2023

**Meeting Type:** Annual

**Primary Security ID:** 931142103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Cesar Conde	Mgmt	For	For
1b	Elect Director Timothy P. Flynn	Mgmt	For	For
1c	Elect Director Sarah J. Friar	Mgmt	For	For
1d	Elect Director Carla A. Harris	Mgmt	For	For
1e	Elect Director Thomas W. Horton	Mgmt	For	Against
1f	Elect Director Marissa A. Mayer	Mgmt	For	For
1g	Elect Director C. Douglas McMillon	Mgmt	For	For
1h	Elect Director Gregory B. Penner	Mgmt	For	For
1i	Elect Director Randall L. Stephenson	Mgmt	For	For
1j	Elect Director S. Robson Walton	Mgmt	For	For
1k	Elect Director Steuart L. Walton	Mgmt	For	For
2	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
5	Consider Pay Disparity Between CEO and Other Employees	SH	Against	Against
6	Report on Human Rights Due Diligence	SH	Against	For
7	Commission Third Party Racial Equity Audit	SH	Against	For
8	Report on Racial and Gender Layoff Diversity	SH	Against	Against
9	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	SH	Against	Against
10	Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	SH	Against	For
11	Report on Risks Related to Operations in China	SH	Against	Against
12	Oversee and Report a Workplace Health and Safety Audit	SH	Against	For

# Riepilogo delle votazioni espresse

Giugno  
2023

Nel documento si riepilogano le assemblee a cui Anima SGR ha partecipato e le votazioni espresse, in linea con la propria policy ESG, per ciascun punto degli ordini del giorno.

**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: 06/01/2023 to 06/30/2023

## Netflix, Inc.

**Meeting Date:** 06/01/2023      **Country:** USA      **Ticker:** NFLX  
**Record Date:** 04/06/2023      **Meeting Type:** Annual  
**Primary Security ID:** 64110L106

**Shares Voted:** 78,711

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Mathias Dopfner	Mgmt	For	For
1b	Elect Director Reed Hastings	Mgmt	For	For
1c	Elect Director Jay C. Hoag	Mgmt	For	For
1d	Elect Director Ted Sarandos	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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
5	Amend Right to Call Special Meeting	SH	Against	For
6	Adopt Policy Prohibiting Directors from Simultaneously Sitting on the Board of Directors of Any Other Company	SH	Against	Against
7	Report on Climate Risk in Retirement Plan Options	SH	Against	For
8	Adopt and Disclose a Freedom of Association and Collective Bargaining Policy	SH	Against	For

## Alphabet Inc.

**Meeting Date:** 06/02/2023      **Country:** USA      **Ticker:** GOOGL  
**Record Date:** 04/04/2023      **Meeting Type:** Annual  
**Primary Security ID:** 02079K305

**Shares Voted:** 1,414,782

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

# Alphabet Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1g	Elect Director L. John Doerr	Mgmt	For	For
1h	Elect Director Roger W. Ferguson, Jr.	Mgmt	For	For
1i	Elect Director Ann Mather	Mgmt	For	For
1j	Elect Director K. Ram Shriram	Mgmt	For	For
1k	Elect Director Robin L. Washington	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	Against
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
5	Advisory Vote on Say on Pay Frequency	Mgmt	Three Years	One Year
6	Report on Lobbying Payments and Policy	SH	Against	For
7	Publish Congruency Report on Partnerships with Globalist Organizations and Company Fiduciary Duties	SH	Against	Against
8	Report on Framework to Assess Company Lobbying Alignment with Climate Goals	SH	Against	For
9	Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	SH	Against	For
10	Report on Risks of Doing Business in Countries with Significant Human Rights Concerns	SH	Against	For
11	Publish Independent Human Rights Impact Assessment of Targeted Advertising Technology	SH	Against	For
12	Disclose More Quantitative and Qualitative Information on Algorithmic Systems	SH	Against	For
13	Report on Alignment of YouTube Policies With Online Safety Regulations	SH	Against	For
14	Report on Content Governance and Censorship	SH	Against	Against
15	Commission Independent Assessment of Effectiveness of Audit and Compliance Committee	SH	Against	For
16	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	SH	Against	Against
17	Adopt Share Retention Policy For Senior Executives	SH	Against	For
18	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Against	For

## Comcast Corporation

Meeting Date: 06/07/2023

Country: USA

Ticker: CMCSA

Record Date: 04/03/2023

Meeting Type: Annual

Primary Security ID: 20030N101

Shares Voted: 688,386

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 Edward D. Breen	Mgmt	For	For
1.5	Elect Director Gerald L. Hassell	Mgmt	For	For
1.6	Elect Director Jeffrey A. Honickman	Mgmt	For	Withhold
1.7	Elect Director Maritza G. Montiel	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	Approve Omnibus Stock Plan	Mgmt	For	For
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
6	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
7	Oversee and Report on a Racial Equity Audit	SH	Against	For
8	Report on Climate Risk in Retirement Plan Options	SH	Against	For
9	Report on GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	SH	Against	For
10	Report on Congruency of Political Spending with Company Values and Priorities	SH	Against	For
11	Report on Risks Related to Operations in China	SH	Against	Against

## Regeneron Pharmaceuticals, Inc.

Meeting Date: 06/09/2023

Country: USA

Ticker: REGN

Record Date: 04/11/2023

Meeting Type: Annual

Primary Security ID: 75886F107

## Regeneron Pharmaceuticals, Inc.

Shares Voted: 24,334

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Joseph L. Goldstein	Mgmt	For	Against
1b	Elect Director Christine A. Poon	Mgmt	For	Against
1c	Elect Director Craig B. Thompson	Mgmt	For	For
1d	Elect Director Huda Y. Zoghbi	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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
5	Report on Impact of Extended Patent Exclusivities on Product Access	SH	Against	For

## Target Corporation

Meeting Date: 06/14/2023

Country: USA

Ticker: TGT

Record Date: 04/17/2023

Meeting Type: Annual

Primary Security ID: 87612E106

Shares Voted: 210,051

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
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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year



## Target Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Require Independent Board Chair	SH	Against	For

## Toyota Motor Corp.

**Meeting Date:** 06/14/2023      **Country:** Japan      **Ticker:** 7203  
**Record Date:** 03/31/2023      **Meeting Type:** Annual  
**Primary Security ID:** J92676113

**Shares Voted:** 1,868,800

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
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
2.1	Appoint Statutory Auditor Ogura, Katsuyuki	Mgmt	For	For
2.2	Appoint Statutory Auditor Shirane, Takeshi	Mgmt	For	For
2.3	Appoint Statutory Auditor Sakai, Ryuji	Mgmt	For	Against
2.4	Appoint Statutory Auditor Catherine OConnell	Mgmt	For	For
3	Appoint Alternate Statutory Auditor Kikuchi, Maoko	Mgmt	For	For
4	Amend Articles to Report on Corporate Climate Lobbying Aligned with Paris Agreement	SH	Against	For

## Canadian Pacific Kansas City Limited

**Meeting Date:** 06/15/2023      **Country:** Canada      **Ticker:** CP  
**Record Date:** 04/24/2023      **Meeting Type:** Annual  
**Primary Security ID:** 13646K108

# Canadian Pacific Kansas City Limited

Shares Voted: 244,380

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 Gillian H. Denham	Mgmt	For	For
4.5	Elect Director Antonio Garza	Mgmt	For	For
4.6	Elect Director David Garza-Santos	Mgmt	For	For
4.7	Elect Director Edward R. Hamberger	Mgmt	For	For
4.8	Elect Director Janet H. Kennedy	Mgmt	For	For
4.9	Elect Director Henry J. Maier	Mgmt	For	For
4.10	Elect Director Matthew H. Paull	Mgmt	For	For
4.11	Elect Director Jane L. Peverett	Mgmt	For	For
4.12	Elect Director Andrea Robertson	Mgmt	For	For
4.13	Elect Director Gordon T. Trafton	Mgmt	For	For

# Delta Air Lines, Inc.

Meeting Date: 06/15/2023

Country: USA

Ticker: DAL

Record Date: 04/28/2023

Meeting Type: Annual

Primary Security ID: 247361702

Shares Voted: 216,349

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Edward H. Bastian	Mgmt	For	For
1b	Elect Director Greg Creed	Mgmt	For	For
1c	Elect Director David G. DeWalt	Mgmt	For	For
1d	Elect Director William H. Easter, III	Mgmt	For	For
1e	Elect Director Leslie D. Hale	Mgmt	For	For
1f	Elect Director Christopher A. Hazleton	Mgmt	For	For
1g	Elect Director Michael P. Huerta	Mgmt	For	For
1h	Elect Director Jeanne P. Jackson	Mgmt	For	For

## Delta Air Lines, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1i	Elect Director George N. Mattson	Mgmt	For	Against
1j	Elect Director Vasant M. Prabhu	Mgmt	For	For
1k	Elect Director Sergio A. L. Rial	Mgmt	For	For
1l	Elect Director David S. Taylor	Mgmt	For	For
1m	Elect Director Kathy N. Waller	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	For
6	Adopt and Disclose a Freedom of Association and Collective Bargaining Policy	SH	Against	For

## Sage Therapeutics, Inc.

**Meeting Date:** 06/15/2023

**Country:** USA

**Ticker:** SAGE

**Record Date:** 04/17/2023

**Meeting Type:** Annual

**Primary Security ID:** 78667J108

**Shares Voted:** 481,366

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Michael F. Cola	Mgmt	For	Withhold
1.2	Elect Director Barry E. Greene	Mgmt	For	Withhold
1.3	Elect Director Jeffrey M. Jonas	Mgmt	For	Withhold
1.4	Elect Director Jessica J. Federer	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For

## Amadeus IT Group SA

**Meeting Date:** 06/20/2023

**Country:** Spain

**Ticker:** AMS

**Record Date:** 06/15/2023

**Meeting Type:** Annual

**Primary Security ID:** E04648114

## Amadeus IT Group SA

Shares Voted: 466,991

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	Advisory Vote on Remuneration Report	Mgmt	For	For
4	Approve Allocation of Income and Dividends	Mgmt	For	For
5	Approve Discharge of Board	Mgmt	For	For
6.1	Elect Frits Dirk van Paasschen as Director	Mgmt	For	For
6.2	Reelect William Connelly as Director	Mgmt	For	For
6.3	Reelect Luis Maroto Camino as Director	Mgmt	For	For
6.4	Reelect Pilar Garcia Ceballos-Zuniga as Director	Mgmt	For	For
6.5	Reelect Stephan Gemkow as Director	Mgmt	For	For
6.6	Reelect Peter Kuerpick as Director	Mgmt	For	For
6.7	Reelect Xiaoqun Clever as Director	Mgmt	For	For
7	Approve Remuneration of Directors	Mgmt	For	For
8	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For

## General Motors Company

Meeting Date: 06/20/2023

Country: USA

Ticker: GM

Record Date: 04/21/2023

Meeting Type: Annual

Primary Security ID: 37045V100

Shares Voted: 736,355

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Mary T. Barra	Mgmt	For	For
1b	Elect Director Aneel Bhusri	Mgmt	For	For
1c	Elect Director Wesley G. Bush	Mgmt	For	For
1d	Elect Director Joanne C. Crevoiserat	Mgmt	For	For
1e	Elect Director Linda R. Gooden	Mgmt	For	For
1f	Elect Director Joseph Jimenez	Mgmt	For	For
1g	Elect Director Jonathan McNeill	Mgmt	For	For
1h	Elect Director Judith A. Miscik	Mgmt	For	For

## General Motors Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1i	Elect Director Patricia F. Russo	Mgmt	For	For
1j	Elect Director Thomas M. Schoewe	Mgmt	For	For
1k	Elect Director Mark A. Tatum	Mgmt	For	For
1l	Elect Director Jan E. Tighe	Mgmt	For	For
1m	Elect Director Devin N. Wenig	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	Amend Omnibus Stock Plan	Mgmt	For	For
5	Report on Risks Related to Operations in China	SH	Against	Against
6	Provide Right to Act by Written Consent	SH	Against	For
7	Report on Setting Sustainable Sourcing Targets	SH	Against	For

## Sony Group Corp.

Meeting Date: 06/20/2023

Country: Japan

Ticker: 6758

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J76379106

Shares Voted: 631,030

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Yoshida, Kenichiro	Mgmt	For	For
1.2	Elect Director Totoki, Hiroki	Mgmt	For	For
1.3	Elect Director Hatanaka, Yoshihiko	Mgmt	For	For
1.4	Elect Director Oka, Toshiko	Mgmt	For	For
1.5	Elect Director Akiyama, Sakie	Mgmt	For	For
1.6	Elect Director Wendy Becker	Mgmt	For	For
1.7	Elect Director Kishigami, Keiko	Mgmt	For	For
1.8	Elect Director Joseph A. Kraft Jr	Mgmt	For	For
1.9	Elect Director Neil Hunt	Mgmt	For	For
1.10	Elect Director William Morrow	Mgmt	For	For
2	Approve Stock Option Plan	Mgmt	For	For

## NVIDIA Corporation

Meeting Date: 06/22/2023

Country: USA

Ticker: NVDA

Record Date: 04/24/2023

Meeting Type: Annual

Primary Security ID: 67066G104

Shares Voted: 622,204

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Robert K. Burgess	Mgmt	For	For
1b	Elect Director Tench Coxo	Mgmt	For	For
1c	Elect Director John O. Dabiri	Mgmt	For	For
1d	Elect Director Persis S. Drell	Mgmt	For	For
1e	Elect Director Jen-Hsun Huang	Mgmt	For	For
1f	Elect Director Dawn Hudson	Mgmt	For	For
1g	Elect Director Harvey C. Jones	Mgmt	For	For
1h	Elect Director Michael G. McCaffery	Mgmt	For	For
1i	Elect Director Stephen C. Neal	Mgmt	For	For
1j	Elect Director Mark L. Perry	Mgmt	For	For
1k	Elect Director A. Brooke Seawell	Mgmt	For	For
1l	Elect Director Aarti Shah	Mgmt	For	For
1m	Elect Director Mark A. Stevens	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For

## Mitsubishi Corp.

Meeting Date: 06/23/2023

Country: Japan

Ticker: 8058

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J43830116

Shares Voted: 776,050

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 103	Mgmt	For	For
2.1	Elect Director Kakiuchi, Takehiko	Mgmt	For	For
2.2	Elect Director Nakanishi, Katsuya	Mgmt	For	For
2.3	Elect Director Tanaka, Norikazu	Mgmt	For	For
2.4	Elect Director Kashiwagi, Yutaka	Mgmt	For	For

## Mitsubishi Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2.5	Elect Director Nochi, Yuzo	Mgmt	For	For
2.6	Elect Director Tatsuoka, Tsuneyoshi	Mgmt	For	For
2.7	Elect Director Miyanaga, Shunichi	Mgmt	For	For
2.8	Elect Director Akiyama, Sakie	Mgmt	For	For
2.9	Elect Director Sagiya, Mari	Mgmt	For	For
3	Appoint Statutory Auditor Murakoshi, Akira	Mgmt	For	For
4	Approve Performance-Based Cash Compensation Ceiling for Directors	Mgmt	For	For
5	Amend Articles to Disclose Greenhouse Gas Emission Reduction Targets Aligned with Goals of Paris Agreement	SH	Against	For
6	Amend Articles to Disclose Evaluation concerning Consistency between Capital Expenditures and Net Zero Greenhouse Gas Emissions by 2050 Commitment	SH	Against	For

## Biogen Inc.

**Meeting Date:** 06/26/2023

**Country:** USA

**Ticker:** BIIB

**Record Date:** 04/20/2023

**Meeting Type:** Annual

**Primary Security ID:** 09062X103

**Shares Voted:** 215,003

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Alexander J. Denner - Withdrawn	Mgmt		
1b	Elect Director Caroline D. Dorsa	Mgmt	For	For
1c	Elect Director Maria C. Freire	Mgmt	For	Against
1d	Elect Director William A. Hawkins	Mgmt	For	Against
1e	Elect Director William D. Jones- Withdrawn	Mgmt		
1f	Elect Director Jesus B. Mantas	Mgmt	For	For
1g	Elect Director Richard C. Mulligan- Withdrawn	Mgmt		
1h	Elect Director Eric K. Rowinsky	Mgmt	For	For
1i	Elect Director Stephen A. Sherwin	Mgmt	For	For
1j	Elect Director Christopher A. Viehbacher	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against

## Biogen Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
5	Elect Director Susan K. Langer	Mgmt	For	For

## Dai-ichi Life Holdings, Inc.

**Meeting Date:** 06/26/2023      **Country:** Japan      **Ticker:** 8750  
**Record Date:** 03/31/2023      **Meeting Type:** Annual  
**Primary Security ID:** J09748112

**Shares Voted:** 1,497,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 86	Mgmt	For	For
2.1	Elect Director Inagaki, Seiji	Mgmt	For	For
2.2	Elect Director Kikuta, Tetsuya	Mgmt	For	For
2.3	Elect Director Shoji, Hiroshi	Mgmt	For	For
2.4	Elect Director Sumino, Toshiaki	Mgmt	For	For
2.5	Elect Director Sogano, Hidehiko	Mgmt	For	For
2.6	Elect Director Yamaguchi, Hitoshi	Mgmt	For	For
2.7	Elect Director Maeda, Koichi	Mgmt	For	For
2.8	Elect Director Inoue, Yuriko	Mgmt	For	For
2.9	Elect Director Shingai, Yasushi	Mgmt	For	For
2.10	Elect Director Bruce Miller	Mgmt	For	For

## Mastercard Incorporated

**Meeting Date:** 06/27/2023      **Country:** USA      **Ticker:** MA  
**Record Date:** 04/28/2023      **Meeting Type:** Annual  
**Primary Security ID:** 57636Q104

**Shares Voted:** 133,125

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



## Mastercard Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
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 Ugglia	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
4	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For
5	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For
6	Report on Overseeing Risks Related to Discrimination	SH	Against	Against
7	Report on Establishing Merchant Category Code for Gun and Ammunition Stores	SH	Against	For
8	Report on Lobbying Payments and Policy	SH	Against	For
9	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	SH	Against	Against
10	Report on Cost-Benefit Analysis of Diversity and Inclusion Efforts	SH	Against	Against

## Mitsubishi UFJ Financial Group, Inc.

**Meeting Date:** 06/29/2023

**Country:** Japan

**Ticker:** 8306

**Record Date:** 03/31/2023

**Meeting Type:** Annual

**Primary Security ID:** J44497105

**Shares Voted:** 1,171,393

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 16	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

## Mitsubishi UFJ Financial Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2.5	Elect Director Nomoto, Hirofumi	Mgmt	For	Against
2.6	Elect Director David A. Sneider	Mgmt	For	For
2.7	Elect Director Tsuji, Koichi	Mgmt	For	For
2.8	Elect Director Tarisa Watanagase	Mgmt	For	For
2.9	Elect Director Miyanaga, Kenichi	Mgmt	For	For
2.10	Elect Director Shinke, Ryoichi	Mgmt	For	For
2.11	Elect Director Mike, Kanetsugu	Mgmt	For	Against
2.12	Elect Director Kamezawa, Hironori	Mgmt	For	Against
2.13	Elect Director Nagashima, Iwao	Mgmt	For	For
2.14	Elect Director Hanzawa, Junichi	Mgmt	For	For
2.15	Elect Director Kobayashi, Makoto	Mgmt	For	For
3	Amend Articles to Disclose Transition Plan to Align Lending and Investment Portfolios with Goals of Paris Agreement	SH	Against	For
4	Amend Articles to Prohibit Transactions with Defamatory Companies	SH	Against	Against
5	Amend Articles to Carefully Carry Out Transactions with Male-Dominated Companies	SH	Against	Against
6	Amend Articles to Prohibit Deletion of IR Contents from Company Websites	SH	Against	Against

## Sumitomo Mitsui Financial Group, Inc.

Meeting Date: 06/29/2023

Country: Japan

Ticker: 8316

Record Date: 03/31/2023

Meeting Type: Annual

Primary Security ID: J7771X109

Shares Voted: 786,334

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 125	Mgmt	For	For
2.1	Elect Director Kunibe, Takeshi	Mgmt	For	Against
2.2	Elect Director Ota, Jun	Mgmt	For	Against
2.3	Elect Director Fukutome, Akihiro	Mgmt	For	For
2.4	Elect Director Kudo, Teiko	Mgmt	For	For
2.5	Elect Director Ito, Fumihiko	Mgmt	For	For
2.6	Elect Director Isshiki, Toshihiro	Mgmt	For	For
2.7	Elect Director Gono, Yoshiyuki	Mgmt	For	For

## Sumitomo Mitsui Financial Group, Inc.

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
2.8	Elect Director Kawasaki, Yasuyuki	Mgmt	For	Against
2.9	Elect Director Matsumoto, Masayuki	Mgmt	For	Against
2.10	Elect Director Yamazaki, Shozo	Mgmt	For	For
2.11	Elect Director Tsutsui, Yoshinobu	Mgmt	For	For
2.12	Elect Director Shimbo, Katsuyoshi	Mgmt	For	For
2.13	Elect Director Sakurai, Eriko	Mgmt	For	For
2.14	Elect Director Charles D. Lake II	Mgmt	For	For
2.15	Elect Director Jenifer Rogers	Mgmt	For	For
3	Amend Articles to Disclose Transition Plan to Align Lending and Investment Portfolios with Goals of Paris Agreement	SH	Against	For

# Riepilogo delle votazioni espresse

## Luglio 2023

Nel documento si riepilogano le assemblee a cui Anima SGR ha partecipato e le votazioni espresse, in linea con la propria policy ESG, per ciascun punto degli ordini del giorno.

**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: 07/01/2023 to 07/31/2023

### Industria de Diseno Textil SA

**Meeting Date:** 07/11/2023      **Country:** Spain      **Ticker:** ITX  
**Record Date:** 07/06/2023      **Meeting Type:** Annual  
**Primary Security ID:** E6282J125

**Shares Voted:** 1,177,841

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.a	Approve Standalone Financial Statements	Mgmt	For	For
1.b	Approve Discharge of Board	Mgmt	For	For
2	Approve Consolidated Financial Statements	Mgmt	For	For
3	Approve Non-Financial Information Statement	Mgmt	For	For
4	Approve Allocation of Income and Dividends	Mgmt	For	For
5.a	Fix Number of Directors at 10	Mgmt	For	For
5.b	Reelect Amancio Ortega Gaona as Director	Mgmt	For	For
5.c	Reelect Jose Luis Duran Schulz as Director	Mgmt	For	For
6	Approve Remuneration Policy	Mgmt	For	For
7	Approve Long-Term Incentive Plan	Mgmt	For	For
8	Authorize Share Repurchase Program	Mgmt	For	For
9	Advisory Vote on Remuneration Report	Mgmt	For	For
10	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For
11	Receive Amendments to Board of Directors Regulations	Mgmt		

### Constellation Brands, Inc.

**Meeting Date:** 07/18/2023      **Country:** USA      **Ticker:** STZ  
**Record Date:** 05/19/2023      **Meeting Type:** Annual  
**Primary Security ID:** 21036P108

**Shares Voted:** 70,089

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Christy Clark	Mgmt	For	For
1b	Elect Director Jennifer M. Daniels	Mgmt	For	For

## Constellation Brands, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1c	Elect Director Nicholas I. Fink	Mgmt	For	For
1d	Elect Director Ernesto M. Hernandez	Mgmt	For	For
1e	Elect Director Susan Somersille Johnson	Mgmt	For	For
1f	Elect Director Jose Manuel Madero Garza	Mgmt	For	For
1g	Elect Director Daniel J. McCarthy	Mgmt	For	For
1h	Elect Director William A. Newlands	Mgmt	For	For
1i	Elect Director Richard Sands	Mgmt	For	For
1j	Elect Director Robert Sands	Mgmt	For	For
1k	Elect Director Judy A. Schmeling	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	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year
5	Disclose GHG Emissions Reductions Targets	SH	Against	For
6	Report on Support for a Circular Economy for Packaging	SH	Against	For

## Linde Plc

**Meeting Date:** 07/24/2023      **Country:** Ireland      **Ticker:** LIN  
**Record Date:** 04/27/2023      **Meeting Type:** Annual  
**Primary Security ID:** G54950103

**Shares Voted:** 200,155

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Stephen F. Angel	Mgmt	For	For
1b	Elect Director Sanjiv Lamba	Mgmt	For	For
1c	Elect Director Ann-Kristin Achleitner	Mgmt	For	For
1d	Elect Director Thomas Enders	Mgmt	For	For
1e	Elect Director Hugh Grant	Mgmt	For	For
1f	Elect Director Joe Kaeser	Mgmt	For	For
1g	Elect Director Victoria E. Ossadnik	Mgmt	For	For
1h	Elect Director Martin H. Richenhagen	Mgmt	For	For
1i	Elect Director Alberto Weisser	Mgmt	For	For
1j	Elect Director Robert L. Wood	Mgmt	For	For

## Linde Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2a	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For
2b	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Reduce Supermajority Vote Requirement	Mgmt	For	For

## Pirelli & C. SpA

**Meeting Date:** 07/31/2023      **Country:** Italy      **Ticker:** PIRC  
**Record Date:** 07/20/2023      **Meeting Type:** Ordinary Shareholders  
**Primary Security ID:** T76434264

Shares Voted: 39,938

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business	Mgmt		
	Shareholder Proposal Submitted by Marco Polo International Italy Srl and Camfin SpA	Mgmt		
1.1	Fix Number of Directors	SH	None	For
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt		
1.2.1	Slate 1 Submitted by Marco Polo International Italy Srl and Camfin SpA	SH	None	Against
1.2.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For
	Shareholder Proposals Submitted by Marco Polo International Italy Srl and Camfin SpA	Mgmt		
1.3	Elect Jiao Jian as Board Chair	SH	None	For
1.4	Approve Remuneration of Directors	SH	None	For
	Management Proposals	Mgmt		
2.1	Approve Remuneration Policy	Mgmt	For	Against
2.2	Approve Second Section of the Remuneration Report	Mgmt	For	Against
3	Approve Three-year Monetary Incentive Plan 2023-2025	Mgmt	For	Against
4	Approve Directors and Officers Liability Insurance	Mgmt	For	For

# Riepilogo delle votazioni espresse

## Agosto 2023

Nel documento si riepilogano le assemblee a cui Anima SGR ha partecipato e le votazioni espresse, in linea con la propria policy ESG, per ciascun punto degli ordini del giorno.

**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: 08/01/2023 to 08/31/2023

### Jazz Pharmaceuticals plc

**Meeting Date:** 08/03/2023      **Country:** Ireland      **Ticker:** JAZZ  
**Record Date:** 06/07/2023      **Meeting Type:** Annual  
**Primary Security ID:** G50871105

**Shares Voted:** 172,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Bruce C. Cozadd	Mgmt	For	For
1b	Elect Director Heather Ann McSharry	Mgmt	For	For
1c	Elect Director Anne O'Riordan	Mgmt	For	For
1d	Elect Director Rick E. Winningham	Mgmt	For	For
2	Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For
4	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For
5	Adjourn Meeting	Mgmt	For	For

### Prosus NV

**Meeting Date:** 08/23/2023      **Country:** Netherlands      **Ticker:** PRX  
**Record Date:** 07/26/2023      **Meeting Type:** Annual  
**Primary Security ID:** N7163R103

**Shares Voted:** 1,066,228

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt		
1	Receive Annual Report (Non-Voting)	Mgmt		
2	Approve Remuneration Report	Mgmt	For	Against
3	Adopt Financial Statements	Mgmt	For	For
4	Approve Allocation of Income	Mgmt	For	For
5	Approve Discharge of Executive Directors	Mgmt	For	For
6	Approve Discharge of Non-Executive Directors	Mgmt	For	For
7	Approve Remuneration of Non-Executive Directors	Mgmt	For	For

## Prosus NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8.1	Reelect Manisha Girotra as Non-Executive Director	Mgmt	For	For
8.2	Reelect Rachel Jafta as Non-Executive Director	Mgmt	For	Against
8.3	Reelect Mark Sorour as Non-Executive Director	Mgmt	For	For
8.4	Reelect Ying Xu as Non-Executive Director	Mgmt	For	For
9	Ratify Deloitte Accountants B.V. as Auditors	Mgmt	For	For
10	Amend Articles of Association and Grant Board Authority to Issue Shares	Mgmt	For	For
11	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Restrict/Exclude Preemptive Rights	Mgmt	For	For
12	Authorize Repurchase of Shares	Mgmt	For	Against
13	Approve Reduction in Share Capital Through Cancellation of Shares	Mgmt	For	For
14	Discuss Voting Results	Mgmt		
15	Close Meeting	Mgmt		

## SeSa SpA

**Meeting Date:** 08/28/2023

**Country:** Italy

**Ticker:** SES

**Record Date:** 08/17/2023

**Meeting Type:** Annual/Special

**Primary Security ID:** T8T09M129

**Shares Voted:** 191,512

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 Policy	Mgmt	For	Against
2.2	Approve Second Section of the Remuneration Report	Mgmt	For	Against
3	Approve Stock Grant Plan 2024-2026	Mgmt	For	Against
4	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
	Extraordinary Business	Mgmt		
1	Amend Company Bylaws Re: Article 6	Mgmt	For	Against
2	Authorize Board to Increase Capital to Service Stock Grant Plan 2024-2026	Mgmt	For	Against