

Relatório de Exercício de Direitos de Voto

Caixa Gestão de Ativos, SGOIC, S.A. - Ano 2023

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Signatory of:



A Caixa Gestão de Ativos, SGOIC, S.A., elenca, de seguida, as Assembleias Gerais de Acionistas (AGA), em que, de acordo com o disposto na sua Política de Exercício de Direitos de Voto, exerceu, durante o ano de 2023, direitos de voto associados às posições acionistas geridas, incluindo informação detalhada sobre os pontos de agenda e sentido de voto adotado pela Sociedade Gestora.

Nota: Os votos apresentam o seguinte significado: For - A favor; Against - Contra; Non-voting - Não requer votação; Undetermined - Sem recomendação.

Empresa	Ponto	Descrição	Recomendação Empresa	Voto CXA
Glencore PLC AGM: 26/05/2023	1	Accounts and Reports	For	For
	2	Cash Distribution (Reduction in Share Premium Account)	For	For
	3	Elect Kalidas V. Madhavpeddi	For	For
	4	Elect Gary Nagle	For	For
	5	Elect Peter R. Coates	For	For
	6	Elect Martin J. Gilbert	For	For
	7	Elect Gill Marcus	For	For
	8	Elect Cynthia B. Carroll	For	For
	9	Elect David Wormsley	For	For
	10	Elect Liz Hewitt	For	For
	11	Appointment of Auditor	For	For
	12	Authority to Set Auditor's Fees	For	For
	13	Opinion on the Company's Climate Report	For	For
	14	Remuneration Report	For	For
	15	Authority to Issue Shares w/ Preemptive Rights	For	For
	16	Authority to Issue Shares w/o Preemptive Rights	For	For
	17	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For
	18	Authority to Repurchase Shares	For	For
	19	Shareholder Proposal Regarding Climate Action	Against	For
Commerzbank AGM: 31/05/2023	1	Presentation of Accounts and Reports	Non-Voting	Non-Voting
	2	Allocation of Dividends	For	For
	3	Ratification of Management Board Acts	For	For
	4	Ratification of Supervisory Board Acts	For	For
	5	Appointment of Auditor		
	5.01	Appointment of Auditor for FY 2023	For	For
	5.02	Appointment of Auditor for Interim Statements until 2024 AGM	For	For
	6	Remuneration Report	For	For
	7	Election of Supervisory Board		
	7.01	Elect Harald Christ	For	For
	7.02	Elect Frank Czichowski	For	For
	7.03	Elect Sabine U. Dietrich	For	For
	7.04	Elect Jutta Dönges	For	Against
	7.05	Elect Burkhard Keese	For	For
	7.06	Elect Daniela Mattheus	For	For
	7.07	Elect Caroline Seifert	For	For
	7.08	Elect Gertrude Tumpel-Gugerell	For	For
	7.09	Elect Jens Weidmann	For	For
	7.10	Elect Frank Westhoff	For	For
	8	Increase in Authorised Capital 2023I	For	For
	9	Increase in Authorised Capital 2023/II	For	For
	10	Authority to Issue Participation Rights and Hybrid Bonds	For	For
	11	Amendments to Articles (Virtual AGM)	For	For
	12	Amendments to Articles (Virtual AGM Participation of Supervisory Board Members)	For	For
	13	Amendments to Articles (General Meeting Venue)	For	For

Sampo AGM: 17/05/2023	1	Opening of Meeting	Non-Voting	Non-Voting
	2	Calling the Meeting to Order	Non-Voting	Non-Voting
	3	Minutes	Non-Voting	Non-Voting
	4	Compliance with the Rules of Convocation	Non-Voting	Non-Voting
	5	Voting List	Non-Voting	Non-Voting
	6	Presentation of Accounts and Reports	Non-Voting	Non-Voting
	7	Accounts and Reports	For	For
	8	Allocation of Profits/Dividends	For	For
	9	Ratification of Board and CEO Acts	For	For
	10	Remuneration Report	For	For
	11	Directors' Fees	For	For
	12	Board Size	For	For
	13	Election of Directors	For	For
	14	Authority to Set Auditor's Fees	For	For
	15	Appointment of Auditor	For	For
	16	Partial Demerger (Mandatum plc)	For	For
	17	Amendments to Articles	For	For
	18	Amendments to Articles (Virtual Meeting)	For	For
	19	Authority to Repurchase Shares	For	For
	20	Authority to Issue Shares w/ or w/o Preemptive Rights	For	For

The Travelers Companies AGM: 24/05/2023	1	Election of Directors		
	1.01	Elect Alan L. Beller	For	For
	1.02	Elect Janet M. Dolan	For	For
	1.03	Elect Russell G. Golden	For	For
	1.04	Elect Patricia L. Higgins	For	For
	1.05	Elect William J. Kane	For	For
	1.06	Elect Thomas B. Leonardi	For	For
	1.07	Elect Clarence Otis, Jr.	For	For
	1.08	Elect Elizabeth E. Robinson	For	For
	1.09	Elect Philip T. Ruegger III	For	For
	1.10	Elect Rafael Santana	For	For
	1.11	Elect Todd C. Schermerhorn	For	For
	1.12	Elect Alan D. Schnitzer	For	For
	1.13	Elect Laurie J. Thomsen	For	For
	1.14	Elect Bridget A. van Kralingen	For	For
	2	Ratification of Auditor	For	For
	3	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year
	4	Advisory Vote on Executive Compensation	For	Against
	5	Approval of the 2023 Stock Incentive Plan	For	For
	6	Shareholder Proposal Regarding Aligning GHG Reductions with Paris Agreement	Against	Against
	7	Shareholder Proposal Regarding Fossil Fuel Underwriting Policy	Against	Against
	8	Shareholder Proposal Regarding Racial Equity Audit	Against	Against
	9	Shareholder Proposal Regarding Insuring Law Enforcement	Against	Against
	10	Shareholder Proposal Regarding Third-Party Political Expenditures Reporting	Against	Abstain

Millennium BCP	1	Accounts and Reports; Remuneration Report	For	For
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AGM: 24/05/2023	2	Allocation of Profits/Dividends	For	For
	3	Ratification of Supervisory Board and Management Acts	For	For
	4	Remuneration Policy	For	For
	5	Auditor Appointment Policy	For	For
	6	Authority to Repurchase and Reissue Shares and Bonds	For	For
McDonald's Corporation AGM: 25/05/2023	1	Election of Directors		
	1.01	Anthony Capuano	For	For
	1.02	Kareem Daniel	For	For
	1.03	Lloyd Dean	For	For
	1.04	Catherine Engelbert	For	For
	1.05	Margaret Georgiadis	For	For
	1.06	Enrique Hernandez, Jr.	For	For
	1.07	Christopher Kempczinski	For	For
	1.08	Richard Lenny	For	For
	1.09	John Mulligan	For	For
	1.10	Jennifer Taubert	For	For
	1.11	Paul Walsh	For	For
	1.12	Amy Weaver	For	For
	1.13	Miles White	For	For
	2	Advisory Vote to Approve Executive Compensation	For	For
	3	Advisory Vote on the Frequency of Future Advisory Votes on Executive Compensation	1 Year	1 Year
	4	Advisory Vote to Ratify the Appointment of Ernst & Young LLP as Independent Auditor for 2023	For	For
	5	Advisory Vote on Adoption of Antibiotics Policy (1 of 2)	Against	Against
	6	Advisory Vote on Adoption of Antibiotics Policy (2 of 2)	Against	Against
	7	Advisory Vote on Annual Report on "Communist China"	Against	Against
	8	Advisory Vote on Civil Rights & Returns to Merit Audit	Against	Against
	9	Advisory Vote on Annual Report on Lobbying Activities	Against	For
	10	Advisory Vote on Annual Report on Global Political Influence	Against	Against
	11	Advisory Vote on Poultry Welfare Disclosure	Against	Against
Safran AGM: 25/05/2023	1	Approval of the parent company financial statements for the year ended December 31, 2022	For	For
	2	Approval of the consolidated financial statements for the year ended December 31, 2022	For	For
	3	Appropriation of profit for the year and approval of the recommended dividend	For	For
	4	Approval of a related-party agreement governed by Article L.225-38 of the French Commercial Code entered into with Airbus SE, Tikehau ACE Capital, AD Holding and the French State, and of the Statutory Auditors' special report on related-party agreements governed by Articles L.225-38 et seq. of the French Commercial Code	For	For
	5	Ratification of the appointment of Alexandre Lahousse as a Director put forward by the French State	For	For
	6	Ratification of the appointment of Robert Peugeot as a Director	For	For
	7	Re-appointment of Ross McInnes as a Director	For	For
	8	Re-appointment of Olivier Andriès as a Director	For	For
	9	Appointment of Fabrice Brégier as an independent Director	For	For

10	Re-appointment of Laurent Guillot as an independent Director	For	For
11	Re-appointment of Alexandre Lahousse as a Director put forward by the French State	For	For
12	Approval of the fixed, variable and exceptional components of the total compensation and benefits paid during or awarded for 2022 to the Chairman of the Board of Directors	For	For
13	Approval of the fixed, variable and exceptional components of the total compensation and benefits paid during or awarded for 2022 to the Chief Executive Officer	For	For
14	Approval of the disclosures required under Article L.22-10-9 I of the French Commercial Code concerning the compensation of corporate officers for 2022	For	For
15	Approval of the compensation policy applicable to the Chairman of the Board of Directors for 2023	For	For
16	Approval of the compensation policy applicable to the Chief Executive Officer for 2023	For	For
17	Approval of the compensation policy applicable to the Directors for 2023	For	For
18	Authorization for the Board of Directors to carry out a share buyback program	For	For
19	Authorization for the Board of Directors to increase the Company's capital by issuing ordinary shares and/or securities carrying rights to shares of the Company, with pre-emptive subscription rights for existing shareholders, which may not be used during, or in the run-up to, a public offer for the Company's shares, and blanket ceiling for capital increases with or without pre-emptive subscription rights	For	For
20	Authorization for the Board of Directors to increase the Company's capital by issuing ordinary shares and/or securities carrying rights to shares of the Company, without pre-emptive subscription rights for existing shareholders, by way of a public offer other than offers governed by Article L.411-2, 1° of the French Monetary and Financial Code, which may not be used during, or in the run-up to, a public offer for the Company's shares	For	For
21	Authorization for the Board of Directors to issue ordinary shares and/or securities carrying rights to shares of the Company, without pre-emptive subscription rights for existing shareholders, in the event of a public exchange offer initiated by the Company, which may not be used during, or in the run-up to, a public offer for the Company's shares	For	For
22	Authorization for the Board of Directors to increase the Company's capital by issuing ordinary shares and/or securities carrying rights to shares of the Company, without pre-emptive subscription rights for existing shareholders, through an offer governed by Article L.411-2, 1° of the French Monetary and Financial Code, which may not be used during, or in the run-up to, a public offer for the Company's shares	For	For
23	Authorization for the Board of Directors to increase the number of securities included in an issue carried out with or without pre-emptive subscription rights for existing shareholders (pursuant to the 19th, 20th, 21st or 22nd resolutions), which may not be used during, or in the run-up to, a public offer for the Company's shares	For	For

24	Authorization for the Board of Directors to increase the Company's capital by capitalizing reserves, retained earnings, profits or additional paid-in capital, which may not be used during, or in the run-up to, a public offer for the Company's shares	For	For
25	Authorization for the Board of Directors to increase the Company's capital by issuing ordinary shares to employees who are members of a Group employee savings plan, without pre-emptive subscription rights for existing shareholders	For	For
26	Authorization for the Board of Directors to reduce the Company's capital by canceling treasury shares	For	For
27	Authorization for the Board of Directors to grant existing or new shares of the Company, without consideration and with performance conditions, to employees and corporate officers of the Company and other Group entities, with a waiver of shareholders' pre-emptive subscription rights	For	For
28	Authorization for the Board of Directors to grant existing or new shares of the Company, without consideration and without performance conditions, to employees of the Company and other Group entities, with a waiver of shareholders' pre-emptive subscription rights	For	For
29	Powers to carry out formalities	For	For

**Honeywell
International
AGM: 19/05/2023**

1	Election of Directors		
1.01	Darius Adamczyk	For	For
1.02	Duncan Angove	For	For
1.03	William S. Ayer	For	For
1.04	Kevin Burke	For	For
1.05	D. Scott Davis	For	For
1.06	Deborah Flint	For	For
1.07	Vimal Kapur	For	For
1.08	Rose Lee	For	For
1.09	Grace Lieblein	For	For
1.10	Robin L. Washington	For	For
1.11	Robin Watson	For	For
2	Advisory Vote to Approve Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year
3	Advisory Vote to Approve Executive Compensation	For	For
4	Approval of Independent Accountants	For	For
5	Shareowner Proposal — Independent Board Chairman	Against	For
6	Shareowner Proposal — Environmental and Health Impact Report	Against	Against

Home Depot

AGM: 18/05/2023

1	To elect as directors of the Company the 13 persons named in the accompanying Proxy Statement for terms expiring at the 2024 Annual Meeting of Shareholders;		
1.01	Gerard J. Arpey	For	For
1.02	Ari Bousbib	For	For
1.03	Jeffery H. Boyd	For	For
1.04	Gregory D. Brenneman	For	For
1.05	Gregory D. Brenneman	For	For
1.06	J. Frank Brown	For	For

1.07	Albert P. Carey	For	For
1.08	Edward P. Decker	For	For
1.09	Linda R. Gooden	For	For
1.10	Wayne M. Hewett	For	For
1.11	Manuel Kadre	For	For
1.12	Stephanie C. Linnartz	For	For
1.13	Paula Santilli	For	For
1.14	Caryn Seidman-Becker	For	For
2	To ratify the appointment of KPMG LLP as the Company's independent registered public accounting firm for the fiscal year ending January 28, 2024;	For	For
3	To cast an advisory vote to approve executive compensation ("Say-on-Pay");	For	For
4	To cast an advisory vote on the frequency of future Say-on-Pay votes;	1 Year	1 Year
5	Shareholder Proposal Regarding Amendment Of Shareholder Written Consent Right	Against	Against
6	Shareholder Proposal Regarding Independent Board Chair	Against	For
7	Shareholder Proposal Regarding Political Contributions Congruency Analysis	Against	Against
8	Shareholder Proposal Regarding Rescission Of 2022 Racial Equity Audit Proposal	Against	Against
9	Shareholder Proposal Regarding Senior Management Commitment To Avoid Political Speech	Against	Against

Northrop Grumman

AGM: 17/05/2023

1	Election of Directors		
1.01	David P. Abney	For	For
1.02	Marianne C. Brown	For	For
1.03	Ann M. Fudge	For	For
1.04	Madeleine A. Kleiner	For	For
1.05	Arvind Krishna	For	For
1.06	Graham N. Robinson	For	For
1.07	Kimberly A. Ross	For	For
1.08	Gary Roughead	For	For
1.09	Thomas M. Schoewe	For	For
1.10	James S. Turley	For	For
1.11	Kathy J. Warden	For	For
1.12	Mark A. Welsh III	For	For
1.13	Mary A. Winston	For	For
2	Advisory Vote on Compensation of Named Executive Officers	For	For
3	Advisory Vote on Preferred Frequency of Vote on Compensation of Named Executive Officers	1 Year	1 Year
4	Ratification of Appointment of Independent Auditor	For	For
5	Management Proposal to Reduce Threshold to Request Special Meeting	For	For
6	Shareholder Proposal to Annually Conduct an Evaluation and Issue a Report Describing the Alignment of the Company's Political Activities With Its Human Rights Policy	Against	Against
7	Shareholder Proposal to Provide for an Independent Board Chair	Against	For

Amazon

AGM: 24/05/2023

1	Election of 11 directors		
1.01	Jeffrey P. Bezos	For	For

1.02	Andrew R. Jassy	For	For
1.03	Keith B. Alexander	For	For
1.04	Edith W. Cooper	For	For
1.05	Jamie S. Gorelick	For	For
1.06	Daniel P. Huttenlocher	For	For
1.07	Judith A. McGrath	For	Against
1.08	Indra K. Nooyi	For	For
1.09	Jonathan J. Rubinstein	For	For
1.10	Patricia Q. Stonesifer	For	For
1.11	Wendell P. Weeks	For	For
2	Ratification of Ernst & Young as independent auditors	For	For
3	Advisory vote to approve executive compensation	For	Against
4	Advisory vote on the frequency of future advisory votes on executive compensation	1 Year	1 Year
5	Reapproval of our 1997 Stock Incentive Plan, as amended and restated, for purposes of French tax law	For	For
6	Shareholder Proposal Requesting A Report On Retirement Plan Options	Against	Against
7	Shareholder Proposal Requesting A Report On Customer Due Diligence	Against	For
8	Shareholder Proposal Requesting Reporting On Content And Product Removal/Restrictions	Against	Against
9	Shareholder Proposal Requesting A Report On Content Removal Requests	Against	Against
10	Shareholder Proposal Requesting Additional Reporting On Stakeholder Impacts	Against	For
11	Shareholder Proposal Requesting Alternative Tax Reporting	Against	For
12	Shareholder Proposal Requesting Additional Reporting On Climate Lobbying	Against	Against
13	Shareholder Proposal Requesting Additional Reporting On Gender/Racial Pay	Against	Against
14	Shareholder Proposal Requesting An Analysis Of Costs Associated With Diversity, Equity, And Inclusion Programs	Against	Against
15	Shareholder Proposal Requesting An Amendment To Our Bylaws To Require Shareholder Approval For Certain Future Amendments	Against	For
16	Shareholder Proposal Requesting Additional Reporting On Freedom Of Association	Against	For
17	Shareholder Proposal Requesting A New Policy Regarding Our Executive Compensation Process	Against	Against
18	Shareholder Proposal Requesting Additional Reporting On Animal Welfare Standards	Against	Against
19	Shareholder Proposal Requesting An Additional Board Committee	Against	Against
20	Shareholder Proposal Requesting An Alternative Director Candidate Policy	Against	Against
21	Shareholder Proposal Requesting A Report On Warehouse Working Conditions	Against	For
22	Shareholder Proposal Requesting A Report On Packaging Materials	Against	Against
23	Shareholder Proposal Requesting A Report On Customer Use Of Certain Technologies	Against	For

Societe Generale
AGM: 23/05/2023

1	Consolidated Accounts and Reports	For	For
2	Accounts and Reports; Non Tax-Deductible Expenses	For	For
3	Allocation of Losses/Dividends	For	For

4	Special Auditors Report on Regulated Agreements	For	For
5	2023 Remuneration Policy (Chair)	For	For
6	2023 Remuneration Policy (CEO and Deputy CEO)	For	Against
7	2023 Remuneration Policy (Board of Directors)	For	For
8	2022 Remuneration Report	For	For
9	2022 Remuneration of Lorenzo Bini Smaghi, Chair	For	For
10	2022 Remuneration of Frédéric Oudéa, CEO	For	For
11	2022 Remuneration of Philippe Aymerich, Deputy CEO	For	For
12	2022 Remuneration of Diony Lebot, Deputy CEO	For	For
13	Remuneration of Identified Staff	For	For
14	Elect Slawomir Krupa	For	For
15	Elect Béatrice Cossa-Dumurgier	For	For
16	Elect Ulrika M. Ekman	For	For
17	Elect Benoît de Ruffray	For	For
18	Authority to Repurchase and Reissue Shares	For	For
19	Employee Stock Purchase Plan	For	For
20	Amendments to Articles Regarding Employee Representatives	For	For
21	Amendments to Articles Regarding the Chair's Age Limits	For	For
22	Authorisation of Legal Formalities	For	For

Charles Schwab
AGM: 18/05/2023

1	Election of Directors		
1.1	Elect M. Michele Burns	For	For
1.2	Elect Mark Flaherty	For	For
1.3	Elect Kimberley Harris	For	For
1.4	Elect Kevin R. Johnson	For	For
1.5	Elect Ellen J. Kullman	For	For
2	Ratification of Auditor	For	For
3	Advisory Vote on Executive Compensation	For	For
4	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year
5	Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report	Against	Against
6	Shareholder Proposal Regarding Report on Board Oversight of Discrimination	Against	Against

JPMorgan Chase
AGM: 16/05/2023

1	Election of Directors		
1.1	Elect M. Michele Burns	For	For
1.2	Elect Mark Flaherty	For	For
1.3	Elect Kimberley Harris	For	For
1.4	Elect Kevin R. Johnson	For	For
1.5	Elect Ellen J. Kullman	For	For
1.6	Elect Lakshmi N. Mittal	For	For
1.7	Elect Adebayo O. Ogunslesi	For	For
1.8	Elect Peter Oppenheimer	For	For
1.9	Elect David M. Solomon	For	For
1.10	Elect Jan E. Tighe	For	For
1.11	Elect Jessica Uhl	For	For
1.12	Elect David A. Viniar	For	For
2	Advisory Vote on Executive Compensation	For	For
3	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year
4	Ratification of Auditor	For	For
5	Shareholder Proposal Regarding Independent Chair	Against	Against

6	Shareholder Proposal Regarding Fossil Fuel Lending and Underwriting Policy	Against	Against
7	Shareholder Proposal Regarding Revision of Committee Charter to Include Oversight of Animal Welfare	Against	Against
8	Shareholder Proposal Regarding Right to Call Special Meetings by Beneficial Owners	Against	Against
9	Shareholder Proposal Regarding Transition Plan Report for Financing Activities	Against	Against
10	Shareholder Proposal Regarding Report on Board Oversight of Discrimination	Against	Against
11	Shareholder Proposal Regarding Report on Political Expenditures and Values Congruency	Against	Against
12	Shareholder Proposal Regarding Absolute GHG	Against	Against

Deutsche Boerse
AGM: 16/05/2023

1	Presentation of Accounts and Reports	Non-Voting	Non-Voting
2	Allocation of Dividends	For	For
3	Ratification of Management Board Acts	For	For
4	Ratification of Supervisory Board Acts	For	For
5	Amendments to Articles (Shareholder Meetings)	For	For
5.01	Amendments to Articles (Virtual Shareholder Meetings)	For	For
5.02	Amendments to Articles (Virtual Participation of Supervisory Board Members)	For	For
5.03	Amendments to Articles (Convocation of Shareholder Meetings)	For	For
6	Amendments to Articles (Share Register)	For	For
7	Remuneration Report	For	For
8	Appointment of Auditor	For	For

AMD
AGM: 18/05/2023

1	Election of Directors		
1.01	Elect Nora M. Denzel	For	For
1.02	Elect D. Mark Durcan	For	For
1.03	Elect Michael P. Gregoire	For	For
1.04	Elect Joseph A. Householder	For	For
1.05	Elect John W. Marren	For	For
1.06	Elect Jon A. Olson	For	For
1.07	Elect Lisa T. Su	For	For
1.08	Elect Abhijit Y. Talwalkar	For	For
1.09	Elect Elizabeth W. Vanderslice	For	For
2	Approval of the 2023 Equity Incentive Plan	For	For
3	Ratification of Auditor	For	For
4	Advisory Vote on Executive Compensation	For	For
5	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year

Capgemini
AGM: 16/05/2023

1	Accounts and Reports	For	For
2	Consolidated Accounts and Reports	For	For
3	Allocation of Profits/Dividends	For	For
4	Special Auditors Report on Regulated Agreements	For	For
5	2022 Remuneration Report	For	For
6	2022 Remuneration of Paul Hermelin, Chair	For	For
7	2022 Remuneration of Aiman Ezzat, CEO	For	For
8	2023 Remuneration Policy (Chair)	For	For
9	2023 Remuneration Policy (CEO)	For	For

10	2023 Remuneration Policy (Board of Directors)	For	For
11	Elect Megan Clarken	For	For
12	Elect Ulrica Fearn	For	For
13	Authority to Repurchase and Reissue Shares	For	For
14	Authority to Issue Performance Shares	For	For
15	Employee Stock Purchase Plan	For	For
16	Stock Purchase Plan for Overseas Employees	For	For
17	Authorisation of Legal Formalities	For	For

SAP SE AGM: 11/05/2023	1	Presentation of Accounts and Reports	Non-Voting	Non-Voting
	2	Allocation of Dividends	For	For
	3	Ratification of Management Board Acts	For	For
	4	Ratification of Supervisory Board Acts	For	For
	5	Remuneration Report	For	For
	6	Authority to Repurchase and Reissue Shares	For	For
	7	Authority to Repurchase Shares Using Equity Derivatives	For	For
	8	Election of Supervisory Board		
	8.01	Elect Jennifer Xin-Zhe Li	For	For
	8.02	Elect Qi Lu	For	For
	8.03	Elect Punit Renjen	For	For
	9	Management Board Remuneration Policy	For	For
	10	Supervisory Board Remuneration Policy	For	For
	11	Amendments to Articles		
	11.01	Amendments to Articles (Virtual Shareholder Meetings)	For	For
	11.02	Amendments to Articles (Virtual Participation of Supervisory Board Members)	For	For

Intel AGM: 11/05/2023	1	Election of Directors		
	1.01	Elect Patrick P. Gelsinger	For	For
	1.02	Elect James J. Goetz	For	For
	1.03	Elect Andrea J. Goldsmith	For	For
	1.04	Elect Alyssa H. Henry	For	For
	1.05	Elect S. Omar Ishrak	For	For
	1.06	Elect Risa Lavizzo-Mourey	For	For
	1.07	Elect Tsu-Jae King Liu	For	For
	1.08	Elect Barbara G. Novick	For	For
	1.09	Elect Gregory D. Smith	For	For
	1.10	Elect Lip-Bu Tan	For	For
	1.11	Elect Dion J. Weisler	For	For
	1.12	Elect Frank D. Yearly	For	For
	2	Ratification of Auditor	For	For
	3	Advisory Vote on Executive Compensation	For	For
	4	Amendment to the 2006 Equity Incentive Plan	For	For
	5	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year
	6	Shareholder Proposal Regarding Retention of Shares Until Normal Retirement Age	Against	Against
	7	Shareholder Proposal Regarding Third-Party Review for ESG Congruency with Business in China	Against	Against

Erste Bank AGM: 12/05/2023	1	Presentation of Accounts and Reports	For	For
	2	Allocation of Dividends	For	For

3	Ratification of Management Board Acts	For	For
4	Ratification of Supervisory Board Acts	For	For
5	Appointment of Auditor	For	For
6	Remuneration Report	For	For
7	Amendments to Articles (Age Limits)	For	For
8	Election of Supervisory Board	For	For
8.01	Supervisory Board Size	For	For
8.02	Elect Friedrich Santner	For	For
8.03	Elect András Simor	For	For
8.04	Elect Christiane Tusek	For	For
9	Authority to Repurchase and Reissue Shares for the Purpose of Securities Trading	For	For
10.01	Authority to Repurchase Shares	For	For
10.02	Authority to Reissue Shares	For	For

HSBC AGM: 05/05/2023	1	Accounts and Reports	For	For
	2	Remuneration Report	For	For
	3.01	Elect Geraldine Buckingham	For	For
	3.02	Elect Georges Elhedery	For	For
	3.03	Elect Kalpana Morparia	For	For
	3.04	Elect Rachel Duan	For	For
	3.05	Elect Carolyn Fairbairn	For	For
	3.06	Elect James J. ese	For	For
	3.07	Elect Steven Guggenheimer	For	For
	3.08	Elect José Antonio Meade Kuribreña	For	For
	3.09	Elect Eileen Murray	For	For
	3.10	Elect David T. Nish	For	For
	3.11	Elect Noel Quinn	For	For
	3.12	Elect Mark E. Tucker	For	For
	4	Appointment of Auditor	For	For
	5	Authority to Set Auditor's Fees	For	For
	6	Authorisation of Political Donations	For	For
	7	Authority to Issue Shares w/ Preemptive Rights	For	For
	8	Authority to Issue Shares w/o Preemptive Rights	For	For
	9	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For
	10	Authority to Issue Shares Repurchased Shares	For	For
	11	Authority to Repurchase Shares	For	For
	12	Authority to Repurchase Shares Off-Market	For	For
	13	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	For	For
	14	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	For	For
	15	Authority to Set General Meeting Notice Period at 14 Days	For	For
	16	Shareholder Proposal Regarding Pension Scheme	Against	Against
	17	Shareholder Proposal Regarding Potential Spin-Off or Business Restructuring	Against	Against
	18	Shareholder Proposal Regarding Dividend Policy	Against	Against

Barclays AGM: 03/05/2023	1	Accounts and Reports	For	For
	2	Remuneration Report	For	For

3	Remuneration Policy	For	For
4	Elect Marc Moses	For	For
5	Elect Robert Bery	For	For
6	Elect Tim Breedon	For	For
7	Elect Anna Cross	For	For
8	Elect Mohamed A. El-Erian	For	For
9	Elect Dawn Fitzpatrick	For	For
10	Elect Mary E. Francis	For	For
11	Elect Crawford Gillies	For	For
12	Elect Brian Gilvary	For	For
13	Elect Nigel Higgins	For	For
14	Elect Diane L. Schueneman	For	For
15	Elect C. S Venkatakrishnan	For	For
16	Elect Julia Wilson	For	For
17	Appointment of Auditor	For	For
18	Authority to Set Auditor's Fees	For	For
19	Authorisation of Political Donations	For	For
20	Authority to Issue Shares w/ Preemptive Rights	For	For
21	Authority to Issue Shares w/o Preemptive Rights	For	For
22	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For
23	Authority to Issue Equity Convertible Notes w/ Preemptive Rights	For	For
24	Authority to Issue Equity Convertible Notes w/o Preemptive Rights	For	For
25	Authority to Repurchase Shares	For	For
26	Authority to Set General Meeting Notice Period at 14 Days	For	For

**American Express
Company
AGM: 02/05/2023**

1	Election of Directors		
1.1	Elect Thomas J. Baltimore, Jr.	For	For
1.2	Elect John J. Brennan	For	For
1.3	Elect Peter Chernin	For	For
1.4	Elect Walter J. Clayton III	For	For
1.5	Elect Ralph de la Veja	For	For
1.6	Elect Theodore J. Leonsis	For	For
1.7	Elect Deborah P. Majoras	For	For
1.8	Elect Karen L. Parkhill	For	For
1.9	Elect Charles E. Phillips, Jr.	For	For
1.10	Elect Lynn A. Pike	For	For
1.11	Elect Stephen J. Squeri	For	For
1.12	Elect Daniel L. Vasella	For	For
1.13	Elect Lisa W. Wardell	For	For
1.14	Elect Christopher D. Young	For	For
2	Ratification of Auditor	For	For
3	Advisory Vote on Executive Compensation	For	For
4	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year
5	Shareholder Proposal Regarding Severance Approval Policy	Against	Against
6	Shareholder Proposal Regarding Report on Risk from Abortion-Related Information Requests	Against	Against

Allianz AGM: 04/05/2023	1	Presentation of Accounts and Reports	Non-Voting	Non-Voting
	2	Allocation of Dividends	For	For
	3	Ratification of Management Board Acts		
	3.01	Ratify Oliver Bate	For	For
	3.02	Ratify Sergio Balbinot	For	For
	3.03	Ratify Sirma Boshnakova	For	For
	3.04	Ratify Barbara Karuth-Zelle	For	For
	3.05	Ratify Klaus-Peter Rohler	For	For
	3.06	Ratify Ivan de la Sota	For	For
	3.07	Ratify Giulio Terzariol	For	For
	3.08	Ratify Gunther Thallinger	For	For
	3.09	Ratify Christopher Townsend	For	For
	3.10	Ratify Renate Wagner	For	For
	3.11	Ratify Andreas Wimmer	For	For
	4	Ratification of Supervisory Board Acts		
	4.01	Ratify Michael Diekmann	For	For
	4.02	Ratify Gabriele Burkhardt-Berg	For	For
	4.03	Ratify Herbert Hainer	For	For
	4.04	Ratify Sophie Boissard	For	For
	4.05	Ratify Christine Bosse	For	For
	4.06	Ratify Rashmy Chatterjee	For	For
	4.07	Ratify Friedrich Eichiner	For	For
	4.08	Ratify Jean-Claude Le Goaer	For	For
	4.09	Ratify Martina Gundler	For	For
	4.10	Ratify Godfrey Hayward	For	For
	4.11	Ratify Frank Kirsch	For	For
	4.12	Ratify Jurgen Lawrenz	For	For
	4.13	Ratify Primiano Di Paolo	For	For
	4.14	Ratify Jim Hagemann Snabe	For	For
	5	Appointment of Auditor	For	For
	6	Remuneration Report	For	For
	7	Supervisory Board Remuneration Policy	For	For
	8	Amendments to Articles (Virtual Shareholder Meetings)	For	For
	9	Amendments to Articles (Virtual Participation of Supervisory Board Members)	For	For
	10	Amendments to Articles (Shareholder Meeting Location)	For	For

Finecobank AGM: 27/04/2023	1	Accounts and Reports	For	For
	2	Allocation of Profits/Dividends	For	For
	3	Elimination of Negative Reserves	For	For
	4	Increase in Auditor's Fees	For	For
	5	Board Size	For	For
	6	Board Term Length	For	For
	7	Election of Directors	For	Split
	7.01	List Presented by Board of Directors	For	For
	7.02	List Presented by Group of Institutional Investors Representing 1.9% of Share Capital	Undetermined	No vote
	8	Directors' Fees	For	For
	9	Election of Statutory Auditors	For	For
	9.01	List Presented by Group of Institutional Investors Representing 1.9% of Share Capital	Undetermined	For

	10	Statutory Auditors' Fees	For	For
	11	Remuneration Policy	For	For
	12	Remuneration Report	For	For
	13	2023 Incentive System for Identified Staff	For	For
	14	2023 Incentive System for Personal Financial Advisors		
	15	Authority to Repurchase and Reissue Shares to Service 2023 Incentive System for Personal Financial Advisors	For	For
	1	Authority to Issue Shares to Service 2023 Incentive System for Identified Staff	For	For
	2	Authority to Issue Shares to Service 2022 Incentive System for Identified Staff	For	For
adidas AG AGM: 11/05/2023	1	Presentation Of The Adopted Annual Financial Statements Of Adidas Ag And The Approved Consolidated Financial Statements, The Combined Management Report Of Adidas Ag And The Adidas Group As Of December 31, 2022, The Proposal Of The Executive Board On The Appropriation Of Retained Earnings As Well As The Supervisory Board Report For The 2022 Financial Year	Non-Voting	Non-Voting
	2	Resolution On The Appropriation Of Retained Earnings	For	For
	3	Resolution On The Ratification Of The Actions Of The Executive Board 2022 Financial Year For The	For	For
	4	Resolution On The Ratification Of The Actions Of The Supervisory Board 2022 Financial Year For The	For	For
	5	Resolution on the Approval of the Compensation Report	For	For
	6	Resolution on the Amendment of 19 of the Articles of Association (Place and Convocation of the General Meeting).	For	For
	7	Resolution on the Amendment of 20 of the Articles of Association (Participation in the General Meeting)	For	For
	8	Resolution on Granting the Authorization to Purchase and Use Treasury Shares Pursuant to 71 Section 1 Number 8 AKTG Including the Authorization to Exclude Tender and Subscription Rights as Well as to Cancel Purchased Treasury Shares and Reduce the Capital.	For	For
	9	Resolution on Granting the Authorization to Purchase Treasury Shares via Multilateral Trading Facilities and to Use Equity Derivatives in Connection with the Purchase of Treasury Shares Pursuant to 71 Section 1 Number 8 AKTG as Well as to Exclude Shareholders' Tender and Subscription Rights.	For	For
Martin Marietta Materials, Inc AGM: 11/05/2023	1	To elect 10 directors		
	1.01	Elect Dorothy M. Ables	For	For
	1.02	Elect Sue W. Cole	For	For
	1.03	Elect Anthony R. Foxx	For	For
	1.04	Elect John J. Koraleski	For	For
	1.05	Elect C. Howard Nye	For	For
	1.06	Elect Laree E. Perez	For	For
	1.07	Elect Thomas H. Pike	For	For
	1.08	Elect Michael J. Quillen	For	For
	1.09	Elect Donald W. Slager	For	For
	1.10	Elect David C. Wajsgas	For	For
	2	To ratify the appointment of PricewaterhouseCoopers LLP as independent auditors for 2023	For	For

3	To vote on an advisory resolution to approve the compensation of our named executive officers.	For	For
4	To vote on an advisory resolution regarding the frequency of shareholder votes on executive compensation	1 Year	Abstain
5	Shareholder Proposal – Greenhouse Gas Emissions Reduction Targets	Against	For

AXA

AGM: 27/04/2023

1	Accounts and Reports	For	For
2	Consolidated Accounts and Reports	For	For
3	Allocation of Profits/Dividends	For	For
4	2022 Remuneration Reports	For	For
5	2022 Remuneration of Denis Duverne, Chair (Until April 28, 2022)	For	For
6	2022 Remuneration of Antoine Gosset-Grainville, Chair (From April 28, 2022)	For	For
7	2022 Remuneration of Thomas Buberl, CEO	For	For
8	2023 Remuneration Policy (CEO)	For	For
9	2023 Remuneration Policy (Chair)	For	For
10	2023 Remuneration Policy (Board of Directors)	For	For
11	Special Auditors Report on Regulated Agreements	For	For
12	Authority to Repurchase and Reissue Shares	For	For
13	Authority to Increase Capital Through Capitalisations	For	For
14	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	For	For
15	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	For	For
16	Authority to Issue Shares and Convertible Debt Through Private Placement	For	For
17	Authority to Set Offering Price of Shares	For	For
18	Authority to Increase Capital in Case of Exchange Offers	For	For
19	Authority to Increase Capital in Consideration for Contributions In Kind	For	For
20	Authority to Issue Shares w/o Preemptive Rights in Consideration for Securities Issued by Subsidiaries	For	For
21	Authority to Issue Shares w/ Preemptive Rights in Consideration for Securities Issued by Subsidiaries	For	For
22	Employee Stock Purchase Plan	For	For
23	Stock Purchase Plan for Overseas Employees	For	For
24	Authority to Cancel Shares and Reduce Capital	For	For
25	Authorisation of Legal Formalities	For	For

Goldman Sachs

AGM: 26/04/2023

1	Election of Directors		
1.1	Elect M. Michele Burns	For	For
1.2	Elect Mark Flaherty	For	For
1.3	Elect Kimberley Harris	For	For
1.4	Elect Kevin R. Johnson	For	For
1.5	Elect Ellen J. Kullman	For	For
1.6	Elect Lakshmi N. Mittal	For	For
1.7	Elect Adebayo O. Ogunslesi	For	For
1.8	Elect Peter Oppenheimer	For	For
1.9	Elect David M. Solomon	For	For
1.10	Elect Jan E. Tighe	For	For
1.11	Elect Jessica Uhl	For	For

1.12	Elect David A. Vinjar	For	For
2	Advisory Vote on Executive Compensation	For	For
3	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year
4	Ratification of Auditor	For	For
5	Shareholder Proposal Regarding Lobbying Report	Against	For
6	Shareholder Proposal Regarding Independent Chair	Against	For
7	Shareholder Proposal Regarding Third-Party Review for Congruency of China-focused ETFs	Against	Against
8	Shareholder Proposal Regarding a Racial Equity Audit	Against	Against
9	Shareholder Proposal Regarding Fossil Fuel Lending and Underwriting Policy	Against	Against
10	Shareholder Proposal Regarding Absolute GHG Reduction Targets	Against	Against
11	Shareholder Proposal Regarding Transition Plan Report for Financing Activities	Against	Against
12	Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report	Against	Against

ASML AGM: 26/04/2023	1	Opening and Announcements	Non-Voting	Non-Voting
	2	Presentation of Financial Statements	Non-Voting	Non-Voting
	3.01	Remuneration Report	For	For
	3.02	Accounts and Reports	For	For
	3.03	Dividend Policy	Non-Voting	Non-Voting
	3.04	Allocation of Dividends	For	For
	4.01	Ratification of Management Board Acts	For	For
	4.02	Ratification of Supervisory Board Acts	For	For
	5	Long-Term Incentive Plan; Authority to Issue Shares	For	For
	6.01	Supervisory Board Remuneration Policy	For	For
	6.02	Supervisory Board Fees	For	For
	7	Announcement of Election of Wayne R Allan to the Management Board	Non-Voting	Non-Voting
	8.01	Elect Nils Andersen to the Supervisory Board	For	For
	8.02	Elect Jack P. de Kreij to the Supervisory Board	For	For
	8.03	Notification of Vacancies to the Supervisory Board	Non-Voting	Non-Voting
	9	Appointment of Auditor	For	For
	10.01	Authority to Issue Shares w/ Preemptive Rights	For	For
	10.02	Authority to Suppress Preemptive Rights	For	For
	11	Authority to Repurchase Shares	For	For
	12	Cancellation of Shares	For	For
	13	Other Business	Non-Voting	Non-Voting
	14	Closing of Meeting	Non-Voting	Non-Voting

BMW AGM: 11/05/2023		Presentation of the adopted Company Financial Statements and the approved Group Financial Statements along with the consolidated Management Report for the Company and the Group as at 31 December 2022 and the report of the Supervisory Board for the financial year 2022.	Non-Voting	Non-Voting
	1			
	2	Resolution on the utilisation of unappropriated profit.	For	For
	3	Resolution on the ratification of the acts of the Board of Management.	For	For
	4	Resolution on the ratification of the acts of the Supervisory Board.		
	4.01	Ratify Norbert Reithofer	For	For

4.02	Ratify Manfred Schoch	For	For
4.03	Ratify Stefan Quandt	For	For
4.04	Ratify Stefan Schmid	For	For
4.05	Ratify Kurt Bock	For	For
4.06	Ratify Christiane Benner	For	For
4.07	Ratify Marc Bitzer	For	For
4.08	Ratify Bernhard Ebner	For	For
4.09	Ratify Rachel Empey	For	For
4.10	Ratify Heinrich Hiesinger	For	For
4.11	Ratify Johann Horn	For	For
4.12	Ratify Susanne Klatten	For	For
4.13	Ratify Jens Köhler	For	For
4.14	Ratify Gerhard Kurz	For	For
4.15	Ratify André Mandl	For	For
4.16	Ratify Dominique Mohabeer	For	For
4.17	Ratify Anke Schäferkordt	For	For
4.18	Ratify Christoph M. Schmidt	For	For
4.19	Ratify Vishal Sikka	For	For
4.20	Ratify Sibylle Wanke	For	For
4.21	Ratify Thomas Wittig	For	For
4.22	Ratify Werner Zierer	For	For
5	Resolution on the approval of the remuneration report.	For	For
6	Election of the auditor.	For	For
7	Election to the Supervisory Board.	For	For
8	Amendments to the Articles of Incorporation concerning virtual general meetings of shareholders.		
8.1	Resolution on the amendment of the Articles of Incorporation to authorise the Board of Management to hold virtual general meetings of shareholders.	For	For
8.2	Resolution on the amendment of the Articles of Incorporation concerning the attendance of the Supervisory Board members in the virtual general meeting of shareholders.	For	For

Thales

AGM: 10/05/2023

1	Approval of the consolidated financial statements for the 2022 financial year	For	For
2	Approval of the Company's financial statements for the 2022 financial year.	For	For
3	Allocation of the parent company's earnings and calculation of the dividend at €2.94 per share for 2022	For	For
4	Approval of the 2022 compensation scheme paid or granted to Mr Patrice Caine, Chairman and Chief Executive Officer and sole Executive Corporate Officer.	For	For
5	Approval of information relating to the 2022 compensation of corporate officers.	For	For
6	Approval of the compensation policy for the Chairman and Chief Executive Officer.	For	For
7	Approval of the compensation policy for the directors.	For	For
8	Authorisation granted to the Board of Directors to allow the Company to trade in its own shares, with a maximum purchase price of €190 per share	For	For
9	Authorisation granted to the Board of Directors for a period of 38 months for the purpose of the free allocation of existing shares, within the limit of 0.96% of the share capital, to employees of the Thales Group.	For	For

	10	Authorisation granted to the Board of Directors for a period of 38 months for the purpose of the free allocation of existing shares, within the limit of 0.04% of the share capital, to the Chairman and Chief Executive Officer, sole Executive Corporate Officer.	For	For
	11	Authorisation granted to the Board of Directors to cancel shares acquired as part of share buyback program.	For	For
	12	Powers to carry out formalities.	For	For
	13	Appointment of Ms Marianna Nitsch as an “External director”.	For	For
3M AGM: 09/05/2023	1	To elect 10 members to the Board of Directors, each for a term of one year.		
	1.a	Thomas “Tony” K. Brown	For	For
	1.b	Anne H. Chow	For	For
	1.c	David B. Dillon	For	For
	1.d	Michael L. Eskew	For	For
	1.e	James R. Fitterling	For	For
	1.f	Amy E. Hood	For	For
	1.g	Suzan Kereere	For	For
	1.h	Gregory R. Page	For	For
	1.i	Pedro J. Pizarro	For	For
	1.j	Michael F. Roman	For	For
	2	To ratify the appointment of PricewaterhouseCoopers LLP as 3M’s independent registered public accounting firm	For	For
	3	Advisory approval of executive compensation.	For	For
	4	Advisory approval on the frequency of advisory votes on executive compensation.	1 Year	1 Year
CIE Automotive AGM: 04/05/2023	1	Examination and approval, as the case may be, of the annual accounts of CIE Automotive, S.A. and directors’ report, and the annual accounts and directors’ report for its consolidated group of companies, corresponding to 2022.	For	For
	2	Approval of the Board of Directors’ management.	For	For
	3	Approval of the proposal for the application of the result corresponding to 2022.	For	For
	4	Examination and approval of the consolidated non-financial information statement of CIE Automotive S.A. and its subsidiaries for 2022.	For	For
	5	To rescind the authorization granted by the General Meeting of Shareholders of April 28, 2022, authorizing the Board of Directors to proceed with the derivative acquisition of treasury shares, directly or through group companies, in accordance with articles 146 and 509 of the Corporate Enterprises Act; reduction of capital stock to redeem treasury shares, delegating to the Board the necessary powers for its execution.	For	For
	6	Ratification and appointment of Abanti Sankaranarayanan as member of the Board of Directors of the Company, as proprietary director.	For	Against
	7	Approval of a new remuneration policy of the Company for the current year and the period 2024-2026.	For	Against
	8	Approval of a new remuneration policy of the Company for the current year and the period 2024-2026.	For	For
	9	Establishment of the maximum amount of the remuneration of the directors in their condition as such for the current year.	For	For

10	Submission of the Annual Report on the Remuneration of the Directors of CIE Automotiva, S.A. to the General Meeting of Shareholders for consultation purposes.	For	Against
11	Delegation of powers for the enforcement of the foregoing resolutions.	For	For
12	Approval of the minutes of the meeting.	For	For

IBM
AGM: 25/04/2023

1	Election of Directors		
1.1	Elect Thomas Burbel	For	For
1.2	Elect David N. Farr	For	For
1.3	Elect Alex Gorsky	For	For
1.4	Elect Michelle Horward	For	For
1.5	Elect Arvind Krishna	For	For
1.6	Elect Andrew N. Liveris	For	For
1.7	Elect F. William McNabb, III	For	For
1.8	Elect Martha E. Pollack	For	For
1.9	Elect Joseph R. Swedish	For	For
1.10	Elect Peter R. Voser	For	For
1.11	Elect Frederick H. Waddell	For	For
1.12	Elect Alfred W. Zollar	For	For
2	Ratification of Auditor	For	For
3	Advisory Vote on Executive Compensation	For	For
4	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year
5	Shareholder Proposal Regarding Independent Chair	Against	For
6	Shareholder Proposal Regarding Lobbying Report	Against	For
7	Shareholder Proposal Regarding Report on Corporate Operations with China	Against	Against
8	Shareholder Proposal Regarding Report on Effectiveness of Workplace Sexual Harassment and Discrimination Policies	Against	Against

Bank of America Corp
AGM: 25/04/2023

1	Election of Directors	For	Split
1.1	Elect Sharon L. Allen	For	For
1.2	Elect José E. Almeida	For	For
1.3	Elect Frank P. Bramble, Sr.	For	For
1.4	Elect Pierre J. P. de Weck	For	For
1.5	Elect Arnold W. Donald	For	For
1.6	Elect Linda P. Hudson	For	For
1.7	Elect Monica C. Lozano	For	For
1.8	Elect Brian T. Moynihan	For	For
1.9	Elect Lionel L. Nowell, III	For	For
1.10	Elect Denise L. Ramos	For	For
1.11	Elect Clayton S. Rose	For	For
1.12	Elect Michael D. White	For	For
1.13	Elect Thomas D. Woods	For	For
1.14	Elect Maria T. Zuber	For	Against
2	Advisory Vote on Executive Compensation	For	Against
3	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year
4	Ratification of Auditor	For	For
5	Amendment to the Bank of America Corp Equity Plan	For	For
6	Shareholder Proposal Regarding Independent Chair	Against	For

7	Shareholder Proposal Regarding Severance Approval Policy	Against	Against
8	Shareholder Proposal Regarding Report on Absolute GHG Target and Alignment with Paris Agreement	Against	Against
9	Shareholder Proposal Regarding Transition Plan Report for Financing Activities	Against	Against
10	Shareholder Proposal Regarding Fossil Fuel Lending and Underwriting Policy	Against	Against
11	Shareholder Proposal Regarding a Racial Equity Audit	Against	For

BAE Systems

AGM: 04/05/2023

1	That the Annual Report and Accounts for the year ended 31 December 2022 now laid before this meeting be and are hereby received.	For	For
2	THAT the Remuneration Policy section of the Remuneration Report (as set out on pages 190 to 205 of the Annual Report and Accounts for the financial year ended 31 December 2022) be and is hereby approved.	For	For
3	THAT the Annual Statement by the Chair of the Remuneration Committee and the Annual Report on Remuneration (as set out on pages 160 to 189 of the Annual Report and Accounts for the financial year ended 31 December 2022) be and are hereby approved.	For	For
4	THAT the final dividend for the year ended 31 December 2022 of 16.6 pence per ordinary share be and is hereby declared payable on 1 June 2023 to Ordinary Shareholders whose names appeared on the Register of Members at the close of business on 21 April 2023.	For	For
5	THAT Nicholas Anderson be and is hereby re-elected a Director of the Company	For	For
6	THAT Thomas Arseneault be and is hereby re-elected a Director of the Company.	For	For
7	THAT Crystal E Ashby be and is hereby re-elected a Director of the Company.	For	For
8	THAT Dame Elizabeth Corley be and is hereby re-elected a Director of the Company.	For	For
9	THAT Bradley Greve be and is hereby re-elected a Director of the Company.	For	For
10	THAT Jane Griffiths be and is hereby re-elected a Director of the Company.	For	For
11	THAT Christopher Grigg be and is hereby re-elected a Director of the Company.	For	For
12	THAT Ewan Kirk be and is hereby re-elected a Director of the Company	For	For
13	THAT Stephen Pearce be and is hereby re-elected a Director of the Company.	For	For
14	THAT Nicole Piasecki be and is hereby re-elected a Director of the Company.	For	For
15	THAT Charles Woodburn be and is hereby re-elected a Director of the Company.	For	For
16	THAT Cressida Hogg be and is hereby elected a Director of the Company	For	For
17	THAT Lord Sedwill be and is hereby elected a Director of the Company.	For	For
18	THAT Deloitte LLP be and are hereby re-appointed Auditors of the Company to hold office until the next General Meeting at which accounts are laid before the Company.	For	For
19	THAT the Audit Committee of the Board of Directors be and is hereby authorised to agree the remuneration of the Auditors.	For	For

	<p>THAT</p> <p>(i) the Company and those companies which are subsidiaries of the Company at any time during the period for which this resolution has effect be authorised for the purposes of Part 14 of the Companies Act 2006 (the “2006 Act”) during the period from the date of the passing of this resolution to the earlier of the conclusion of the Company’s Annual General Meeting in 2024 or close of business on 30 June 2024:</p> <p>(a) to make political donations to political parties, and/or independent election candidates;</p> <p>(b) to make political donations to political organisations other than political parties; and</p> <p>(c) to incur political expenditure, up to an aggregate amount of £100,000, and the amount authorised under each of paragraphs (a) to (c) shall also be limited to such amount; and</p> <p>(ii) all existing authorisations and approvals relating to political donations or expenditure under Part 14 of the 2006 Act are hereby revoked without prejudice to any donation made or expenditure incurred prior to the date hereof pursuant to such authorisation or approval; and</p> <p>(iii) words and expressions defined for the purpose of the 2006 Act shall have same meaning in this resolution.</p> <p>THAT the rules of the BAE Systems Long-term Incentive Plan 2023 (the “LTIP”), the principal features of which are summarised in the Appendix to this Notice of Annual General Meeting, and a copy of which is produced to the Annual General Meeting and initialled by the Chairman for the purposes of identification, be approved and the Directors be authorised to:</p> <p>(i) adopt the LTIP and do all things appropriate to operate the LTIP, including making such modifications as the Directors consider appropriate to take account of best practice; and</p> <p>(ii) establish further plans based on the LTIP but modified to: (a) permit participation by employees of any joint ventures of the Company who are not eligible to participate in the LTIP; and/or</p> <p>(b) take account of local tax, exchange controls or securities laws in overseas territories, provided that any new issue or treasury shares made available under such further plans are treated as counting against the limits on individual or overall participation in the LTIP.</p> <p>THAT the authority conferred on the Directors by Article 8(B)(i) of the Company’s Articles of Association be renewed for the period ending at the conclusion of the Company’s Annual General Meeting in 2024 or at the close of business on 30 June 2024, whichever is the earlier, and for such period the Section 551 Amount shall be £25,461,446. The authorities in this Resolution apply in substitution for all previous authorities pursuant to Section 551 of the 2006 Act.</p> <p>THAT, subject to the passing of Resolution 22 above, the power conferred on the Directors by Article 8(B)(ii) of the Company’s Articles of Association be renewed for the period referred to in such Resolution and for such period the Section 561 Amount shall be £3,819,598. Such authority shall be in substitution for all previous powers pursuant to Section 561 of the 2006 Act.</p>		
20		For	For
21		For	For
22		For	For
23		For	For

	<p>THAT the Company be and is hereby unconditionally and generally authorised for the purposes of Section 701 of the 2006 Act to make market purchases (as defined in Section 693 of the 2006 Act) of its ordinary shares of 2.5p each in the capital of the Company provided that:</p> <p>(a) the maximum number of shares that may be purchased is 305,567,916;</p> <p>(b) the minimum price which may be paid for each share is 2.5p;</p> <p>(c) the maximum price which may be paid for each share is the higher of (i) 105 per cent of the average of the middle market quotations of the Company's ordinary shares as derived from the London Stock Exchange Daily Official List for the five business days immediately preceding the day on which such share is contracted to be purchased, and (ii) the higher of the price of the last independent trade and the highest current independent bid on the London Stock Exchange;</p> <p>(d) this authority shall expire at the conclusion of the Annual General Meeting of the Company held in 2024 or, if earlier, at the close of business on 30 June 2024 (except in relation to the purchase of shares the contract for which was concluded before the expiry of such authority and which may be executed wholly or partly after such expiry) unless such authority is renewed prior to such time.</p>		
24		For	For
25	THAT a general meeting other than an annual general meeting may be called on not less than 14 clear days' notice.	For	For

NatWest Group
AGM: 25/04/2023

1	Accounts and Reports	For	For
2	Remuneration Report	For	For
3	Final Dividend	For	For
4	Elect Howard J. Davies	For	For
5	Elect Alison Rose-Slade	For	For
6	Elect Katie Murray	For	For
7	Elect Frank E. Dangeard	For	For
8	Elect Roisin Donnelly	For	For
9	Elect Patrick Flynn	For	For
10	Elect Morten Friis	For	For
11	Elect Yasmin Jetha	For	For
12	Elect Stuart Lewis	For	For
13	Elect Mark Seligman	For	For
14	Elect Lena Wilson	For	For
15	Appointment of Auditor	For	For
16	Authority to Set Auditor's Fees	For	For
17	Authority to Issue Shares w/ Preemptive Rights	For	For
18	Authority to Issue Shares w/o Preemptive Rights	For	For
19	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	For	For
20	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	For	For

Atlas Copco AB
AGM: 27/04/2023

1	Opening of the Meeting and election of Chair	For	For
2	Preparation and approval of voting list	For	For
3	Approval of agenda	For	Against
4	Election of one or two persons to approve the minutes	For	Abstain

5	Determination whether the Meeting has been properly convened	For	For
6	Presentation of the Annual Report and the Auditor's Report as well as the Consolidated Annual Report and the Consolidated Auditor's Report	Non-Voting	Non-Voting
7	The President & CEO's speech and questions from Shareholders to the Board of Directors and the Management	Non-Voting	Non-Voting
8	Decisions regarding approval of the Profit and Loss Account and the Balance Sheet and the Consolidated Profit and Loss Account and the Consolidated Balance Sheet	For	For
8.01	discharge from liability of the Board members and the President & CEO.	For	For
8.02	the allocation of the Company's profit according to the approved Balance Sheet	For	For
8.03	record dates for dividend	For	For
8.04	Determination of the number of		
9	Board members and deputy members, and	For	For
9.01	auditors and deputy auditors or registered auditing company	For	For
9.02	Election of		
10	Board members, re-election,		
10.01	Board members, re-election,		
10.01.01	Johan Forssell	For	Against
10.01.02	Heléne Mellquist	For	For
10.01.03	Anna Ohlsson-Leijon	For	Against
10.01.04	Mats Rahmström	For	For
10.01.05	Gordon Riske	For	For
10.01.06	Hans Stråberg	For	For
10.01.07	Peter Wallenberg Jr.	For	For
10.02	Board member, new election Jumana Al-Sibai	For	For
10.03	Chair of the Board, Hans Stråberg	For	For
10.04	Auditors and deputy auditors or registered auditing company	For	For
11	Determining the remuneration		
11.01	in cash or partially in the form of synthetic shares, to the Board of Directors, and the remuneration to its committees, and	For	For
11.02	to the auditors or registered auditing company	For	For
12	The Board's proposals regarding		
12.01	Atlas Copco remuneration report 2022	For	Against
12.02	a performance based personnel option plan for 2023	For	Against
13	The Board's proposal regarding mandates to		
13.01	acquire series A shares related to personnel option plans for 2022 and 2023	For	Against
13.02	acquire series A shares related to remuneration in the form of synthetic shares	For	For
13.03	transfer series A shares related to personnel option plan for 2023	For	Against
13.04	sell series A shares to cover costs related to synthetic shares to Board members	For	For
13.05	sell series A shares to cover costs in relation to the performance based personnel option plans for 2017, 2018, 2019 and 2020	For	For
14	The Board's proposal regarding amendments to the Articles of Association	For	For

Mercedes-Benz Group AG AGM: 03/05/2023	1	Presentation of the adopted annual financial statements, the approved consolidated financial statements, the combined management report for Mercedes-Benz Group AG and the Group and the report of the Supervisory Board for financial year 2022 – without voting.	Non-Voting	Non-Voting
	2	Resolution on the appropriation of distributable profit .	For	For
	3	Resolution on ratification of Board of Management members' actions in financial year 2022.	For	Abstain
	4	Resolution on ratification of Supervisory Board members' actions in financial year 2022.	For	For
	5	Resolution on the appointment of the auditor for the annual financial statements and the auditor for the consolidated financial statements.		
	5.a)	Financial year 2023 including interim financial reports	For	For
	5.b)	Interim financial reports for the financial year 2024 in the period until the Annual General Meeting 2024.	For	For
	5.c)	Financial year 2024 including interim financial reports in the period after the Annual General Meeting 2024.	For	For
	6	Resolution on the election of a member of the Supervisory Board.	For	For
	7	Resolution on remuneration for Supervisory Board members and corresponding amendment of Art. 10 (§ 10) of the Articles of Incorporation.	For	For
	8	Resolution on the approval of the remuneration system for the members of the Board of Management	For	For
	9	Resolution on the approval of the remuneration report for financial year 2022	For	Against
	10	Resolution on the creation of a new Approved Capital 2023 and related amendment to Art. 3(2) (§ 3(2)) of the Articles of Incorporation.	For	For
	11	Resolution to add an authorization to Art. 11 (§ 11) of the Articles of Incorporation for the Board of Management to hold a virtual shareholders' meeting	For	For
	12	Resolution on an amendment to Art. 11a (§ 11a) of the Articles of Incorporation to include a new subsection 3 to enable Supervisory Board members to participate in a virtual Shareholders' Meeting by means of video and audio transmission.	For	For

Air Liquide AGM: 03/05/2023	1	Approval of the Company financial statements for the fiscal year ended December 31, 2022	For	For
	2	Approval of the consolidated financial statements for the fiscal year ended December 31, 2022	For	For
	3	Appropriation of 2022 earnings; setting of the dividend.	For	For
	4	Authorization granted to the Board of Directors for a period of 18 months to allow the Company to trade in its own shares.	For	For
	5	Appointment of Ms Catherine Guillouard as Company Director.	For	For
	6	Appointment of Ms Christina Law as Company Director.	For	For
	7	Appointment of Mr Alexis Perakis-Valat as Company Director.	For	For
	8	Appointment of Mr Michael H. Thaman as Company Director.	For	For
	9	Ratification of the temporary appointment of Ms Monica de Virgiliis as Company Director.	For	For
	10	Statutory Auditors' Special Report on agreements covered by the articles L. 225-38 et seq. of the French Commercial Code.	For	For

11	Approval of the components of the remuneration paid during or awarded in respect of the fiscal year ended December 31, 2022 to Mr Benoît Potier, Chairman and Chief Executive Officer, for the period from January 1, 2022 to May 31, 2022.	For	For
12	Approval of the components of the remuneration paid during or awarded in respect of the fiscal year ended December 31, 2022 to Mr François Jackow, Chief Executive Officer, for the period from June 1, 2022 to December 31, 2022.	For	For
13	Approval of the components of the remuneration paid during or awarded in respect of the fiscal year ended December 31, 2022 to Mr Benoît Potier, Chairman of the Board of Directors, for the period from June 1, 2022 to December 31, 2022.	For	For
14	Approval of information relating to the remuneration of corporate officers stated in article L. 22-10-9-I of the French Commercial Code	For	For
15	Approval of the remuneration policy for the Chief Executive Officer.	For	For
16	Approval of the remuneration policy for the Chairman of the Board of Directors.	For	For
17	Approval of the remuneration policy applicable to Directors.	For	For
18	Authorization granted to the Board of Directors for a period of 24 months to reduce the share capital by cancellation of treasury shares	For	For
19	Delegation of authority granted to the Board of Directors for a period of 26 months to increase the share capital via the issuance of ordinary shares or marketable securities giving access, immediately and/or in the future, to the Company's share capital with retention of preferential subscription rights for Shareholders for a maximum nominal amount of 470 million euros.	For	For
20	Authorization granted to the Board of Directors for a period of 26 months to increase, in the event of oversubscription, the issuance amount of shares or marketable securities.	For	For
21	Delegation of authority granted to the Board of Directors for a period of 26 months to perform share capital increases, with cancellation of preferential subscription rights, reserved for members of a company or group savings plan.	For	For
22	Delegation of authority granted to the Board of Directors for a period of 18 months to perform share capital increases, with cancellation of preferential subscription rights, reserved for a category of beneficiaries.	For	For
23	Powers for formalities.	For	For

ACS

AGM: 04/05/2023

1	Approval of the Annual Financial Statements and Directors' Reports for the 2022 financial year, both of the Company and of the consolidated Group of Companies of which ACS, Actividades de Construcción y Servicios, S.A. is the parent company. Allocation of profit/loss.		
1.1	Approval of the Annual Financial Statements and Directors' Reports for the 2022 financial year, both of the Company and of the Group of which is the parent company.	For	For
1.2	Approval of the proposal for the allocation of profit/loss corresponding to the financial year 2022.	For	For
2	Approval of the Consolidated Non-Financial Information Statement for financial year 2022.	For	For
3	Approval of the performance of the Board of Directors during financial year 2022.	For	For

4	Establishment of the number of members of the Board of Directors. Re-election and appointment of directors.		
4.1	Establishment of the number of members of the Board at fifteen.	For	For
4.2	Re-election as director of Mr. Florentino Pérez Rodríguez, with the category of executive director.	For	For
4.3	Re-election as director of Mr. José Luis del Valle Pérez, with the category of executive director.	For	For
4.4	Re-election as director of Mr. Antonio Botella García, with the category of independent director.	For	For
4.5	Re-election as director of Mr. Emilio García Gallego, with the category of independent director.	For	For
4.6	Re-election as director of Mrs. Catalina Miñarro Brugarolas, with the category of independent director.	For	For
4.7	Re-election as director of Mr. Pedro José López Jiménez, with the category of another external director.	For	For
4.8	Re-election as director of Mrs. María Soledad Pérez Rodríguez, with the category of proprietary director.	For	For
4.9	Appointment as director of Mrs. Lourdes Máiz Carro with the category of independent director.	For	For
4.10	Appointment as director of Mrs. Lourdes Fraguas Gadea with the category of independent director.	For	For
5	Directors' remuneration.		
5.1	Annual report on directors' remuneration corresponding to financial year 2022, to be submitted to a consultative vote.	For	For
5.2	Approval of the policy on remuneration for the Board of Directors.	For	For
6	Authorization to the Board of Directors for the establishment of a Plan for the delivery of fully paid shares and stock options.	For	Against
7	Appointment of auditors for the Company and for the Group.	For	For
8	Capital increase charged fully to reserves and authorization of a capital reduction in order to amortize treasury shares.	For	For
9	Authorization to buy back treasury shares and for a capital reduction in order to amortize treasury shares.	For	For
10	Delegation of powers for the entering into and signing of agreements.	For	For

UPS

AGM: 04/05/2023

1	Director Elections		
1.01	Elect Carol B. Tomé	For	For
1.02	Elect Rodney C. Adkins	For	For
1.03	Elect Eva C. Boratto	For	For
1.04	Elect Michael J. Burns	For	For
1.05	Elect Wayne M. Hewett	For	For
1.06	Elect Angela Hwang	For	For
1.07	Elect Kate E. Johnson	For	For
1.08	Elect William R. Johnson	For	For
1.09	Elect Franck J. Moison	For	For
1.10	Elect Christiana Smith Shi	For	For
1.11	Elect Russell Stokes	For	For
1.12	Elect Kevin M. Warsh	For	For
2	Advisory Vote to Approve Named Executive Officer Compensation	For	For
3	Advisory Vote on the Frequency of Future Advisory Votes to Approve Named Executive Officer Compensation	For	For
4	Ratification of Auditors	For	For

5	Shareowner Proposal to Reduce the Voting Power of Class A Stock from 10 Votes Per Share to One Vote Per Share	Against	For
6	Shareowner Proposal Requesting the Adoption of Independently Verified Science-Based Greenhouse Gas Emissions Reduction Targets in Line with the Paris Climate Agreement.	Against	Against
7	Shareowner Proposal Requesting the Board Prepare a Report on Integrating GHG Emissions Reductions Targets into Executive Compensation.	Against	Against
8	Shareowner Proposal Requesting the Board Prepare a Report on How the Company is Addressing the Impact of its Climate Change Strategy on Relevant Stakeholders Consistent with the “Just Transition” Guidelines	Against	For
9	Shareowner Proposal Requesting the Board Prepare a Report on Risks or Costs Caused by State Policies Restricting Reproductive Rights	Against	Against
10	Shareowner Proposal Requesting the Board Prepare a Report on the Impact of the Company’s DE&I Policies on Civil Rights, Non-Discrimination and Returns to Merit, and the Company’s Business.	Against	Against
11	Shareowner Proposal Requesting the Board Prepare an Annual Report on Diversity and Inclusion	Against	For

Deutsche Post

AGM: 04/05/2023

1	Presentation of the adopted annual financial statements and approved consolidated financial statements, of the combined management report for the Company and the Group with the explanatory report on information in accordance with Sections 289a and 315a of the German Commercial Code (Handelsgesetzbuch, HGB) and of the report by the Supervisory Board for fiscal year 2022.	Non-Voting	Non-Voting
2	Appropriation of available net retained profit.	For	For
3	Approval of the actions of the members of the Board of Management.	For	For
4	Approval of the actions of the members of the Supervisory Board.		For
5	Elections to the Supervisory Board.		
5.a)	Dr. Katrin Suder	For	For
5.b)	Dr. Mario Daberkow	For	For
6	Resolution on the authorization to purchase own shares pursuant to section 71 (1) number 8 of the AktG and on the use of own shares as well as on the exclusion of subscription rights.	For	For
7	Authorization to use derivatives to purchase own shares.	For	For
8	Approval of the remuneration report.		
9	Amendments to the Articles of Association		
9.a)	Location of the Annual General Meeting	For	For
9.b)	Virtual Annual General Meeting	For	For
9.c)	Participation of Supervisory Board Members at the Annual General Meeting.	For	For

Schneider Electric

AGM: 04/05/2023

1	Approval of statutory financial statements for the 2022 fiscal year.	For	For
2	Approval of consolidated financial statements for the 2022 fiscal year.	For	For
3	Appropriation of profit for the fiscal year and setting the dividend.	For	For

4	Approval of regulated agreements governed by Article L. 225-38 et seq. of the French Commercial Code.	For	For
5	Approval of the information on the Directors' and the Corporate Officer's compensation paid or granted for the fiscal year ending December 31, 2022 mentioned in Article L. 22-10-9 of the French Commercial Code.	For	For
6	Approval of the components of the total compensation and benefits of all types paid during the 2022 fiscal year or awarded in respect of the said fiscal year to Mr. Jean-Pascal Tricoire.	For	Against
7	Approval of the compensation policy for the Chairman & Chief Executive Officer, Mr. Jean-Pascal Tricoire, for the period from January 1 to May 3, 2023.	For	For
8	Approval of the compensation policy for the Chief Executive Officer, Mr. Peter Herweck, for the period from May 4 to December 31, 2023.	For	For
9	Approval of the compensation policy for the Chairman of the Board of Directors, Mr. Jean-Pascal Tricoire, for the period from May 4 to December 31, 2023.	For	For
10	Determination of the total annual compensation of the Directors.	For	For
11	Approval of the Directors' compensation policy.	For	For
12	Renewal of the term of office of Mr. Léo Apotheker.	For	For
13	Renewal of the term of office of Mr. Gregory Spierkel.	For	For
14	Renewal of the term of office of Mr. Lip-Bu Tan.	For	For
15	Appointment of Mr. Abhay Parasnis as a Director.	For	For
16	Appointment of Mrs. Giulia Chierchia as a Director.	For	For
17	Opinion on the Company Climate strategy	For	For
18	Authorization granted to the Board of Directors to buy back Company shares.	For	For
19	Delegation of authority to the Board of Directors to increase the capital by issuing ordinary shares or securities giving access to share capital of the Company with shareholders' preferential subscription right.	For	For
20	Delegation of authority to the Board of Directors to increase the capital by issuing ordinary shares or securities giving access to share capital of the Company without shareholders' preferential subscription right through a public offering other than those referred to in Article L. 411-2 1° of the French Monetary and Financial Code.	For	For
21	Delegation of authority to the Board of Directors to increase the capital by issuing ordinary shares or securities giving access to share capital of the Company without shareholders' preferential subscription right through an offering in accordance with Article L. 411-2 1° of the French Monetary and Financial Code.	For	For
22	Delegation of authority to the Board of Directors to increase the number of shares to be issued in the event of a capital increase with or without shareholders' preferential subscription right.	For	For
23	Delegation of authority to the Board of Directors to increase the capital by issuing ordinary shares or securities giving access to share capital of the Company without shareholders' preferential subscription right in consideration for contributions in kind to the Company.	For	For
24	Delegation of authority to the Board of Directors to increase the capital by capitalizing additional paid-in capital, reserves, earnings or other.	For	For

	25	Delegation of authority to the Board of Directors to undertake capital increases reserved for participants in a company savings plan without shareholders' preferential subscription right.	For	For
	26	Delegation of authority to the Board of Directors to undertake capital increases reserved for employees of certain non-French subsidiaries of the Group, directly or via entities acting to offer those employees benefits comparable to those offered to participants in a company savings plan without shareholders' preferential subscription right	For	For
	27	Authorization to the Board of Directors to cancel shares of the Company bought back by the Company under the share buyback programs.	For	For
	28	Powers for formalities.	For	For
ING Groep AGM: 24/04/2023	1	Opening and Announcements	Non-Voting	Non-Voting
	2.1	Presentation of Management Board Report	Non-Voting	Non-Voting
	2.2	Presentation of Supervisory Board Report	Non-Voting	Non-Voting
	2.3	Remuneration Report	For	For
	2.4	Accounts and Reports	For	For
	3.1	Dividend Policy	Non-Voting	Non-Voting
	3.2	Allocation of Dividends	For	For
	4.1	Ratification of Management Board Acts	For	For
	4.2	Ratification of Supervisory Board Acts	For	For
	5	Appointment of Auditor	For	For
	6	Elect Tanate Phutrakul to the Management Board	For	For
	7.1	Elect Alexandra Reich to the Supervisory Board	For	For
	7.2	Elect Karl Guha to the Supervisory Board	For	For
	7.3	Elect Herna Verhagen to the Supervisory Board	For	For
	7.4	Elect Mike Rees to the Supervisory Board	For	For
	8.1	Authority to Issue Shares w/ Preemptive Rights	For	For
	8.2	Authority to Issue Shares w/ or w/o Preemptive Rights	For	For
	9	Authority to Repurchase Shares	For	For
	10	Cancellation of Shares/Authorities to Issue Shares	For	For
Altri SGPS AGM: 28/04/2023	1	Discuss and decide on the financial statements for the year 2022, including the separate and consolidated accounts and respective annexes, the Corporate Governance Report (which includes the Remuneration Report), the Integrated Report (which includes the Management Report and the Non-Financial Information Report), and other corporate information and supervisory and audit documents;	For	For
	2	Decide on the proposed appropriation of the net profit for the year ended 31st of December 2022 and, additionally, on the distribution of dividends, in cash and in kind;	For	For
	3	Assess the management and audit of the Company in accordance with article 455 of the Portuguese Companies Code;	For	For
	4	Decide to amend the wording of article 22, number 1 and eliminate numbers 2 and 3 of the same article of the Articles of Association of the Company;	For	Against
	5	Decide the election of the members of the Board of the General Meeting, the Board of Directors, the Supervisory Board and the Remuneration Committee for the new three-year term 2023-2025;	For	Against

6	Vote for the Statutory Auditor for the new three-year term 2023-2025;	For	For
7	Decide on the Remuneration Policy of the Statutory Governing Bodies;	For	Against
8	Deliberate on the granting of authorisation to the Board of Directors for the acquisition and sale of treasury shares to the legal limit of 10%;	For	For
9	Deliberate on the granting of authorisation to the Board of Directors for the acquisition and sale of own bonds to the legal limit of 10%.	For	For

Adobe Inc.
AGM: 20/04/2023

1	Election of Directors		
1.1	Elect Amy L. Banse	For	For
1.2	Elect Brett Biggs	For	For
1.3	Elect Melanie Boulden	For	For
1.4	Elect Frank A. Calderoni	For	For
1.5	Elect Laura B. Desmond	For	For
1.6	Elect Shantanu Narayen	For	For
1.7	Elect Spencer Neumann	For	For
1.8	Elect Kathleen Oberg	For	For
1.9	Elect Dheeraj Pandey	For	For
1.10	Elect David A. Ricks	For	For
1.11	Elect Daniel Rosensweig	For	For
1,12	Elect John E. Warnock	For	For
2	Amendment to the 2019 Equity Incentive Plan	For	For
3	Ratification of Auditor	For	For
4	Advisory Vote on Executive Compensation	For	For
5	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year
6	Shareholder Proposal Regarding Report on Hiring Practices for People With Arrest Records	Against	Against

Kering

AGM: 27/04/2023

1	Approval of the parent company financial statements for the year ended December 31, 2022.	For	For
2	Approval of the consolidated financial statements for the year ended December 31, 2022.	For	For
3	Appropriation of net income for 2022 and setting of the dividend.	For	For
4	Approval of the information referred to in Article L. 22-10-9, I of the French Commercial Code relating to remuneration paid during or awarded for the year ended December 31, 2022 to corporate officers.	For	For
5	Approval of the fixed, variable and exceptional components of total remuneration and benefits in kind paid during or awarded for the year ended December 31, 2022 to François-Henri Pinault, Chairman and Chief Executive Officer.	For	Against
6	Approval of the fixed, variable and exceptional components of total remuneration and benefits in kind paid during or awarded for the year ended December 31, 2022 to Jean-François Palus, Group Managing Director.	For	Against
7	Approval of the remuneration policy for executive corporate officers.	For	Against
8	Approval of the remuneration policy for Directors.	For	For
9	Authorization for the Board of Directors to purchase, retain and transfer the Company's shares.	For	For

10	Authorization for the Board of Directors to reduce the share capital by canceling treasury shares purchased or to be purchased as part of a share buyback program.	For	For
11	Delegation of authority to the Board of Directors to issue ordinary shares and/or securities giving access, immediately and/or in the future, to the Company's share capital, with shareholders' pre-emptive subscription rights maintained (only to be used outside of public offering periods).	For	Abstain
12	Delegation of authority to the Board of Directors to decide to increase the share capital through the capitalization of reserves, income or share premiums (only to be used outside of public offering periods).	For	For
13	Delegation of authority to the Board of Directors to issue ordinary shares and/or securities giving access, immediately and/or in the future, to the Company's share capital, with shareholders' pre-emptive subscription rights canceled, via a public offering (other than offerings referred to in Article L. 411-2, 1° of the French Monetary and Financial Code) (only to be used outside of public offering periods).	For	Abstain
14	Delegation of authority to the Board of Managers to issue ordinary shares and/or equity securities giving access to equity securities or entitling their holders to the allotment of debt securities, and/or securities giving access to equity securities to be issued, with shareholders' pre-emptive subscription rights canceled in favor of qualified investors or a restricted group of investors, through a public offering referred to in Article L. 411-2, 1° of the French Monetary and Financial Code (only to be used outside of public offering periods).	For	Abstain
15	Authorization for the Board of Directors to set the issue price of ordinary shares and/or securities giving access to the share capital according to certain terms, up to a limit of 5% of the capital per year, as part of a capital increase with shareholders' pre-emptive subscription rights canceled (only to be used outside of public offering periods).	For	Abstain
16	Delegation of authority to the Board of Directors to increase the number of ordinary shares or securities to be issued as part of a capital increase, with shareholders' pre-emptive subscription rights maintained or canceled, up to a limit of 15% of the amount of the initial issue carried out under the 11th, 13th and 14th resolutions (only to be used outside of public offering periods).	For	Abstain
17	Delegation of powers to the Board of Directors to issue ordinary shares and/or securities giving access to the Company's share capital as payment for transfers in kind made to the Company consisting of equity securities or securities giving access to the Company's share capital, up to a limit of 10% of the share capital (only to be used outside of public offering periods).	For	For
18	Delegation of authority to the Board of Directors to decide to increase the share capital by issuing ordinary shares reserved for employees, former employees and eligible corporate officers who are members of an employee savings plan, with shareholders' pre-emptive subscription rights canceled (only to be used outside of public offering periods).	For	For

		Delegation of authority to the Board of Directors to decide to increase the share capital by issuing ordinary shares reserved for named categories of beneficiaries, with shareholders' pre-emptive subscription rights canceled in their favor (only to be used outside of public offering periods).	For	For
		Powers for formalities	For	For
BASF SE	1	Presentation of the adopted Financial Statements of BASF SE and the approved Consolidated Financial Statements of the BASF Group for the business year 2022; presentation of the Management's Reports of BASF SE and the BASF Group for the business year 2022 including the explanatory reports on the data according to Sections 289a and 315a of the German Commercial Code; presentation of the Report of the Supervisory Board.	Non-Voting	Non-Voting
AGM: 27/04/2023	2	Adoption of a resolution on the appropriation of profit.	For	For
	3	Adoption of a resolution giving formal approval to the actions of the members of the Supervisory Board.	For	For
	4	Adoption of a resolution giving formal approval to the actions of the members of the Board of Executive Directors.	For	For
	5	Appointment of the auditor for the 2023 business year	For	For
	6	Adoption of a resolution approving the Compensation Report in accordance with Section 162 of the German Stock Corporation Act.	For	For
	7	Adoption of a resolution on an addition to Article 17 of the Statutes enabling shareholders to participate in the Shareholders' Meeting and exercise shareholder rights via means of electronic communication.	For	For
	8	Adoption of a resolution on an addition to Article 17 of the Statutes to authorize the Board of Executive Directors to stipulate the Shareholders' Meeting be conducted virtually.	For	For
	9	Adoption of a resolution on an addition to Article 17 of the Statutes to enable Supervisory Board members to participate in the Shareholders' Meeting via video and audio broadcast.	For	Against
CRH, plc	1	To review the Company's affairs and consider the Company's financial statements and the Reports of the Directors (including the Governance Appendix1) and Auditors for the year ended 31 December 2022.	For	For
AGM: 27/04/2023	2	To declare a dividend on the Ordinary Shares.	For	For
	3	To consider the 2022 Directors' Remuneration Report (excluding the 2022 Directors' Remuneration Policy summary section), the full text of which is set out on pages 108 to 132 of the 2022 Annual Report and Form 20-F.	For	For
	4	To re-elect the following Directors:		
	4.1	Mr. R. Boucher	For	For
	4.2	Ms. C. Dowling	For	For
	4.3	Mr. R. Fearon	For	For
	4.4	Mr. J. Karlström	For	For
	4.5	Mr. S. Kelly	For	For
	4.6	Mr. B. Khan	For	For
	4.7	Mr. L. McKay	For	For
	4.8	Mr. A. Manifold	For	For
	4.9	Mr. J. Mintern	For	For
	4.10	Ms. G.L. Platt	For	For

4.11	Ms. M.K. Rhinehart	For	For
4.12	Ms. S. Talbot	For	For
4.13	Ms. C. Verchere	For	For
5	To authorise the Directors to fix the remuneration of the Auditors.	For	For
6	To consider the continuation of Deloitte Ireland LLP as auditors of the Company until the conclusion of the next Annual General Meeting of the Company.	For	For
7	<p>To consider and, if thought fit, to pass as an Ordinary Resolution the following resolution to renew the annual authority to allot unissued share capital of the Company: That, in accordance with the powers, provisions and limitations of Article 11(d) of the Articles of Association of the Company, the Directors be and they are hereby authorised to allot relevant securities (within the meaning of Section 1021 of the Companies Act 2014):</p> <p>(a) up to an aggregate nominal value of €79,426,000; and</p> <p>(b) up to a further aggregate nominal amount of €40,916,000 provided that any Ordinary Shares allotted pursuant to this authority are offered by way of a rights issue or other pre-emptive issue to the holders of Ordinary Shares to the extent permitted by paragraph (b) in Resolution 8 in the Notice of this Meeting.</p> <p>This authority shall expire at the close of business on the earlier of the date of the Annual General Meeting in 2024 or 26 July 2024.</p> <p>To consider and, if thought fit, to pass as a Special Resolution the following resolution to renew the annual authority to disapply statutory pre-emption rights to allow the Directors to allot new shares for cash equivalent to 10% of the issued Ordinary Share capital as at 1 March 2023 and allow the Directors to disapply pre-emption rights in a rights issue or other pre-emptive issue in order to accommodate any regulatory restrictions in certain jurisdictions:</p> <p>That the Directors be and they are hereby empowered to allot equity securities (within the meaning of Section 1023 of the Companies Act 2014) for cash provided that this authority may only be used for:</p> <p>(a) the allotment of equity securities up to a nominal value of €24,068,000 except that this limit shall be reduced by the nominal value of all treasury shares (as defined in Section 1078 of the Companies Act 2014) reissued while this authority remains operable; and/or</p> <p>(b) the allotment of equity securities by way of a rights issue or other pre-emptive issue to the holders of Ordinary Shares in accordance with Article 11(e) of the Articles of Association of the Company on the basis that the reference to a rights issue in Article 11(e) shall include rights issues and other pre-emptive issues.</p> <p>This authority shall expire at the close of business on the earlier of the date of the Annual General Meeting in 2024 or 26 July 2024 save that the Company may before such expiry make an offer or agreement which would or might require equity securities to be allotted after such expiry date and the Directors may allot equity securities in pursuance of such offer or agreement as if such power had not expired.</p>	For	For
8	Companies Act 2014) reissued while this authority remains operable; and/or	For	For

		<p>To consider and, if thought fit, to pass as a Special Resolution the following resolution to renew the annual authority of the Company to purchase up to 10% of the Company's issued Ordinary Share capital: That the Company and/or any of its subsidiaries be and is hereby authorised to make market purchases and overseas market purchases (as defined in Section 1072 of the Companies Act 2014) of Ordinary Shares, at the prices provided for in Article 8A of the Articles of Association of the Company up to a maximum of 10% of the Ordinary Shares in issue at the date of the passing of this Resolution. This authority shall expire at the close of business on the earlier of the date of the Annual General Meeting in 2024 or 26 July 2024. The Company or any subsidiary may, before such expiry, make an offer or agreement which would or might be wholly executed after such expiry and may complete any such contract as if the authority conferred hereby had not expired.</p>	For	For
		<p>To consider and, if thought fit, to pass as a Special Resolution the following resolution to renew the Director's annual authority to reissue Treasury Shares: That the Company be and is hereby authorised to reissue Treasury Shares (as defined in Section 1078 of the Companies Act 2014), in the manner provided for in Article 8B of the Articles of Association of the Company. This authority shall expire at the close of business on the earlier of the date of the Annual General Meeting in 2024 or 26 July 2024.</p>	For	For
Anglo American PLC AGM: 26/04/2023	1	To receive the financial statements of the Company and the Group and the reports of the directors and auditors for the year ended 31 December 2022.	For	For
	2	To declare a final dividend of 74 US cents per ordinary share payable on 28 April 2023 to those shareholders registered at the close of business on 17 March 2023.	For	For
	3	To elect Magali Anderson as a director of the Company.	For	For
	4	To re-elect Stuart Chambers as a director of the Company.	For	For
	5	To re-elect Duncan Wanblad as a director of the Company.	For	For
	6	To re-elect Stephen Pearce as a director of the Company.	For	For
	7	To re-elect Ian Ashby as a director of the Company.	For	For
	8	To re-elect Marcelo Bastos as a director of the Company.	For	For
	9	To re-elect Hilary Maxson as a director of the Company.	For	For
	10	To re-elect Hixonia Nyasulu as a director of the Company.	For	For
	11	To re-elect Nonkululeko Nyembezi as a director of the Company.	For	For
	12	To re-elect Ian Tyler as a director of the Company.	For	For
	13	To re-appoint PricewaterhouseCoopers LLP as auditor of the Company for the ensuing year.	For	For
	14	To authorise the directors to determine the remuneration of the auditor.	For	For
	15	To approve the remuneration policy section of the directors' remuneration report set out in the Integrated Annual Report for the year ended 31 December 2022.	For	For
	16	To approve the implementation report section of the directors' remuneration report set out in the Integrated Annual Report for the year ended 31 December 2022.	For	For

17	<p>To resolve that the directors be generally and unconditionally authorised pursuant to and in accordance with Section 551 of the Companies Act 2006 to exercise all the powers of the Company to allot shares in the Company or grant rights to subscribe for, or to convert any security into, shares of the Company up to a nominal value of \$36.7 million, which represents not more than 5% of the total issued share capital of the Company as at 24 February 2023. This authority shall expire at the earlier of the conclusion of the Annual General Meeting in 2024 or at the close of business on 30 June 2024 (whichever is earlier). Such authority shall be in substitution for all previous authorities pursuant to Section 551 of the Companies Act 2006.</p>	For	For
18	<p>To resolve that subject to the passing of resolution 17 above, the directors be authorised to allot shares wholly for cash pursuant to the authority granted by resolution 17 above and to sell treasury shares wholly for cash, in each case</p> <ul style="list-style-type: none"> –a) in connection with a pre-emptive offer; and b) otherwise than in connection with a pre-emptive offer, up to a nominal value of \$18.3 million, which represents no more than 2.5% of the total issued ordinary share capital of the Company, in issue at 24 February 2023. <p>– as if Section 561(1) of the Companies Act 2006 did not apply to any such allotment. This authority shall expire at the earlier of the conclusion of the Annual General Meeting in 2024 or the close of business on 30 June 2024, but so that the Company may, before such expiry, make offers and enter into agreements which would, or might, require equity securities to be allotted and treasury shares to be sold after the authority given by this resolution has expired and the directors may allot equity securities and sell treasury shares under any such offer or agreement as if the authority had not expired. Such authority shall be in substitution for all previous authorities pursuant to Section 561 of the Companies Act 2006.</p>	For	For

		<p>To resolve that the Company be and is generally and unconditionally authorised for the purpose of Section 701 of the Companies Act 2006 to make market purchases (within the meaning of Section 693 of the Companies Act 2006) of ordinary shares of 5486/91 US cents each in the capital of the Company provided that:</p> <p>a) the maximum number of ordinary shares of 5486/91US cents each in the capital of the Company authorised to be acquired is 200.5 million;</p> <p>b) the minimum price which may be paid for an ordinary share is 5486/91 US cents, which amount shall be exclusive of expenses;</p> <p>c) the maximum price which may be paid for an ordinary share is an amount (exclusive of expenses) equal to the higher of (i) 105% of the average of the middle market quotation for an ordinary share, as derived from the London Stock Exchange Daily Official List, for the five business days immediately preceding the day on which such ordinary share is contracted to be purchased; and (ii) the higher of the price of the last independent trade and the highest current bid on the trading venues where the purchase is carried out; and</p> <p>d) the authority hereby conferred shall expire at the conclusion of the Annual General Meeting of the Company to be held in 2024 (except in relation to the purchase of ordinary shares the contract for which was concluded before the expiry of such authority and which might be executed wholly or partly after such expiry) unless such authority is renewed prior to such time.</p>		
	19		For	For
	20	To resolve that an Annual General Meeting may be called on not less than 14 clear days' notice.	For	For
Aena, S.M.E. AGM: 20/04/2023	1	Examination and approval, if applicable, of the Individual Annual Accounts (balance sheet, profit and loss account, statement of changes in equity, cash flow statement and notes) and the Individual Management Report of the Company for the fiscal year ended 31 December 2022.	For	For
	2	Examination and approval, if applicable, of the Consolidated Annual Accounts (balance sheet, profit and loss account, statement of changes in equity, cash flow statement and notes) and the Consolidated Management Report of the Company and its subsidiaries for the fiscal year ended 31 December 2022.	For	For
	3	Examination and approval, if applicable, of the proposed appropriation of earnings of the Company for the fiscal year ended 31 December 2022.	For	For
	4	Examination and approval, if applicable, of the offsetting of negative results from previous years against voluntary reserves.	For	For
	5	Examination and approval, if applicable, of the Non-Financial Information Statement (EINF) for the year closed at 31 December 2022.	For	For
	6	Examination and approval, if applicable, of the corporate management for the fiscal year ended 31 December 2022.	For	For
	7	Appointment of the external auditor for the fiscal years 2024, 2025 and 2026.	For	For
	8	Composition of the Board of Directors: ratification of appointments by cooption and re-election, and appointment of Directors, as applicable:		

8.1	Ratification of the appointment by co-option and re-election of Ms M ^a del Coriseo González-Izquierdo Revilla as Independent Director.	For	For
8.2	Ratification of the appointment by co-option and re-election of Mr Tomás Varela Muiña as Independent Director.	For	For
8.3	Appointment of Ms M ^a Carmen Corral Escribano as Proprietary Director.	For	For
8.4	Re-election of Ms Angélica Martínez Ortega as Proprietary Director.	For	For
8.5	Re-election of Mr Juan Ignacio Díaz Bidart as Proprietary Director.	For	Against
8.6	Re-election of Ms Pilar Arranz Notario as Proprietary Director.	For	For
8.7	Re-election of Ms Leticia Iglesias Herraiz as Independent Director.	For	For
9	Amendment of the Bylaws:		
9.1	9.1. Amendment of Article 31 (Powers of the Board of Directors).	For	For
9.2	9.2. Amendment of Article 36 (Board of Directors meetings).	For	For
10	Advisory vote of the Annual Report on Directors' Remuneration for the fiscal year 2022.	For	For
11	Voting, on a consultative basis, on the Updated Report of the Climate Action Plan (2022).	For	Abstain
12	Delegation of powers to the Board of Directors to formalise and execute all the resolutions adopted by the Ordinary General Shareholders' Meeting as well as to sub-delegate the powers conferred on it by the Meeting, and to record such resolutions in a notarial instrument and interpret, cure a defect in, complement, develop and register them.	For	For

Dow Inc.
AGM: 13/04/2023

1	Election of the Directors named in the Proxy Statement		
1.01	Elect Samuel R. Allen	For	For
1.02	Elect Gaurdie E. Banister, Jr.	For	For
1.03	Elect Wesley G. Bush	For	For
1.04	Elect Richard K. Davis	For	For
1.05	Elect Jerri L. DeVard	For	For
1.06	Elect Debra L. Dial	For	For
1.07	Elect Jeff M. Fetting	For	For
1.08	Elect James R. Fitterling	For	For
1.09	Elect Jacqueline C. Hinman	For	For
1.10	Elect Luis A. Moreno	For	For
1.11	Elect Jill S. Wyant	For	For
1.12	Elect Daniel W. Yohannes	For	For
2	Advisory Resolution to Approve Executive Compensation	For	For
3	Ratification of the Appointment of Deloitte & Touche LLP as the Company's Independent Registered Public Accounting Firm for 2023	For	For
4	Stockholder Proposal—Independent Board Chairman	Against	For
5	Stockholder Proposal—Single-Use Plastics Report	Against	Against

RELX Plc

1	To receive the Company's financial statements for the year ended 31 December 2022, together with the reports of the Directors and the auditor thereon (together the Annual Report 2022).	For	For
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2	To approve the Directors' Remuneration Policy as set out on pages 136 to 142 (inclusive) of the Annual Report 2022 (the Remuneration Policy).	For	For
3	To approve the Directors' Remuneration Report as set out on pages 121 to 135 (inclusive) of the Annual Report 2022 (excluding the Remuneration Policy on pages 136 to 142 (inclusive)) (the Remuneration Report).	For	For
4	To declare a final dividend for the year ended 31 December 2022 of 38.9p per share on the Company's ordinary shares.	For	For
5	To re-appoint Ernst & Young LLP as auditor of the Company until the next general meeting of the Company at which accounts are laid.	For	For
6	To authorise the Audit Committee of the Board to determine the remuneration of the Company's auditor.	For	For
7	To elect Alistair Cox as a director of the Company.	For	For
8	To re-elect Paul Walker as a director of the Company.	For	For
9	To re-elect June Felix as a director of the Company.	For	For
10	To re-elect Erik Engstrom as a director of the Company.	For	For
11	To re-elect Charlotte Hogg as a director of the Company.	For	For
12	To re-elect Marike van Lier Lels as a director of the Company.	For	For
13	To re-elect Nick Luff as a director of the Company.	For	For
14	To re-elect Robert MacLeod as a director of the Company.	For	For
15	To re-elect Andrew Sukawaty as a director of the Company.	For	For
16	To re-elect Suzanne Wood as a director of the Company.	For	For
17	That the rules of the RELX PLC Long-Term Incentive Plan 2023 (the 2023 LTIP), the principal features of which are summarised in the Appendix to this Notice, be approved and that the directors of the Company be hereby authorised to take such actions as may be necessary to facilitate the implementation of the 2023 LTIP and to be counted in the quorum and to vote as directors on any matter relating to the 2023 LTIP, notwithstanding that they may be interested in the same.	For	For
18	That the rules of the RELX PLC Executive Share Ownership Scheme 2023 (the 2023 ESOS), the principal features of which are summarised in the Appendix to this Notice, be approved and that the directors of the Company be hereby authorised to take such actions as may be necessary to facilitate the implementation of the 2023 ESOS and to be counted in the quorum and to vote as directors on any matter relating to the 2023 ESOS, notwithstanding that they may be interested in the same.	For	For
19	That the rules of the RELX PLC ShareSave Plan 2023 (the 2023 ShareSave), the principal features of which are summarised in the Appendix to this Notice, be approved and that the directors of the Company be hereby authorised to take such actions as may be necessary to facilitate the implementation of the 2023 ShareSave and to be counted in the quorum and to vote as directors on any matter relating to the 2023 ShareSave, notwithstanding that they may be interested in the same.	For	For

20	<p>That the Rules of the RELX PLC Employee Share Purchase Plan 2023 (the ESPP), the principal features of which are summarised in the Appendix to this Notice, be approved and that the directors of the Company be hereby authorised to take such actions as may be necessary to facilitate the implementation of the ESPP and to be counted in the quorum and to vote as directors on any matter relating to the ESPP, notwithstanding that they may be interested in the same.</p> <p>That:</p> <p>(a) the directors are generally and unconditionally authorised pursuant to Section 551 of the Companies Act 2006 (the Act) to:</p> <p>(i) allot shares in the Company, and to grant rights to subscribe for or to convert any security into shares in the Company:</p> <p>(A) up to an aggregate nominal amount of £91,894,027; and</p> <p>(B) comprising equity securities (as defined in the Act) up to an aggregate nominal amount of £183,788,054 (including within such limit any shares issued or rights granted under paragraph (A) above) in connection with an offer by way of a rights issue:</p>	For	For
21	<p>(i) to holders of ordinary shares in proportion (as nearly as may be practicable) to their existing holdings; and</p> <p>(ii) to people who are holders of other equity securities if this is required by the rights of those securities or, if the Directors consider it necessary, as permitted by the rights of those securities,</p> <p>and so that the Directors may impose any limits or restrictions and make any arrangements which they consider necessary or appropriate to deal with treasury shares, fractional entitlements, record dates, legal, regulatory or practical problems in, or under the laws of, any territory or any other matter; for a period expiring (unless previously renewed, varied or revoked by the Company in general meeting) at the end of the next annual</p>	For	For

22	<p>That, subject to the passing of resolution 21 in the Notice of AGM and in place of all existing powers, the Directors are empowered pursuant to Section 570 and Section 573 of the Act to allot equity securities (as defined in the Act) for cash pursuant to the authority conferred by resolution 21 in this Notice, as if Section 561(1) of the Act did not apply to the allotment. This power:</p> <p>(a) expires (unless previously renewed, varied or revoked by the Company in general meeting) at the end of the next annual general meeting of the Company after the date on which this resolution is passed, (or, if earlier, at the close of business on 20 July 2024), but the Company may make an offer or agreement which would or might require equity securities to be allotted after expiry of this power and the Directors may allot equity securities in pursuance of that offer or agreement as if this power had not expired; and</p> <p>(b) shall be limited to the allotment of equity securities in connection with an offer of equity securities (but in the case of the authority granted under resolution 21(a)(i)(B), by way of a rights issue only):</p> <p>(i) to the ordinary shareholders in proportion (as nearly as may be practicable) to their existing holdings; and</p> <p>(ii) to people who hold other equity securities, if this is required by the rights of those securities or, if the Directors consider it necessary, as permitted by the rights of those securities,</p> <p>and so that the Directors may impose any limits or restrictions and make any arrangements which they consider necessary or appropriate to deal with treasury shares, fractional entitlements, record dates, legal, regulatory or practical problems in or under the laws</p>	For	For
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23	<p>That, subject to the passing of resolution 21 in the Notice of AGM, and in addition to any power given to them pursuant to resolution 22 in the Notice, the directors are empowered pursuant to Section 570 and Section 573 of the Act to allot equity securities (as defined in the Act) for cash, pursuant to the authority conferred by resolution 21 in this Notice, as if Section 561(1) of the Act did not apply to the allotment. This power:</p> <p>(a) expires (unless previously renewed, varied or revoked by the Company in general meeting) at the end of the next annual general meeting of the Company after the date on which this resolution is passed (or, if earlier, at the close of business on 20 July 2024), but the Company may make an offer or agreement which would or might require equity securities to be allotted after expiry of this power and the Directors may allot equity securities in pursuance of that offer or agreement as if this power had not expired; and</p> <p>(b) in the case of the authority granted under resolution 21(a)(i)(A) shall be limited to the allotment of equity securities for cash up to an aggregate nominal amount of £13,784,103 and provided that the allotment is for the purposes of financing (or refinancing, if the power is used within six months of the original transaction) a transaction which the Directors determine to be an acquisition or specified capital investment of a kind contemplated by the Statement of Principles on Disapplying Pre-emption Rights most recently published by the Pre-emption Group prior to the date of the Notice.</p> <p>This power applies in relation to a sale of shares which is an allotment of equity securities by virtue of Section 560(3) of the Act as if in the first paragraph of this resolution the words 'pursuant to the authority conferred by resolution 21 in this</p>	For	For
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	<p>That the Company is generally and unconditionally authorised to make market purchases (within the meaning of section 693(4) of the Act) of its ordinary shares of 1451/116p nominal value each in the capital of the Company, such authority to apply until the conclusion of the next annual general meeting of the Company (or, if earlier, until the close of business on 20 July 2024) except in relation to the purchase of ordinary shares the contract for which was concluded before such date and which is executed wholly or partly after such date, unless such authority is renewed prior to such time provided that this authority shall be limited so that:</p> <p>(a) the maximum aggregate number of ordinary shares hereby authorised to be purchased is 193,584,144;</p> <p>(b) the minimum price (exclusive of expenses) which may be paid for each ordinary share is its nominal value; and (c) the maximum price (exclusive of expenses) which may be paid for each ordinary share is the higher of:</p> <p>(i) an amount equal to 105% of the average of the middle market quotations for an ordinary share of the Company, as derived from the London Stock Exchange Daily Official List, for the five business days immediately preceding the day on which the ordinary share is contracted to be purchased; and</p> <p>(ii) an amount equal to the higher of the price of the last independent trade of an ordinary share and the current highest independent bid for an ordinary share on the trading venue where the purchase is carried out.</p>		
24		For	For
25	<p>That a general meeting of the Company, other than an annual general meeting, may be called on not less than 14 clear days' notice.</p>	For	For

Rio Tinto plc

AGM: 06/04/2023

1	Receipt of the 2022 Annual Report	For	For
2	Approval of the Directors' Remuneration Report: Implementation Report	For	For
3	Approval of the Directors' Remuneration Report	For	For
4	Approval of potential termination benefits	For	For
5	To elect Kaisa Hietala as a Director	For	For
6	To re-elect Dominic Barton BBM as a Director	For	For
7	To re-elect Megan Clark AC as a Director	For	For
8	To re-elect Peter Cunningham as a Director	For	For
9	To re-elect Simon Henry as a Director	For	For
10	To re-elect Sam Laidlaw as a Director	For	For
11	To re-elect Simon McKeon AO as a Director	For	For
12	To re-elect Jennifer Nason as a Director	For	For
13	To re-elect Jakob Stausholm as a Director	For	For
14	To re-elect Ngaire Woods CBE as a Director	For	For
15	To re-elect Ben Wyatt as a Director	For	For
16	Re-appointment of auditors	For	For
17	Remuneration of auditors	For	For
18	Authority to make political donations	For	For
19	General authority to allot shares	For	For
20	Disapplication of pre-emption rights	For	For
21	Authority to purchase Rio Tinto plc shares	For	For

22	Notice period for general meetings other than annual general meetings	For	For
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LVMH SE

AGM: 20/04/2023

1	Approval of the parent company financial statements	For	For
2	Approval of the consolidated financial statements	For	For
3	Allocation of net profit – determination of dividend	For	For
4	Approval of related party agreements	For	For
5	Renewal of Delphine Arnault's term of office as Director	For	For
6	Renewal of Antonio Belloni's term of office as Director	For	For
7	Renewal of Marie-Josée Kravis' term of office as Director	For	Against
8	Renewal of Marie-Laure Sauty de Chalon's term of office as Director	For	For
9	Renewal of Natacha Valla's term of office as Director	For	For
10	Appointment of Laurent Mignon as Director	For	Against
11	Renewal of Lord Powell of Bayswater's term of office as Advisory Board member	For	Against
12	Appointment of Diego Della Valle as Advisory Board member	For	Against
13	Approval of the information on the compensation of executive officers referred to in section I of Article L.22-10-9 of the French Commercial Code	For	Against
14	Approval of the items of compensation paid during fiscal year 2022 and awarded in respect of that year to the Chairman and Chief Executive Officer, Bernard Arnault	For	Against
15	Approval of the items of compensation paid during fiscal year 2022 and awarded in respect of that year to the Group Managing Director, Antonio Belloni	For	Against
16	Approval of the compensation policy applicable to Directors	For	For
17	Approval of the compensation policy in respect of the Chairman and Chief Executive Officer	For	Against
18	Approval of the compensation policy in respect of the Group Managing Director	For	Against
19	Authorization to be granted to the Board of Directors, for a period of 18 months, to trade in the Company's shares for a maximum purchase price of 1,200 euros per share, thus a maximum cumulative amount of 60.4 billion euros	For	For
20	Authorization to be granted to the Board of Directors, for a period of 18 months, to reduce the share capital by canceling shares held by the Company subsequent to a repurchase of its own shares	For	For
21	Delegation of authority to be granted to the Board of Directors, for a period of 26 months, to increase the share capital through the capitalization of profits, reserves, additional paid-in capital or other items	For	For
22	Delegation of authority to be granted to the Board of Directors, for a period of 26 months, to issue ordinary shares and/or equity securities giving access to other equity securities or that confer rights to the allocation of debt securities, and/or securities giving access to equity securities to be issued, with preferential subscription rights	For	For

23	Delegation of authority to be granted to the Board of Directors, for a period of 26 months, to issue, by means of a public offering (not covered by section 1 of Article L.411-2 of the French Monetary and Financial Code (Code monétaire et financier)), ordinary shares and/or equity securities giving access to other equity securities or that confer rights to the allocation of debt securities, and/or securities giving access to equity securities to be issued, with the removal of preferential subscription rights and the option to grant priority rights.	For	Against
24	Delegation of authority to be granted to the Board of Directors, for a period of 26 months, to issue ordinary shares and/or equity securities giving access to other equity securities or that confer rights to the allocation of debt securities, and/or securities giving access to equity securities to be issued, with the removal of preferential subscription rights, to qualified investors or a select group of investors	For	Against
25	Delegation of authority to be granted to the Board of Directors, for a period of 26 months, to raise the number of securities to be issued in connection with capital increases, either with or without preferential subscription rights for shareholders, by exercising overallotment options in the event that the securities on offer are oversubscribed	For	Against
26	Delegation of authority to be granted to the Board of Directors, for a period of 26 months, to issue ordinary shares and/or equity securities giving access to other equity securities or that confer rights to the allocation of debt securities in consideration for securities tendered to any public exchange offer initiated by the Company	For	Against
27	Delegation of authority to be granted to the Board of Directors, for a period of 26 months, to issue, up to a maximum of 10% of share capital, ordinary shares and/or equity securities giving access to other equity securities of the Company or that confer rights to the allocation of debt securities in consideration for the contributions in kind to the Company of equity securities or other securities giving access to the share	For	Against
28	Authorization to be granted to the Board of Directors, for a period of 26 months, to grant subscription options without preferential subscription rights for shareholders or share purchase options to employees and/or senior executive officers of the Company and related entities, up to a maximum of 1% of the share capital	For	Against
29	Delegation of authority to be granted to the Board of Directors, for a period of 26 months, to issue shares and/or securities giving access to the Company's share capital without preferential subscription rights for shareholders, reserved for members of the Group's company savings plans (PEEs), up to a maximum of 1% of the share capital	For	For
30	Determination of the overall limit for capital increases to be carried out immediately or at a future date pursuant to delegations of authority	For	For
Hermès International AGM: 20/04/2023			
1	Approval of the parent company financial statements.	For	For
2	Approval of the consolidated financial statements.	For	For
3	Executive Management discharge.	For	For

4	Allocation of net income – Distribution of an ordinary dividend.	For	For
5	Approval of related-party agreements.	For	For
6	Authorisation granted to the Executive Management to trade in the Company's shares.	For	For
7	Approval of the information referred to in I of Article L. 22-10-9 of the French Commercial Code (Code de commerce) with regard to compensation for the financial year ended 31 December 2022, for all Corporate Officers (global ex-post vote).	For	Against
8	Approval of total compensation and benefits of all kinds paid during or awarded in respect of the financial year ended 31 December 2022 to Mr Axel Dumas, Executive Chairman (individual ex-post vote).	For	Against
9	Approval of total compensation and benefits of all kinds paid during or awarded in respect of the financial year ended 31 December 2022 to the company Émile Hermès SAS, Executive Chairman (individual ex-post vote).	For	Against
10	Approval of total compensation and benefits of all kinds paid during or awarded in respect of the financial year ended 31 December 2022 to Mr Éric de Seynes, Chairman of the Supervisory Board (individual ex-post vote).	For	For
11	Approval of the compensation policy for the Executive Chairmen (ex-ante vote).	For	Against
12	Setting of the total annual amount of compensation attributable to the members of the Supervisory Board – Approval of the compensation policy for the members of the Supervisory Board (ex-ante vote).	For	For
13	Re-election of Ms Dorothée Altmayer as Supervisory Board member for a term of three years.	For	For
14	Re-election of Ms Monique Cohen as Supervisory Board member for a term of three years.	For	For
15	Re-election of Mr Renaud Momméja as Supervisory Board member for a term of three years.	For	For
16	Re-election of Mr Éric de Seynes as Supervisory Board member for a term of three years.	For	For
17	Renewal of the term as Principal Statutory Auditor of PricewaterhouseCoopers Audit for a period of six financial years.	For	For
18	Renewal of the term as Principal Statutory Auditor of Grant Thornton Audit for a period of six financial years.	For	For
19	Authorisation to be granted to the Executive Management to reduce the share capital by cancellation of all or part of the treasury shares held by the Company (Article L. 22-10-62 of the French Commercial Code (Code de commerce)) – General cancellation programme.	For	For
20	Delegation of authority to the Executive Management to increase the share capital by incorporation of reserves, profits and/or premiums and free allocation of shares and/or increase in the par value of existing shares.	For	For
21	Delegation of authority to be granted to the Executive Management to decide on the issue of shares and/or any other securities giving access to the share capital with preemptive subscription rights maintained.	For	For

22	Delegation of authority to be granted to the Executive Management to decide on the issue of shares and/or any other securities giving access to the share capital, with preemptive subscription rights cancelled, but with the option to establish a priority period, by offer to the public (other than that referred to in Article L. 411 -2, 1° of the French Monetary and Financial Code (Code monétaire et financier)).	For	Against
23	Delegation of authority to be granted to the Executive Management to decide to increase the share capital by issuing shares and/or securities giving access to the share capital, reserved for members of a company or group savings plan, with preemptive subscription rights cancelled.	For	For
24	Delegation of authority to be granted to the Executive Management to decide on the issue of shares and/or any other securities giving access to the share capital, with preemptive rights cancelled, by a public offering to a restricted circle of investors or qualified investors (private placement) referred to in Article L. 411-2, 1° of the French Monetary and Financial Code (Code monétaire et financier).	For	Against
25	Delegation of authority to be granted to the Executive Management to decide on the issue of shares and/or any other securities giving access to the share capital, with preemptive subscription rights cancelled, in order to compensate contributions in kind granted to the Company relating to equity securities or securities giving access to the share capital.	For	Against
26	Delegation of authority to be granted to the Executive Management to decide on one or more operation(s) involving a merger by absorption, spin-off or partial contribution of assets subject to the spin-off regime (Article L. 236-9, II of the French Commercial Code (Code de commerce)).	For	Against
27	Delegation of authority to be granted to the Executive Management to decide on a capital increase by issuing shares in the event of use of the delegation of authority granted to the Executive Management to decide on one or more operation(s) involving a merger by absorption, spin-off or partial contribution of assets subject to the spin-off regime (Article L. 236-9, II of the French Commercial Code (Code de commerce)).	For	Against
28	Authorisation to be given to Executive Management to grant free existing shares.	For	Against
29	Delegation of authority to carry out the formalities related to the General Meeting.	For	For
Telefonica			
AGM: 30/03/2023			
1.1	Accounts and Reports	For	For
1.2	Report on Non-Financial Information	For	For
1.3	Ratification of Board Acts	For	For
2	Allocation of Profits/Dividends	For	For
3	Appointment of Auditor	For	For
4	Cancellation of Shares	For	For
5	Special Dividend	For	For
6	Authority to Repurchase and Reissue Shares	For	For
7	Remuneration Policy	For	For
8	Authorisation of Legal Formalities	For	For
9	Remuneration Report	For	For

Nokia AGM: 04/04/2023	1	Opening of Meeting	Non-Voting	Non-Voting
	2	Calling the Meeting to Order	Non-Voting	Non-Voting
	3	Minutes	Non-Voting	Non-Voting
	4	Compliance with the Rules of Convocation	Non-Voting	Non-Voting
	5	Voting List	Non-Voting	Non-Voting
	6	Presentation of Accounts and Reports	Non-Voting	Non-Voting
	7	Accounts and Reports	For	For
	8	Allocation of Profits / Dividends	For	For
	9	Ratification of Board and CEO Acts	For	For
	10	Remuneration Report	For	For
	11	Directors' Fees	For	For
	12	Board Size	For	For
	13	Election of Directors		
	13.1	Elect Sari Baldauf	For	For
	13.2	Elect Thomas Dannenfeldt	For	For
	13.3	Elect Lisa A. Hook	For	For
	13.4	Elect Jeannette Horan	For	For
	13.5	Elect Thomas Saueressig	For	For
	13.6	Elect Soren Skou	For	For
	13.7	Elect Carla Smits-Nusteling	For	For
	13.8	Elect Kai Oistamo	For	For
	13.9	Elect Timo Ahopelto	For	For
	13.10	Elect Elizabeth Crain	For	For
	14	Authority to Set Auditor's Fees	For	For
	15	Appointment of Auditor	For	For
	16	Authority to Repurchase Shares	For	For
	17	Authority to Issue Shares w/ or w/o Preemptive Rights	For	For

Unicredit AGM: 31/03/2023	1	Accounts and Reports	For	For
	2	Allocation of Profits/Dividends	For	For
	3	Elimination of Negative Reserves	For	For
	5	Authority to Repurchase Shares	For	For
	7	Remuneration Policy	For	For
	8	Remuneration Report	For	For
	9	2023 Group Incentive System	For	For
	10	Amendment of Maximum Variable Pay Ratio	For	For
	11	Board Size	For	For
	1	Authority to Issue Shares to Implement 2017-2019 Long-Term Incentive Plan	For	For
	2	Authority to Issue Shares to Implement 2022 Group Incentive System	For	For
	3	Cancellation of Shares	For	For

Banco Santander AGM: 30/03/2023	1.1	Accounts and Reports	For	For
	1.2	Report on Non-Financial Information	For	For
	1.3	Ratification of Board Acts	For	For
	2	Allocation of Profits/Dividends	For	For
	3.1	Board Size	For	For
	3.2	Ratify Co-Option and Elect Héctor Grisi Checa	For	For
	3.3	Ratify Co-Option and Elect Glenn H. Hutchins	For	For

3.4	Elect Pamela Ann Walkden	For	For
3.5	Elect Ana Patricia Botín-Sanz de Sautuola y O'Shea	For	For
3.6	Elect Sol Daurella Comadrán	For	For
3.7	Elect Gina Lorenza Díez Barroso Azcárraga	For	For
3.8	Elect Homaira Akbari	For	For
4	Appointment of Auditor	For	For
5.1	Authority to Cancel Treasury Shares (Buy-Back Programme)	For	For
5.2	Authority to Cancel Treasury Shares	For	For
5.3	Authority to Repurchase and Reissue Shares	For	For
5.4	Authority to Issue Convertible Debt Instruments	For	For
6.1	Remuneration Policy	For	For
6.2	Directors' Fees	For	For
6.3	Maximum Variable Pay Ratio	For	For
6.4	Deferred Multiyear Objectives Variable Remuneration Plan	For	For
6.5	Buy-Out Policy	For	For
6.6	Remuneration Report	For	For
7	Authorisation of Legal Formalities	For	For

Caixabank
AGM: 30/03/2023

1	Accounts and Reports	For	For
2	Report on Non-Financial Information	For	For
3	Ratification of Board Acts	For	For
4	Allocation of Profits/Dividends	For	For
5	Appointment of Auditor	For	For
6.1	Elect Gonzalo Gortázar Rotaeché	For	For
6.2	Elect Cristina Garmendia Mendizábal	For	For
6.3	Elect María Amparo Moraleda Martínez	For	For
6.4	Elect Peter Loscher	For	For
7	Amendments to Remuneration Policy	For	For
8	Directors' Fees	For	For
9	Authority to issue Shares Pursuant to Equity Remuneration Plan	For	For
10	Maximum Variable Pay Ratio	For	For
11	Authorisation of Legal Formalities	For	For
12	Remuneration Report	For	For

Bankinter
AGM: 23/03/2023

1	Accounts and Reports	For	For
2	Report on Non-Financial Information	For	For
3	Ratification of Board Acts	For	For
4	Allocation of Profits/Dividends	For	For
5	Appointment of Auditor	For	For
6.1	Elect Maria Dolores Dancausa Trevino	For	For
6.2	Elect María Teresa Pulido Mendoza	For	For
6.3	Elect María Luisa Jordá Castro	For	For
6.4	Elect Álvaro Álvarez-Alonso Plaza	For	For
6.5	Board Size	For	For
7	Creation of Capitalisation Reserve	For	For
8.1	Authority to Transfer Shares Pursuant to Annual Variable Plan	For	For
8.2	Maximum Variable Pay Ratio	For	For
9	Authorisation of Legal Formalities	For	For
10	Remuneration Report	For	For

11	Presentation of Report on Amendments to Board of Directors Regulations	Non-Voting	Non-Voting
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Airbus SE
AGM: 19/04/2023

1	Adoption of the audited accounts for the financial year 2022	For	For
2	Approval of the result allocation and distribution	For	For
3	Release from liability of the Non-Executive Members of the Board of Directors	For	For
4	Release from liability of the Executive Member of the Board of Directors	For	For
5	Renewal of the appointment of Ernst & Young Accountants LLP as auditor for the financial year 2023	For	For
6	Approval, as an advisory vote, of the implementation of the remuneration policy for the financial year 2022	For	Against
7	Renewal of the appointment of Mr Ralph D. Crosby, Jr. as Non-Executive Member of the Board of Directors for a term of three years	For	For
8	Renewal of the appointment of Mr Mark Dunkerley as Non-Executive Member of the Board of Directors for a term of three years	For	For
9	Renewal of the appointment of Mr Stephan Gemkow as Non-Executive Member of the Board of Directors for a term of three years	For	For
10	Appointment of Mr Antony Wood as Non-Executive Member of the Board of Directors for a term of three years in replacement of Lord Paul Drayson who resigned on the date of the Annual General Meeting held in 2022	For	For
11	Delegation to the Board of Directors of powers to issue shares, to grant rights to subscribe for shares and to limit or exclude preferential subscription rights of existing shareholders for the purpose of Employee Share Ownership Plans and share-related Long-Term Incentive Plans	For	For
12	Delegation to the Board of Directors of powers to issue shares, to grant rights to subscribe for shares and to limit or exclude preferential subscription rights of existing shareholders for the purpose of funding (or any other corporate purpose) the Company and its group companies	For	For
13	Renewal of the authorisation for the Board of Directors to repurchase up to 10% of the Company's issued share capital	For	For
14	Cancellation of shares repurchased by the Company	For	For

The Boeing Co
AGM: 18/04/2023

1	Election of the 13 director nominees named in this proxy statement	For	For
2	Advisory vote on named executive officer compensation	For	For
3	Advisory vote on the frequency of future advisory votes on named executive officer compensation	For	For
4	Approval of The Boeing Company 2023 Incentive Stock Plan	For	For
5	Ratification of the appointment of Deloitte & Touche LLP as Boeing's independent auditors for 2023	For	For
6	Shareholder Proposal – China Report	Against	Against
7	Shareholder Proposal – Report on Lobbying Activities	Against	For
8	Shareholder Proposal — Report on Climate Lobbying	Against	For
9	Shareholder Proposal — Pay Equity Disclosure	Against	For

Stellantis N.V.
AGM: 13/04/2023

2	Annual Report 2022		
2.c.	Remuneration Report 2022 excluding pre-merger legacy matters (advisory voting)	For	Against

2.d.	Remuneration Report 2022 on the pre-merger legacy matters (advisory voting)	For	Against
2.e.	Adoption of the Annual Accounts 2022	For	For
2.f.	Approval of 2022 dividend	For	For
2.g.	Granting of discharge to the directors in respect of the performance of their duties during the financial year 2022	For	Abstain
3	Proposal to appoint Mr. Benoît Ribadeau-Dumas as Non-Executive Director	For	For
4	Appointment of the Independent Auditor(s)		
4.a.	Proposal to appoint Ernst & Young Accountants LLP as the Company's independent auditor for the financial year 2023	For	For
4.b.	Proposal to appoint Deloitte Accountants B.V. as the Company's independent auditor for the financial year 2024	For	For
5	Proposal to amend paragraph 6 of the Remuneration Policy for the Board of Directors	For	For
6	Delegation to the Board of Directors of the authority to issue shares in the capital		
6.a.	of the Company and to limit or to exclude pre-emptive rights Proposal to designate the Board of Directors as the corporate body authorized to issue common shares and to grant rights to subscribe for common shares as provided for in article 7 of the Company's articles of association	For	For
6.b.	Proposal to designate the Board of Directors as the corporate body authorized to limit or to exclude pre-emption rights for common shares as provided for in article 8 of the Company's articles of association	For	For
7	Proposal to authorize the Board of Directors to acquire fully paid-up common shares in the Company's own share capital in accordance with article 9 of the Company's articles of association	For	For
8	Proposal to cancel common shares held by the Company in its own share capital as specified in article 10 of the Company's articles of association	For	For

VINCI SA
AGM: 13/04/2023

1	Approval of the 2022 consolidated financial statements	For	For
2	Approval of the 2022 parent company financial statements	For	For
3	Appropriation of the parent company's net income for the 2022 financial year and payment of dividends	For	For
4	Renewal of the appointment of Ms Caroline Grégoire Sainte Marie as Director for a period of four years	For	For
5	Appointment of Mr Carlos Aguilar as Director for a period of four years	For	For
6	Appointment of Ms Annette Messemer as Director for a period of four years	For	For
7	Appointment of a director representing employee shareholders - Dominique Muller	Undetermined	For
8	Appointment of a director representing employee shareholders - Agnès Daney de Marcillac	Undetermined	Against
9	Appointment of a director representing employee shareholders - Ronald Kouwenhoven	Undetermined	Against
10	Renewal of the delegation of powers to the Board of Directors in view of the purchase by the Company of its own shares	For	For
11	Approval of the remuneration policy for members of the Board of Directors	For	For

12	Approval of the remuneration policy for certain executive company officers and particularly Mr Xavier Huillard, Chairman and Chief Executive Officer	For	For
13	Approval of the report on remuneration	For	
14	Approval of the fixed, variable and exceptional elements of total remuneration and all kinds of benefits paid in 2022 or granted with respect to 2022 to Mr Xavier Huillard, Chairman and Chief Executive Officer	For	Against
15	Renewal of the authorisation granted to the Board of Directors in view of the reduction of the share capital through cancellation of VINCI shares held in treasury	For	For
16	Delegation of authority to the Board of Directors to increase the share capital through the capitalisation of reserves, retained earnings or share premiums	For	For
17	Delegation of authority to the Board of Directors to issue any shares, equity securities giving access to other equity securities or conferring an entitlement to an allotment of debt securities and other securities giving access to equity securities to be issued by the Company and/or by its subsidiaries, with shareholders' preferential subscription rights maintained	For	For
18	Delegation of authority to the Board of Directors to issue all debt securities giving access to equity securities to be issued by the Company and/or its subsidiaries or to existing equity securities of one of the Company's subsidiaries or affiliates, with preferential subscription rights cancelled and through a public offering other than those covered by Article L.411-2(1) of the French Monetary and Financial Code	For	For
19	Delegation of authority to the Board of Directors to issue all debt securities giving access to equity securities to be issued by the Company and/or its subsidiaries or to existing equity securities of one of the Company's subsidiaries or affiliates, with preferential subscription rights cancelled and through a public offering covered by Article L.411-2(1) of the French Monetary and Financial Code	For	For
20	Authorisation of the Board of Directors to increase the number of securities to be issued in the event of surplus applications	For	For
21	Delegation of powers to the Board of Directors to issue, with preferential subscription rights cancelled, any shares, equity securities giving access to other equity securities or conferring an entitlement to an allotment of debt securities and other securities giving access to equity securities to be issued by the Company, up to 10% of the share capital, in order to pay for contributions in kind of securities to the Company	For	For
22	Delegation of authority to the Board of Directors to carry out share capital increases reserved for employees of the Company and VINCI Group companies in the context of savings plans, with preferential subscription rights cancelled	For	For
23	Delegation of authority to the Board of Directors to make capital increases reserved for a category of beneficiaries in order to offer the employees of certain foreign subsidiaries benefits comparable with those offered to employees subscribing directly or indirectly via a company mutual fund in the context of a savings plan, with preferential subscription rights cancelled	For	For

24	Grant of authorisation to the Board of Directors to allot, free of charge, existing shares in the Company to employees of the Company and of certain related companies or groups	For	For
25	Powers to carry out formalities.	For	For

ABB Ltd

AGM: 23/03/2023

1	Approval of the management report, the consolidated financial statements and the annual financial statements for 2022	For	For
2	Consultative vote on the Compensation Report 2022	For	For
3	Discharge of the Board of Directors and the persons entrusted with management	For	For
4	Appropriation of earnings	For	For
5	Amendments to the Articles of Incorporation		
5.1	Shares and Capital Structure	For	For
5.2	Restrictions on Registration	For	For
5.3	General Meeting of Shareholders	For	For
5.3	Virtual General Meeting of Shareholders	For	For
5.5	Board of Directors and Compensation	For	For
6	Capital Band	For	For
7	Binding votes on the compensation of the Board of Directors and the Executive Committee		
7.1	Binding vote on the maximum aggregate amount of compensation of the Board of Directors for the next term of office, i. e. from the Annual General Meeting 2023 to the Annual General Meeting 2024	For	For
7.2	Binding vote on the maximum aggregate amount of compensation of the Executive Committee for the following financial year, i. e. 2024	For	For
8	Elections to the Board of Directors and election of the Chairman of the Board of Directors		
8.1	Elect Gunnar Brock	For	For
8.2	Elect David E. Constable	For	For
8.3	Elect Frederico Fleury Curado	For	For
8.4	Elect Lars Förberg	For	For
8.5	Elect Denise C. Johnson	For	For
8.6	Elect Jennifer Xin-Zhe Li	For	For
8.7	Elect Geraldine Matchett	For	For
8.8	Elect David Meline	For	For
8.9	Elect Jacob Wallenberg	For	For
8.10	Elect Peter R. Voser as Board Chair	For	For
9	Elections to the Compensation Committee		
9.1	Elect David E. Constable as Compensation Committee Member	For	For
9.2	Elect Frederico Fleury Curado as Compensation Committee Member	For	For
9.3	Elect Jennifer Xin-Zhe Li as Compensation Committee Member	For	For
10	Election of the independent proxy	For	For
11	Election of the auditors	For	For

Infineon Technologies

1	Submission of the approved Separate Financial Statements of Infineon Technologies AG and the approved Consolidated Financial Statements, both as of 30 September 2022, and of the Combined Management Report of Infineon Technologies AG and the Infineon Group and the Report of the Supervisory Board for the 2022 fiscal year	Non-Voting	Non-Voting
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AGM: 16/02/2023	2	Utilization of unappropriated profit	For	For
	3	Approval of the acts of the members of the Management Board	For	For
	4	Approval of the acts of the members of the Supervisory Board	For	For
		Appointment of the Company and Group auditor for the 2023 fiscal year and of the auditor for the review of the Half-Year Financial		
	5	Report as well as for the possible review of other quarterly financial reports for the 2023 fiscal year	For	For
	6	Elections to the Supervisory Board	For	For
	7	Revocation of an existing authorization and grant of a new authorization to acquire and use own shares	For	For
	8	Revocation of an existing authorization and grant of a new authorization to acquire own shares using derivatives	For	For
	9	Amendments to the Articles of Association		
	9.01	Place of the Annual General Meeting	For	For
	9.02	Authorization to conduct a virtual Annual General Meeting	For	For
	9.03	Virtual participation of members of the Supervisory Board	For	Against
	10	Remuneration System for the members of the Management Board	For	For
	14	Approval of the Remuneration Report	For	For
Siemens AG AGM: 09/02/2023	1	To receive and consider the adopted Annual Financial Statements of Siemens AG and the approved Consolidated Financial Statements of the Siemens Group, together with the Combined Management Report of Siemens AG and the Siemens Group as of September 30, 2022, as well as the Report of the Supervisory Board for fiscal year 2022	Non-Voting	Non-Voting
	2	To resolve on the appropriation of the net income	For	For
	3	To ratify the acts of the members of the Managing Board	For	For
	4	To ratify the acts of the members of the Supervisory Board	For	For
	5	To resolve on the appointment of independent auditors for the audit of the Annual Financial Statements and the Consolidated Financial Statements and for the review of the Half-year Financial Report	For	For
	6	To resolve on the approval of the Compensation Report	For	For
	7	To resolve on the election of members to the Supervisory Board	For	For
	8	To resolve on an addition to Section 18 of the Articles of Association authorizing the Managing Board to allow for a virtual shareholders' meeting to be held	For	For
	9	To resolve on an addition to Section 19 of the Articles of Association enabling members of the Supervisory Board to attend the shareholders' meeting by means of audio and video transmission	For	For
	10	To resolve on amending Section 4 of the Articles of Association in relation to the recording of shares in the share register to adapt to a new act	For	For
Compass Group AGM: 09/02/2023	1	To receive and adopt the Directors' Annual Report and Accounts and the Auditor's Report thereon for the financial year ended 30 September 2022.	For	For
	2	To receive and adopt the Directors' Remuneration Report contained within the Annual Report and Accounts for the financial year ended 30 September 2022.	For	For
	3	To declare a final dividend of 22.1 pence per ordinary share in respect of the financial year ended 30 September 2022.	For	For
	4	To re-elect Ian Meakins as a director of the Company.	For	For

5	To re-elect Dominic Blakemore as a director of the Company.	For	For
6	To re-elect Palmer Brown as a director of the Company.	For	For
7	To re-elect Gary Green as a director of the Company.	For	For
8	To re-elect Carol Arrowsmith as a director of the Company.	For	For
9	To re-elect Stefan Bomhard as a director of the Company.	For	For
10	To re-elect John Bryant as a director of the Company.	For	For
11	To re-elect Arlene Isaacs-Lowe as a director of the Company.	For	For
12	To re-elect Anne-Francoise Nesmes as a director of the Company.	For	For
13	To re-elect Sundar Raman as a director of the Company.	For	For
14	To re-elect Nelson Silva as a director of the Company.	For	For
15	To re-elect Ireena Vittal as a director of the Company.	For	For
16	To reappoint KPMG LLP as the Company's auditor until the conclusion of the next Annual General Meeting of the Company.	For	For
17	To authorise the Audit Committee to agree the auditor's remuneration	For	For
	TO authorise the Company and any company which is, or becomes, a subsidiary of the Company during the period to which this Resolution relates, to:		
	make donations to political parties or independent election candidates;		
	18.2 make donations to political organisations other than political parties; and		
18	18.3 incur political expenditure, during the period commencing on the date of this Resolution and ending on the date of the Company's next Annual General Meeting, provided that any such donations and expenditure made by the Company, or by any such subsidiary, shall not exceed £100,000 per company and, together with those made by any such subsidiary and the Company, shall not exceed in aggregate £100,000	For	For
	Directors' authority to allot shares: 19.1 To renew the power conferred on the directors by article 12 of the Company's articles of association for a period expiring at the end of the next Annual General Meeting of the Company after the date on which this Resolution is passed or, if earlier, at close of business on 8 May 2024; and for that period the section 551 amount shall be £64,719,850.		
	19.2 In addition, the section 551 amount shall be increased by £64,719,850 for a period expiring at the end of the next Annual General Meeting of the Company after the date on which this Resolution is passed, provided that		
19	the directors' power in respect of such latter amount shall only be used in connection with a rights issue:	For	For
	19.2.1 to holders of ordinary shares in proportion (as nearly as may be practicable) to their existing holdings; and		
	19.2.2 to holders of other equity securities as required by the rights of those securities or as the directors otherwise consider necessary, and that the directors may impose any limits or restrictions and make any arrangements which they consider necessary to deal with fractional entitlements, legal or practical problems under the laws of, or the requirements of, any relevant regulatory body or stock exchange, any territory, or any		

20	<p>To authorise the directors, subject to the passing of Resolution 19, and in accordance with the power conferred on the directors by article 13 of the Company's articles of association, to allot equity securities (as defined in the Companies Act 2006) for cash under the authority given by that Resolution and/or to sell ordinary shares held by the Company as treasury shares for cash as if section 561 of the Companies Act 2006 did not apply to any such allotment or sale, such authority to be limited:</p> <p>20.1 to allotments for rights issues and other pre-emptive issues; and</p> <p>20.2 to the allotment of equity securities or sale of treasury shares (otherwise than under paragraph 20.1 above) up to a nominal amount of £9,708,530 being not more than 5% of the issued ordinary share capital (excluding treasury shares) of the Company as at 30 November 2022, being the last practicable date prior to the publication of this Notice, such authority to expire at the end of the next Annual General Meeting of the Company, or, if earlier, at the close of business on 8 May 2024, but in each case, prior to the expiry the Company may make offers, and enter into agreements, which would, or might, require equity securities to be allotted (and treasury shares to be sold) after the authority expires and the directors may allot equity securities (and sell treasury shares) under any such offer or agreement as if the authority had not expired.</p>	For	For
21	<p>To authorise the directors, subject to the passing of Resolution 19 and in accordance with the power conferred on the directors by article 13 of the Company's articles of association and in addition to any authority granted under Resolution 20 to allot equity securities (as defined in the Companies Act 2006) for cash under the authority given by that Resolution and/or to sell ordinary shares held by the Company as treasury shares for cash as if section 561 of the Companies Act 2006 did not apply to any such allotment or sale, such authority to be:</p> <p>21.1 limited to the allotment of equity shares or sale of treasury shares up to a nominal amount of £9,708,530 being not more than 5% of the issued ordinary share capital (excluding treasury shares) of the Company as at 30 November 2022, being the last practicable date prior to the publication of this Notice;</p> <p>21.2 used only for the purposes of financing (or refinancing, if the authority is to be used within six months after the original transaction) a transaction which the directors determine to be an acquisition or other capital investment of a kind contemplated by the Statement of Principles on Disapplying Pre-Emption Rights published in 2015 by the Pre-Emption Group, such authority to expire at the end of the next Annual General Meeting of the Company or, if earlier, at close of business on 8 May 2024, but in each case, prior to its expiry the Company may make offers, and enter into agreements, which would, or might require equity securities to be allotted (and treasury shares to be sold) after the authority expires and the directors may allot equity securities (and sell treasury shares) under any such offer or agreement as if the authority had not expired.</p>	For	For

	<p>To generally and unconditionally authorise the Company, pursuant to and in accordance with section 701 of the Companies Act 2006, to make market purchases (within the meaning of section 693(4) of that Act) of ordinary shares of 111</p> <p>/</p> <p>20 pence each in the capital of the Company subject to the following conditions:</p> <p>22.1 the maximum aggregate number of ordinary shares hereby authorised to be purchased is 175,720,000;</p> <p>22.2 the minimum price (excluding expenses) which may be paid for each ordinary share is 111</p> <p>/</p> <p>20 pence;</p> <p>22.3 the maximum price (excluding expenses) which may be paid for each ordinary share in respect of a share contracted to be purchased on any day, does not exceed the higher of (1) an amount equal to 105% of the average of the middle market quotations for an ordinary share as derived from the London Stock Exchange Daily Official List for the five business days immediately preceding the day on which the purchase is made and (2) the higher of the price of the last independent trade and the highest current independent bid for an ordinary share on the trading venue where the purchase is carried out; and</p> <p>22.4 this authority shall expire, unless previously renewed, varied or revoked by the Company, at the conclusion of the next Annual General Meeting of the Company or close of business on 8 August 2024, whichever is the earlier (except in relation to the purchase of ordinary shares).</p>		
22	<p>To authorise the directors to call a general meeting of the Company, other than an Annual General Meeting, on at least 14 clear days' notice, provided that this authority shall expire at the conclusion of the next Annual General Meeting of the Company after the date of the passing of this Resolution.</p>	For	For
23		For	For

Visa Inc.
AGM: 24/01/2023

1	Election of Directors		
1.1	Elect Lloyed A. Carney	For	For
1.2	Elect Kermit R. Crawford	For	For
1.3	Elect Francisco Javier Fernández-Carbajal	For	For
1.4	Elect Alfted F. Kelly, Jr.	For	For
1.5	Elect Ramon L . Laguarta	For	For
1.6	Elect Teri L. List	For	For
1.7	Elect John F. Lundgen	For	For
1.8	Elect Denise M. Morrison	For	For
1.9	Elect Linda Rendle	For	For
1.10	Elect Maynard G. Webb	For	For
2	Advisory Vote on Executive Compensation	For	For
3	Frequency of Advisory Vote on Compensation	1 Year	1 Year
4	To ratify the appointment of KPMG LLP as our independent registered public accounting firm for fiscal year 2023;	For	For
5	Shareholder Proposal Regarding Independent Chair	Against	Abstain

Apple Inc.

1	Election of Directors		
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AGM: 10/03/2023

1.1	Elect James A. Bell	For	For
1.2	Elect Timothy D. Cook	For	For
1.3	Elect Albert A. Gore	For	For
1.4	Elect Alex Gorsky	For	For
1.5	Elect Andrea Jung	For	For
1.6	Elect Arthur D. Levinson	For	For
1.7	Elect Monica C. Lozano	For	For
1.8	Elect Ronald D. Sugar	For	For
1.9	Elect Susan L. Wagner	For	For
2	Ratification of Auditor	For	For
3	Advisory Vote on Executive Compensation	For	For
4	Frequency of Advisory Vote on Compensation	1 Year	1 Year
5	Shareholder Proposal Regarding Civil Rights Audit	Against	Against
6	Shareholder Proposal Regarding Report on Corporate Operations with China	Against	Against
7	Shareholder Proposal Regarding Shareholder Engagement with the Board	Against	Against
8	Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report	Against	Against
9	Shareholder Proposal Regarding Proxy Access Bylaw Amendment	Against	Against

**Samsung
Electronics****AGM: 15/03/2023**

1	Financial Statements and Allocation of Profits/Dividends	For	For
2	Elect HAN Jong Hee	For	For
3	Directors' Fees	For	For

BBVA**AGM: 16/03/2023**

1.1	Accounts and Reports	For	For
1.2	Report on Non-Financial Information	For	For
1.3	Allocation of Profits/Dividends	For	For
1.4	Ratification of Board Acts	For	For
2.1	Elect Raúl Catarino Galamba de Oliveira	For	For
2.2	Elect Lourdes Máiz Carro	For	For
2.3	Elect Ana Leonor Revenga Shanklin	For	For
2.4	Elect Carlos Salazar Lomelín	For	For
2.5	Elect Sonia Dulá	For	For
3.0	Authority to Cancel Treasury Shares and Reduce Capital	For	For
4.0	Remuneration Policy	For	For
5.0	Maximum Variable Pay Ratio	For	For
6.0	Authorisation of Legal Formalities	For	For
7.0	Remuneration Report	For	For

Merck&Co**AGM: 23/05/2023**

1	Election of Directors	For	For
1.1	Elect Wanda M. Austin	For	For
1.2	Elect Robert A. Bradway	For	For
1.3	Elect Michael V. Drake	For	For
1.4	Elect Brian J. Druker	For	For
1.5	Elect Robert A. Eckert	For	For
1.6	Elect Greg C. Garland	For	For
1.7	Elect Charles M. Holley, Jr.	For	For
1.8	Elect S. Omar Ishrak	For	For

1.9	Elect Tyler Jacks	For	For
1.10	Elect Ellen J. Kullman	For	For
1.11	Elect Amy E. Miles	For	For
1.12	Elect Ronald D. Sugar	For	For
1.13	Elect R. Sanders Williams	For	For
2	Advisory Vote on Executive Compensation	For	For
3	Frequency of Advisory Vote on Executive Compensation	1 year	1 year
4	Ratification of Auditor	For	For
5	Shareholder Proposal Regarding Report on Corporate Operations with China	Against	Against
6	Shareholder Proposal Regarding Report on Access to COVID-19 Products	Against	Against
7	Shareholder Proposal Regarding Third-Party Political Expenditures Reporting	Against	Against
8	Shareholder Proposal Regarding Extended Patent Exclusivities and Application for Secondary and Tertiary Patents	Against	Against
9	Shareholder Proposal Regarding Congruency Report of Partnerships with certain Organizations	Against	Against
10	Shareholder Proposal Regarding Independent Chair	Against	For

AMGEN

AGM: 19/05/2023

1	Election of Directors	For	For
1.1	Elect Wanda M. Austin	For	For
1.2	Elect Robert A. Bradway	For	For
1.3	Elect Michael V. Drake	For	For
1.4	Elect Brian J. Druker	For	For
1.5	Elect Robert A. Eckert	For	For
1.6	Elect Greg C. Garland	For	For
1.7	Elect Charles M. Holley, Jr.	For	For
1.8	Elect S. Omar Ishrak	For	For
1.9	Elect Tyler Jacks	For	For
1.10	Elect Ellen J. Kullman	For	For
1.11	Elect Amy E. Miles	For	For
1.12	Elect Ronald D. Sugar	For	For
1.13	Elect R. Sanders Williams	For	For
2	Frequency of Advisory Vote on Executive Compensation	1 year	1 year
3	Advisory Vote on Executive Compensation	For	For
4	Ratification of Auditor	For	For

Johnson&Johnson

AGM: 27/04/2023

1	Election of Directors	For	For
1.1	Elect Ronald E. Blaylock	For	For
1.2	Elect Albert Bourla	For	For
1.3	Elect Susan Desmond-Hellmann	For	For
1.4	Elect Joseph J. Echevarria	For	For
1.5	Elect Scott Gottlieb	For	For
1.6	Elect Helen H. Hobbs	For	For
1.7	Elect Susan Hockfield	For	For
1.8	Elect Dan R. Littman	For	For
1.9	Elect Shantanu Narayen	For	For
1.10	Elect Suzanne Nora Johnson	For	For
1.11	Elect James Quincey	For	For

1.12	Elect James C. Smith	For	For
2	Advisory Vote on Executive Compensation	For	For
3	Frequency of Advisory Vote on Executive Compensation	1 year	1 year
4	Ratification of Auditor	For	For
5	Shareholder Proposal Regarding Adoption of Mandatory Arbitration Bylaw	Against	Abstain
6	Shareholder Proposal Regarding Report on Access to COVID-19 Products	Against	Against
7	Shareholder Proposal Prohibiting Adjustments for Legal and Compliance Costs	Against	For
8	Shareholder Proposal Regarding Extended Patent Exclusivities and Application for Secondary and Tertiary Patents	Against	Against

PFIZER
AGM: 27/04/2023

1	Election of Directors	For	For
1.1	Elect Ronald E. Blaylock	For	For
1.2	Elect Albert Bourla	For	For
1.3	Elect Susan Desmond-Hellmann	For	For
1.4	Elect Joseph J. Echevarria	For	For
1.5	Elect Scott Gottlieb	For	For
1.6	Elect Helen H. Hobbs	For	For
1.7	Elect Susan Hockfield	For	For
1.8	Elect Dan R. Littman	For	For
1.9	Elect Shantanu Narayen	For	For
1.10	Elect Suzanne Nora Johnson	For	For
1.11	Elect James Quincey	For	For
1.12	Elect James C. Smith	For	For
2	Ratification of Auditor	For	For
3	Advisory Vote on Executive Compensation	For	For
4	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year
5	Shareholder Proposal Regarding Severance Approval Policy	Against	Against
6	Shareholder Proposal Regarding Independent Chair	Against	For
7	Shareholder Proposal Regarding Intellectual Property	Against	Against
8	Shareholder Proposal Regarding Extended Patent Exclusivities and Application for Secondary and Tertiary Patents	Against	Against
9	Shareholder Proposal Regarding Report on Political Expenditures and Values Congruency	Against	Against

Coca-Cola
AGM: 25/04/2023

1	Election of Directors		
1.1	Elect Herbert A. Allen, III	For	For
1.2	Elect Marc Bolland	For	For
1.3	Elect Ana Patricia Botín-Sanz de Sautuola y O'Shea	For	For
1.4	Elect Christopher C. Davis	For	For
1.5	Elect Barry Diller	For	For
1.6	Elect Carolyn N. Everson	For	For
1.7	Elect Helene D. Gayle	For	For
1.8	Elect Alexis M. Herman	For	For
1.9	Elect Maria Elena Lagomasino	For	For
1.10	Elect Amity Millhiser	For	For
1.11	Elect James Quincey	For	For
1.12	Elect Caroline J. Tsay	For	For
1.13	Elect David B. Weinberg	For	For
2	Advisory Vote on Executive Compensation	For	For

3	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year
4	Ratification of Auditor	For	For
5	Shareholder Proposal Regarding Racial Equity Audit	Against	Against
6	Shareholder Proposal Regarding Transparency Report on Global Public Policy and Political Influence	Against	Against
7	Shareholder Proposal Regarding Report on Political Expenditures and Values Congruency	Against	Against
8	Shareholder Proposal Regarding Independent Chair	Against	For
9	Shareholder Proposal Regarding Report On Risks From State Policies Restricting Reproductive Healthcare	Against	Against

Merck Kga
AGM: 28/04/2023

1	Presentation of Accounts and Reports		
2	Accounts and Report	For	For
3	Allocation of Dividends	For	For
4	Ratification of Management Board Acts	For	For
5	Ratification of Supervisory Board Acts	For	For
6	Remuneration Report	For	For
7	Authority to Issue Convertible Debt Instruments; Increase in conditional capital	For	For
8	Amendments to Articles	For	For
8.1	Amendments to Articles (Virtual Shareholder Meetings)	For	For
8.2	Amendments to Articles (Virtual Participation of Supervisory Board Members)	For	For

BAYER
AGM: 28/04/2023

1	Presentation of Accounts and Report; Allocation of Dividends	For	For
2	Ratification of Management Board Acts	For	For
3	Ratification of Supervisory Board Acts	For	For
4	Election of Supervisory Board	For	For
4.1	Elect Norbert Winkeljohann	For	For
4.2	Elect Kimberly Lein-Mathisen	For	For
5	Remuneration Report	For	For
6	Amendments to Articles (Virtual AGM)	For	For
7	Amendments to Articles (Virtual AGM Participation of Supervisory Board Members)	For	For
8	Appointment of Auditor	For	For
9	Additional or Amended Shareholder Proposals		Against

RWE
AGM: 04/05/2023

1	Presentation of Accounts and Reports	Non-voting	Non-voting
2	Allocation of Dividends	For	For
3	Ratification of Management Board Acts	For	For
3.1	Ratify Markus Krebber	For	For
3.2	Ratify Michael Müller	For	For
3.3	Ratify Zvezdana Seeger	For	For
4	Ratification of Supervisory Board Acts	For	For
4.1	Ratify Werner Brandt	For	For
4.2	Ratify Ralf Sikorski	For	For
4.3	Ratify Michael Bochinsky	For	For
4.4	Ratify Sandra Bossemeyer	For	For
4.5	Ratify Hans Bünting	For	For
4.6	Ratify Matthias Dürbaum	For	For
4.7	Ratify Ute Gerbaulet	For	For
4.8	Ratify Hans-Peter Keitel	For	For

4.9	Ratify Monika Kircher	For	For
4.10	Ratify Thomas Kufen	For	For
4.11	Ratify Reiner van Limbeck	For	For
4.12	Ratify Harald Louis	For	For
4.13	Ratify Dagmar Paasch	For	For
4.14	Ratify Erhard Schipporeit	For	For
4.15	Ratify Dirk Schumacher	For	For
4.16	Ratify Ullrich Sierau	For	For
4.17	Ratify Hauke Stars	For	For
4.18	Ratify Helle Valentin	For	For
4.19	Ratify Andreas Wagner	For	For
4.20	Ratify Marion Weckes	For	For
5	Appointment of Auditor	For	For
6	Appointment of Auditor for Interim Statements	For	For
7	Remuneration Report	For	For
8	Authority to Repurchase and Reissue Shares	For	For
9	Authority to Issue Convertible Debt Instruments; Increase in conditional capital	For	For
10	Increase in Authorised Capital	For	For
11	Amendments to Articles (Virtual Meeting)	For	For

Philips
AGM: 09/05/2023

1	Opening		
2.1	Dividend Policy		
2.2	Accounts and Reports	For	For
2.3	Allocation of Dividends	For	For
2.4	Remuneration Report	For	For
2.5	Ratification of Management Board Acts	For	Against
2.6	Ratification of Supervisory Board Acts	For	Abstain
3	Elect Abhijit Bhattacharya to the Board of Management	For	For
4.1	Elect David E.I. Pyott to the Supervisory Board	For	For
4.2	Elect Elizabeth Doherty to the Supervisory Board	For	For
5	Appointment of Auditor (FY2024)	For	For
6	Appointment of Auditor (FY2025-2028)	For	For
7.1	Authority to Issue Shares w/ Preemptive Rights	For	For
7.2	Authority to Suppress Preemptive Rights	For	For
8	Authority to Repurchase Shares	For	For
9	Cancellation of Shares	For	For
10	Other Business		

ENEL
AGM: 10/05/2023

1	Accounts and Reports	For	For
2	Allocation of profits and dividends	For	For
3	Authority to Repurchase and Reissue Shares	For	For
4	Board Size	For	For
5	Board Term Length	For	For
6	Election of directors	For	
6.1	List presented by Ministry of Economy and Finance		
6.2	List presented by group of institutional investors representing 1.86% of share capital		For
6.3	List presented by Covalis Capital		
7	Election of Chair of Board	For	
7.1	Elect Paolo Scaroni as Chair of Board		

7.2	Elect Marco Mazzucchelli as Chair of Board		For
8	Directors' Fees	For	For
9	2023 Long-Term Incentive Plan	For	For
10.1	Remuneration Policy	For	For
10.2	Remuneration Report	For	For

ENI

AGM: 10/05/2023

1	Accounts and Reports	For	For
2	Allocation of profits and dividends	For	For
3	Board Size	For	For
4	Board Term Length	For	For
5	Election of directors	For	For
5.1	List presented by Ministry of Economy and Finance		
5.2	List presented by group of institutional investors representing 0.76% of share capital		For
6	Elect Giuseppe Zafarana as Chair of Board	For	For
7	Directors' Fees	For	For
8	Election of Statutory Auditors	For	
8.1	List Presented by Ministry of Economy and Finance		For
8.2	List presented by group of institutional investors representing 0.76% of share capital		
9	Election of Chair of Board of Statutory Auditor	For	For
10	Statutory Auditors' Fees	For	For
11	2023-2025 Long-Term Incentive Plan	For	For
12	Remuneration Policy	For	For
13	Remuneration Report	For	For
14	Authority to Repurchase and Reissue Shares	For	For
15	Use of Reserves (FY2023 Interim dividend)	For	For
16	Reduction of Reserves (FY2023 Interim dividend)	For	For
17	Cancellation of Shares (2022 AGM authority)	For	For
18	Cancellation of Shares (2023 AGM authority)	For	For

REPSOL

AGM: 24/05/2023

1	Accounts and Reports	For	For
2	Allocation of profits and dividends	For	For
3	Report on Non-Financial Information	For	For
4	Ratification of Board Acts	For	For
5	Appointment of Auditor	For	For
6	Special Dividend	For	For
7	First Authority to Cancel Treasury Shares and Reduce Capital	For	For
8	Second Authority to Cancel Treasury Shares and Reduce Capital	For	For
9	Authority to issue debt instruments	For	For
10	Elect Antonio Brufau Niubó	For	For
11	Elect Josu Jon Imaz San Miguel	For	For
12	Elect Arántza Estefanía Larrañaga	For	For
13	Elect Maria Teresa García Milà Lloveras	For	For
14	Elect Henri Philippe Reichstul	For	For
15	Elect John Robinson West	For	For
16	Ratify Co-Option of Manuel Manrique Cecilia	For	For
17	Elect María del Pino Velázquez Medina	For	For
18	Remuneration Report	For	For
19	Remuneration Policy	For	For

20	Share Purchase Plan	For	For
21	Authorization of legal formalities	For	For

ENDESA
AGM: 28/04/2023

1	Accounts	For	For
2	Management Reports	For	For
3	Report on Non-Financial Information	For	For
4	Ratification of Board Acts	For	For
5	Allocation of profits and dividends	For	For
6	Elect Juan Sanchez-Calero Guilarte	For	For
7	Elect Ignacio Garralda Ruiz de Velasco	For	For
8	Elect Francisco de Lacerda	For	For
9	Elect Alberto De Paoli	For	For
10	Remuneration Report	For	For
11	2023-2025 Strategic Incentive	For	For
12.1	Related Party Transactions (Enel Finance International and Endesa)	For	For
12.2	Related Party Transactions (Endesa Group and Gridspertise Iberia)	For	For
12.3	Related Party Transactions (Endesa Group and Enel Green Power)	For	For
12.4	Related Party Transactions (Endesa Group and Enel Group Companies)	For	For
12.5	12.05 Related Party Transactions (Enel X S.R.L and Endesa X Servicios)	For	For
12.6	Related Party Transactions (Endesa X Way, S.L. and companies of the Endesa Group)	For	For
12.7	Related Party Transactions (Endesa Generation SAL and Enel Produzione)	For	For
12.8	Related Party Transactions (Endesa Energia S.A. And Enel Global Trading)	For	For
12.9	Related Party Transactions (Endesa Ingenieria S.L. and E-Distribuzione)	For	For
12.10	Related Party Transactions (Gridspertise S.R.L and Edistribucion Redes Digitales SLU)	For	For
13	Authorization of legal formalities	For	For

Iberdrola
AGM: 28/04/2023

1	Accounts	For	For
2	Management Reports	For	For
3	Report on Non-Financial Information	For	For
4	Ratification of Board Acts	For	For
5	Amendments to Articles (Preamble; Preliminary Title)	For	For
6	Amendments to Articles (Corporate Levels)	For	For
7	Amendments to Articles (Legal Provisions, Governance and Sustainability and Compliance System)	For	For
8	Special Dividend (Engagement Dividend)	For	For
9	Allocation of profits and dividends	For	For
10	First scrip dividend	For	For
11	Second scrip dividend	For	For
12	Authority to cancel treasury shares and reduce capital	For	For
13	Remuneration Report	For	For
14	Long Term incentive plan (2023-2025 strategic bonus)	For	For
15	Elect Maria Helena Antolin Raybaud	For	For
16	Ratify Co-Option of Armando Martínez Martínez	For	For

17	Elect Manuel Moreu Munaiz	For	For
18	Elect Sara de la Rica Goiricelaya	For	For
19	Elect Xabier Sagredo Ormaza	For	For
20	Elect José Ignacio Sánchez Galán	For	For
21	Board Size	For	For
22	Authorization of legal formalities	For	For

Galp Energia
AGM: 03/05/2023

1	Election of Board of the General Meeting	For	For
2	Accounts and Reports; Remuneration Report	For	For
3	Allocation of Profits and Dividends	For	For
4	Ratification of Corporate Bodies' Acts	For	For
5	Election of Directors	For	For
6	Election of Supervisory Council	For	For
7	Appointment of Auditor	For	For
8	Election of Remuneration Committee Members; Remuneration Committee Fees	For	Abstain
9	Remuneration Policy	For	For
10	Amendment to articles (General Meeting)	For	For
11	Transfer of Reserves	For	For
12	Authority to Repurchase and Reissue Shares	For	For
13	Authority to Cancel Treasury Shares and Reduce Capital	For	For

SONAE
AGM: 28/04/2023

1	Accounts and Reports; Remuneration Report	For	For
2	Allocation of Profits and Dividends	For	For
3	Ratification of Board and Supervisory Council Acts	For	For
4	Selection and Evaluation Policy	For	For
5	Amendments to Articles	For	For
6	Election of Corporate Bodies	For	For
7	Appointment of Auditor	For	For
8	Remuneration Committee's Fees	For	For
9	Remuneration Policy	For	For
10	Authority to issue convertible debt instruments	For	For
11	Authority to suppress preemptive rights pursuant to convertible debt issuance	For	For
12	Authority to issue shares pursuant to convertible debt issuance	For	For
13	Authority to Repurchase and Reissue Shares	For	For
14	Authority to Repurchase and Reissue debt instruments	For	For
15	Authority for subsidiaries to Repurchase shares	For	For

Shell
AGM: 23/06/2023

1	Accounts and Reports	For	For
2	Remuneration Policy	For	For
3	Remuneration Report	For	For
4	Elect Wael Sawan	For	For
5	Elect Cyrus Taraporevala	For	For
6	Elect Sir Charles Roxburgh	For	For
7	Elect Leena Srivastava	For	For
8	Elect Sinead Gorman	For	For
9	Elect Dick Boer	For	For
10	Elect Neil A.P. Carson	For	For
11	Elect Ann F. Godbehere	For	For

12	Elect Jane Holl Lute	For	For
13	Elect Catherine J. Hughes	For	For
14	Elect Sir Andrew Mackenzie	For	For
15	Elect Abraham Schot	For	For
16	Appointment of Auditor	For	For
17	Authority to set Auditor's fees	For	For
18	Authority to Issue Shares with Preemptive Rights	For	For
19	Authority to Issue Shares without Preemptive Rights	For	For
20	Authority to Repurchase Shares	For	For
21	Authority to Repurchase Shares (Offmarket)	For	For
22	Authorisation of Political Donations	For	For
23	Adoption of new articles	For	For
24	Performance Share Plan	For	For
25	Approval of Energy Transition Progress	For	For
26	Shareholder Proposal Regarding Scope 3 GHG target and Alignment with Paris Agreement	Against	Against

Reckitt Benckiser
AGM: 03/05/2023

1	Accounts and Reports	For	For
2	Remuneration Report	For	For
3	Final Dividend	For	For
4	Elect Andrew Bonfield	For	For
5	Elect Olivier Bohuon	For	For
6	Elect Jeff Carr	For	For
7	Elect Margherita Della Valle	For	For
8	Elect Nicandro Durante	For	For
9	Elect Mary Harris	For	For
10	Elect Mehmood Khan	For	For
11	Elect Pamela J. Kirby	For	For
12	Elect Christopher A. Sinclair	For	For
13	Elect Elane B. Stock	For	For
14	Elect Alan Stewart	For	For
15	Elect Jeremy Darroch	For	For
16	Elect Tamara Ingram	For	For
17	Appointment of Auditor	For	For
18	Authority to set Auditor's fees	For	For
19	Authorisation of Political Donations	For	For
20	Authority to Issue Shares with Preemptive Rights	For	For
21	Authority to Issue Shares without Preemptive Rights	For	For
22	Authority to Issue Shares without Preemptive Rights (specified capital investment)	For	For
23	Authority to Repurchase Shares	For	For
24	Authority to Set General Meeting Notice Period at 14 days	For	For

Ocado
AGM: 02/05/2023

1	Accounts and Reports	For	For
2	Remuneration Report	For	For
3	Elect Richard Haythornthwaite	For	For
4	Elect Tim Steiner	For	For
5	Elect Stephen Daintith	For	For
6	Elect Neill Abrams	For	For
7	Elect Mark A. Richardson	For	For
8	Elect Luke Jensen	For	For

9	Elect Jörn Rausing	For	For
10	Elect Andrew J. Harrison	For	For
11	Elect Emma Lloyd	For	For
12	Elect Julie Southern	For	For
13	Elect John Martin	For	For
14	Elect Michael Sherman	For	For
15	Elect Nadia Shouraboura	For	For
16	Elect Julia M. Brown	For	For
17	Appointment of Auditor	For	For
18	Authority to set Auditor's fees	For	For
19	Authorisation of Political Donations	For	For
20	Authority to Issue Shares with Preemptive Rights	For	For
21	Authority to Issue Shares with Preemptive Rights (In connection with rights issue only)	For	For
22	Authority to Issue Shares without Preemptive Rights	For	For
23	Authority to Issue Shares without Preemptive Rights (specified capital investment)	For	For
24	Authority to Repurchase Shares	For	For
25	Authority to Set General Meeting Notice Period at 14 days	For	For

AstraZeneca
AGM: 27/04/2023

1	Accounts and Reports	For	For
2	Final Dividend	For	For
3	Appointment of Auditor	For	For
4	Authority to set Auditor's fees	For	For
5.1	Elect Michel Demaré	For	For
5.2	Elect Pascal Soriot	For	For
5.3	Elect Aradhana Sarin	For	For
5.4	Elect Philip Broadley	For	For
5.5	Elect Euan Ashley	For	For
5.6	Elect Deborah DiSanzo	For	For
5.7	Elect Diana Layfield	For	For
5.8	Elect Sherilyn S. McCoy	For	For
5.9	Elect Tony MOK Shu Kam	For	For
5.10	Elect Nazneen Rahman	For	For
5.11	Elect Andreas Rummelt	For	For
5.12	Elect Marcus Wallenberg	For	For
6	Remuneration Report	For	For
7	Authorisation of Political Donations	For	For
8	Authority to Issue Shares with Preemptive Rights	For	For
9	Authority to Issue Shares without Preemptive Rights	For	For
10	Authority to Issue Shares without Preemptive Rights (specified capital investment)	For	For
11	Authority to Repurchase Shares	For	For
12	Authority to Set General Meeting Notice Period at 14 days	For	For
13	Adoption of new articles	For	For

BP
AGM: 27/04/2023

1	Accounts and Reports	For	For
2	Remuneration Report	For	Against
3	Remuneration Policy	For	For
4	Elect Helge Lund	For	For
5	Elect Bernard Looney	For	For

6	Elect Murray Auchincloss	For	For
7	Elect Paula Rosput Reynolds	For	For
8	Elect Melody B. Meyer	For	For
9	Elect Tushar Morzaria	For	For
10	Elect Sir John Sawers	For	For
11	Elect Pamela Daley	For	For
12	Elect Karen A. Richardson	For	For
13	Elect Johannes Teyssen	For	For
14	Elect Amanda J. Blanc	For	For
15	Elect Satish Pai	For	For
16	Elect Hina Nagarajan	For	For
17	Appointment of Auditor	For	For
18	Authority to set Auditor's fees	For	For
19	Authorisation of Political Donations	For	For
20	Authority to Issue Shares with Preemptive Rights	For	For
21	Authority to Issue Shares without Preemptive Rights	For	For
22	Authority to Issue Shares without Preemptive Rights (specified capital investment)	For	For
23	Authority to Repurchase Shares	For	For
24	Authority to Set General Meeting Notice Period at 14 days	For	For
25	Shareholder Proposal Regarding Reporting and Reducing Greenhouse Gas Emissions	Against	Against

L'Oreal
AGM: 21/04/2023

1	Accounts and Reports; Remuneration Report	For	For
2	Consolidated Accounts and Reports	For	For
3	Allocation of Profits and Dividends	For	For
4	Elect Sophie Bellon	For	For
5	Elect Fabienne Dulac	For	Against
6	2023 Directors' Fees	For	For
7	2022 Remuneration Report	For	For
8	2022 Remuneration of Jean Paul Agon, Chair	For	For
9	2022 Remuneration of Nicolas Hieronimus, CEO	For	For
10	2023 Remuneration Policy (board of directors)	For	For
11	2023 Remuneration Policy (Chair)	For	For
12	2023 Remuneration Policy (CEO)	For	For
13	Authority to Repurchase and Reissue Shares	For	For
14	Authority to Issue Shares with Preemptive Rights	For	For
15	Authority to Increase capital through capitalisations	For	For
16	Authority to Increase capital in consideration for contributions in kind	For	For
17	Employee stock purchase plan	For	For
18	Stock purchase plan for overseas employees	For	For
19	Internal Spin-off (Affaires Marché France, Domains d'Excellence and Luxury of Retail)	For	For
20	Internal Spin-off (L'Oreal International Distribution)	For	For
21	Authorisation of Legal Formalities	For	For

Jerónimo Martins
AGM: 20/04/2023

1	Accounts and Reports; Remuneration Report	For	Against
2	Allocation of Profits and Dividends	For	For
3	Ratification of Board and Supervisory Council Acts	For	For
4	Remuneration Policy	For	For

	5	Appointment of Alternate Auditor	For	For
Nestlé AGM: 20/04/2023	1.1	Accounts and Reports	For	For
	1.2	Compensation Report	For	For
	2	Ratification of Board and Management Acts	For	For
	3	Allocation of Dividends	For	For
	4.1	Election of Directors	For	For
	4.1.1	Elect Paul Bulcke	For	For
	4.1.2	Elect Mark Schneider	For	For
	4.1.3	Elect Henri de Castries	For	For
	4.1.4	Elect Renato Fassbind	For	For
	4.1.5	Elect Pablo Isla Álvarez de Tejera	For	For
	4.1.6	Elect Patrick Aebischer	For	For
	4.1.7	Elect Kimberly A. Ross	For	For
	4.1.8	Elect Dick Boer	For	For
	4.1.9	Elect Dinesh C. Paliwal	For	For
	4.1.10	Elect Hanne de Mora	For	For
	4.1.11	Elect Lindiwe Majele Sibanda	For	For
	4.1.12	Elect Chris Leong	For	For
	4.1.13	Elect Luca Maestri	For	For
	4.2.1	Elect Rainer M. Blair	For	For
	4.2.2	Elect Marie-Gabrielle Ineichen-Fleisch	For	For
	4.3	Election of Compensation Committee Members	For	For
	4.3.1	Elect Pablo Isla Álvarez de Tejera as Compensation Committee Member	For	For
	4.3.2	Elect Patrick Aebischer as Compensation Committee Member	For	For
	4.3.3	Elect Dick Boer as Compensation Committee Member	For	For
	4.3.4	Elect Dinesh C. Paliwal as Compensation Committee Member	For	For
	4.4	Appointment of Auditor	For	For
	4.5	Appointment of Independent Proxy	For	For
	5.1	Board Compensation	For	For
	5.2	Executive Compensation	For	For
	6	Cancellation of Shares and Reduction in Share Capital	For	For
	7.1	Amendment to articles (General Meeting)	For	For
	7.2	Amendment to articles	For	For
	8	Additional or Amended Shareholder Proposals		Abstain
Ahold AGM: 12/04/2023	1	Opening		
	2	Presentation of Management Board Report		
	3	Explanation of Policy on Additions to Reserves and Dividends		
	4	Accounts and Reports	For	For
	5	Allocation of Dividends	For	For
	6	Remuneration Report	For	For
	7	Ratification of Management Board Acts	For	For
	8	Ratification of Supervisory Board Acts	For	For
	9	Elect Peter Agnefjall to the Supervisory Board	For	For
	10	Elect Bill McEwan to the Supervisory Board	For	For
	11	Elect Katherine Doyle to the Supervisory Board	For	For
	12	Elect Julia Van der Ploeg to the Supervisory Board	For	For
	13	Elect Frans Muller to the Management Board	For	For

14	Elect JJ Fleeman to the Management Board	For	For
15	Appointment of Auditor	For	For
16	Authority to Issue Shares with Preemptive Rights	For	For
17	Authority to Suppress Preemptive Rights	For	For
18	Authority to Repurchase Shares	For	For
19	Cancellation of Shares	For	For
20	Closing of Meeting		

EDP
AGM: 12/04/2023

1.1	Accounts and Reports	For	For
1.2	Remuneration Report	For	For
1.3	Assessment of 2030 Climate Change Commitment	For	Abstain
2.1	Allocation of Profits	For	For
2.2	Allocation of Dividends	For	For
3	Ratification of Corporate Bodies Acts	For	For
3.1	Ratification of Executive Board Acts	For	For
3.2	Ratification of General and Supervisory Board Acts	For	For
3.3	Ratification of Auditor Acts	For	For
4	Authority to Repurchase and Reissue Shares	For	For
5	Authority to trade in company debt instruments	For	For
6	Authority to Issue Shares with Preemptive Rights	For	For
7	Authority to waive Preemptive Rights	For	For
8	Election of executive board member	For	For

EDP Renováveis
AGM: 04/04/2023

1	Consolidated Accounts and Reports	For	For
2	Allocation of profits and dividends	For	For
3	Capitalisation of Reserves for scrip dividend	For	For
4	Management, Corporate Governance and Remuneration Reports	For	For
5	Report on Non-Financial Information	For	For
6	Ratification of Board Acts	For	For
7	Ratify Co-Option of Cynthia Kay McCall	For	For
8.1	Related Party Transactions (EDPR and EDP)	For	For
8.2	Authority of Legal Formalities (Related Party Transactions)	For	For
9	Amendment to remuneration Policy	For	For
10.1	Amendment to articles (ESG Committee)	For	For
10.2	Amendment to articles (Updated References)	For	For
11	Authority of Legal Formalities	For	For

NATURGY
AGM: 28/03/2023

1	Individual Accounts and Reports	For	For
2	Consolidated Accounts and Reports	For	For
3	Report on Non-Financial Information	For	For
4	Allocation of profits and dividends	For	For
5	Ratification of Board Acts	For	For
6	Remuneration Report	For	Against
7.1	Elect Francisco Reyes Massanet	For	For
7.2	Elect Claudio Santiago Ponsa	For	For
7.3	Elect Pedro Sainz de Baranda Riva	For	Against
7.4	Elect Jose Antonio Torre de Silva López de Letona	For	For
8	Authority to Set General Meeting Notice Period at 15 days	For	Against

9	Presentation of Report on Amendments to Board of Directors Regulations		
10	Authority of Legal Formalities	For	For

Novo Nordisk

AGM: 23/03/2023

1	The Board of Directors' oral report on the Company's activities in the past financial year		
2	Presentation and adoption of the audited Annual Report 2022	For	For
3	Allocation of profits and dividends 2022	For	For
4	Remuneration Report 2022	For	For
5	Approval of the remuneration of the Board of Directors	For	For
5.1	Board of Directors Fees for 2022	For	For
5.2	Board of Directors Fees for 2023	For	For
5.3	Amendment to the Remuneration Policy	For	For
6	Election of members to the Board of Directors:		
6.1	Election of chair	For	For
6.2	Election of vice chair	For	For
6.3	Election of other members to the Board of Directors		
6.3.1	Elect Laurence Debroux	For	For
6.3.2	Elect Andreas Fibig	For	For
6.3.3	Elect Sylvie Grégoire	For	For
6.3.4	Elect Kasim Kutay	For	For
6.3.5	Elect Christina Choi Lai Law	For	For
6.3.6	Elect Martin Mackay	For	Abstain
7	Appointment of auditor	For	For
8	Proposals from the Board of Directors and/or shareholders:		
8.1	Cancellation of Shares	For	For
8.2	Authority to Repurchase Shares	For	For
8.3	Authority to Issue Shares with or without Preemptive Rights	For	For
8.4	Shareholder Proposal Regarding Company's product pricing	Against	Against

Cie de Saint Gobain

AGM: 08/06/2023

1	Approval of the Company's non-consolidated financial statements for 2022.	For	For
2	Approval of the Company's consolidated financial statements for 2022.	For	For
3	Appropriation of income and determination of the dividend.	For	For
4	Renewal of Ms. Dominique Leroy's term of office as a Director	For	For
5	Appointment of Ms. Jana Revedin as a Director.	For	For
6	Approval of the compensation components paid during the 2022 fiscal year, or granted in respect of the same fiscal year, to Mr. Pierre-André de Chalendar, Chairman of the Board of Directors	For	For
7	Approval of the compensation components paid during the 2022 fiscal year, or granted in respect of the same fiscal year, to Mr. Benoit Bazin, Chief Executive Officer.	For	For
8	Approval of the information relating to the corporate officers' and Directors' compensation referred to in L. 22-10-9 I of the French Commercial Code and included in the report of the Board of Directors on corporate governance.	For	For
9	Approval of the compensation policy of the Chairman of the Board of Directors for 2023.	For	Against

10	Approval of the compensation policy of the Chief Executive Officer for 2023.	For	Against
11	Approval of the compensation policy of the Directors for 2023.	For	For
12	Determination of the total annual compensation of the Directors.	For	For
13	Authorization given to the Board of Directors to trade in the Company's shares.	For	For
14	Delegation of authority granted to the Board of Directors to increase the share capital through the issue, with preferential subscription rights, of Company shares or securities giving access to the share capital of the Company or its subsidiaries through the issue of new shares, up to a maximum nominal amount of four hundred and twelve million euros (shares) excluding any adjustment, representing approximately 20% of the share capital, the amounts specified in the fifteenth, sixteenth, seventeenth, eighteenth, and nineteenth resolutions being set off against this limit, and one and half billion euros (securities in the form of debt securities giving access to the share capital of the Company or its subsidiaries), the amounts specified in fifteenth, sixteenth, and seventeenth resolutions for the issuance of securities in the form of debt securities giving access to the share capital of the Company or its Delegation of authority granted to the Board of Directors to issue, without preferential subscription rights but with the possibility of granting a priority period for shareholders, by public offering other than those referred to in Article L. 411-2 of the French Monetary and Financial Code, Company shares or securities giving access to new shares in the Company or its subsidiaries, or new shares in the Company to which entitlement would be granted by securities to be issued, where applicable, by subsidiaries, up to a maximum nominal amount of two hundred and six million euros (shares) excluding any applicable	For	For
15	adjustment, representing approximately 10% of the share capital, the amounts specified in the sixteenth, seventeenth, and eighteenth resolutions being set off against this limit, and one and a half billion euros (securities in the form of debt securities giving access to the share capital of the Company or its subsidiaries), the amounts specified in the sixteenth, and seventeenth resolutions for the issuance of securities in the form of debt securities giving access to the share capital of the Company or its subsidiaries being set off against this limit, the amounts of the share capital increase and the issue of debt securities being set off against the corresponding maximum amounts specified in the	For	For

	Delegation of authority granted to the Board of Directors to issue, without preferential subscription rights, Company shares or securities giving access to new shares in the Company or its subsidiaries, or new shares in the Company to which entitlement would be granted by securities to be issued, where applicable, by subsidiaries, by public offering referred to in 1° of Article L. 411-2 of the French Monetary and Financial		
16	Code, up to a maximum nominal amount of two hundred and six million euros (shares) excluding any applicable adjustment, representing approximately 10% of the share capital, and one and a half billion euros (securities in the form of debt securities giving access to the share capital of the Company or its subsidiaries), the amounts of the share capital increase and the issue of debt securities being set off against the corresponding maximum amounts specified in the Delegation of authority granted to the Board of Directors to increase the number of securities to be issued in the event that the issue, with or without preferential subscription rights, of shares or securities	For	For
17	giving access to the share capital, is oversubscribed, within the legal and regulatory limits (15% of the initial issue at the date of this Meeting) and subject to the limits specified in the resolutions which decided the initial issue. Delegation of authority granted to the Board of Directors to increase, without preferential subscription rights, the share capital by up to a maximum of 10%, excluding any applicable adjustment, in consideration	For	For
18	of contributions in kind consisting of equity securities or securities giving access to the share capital, the amounts of the share capital increase and of the issuance of securities being set off against the limit specified in the fifteenth resolution. Delegation of authority granted to the Board of Directors to increase the share capital through the capitalization of share premiums, reserves, profits, or	For	For
19	other amounts, up to a maximum nominal amount of one hundred and three million euros excluding any applicable adjustment, representing approximately 5% of the share capital, such amount being set off against the limit specified in the fourteenth resolution. Authority granted to the Board of Directors to set, in accordance with the terms determined by the General	For	For
20	Meeting, the issue price by the Company of shares or securities giving access to the share capital, by public offering without preferential subscription rights, up to 10% of the share capital per 12-month period. Delegation of authority granted to the Board of Directors to carry out, without preferential subscription	For	For
21	rights, equity securities issues reserved for the members of the employee savings plans, up to a maximum nominal amount of fifty-two million euros excluding any applicable adjustment, representing approximately 2.5% of the share capital.	For	For

22	Authorization given to the Board of Directors to reduce the share capital by cancelling Company shares representing up to 10% of the capital of the Company per 24-month period.	For	For
23	Amendments to the bylaws relating to the increase of the minimum number of Company shares to be held by Directors.	For	For
24	Powers to carry out formalities.	For	For

EQUINOR
AGM: 10/05/2023

1	Opening of Meeting		
2	Voting List		
3	Election of Presiding Chair	For	For
4	Agenda	For	For
5	Minutes	For	For
6	Accounts and Reports; Allocation of Profits and Dividends	For	For
7	Authority to Distribute Interim Dividends	For	For
8	Shareholder Proposal Regarding Use of Fiberglass in Wind Farms, Commitment to Hydropower Projects and Energy Research	Against	Against
9	Shareholder Proposal Regarding Climate Risk Assessment and Strategy	Against	Against
10	Shareholder Proposal Regarding Stopping Fossil Energy Resource Exploration and Providing Financial Assistance to Ukraine	Against	Against
11	Shareholder Proposal Regarding Developing an Improved Process to Respond to Shareholder Proposals	Against	Against
12	Shareholder Proposal Regarding Barents Sea Exploration	Against	Against
13	Shareholder Proposal Regarding Move from Fossil Fuels to Renewable Energy	Against	Against
14	Shareholder Proposal Regarding Oil and Gas Exploration and Renewable Transformation	Against	Against
15	Corporate Governance Report	For	For
16.1	Remuneration Policy	For	Against
16.2	Remuneration Report	For	For
17	Authority to Set Auditor's Fees	For	For
18	Corporate Assembly Fees	For	For
19	Nomination Committee Fees	For	For
20	Authority to Repurchase Shares (Share Savings Plan)	For	For
21	Cancellation of Shares	For	For
22	Authority to Repurchase Shares	For	For

TOTALENERGIES
AGM: 26/05/2023

1	Accounts and Reports	For	For
2	Consolidated Accounts and Reports	For	For
3	Allocation of Profits/Dividends	For	For
4	Authority to Repurchase and Reissue Shares	For	For
5	Special Auditors Report on Regulated Agreements	For	For
6	Elect Marie-Christine Coisne-Roquette	For	For
7	Elect Mark Cutifani	For	For
8	Elect Dierk Paskert	For	For
9	Elect Anelise Lara	For	For
10	2022 Remuneration Report	For	For
11	2023 Remuneration Policy (Board of Directors)	For	For

12	2022 Remuneration of Patrick Pouyanné, Chair and CEO	For	For
13	2023 Remuneration Policy (Chair and CEO)	For	For
14	Opinion on 2023 Sustainability and Climate Progress Report	For	For
15	Authority to Issue Performance Shares	For	For
16	Employee Stock Purchase Plan	For	For
17	Amendments to Articles Regarding the Suppression of Double Voting Rights	For	For
18	Shareholder Proposal Regarding Scope 3 GHG Target and Alignment with Paris Agreement	Against	Against

SANOFI
AGM: 25/05/2023

1	Accounts and Reports; Non Tax-Deductible Expenses	For	For
2	Consolidated Accounts and Reports	For	For
3	Allocation of Profits/Dividends	For	For
4	Elect Frédéric Oudéa	For	For
5	2022 Remuneration Report	For	For
6	2022 Remuneration of Serge Weinberg, Chair	For	For
7	2022 Remuneration of Paul Hudson, CEO	For	For
8	2023 Directors' Fees	For	For
9	2023 Remuneration Policy (Board of Directors)	For	For
10	2023 Remuneration Policy (Chair)	For	For
11	2023 Remuneration Policy (CEO)	For	For
12	Appointment of Auditor (PwC)	For	For
13	Relocation of Corporate Headquarters	For	For
14	Authority to Repurchase and Reissue Shares	For	For
15	Authority to Cancel Shares and Reduce Capital	For	For
16	Authority to Issue Shares and Convertible Debt with Preemptive Rights	For	For
17	Authority to Issue Shares and Convertible Debt without Preemptive Rights	For	For
18	Authority to Issue Shares and/or Convertible Debt through Private Placement	For	For
19	Authority to Issue Debt Instruments	For	For
20	Greenshoe	For	For
21	Authority to Increase capital in consideration for contributions in kind	For	For
22	Authority to Increase capital through capitalisations	For	For
23	Employee stock purchase plan	For	For
24	Authorisation of Legal Formalities	For	For

UnitedHealth Group
AGM: 05/06/2023

1	Election of Directors	For	For
1.1	Elect Timothy P. Flynn	For	For
1.2	Elect Paul R. Garcia	For	For
1.3	Elect Kristen Gil	For	For
1.4	Elect Stephen J. Hemsley	For	For
1.5	Elect Michele J. Hooper	For	For
1.6	Elect F. William McNabb, III	For	For
1.7	Elect Valerie C. Montgomery Rice	For	For
1.8	Elect John H. Noseworthy	For	For
1.9	Elect Andrew Witty	For	For
2	Advisory Vote on Executive Compensation	For	For
3	Frequency of Advisory Vote on Executive Compensation	1 YEAR	1 YEAR

	4	Ratification of Auditor	For	For
	5	Shareholder Proposal Regarding Racial Equity Audit	Against	For
	6	Shareholder Proposal Regarding Report on Political Expenditures and Values Congruency	Against	Against
	7	Shareholder Proposal Regarding Severance Approval Policy	Against	For
Inditex, S.A.				
AGM: 11/07/2023	1	Approval of the individual annual accounts and grant of discharge to the directors:		
	1.a)	Approval of the annual accounts and the directors' report of Industria de Diseño Textil, S.A. (Inditex, S.A.) for the year ended 31 January 2023.	For	For
	1.b)	Grant of discharge to the directors relating to the year ended 31 January 2023.	For	For
	2	Approval of the consolidated annual accounts and directors' report of the Inditex Group for the year ended 31 January 2023.	For	For
	3	Approval of the 2022 Statement on Non-financial Information.	For	For
	4	Distribution of the year's income or loss and dividend distribution.	For	For
	5	Board of Directors:		
	5.a)	Determining the size of the board of directors	For	For
	5.b)	Re-election of Mr Amancio Ortega Gaona to the board of directors as proprietary director.	For	For
	5.c)	Re-election of Mr José Luis Durán Schulz to the board of directors as independent director.	For	For
	6	Approval of the Directors' Remuneration Policy for FY2024, FY2025 and FY2026.	For	For
	7	Approval of a long-term incentive plan in cash and in shares addressed to members of management, including executive directors and other employees of the Inditex Group.	For	For
	8	Authority granted to the board of directors for the acquisition on the market of own shares, cancelling the authority granted at the 2019 Annual General Meeting.	For	For
	9	Advisory vote on the Annual Report on Remuneration of Directors for the year ended 31 January 2023.	For	For
	10	Granting of powers to implement resolutions.	For	For
	11	Reporting to shareholders at the Annual General Meeting on the amendments to the Board of Directors' Regulations.	Non-Voting	Non-Voting
MetLife				
AGM: 20/06/2023	1	Election of Directors		
	1.1	Elect Cheryl W. Grisé	For	For
	1.2	Elect Carlos M. Gutierrez	For	For
	1.3	Elect Carla A. Harris	For	For
	1.4	Elect Gerald L. Hassell	For	For
	1.5	Elect David L. Herzog	For	For
	1.6	Elect R. Glenn Hubbard	For	For
	1.7	Elect Jeh C. Johnson	For	For
	1.8	Elect Edward J. Kelly, III	For	For
	1.9	Elect William E. Kennard	For	For
	1.10	Elect Michel A. Khalaf	For	For
	1.11	Elect Catherine R. Kinney	For	For
	1.12	Elect Diana L. McKenzie	For	For
	1.13	Elect Denise M. Morrison	For	For
	1.14	Elect Mark A. Weinberger	For	For

	2	Ratification of Auditor	For	For
	3	Advisory Vote on Executive Compensation	For	For
	4	Frequency of Advisory Vote on Executive Compensation	1 YEAR	1 YEAR
T-Mobile				
AGM: 16/06/2023	1	Election of Directors	For	For
	1.1	Elect André Almeida	For	For
	1.2	Elect Marcelo Claure	For	For
	1.3	Elect Srikant M. Datar	For	For
	1.4	Elect Srinivasan Gopalan	For	For
	1.5	Elect Timotheus Höttges	For	For
	1.6	Elect Christian P. Illek	For	For
	1.7	Elect Raphael Kübler	For	For
	1.8	Elect Thorsten Langheim	For	For
	1.9	Elect Dominique Leroy	For	For
	1.10	Elect Letitia A. Long	For	For
	1.11	Elect G. Michael Sievert	For	For
	1.12	Elect Teresa A. Taylor	For	For
	1.13	Elect Kelvin R. Westbrook	For	For
	2	Ratification of Auditor	For	For
	3	Advisory Vote on Executive Compensation	For	For
	4	Frequency of Advisory Vote on Executive Compensation	3 Year	1 Year
	5	Approval of the 2023 Incentive Award Plan	For	For
	6	Amendment to the 2014 Employee Stock Purchase Plan	For	For
Salesforce				
AGM: 08/06/2023	1	Election of Directors	For	For
	1.1	Elect Marc R. Benioff	For	For
	1.2	Elect Laura Alber	For	For
	1.3	Elect Craig A. Conway	For	For
	1.4	Elect Arnold W. Donald	For	For
	1.5	Elect Parker Harris	For	For
	1.6	Elect Neelie Kroes	For	For
	1.7	Elect Sachin Mehra	For	For
	1.8	Elect G. Mason Morfit	For	For
	1.9	Elect Oscar Munoz	For	For
	1.10	Elect John V. Roos	For	For
	1.11	Elect Robin L. Washington	For	For
	1.12	Elect Maynard G. Webb	For	For
	1.13	Elect Susan D. Wojcicki	For	For
	2	Amendment to the 2013 Equity Incentive Plan	For	For
	3	Ratification of Auditor	For	For
	4	Advisory Vote on Executive Compensation	For	Against
	5	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year
	6	Shareholder Proposal Regarding Independent Chair	Against	For
	7	Shareholder Proposal Regarding Company Directors Serving on Multiple Boards	Against	Against
Walmart Inc.				
AGM: 31/05/2023	1	Election of Directors	For	For
	1.1	Elect Cesar Conde	For	For
	1.2	Elect Timothy P. Flynn	For	For
	1.3	Elect Sarah J. Friar	For	For

1.4	Elect Carla A. Harris	For	For
1.5	Elect Thomas W. Horton	For	For
1.6	Elect Marissa A. Mayer	For	For
1.7	Elect C. Douglas McMillon	For	For
1.8	Elect Gregory B. Penner	For	For
1.9	Elect Randall L. Staphenson	For	For
1.10	Elect S. Robson Walton	For	For
1.11	Elect Steuart L. Walton	For	For
2	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year
3	Advisory Vote on Executive Compensation	For	Against
4	Ratification of Auditor	For	For
5	Shareholder Proposal Regarding Employee Salary Considerations When Setting Executive Compensation	Against	Against
6	Shareholder Proposal Regarding Human Rights Due Dilligence Process Report	Against	Against
7	Shareholder Proposal Regarding Racial Equity Audit	Against	For
8	Shareholder Proposal Regarding Racial and Gender Layoff Diversity Report	Against	Against
9	Shareholder Proposal Regarding Shareholder Approval of Advance Notice Provisions	Against	For
10	Shareholder Proposal Regarding Report on Risks from Abortion-Related Information Requests	Against	Against
11	Shareholder Proposal Regarding Report on Corporate Operations with China	Against	Against
12	Shareholder Proposal Regarding Third-Party Audit of Policies on Workplace Safety and Violence	Against	For

**Chevron
Corporation
AGM: 31/05/2023**

1	Election of Directors	For	For
1.1	Elect Dennis Victor Arriola	For	For
1.2	Elect Jody L. Freeman	For	For
1.3	Elect Gay Huey Evans	For	For
1.4	Elect Jeffery A. Joerres	For	For
1.5	Elect Ryan M. Lance	For	For
1.6	Elect Timothy A. Leach	For	For
1.7	Elect William A. McRaven	For	For
1.8	Elect Sharmila Mulligan	For	For
1.9	Elect Eric Mullins	For	For
1.10	Elect Arjun N. Murti	For	For
1.11	Elect Robert A. Niblock	For	For
1.12	Elect David T. Seaton	For	For
2	Ratification of Auditor	For	For
3	Advisory Vote on Executive Compensation	For	For
4	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year
5	Shareholder Proposal Regarding Rescission of Majority-Supported Shareholder Proposal	Against	Against
6	Shareholder Proposal Regarding Medium-Term Scope 3 Target	Against	Against
7	Shareholder Proposal Regarding Recalculated Emissions Baseline	Against	For
8	Shareholder Proposal Regarding Formation of Decarbonization Risk Committee	Against	Against
9	Shareholder Proposal Regarding Just Transition Report	Against	For
10	Shareholder Proposal Regarding Racial Equity Audit	Against	Against

11	Shareholder Proposal Regarding Report on Tax Transparency	Against	For
12	Shareholder Proposal Regarding Independent Chair	Against	For

ConocoPhillips
AGM: 16/05/2023

1	Election of Directors	For	
1.1	Elect Dennis Victor Arriola	For	For
1.2	Elect Jody L. Freeman	For	For
1.3	Elect Gay Huey Evans	For	For
1.4	Elect Jeffery A. Joerres	For	For
1.5	Elect Ryan M. Lance	For	For
1.6	Elect Timothy A. Leach	For	For
1.7	Elect William A. McRaven	For	For
1.8	Elect Sharmila Mulligan	For	For
1.9	Elect Eric Mullins	For	For
1.10	Elect Arjun N. Murti	For	For
1.11	Elect Robert A. Niblock	For	Against
1.12	Elect David T. Seaton	For	For
1.13	Elect R. A. Walker	For	For
2	Ratification of Auditor	For	For
3	Advisory Vote on Executive Compensation	For	For
4	Frequency of Advisory Vote on Executive Compensation	Undetermined	1 Year
5	Permit Shareholders to Call Special Meetings	For	For
6	Approval of the 2023 Omnibus Stock and Performance Incentive Plan	For	For
7	Shareholder Proposal Regarding Independent Chair	Against	For
8	Shareholder Proposal Regarding Retention of Shares Until Normal Retirement Age	Against	Against
9	Shareholder Proposal Regarding Report on Tax Transparency	Against	For
10	Shareholder Proposal Regarding Lobbying Activities and Values Congruency	Against	Against

Valero Energy
AGM: 09/05/2023

1	Election of Directors	For	For
1.1	Elect Fred M. Diaz	For	For
1.2	Elect H. Paulet Eberhart	For	For
1.3	Elect Marie A. Ffolkes	For	For
1.4	Elect Joseph W. Gorder	For	For
1.5	Elect Kimberly S. Greene	For	For
1.6	Elect Deborah P. Majoras	For	For
1.7	Elect Erick D. Mullins	For	For
1.8	Elect Donald L. Nickles	For	For
1.9	Elect Robert A. Profusek	For	For
1.10	Elect Randall J. Weisenburger	For	For
1.11	Elect Rayford Wilkins, Jr.	For	For
2	Ratification of Auditor	For	For
3	Advisory Vote on Executive Compensation	For	For
4	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year
5	Shareholder Proposal Regarding Report on Climate Transition Plan and GHG Targets	Against	For
6	Shareholder Proposal Regarding Racial Equity Audit	Against	Against

Occidental
Petroleum

1	Election of Directors	For	For
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AGM: 05/05/2023

1.1	Elect Vicky A. Bailey	For	For
1.2	Elect Andrew Gould	For	For
1.3	Elect Carlos M. Gutierrez	For	For
1.4	Elect Vicki A. Hollub	For	For
1.5	Elect William R. Klesse	For	For
1.6	Elect Jack B. Moore	For	For
1.7	Elect Claire O'Neill	For	For
1.8	Elect Avedick B. Poladian	For	For
1.9	Elect Kenneth B. Robinson	For	For
1.10	Elect Robert M. Shearer	For	For
2	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year
3	Advisory Vote on Executive Compensation	For	For
4	Ratification of Auditor	For	For
5	Shareholder Proposal Regarding Independent Chair	Against	Against

Sacyr, S.A.
AGM: 14/06/2023

1	Review and approval, when applicable, of the individual annual accounts and management report of Sacyr, S.A. and of the consolidated financial statements and management report of Sacyr, S.A. and its subsidiaries for the business year ended on December 31st, 2022.	For	For
2	Review and approval, when applicable, of the statement of non-financial information for the business year ended on December 31st, 2022.	For	For
3	Review and approval, when applicable, of the proposed application of the profit for the business ended on December 31st, 2022.	For	For
4	Review and approval, when applicable, of the corporate management and actions carried out by the Board of Directors during the business year ended on December 31st, 2022.	For	For
5	Appointment and re-election of directors. Establishment of the number of Directors.		
5.1	Establishment of the number of members of Directors.	For	For
5.2	Re-election of Mr. Manuel Manrique Cecilia as director, with the qualification of executive director.	For	For
5.3	Appointment of Mr. José Manuel Loureda Mantiñán as director, with the classification of proprietary director.	For	For
5.4	Re-election of Ms. Elena Jiménez de Andrade Astorqui as director, with the classification of independent director.	For	For
5.5	Appointment of Ms. Elena Monreal Alfageme as director, with the classification of independent director.	For	For
5.6	Appointment of Ms. Adriana Hoyos Vega, as director, with the classification of independent director.	For	For
6	Review and, when applicable, approval, for the purposes of article 529 novodecies of the Consolidated Text of the Capital Companies Act, of the amendment to the Directors' Remuneration Policy for the 2023, 2024 and 2025 business years.	For	Against
7	Consultative vote on the Annual Report on Directors' Remuneration for the 2022 business year.	For	Against
8	Modification of the Company's Bylaws.		
8.1	Amendment of Article 41 (Quantitative composition of the Board of Directors) of the Company's Bylaws to reduce the number of members of the Board of Directors in accordance with best corporate governance practices.	For	For

8.2	Amendment of Article 42 (Qualitative Composition of the Board of Directors) of the Company's Bylaws, in order to reinforce the responsibilities of the Coordinating Director in accordance with best corporate governance practices.	For	For
8.3	Amendment of Article 51 (Conduct of Meetings) of the Company's Bylaws, to limit the Chairman's casting vote.	For	For
8.4	Amendment of Article 54 (Removal of Directors) of the Company's Bylaws, to reinforce the causes for removal of Directors as set forth in the Bylaws.	For	For
9	Increases in capital stock, charged to profits or reserves.		
9.1	Approval of a first capital increase to be charged to profits or reserves ("scrip dividend"), for a maximum nominal amount of twenty million euros (€20,000,000) through the issue of new ordinary shares with a par value of one euro each, without share premium, of the same class and series as those currently outstanding and with provision for incomplete subscription/allotment; subsequent amendment of the corresponding article of the Company's Bylaws. Commitment to acquire the free-of-charge allocation rights at a guaranteed fixed price. Application for admission to trading of the new shares to be issued. Delegation of powers to the Board of Directors, with express powers of substitution, to establish the terms and conditions of the increase in all matters not stipulated for by this General Meeting, to carry out the acts necessary for its execution and to adapt the drafting of Article 5 of the Company's Bylaws.	For	For
9.2	Approval of a second capital increase to be charged to profits or reserves ("scrip dividend"), for a maximum nominal amount of twenty million euros (€20,000,000) through the issuing of new ordinary shares with a par value of one euro each, without share premium, of the same class and series as those currently outstanding and with provision for incomplete subscription/allotment; subsequent amendment of the corresponding article of the Company's Bylaws. Commitment to acquire the free-of-charge allocation rights at a guaranteed fixed price. Application for admission to trading of the new shares to be issued. Delegation of powers to the Board of Directors, with express powers of substitution, to establish the terms and conditions of the increase in all matters not stipulated for by this General Meeting, to carry out the acts necessary for its execution and to adapt the drafting of Article 5 of the Company's Bylaws.	For	For
10	Authorization and delegation to the Board of Directors, with powers of substitution, to increase the share capital in accordance with the provisions of Article 297.1 b) of the Capital Companies Act, with the power to exclude the pre-emptive subscription right limited to a maximum of 10% of the share capital.	For	For
11	Authorization to the Board of Directors for the interpretation, correction, supplementation, execution and development of the resolutions adopted by the General Shareholders' Meeting, as well as to replace the powers it receives from the General Shareholders' Meeting and delegation of powers to convert such resolutions into a public instrument.	For	For

1	Election of Directors	For	Split
1.01	Elect Larry Page	For	For
1.02	Elect Sergey Brin	For	For

1.03	Elect Sundar Pichai	For	For
1.04	Elect John L. Hennessy	For	Against
1.05	Elect Frances H. Arnold	For	For
1.06	Elect R. Martin Chavez	For	For
1.07	Elect L. John Doerr	For	Against
1.08	Elect Roger W. Ferguson, Jr.	For	For
1.09	Elect Ann Mather	For	For
1.10	Elect K. Ram Shriram	For	For
1.11	Elect Robin L. Washington	For	For
2	Ratification of Auditor	For	For
3	Amendment to the 2021 Stock Plan	For	Against
4	Advisory Vote on Executive Compensation	For	Against
5	Frequency of Advisory Vote on Executive Compensation	3 Years	1 Year
6	Shareholder Proposal Regarding Lobbying Report	Against	For
7	Shareholder Proposal Regarding Congruency Report of Partnerships with Certain Organizations	Against	Against
8	Shareholder Proposal Regarding Lobbying Activity Alignment with Climate Commitments and the Paris Agreement	Against	Against
9	Shareholder Proposal Regarding Report on Risks from Abortion-Related Information Requests	Against	For
10	Shareholder Proposal Regarding Report on Siting in Countries of Significant Human Rights Concern	Against	Against
11	Shareholder Proposal Regarding Human Rights Impact Assessment	Against	For
12	Shareholder Proposal Regarding Algorithm Disclosures	Against	For
13	Shareholder Proposal Regarding Alignment of YouTube Policies With Legislation	Against	For
14	Shareholder Proposal Regarding Content Governance Report	Against	Against
15	Shareholder Proposal Regarding Assessment of Audit and Compliance Committee	Against	For
16	Shareholder Proposal Regarding Shareholder Approval of Advance Notice Provisions	Against	For
17	Shareholder Proposal Regarding Retention of Shares Until Normal Retirement Age	Against	Against
18	Shareholder Proposal Regarding Recapitalization	Against	For

IAG, S.A.

AGM: 14/06/2023

1	Approval of the 2022 financial statements and management reports of the Company and of its consolidated group	For	For
2	Approval of the non-financial information statement for financial year 2022.	For	For
3	Approval of the management of the Board of Directors during the 2022 financial year.	For	For
4	Approval of the proposal for the allocation of 2022 results.	For	For
5	Re-election of directors for the Corporate Bylaws mandated one-year term:		
5.a	To re-elect Mr. Javier Ferrán as non-executive independent director.	For	For
5.b	To re-elect Mr. Luis Gallego as executive director.	For	For
5.c	To re-elect Mr. Giles Agutter as non-executive proprietary director.	For	For
5.d	To re-elect Ms. Peggy Bruzelius as non-executive independent director.	For	For
5.e	To re-elect Ms. Eva Castillo as non-executive independent director.	For	For

5.f	To re-elect Ms. Margaret Ewing as non-executive independent director.	For	For
5.g	To re-elect Mr. Maurice Lam as non-executive independent director.	For	For
5.h	To re-elect Ms. Heather Ann McSharry as non-executive independent director.	For	For
5.i	To re-elect Mr. Robin Phillips as non-executive proprietary director.	For	For
5.j	To re-elect Mr. Emilio Saracho as non-executive independent director.	For	For
5.k	To re-elect Ms. Nicola Shaw as non-executive independent director.	For	For
6	Consultative vote on the 2022 annual report on directors' remuneration.	For	For
7	Approval of the allotment of a maximum number of shares of the Company for share awards (including the awards to executive directors) under the executive share plan in relation to the 2023 and 2024 financial years.	For	For
8	Authorisation for the derivative acquisition of the Company's own shares by the Company itself and/or by its subsidiaries.	For	For
9	Authorisation to the Board of Directors, with the express power of substitution, to increase the share capital pursuant to the provisions of Article 297.1 b) of the Companies Act.	For	For
10	Authorisation to the Board of Directors, with the express power of substitution, to issue securities (including warrants) convertible into and/or exchangeable for shares of the Company. Establishment of the criteria for determining the basis for and terms and conditions applicable to the conversion or exchange. Authorisation to the Board of Directors, with the express power of substitution, to develop the basis for and the terms and conditions applicable to the conversion or exchange of such securities, as well as to increase the share capital by the required amount on the conversion.	For	For
11	Authorisation to the Board of Directors, with the express power of substitution, to exclude pre-emptive rights in connection with the capital increases and the issuances of convertible or exchangeable securities that the Board of Directors may approve under the authorities given under Resolutions 9 and 10:		
11.a	Up to 10 percent of the share capital on an unrestricted basis.	For	For
11.b	Up to an additional 10 percent of the share capital to be used for either an acquisition or a specified capital investment.	For	For
12	Delegation of powers to formalise and execute all resolutions adopted by the Shareholders' Meeting.	For	For

Cellnex Telecom
AGM: 31/05/2023

1	Accounts and Reports	For	For
2	Report on Non-Financial Information	For	For
3	Allocation of Losses	For	For
4	Ratification of Board Acts	For	For
5	Authority to Distribute Special Dividends	For	For
6	Appointment of Auditor	For	For
7.01	Directors' Fees	For	For
7.02	Amendment of Remuneration Policy	For	Against
8.01	Board Size	For	For
8.02	Elect Marieta del Rivero Bermejo	For	For
8.03	Elect Christian Coco	For	For

8.04	Ratify Co-Option and Elect Ana García Fau	For	For
8.05	Ratify Co-Option and Elect Jonathan Amouyal	For	For
8.06	Ratify Co-Option and Elect María Teresa Ballester Fornés	For	For
8.07	Elect Óscar Fanjul Martín	For	For
8.08	Elect Dominique D'Hinnin	For	For
8.09	Elect Marco Patuano	For	For
9	Authority to Repurchase and Reissue Shares	For	For
10	Authority to Issue Shares w/ or w/o Preemptive Rights	For	For
11	Authority to Issue Convertible Debt Instruments	For	For

Molson Coors
AGM: 17/05/2023

1	Election of Directors	For	
1.1	Elect Julia M. Brown	For	For
1.2	Elect David S. Coors	For	For
1.3	Elect Peter H. Coors	For	For
1.4	Elect Mary Lynn Ferguson-McHugh	For	For
1.5	Elect Gavin D. K. Hattersley	For	For
1.6	Elect Andrew T. Molson	For	For
1.7	Elect Geoffrey E. Molson	For	For
1.8	Elect Nessa I. O'Sullivan	For	For
1.9	Elect Louis Vachon	For	For
1.10	Elect Leroy J. Williams, Jr.	For	For
1.11	Elect James A. Winnefeld, Jr.	For	For
1.12	Elect Roger G. Eaton	For	For
1.13	Elect Charles M. Herington	For	For
1.14	Elect H. Sanford Riley	For	Against
2	Advisory Vote on Executive Compensation	For	For
3	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year
4	Ratification of Auditor	For	For

Mondelez
AGM: 17/05/2023

1	Election of Directors	For	
1.1	Elect Lewis Booth	For	For
1.2	Elect Charles Bunch	For	Against
1.3	Elect Ertharin Cousin	For	For
1.4	Elect Jorge Mesquita	For	For
1.5	Elect Anindita Mukherjee	For	For
1.6	Elect Jane Hamilton Nielsen	For	For
1.7	Elect Patrick Siewert	For	For
1.8	Elect Michael Todman	For	For
1.9	Elect Dirk Van de Put	For	For
2	Advisory Vote on Executive Compensation	For	For
3	Frequency of Advisory Vote on Executive Compensation	1 Year	1 Year
4	Ratification of Auditor	For	For
5	Shareholder Proposal Regarding Independent Chair	Against	For
6	Shareholder Proposal Regarding Cage Free-eggs	Against	Against
7	Shareholder Proposal Regarding Report on child labour in cocoa supply chain	Against	Against

Kraft-Heinz
AGM: 04/05/2023

1	Election of Directors	For	
1.1	Elect Gregory Abel	For	For
1.2	Elect Humberto Alfonso	For	Against

1.3	Elect John Cahill	For	For
1.4	Elect Lori Dickerson Fouché	For	For
1.5	Elect Diane Gherson	For	For
1.6	Elect Timothy Kenesey	For	For
1.7	Elect Alicia Knapp	For	For
1.8	Elect Elio Leoni Sceti	For	For
1.9	Elect Susan Mulder	For	For
1.10	Elect James Park	For	For
1.11	Elect Miguel Patrício	For	For
1.12	Elect John Pope	For	For
2	Advisory Vote on Executive Compensation	For	For
3	Ratification of Auditor	For	For
4	Shareholder Proposal Regarding Simple Majority Vote	Against	For
5	Shareholder Proposal Regarding Water Risk Exposure	Against	Against
6	Shareholder Proposal Regarding Civil Rights Audit	Against	Against

Caterpillar
AGM: 14/06/2023

1	Election of Directors		
1.01	Kelly A. Ayotte	For	For
1.02	David L. Calhoun	For	For
1.03	Daniel M. Dickinson	For	For
1.04	James C. Fish, Jr.	For	For
1.05	Gerald Johnson	For	For
1.06	David W. MacLennan	For	For
1.07	Judith F. Marks	For	For
1.08	Debra L. Reed-Klages	For	For
1.09	Susan C. Schwab	For	For
1.10	D. James Umpleby III	For	For
1.11	Rayfor Wilkins, Jr.	For	For
2	Ratification of our Independent Registered Public Accounting Firm	For	For
3	Advisory Vote to Approve Executive Compensation	For	For
4	Advisory Vote on the Frequency of Executive Compensation Votes	1 Year	1 Year
5	Approval of Caterpillar Inc. 2023 Long-Term Incentive Plan	For	
6	Shareholder Proposal - Report On Corporate Climate Lobbying in Line with Paris Agreement.	Against	Against
7	Shareholder Proposal - Lobbying Disclosure	Against	Against
8	Shareholder Proposal - Report on Activities in Conflict-Affected Areas	Against	Against
9	Shareholder Proposal - Civil Rights, Non-Discrimination And Returns To Merit Audit	Against	Against

Compagnie
Financiere
Richemont S.A.
AGM: 06/09/2023

1	Annual Report	For	For
2	Appropriation of profits	For	For
3	Release of the members of the Board of Directors and Senior Executive Committee	For	For
4	Designation of the representative of the 'A' shareholders for the election to the Board of Directors	For	For
5	Election of the Board of Directors and its Chairman		
5,1	Johann Rupert	For	For

5,2	Josua Malherbe	For	For
5,3	Nikesh Arora	For	For
5,4	Clay Brendish	For	For
5,5	Jean-Blaise Eckert	For	Against
5,6	Burkhardt Grund	For	For
5,7	Keyu Jin	For	For
5,8	Jérôme Lambert	For	For
5,9	Wendy Luhabe	For	For
5,1	Jeff Moss	For	For
5,11	Vesna Nevistic	For	For
5,12	Guillaume Pictet	For	For
5,13	Maria Ramos	For	For
5,14	Anton Rupert	For	For
5,15	Patrick Thomas	For	For
5,16	Jasmine Whitbread	For	For
5,17	Fiona Druckenmiller	For	For
5,18	Bram Schot	For	For
6	Election of the Compensation Committee		
6,1	Clay Brendish	For	For
6,2	Keyu Jin	For	For
6,3	Guillaume Pictet	For	For
6,4	Maria Ramos	For	For
6,5	Fiona Druckenmiller	For	For
6,6	Jasmine Whitbread	For	For
7	Re-election of the Auditor	For	For
8	Re-election of the Independent Representative	For	For
9	Votes on the maximum aggregate amounts of the compensation of the Board of Directors and Executive Management		
9,1	Approval of the maximum aggregate amount of compensation of the members of the Board of Directors	For	For
9,2	Approval of the maximum aggregate amount of fixed compensation of the members of the Senior Executive Committee	For	For
9,3	Approval of the aggregate amount of variable compensation of the members of the Senior Executive Committee	For	Against
10	Amendments to the Company’s Articles of Incorporation		
10,1	Lowering of the registration threshold for nominees	For	For
10,2	Curb on empty voting	For	For
10,3	Amendments regarding the organisation of the Company’s General Meetings	For	For
10,4	Amendments related to general meetings abroad or in virtual form	For	For
10,5	Changes to the provisions regarding the organisation of the Board of Directors and Senior Executive Committee	For	For
10,6	Miscellaneous changes	For	For
11	Transaction of Other Business	Undetermined	Against
1	Accounts and Reports	For	For
2	Remuneration Report	For	For
3	Remuneration Policy	For	For
4	Final Dividend	For	For

5	Elect Mike McTighe	For	For
6	Elect June Felix	For	For
7	Elect Charlie Rozes	For	For
8	Elect Jon Noble	For	For
9	Elect Jonathan Moulds	For	For
10	Elect Rakesh Bhasin	For	For
11	Elect Andrew Didham	For	For
12	Elect Wu Gang	For	For
13	Elect Sally-Ann Hibberd	For	For
14	Elect Malcolm Le May	For	For
15	Elect Susan Skerritt	For	For
16	Elect Helen Stevenson	For	For
17	Appointment of Auditor	For	For
18	Authority to Set Auditor's Fees	For	For
19	Long-Term Incentive Plan	For	For
20	Sustained Performance Plan	For	For
21	Global Share Purchase Plan	For	For
22	Authority to Issue Shares w/Preemptive Rights	For	For
23	Authority to Issue Shares w/o Preemptive Rights	For	For
24	Authority to Issue Shares w/o Preemptive Rights (specified Capital Investment)	For	For
25	Authority to Repurchase Shares	For	For
26	Authority to Set General Meeting Notice Period at 14 Days	For	For
27	Adoption of New Articles	For	For

Nike Inc
AGM: 12/09/2023

1	To elect the 13 directors named in the accompanying proxy statement for the ensuing year.		
1,01	Timothy Cook		
1,02	John Donahoe		
1,03	Thasunda Duckett		
1,04	Mónica Gil		
1,05	Maria Henry		
1,06	Peter Henry		
1,07	Travis Knight		
1,08	Mark Parker		
1,09	Michelle Peluso		
1,1	Cathleen Benko	For	For
1,11	Alan Graf, Jr.	For	For
1,12	John Rogers, Jr.	For	Abstain
1,13	Robert Swan	For	For
2	To approve executive compensation by an advisory vote.	For	For
3	To hold an advisory vote on the frequency of advisory votes on executive compensation.	1 Year	1 Year
4	To ratify the appointment of PricewaterhouseCoopers LLP as our independent registered public accounting firm.	For	
5	To consider a shareholder proposal regarding Supplemental Pay Equity Disclosure, if properly presented at the meeting.	Against	Against
6	To consider a shareholder proposal regarding a Supply Chain Management Report, if properly presented at the meeting.	Against	Against

SSE
AGM: 20/07/2023

1	Accounts and Reports	For	For
2	Remuneration Report	For	For

3	Final Dividend	For	For
4	Elect Gregor Alexander	For	For
5	Elect Lady Elish Frances Angiolini	For	For
6	Elect John Bason	For	For
7	Elect Tony Cocker	For	For
8	Elect Debbie Crosbie	For	For
9	Elect Helen Mahy	For	For
10	Elect Sir John Manzoni	For	For
11	Elect Alistair Philips- Davies	For	For
12	Elect Martin Pibworth	For	For
13	Elect Melanie Smith	For	For
14	Elect Dame Angela Strank	For	For
15	Appointment of Auditor	For	For
16	Authority to set Auditor's fees	For	For
17	Approval of Net Zero Transition Report	For	For
18	Authority to Issue Shares with Preemptive Rights	For	For
19	Authority to Issue Shares without Preemptive Rights	For	For
20	Authority to Issue Shares without Preemptive Rights (specified capital investment)	For	For
21	Authority to Repurchase Shares	For	For
22	Authority to Set General Meeting Notice Period at 14 days	For	For

Unicredit
AGM: 27/10/2023

1	Authority to Repurchase Shares	For	For
2	Cancellation of Shares	For	For
3	Amendments to Articles Regarding the Adoption of One-Tier Board Structure	For	For

BHP GROUP LIMITED
AGM: 01/11/2023

1	Accounts and Reports	Non-voting	Non-voting
2	Re-elect Xiaoqun Clever	For	For
3	Re-elect Ian D. Cockerill	For	For
4	Re-elect G.J. (Gary) Goldberg	For	For
5	Re-elect Michelle A Hinchliffe	For	For
6	Re-elect Ken N. MacKenzie	For	For
7	Re-elect Christine E. O'Reilly	For	For
8	Re-elect Catherine Tanna	For	For
9	Re-elect Dion J. Weisler	For	For
10	Remuneration Report	For	For
11	Equity Grant (CEO Mike Henry)	For	For
12	Renew Potential Termination Benefits	Undetermined	For

DIAGEO
AGM: 28/09/2023

1	Accounts and Reports	For	For
2	Remuneration Report	For	For
3	Remuneration Policy	For	For
4	Long-Term Incentive Plan	For	For
5	Final Dividend	For	For
6	Elect Debra A. Crew	For	For
7	Elect Javier Ferrán	For	For
8	Elect Lavanya Chandrashekar	For	For
9	Elect Susan Kilsby	For	For

10	Elect Melissa Bethell	For	For
11	Elect Karen Blackett	For	For
12	Elect Valérie Chapoulaud-Floquet	For	For
13	Elect Sir John A. Manzoni	For	For
14	Elect Alan Stewart	For	For
15	Elect Ireena Vittal	For	For
16	Appointment of Auditor	For	For
17	Authority to set Auditor's fees	For	For
18	Authorization of Political Donations	For	For
19	Authority to Issue Shares with Preemptive Rights	For	For
20	Authority to Issue Shares without Preemptive Rights	For	For
21	Authority to Repurchase Shares	For	For
22	Adoption of new articles	For	For
23	Authority to Set General Meeting Notice Period at 14 days	For	For

Procter&Gamble
AGM: 10/10/2023

1	Election of Directors	For	For
1.01	Elect B. Marc Allen	For	For
1.02	Elect Brett Biggs	For	For
1.03	Elect Sheila Bonini	For	For
1.04	Elect Angela F. Braly	For	For
1.05	Elect Amy L. Chang	For	For
1.06	Elect Joseph Jimenez	For	For
1.07	Elect Christopher Kempczinsky	For	For
1.08	Elect Debra L. Lee	For	For
1.09	Elect Terry J. Lundgren	For	For
1.10	Elect Christine M. McCarthy	For	For
1.11	Elect Jon R. Moeller	For	For
1.12	Elect Robert J. Portman	For	For
1.13	Elect Rajesh Subramaniam	For	For
1.14	Elect Patricia A. Woertz	For	For
2	Ratification of Auditor	For	For
3	Advisory Vote on Executive Compensation	For	For
4	Frequency of Advisory Vote on Executive Compensation	1 YEAR	1 YEAR
5	Shareholder Proposal Regarding Civil Rights Audit	Against	Against
6	Shareholder Proposal Regarding Report on Business with China	Against	Against
7	Shareholder Proposal Regarding Shareholder Approval of Advance Notice Provisions	Against	For

Pernod Ricard
AGM: 10/11/2023

1	Accounts and Reports; Non Tax-Deductible Expenses	For	For
2	Consolidated Accounts and Reports	For	For
3	Allocation of Profits/Dividends	For	For
4	Elect Kory Sorensen	For	For
5	Elect Philip Petitcolin	For	For
6	Elect Max Koeune	For	For
7	Appointment of Auditor (Deloitte)	For	For
8	2023 Directors' Fees	For	For
9	2022 Remuneration of Alexandre Ricard, Chair and CEO	For	For
10	2023 Remuneration Policy (Chair and CEO)	For	For
11	2022 Remuneration Report	For	For
12	2023 Remuneration Policy (Board of Directors)	For	For

13	Special Auditor's Report on Regulated Agreements	For	For
14	Authority to Repurchase and Reissue Shares	For	For
15	Authority to Cancel Shares and Reduce Capital	For	For
16	Authority to Issue Shares and Convertible Debt with Preemptive Rights	For	For
17	Authority to Issue Shares and Convertible Debt without Preemptive Rights	For	For
18	Greenshoe	For	For
19	Authority to Issue Shares and Convertible Debt through Private Placement	For	For
20	Authority to Increase capital in consideration for contributions in kind	For	For
21	Authority to Increase capital through capitalisations	For	For
22	Employee stock purchase plan	For	For
23	Stock purchase plan for overseas employees	For	For
24	Authorisation of Legal Formalities	For	For

Signatory of:

