

# Candriam Sustainable Global Equity Fund

Ausbil Investment  
Management Limited  
ABN 26 076 316 473  
ACN 076 316 473  
AFSL 229722

## Proxy Voting Report

January 2025

Date range covered : 01/01/2024 to 31/12/2024

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): CANDRIAM SUSTAINABLE  
GLOBAL EQUITY FUND

## Voting Statistics

	Total	Percent
Votable Meetings	105	
Meetings Voted	103	98.10%
Meetings with One or More Votes Against Management	84	80.00%
Votable Ballots	105	
Ballots Voted	103	98.10%

Note: A meeting is votable when one or more ballots are eligible to vote at the meeting, and differences in votable meetings and ballots occurs when multiple ballots are available to vote for the same meeting.

	Management Proposals		Shareholder Proposals		All Proposals	
	Total	Percent	Total	Percent	Total	Percent
Votable Proposals	1792		26		1818	
Proposals Voted	1749	97.60%	26	100.00%	1775	97.63%
FOR Votes	1241	69.25%	19	73.08%	1260	69.31%
AGAINST Votes	310	17.30%	6	23.08%	316	17.38%
ABSTAIN Votes	191	10.66%	1	3.85%	192	10.56%
WITHHOLD Votes	7	0.39%	0	0.00%	7	0.39%
Votes WITH Management	1244	69.42%	15	57.69%	1259	69.25%
Votes AGAINST Management	505	28.18%	11	42.31%	516	28.38%

Note: Instructions of Do Not Vote are not considered voted; Frequency on Pay votes of 1, 2 or 3 Years are only reflected statistically, where applicable, but present in the underlying detail; and in cases of different votes submitted across ballots for a given meeting, votes cast are distinctly counted by type per proposal where total votes submitted may be higher than unique proposals voted.

## Compass Group Plc

<b>Meeting Date:</b> 08/02/2024	<b>Country:</b> United Kingdom	<b>Ticker:</b> CPG	<b>Proxy Level:</b> N/A
<b>Record Date:</b> 06/02/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1805444	
<b>Primary Security ID:</b> G23296208	<b>Primary CUSIP:</b> G23296208	<b>Primary ISIN:</b> GB00BD6K4575	<b>Primary SEDOL:</b> BD6K457
<b>Earliest Cutoff Date:</b> 02/02/2024	<b>Total Ballots:</b> 1		<b>Additional Policy:</b>
<b>Votable Shares:</b> 20,500	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 20,500	<b>Shares Voted:</b> 20,500

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For	No
2	Approve Remuneration Report	Mgmt	Yes	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST is warranted as:- The total short-term remuneration is more than 150% of base salary.- Total variable remuneration is more than 350% of base salary.</i></p> <p><i>Blended Rationale: A vote AGAINST is warranted as:- The total short-term remuneration is more than 150% of base salary.- Total variable remuneration is more than 350% of base salary.</i></p>						
3	Approve Final Dividend	Mgmt	Yes	For	For	No
4	Elect Petros Parras as Director	Mgmt	Yes	For	For	No
5	Elect Leanne Wood as Director	Mgmt	Yes	For	For	No
6	Re-elect Ian Meakins as Director	Mgmt	Yes	For	For	No
7	Re-elect Dominic Blakemore as Director	Mgmt	Yes	For	For	No

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
8	Re-elect Palmer Brown as Director	Mgmt	Yes	For	For	No
9	Re-elect Stefan Bomhard as Director	Mgmt	Yes	For	For	No
10	Re-elect John Bryant as Director	Mgmt	Yes	For	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted as:- The nominee holds more than four equivalent directorships.						
Blended Rationale: A vote AGAINST is warranted as:- The nominee holds more than four equivalent directorships.						
11	Re-elect Arlene Isaacs-Lowe as Director	Mgmt	Yes	For	For	No
12	Re-elect Anne-Francoise Nesmes as Director	Mgmt	Yes	For	For	No
13	Re-elect Sundar Raman as Director	Mgmt	Yes	For	For	No
14	Re-elect Nelson Silva as Director	Mgmt	Yes	For	For	No
15	Re-elect Ireena Vittal as Director	Mgmt	Yes	For	For	No
16	Reappoint KPMG LLP as Auditors	Mgmt	Yes	For	For	No
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	Yes	For	For	No
18	Authorise UK Political Donations and Expenditure	Mgmt	Yes	For	For	No
19	Authorise Issue of Equity	Mgmt	Yes	For	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted because:- This proposed issuance with preemptive rights exceeds 50 percent of issued capital.						
Blended Rationale: A vote AGAINST is warranted because:- This proposed issuance with preemptive rights exceeds 50 percent of issued capital.						
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Yes	For	For	No
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	Yes	For	For	No
22	Authorise Market Purchase of Ordinary Shares	Mgmt	Yes	For	For	No
23	Authorise the Company to Call General Meeting with 14 Clear Days' Notice	Mgmt	Yes	For	Against	Yes
Voting Policy Rationale: A vote AGAINST the authority to reduce the notice to convene a shareholders' meeting is warranted.						
Blended Rationale: A vote AGAINST the authority to reduce the notice to convene a shareholders' meeting is warranted.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed	Auto-Approved		20,500	20,500
			30/01/2024	30/01/2024			

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Siemens AG

Meeting Date: 08/02/2024	Country: Germany	Ticker: SIE	Proxy Level: N/A
Record Date: 01/02/2024	Meeting Type: Annual	Meeting ID: 1810054	
Primary Security ID: D69671218	Primary CUSIP: D69671218	Primary ISIN: DE0007236101	Primary SEDOL: 5727973
Earliest Cutoff Date: 30/01/2024	Total Ballots: 1		Additional Policy:
Votable Shares: 3,417	*Shares on Loan: 0	Shares Instructed: 3,417	Shares Voted: 3,417

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022/23 (Non-Voting)	Mgmt	No			
2	Approve Allocation of Income and Dividends of EUR 4.70 per Share	Mgmt	Yes	For	For	No
3.1	Approve Discharge of Management Board Member Roland Busch for Fiscal Year 2022/23	Mgmt	Yes	For	Abstain	Yes
Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.						
Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.						
3.2	Approve Discharge of Management Board Member Cedrik Neike for Fiscal Year 2022/23	Mgmt	Yes	For	Abstain	Yes
Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.						
Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.						
3.3	Approve Discharge of Management Board Member Matthias Rebellius for Fiscal Year 2022/23	Mgmt	Yes	For	Abstain	Yes
Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.						
Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.						
3.4	Approve Discharge of Management Board Member Ralf Thomas for Fiscal Year 2022/23	Mgmt	Yes	For	Abstain	Yes
Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.						
Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.						
3.5	Approve Discharge of Management Board Member Judith Wiese for Fiscal Year 2022/23	Mgmt	Yes	For	Abstain	Yes
Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.						
Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.						

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
4.1	Approve Discharge of Supervisory Board Member Jim Snabe for Fiscal Year 2022/23	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.2	Approve Discharge of Supervisory Board Member Birgit Steinborn for Fiscal Year 2022/23	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.3	Approve Discharge of Supervisory Board Member Werner Brandt for Fiscal Year 2022/23	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.4	Approve Discharge of Supervisory Board Member Tobias Baeumler for Fiscal Year 2022/23	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.5	Approve Discharge of Supervisory Board Member Michael Diekmann (until Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.6	Approve Discharge of Supervisory Board Member Regina Dugan (from Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.7	Approve Discharge of Supervisory Board Member Andrea Fehrmann for Fiscal Year 2022/23	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.8	Approve Discharge of Supervisory Board Member Bettina Haller for Fiscal Year 2022/23	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
4.9	Approve Discharge of Supervisory Board Member Oliver Hartmann (from Sep. 14, 2023) for Fiscal Year 2022/23	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.10	Approve Discharge of Supervisory Board Member Keryn Lee James (from Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.11	Approve Discharge of Supervisory Board Member Harald Kern for Fiscal Year 2022/23	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.12	Approve Discharge of Supervisory Board Member Juergen Kerner for Fiscal Year 2022/23	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.13	Approve Discharge of Supervisory Board Member Martina Merz (from Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.14	Approve Discharge of Supervisory Board Member Christian Pfeiffer (from Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.15	Approve Discharge of Supervisory Board Member Benoit Potier for Fiscal Year 2022/23	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
4.16	Approve Discharge of Supervisory Board Member Hagen Reimer for Fiscal Year 2022/23	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.17	Approve Discharge of Supervisory Board Member Norbert Reithofer (until Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.18	Approve Discharge of Supervisory Board Member Kasper Rorsted for Fiscal Year 2022/23	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.19	Approve Discharge of Supervisory Board Member Nemat Shafik (until Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.20	Approve Discharge of Supervisory Board Member Nathalie von Siemens for Fiscal Year 2022/23	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.21	Approve Discharge of Supervisory Board Member Michael Sigmund (until Aug. 31, 2023) for Fiscal Year 2022/23	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.22	Approve Discharge of Supervisory Board Member Dorothea Simon for Fiscal Year 2022/23	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
4.23	Approve Discharge of Supervisory Board Member Grazia Vittadini for Fiscal Year 2022/23	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.24	Approve Discharge of Supervisory Board Member Matthias Zachert for Fiscal Year 2022/23	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.25	Approve Discharge of Supervisory Board Member Gunnar Zukunft (until Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023/24	Mgmt	Yes	For	For	No
6	Approve Remuneration Policy	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because:- The total potential variable remuneration paid to the CEO can exceed 150 percent of base salary for the STI and 350 percent for the variable compensation.</i>						
<i>Blended Rationale: A vote AGAINST is warranted because:- The total potential variable remuneration paid to the CEO can exceed 150 percent of base salary for the STI and 350 percent for the variable compensation.</i>						
7	Approve Remuneration Report	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because:- The total short-term remuneration is more than 150 percent of base salary.</i>						
<i>Blended Rationale: A vote AGAINST is warranted because:- The total short-term remuneration is more than 150 percent of base salary.</i>						
8	Approve Creation of EUR 480 Million Pool of Capital with Partial Exclusion of Preemptive Rights	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted as:- The authority would last more than 26 months.</i>						
<i>Blended Rationale: A vote AGAINST is warranted as:- The authority would last more than 26 months.</i>						
9	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 15 Billion; Approve Creation of EUR 210 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted as:- The authority would last more than 26 months.</i>						
<i>Blended Rationale: A vote AGAINST is warranted as:- The authority would last more than 26 months.</i>						

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Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed	Auto-Approved		3,417	3,417
			27/01/2024	27/01/2024			
			Total Shares:				

Siemens Energy AG

Meeting Date: 26/02/2024	Country: Germany	Ticker: ENR	Proxy Level: N/A
Record Date: 19/02/2024	Meeting Type: Annual	Meeting ID: 1812519	
Primary Security ID: D6T47E106	Primary CUSIP: D6T47E106	Primary ISIN: DE000ENERGY0	Primary SEDOL: BMTVQK9
Earliest Cutoff Date: 15/02/2024	Total Ballots: 1	Additional Policy:	
Votable Shares: 7,115	*Shares on Loan: 0	Shares Instructed: 7,115	Shares Voted: 7,115

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022/23 (Non-Voting)	Mgmt	No			
2	Approve Allocation of Income and Omission of Dividends	Mgmt	Yes	For	For	No
Voting Policy Rationale: The company is not distributing any dividends due to a net loss for the year under review.						
Blended Rationale: The company is not distributing any dividends due to a net loss for the year under review.						
3.1	Approve Discharge of Management Board Member Christian Bruch for Fiscal Year 2022/23	Mgmt	Yes	For	Abstain	Yes
Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.						
Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.						
3.2	Approve Discharge of Management Board Member Maria Ferraro for Fiscal Year 2022/23	Mgmt	Yes	For	Abstain	Yes
Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.						
Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.						
3.3	Approve Discharge of Management Board Member Karim Amin for Fiscal Year 2022/23	Mgmt	Yes	For	Abstain	Yes
Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.						
Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.						

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
3.4	Approve Discharge of Management Board Member Tim Holt for Fiscal Year 2022/23	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
3.5	Approve Discharge of Management Board Member Anne-Laure Parrical de Chamard (from Nov. 1, 2022) for Fiscal Year 2022/23	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
3.6	Approve Discharge of Management Board Member Vinod Philip (from Oct. 1, 2022) for Fiscal Year 2022/23	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.1	Approve Discharge of Supervisory Board Member Joe Kaeser for Fiscal Year 2022/23	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.2	Approve Discharge of Supervisory Board Member Robert Kensbock for Fiscal Year 2022/23	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.3	Approve Discharge of Supervisory Board Member Hubert Lienhard for Fiscal Year 2022/23	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.4	Approve Discharge of Supervisory Board Member Guenter Augustat for Fiscal Year 2022/23	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.5	Approve Discharge of Supervisory Board Member Manfred Baereis for Fiscal Year 2022/23	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
4.6	Approve Discharge of Supervisory Board Member Manuel Bloemers for Fiscal Year 2022/23	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.7	Approve Discharge of Supervisory Board Member Christine Bortenlaenger for Fiscal Year 2022/23	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.8	Approve Discharge of Supervisory Board Member Andrea Fehrmann for Fiscal Year 2022/23	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.9	Approve Discharge of Supervisory Board Member Andreas Feldmueller for Fiscal Year 2022/23	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.10	Approve Discharge of Supervisory Board Member Nadine Florian for Fiscal Year 2022/23	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.11	Approve Discharge of Supervisory Board Member Sigmar Gabriel for Fiscal Year 2022/23	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.12	Approve Discharge of Supervisory Board Member Horst Hakelberg for Fiscal Year 2022/23	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.13	Approve Discharge of Supervisory Board Member Juergen Kerner for Fiscal Year 2022/23	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
4.14	Approve Discharge of Supervisory Board Member Hildegard Mueller for Fiscal Year 2022/23	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.15	Approve Discharge of Supervisory Board Member Laurence Mulliez for Fiscal Year 2022/23	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.16	Approve Discharge of Supervisory Board Member Thomas Pfann for Fiscal Year 2022/23	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.17	Approve Discharge of Supervisory Board Member Matthias Rebellius for Fiscal Year 2022/23	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.18	Approve Discharge of Supervisory Board Member Ralf Thomas for Fiscal Year 2022/23	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.19	Approve Discharge of Supervisory Board Member Geisha Williams for Fiscal Year 2022/23	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.20	Approve Discharge of Supervisory Board Member Randy Zwirn for Fiscal Year 2022/23	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
5	Ratify KPMG AG as Auditors for Fiscal Year 2023/24	Mgmt	Yes	For	For	No
<i>Voting Policy Rationale: The company is proposing a new audit firm.</i>						
<i>Blended Rationale: The company is proposing a new audit firm.</i>						

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
6	Approve Remuneration Report	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted as:- Anne-Laure de Chammard was granted a compensatory payment at the beginning of her appointment amounting to EUR 1.9 million to compensate for forfeited remuneration entitlements from her former employer; moreover the basis of this amount is not further explained.</i>						
<i>Blended Rationale: A vote AGAINST is warranted as:- Anne-Laure de Chammard was granted a compensatory payment at the beginning of her appointment amounting to EUR 1.9 million to compensate for forfeited remuneration entitlements from her former employer; moreover the basis of this amount is not further explained.</i>						
7.1	Elect Veronika Grimm to the Supervisory Board	Mgmt	Yes	For	For	No
7.2	Elect Simone Menne to the Supervisory Board	Mgmt	Yes	For	For	No
8	Approve Remuneration of Supervisory Board	Mgmt	Yes	For	For	No
9	Approve Creation of EUR 399.7 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted as:- The authority would last more than 26 months.</i>						
<i>Blended Rationale: A vote AGAINST is warranted as:- The authority would last more than 26 months.</i>						
10	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 4 Billion; Approve Creation of EUR 79.9 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted as:- The authority would last more than 26 months.</i>						
<i>Blended Rationale: A vote AGAINST is warranted as:- The authority would last more than 26 months.</i>						
11	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted as:- The authority would last more than 26 months.</i>						
<i>Blended Rationale: A vote AGAINST is warranted as:- The authority would last more than 26 months.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed	Auto-Approved		7,115	7,115
			12/02/2024	12/02/2024			
			Total Shares:				7,115

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

<b>Meeting Date:</b> 05/03/2024	<b>Country:</b> Switzerland	<b>Ticker:</b> NOVN	<b>Proxy Level:</b> N/A
<b>Record Date:</b>	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1812066	
<b>Primary Security ID:</b> H5820Q150	<b>Primary CUSIP:</b> H5820Q150	<b>Primary ISIN:</b> CH0012005267	<b>Primary SEDOL:</b> 7103065
<b>Earliest Cutoff Date:</b> 27/02/2024	<b>Total Ballots:</b> 1		<b>Additional Policy:</b>
<b>Votable Shares:</b> 9,203	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 9,203	<b>Shares Voted:</b> 9,203

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For	No
1.2	Approve Non-Financial Report	Mgmt	Yes	For	For	No
2	Approve Discharge of Board and Senior Management	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: As discharge is binding or not compulsory in this market, a vote AGAINST this item is warranted.</i>						
<i>Blended Rationale: As discharge is binding or not compulsory in this market, a vote AGAINST this item is warranted.</i>						
3	Approve Allocation of Income and Dividends of CHF 3.30 per Share	Mgmt	Yes	For	For	No
4	Approve CHF 42.9 Million Reduction in Share Capital via Cancellation of Repurchased Shares	Mgmt	Yes	For	For	No
5.1	Approve Remuneration of Directors in the Amount of CHF 8.8 Million	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because:- 50% of compensation is delivered in cash, and board members may choose to receive more of their compensation in shares instead of cash.</i>						
<i>Blended Rationale: A vote AGAINST is warranted because:- 50% of compensation is delivered in cash, and board members may choose to receive more of their compensation in shares instead of cash.</i>						
5.2	Approve Maximum Remuneration of Executive Committee in the Amount of CHF 95 Million	Mgmt	Yes	For	For	No
5.3	Approve Remuneration Report	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because:- The total short-term remuneration is more than 150% of base salary.- Total variable remuneration is more than 350% of base salary.- Patrick Horber joined the executive committee on Dec. 1, 2023, as "President, International". In order to replace entitlements forfeited at the previous employer, he received a total replacement award of CHF 6.4 million. This amount comprises CHF 1,058,274 in cash to be paid out in March 2024 as well as CHF 3,084,694 in target PSUs and CHF 2,292,624 in RSUs, both of which will vest between 2024 and 2026. Per Novartis' policy, these awards are made on a like-for-like basis.</i>						
<i>Blended Rationale: A vote AGAINST is warranted because:- The total short-term remuneration is more than 150% of base salary.- Total variable remuneration is more than 350% of base salary.- Patrick Horber joined the executive committee on Dec. 1, 2023, as "President, International". In order to replace entitlements forfeited at the previous employer, he received a total replacement award of CHF 6.4 million. This amount comprises CHF 1,058,274 in cash to be paid out in March 2024 as well as CHF 3,084,694 in target PSUs and CHF 2,292,624 in RSUs, both of which will vest between 2024 and 2026. Per Novartis' policy, these awards are made on a like-for-like basis.</i>						
6.1	Reelect Joerg Reinhardt as Director and Board Chair	Mgmt	Yes	For	For	No
6.2	Reelect Nancy Andrews as Director	Mgmt	Yes	For	For	No

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
6.3	Reelect Ton Buechner as Director	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted as:- The nominee holds more than four equivalent directorships.</i>						
<i>Blended Rationale: A vote AGAINST is warranted as:- The nominee holds more than four equivalent directorships.</i>						
6.4	Reelect Patrice Bula as Director	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because:- The nominee is the chair of the Nomination Committee and the level of gender diversity on the board is less than 33 percent. We note that 40 percent of the board's non-executive posts are not filled by underrepresented sex which will be required as of June 2026. While such concern does not trigger a vote AGAINST the director elections until 2026, we encourage the company to consider complying with the requirements within the legal deadline.</i>						
<i>Blended Rationale: A vote AGAINST is warranted because:- The nominee is the chair of the Nomination Committee and the level of gender diversity on the board is less than 33 percent. We note that 40 percent of the board's non-executive posts are not filled by underrepresented sex which will be required as of June 2026. While such concern does not trigger a vote AGAINST the director elections until 2026, we encourage the company to consider complying with the requirements within the legal deadline.</i>						
6.5	Reelect Elizabeth Doherty as Director	Mgmt	Yes	For	For	No
6.6	Reelect Bridgette Heller as Director	Mgmt	Yes	For	For	No
6.7	Reelect Daniel Hochstrasser as Director	Mgmt	Yes	For	For	No
6.8	Reelect Frans van Houten as Director	Mgmt	Yes	For	For	No
6.9	Reelect Simon Moroney as Director	Mgmt	Yes	For	For	No
6.10	Reelect Ana de Pro Gonzalo as Director	Mgmt	Yes	For	For	No
6.11	Reelect Charles Sawyers as Director	Mgmt	Yes	For	For	No
6.12	Reelect William Winters as Director	Mgmt	Yes	For	For	No
6.13	Reelect John Young as Director	Mgmt	Yes	For	For	No
7.1	Reappoint Patrice Bula as Member of the Compensation Committee	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: In line with the vote recommendation on Item 6.4, a vote AGAINST this item is also warranted.</i>						
<i>Blended Rationale: In line with the vote recommendation on Item 6.4, a vote AGAINST this item is also warranted.</i>						
7.2	Reappoint Bridgette Heller as Member of the Compensation Committee	Mgmt	Yes	For	For	No
7.3	Reappoint Simon Moroney as Member of the Compensation Committee	Mgmt	Yes	For	For	No
7.4	Reappoint William Winters as Member of the Compensation Committee	Mgmt	Yes	For	For	No
8	Ratify KPMG AG as Auditors	Mgmt	Yes	For	For	No
9	Designate Peter Zahn as Independent Proxy	Mgmt	Yes	For	For	No

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
10	Transact Other Business (Voting)	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because:- This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors. - The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.</i>						
<i>Blended Rationale: A vote AGAINST is warranted because:- This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors. - The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed	Auto-Approved		9,203	9,203
			24/02/2024	24/02/2024			
			Total Shares:				9,203

Banco Bilbao Vizcaya Argentaria SA

Meeting Date: 14/03/2024	Country: Spain	Ticker: BBVA	Proxy Level: N/A
Record Date: 08/03/2024	Meeting Type: Annual	Meeting ID: 1820147	
Primary Security ID: E11805103	Primary CUSIP: E11805103	Primary ISIN: ES0113211835	Primary SEDOL: 5501906
Earliest Cutoff Date: 07/03/2024	Total Ballots: 1		Additional Policy:
Votable Shares: 24,568	*Shares on Loan: 0	Shares Instructed: 24,568	Shares Voted: 24,568

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.1	Approve Consolidated and Standalone Financial Statements	Mgmt	Yes	For	For	No
1.2	Approve Non-Financial Information Statement	Mgmt	Yes	For	For	No
1.3	Approve Allocation of Income and Dividends	Mgmt	Yes	For	For	No
1.4	Approve Discharge of Board	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
2.1	Reelect Jose Miguel Andres Torrecillas as Director	Mgmt	Yes	For	For	No
2.2	Reelect Jaime Felix Caruana Lacorte as Director	Mgmt	Yes	For	For	No
2.3	Reelect Belen Garijo Lopez as Director	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because:- The nominee is a non-independent member of the Remuneration Committee and the committee is less than 100 percent independent.</i>						
<i>Blended Rationale: A vote AGAINST is warranted because:- The nominee is a non-independent member of the Remuneration Committee and the committee is less than 100 percent independent.</i>						

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Banco Bilbao Vizcaya Argentaria SA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
2.4	Reelect Ana Cristina Peralta Moreno as Director	Mgmt	Yes	For	For	No
2.5	Reelect Jan Paul Marie Francis Verplancke as Director	Mgmt	Yes	For	For	No
2.6	Elect Enrique Casanueva Nardiz as Director	Mgmt	Yes	For	For	No
2.7	Elect Cristina de Parias Halcon as Director	Mgmt	Yes	For	For	No
3	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	Yes	For	For	No
4	Fix Maximum Variable Compensation Ratio	Mgmt	Yes	For	For	No
Voting Policy Rationale: Please note that NEDs are included in the list of targeted personnel, which is not in line with the company's remuneration policy of not granting any variable remuneration to NEDs.						
Blended Rationale: Please note that NEDs are included in the list of targeted personnel, which is not in line with the company's remuneration policy of not granting any variable remuneration to NEDs.						
5	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	Yes	For	For	No
6	Advisory Vote on Remuneration Report	Mgmt	Yes	For	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted because:- Total remuneration is more than two times the median of peers.- Non-executive directors have annual allocation of shares equal to 20 percent of the total of total cash fees paid out in the previous financial year, with effective delivery after the director steps down, unless there is a serious breach of duties						
Blended Rationale: A vote AGAINST is warranted because:- Total remuneration is more than two times the median of peers.- Non-executive directors have annual allocation of shares equal to 20 percent of the total of total cash fees paid out in the previous financial year, with effective delivery after the director steps down, unless there is a serious breach of duties						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed	Auto-Approved		24,568	24,568
			04/03/2024	04/03/2024			
			Total Shares:				24,568

Pandora AS

Meeting Date: 14/03/2024	Country: Denmark	Ticker: PNDORA	Proxy Level: N/A
Record Date: 07/03/2024	Meeting Type: Annual	Meeting ID: 1822100	
Primary Security ID: K7681L102	Primary CUSIP: K7681L102	Primary ISIN: DK0060252690	Primary SEDOL: B44XTX8
Earliest Cutoff Date: 06/03/2024	Total Ballots: 1	Additional Policy:	
Votable Shares: 466	*Shares on Loan: 0	Shares Instructed: 466	Shares Voted: 466

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Receive Report of Board	Mgmt	No			
2	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For	No

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
3	Approve Remuneration Report (Advisory Vote)	Mgmt	Yes	For	For	No
4	Approve Remuneration of Directors	Mgmt	Yes	For	For	No
5	Approve Allocation of Income and Dividends of DKK 18.00 Per Share	Mgmt	Yes	For	For	No
6.1	Reelect Peter A. Ruzicka as Director	Mgmt	Yes	For	Abstain	Yes
<p><i>Voting Policy Rationale: ABSTAIN votes are warranted because:- The nominee holds more than four equivalent directorships.Please note that 'against' is not a valid vote option.</i></p> <p><i>Blended Rationale: ABSTAIN votes are warranted because:- The nominee holds more than four equivalent directorships.Please note that 'against' is not a valid vote option.</i></p>						
6.2	Reelect Christian Frigast as Director	Mgmt	Yes	For	Abstain	Yes
<p><i>Voting Policy Rationale: ABSTAIN votes are warranted because:- The nominee is a non-independent member of the Remuneration Committee and the committee is less than 100 percent independent.- The nominee is a non-independent chair of the Nomination Committee.Please note that 'against' is not a valid vote option.</i></p> <p><i>Blended Rationale: ABSTAIN votes are warranted because:- The nominee is a non-independent member of the Remuneration Committee and the committee is less than 100 percent independent.- The nominee is a non-independent chair of the Nomination Committee.Please note that 'against' is not a valid vote option.</i></p>						
6.3	Reelect Lilian Fossum Biner as Director	Mgmt	Yes	For	Abstain	Yes
<p><i>Voting Policy Rationale: ABSTAIN votes are warranted because:- The nominee is the Audit Committee chair and the committee does not contain a clearly designated financial expert.Please note that 'against' is not a valid vote option.</i></p> <p><i>Blended Rationale: ABSTAIN votes are warranted because:- The nominee is the Audit Committee chair and the committee does not contain a clearly designated financial expert.Please note that 'against' is not a valid vote option.</i></p>						
6.4	Reelect Birgitta Stymne Goransson as Director	Mgmt	Yes	For	For	No
6.5	Reelect Marianne Kirkegaard as Director	Mgmt	Yes	For	For	No
6.6	Reelect Catherine Spindler as Director	Mgmt	Yes	For	For	No
6.7	Reelect Jan Zijderveld as Director	Mgmt	Yes	For	For	No
7	Ratify Ernst & Young as Auditor	Mgmt	Yes	For	Abstain	Yes
<p><i>Voting Policy Rationale: A vote ABSTAIN is warranted as:- The current auditor tenure exceeds 10 years (i.e. 13 years).Please note that 'against' is not a valid vote option here.</i></p> <p><i>Blended Rationale: A vote ABSTAIN is warranted as:- The current auditor tenure exceeds 10 years (i.e. 13 years).Please note that 'against' is not a valid vote option here.</i></p>						
8	Approve Discharge of Management and Board	Mgmt	Yes	For	Against	Yes
<p><i>Voting Policy Rationale: As discharge is binding or not compulsory in this market, a vote AGAINST this item is warranted.</i></p> <p><i>Blended Rationale: As discharge is binding or not compulsory in this market, a vote AGAINST this item is warranted.</i></p>						
9.1	Approve DKK 7 Million Reduction in Share Capital via Share Cancellation; Amend Articles Accordingly	Mgmt	Yes	For	For	No

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Pandora AS

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
9.2	Amend Remuneration Policy (Indemnification Scheme)	Mgmt	Yes	For	For	No
9.3A	Amend Remuneration Policy (Specification of the Derogation Clause)	Mgmt	Yes	For	Against	Yes
Voting Policy Rationale: Items 9.3A-9.3C:A vote AGAINST is warranted because:- The total potential variable remuneration paid to the CEO can exceed 150% of base salary for the STI.- The policy allows for discretionary one-off payments in certain extraordinary situations. The potential bonus is capped at 200 percent of the annual base salary of the executive.						
Blended Rationale: Items 9.3A-9.3C:A vote AGAINST is warranted because:- The total potential variable remuneration paid to the CEO can exceed 150% of base salary for the STI.- The policy allows for discretionary one-off payments in certain extraordinary situations. The potential bonus is capped at 200 percent of the annual base salary of the executive.						
9.3B	Amend Remuneration Policy (Short-Term Incentive Plan)	Mgmt	Yes	For	Against	Yes
Voting Policy Rationale: Refer to Item 9.3A.						
Blended Rationale: Refer to Item 9.3A.						
9.3C	Amend Remuneration Policy (Travel Allowance for Board Members)	Mgmt	Yes	For	Against	Yes
Voting Policy Rationale: Refer to Item 9.3A.						
Blended Rationale: Refer to Item 9.3A.						
9.4	Authorize Share Repurchase Program	Mgmt	Yes	For	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted as:- The authority would last more than 26 months.						
Blended Rationale: A vote AGAINST is warranted as:- The authority would last more than 26 months.						
9.5	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	Yes	For	For	No
10	Other Business	Mgmt	No			

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed	Auto-Approved		466	466
			04/03/2024	04/03/2024			
			Total Shares:				466

NKT A/S

Meeting Date: 20/03/2024	Country: Denmark	Ticker: NKT	Proxy Level: N/A
Record Date: 13/03/2024	Meeting Type: Annual	Meeting ID: 1826132	
Primary Security ID: K7037A107	Primary CUSIP: K7037A107	Primary ISIN: DK0010287663	Primary SEDOL: 7106354

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

**Earliest Cutoff Date:** 11/03/2024

**Total Ballots:** 1

**Additional Policy:**
**Votable Shares:** 350

**\*Shares on Loan:** 0

**Shares Instructed:** 350

**Shares Voted:** 350

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Receive Report of Board	Mgmt	No			
2	Receive Annual Report	Mgmt	No			
3	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For	No
4	Approve Allocation of Income and Omission of Dividends	Mgmt	Yes	For	For	No
<i>Voting Policy Rationale: Please note that the company is not proposing any dividend payment in 2024.</i>						
<i>Blended Rationale: Please note that the company is not proposing any dividend payment in 2024.</i>						
5	Approve Remuneration Report (Advisory Vote)	Mgmt	Yes	For	For	No
6	Approve Discharge of Management and Board	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: As discharge is binding or not compulsory in this market, a vote AGAINST this item is warranted.</i>						
<i>Blended Rationale: As discharge is binding or not compulsory in this market, a vote AGAINST this item is warranted.</i>						
7	Approve Remuneration of Directors in the Amount of DKK 1.12 Million for Chairman, DKK 750,000 for Deputy Chairman and DKK 375,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	Yes	For	For	No
8.a	Reelect Jens Due Olsen as Director	Mgmt	Yes	For	For	No
8.b	Reelect Rene Svendsen-Tune as Director	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: ABSTAIN votes are warranted as:- The nominee holds more than four equivalent directorships.Please note that 'against' is not a valid vote option.</i>						
<i>Blended Rationale: ABSTAIN votes are warranted as:- The nominee holds more than four equivalent directorships.Please note that 'against' is not a valid vote option.</i>						
8.c	Reelect Nebahat Albayrak as Director	Mgmt	Yes	For	For	No
8.d	Reelect Karla Marianne Lindahl as Director	Mgmt	Yes	For	For	No
8.e	Reelect Andreas Nauen as Director	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: ABSTAIN votes are warranted as:- The nominee is the Audit Committee chair and the committee does not contain a clearly designated financial expert.Please note that 'against' is not a valid vote option.</i>						
<i>Blended Rationale: ABSTAIN votes are warranted as:- The nominee is the Audit Committee chair and the committee does not contain a clearly designated financial expert.Please note that 'against' is not a valid vote option.</i>						
8.f	Reelect Anne Vedel as Director	Mgmt	Yes	For	For	No
9.1	Ratify PWC as Auditors	Mgmt	Yes	For	For	No
9.2	Ratify PWC as Authorized Sustainability Auditor	Mgmt	Yes	For	For	No

*\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.*

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
10.1	Amend Remuneration Policy (Indemnification Scheme)	Mgmt	Yes	For	For	No
11	Other Business	Mgmt	No			
Ballot Details						
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed	Auto-Approved		350
			08/03/2024	08/03/2024		350
			Total Shares:			
					350	350

Novo Nordisk A/S

Meeting Date: 21/03/2024		Country: Denmark		Ticker: NOVO.B		Proxy Level: N/A	
Record Date: 14/03/2024		Meeting Type: Annual		Meeting ID: 1819361			
Primary Security ID: K72807140		Primary CUSIP: K72807140		Primary ISIN: DK0062498333		Primary SEDOL: BP6KMJ1	
Earliest Cutoff Date: 13/03/2024		Total Ballots: 1				Additional Policy:	
Votable Shares: 7,712		*Shares on Loan: 0		Shares Instructed: 7,712		Shares Voted: 7,712	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec		Vote Instruction	Vote Against Mgmt
1	Receive Report of Board	Mgmt	No				
2	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For		For	No
3	Approve Allocation of Income and Dividends of DKK 6.40 Per Share	Mgmt	Yes	For		For	No
4	Approve Remuneration Report (Advisory Vote)	Mgmt	Yes	For		Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted as:- Total CEO remuneration is more than two times the median of peers.- Total variable remuneration is more than 350% of base salary.- The non-financial performance criteria (e.g., achievement of strategic initiatives) are assessed annually over a period of three years.- The non-financial performance criteria for LTIP 2023 (as assessed for the 2023 performance period) are identical to the non-financial performance criteria applied to the STIP for the fiscal year in review (STIP 2023).							
Blended Rationale: A vote AGAINST is warranted as:- Total CEO remuneration is more than two times the median of peers.- Total variable remuneration is more than 350% of base salary.- The non-financial performance criteria (e.g., achievement of strategic initiatives) are assessed annually over a period of three years.- The non-financial performance criteria for LTIP 2023 (as assessed for the 2023 performance period) are identical to the non-financial performance criteria applied to the STIP for the fiscal year in review (STIP 2023).							
5.1	Approve Remuneration of Directors in the Amount of DKK 3.4 Million for the Chairman, DKK 1.7 Million for the Vice Chairman and DKK 840,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	Yes	For		For	No
5.2a	Approve Indemnification of Board of Directors	Mgmt	Yes	For		For	No

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
5.2b	Approve Indemnification of Executive Management	Mgmt	Yes	For	For	No
5.2c	Amend Articles Re: Indemnification Scheme	Mgmt	Yes	For	For	No
5.3	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	Yes	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST is warranted as:- The remuneration policy allows for granting a sign-on arrangement in the form of cash payment, shares or a share incentive programme when recruiting new executives externally.- Total variable remuneration can exceed 350% of base salary.</i></p> <p><i>Blended Rationale: A vote AGAINST is warranted as:- The remuneration policy allows for granting a sign-on arrangement in the form of cash payment, shares or a share incentive programme when recruiting new executives externally.- Total variable remuneration can exceed 350% of base salary.</i></p>						
6.1	Reelect Helge Lund (Chair) as Director	Mgmt	Yes	For	For	No
<p><i>Voting Policy Rationale: We note that 40 percent of the board's non-executive posts are not filled by underrepresented sex which will be required as of June 2026. While such concern does not trigger a vote AGAINST the director elections until 2026, we encourage the company to consider complying with the requirements within the legal deadline.</i></p> <p><i>Blended Rationale: We note that 40 percent of the board's non-executive posts are not filled by underrepresented sex which will be required as of June 2026. While such concern does not trigger a vote AGAINST the director elections until 2026, we encourage the company to consider complying with the requirements within the legal deadline.</i></p>						
6.2	Reelect Henrik Poulsen (Vice Chair) as Director	Mgmt	Yes	For	Abstain	Yes
<p><i>Voting Policy Rationale: A vote ABSTAIN candidate Henrik Poulsen is warranted because the company maintains a share structure with unequal voting rights, and the candidates represent the primary beneficiary of the superior voting rights. In addition:- The nominee is a non-independent member of the Audit Committee and the committee is less than 100 percent independent.- The nominee is a non-independent member of the Remuneration Committee and the committee is less than 100 percent independent. Please note that 'against' is not a valid vote option.</i></p> <p><i>Blended Rationale: A vote ABSTAIN candidate Henrik Poulsen is warranted because the company maintains a share structure with unequal voting rights, and the candidates represent the primary beneficiary of the superior voting rights. In addition:- The nominee is a non-independent member of the Audit Committee and the committee is less than 100 percent independent.- The nominee is a non-independent member of the Remuneration Committee and the committee is less than 100 percent independent. Please note that 'against' is not a valid vote option.</i></p>						
6.3a	Reelect Laurence Debroux as Director	Mgmt	Yes	For	For	No
6.3b	Reelect Andreas Fibig as Director	Mgmt	Yes	For	For	No
6.3c	Reelect Sylvie Gregoire as Director	Mgmt	Yes	For	For	No
6.3d	Reelect Kasim Kutay as Director	Mgmt	Yes	For	Abstain	Yes
<p><i>Voting Policy Rationale: A vote ABSTAIN candidate Kasim Kutay is warranted because the company maintains a share structure with unequal voting rights, and the candidates represent the primary beneficiary of the superior voting rights.</i></p> <p><i>Blended Rationale: A vote ABSTAIN candidate Kasim Kutay is warranted because the company maintains a share structure with unequal voting rights, and the candidates represent the primary beneficiary of the superior voting rights.</i></p>						
6.3e	Reelect Christina Law as Director	Mgmt	Yes	For	For	No

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Novo Nordisk A/S

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
6.3f	Reelect Martin Mackay as Director	Mgmt	Yes	For	Abstain	Yes
Voting Policy Rationale: A vote ABSTAIN is warranted as:- The nominee holds more than four equivalent directorships.Please note that 'against' is not a valid vote option.						
Blended Rationale: A vote ABSTAIN is warranted as:- The nominee holds more than four equivalent directorships.Please note that 'against' is not a valid vote option.						
7	Ratify Deloitte as Auditor	Mgmt	Yes	For	Abstain	Yes
Voting Policy Rationale: A vote ABSTAIN is warranted as:- Non-audit fees exceed 40% of total fees paid to the auditor (i.e.44.07%).Please note that 'against' is not a valid vote option.						
Blended Rationale: A vote ABSTAIN is warranted as:- Non-audit fees exceed 40% of total fees paid to the auditor (i.e.44.07%).Please note that 'against' is not a valid vote option.						
8.1	Approve DKK 4.5 Million Reduction in Share Capital via Share Cancellation of B Shares	Mgmt	Yes	For	For	No
8.2	Authorize Share Repurchase Program	Mgmt	Yes	For	For	No
8.3	Approve Creation of DKK 44.7 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 44.7 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 44.7 Million	Mgmt	Yes	For	For	No
9	Other Business	Mgmt	No			

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed	Auto-Approved		7,712	7,712
			09/03/2024	09/03/2024			
			Total Shares:				7,712

Hulic Co., Ltd.

Meeting Date: 26/03/2024	Country: Japan	Ticker: 3003	Proxy Level: N/A
Record Date: 31/12/2023	Meeting Type: Annual	Meeting ID: 1825797	
Primary Security ID: J23594112	Primary CUSIP: J23594112	Primary ISIN: JP3360800001	Primary SEDOL: 6805317
Earliest Cutoff Date: 24/03/2024	Total Ballots: 1		Additional Policy:
Votable Shares: 8,000	*Shares on Loan: 0	Shares Instructed: 8,000	Shares Voted: 8,000

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 27	Mgmt	Yes	For	For	No
2.1	Elect Director Nishiura, Saburo	Mgmt	Yes	For	For	No
2.2	Elect Director Maeda, Takaya	Mgmt	Yes	For	For	No

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
2.3	Elect Director Kobayashi, Hajime	Mgmt	Yes	For	For	No
2.4	Elect Director Nakajima, Tadashi	Mgmt	Yes	For	For	No
2.5	Elect Director Hara, Hiroshi	Mgmt	Yes	For	For	No
2.6	Elect Director Miyajima, Tsukasa	Mgmt	Yes	For	For	No
2.7	Elect Director Yamada, Hideo	Mgmt	Yes	For	For	No
2.8	Elect Director Fukushima, Atsuko	Mgmt	Yes	For	For	No
2.9	Elect Director Tsuji, Shinji	Mgmt	Yes	For	For	No
2.10	Elect Director Akita, Kiyomi	Mgmt	Yes	For	For	No
2.11	Elect Director Takahashi, Yuko	Mgmt	Yes	For	For	No
3.1	Appoint Statutory Auditor Kobayashi, Nobuyuki	Mgmt	Yes	For	For	No
3.2	Appoint Statutory Auditor Koike, Noriko	Mgmt	Yes	For	For	No
3.3	Appoint Statutory Auditor Aratani, Masao	Mgmt	Yes	For	Against	Yes
Voting Policy Rationale: A vote AGAINST this nominee is warranted because:- The outside statutory auditor nominee's affiliation with the company could compromise independence.						
Blended Rationale: A vote AGAINST this nominee is warranted because:- The outside statutory auditor nominee's affiliation with the company could compromise independence.						
4	Approve Trust-Type Equity Compensation Plan	Mgmt	Yes	For	For	No

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed	Auto-Approved		8,000	8,000
			21/03/2024	21/03/2024			
			Total Shares:				8,000

Swisscom AG

Meeting Date: 27/03/2024		Country: Switzerland		Ticker: SCMN		Proxy Level: N/A	
Record Date:		Meeting Type: Annual		Meeting ID: 1811966			
Primary Security ID: H8398N104		Primary CUSIP: H8398N104		Primary ISIN: CH0008742519		Primary SEDOL: 5533976	
Earliest Cutoff Date: 19/03/2024		Total Ballots: 1				Additional Policy:	
Votable Shares: 282		*Shares on Loan: 0		Shares Instructed: 282		Shares Voted: 282	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec		Vote Instruction	Vote Against Mgmt
1.1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For		For	No

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	Yes	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: - There are insufficient ex-post disclosures to explain the evolution of variable payouts versus company performance.- There is no standalone LTI plan which measures performance over a multi-year period.</i></p> <p><i>Blended Rationale: A vote AGAINST the remuneration report is warranted because: - There are insufficient ex-post disclosures to explain the evolution of variable payouts versus company performance.- There is no standalone LTI plan which measures performance over a multi-year period.</i></p>						
1.3	Approve Non-Financial Report	Mgmt	Yes	For	For	No
2	Approve Allocation of Income and Dividends of CHF 22 per Share	Mgmt	Yes	For	For	No
3	Approve Discharge of Board and Senior Management	Mgmt	Yes	For	Against	Yes
<p><i>Voting Policy Rationale: As discharge is binding or not compulsory in this market, a vote AGAINST this item is warranted.</i></p> <p><i>Blended Rationale: As discharge is binding or not compulsory in this market, a vote AGAINST this item is warranted.</i></p>						
4.1	Reelect Michael Rechsteiner as Director and Board Chair	Mgmt	Yes	For	For	No
<p><i>Voting Policy Rationale: We note that 40 percent of the board's non-executive posts are not filled by underrepresented sex which will be required as of June 2026. While such concern does not trigger a vote AGAINST the director elections until 2026, we encourage the company to consider complying with the requirements within the legal deadline.</i></p> <p><i>Blended Rationale: We note that 40 percent of the board's non-executive posts are not filled by underrepresented sex which will be required as of June 2026. While such concern does not trigger a vote AGAINST the director elections until 2026, we encourage the company to consider complying with the requirements within the legal deadline.</i></p>						
4.2	Reelect Roland Abt as Director	Mgmt	Yes	For	For	No
4.3	Reelect Monique Bourquin as Director	Mgmt	Yes	For	For	No
4.4	Reelect Guus Dekkers as Director	Mgmt	Yes	For	For	No
4.5	Reelect Frank Esser as Director	Mgmt	Yes	For	For	No
4.6	Reelect Sandra Lathion-Zweifel as Director	Mgmt	Yes	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST is warranted because:- The nominee is a non-independent member of the Audit Committee and the committee is less than 100 percent independent.</i></p> <p><i>Blended Rationale: A vote AGAINST is warranted because:- The nominee is a non-independent member of the Audit Committee and the committee is less than 100 percent independent.</i></p>						
4.7	Reelect Anna Mossberg as Director	Mgmt	Yes	For	For	No
4.8	Elect Daniel Muenger as Director	Mgmt	Yes	For	For	No
5.1	Reappoint Roland Abt as Member of the Compensation Committee	Mgmt	Yes	For	For	No
5.2	Reappoint Monique Bourquin as Member of the Compensation Committee	Mgmt	Yes	For	For	No
5.3	Reappoint Frank Esser as Member of the Compensation Committee	Mgmt	Yes	For	For	No

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
5.4	Reappoint Michael Rechsteiner as Member of the Compensation Committee	Mgmt	Yes	For	For	No
5.5	Appoint Fritz Zurbruegg as Member of the Compensation Committee	Mgmt	Yes	For	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted because:- The nominee is a non-independent member of the Remuneration Committee and the committee is less than 100 percent independent.						
Blended Rationale: A vote AGAINST is warranted because:- The nominee is a non-independent member of the Remuneration Committee and the committee is less than 100 percent independent.						
6.1	Approve Remuneration of Directors in the Amount of CHF 2.5 Million	Mgmt	Yes	For	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted because:- Non-executive directors can be paid, at least partially, in shares.						
Blended Rationale: A vote AGAINST is warranted because:- Non-executive directors can be paid, at least partially, in shares.						
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 10.9 Million	Mgmt	Yes	For	For	No
7	Designate Reber Rechtsanwaelte as Independent Proxy	Mgmt	Yes	For	For	No
8	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	Yes	For	For	No
9	Transact Other Business (Voting)	Mgmt	Yes	For	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted because:- This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors.- The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.						
Blended Rationale: A vote AGAINST is warranted because:- This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors.- The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed	Auto-Approved		282	282
			16/03/2024	16/03/2024			
			Total Shares:				282

SUMCO Corp.

Meeting Date: 28/03/2024	Country: Japan	Ticker: 3436	Proxy Level: N/A
Record Date: 31/12/2023	Meeting Type: Annual	Meeting ID: 1829922	
Primary Security ID: J76896109	Primary CUSIP: J76896109	Primary ISIN: JP3322930003	Primary SEDOL: B0M0C89

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

Earliest Cutoff Date: 26/03/2024	Total Ballots: 1	Additional Policy:
Votable Shares: 12,400	*Shares on Loan: 0	Shares Instructed: 12,400
		Shares Voted: 12,400

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Hashimoto, Mayuki	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: The election of the nominee is not supported as he or she serves as the company's CEO and Chair which is considered as a breach of recognized good governance practices. This opposition is to flag the company's corporate governance practices and to push the management to deliver this change. This note shall not be viewed as an expression of judgment or discontent with current management or with company performance.</i>						
<i>Blended Rationale: The election of the nominee is not supported as he or she serves as the company's CEO and Chair which is considered as a breach of recognized good governance practices. This opposition is to flag the company's corporate governance practices and to push the management to deliver this change. This note shall not be viewed as an expression of judgment or discontent with current management or with company performance.</i>						
1.2	Elect Director Awa, Toshihiro	Mgmt	Yes	For	For	No
1.3	Elect Director Ryuta, Jiro	Mgmt	Yes	For	For	No
1.4	Elect Director Kubozoe, Shinichi	Mgmt	Yes	For	For	No
1.5	Elect Director Kato, Takeo	Mgmt	Yes	For	For	No
1.6	Elect Director Kato, Akane	Mgmt	Yes	For	For	No
2.1	Elect Director and Audit Committee Member Fujii, Atsuro	Mgmt	Yes	For	For	No
2.2	Elect Director and Audit Committee Member Tanaka, Hitoshi	Mgmt	Yes	For	For	No
2.3	Elect Director and Audit Committee Member Mitomi, Masahiro	Mgmt	Yes	For	For	No
2.4	Elect Director and Audit Committee Member Ota, Shinichiro	Mgmt	Yes	For	For	No
2.5	Elect Director and Audit Committee Member Sue, Masahiko	Mgmt	Yes	For	For	No
2.6	Elect Director and Audit Committee Member Amy Shigemi Hatta	Mgmt	Yes	For	For	No

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed	Auto-Approved		12,400	12,400
			23/03/2024	23/03/2024			
			Total Shares:				12,400

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

<b>Meeting Date:</b> 03/04/2024	<b>Country:</b> Finland	<b>Ticker:</b> NOKIA	<b>Proxy Level:</b> N/A
<b>Record Date:</b> 20/03/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1808228	
<b>Primary Security ID:</b> X61873133	<b>Primary CUSIP:</b> X61873133	<b>Primary ISIN:</b> FI0009000681	<b>Primary SEDOL:</b> 5902941
<b>Earliest Cutoff Date:</b> 18/03/2024	<b>Total Ballots:</b> 1		<b>Additional Policy:</b>
<b>Votable Shares:</b> 136,543	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 136,543	<b>Shares Voted:</b> 136,543

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt	No			
2	Call the Meeting to Order	Mgmt	No			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt	No			
4	Acknowledge Proper Convening of Meeting	Mgmt	No			
5	Prepare and Approve List of Shareholders	Mgmt	No			
6	Receive Financial Statements and Statutory Reports	Mgmt	No			
7	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For	No
8	Approve Allocation of Income and Dividends of EUR 0.13 Per Share	Mgmt	Yes	For	For	No
<i>Voting Policy Rationale: Please note the dividend payout ratio is above 100 percent of earnings (i.e. 108.33 percent).</i>						
<i>Blended Rationale: Please note the dividend payout ratio is above 100 percent of earnings (i.e. 108.33 percent).</i>						
9	Approve Discharge of Board and President	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: As discharge is binding or not compulsory in this market, a vote AGAINST this item is warranted.</i>						
<i>Blended Rationale: As discharge is binding or not compulsory in this market, a vote AGAINST this item is warranted.</i>						
10	Approve Remuneration Report (Advisory Vote)	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because:- The final tranche of Pekka Lundmark's 2020 restricted share award, made to him on joining in recognition of forfeited awards from his previous employer, vested on Oct. 1, 2023, releasing 117,467 shares to the value of EUR 380,590.</i>						
<i>Blended Rationale: A vote AGAINST is warranted because:- The final tranche of Pekka Lundmark's 2020 restricted share award, made to him on joining in recognition of forfeited awards from his previous employer, vested on Oct. 1, 2023, releasing 117,467 shares to the value of EUR 380,590.</i>						

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	Yes	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST is warranted because:- The total potential variable remuneration paid to the CEO can exceed 150% of base salary for the STI and 350% for the variable compensation.- The Company may make additional cash and/or share-based awards as it deems appropriate and, if the circumstances so demand, to take account of foregone remuneration by a candidate on leaving a previous employer. Awards would, where possible, reflect the nature of awards forfeited in terms of delivery mechanism (cash or shares), time horizons, attributed expected value and performance conditions.</i></p> <p><i>Blended Rationale: A vote AGAINST is warranted because:- The total potential variable remuneration paid to the CEO can exceed 150% of base salary for the STI and 350% for the variable compensation.- The Company may make additional cash and/or share-based awards as it deems appropriate and, if the circumstances so demand, to take account of foregone remuneration by a candidate on leaving a previous employer. Awards would, where possible, reflect the nature of awards forfeited in terms of delivery mechanism (cash or shares), time horizons, attributed expected value and performance conditions.</i></p>						
12	Approve Remuneration of Directors in the Amount of EUR 440,000 to Chair, EUR 210,000 to Vice Chair and EUR 185,000 to Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	Yes	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST is warranted because:- The board proposes that approx. 40 percent of the annual fee be paid in Nokia shares either purchased from the market on behalf of the board members or alternatively delivered as treasury shares held by the company.</i></p> <p><i>Blended Rationale: A vote AGAINST is warranted because:- The board proposes that approx. 40 percent of the annual fee be paid in Nokia shares either purchased from the market on behalf of the board members or alternatively delivered as treasury shares held by the company.</i></p>						
13	Fix Number of Directors at Ten	Mgmt	Yes	For	For	No
14.1	Reelect Timo Ahopelto as Director	Mgmt	Yes	For	For	No
14.2	Reelect Sari Baldauf (Chair) as Director	Mgmt	Yes	For	For	No
14.3	Reelect Elizabeth Crain as Director	Mgmt	Yes	For	For	No
14.4	Reelect Thomas Dannenfeldt as Director	Mgmt	Yes	For	For	No
14.5	Reelect Lisa Hook as Director	Mgmt	Yes	For	For	No
14.6	Elect Michael McNamara as New Director	Mgmt	Yes	For	For	No
14.7	Reelect Thomas Saueressig as Director	Mgmt	Yes	For	For	No
14.8	Reelect Soren Skou (Vice Chair) as Director	Mgmt	Yes	For	For	No
14.9	Reelect Carla Smits-Nusteling as Director	Mgmt	Yes	For	For	No
14.10	Reelect Kai Oistamo as Director	Mgmt	Yes	For	For	No
15	Approve Remuneration of Auditor	Mgmt	Yes	For	For	No
16	Ratify Deloitte as Auditor	Mgmt	Yes	For	For	No

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
17	Approve Authorized Sustainability Remuneration of Auditors	Mgmt	Yes	For	For	No
18	Ratify Deloitte as Authorized Sustainability Auditors	Mgmt	Yes	For	For	No
19	Authorize Share Repurchase Program	Mgmt	Yes	For	For	No
20	Approve Issuance of up to 530 Million Shares without Preemptive Rights	Mgmt	Yes	For	For	No
21.1	Amend Corporate Purpose	Mgmt	Yes	For	For	No
21.2	Amend Articles Re: Auditor	Mgmt	Yes	For	For	No
21.3	Amend Articles Re: General Meeting	Mgmt	Yes	For	For	No
21.4	Amend Articles Re: Matters to be considered at the Annual General Meeting	Mgmt	Yes	For	For	No
22	Close Meeting	Mgmt	No			
Ballot Details						
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed	Auto-Approved		136,543
			16/03/2024	16/03/2024		
					Total Shares:	136,543
						136,543

Canadian Imperial Bank of Commerce

Meeting Date: 04/04/2024		Country: Canada		Ticker: CM		Proxy Level: 3	
Record Date: 05/02/2024		Meeting Type: Annual		Meeting ID: 1815539			
Primary Security ID: 136069101		Primary CUSIP: 136069101		Primary ISIN: CA1360691010		Primary SEDOL: 2170525	
Earliest Cutoff Date: 29/03/2024		Total Ballots: 1				Additional Policy:	
Votable Shares: 12,328		*Shares on Loan: 0		Shares Instructed: 12,328		Shares Voted: 12,328	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec		Vote Instruction	Vote Against Mgmt
1a	Elect Director Ammar Aljoundi	Mgmt	Yes	For		For	No
1b	Elect Director Charles J. G. Brindamour	Mgmt	Yes	For		For	No
1c	Elect Director Nanci E. Caldwell	Mgmt	Yes	For		For	No
1d	Elect Director Michelle L. Collins	Mgmt	Yes	For		For	No
1e	Elect Director Victor G. Dodig	Mgmt	Yes	For		For	No
1f	Elect Director Kevin J. Kelly	Mgmt	Yes	For		For	No

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# Canadian Imperial Bank of Commerce

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1g	Elect Director Christine E. Larsen	Mgmt	Yes	For	For	No
1h	Elect Director Mary Lou Maher	Mgmt	Yes	For	For	No
1i	Elect Director William F. Morneau	Mgmt	Yes	For	For	No
1j	Elect Director Mark W. Podlasly	Mgmt	Yes	For	For	No
1k	Elect Director Katharine B. Stevenson	Mgmt	Yes	For	For	No
1l	Elect Director Martine Turcotte	Mgmt	Yes	For	For	No
1m	Elect Director Barry L. Zubrow	Mgmt	Yes	For	For	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	Withhold	Yes
<i>Voting Policy Rationale: WITHHOLD votes are warranted as:- The auditor's tenure exceeds 20 years (i.e. 22 years).</i>						
<i>Blended Rationale: WITHHOLD votes are warranted as:- The auditor's tenure exceeds 20 years (i.e. 22 years).</i>						
3	Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	For	No
	Shareholder Proposals	Mgmt	No			
4	SP 1: Issue Report Disclosing Exposure on the Oil and Gas Sector	SH	Yes	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST this shareholder proposal is warranted at this time. The company's Net-Zero ambition is aligned with global and Canadian climate initiatives. The bank has undertaken efforts to support oil and gas clients in low carbon transition and continues to invest in and finance the Canadian oil and gas sector. In addition, the bank has provided within its annual report, a breakdown of business and government exposure by industry groups, including the oil and gas sector. In its annual climate report, the bank provides updates on performance relative to climate-related metrics and targets and associated physical and transition risks. The bank has further indicated that it is actively preparing for and incorporating requirements for existing and upcoming regulatory frameworks, such as the OSFI B-15 Guidelines, which outline governance and risk management expectations related to financial institutions management of climate-related risks. In light of the above, the bank's disclosure is aligned with industry best practices and already meets the proponents request that the bank disclose its exposure to oil and gas divestment. The proponents request that the bank further qualify and quantify the impacts of divestment from the Canadian oil and gas sector on shareholder value and other relevant economic analysis is overly prescriptive and goes beyond industry best practices and existing or upcoming regulatory frameworks.</i>						
<i>Blended Rationale: A vote AGAINST this shareholder proposal is warranted at this time. The company's Net-Zero ambition is aligned with global and Canadian climate initiatives. The bank has undertaken efforts to support oil and gas clients in low carbon transition and continues to invest in and finance the Canadian oil and gas sector. In addition, the bank has provided within its annual report, a breakdown of business and government exposure by industry groups, including the oil and gas sector. In its annual climate report, the bank provides updates on performance relative to climate-related metrics and targets and associated physical and transition risks. The bank has further indicated that it is actively preparing for and incorporating requirements for existing and upcoming regulatory frameworks, such as the OSFI B-15 Guidelines, which outline governance and risk management expectations related to financial institutions management of climate-related risks. In light of the above, the bank's disclosure is aligned with industry best practices and already meets the proponents request that the bank disclose its exposure to oil and gas divestment. The proponents request that the bank further qualify and quantify the impacts of divestment from the Canadian oil and gas sector on shareholder value and other relevant economic analysis is overly prescriptive and goes beyond industry best practices and existing or upcoming regulatory frameworks.</i>						

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# Canadian Imperial Bank of Commerce

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
5	SP 2: Hold Annual Meetings of the Company in Person with Virtual Meetings as Complements	SH	Yes	Against	For	Yes
<p><i>Voting Policy Rationale: Vote FOR this shareholder proposal. Similar to last year, the bank will be holding its 2024 annual shareholder meeting in hybrid format. However, in its response, the board indicates that despite its current hybrid meeting format, it does not want to make a commitment in perpetuity to hold in-person shareholder meetings considering unforeseen circumstances and potential extraordinary events beyond its control. While many investors recognize the potential benefits of enabling participation at shareholder meetings via electronic means as a potential enhancement to shareholder rights, especially when combined with a physical meeting, they also raise concerns about moves to eliminate physical shareholder meetings, arguing that virtual-only meetings may hinder meaningful exchanges between management and shareholders, enable management to avoid uncomfortable questions, increase the likelihood of marginalizing certain shareholders, and contribute to an erosion of shareholder rights. In addition, compelling investor feedback indicates that a significant majority of shareholders want to retain the ability to attend shareholder meetings in person, even if in a given year they elect to participate only virtually. Furthermore, if unforeseen circumstances arise, companies governed by the Bank Act can hold a virtual meeting in lieu of an in-person meeting by obtaining a court order. In the absence of any extenuating circumstances preventing the bank from holding an in-person meeting, a vote FOR the proponent's request is warranted at this time.</i></p>						
<p><i>Blended Rationale: Vote FOR this shareholder proposal. Similar to last year, the bank will be holding its 2024 annual shareholder meeting in hybrid format. However, in its response, the board indicates that despite its current hybrid meeting format, it does not want to make a commitment in perpetuity to hold in-person shareholder meetings considering unforeseen circumstances and potential extraordinary events beyond its control. While many investors recognize the potential benefits of enabling participation at shareholder meetings via electronic means as a potential enhancement to shareholder rights, especially when combined with a physical meeting, they also raise concerns about moves to eliminate physical shareholder meetings, arguing that virtual-only meetings may hinder meaningful exchanges between management and shareholders, enable management to avoid uncomfortable questions, increase the likelihood of marginalizing certain shareholders, and contribute to an erosion of shareholder rights. In addition, compelling investor feedback indicates that a significant majority of shareholders want to retain the ability to attend shareholder meetings in person, even if in a given year they elect to participate only virtually. Furthermore, if unforeseen circumstances arise, companies governed by the Bank Act can hold a virtual meeting in lieu of an in-person meeting by obtaining a court order. In the absence of any extenuating circumstances preventing the bank from holding an in-person meeting, a vote FOR the proponent's request is warranted at this time.</i></p>						

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
6	SP 3: Disclose Non-Confidential Information Relating to the Bank's Country-by-Country Reporting	SH	Yes	Against	For	Yes
<p><i>Voter Rationale: At Candriam, we believe that the demand formulated by this resolution is fully aligned with our Proxy Voting Policy as it pushes for more transparency by asking for a country-by-country tax report, which enables us to ensure our investee companies pay their fair amount of tax and assess whether they are involved in aggressive tax planning. Requesting Canadian Imperial Bank of Commerce ("CIBC") to provide figures on its contributions on a country basis falls within the scope of shareholders' oversight as ultimate owners of the company and consequently, bearer of the risk associated with holding the company's shares. We consider that companies should not wait to be cornered in severe tax controversies to disclose detailed information about their tax payments. Especially as it is a meaningful information that would enable shareholders to assess the risks and opportunities arising from the company's tax practices. Candriam considers that the disclosure of country-by-country information does not lead to the disclosure of sufficiently sensitive or confidential information as to confer a competitive disadvantage as also specified by the 2018 Review by the EU Commission. Companies' competitive advantage should not rely on its tax scheme but on other elements of its business strategy. We believe that reporting on tax practices and providing stakeholders with more granularity on the company's tax strategies should not be seen as a competitive disadvantage. On the contrary, the company would benefit from such disclosure as taking the lead on such extra reporting would help CIBC to gain more understanding and trust from shareholders on its tax practices and on the challenges it faces. As such, we vote FOR this shareholder proposal.</i></p> <p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as public disclosure of the requested information would enhance the company's tax transparency and overall calculation of compensation ratios.</i></p> <p><i>Blended Rationale: At Candriam, we believe that the demand formulated by this resolution is fully aligned with our Proxy Voting Policy as it pushes for more transparency by asking for a country-by-country tax report, which enables us to ensure our investee companies pay their fair amount of tax and assess whether they are involved in aggressive tax planning. Requesting Canadian Imperial Bank of Commerce ("CIBC") to provide figures on its contributions on a country basis falls within the scope of shareholders' oversight as ultimate owners of the company and consequently, bearer of the risk associated with holding the company's shares. We consider that companies should not wait to be cornered in severe tax controversies to disclose detailed information about their tax payments. Especially as it is a meaningful information that would enable shareholders to assess the risks and opportunities arising from the company's tax practices. Candriam considers that the disclosure of country-by-country information does not lead to the disclosure of sufficiently sensitive or confidential information as to confer a competitive disadvantage as also specified by the 2018 Review by the EU Commission. Companies' competitive advantage should not rely on its tax scheme but on other elements of its business strategy. We believe that reporting on tax practices and providing stakeholders with more granularity on the company's tax strategies should not be seen as a competitive disadvantage. On the contrary, the company would benefit from such disclosure as taking the lead on such extra reporting would help CIBC to gain more understanding and trust from shareholders on its tax practices and on the challenges it faces. As such, we vote FOR this shareholder proposal.</i></p>						
7	SP 4: Advisory Vote on Environmental Policy	SH	Yes	Against	For	Yes
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. Additional information on the company's plan to reduce its GHG emissions would allow investors to better understand how the company is managing its climate change related risks and it would allow shareholders to express their opinions on the climate risk management practices of the company.</i></p> <p><i>Blended Rationale: A vote FOR this proposal is warranted. Additional information on the company's plan to reduce its GHG emissions would allow investors to better understand how the company is managing its climate change related risks and it would allow shareholders to express their opinions on the climate risk management practices of the company.</i></p>						
8	SP 5: Disclosure of the CEO Compensation to Median Worker Pay Ratio	SH	Yes	Against	For	Yes
<p><i>Voter Rationale: A vote FOR this item is warranted as providing such information would enable investors to assess the pay-for-performance alignment of executives' pay as well as its positioning against average employee remuneration within the organization.</i></p> <p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted at this time as executive compensation programs should be designed to promote pay for performance, taking compensation risk into account for generating long-term, sustainable growth for shareholders and the benefit of all employees.</i></p> <p><i>Blended Rationale: A vote FOR this item is warranted as providing such information would enable investors to assess the pay-for-performance alignment of executives' pay as well as its positioning against average employee remuneration within the organization.</i></p>						

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Canadian Imperial Bank of Commerce

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	caksu2	caksu2		12,328	12,328
			14/03/2024	14/03/2024			
			Total Shares:				

The Bank of Nova Scotia

Meeting Date: 09/04/2024	Country: Canada	Ticker: BNS	Proxy Level: 3
Record Date: 13/02/2024	Meeting Type: Annual	Meeting ID: 1814428	
Primary Security ID: 064149107	Primary CUSIP: 064149107	Primary ISIN: CA0641491075	Primary SEDOL: 2076281
Earliest Cutoff Date: 03/04/2024	Total Ballots: 1	Additional Policy:	
Votable Shares: 1,251	*Shares on Loan: 0	Shares Instructed: 1,251	Shares Voted: 1,251

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Nora A. Aufreiter	Mgmt	Yes	For	For	No
1.2	Elect Director Guillermo E. Babatz	Mgmt	Yes	For	For	No
1.3	Elect Director Scott B. Bonham	Mgmt	Yes	For	For	No
1.4	Elect Director Daniel (Don) H. Callahan	Mgmt	Yes	For	For	No
1.5	Elect Director W. Dave Dowrich	Mgmt	Yes	For	For	No
1.6	Elect Director Michael B. Medline	Mgmt	Yes	For	For	No
1.7	Elect Director Lynn K. Patterson	Mgmt	Yes	For	For	No
1.8	Elect Director Michael D. Penner	Mgmt	Yes	For	For	No
1.9	Elect Director Una M. Power	Mgmt	Yes	For	For	No
1.10	Elect Director Aaron W. Regent	Mgmt	Yes	For	For	No
1.11	Elect Director Calin Rovinescu	Mgmt	Yes	For	For	No
1.12	Elect Director Sandra J. Stuart	Mgmt	Yes	For	Withhold	Yes
Voting Policy Rationale: WITHHOLD votes are warranted as:- The nominee holds more than four directorships.						
Blended Rationale: WITHHOLD votes are warranted as:- The nominee holds more than four directorships.						
1.13	Elect Director L. Scott Thomson	Mgmt	Yes	For	For	No
1.14	Elect Director Benita M. Warmbold	Mgmt	Yes	For	For	No
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	Withhold	Yes
Voting Policy Rationale: WITHHOLD votes are warranted as:- The auditor's tenure exceeds 20 years (i.e. 32 years).						
Blended Rationale: WITHHOLD votes are warranted as:- The auditor's tenure exceeds 20 years (i.e. 32 years).						

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
3	Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because:- Aristeguieta was hired as Strategic Advisor to the CEO on April 10, 2023, and became Group Head, International Banking on May 1, 2023. The one-time RSU award was granted at time of hire and vested 50% in November 2023 and the remaining 50% will vest in November 2024.</i>						
<i>Blended Rationale: A vote AGAINST is warranted because:- Aristeguieta was hired as Strategic Advisor to the CEO on April 10, 2023, and became Group Head, International Banking on May 1, 2023. The one-time RSU award was granted at time of hire and vested 50% in November 2023 and the remaining 50% will vest in November 2024.</i>						
Shareholder Proposal						
4	SP 1: Report on Impact of Oil and Gas Divestment	SH	Yes	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST this shareholder proposal is warranted at this time. The bank's disclosure is aligned with industry best practices and already meets the proponents request that the bank disclose its exposure to oil and gas divestment. The proponents request that the bank further qualify and quantify the impacts of divestment from the Canadian oil and gas sector on shareholder value and other relevant economic analysis is overly prescriptive and goes beyond industry best practices and existing or upcoming regulatory frameworks.</i>						
<i>Blended Rationale: A vote AGAINST this shareholder proposal is warranted at this time. The bank's disclosure is aligned with industry best practices and already meets the proponents request that the bank disclose its exposure to oil and gas divestment. The proponents request that the bank further qualify and quantify the impacts of divestment from the Canadian oil and gas sector on shareholder value and other relevant economic analysis is overly prescriptive and goes beyond industry best practices and existing or upcoming regulatory frameworks.</i>						
5	SP 2: Disclose Non-Confidential Information Relating to the Bank's Country-by-Country Reporting	SH	Yes	Against	For	Yes
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as public disclosure of the requested information would enhance the company's tax transparency and overall calculation of compensation ratios.</i>						
<i>Blended Rationale: A vote FOR this proposal is warranted as public disclosure of the requested information would enhance the company's tax transparency and overall calculation of compensation ratios.</i>						
6	SP 3: Advisory Vote on Environmental Policies	SH	Yes	Against	For	Yes
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Additional information on the company's plan to reduce its GHG emissions would allow investors to better understand how the company is managing its climate change related risks and it would allow shareholders to express their opinions on the climate risk management practices of the company.</i>						
<i>Blended Rationale: A vote FOR this proposal is warranted. Additional information on the company's plan to reduce its GHG emissions would allow investors to better understand how the company is managing its climate change related risks and it would allow shareholders to express their opinions on the climate risk management practices of the company.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed	Auto-Approved		1,251	1,251
			04/04/2024	31/03/2024			
			Total Shares:				1,251

Deutsche Telekom AG

Meeting Date: 10/04/2024	Country: Germany	Ticker: DTE	Proxy Level: N/A
Record Date: 05/04/2024	Meeting Type: Annual	Meeting ID: 1820343	
Primary Security ID: D2035M136	Primary CUSIP: D2035M136	Primary ISIN: DE0005557508	Primary SEDOL: 5842359

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**Earliest Cutoff Date:** 03/04/2024

**Total Ballots:** 1

**Additional Policy:**

**Votable Shares:** 2,978

**\*Shares on Loan:** 0

**Shares Instructed:** 2,978

**Shares Voted:** 2,978

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt	No			
2	Approve Allocation of Income and Dividends of EUR 0.77 per Share	Mgmt	Yes	For	For	No
<i>Voting Policy Rationale: Please note the dividend payout ratio is below 30 percent of earnings (i.e. 21.57 percent).</i>						
<i>Blended Rationale: Please note the dividend payout ratio is below 30 percent of earnings (i.e. 21.57 percent).</i>						
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2024 and for the Review of the Interim Financial Statements for Fiscal Year 2024 and First Quarter of Fiscal Year 2025	Mgmt	Yes	For	For	No
6.1	Elect Lars Hinrichs to the Supervisory Board	Mgmt	Yes	For	For	No
6.2	Elect Karl-Heinz Streibich to the Supervisory Board	Mgmt	Yes	For	For	No
7	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 8 Billion; Approve Creation of EUR 1.2 Billion Pool of Capital to Guarantee Conversion Rights	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted as:- The authority would last more than 26 months.</i>						
<i>Blended Rationale: A vote AGAINST is warranted as:- The authority would last more than 26 months.</i>						
8	Approve Remuneration Policy for the Supervisory Board	Mgmt	Yes	For	For	No

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt	
9	Approve Remuneration Report	Mgmt	Yes	For	Against	Yes	
<i>Voting Policy Rationale: A vote AGAINST is warranted because:- The free float approval rate on the previous year's remuneration report was only 73.4 percent, yet has not been addressed by the company.- The total short-term remuneration is more than 150 percent of base salary.- CEO total pay is more than 2 times the median of peers.</i>							
<i>Blended Rationale: A vote AGAINST is warranted because:- The free float approval rate on the previous year's remuneration report was only 73.4 percent, yet has not been addressed by the company.- The total short-term remuneration is more than 150 percent of base salary.- CEO total pay is more than 2 times the median of peers.</i>							
Ballot Details							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed	Auto-Approved		2,978	2,978
			31/03/2024	31/03/2024			
			Total Shares:		2,978	2,978	

Telia Co. AB

<b>Meeting Date:</b> 10/04/2024		<b>Country:</b> Sweden		<b>Ticker:</b> TELIA		<b>Proxy Level:</b> N/A	
<b>Record Date:</b> 02/04/2024		<b>Meeting Type:</b> Annual		<b>Meeting ID:</b> 1824727			
<b>Primary Security ID:</b> W95890104		<b>Primary CUSIP:</b> W95890104		<b>Primary ISIN:</b> SE0000667925		<b>Primary SEDOL:</b> 5978384	
<b>Earliest Cutoff Date:</b> 01/04/2024		<b>Total Ballots:</b> 1				<b>Additional Policy:</b>	
<b>Votable Shares:</b> 102,767		<b>*Shares on Loan:</b> 0		<b>Shares Instructed:</b> 102,767		<b>Shares Voted:</b> 102,767	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec		Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt	No				
2	Elect Chairman of Meeting	Mgmt	Yes	For		For	No
3	Prepare and Approve List of Shareholders	Mgmt	Yes	For		For	No
4	Approve Agenda of Meeting	Mgmt	Yes	For		For	No
5	Designate Inspectors (2) of Minutes of Meeting	Mgmt	No				
6	Acknowledge Proper Convening of Meeting	Mgmt	Yes	For		For	No
7	Receive Financial Statements and Statutory Reports; Receive CEO and President Reports	Mgmt	No				
8	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For		For	No
9.a	Approve Allocation of Income and Dividends of SEK 2.00 Per Share	Mgmt	Yes	For		For	No
Voting Policy Rationale: Please note the dividend payout ratio is above 100 percent of earnings (i.e. 2500 percent).							
Blended Rationale: Please note the dividend payout ratio is above 100 percent of earnings (i.e. 2500 percent).							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	Please Note That You Can Only Vote "Yes" on One of the Proposals Under Below Item 9.b	Mgmt	No			
9.b.1	Approve Record Date for Dividend Payment Proposal by the Board of Directors	Mgmt	Yes	For	For	No
	Shareholder Proposals Submitted by Sune Gunnarsson	Mgmt	No			
9.b.2	Approve Record Date for Dividend Payment Proposal by Shareholder	SH	Yes	None	Against	No
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because the proposed record dates as proposed by the board under Item 9.b.1 is supported. Additionally, the shareholder proposal lacks clear and compelling rationale.</i>						
<i>Blended Rationale: A vote AGAINST this proposal is warranted because the proposed record dates as proposed by the board under Item 9.b.1 is supported. Additionally, the shareholder proposal lacks clear and compelling rationale.</i>						
	Management Proposals	Mgmt	No			
10.1	Approve Discharge of Johannes Ametsreiter	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: As discharge is binding or not compulsory in this market, a vote AGAINST this item is warranted.</i>						
<i>Blended Rationale: As discharge is binding or not compulsory in this market, a vote AGAINST this item is warranted.</i>						
10.2	Approve Discharge of Ingrid Bonde	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: As discharge is binding or not compulsory in this market, a vote AGAINST this item is warranted.</i>						
<i>Blended Rationale: As discharge is binding or not compulsory in this market, a vote AGAINST this item is warranted.</i>						
10.3	Approve Discharge of Luisa Delgado	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: As discharge is binding or not compulsory in this market, a vote AGAINST this item is warranted.</i>						
<i>Blended Rationale: As discharge is binding or not compulsory in this market, a vote AGAINST this item is warranted.</i>						
10.4	Approve Discharge of Sarah Eccleston	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: As discharge is binding or not compulsory in this market, a vote AGAINST this item is warranted.</i>						
<i>Blended Rationale: As discharge is binding or not compulsory in this market, a vote AGAINST this item is warranted.</i>						
10.5	Approve Discharge of Tomas Eliasson	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: As discharge is binding or not compulsory in this market, a vote AGAINST this item is warranted.</i>						
<i>Blended Rationale: As discharge is binding or not compulsory in this market, a vote AGAINST this item is warranted.</i>						
10.6	Approve Discharge of Rickard Gustafson	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: As discharge is binding or not compulsory in this market, a vote AGAINST this item is warranted.</i>						
<i>Blended Rationale: As discharge is binding or not compulsory in this market, a vote AGAINST this item is warranted.</i>						
10.7	Approve Discharge of Lars-Johan Jarnheimer	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: As discharge is binding or not compulsory in this market, a vote AGAINST this item is warranted.</i>						
<i>Blended Rationale: As discharge is binding or not compulsory in this market, a vote AGAINST this item is warranted.</i>						

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
10.8	Approve Discharge of Jeanette Jager	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: As discharge is binding or not compulsory in this market, a vote AGAINST this item is warranted.</i>						
<i>Blended Rationale: As discharge is binding or not compulsory in this market, a vote AGAINST this item is warranted.</i>						
10.9	Approve Discharge of Nina Linander	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: As discharge is binding or not compulsory in this market, a vote AGAINST this item is warranted.</i>						
<i>Blended Rationale: As discharge is binding or not compulsory in this market, a vote AGAINST this item is warranted.</i>						
10.10	Approve Discharge of Jimmy Maymann	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: As discharge is binding or not compulsory in this market, a vote AGAINST this item is warranted.</i>						
<i>Blended Rationale: As discharge is binding or not compulsory in this market, a vote AGAINST this item is warranted.</i>						
10.11	Approve Discharge of Stefan Carlsson	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: As discharge is binding or not compulsory in this market, a vote AGAINST this item is warranted.</i>						
<i>Blended Rationale: As discharge is binding or not compulsory in this market, a vote AGAINST this item is warranted.</i>						
10.12	Approve Discharge of Martin Saaf	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: As discharge is binding or not compulsory in this market, a vote AGAINST this item is warranted.</i>						
<i>Blended Rationale: As discharge is binding or not compulsory in this market, a vote AGAINST this item is warranted.</i>						
10.13	Approve Discharge of Rickard Wast	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: As discharge is binding or not compulsory in this market, a vote AGAINST this item is warranted.</i>						
<i>Blended Rationale: As discharge is binding or not compulsory in this market, a vote AGAINST this item is warranted.</i>						
10.14	Approve Discharge of Allison Kirkby (CEO)	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: As discharge is binding or not compulsory in this market, a vote AGAINST this item is warranted.</i>						
<i>Blended Rationale: As discharge is binding or not compulsory in this market, a vote AGAINST this item is warranted.</i>						
11	Approve Remuneration Report	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because:- Currently, the company does not operate any short or long-term incentive scheme.Please note that 'abstain' is not a valid vote option.</i>						
<i>Blended Rationale: A vote AGAINST is warranted because:- Currently, the company does not operate any short or long-term incentive scheme.Please note that 'abstain' is not a valid vote option.</i>						
12	Determine Number of Members (8) and Deputy Members of Board (0)	Mgmt	Yes	For	For	No
13	Approve Remuneration of Directors in the Amount of SEK 2 Million for Chairman, SEK 955,000 for Vice Chairman, and SEK 685,000 for Other Directors; Approve Remuneration for Audit Committee; Approve Remuneration for Committee Work	Mgmt	Yes	For	For	No

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
14.1	Reelect Johannes Ametsreiter as Director	Mgmt	Yes	For	For	No
<p><i>Voting Policy Rationale: We note that 40 percent of the board's non-executive posts are not filled by underrepresented sex which will be required as of June 2026. While such concern does not trigger a vote AGAINST the director elections until 2026, we encourage the company to consider complying with the requirements within the legal deadline.</i></p> <p><i>Blended Rationale: We note that 40 percent of the board's non-executive posts are not filled by underrepresented sex which will be required as of June 2026. While such concern does not trigger a vote AGAINST the director elections until 2026, we encourage the company to consider complying with the requirements within the legal deadline.</i></p>						
14.2	Reelect Ingrid Bonde as Director	Mgmt	Yes	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST is warranted as:- The nominee holds more than four equivalent directorships.</i></p> <p><i>Blended Rationale: A vote AGAINST is warranted as:- The nominee holds more than four equivalent directorships.</i></p>						
14.3	Reelect Luisa Delgado as Director	Mgmt	Yes	For	For	No
14.4	Reelect Sarah Eccleston as Director	Mgmt	Yes	For	For	No
14.5	Reelect Tomas Eliasson as Director	Mgmt	Yes	For	For	No
14.6	Reelect Rickard Gustafson as Director	Mgmt	Yes	For	For	No
14.7	Reelect Lars-Johan Jarnheimer as Director	Mgmt	Yes	For	For	No
14.8	Reelect Jeanette Jager as Director	Mgmt	Yes	For	For	No
15.1	Reelect Lars-Johan Jarnheimer as Board Chair	Mgmt	Yes	For	For	No
15.2	Reelect Ingrid Bonde as Vice Chairman	Mgmt	Yes	For	Against	Yes
<p><i>Voting Policy Rationale: In line with the vote recommendation on Item 14.2, a vote AGAINST this item is also warranted.</i></p> <p><i>Blended Rationale: In line with the vote recommendation on Item 14.2, a vote AGAINST this item is also warranted.</i></p>						
16	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	Yes	For	For	No
17	Approve Remuneration of Auditors	Mgmt	Yes	For	For	No
18	Ratify KPMG as Auditors	Mgmt	Yes	For	For	No
19	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	Yes	For	For	No
20.a	Approve Performance Share Program 2024/2027 for Key Employees	Mgmt	Yes	For	For	No
20.b	Approve Equity Plan Financing Through Transfer of Shares	Mgmt	Yes	For	For	No
21	Close Meeting	Mgmt	No			

**Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
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Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed	Auto-Approved		102,767	102,767
			04/04/2024	29/03/2024			
			Total Shares:				

Zurich Insurance Group AG

Meeting Date: 10/04/2024	Country: Switzerland	Ticker: ZURN	Proxy Level: N/A
Record Date: 04/04/2024	Meeting Type: Annual	Meeting ID: 1812298	
Primary Security ID: H9870Y105	Primary CUSIP: H9870Y105	Primary ISIN: CH0011075394	Primary SEDOL: 5983816
Earliest Cutoff Date: 02/04/2024	Total Ballots: 1	Additional Policy:	
Votable Shares: 546	*Shares on Loan: 0	Shares Instructed: 546	Shares Voted: 546

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For	No
1.2	Approve Remuneration Report	Mgmt	Yes	For	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted because:- The total short-term remuneration is more than 150% of base salary.- Total variable remuneration is more than 350% of base salary.- Total remuneration is more than two times the median of peers.						
Blended Rationale: A vote AGAINST is warranted because:- The total short-term remuneration is more than 150% of base salary.- Total variable remuneration is more than 350% of base salary.- Total remuneration is more than two times the median of peers.						
1.3	Approve Sustainability Report	Mgmt	Yes	For	For	No
2	Approve Allocation of Income and Dividends of CHF 26.00 per Share	Mgmt	Yes	For	For	No
3	Approve Discharge of Board and Senior Management	Mgmt	Yes	For	Against	Yes
Voting Policy Rationale: As discharge is binding or not compulsory in this market, a vote AGAINST this item is warranted.						
Blended Rationale: As discharge is binding or not compulsory in this market, a vote AGAINST this item is warranted.						
4.1.a	Reelect Michel Lies as Director and Board Chair	Mgmt	Yes	For	For	No
4.1.b	Reelect Joan Amble as Director	Mgmt	Yes	For	For	No
4.1.c	Reelect Catherine Bessant as Director	Mgmt	Yes	For	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted because:- The nominee is the Audit Committee Chairperson and it does not contain a clearly designated financial expert.						
Blended Rationale: A vote AGAINST is warranted because:- The nominee is the Audit Committee Chairperson and it does not contain a clearly designated financial expert.						
4.1.d	Reelect Christoph Franz as Director	Mgmt	Yes	For	For	No
4.1.e	Reelect Michael Halbherr as Director	Mgmt	Yes	For	For	No

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
4.1.h	Reelect Sabine Keller-Busse as Director	Mgmt	Yes	For	For	No
4.1.i	Reelect Monica Maechler as Director	Mgmt	Yes	For	For	No
4.1.j	Reelect Kishore Mahbubani as Director	Mgmt	Yes	For	For	No
4.1.k	Reelect Peter Maurer as Director	Mgmt	Yes	For	For	No
4.1.l	Reelect Jasmin Staiblin as Director	Mgmt	Yes	For	For	No
4.1.m	Reelect Barry Stowe as Director	Mgmt	Yes	For	For	No
4.1.n	Elect John Rafter as Director	Mgmt	Yes	For	For	No
4.2.1	Reappoint Michel Lies as Member of the Compensation Committee	Mgmt	Yes	For	For	No
4.2.2	Reappoint Catherine Bessant as Member of the Compensation Committee	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: In line with the vote recommendation on Item 4.1.c, a vote AGAINST this item is also warranted.</i>						
<i>Blended Rationale: In line with the vote recommendation on Item 4.1.c, a vote AGAINST this item is also warranted.</i>						
4.2.3	Reappoint Christoph Franz as Member of the Compensation Committee	Mgmt	Yes	For	For	No
4.2.4	Reappoint Sabine Keller-Busse as Member of the Compensation Committee	Mgmt	Yes	For	For	No
4.2.5	Reappoint Kishore Mahbubani as Member of the Compensation Committee	Mgmt	Yes	For	For	No
4.2.6	Reappoint Jasmin Staiblin as Member of the Compensation Committee	Mgmt	Yes	For	For	No
4.3	Designate Keller AG as Independent Proxy	Mgmt	Yes	For	For	No
4.4	Ratify Ernst & Young AG as Auditors	Mgmt	Yes	For	For	No
5.1	Approve Remuneration of Directors in the Amount of CHF 6 Million	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST because parts of the fees are paid in shares.</i>						
<i>Blended Rationale: A vote AGAINST because parts of the fees are paid in shares.</i>						
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 83 Million	Mgmt	Yes	For	For	No

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Zurich Insurance Group AG

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
6	Transact Other Business (Voting)	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because:- This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors. - The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.</i>						
<i>Blended Rationale: A vote AGAINST is warranted because:- This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors. - The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed	Auto-Approved		546	546
			30/03/2024	30/03/2024			
			Total Shares:				546

AstraZeneca PLC

Meeting Date: 11/04/2024	Country: United Kingdom	Ticker: AZN	Proxy Level: N/A
Record Date: 09/04/2024	Meeting Type: Annual	Meeting ID: 1823178	
Primary Security ID: G0593M107	Primary CUSIP: G0593M107	Primary ISIN: GB0009895292	Primary SEDOL: 0989529
Earliest Cutoff Date: 05/04/2024	Total Ballots: 1		Additional Policy:
Votable Shares: 2,187	*Shares on Loan: 0	Shares Instructed: 2,187	Shares Voted: 2,187

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For	No
2	Approve Dividends	Mgmt	Yes	For	For	No
3	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	No
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	Yes	For	For	No
5a	Re-elect Michel Demare as Director	Mgmt	Yes	For	For	No
5b	Re-elect Pascal Soriot as Director	Mgmt	Yes	For	For	No
5c	Re-elect Aradhana Sarin as Director	Mgmt	Yes	For	For	No
5d	Re-elect Philip Broadley as Director	Mgmt	Yes	For	For	No
5e	Re-elect Euan Ashley as Director	Mgmt	Yes	For	For	No
5f	Re-elect Deborah DiSanzo as Director	Mgmt	Yes	For	For	No

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
5g	Re-elect Diana Layfield as Director	Mgmt	Yes	For	For	No
5h	Elect Anna Manz as Director	Mgmt	Yes	For	For	No
5i	Re-elect Sheri McCoy as Director	Mgmt	Yes	For	Against	Yes
<p><i>Voter Rationale: A vote AGAINST this item is warranted as the company's previous remuneration policy received 38 percent dissent due to the increase in the LTI ceiling from 550% to 650% of the fixed rate and the company is now proposing another inflationary changes.</i></p> <p><i>Blended Rationale: A vote AGAINST this item is warranted as the company's previous remuneration policy received 38 percent dissent due to the increase in the LTI ceiling from 550% to 650% of the fixed rate and the company is now proposing another inflationary changes.</i></p>						
5j	Re-elect Tony Mok as Director	Mgmt	Yes	For	For	No
5k	Re-elect Nazneen Rahman as Director	Mgmt	Yes	For	For	No
5l	Re-elect Andreas Rummelt as Director	Mgmt	Yes	For	For	No
5m	Re-elect Marcus Wallenberg as Director	Mgmt	Yes	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST is warranted as:- The nominee holds more than four directorships.</i></p> <p><i>Blended Rationale: A vote AGAINST is warranted as:- The nominee holds more than four directorships.</i></p>						
6	Approve Remuneration Report	Mgmt	Yes	For	Against	Yes
<p><i>Voter Rationale: A vote AGAINST is warranted because:- The total short-term remuneration is more than 150 percent of base salary.- Total variable remuneration is more than 350 percent of base salary.- CEO total pay is more than 2 times the median of peers. Lastly, we would like to highlight the fact that the company does not link its executive remuneration to the access to vaccine metric that has been communicated to the company through a collaborative letter sent by a group of investors. While the company has a metric of COVID-19 response, more material, measurable and transparent criteria are needed to align the remuneration scheme with the WHO's roadmap that was published in October 2021.</i></p> <p><i>Voting Policy Rationale: A vote AGAINST is warranted because:- The total short-term remuneration is more than 150 percent of base salary.- Total variable remuneration is more than 350 percent of base salary.- CEO total pay is more than 2 times the median of peers.</i></p> <p><i>Blended Rationale: A vote AGAINST is warranted because:- The total short-term remuneration is more than 150 percent of base salary.- Total variable remuneration is more than 350 percent of base salary.- CEO total pay is more than 2 times the median of peers. Lastly, we would like to highlight the fact that the company does not link its executive remuneration to the access to vaccine metric that has been communicated to the company through a collaborative letter sent by a group of investors. While the company has a metric of COVID-19 response, more material, measurable and transparent criteria are needed to align the remuneration scheme with the WHO's roadmap that was published in October 2021.</i></p>						

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
7	Approve Remuneration Policy	Mgmt	Yes	For	Against	Yes
<p><i>Voter Rationale: A vote AGAINST this item is warranted:- The new maximum pay opportunities, especially a new LTIP maximum of 850% of salary, represent a substantial pay adjustment which positions executive pay very significantly above the Company's FTSE 10 peers. Bonus opportunities are increased simultaneously, further increasing variable pay.- The proposed variable incentive repositioning follows a trend of large increases to potential pay every policy year and represents the opportunity of an additional 3.5x salary since 2020 (although the growth of the Company in market cap, revenue, and TSR since 2020 is also recognised).The merits of the Company's rationale are acknowledged: AstraZeneca undoubtedly has a global reach, is in a high-paying sector, and is led by a very highly regarded CEO. However, the degree by which the new opportunity exceeds FTSE peers is very high, to the extent that support is not recommended.Lastly, we would like to highlight the fact that the company does not link its executive remuneration to the access to vaccine metric that has been communicated to the company through a collaborative letter sent by a group of investors. While the company has a metric of COVID-19 response, more material, measurable and transparent criteria are needed to align the remuneration scheme with the WHO's roadmap that was published in October 2021.</i></p> <p><i>Voting Policy Rationale: A vote AGAINST this item is warranted:- The new maximum pay opportunities, especially a new LTIP maximum of 850% of salary, represent a substantial pay adjustment which positions executive pay very significantly above the Company's FTSE 10 peers. Bonus opportunities are increased simultaneously, further increasing variable pay.- The proposed variable incentive repositioning follows a trend of large increases to potential pay every policy year and represents the opportunity of an additional 3.5x salary since 2020 (although the growth of the Company in market cap, revenue, and TSR since 2020 is also recognised).The merits of the Company's rationale are acknowledged: AstraZeneca undoubtedly has a global reach, is in a high-paying sector, and is led by a very highly regarded CEO. However, the degree by which the new opportunity exceeds FTSE peers is very high, to the extent that support is not recommended.</i></p> <p><i>Blended Rationale: A vote AGAINST this item is warranted:- The new maximum pay opportunities, especially a new LTIP maximum of 850% of salary, represent a substantial pay adjustment which positions executive pay very significantly above the Company's FTSE 10 peers. Bonus opportunities are increased simultaneously, further increasing variable pay.- The proposed variable incentive repositioning follows a trend of large increases to potential pay every policy year and represents the opportunity of an additional 3.5x salary since 2020 (although the growth of the Company in market cap, revenue, and TSR since 2020 is also recognised).The merits of the Company's rationale are acknowledged: AstraZeneca undoubtedly has a global reach, is in a high-paying sector, and is led by a very highly regarded CEO. However, the degree by which the new opportunity exceeds FTSE peers is very high, to the extent that support is not recommended.Lastly, we would like to highlight the fact that the company does not link its executive remuneration to the access to vaccine metric that has been communicated to the company through a collaborative letter sent by a group of investors. While the company has a metric of COVID-19 response, more material, measurable and transparent criteria are needed to align the remuneration scheme with the WHO's roadmap that was published in October 2021.</i></p>						
8	Amend Performance Share Plan 2020	Mgmt	Yes	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST this item is warranted:- The new LTIP maximum of 850% of salary represents a significant pay adjustment which positions executive pay significantly above the Company's FTSE 10 peers.</i></p> <p><i>Blended Rationale: A vote AGAINST this item is warranted:- The new LTIP maximum of 850% of salary represents a significant pay adjustment which positions executive pay significantly above the Company's FTSE 10 peers.</i></p>						
9	Authorise UK Political Donations and Expenditure	Mgmt	Yes	For	For	No
10	Authorise Issue of Equity	Mgmt	Yes	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST is warranted because:- This proposed issuance with preemptive rights exceeds 50 percent of issued capital.</i></p> <p><i>Blended Rationale: A vote AGAINST is warranted because:- This proposed issuance with preemptive rights exceeds 50 percent of issued capital.</i></p>						
11	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Yes	For	For	No
12	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	Yes	For	For	No
13	Authorise Market Purchase of Ordinary Shares	Mgmt	Yes	For	For	No

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
14	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	Yes	For	Against	Yes
Voting Policy Rationale: A vote AGAINST the authority to reduce the notice to convene a shareholders' meeting is warranted.						
Blended Rationale: A vote AGAINST the authority to reduce the notice to convene a shareholders' meeting is warranted.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	caksu2	caksu2		2,187	2,187
			02/04/2024	02/04/2024			
			Total Shares:				2,187

Swiss Re AG

Meeting Date: 12/04/2024	Country: Switzerland	Ticker: SREN	Proxy Level: N/A
Record Date: 08/04/2024	Meeting Type: Annual	Meeting ID: 1812364	
Primary Security ID: H8431B109	Primary CUSIP: H8431B109	Primary ISIN: CH0126881561	Primary SEDOL: B545MG5
Earliest Cutoff Date: 04/04/2024	Total Ballots: 1	Additional Policy:	
Votable Shares: 843	*Shares on Loan: 0	Shares Instructed: 843	Shares Voted: 843

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.1	Approve Remuneration Report	Mgmt	Yes	For	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted because:- The total short-term remuneration is more than 150% of base salary.- Total variable remuneration is more than 350% of base salary.						
Blended Rationale: A vote AGAINST is warranted because:- The total short-term remuneration is more than 150% of base salary.- Total variable remuneration is more than 350% of base salary.						
1.2	Approve Sustainability Report	Mgmt	Yes	For	For	No
Voter Rationale: We acknowledge Swiss Re's investment in green financing and its disclosure of Scope 3 financed emissions. The company also has clear objectives regarding the provision of insurance to companies operating in fossil fuels, having set a 2030 target for the oil and gas sector, among others, where it commits to ensuring that 100% of their gross written premiums from oil and gas producers come from companies committed to aligning with net zero by 2050. Additionally, it offers insurance products covering climate disaster risks and insurance products related to renewable energy generation facilities.						
Blended Rationale: We acknowledge Swiss Re's investment in green financing and its disclosure of Scope 3 financed emissions. The company also has clear objectives regarding the provision of insurance to companies operating in fossil fuels, having set a 2030 target for the oil and gas sector, among others, where it commits to ensuring that 100% of their gross written premiums from oil and gas producers come from companies committed to aligning with net zero by 2050. Additionally, it offers insurance products covering climate disaster risks and insurance products related to renewable energy generation facilities.						
1.3	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For	No
2	Approve Allocation of Income and Dividends of USD 6.80 per Share	Mgmt	Yes	For	For	No
3	Approve Variable Short-Term Remuneration of Executive Committee in the Amount of CHF 15 Million	Mgmt	Yes	For	For	No

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
4	Approve Discharge of Board of Directors	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: As discharge is binding or not compulsory in this market, a vote AGAINST this item is warranted.</i>						
<i>Blended Rationale: As discharge is binding or not compulsory in this market, a vote AGAINST this item is warranted.</i>						
5.1.a	Reelect Jacques de Vaucleroy as Director and Board Chair	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: The election of the nominee is not supported as he/she serves on a boards subcommittee which is considered as a breach of recognized good governance practices. This opposition is to flag the companys corporate governance practices and to push the management to deliver this change. This note shall not be viewed as an expression of judgment or discontent with current management or with company performance.In addition:- The nominee is the non-independent Chair of the Nomination Committee.</i>						
<i>Blended Rationale: The election of the nominee is not supported as he/she serves on a boards subcommittee which is considered as a breach of recognized good governance practices. This opposition is to flag the companys corporate governance practices and to push the management to deliver this change. This note shall not be viewed as an expression of judgment or discontent with current management or with company performance.In addition:- The nominee is the non-independent Chair of the Nomination Committee.</i>						
5.1.b	Reelect Karen Gavan as Director	Mgmt	Yes	For	For	No
5.1.c	Reelect Vanessa Lau as Director	Mgmt	Yes	For	For	No
5.1.d	Reelect Joachim Oechslin as Director	Mgmt	Yes	For	For	No
5.1.e	Reelect Deanna Ong as Director	Mgmt	Yes	For	For	No
5.1.f	Reelect Jay Ralph as Director	Mgmt	Yes	For	For	No
5.1.g	Reelect Joerg Reinhardt as Director	Mgmt	Yes	For	For	No
5.1.h	Reelect Philip Ryan as Director	Mgmt	Yes	For	For	No
5.1.i	Reelect Pia Tischhauser as Director	Mgmt	Yes	For	For	No
5.1.j	Reelect Paul Tucker as Director	Mgmt	Yes	For	For	No
5.1.k	Reelect Larry Zimpleman as Director	Mgmt	Yes	For	For	No
5.1.l	Elect Geraldine Matchett as Director	Mgmt	Yes	For	For	No
5.2.1	Reappoint Karen Gavan as Member of the Compensation Committee	Mgmt	Yes	For	For	No
5.2.2	Reappoint Deanna Ong as Member of the Compensation Committee	Mgmt	Yes	For	For	No
5.2.3	Reappoint Jay Ralph as Member of the Compensation Committee	Mgmt	Yes	For	For	No
5.2.4	Reappoint Joerg Reinhardt as Member of the Compensation Committee	Mgmt	Yes	For	For	No
5.3	Designate Proxy Voting Services GmbH as Independent Proxy	Mgmt	Yes	For	For	No

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
5.4	Ratify KPMG as Auditors	Mgmt	Yes	For	For	No
6.1	Approve Remuneration of Directors in the Amount of CHF 9 Million	Mgmt	Yes	For	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted as part of the non-executive remuneration are shares.						
Blended Rationale: A vote AGAINST is warranted as part of the non-executive remuneration are shares.						
6.2	Approve Fixed and Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 29 Million	Mgmt	Yes	For	For	No
7	Transact Other Business (Voting)	Mgmt	Yes	For	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted because:- This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors.- The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.						
Blended Rationale: A vote AGAINST is warranted because:- This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors.- The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed	Auto-Approved		843	843
			01/04/2024	01/04/2024			
			Total Shares:				843

UniCredit SpA

Meeting Date: 12/04/2024	Country: Italy	Ticker: UCG	Proxy Level: N/A
Record Date: 03/04/2024	Meeting Type: Annual/Special	Meeting ID: 1810051	
Primary Security ID: T9T23L642	Primary CUSIP: T9T23L642	Primary ISIN: IT0005239360	Primary SEDOL: BYMXPS7
Earliest Cutoff Date: 05/04/2024	Total Ballots: 1		Additional Policy:
Votable Shares: 9,964	*Shares on Loan: 0	Shares Instructed: 9,964	Shares Voted: 9,964

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	Ordinary Business	Mgmt	No			
1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For	No
2	Approve Allocation of Income	Mgmt	Yes	For	For	No
3	Approve Elimination of Negative Reserves	Mgmt	Yes	For	For	No

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
4	Authorize Share Repurchase Program	Mgmt	Yes	For	For	No
<p><i>Voting Policy Rationale: A vote FOR is warranted because the company has provided a valid rationale in support of these proposals and the underlying distribution policy is backed by UniCredit's positive results and robust capital structure. However, these items merit special attention as the maximum volume of the share repurchase program exceeds 10 percent of the issued share capital.</i></p> <p><i>Blended Rationale: A vote FOR is warranted because the company has provided a valid rationale in support of these proposals and the underlying distribution policy is backed by UniCredit's positive results and robust capital structure. However, these items merit special attention as the maximum volume of the share repurchase program exceeds 10 percent of the issued share capital.</i></p>						
5	Fix Number of Directors and Members of the Management Control Committee	Mgmt	Yes	For	For	No
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt	No			
6.1	Slate 1 Submitted by Management	Mgmt	Yes	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST is warranted given the support to the slate filed by Assogestioni under Item 6.2.</i></p> <p><i>Blended Rationale: A vote AGAINST is warranted given the support to the slate filed by Assogestioni under Item 6.2.</i></p>						
6.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	Yes	None	For	No
<p><i>Voting Policy Rationale: A vote FOR this slate is warranted because they are more likely to safeguard minority shareholders' interests.</i></p> <p><i>Blended Rationale: A vote FOR this slate is warranted because they are more likely to safeguard minority shareholders' interests.</i></p>						
7	Approve Remuneration of Directors and Members of the Management Control Committee	Mgmt	Yes	For	For	No
8	Approve Remuneration Policy	Mgmt	Yes	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST is warranted because:- The company can grant discretionary bonuses (such as welcome bonuses, special awards, or retention bonuses).</i></p> <p><i>Blended Rationale: A vote AGAINST is warranted because:- The company can grant discretionary bonuses (such as welcome bonuses, special awards, or retention bonuses).</i></p>						
9	Approve Second Section of the Remuneration Report	Mgmt	Yes	For	Against	Yes
<p><i>Voting Policy Rationale: Ordinary Item 9 and Extraordinary Item 2: A vote AGAINST is warranted because:- The CEO's base salary increased by more than 10 percent during the year under review without adequate justification.- The company does not provide clear information on discretionary awards granted to managers with strategic responsibilities in 2023. According to pay tables disclosed in the remuneration report, the company allocated EUR 402,038 as "Other Bonuses" among others. No further details are disclosed.</i></p> <p><i>Blended Rationale: Ordinary Item 9 and Extraordinary Item 2: A vote AGAINST is warranted because:- The CEO's base salary increased by more than 10 percent during the year under review without adequate justification.- The company does not provide clear information on discretionary awards granted to managers with strategic responsibilities in 2023. According to pay tables disclosed in the remuneration report, the company allocated EUR 402,038 as "Other Bonuses" among others. No further details are disclosed.</i></p>						

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
10	Approve 2024 Group Incentive System	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because:- The long-term objectives attached to the plan may prove undemanding, with a significant qualitative component left to board discretion.- The plan includes a compensatory mechanism according to which the over-achievement of one or more goals can offset the potential underperformance of other objectives.</i>						
<i>Blended Rationale: A vote AGAINST is warranted because:- The long-term objectives attached to the plan may prove undemanding, with a significant qualitative component left to board discretion.- The plan includes a compensatory mechanism according to which the over-achievement of one or more goals can offset the potential underperformance of other objectives.</i>						
11	Approve Employees Share Ownership Plan	Mgmt	Yes	For	For	No
	Extraordinary Business	Mgmt	No			
1	Authorize Board to Increase Capital to Service the 2022 Group Incentive System	Mgmt	Yes	For	For	No
2	Authorize Board to Increase Capital to Service the 2023 Group Incentive System	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: Refer to Ordinary Item 9.</i>						
<i>Blended Rationale: Refer to Ordinary Item 9.</i>						
3	Authorize Board to Increase Capital to Service the Long Term Incentive Plan 2020-2023	Mgmt	Yes	For	For	No
4	Authorize Cancellation of Treasury Shares without Reduction of Share Capital; Amend Article 5	Mgmt	Yes	For	For	No
<i>Voting Policy Rationale: Refer to Ordinary Item 4.</i>						
<i>Blended Rationale: Refer to Ordinary Item 4.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed	Auto-Approved		9,964	9,964
			06/04/2024	02/04/2024			
			Total Shares:				9,964

Bank of Montreal

Meeting Date: 16/04/2024	Country: Canada	Ticker: BMO	Proxy Level: 3
Record Date: 16/02/2024	Meeting Type: Annual	Meeting ID: 1815072	
Primary Security ID: 063671101	Primary CUSIP: 063671101	Primary ISIN: CA0636711016	Primary SEDOL: 2076009
Earliest Cutoff Date: 10/04/2024	Total Ballots: 1		Additional Policy:
Votable Shares: 4,503	*Shares on Loan: 0	Shares Instructed: 4,503	Shares Voted: 4,503

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Janice M. Babiak	Mgmt	Yes	For	For	No

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.2	Elect Director Craig W. Broderick	Mgmt	Yes	For	For	No
1.3	Elect Director Hazel Claxton	Mgmt	Yes	For	For	No
1.4	Elect Director George A. Cope	Mgmt	Yes	For	For	No
1.5	Elect Director Stephen Dent	Mgmt	Yes	For	For	No
1.6	Elect Director Christine A. Edwards	Mgmt	Yes	For	For	No
1.7	Elect Director Martin S. Eichenbaum	Mgmt	Yes	For	For	No
1.8	Elect Director David E. Harquail	Mgmt	Yes	For	For	No
1.9	Elect Director Linda S. Huber	Mgmt	Yes	For	For	No
1.10	Elect Director Eric R. La Fleche	Mgmt	Yes	For	For	No
1.11	Elect Director Lorraine Mitchelmore	Mgmt	Yes	For	For	No
1.12	Elect Director Madhu Ranganathan	Mgmt	Yes	For	Withhold	Yes
<i>Voting Policy Rationale: WITHHOLD votes are warranted as:- The nominee holds more than four equivalent directorships.</i>						
<i>Blended Rationale: WITHHOLD votes are warranted as:- The nominee holds more than four equivalent directorships.</i>						
1.13	Elect Director Darryl White	Mgmt	Yes	For	For	No
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	Withhold	Yes
<i>Voting Policy Rationale: WITHHOLD votes are warranted as:- The auditor's tenure exceeds 20 years (i.e. 34 years).</i>						
<i>Blended Rationale: WITHHOLD votes are warranted as:- The auditor's tenure exceeds 20 years (i.e. 34 years).</i>						
3	Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because:- Management recommended a one-time grant of \$150,000 in RSUs to Steve Tennyson, to recognize his leadership in the resilience and stability of the technology environment throughout the year. The fiscal 2023 one-time RSU award for Steve Tennyson was granted in January 2024.</i>						
<i>Blended Rationale: A vote AGAINST is warranted because:- Management recommended a one-time grant of \$150,000 in RSUs to Steve Tennyson, to recognize his leadership in the resilience and stability of the technology environment throughout the year. The fiscal 2023 one-time RSU award for Steve Tennyson was granted in January 2024.</i>						
	Shareholder Proposals	Mgmt	No			

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
4	SP 1: Hold Annual Meetings of the Company in Person with Virtual Meetings as Complements	SH	Yes	Against	For	Yes
<p><i>Voting Policy Rationale: A vote FOR this shareholder proposal is warranted. Similar to last year, the bank will be holding its 2024 annual shareholder meeting in hybrid format. However, in its response, the board indicates that it would not be prudent to preclude the possibility of virtual-only meetings in the future. Compelling investor feedback indicates that a significant majority of shareholders want to retain the ability to attend shareholder meetings in person, even if in a given year they elect to participate only virtually. Furthermore, if unforeseen circumstances arise, companies governed by the Bank Act can hold a virtual meeting in lieu of an in-person meeting by obtaining a court order. In the absence of any extenuating circumstances preventing the bank from holding an in-person meeting, a vote FOR the proponent's request is warranted at this time.</i></p> <p><i>Blended Rationale: A vote FOR this shareholder proposal is warranted. Similar to last year, the bank will be holding its 2024 annual shareholder meeting in hybrid format. However, in its response, the board indicates that it would not be prudent to preclude the possibility of virtual-only meetings in the future. Compelling investor feedback indicates that a significant majority of shareholders want to retain the ability to attend shareholder meetings in person, even if in a given year they elect to participate only virtually. Furthermore, if unforeseen circumstances arise, companies governed by the Bank Act can hold a virtual meeting in lieu of an in-person meeting by obtaining a court order. In the absence of any extenuating circumstances preventing the bank from holding an in-person meeting, a vote FOR the proponent's request is warranted at this time.</i></p>						
5	SP 2: Disclose Non-Confidential Information Relating to the Bank's Country-by-Country Reporting	SH	Yes	Against	For	Yes
<p><i>Voter Rationale: At Candriam, we believe that the demand formulated by this resolution is fully aligned with our Proxy Voting Policy as it pushes for more transparency by asking for a country-by-country tax report, which enables us to ensure our investee companies pay their fair amount of tax and assess whether they are involved in aggressive tax planning. Requesting the company to provide figures on its contributions on a country basis falls within the scope of shareholders' oversight as ultimate owners of the company and consequently, bearer of the risk associated with holding the company's shares. We consider that companies should not wait to be cornered in severe tax controversies to disclose detailed information about their tax payments. Especially as it is a meaningful information that would enable shareholders to assess the risks and opportunities arising from the company's tax practices. Candriam considers that the disclosure of country-by-country information does not lead to the disclosure of sufficiently sensitive or confidential information as to confer a competitive disadvantage as also specified by the 2018 Review by the EU Commission. Companies' competitive advantage should not rely on its tax scheme but on other elements of its business strategy. We believe that reporting on tax practices and providing stakeholders with more granularity on the company's tax strategies should not be seen as a competitive disadvantage. On the contrary, the company would benefit from such disclosure as taking the lead on such extra reporting would help the company to gain more understanding and trust from shareholders on its tax practices and on the challenges it faces. As such, we vote FOR this shareholder proposal.</i></p> <p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as public disclosure of the requested information would enhance the company's tax transparency and overall calculation of compensation ratios.</i></p> <p><i>Blended Rationale: At Candriam, we believe that the demand formulated by this resolution is fully aligned with our Proxy Voting Policy as it pushes for more transparency by asking for a country-by-country tax report, which enables us to ensure our investee companies pay their fair amount of tax and assess whether they are involved in aggressive tax planning. Requesting the company to provide figures on its contributions on a country basis falls within the scope of shareholders' oversight as ultimate owners of the company and consequently, bearer of the risk associated with holding the company's shares. We consider that companies should not wait to be cornered in severe tax controversies to disclose detailed information about their tax payments. Especially as it is a meaningful information that would enable shareholders to assess the risks and opportunities arising from the company's tax practices. Candriam considers that the disclosure of country-by-country information does not lead to the disclosure of sufficiently sensitive or confidential information as to confer a competitive disadvantage as also specified by the 2018 Review by the EU Commission. Companies' competitive advantage should not rely on its tax scheme but on other elements of its business strategy. We believe that reporting on tax practices and providing stakeholders with more granularity on the company's tax strategies should not be seen as a competitive disadvantage. On the contrary, the company would benefit from such disclosure as taking the lead on such extra reporting would help the company to gain more understanding and trust from shareholders on its tax practices and on the challenges it faces. As such, we vote FOR this shareholder proposal.</i></p>						

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Bank of Montreal

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
6	SP 3: Advisory Vote on Environmental Policies	SH	Yes	Against	For	Yes
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Additional information on the company's plan to reduce its GHG emissions would allow investors to better understand how the company is managing its climate change related risks and it would allow shareholders to express their opinions on the climate risk management practices of the company.</i>						
<i>Blended Rationale: A vote FOR this proposal is warranted. Additional information on the company's plan to reduce its GHG emissions would allow investors to better understand how the company is managing its climate change related risks and it would allow shareholders to express their opinions on the climate risk management practices of the company.</i>						
7	SP 4: Report on Impact of Oil and Gas Divestment	SH	Yes	Against	Against	No
<i>Voting Policy Rationale: A vote AGAINST this shareholder proposal is warranted at this time. The bank's disclosure is aligned with industry best practices and already meets the proponents request that the bank disclose its exposure to oil and gas divestment. The proponents request that the bank further qualify and quantify the impacts of divestment from the Canadian oil and gas sector on shareholder value and other relevant economic analysis is overly prescriptive and goes beyond industry best practices and existing or upcoming regulatory frameworks.</i>						
<i>Blended Rationale: A vote AGAINST this shareholder proposal is warranted at this time. The bank's disclosure is aligned with industry best practices and already meets the proponents request that the bank disclose its exposure to oil and gas divestment. The proponents request that the bank further qualify and quantify the impacts of divestment from the Canadian oil and gas sector on shareholder value and other relevant economic analysis is overly prescriptive and goes beyond industry best practices and existing or upcoming regulatory frameworks.</i>						
8	SP 5: Disclose the CEO Compensation to Median Worker Pay Ratio on an Annual Basis	SH	Yes	Against	For	Yes
<i>Voter Rationale: A vote FOR this item is warranted as such disclosure would enable investors to assess the executives' remuneration alignment with the global workforce.</i>						
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted at this time as executive compensation programs should be designed to promote pay for performance, taking compensation risk into account for generating long-term, sustainable growth for shareholders and the benefit of all employees.</i>						
<i>Blended Rationale: A vote FOR this item is warranted as such disclosure would enable investors to assess the executives' remuneration alignment with the global workforce.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	caksu2	caksu2		4,503	4,503
			02/04/2024	02/04/2024			
			Total Shares:				4,503

Stellantis NV

Meeting Date: 16/04/2024		Country: Netherlands		Ticker: STLAM		Proxy Level: N/A	
Record Date: 19/03/2024		Meeting Type: Annual		Meeting ID: 1819109			
Primary Security ID: N82405106		Primary CUSIP: N82405106		Primary ISIN: NL00150001Q9		Primary SEDOL: BMD8KX7	
Earliest Cutoff Date: 03/04/2024		Total Ballots: 1				Additional Policy:	
Votable Shares: 1,934		*Shares on Loan: 0		Shares Instructed: 1,934		Shares Voted: 1,934	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec		Vote Instruction	Vote Against Mgmt

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt	No			
2.a	Receive Report of Management Board (Non-Voting)	Mgmt	No			
2.b	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt	No			
2.c	Discussion on Company's Corporate Governance Structure	Mgmt	No			
2.d	Approve Remuneration Report	Mgmt	Yes	For	Against	Yes
<p><i>Voter Rationale: A vote AGAINST this item is warranted because there are concerns raised regarding the CEO's realized pay package amounting to EUR 42 million, which appears excessive according to proxy advisor-selected peers and European standards, and is considered high even when compared to the company's own selected US peers. Furthermore, the excessive quantum of the package is largely driven by the so-called 'transformation incentive' of EUR 10 million which is a one-off additional cash incentive, whereas the existing package is not considered uncompetitive and should already aim to retain and reward the CEO. The benefit package of the company's executive chair and CEO also raises concerns as he is entitled to use aircraft for personal purposes and there is no clear disclosure on tax equalization and the pension contribution of EUR 1.9 billion. While we recognize the company's achievement in surpassing synergy goals and exceeding market expectations, we find the overall compensation package to be disproportionately high. Additionally, it's commendable that the company has integrated targets for low emission vehicles into its short-term variable remuneration, signaling a positive step towards aligning executive compensation with non-financial performance. However, it's important to note that the inclusion of CAFE compliance in the long-term incentive plan (LTIP) cannot be deemed as a challenging metric since it's a regulatory requirement rather than a performance indicator. Nevertheless, in the broader industry context, we appreciate Stellantis's emphasis on linking a significant portion of executive compensation to EV development. That being said, we recommend the incorporation of targets aligned with the company's overall carbon reduction goals, particularly focusing on upstream initiatives for scope 3 emissions.</i></p> <p><i>Voting Policy Rationale: A vote AGAINST is warranted because:- Concerns are raised regarding the CEO's realized pay package amounting to EUR 42 million, which appears excessive according to ISS-selected peers and European standards, and is considered high even when compared to the company's own selected US peers. The package is 6.77x ISS peer median. - The excessive quantum of the package is largely driven by the so-called 'transformation incentive' of EUR 10 million which is a one-off additional cash incentive, whereas the existing package is not considered uncompetitive and should already aim to retain and reward the CEO.- Concerns are raised with regard to the generous benefit package for the executive chair (personal use of aircraft) and CEO (tax equalization without clear disclosure and pension contributions of EUR 1.9 million).- Furthermore, minor concerns are raised on the lack of disclosure on a portion of 15 percent of STI performance metrics related to non-financials regarding actual achievement and payout. It is noted that we recognize and acknowledge the exceptional context of this reward including:- The company's global footprint (with 75 percent of profit stemming from outside EU and 53 percent originating from the US) and size (Stellantis grew among the top 10 largest companies in Europe based on revenue). - Since the FCA/PSA merger in 2021, the company successfully delivered and outperformed on synergy goals, and is currently outperforming market expectations. We note also that the company was responsive to shareholder feedback from the prior year and improved the ongoing pay-for-performance framework and transparency of the pay program.- The market is generally appreciative of the company's financial performance and transformation, and the pay package is recognizing strong performance. However, pay is considered excessive even in this context. In addition:- The total short-term remuneration is more than 150 percent of base salary.- Total variable remuneration is more than 350 percent of base salary.</i></p> <p><i>Blended Rationale: A vote AGAINST this item is warranted because there are concerns raised regarding the CEO's realized pay package amounting to EUR 42 million, which appears excessive according to proxy advisor-selected peers and European standards, and is considered high even when compared to the company's own selected US peers. Furthermore, the excessive quantum of the package is largely driven by the so-called 'transformation incentive' of EUR 10 million which is a one-off additional cash incentive, whereas the existing package is not considered uncompetitive and should already aim to retain and reward the CEO. The benefit package of the company's executive chair and CEO also raises concerns as he is entitled to use aircraft for personal purposes and there is no clear disclosure on tax equalization and the pension contribution of EUR 1.9 billion. While we recognize the company's achievement in surpassing synergy goals and exceeding market expectations, we find the overall compensation package to be disproportionately high. Additionally, it's commendable that the company has integrated targets for low emission vehicles into its short-term variable remuneration, signaling a positive step towards aligning executive compensation with non-financial performance. However, it's important to note that the inclusion of CAFE compliance in the long-term incentive plan (LTIP) cannot be deemed as a challenging metric since it's a regulatory requirement rather than a performance indicator. Nevertheless, in the broader industry context, we appreciate Stellantis's emphasis on linking a significant portion of executive compensation to EV development. That being said, we recommend the incorporation of targets aligned with the company's overall carbon reduction goals, particularly focusing on upstream initiatives for scope 3 emissions.</i></p>						
2.e	Adopt Financial Statements and Statutory Reports	Mgmt	Yes	For	For	No

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Stellantis NV

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
2.f	Approve Dividends	Mgmt	Yes	For	For	No
Voting Policy Rationale: Please note the dividend payout ratio is below 30 percent of earnings (i.e. 25.92 percent).						
Blended Rationale: Please note the dividend payout ratio is below 30 percent of earnings (i.e. 25.92 percent).						
2.g	Approve Discharge of Directors	Mgmt	Yes	For	Against	Yes
Voting Policy Rationale: As discharge is binding or not compulsory in this market, a vote AGAINST this item is warranted.						
Blended Rationale: As discharge is binding or not compulsory in this market, a vote AGAINST this item is warranted.						
3	Elect Claudia Parzani as Non-Executive Director	Mgmt	Yes	For	For	No
4.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	Yes	For	For	No
4.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	Yes	For	For	No
5	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Yes	For	For	No
6.a	Approve Cancellation of Common Shares	Mgmt	Yes	For	For	No
6.b	Approve Cancellation of All Class B Special Voting Shares	Mgmt	Yes	For	For	No
7	Close Meeting	Mgmt	No			

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed	Auto-Approved		1,934	1,934
			31/03/2024	31/03/2024			
			Total Shares:			1,934	1,934

Royal KPN NV

Meeting Date: 17/04/2024	Country: Netherlands	Ticker: KPN	Proxy Level: N/A
Record Date: 20/03/2024	Meeting Type: Annual	Meeting ID: 1799450	
Primary Security ID: N4297B146	Primary CUSIP: N4297B146	Primary ISIN: NL00000009082	Primary SEDOL: 5956078
Earliest Cutoff Date: 10/04/2024	Total Ballots: 1	Additional Policy:	
Votable Shares: 95,083	*Shares on Loan: 0	Shares Instructed: 95,083	Shares Voted: 95,083

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	Annual Meeting Agenda	Mgmt	No			
1	Open Meeting and Announcements	Mgmt	No			
2	Receive Report of Management Board (Non-Voting)	Mgmt	No			

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
3	Adopt Financial Statements	Mgmt	Yes	For	For	No
4	Approve Remuneration Report	Mgmt	Yes	For	For	No
5	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt	No			
6	Approve Dividends	Mgmt	Yes	For	For	No
7	Approve Discharge of Management Board	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: As discharge is binding or not compulsory in this market, a vote AGAINST this item is warranted.</i>						
<i>Blended Rationale: As discharge is binding or not compulsory in this market, a vote AGAINST this item is warranted.</i>						
8	Approve Discharge of Supervisory Board	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: As discharge is binding or not compulsory in this market, a vote AGAINST this item is warranted.</i>						
<i>Blended Rationale: As discharge is binding or not compulsory in this market, a vote AGAINST this item is warranted.</i>						
9	Discussion on Company's Corporate Governance Structure	Mgmt	No			
10	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	Mgmt	Yes	For	For	No
<i>Voting Policy Rationale: The company is proposing a new audit firm.</i>						
<i>Blended Rationale: The company is proposing a new audit firm.</i>						
11	Approve Remuneration Policy of Management Board	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted as:- Potential maximum variable remuneration paid to the CEO can exceed 350% of base salary.- The remuneration policy allows the supervisory board to conduct buy-out arrangement in order to attract an external candidate to be appointed to the board of management.</i>						
<i>Blended Rationale: A vote AGAINST is warranted as:- Potential maximum variable remuneration paid to the CEO can exceed 350% of base salary.- The remuneration policy allows the supervisory board to conduct buy-out arrangement in order to attract an external candidate to be appointed to the board of management.</i>						
12	Approve Remuneration Policy of Supervisory Board	Mgmt	Yes	For	For	No
13	Notification of the Intended Reappointments of Farwerck, Figee, Garssen and Snoep to Management Board	Mgmt	No			
14	Discuss Composition of the Supervisory Board	Mgmt	No			
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Yes	For	For	No
16	Approve Reduction in Share Capital through Cancellation of Shares	Mgmt	Yes	For	For	No
17	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	Yes	For	For	No

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Royal KPN NV

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
18	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	Yes	For	For	No
19	Other Business (Non-Voting)	Mgmt	No			
20	Close Meeting	Mgmt	No			
Ballot Details						
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed	Auto-Approved	Intermediary Confirmed	95,083
			07/04/2024	07/04/2024		
			Total Shares:			95,083

Banca Mediolanum SpA

Meeting Date: 18/04/2024	Country: Italy	Ticker: BMED	Proxy Level: N/A
Record Date: 09/04/2024	Meeting Type: Annual	Meeting ID: 1808496	
Primary Security ID: T1R88K108	Primary CUSIP: T1R88K108	Primary ISIN: IT0004776628	Primary SEDOL: BYWP840
Earliest Cutoff Date: 11/04/2024	Total Ballots: 1	Additional Policy:	
Votable Shares: 1,900	*Shares on Loan: 0	Shares Instructed: 1,900	Shares Voted: 1,900

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.1	Ordinary Business	Mgmt	No			
	Management Proposals	Mgmt	No			
	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For	No
1.2	Approve Allocation of Income	Mgmt	Yes	For	For	No
2.1	Approve Remuneration Policy	Mgmt	Yes	For	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted because:- The company can pay welcome and retention bonuses.						
Blended Rationale: A vote AGAINST is warranted because:- The company can pay welcome and retention bonuses.						
2.2	Approve Second Section of the Remuneration Report	Mgmt	Yes	For	For	No
2.3	Approve Severance Payments Policy	Mgmt	Yes	For	Against	Yes
Voting Policy Rationale: This item warrants a vote AGAINST as termination payments in favor of key personnel could theoretically exceed 24 month's pay.						
Blended Rationale: This item warrants a vote AGAINST as termination payments in favor of key personnel could theoretically exceed 24 month's pay.						
3	Approve Executive Incentive Bonus Plan	Mgmt	Yes	For	For	No
4	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service the Performance Share Plans	Mgmt	Yes	For	For	No

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	Shareholder Proposals Submitted by Lina Tombolato, Massimo Doris, Annalisa Doris, and FINPROG ITALIA SpA	Mgmt	No			
5.1	Fix Number of Directors	SH	Yes	None	For	No
<i>Voting Policy Rationale: A vote FOR this item is warranted because the company has disclosed the proposed board size, and no concerns have been noticed.</i>						
<i>Blended Rationale: A vote FOR this item is warranted because the company has disclosed the proposed board size, and no concerns have been noticed.</i>						
5.2	Fix Board Terms for Directors	SH	Yes	None	For	No
<i>Voting Policy Rationale: This item warrants a vote FOR as it is routine and non-contentious.</i>						
<i>Blended Rationale: This item warrants a vote FOR as it is routine and non-contentious.</i>						
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt	No			
5.3.1	Slate 1 Submitted by Lina Tombolato, Massimo Doris, Annalisa Doris, and FINPROG ITALIA SpA	SH	Yes	None	Against	No
<i>Voting Policy Rationale: A vote AGAINST is warranted given the support to the slate filed by Assogestioni under Item 5.3.2.</i>						
<i>Blended Rationale: A vote AGAINST is warranted given the support to the slate filed by Assogestioni under Item 5.3.2.</i>						
5.3.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	Yes	None	For	No
<i>Voting Policy Rationale: A vote FOR this slate is warranted because they are more likely to safeguard minority shareholders' interests.</i>						
<i>Blended Rationale: A vote FOR this slate is warranted because they are more likely to safeguard minority shareholders' interests.</i>						
	Shareholder Proposals Submitted by Lina Tombolato, Massimo Doris, Annalisa Doris, and FINPROG ITALIA SpA	Mgmt	No			
5.4	Approve Remuneration of Directors	SH	Yes	None	For	No
<i>Voting Policy Rationale: This item warrants a vote FOR because the proposed non-variable director remuneration has been disclosed, and no major concerns have been noticed.</i>						
<i>Blended Rationale: This item warrants a vote FOR because the proposed non-variable director remuneration has been disclosed, and no major concerns have been noticed.</i>						
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt	No			
6.1.1	Slate 1 Submitted by Lina Tombolato, Massimo Doris, Annalisa Doris, and FINPROG ITALIA SpA	SH	Yes	None	Against	No
<i>Voting Policy Rationale: A vote AGAINST is warranted given the support to the slate filed by Assogestioni under Item 6.1.2.</i>						
<i>Blended Rationale: A vote AGAINST is warranted given the support to the slate filed by Assogestioni under Item 6.1.2.</i>						

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Banca Mediolanum SpA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
6.1.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	Yes	None	For	No
Voting Policy Rationale: A vote FOR this slate is warranted because they are more likely to safeguard minority shareholders' interests.						
Blended Rationale: A vote FOR this slate is warranted because they are more likely to safeguard minority shareholders' interests.						
	Shareholder Proposals Submitted by Lina Tombolato, Massimo Doris, Annalisa Doris, and FINPROG ITALIA SpA	Mgmt	No			
6.2	Approve Internal Auditors' Remuneration	SH	Yes	None	For	No
Voting Policy Rationale: This item warrants a vote FOR because the company has disclosed the proposed remuneration, and no concerns have been noticed.						
Blended Rationale: This item warrants a vote FOR because the company has disclosed the proposed remuneration, and no concerns have been noticed.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed	Auto-Approved		1,900	1,900
			12/04/2024	08/04/2024			
			Total Shares:				1,900

Banco BPM SpA

Meeting Date: 18/04/2024	Country: Italy	Ticker: BAMI	Proxy Level: N/A
Record Date: 09/04/2024	Meeting Type: Annual	Meeting ID: 1816471	
Primary Security ID: T1708N101	Primary CUSIP: T1708N101	Primary ISIN: IT0005218380	Primary SEDOL: BYMD5K9
Earliest Cutoff Date: 11/04/2024	Total Ballots: 1	Additional Policy:	
Votable Shares: 25,349	*Shares on Loan: 0	Shares Instructed: 25,349	Shares Voted: 25,349

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	Ordinary Business	Mgmt	No			
1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For	No
2	Approve Allocation of Income	Mgmt	Yes	For	For	No
3	Approve Deloitte & Touche SpA as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	No
4.1	Approve Remuneration Policy	Mgmt	Yes	For	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted because:- The company can grant welcome and retention bonuses.						
Blended Rationale: A vote AGAINST is warranted because:- The company can grant welcome and retention bonuses.						

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Banco BPM SpA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
4.2	Approve Second Section of the Remuneration Report	Mgmt	Yes	For	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted as:- Total compensation is two times the median of peers.						
Blended Rationale: A vote AGAINST is warranted as:- Total compensation is two times the median of peers.						
5.1	Approve 2024 Short-Term Incentive Plan	Mgmt	Yes	For	For	No
5.2	Approve 2024-2026 Long-Term Incentive Plan	Mgmt	Yes	For	For	No
6	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service the Compensation Plans	Mgmt	Yes	For	For	No

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed	Auto-Approved		25,349	25,349
			08/04/2024	08/04/2024			
			Total Shares:				25,349

Beiersdorf AG

Meeting Date: 18/04/2024	Country: Germany	Ticker: BEI	Proxy Level: N/A
Record Date: 27/03/2024	Meeting Type: Annual	Meeting ID: 1820907	
Primary Security ID: D08792109	Primary CUSIP: D08792109	Primary ISIN: DE0005200000	Primary SEDOL: 5107401
Earliest Cutoff Date: 10/04/2024	Total Ballots: 1		Additional Policy:
Votable Shares: 2,265	*Shares on Loan: 0	Shares Instructed: 2,265	Shares Voted: 2,265

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt	No			
2	Approve Allocation of Income and Dividends of EUR 1.00 per Share	Mgmt	Yes	For	For	No
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.						
Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.						
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.						
Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.						

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024	Mgmt	Yes	For	For	No
<i>Voting Policy Rationale: The company is proposing a new audit firm.</i>						
<i>Blended Rationale: The company is proposing a new audit firm.</i>						
6	Approve Remuneration Report	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because:- The total short-term remuneration is more than 150% of base salary.- In the year under review, Ramon Mirt received an advance payment of EUR 350,000, which was granted as part of the LTP Enterprise Value Component (EVC) for his activities in group companies. In addition, Ramon Mirt received a EUR 500,000 retention award, which was awarded as a reappointment bonus under the MAB in 2022.</i>						
<i>Blended Rationale: A vote AGAINST is warranted because:- The total short-term remuneration is more than 150% of base salary.- In the year under review, Ramon Mirt received an advance payment of EUR 350,000, which was granted as part of the LTP Enterprise Value Component (EVC) for his activities in group companies. In addition, Ramon Mirt received a EUR 500,000 retention award, which was awarded as a reappointment bonus under the MAB in 2022.</i>						
7.1	Elect Donya-Florence Amer to the Supervisory Board	Mgmt	Yes	For	For	No
7.2	Elect Hong Chow to the Supervisory Board	Mgmt	Yes	For	For	No
7.3	Elect Wolfgang Herz to the Supervisory Board	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because:- The nominee is a non-independent member of the Remuneration Committee and the committee is less than 100 percent independent.</i>						
<i>Blended Rationale: A vote AGAINST is warranted because:- The nominee is a non-independent member of the Remuneration Committee and the committee is less than 100 percent independent.</i>						
7.4	Elect Uta Kemmerich-Keil to the Supervisory Board	Mgmt	Yes	For	For	No
7.5	Elect Frederic Pflanz to the Supervisory Board	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because:- The nominee is a non-independent member of the Audit Committee and the committee is less than 100 percent independent.- The nominee is a non-independent member of the Remuneration Committee and the committee is less than 100 percent independent.- The nominee is a non-independent member of the Nomination Committee and the committee is less than 50 percent independent.</i>						
<i>Blended Rationale: A vote AGAINST is warranted because:- The nominee is a non-independent member of the Audit Committee and the committee is less than 100 percent independent.- The nominee is a non-independent member of the Remuneration Committee and the committee is less than 100 percent independent.- The nominee is a non-independent member of the Nomination Committee and the committee is less than 50 percent independent.</i>						
7.6	Elect Reinhard Poellath to the Supervisory Board	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because:- The nominee is a non-independent member of the Remuneration Committee and the committee is less than 100 percent independent.- The nominee is a non-independent member of the Nomination Committee and the committee is less than 50 percent independent.- The nominee is a non-independent chair of the Nomination Committee.- The nominee is a non-independent board chair and the board does not an independent lead director.</i>						
<i>Blended Rationale: A vote AGAINST is warranted because:- The nominee is a non-independent member of the Remuneration Committee and the committee is less than 100 percent independent.- The nominee is a non-independent member of the Nomination Committee and the committee is less than 50 percent independent.- The nominee is a non-independent chair of the Nomination Committee.- The nominee is a non-independent board chair and the board does not an independent lead director.</i>						
7.7	Elect Beatrice Dreyfus as Alternate Supervisory Board Member	Mgmt	Yes	For	For	No
8	Amend Articles Re: Proof of Entitlement	Mgmt	Yes	For	For	No

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Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed	Auto-Approved		2,265	2,265
			07/04/2024	07/04/2024			
			Total Shares:				

Nestle SA

Meeting Date: 18/04/2024	Country: Switzerland	Ticker: NESN	Proxy Level: N/A
Record Date: 11/04/2024	Meeting Type: Annual	Meeting ID: 1812768	
Primary Security ID: H57312649	Primary CUSIP: H57312649	Primary ISIN: CH0038863350	Primary SEDOL: 7123870
Earliest Cutoff Date: 09/04/2024	Total Ballots: 1		Additional Policy:
Votable Shares: 83	*Shares on Loan: 0	Shares Instructed: 83	Shares Voted: 83

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.1	Management Proposals	Mgmt	No			
	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For	No

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.2	Approve Remuneration Report	Mgmt	Yes	For	Against	Yes
<p><i>Voter Rationale: While we acknowledge the presence of ESG objectives in the STIP that entail affordable nutrition with micro nutrients, GHG emission reduction, plastic packaging designed for recycling, reduction of water use in factories, and diversity at management positions. They are all relevant for Nestlé considering its business activities and ESG risk exposures, however, we do not find sufficient granularity regarding:- how Nestlé calculated the threshold and target achievement, actual achievement, max.payout- what criteria and scopes (especially in the case of GHG emissions reduction) are embedded into the final calculation of the payout. Details remain non-disclosed apart from the weight and payout as % of target, which makes it challenging for us to understand how they consider progress and the level of ambition on each assigned KPI. More transparency on these would be fundamental given that the company provided 113.2% payout as % of the target, and as the company introduced an additional KPI on GHG emissions reduction in the LTIP (20%) in the new Policy. In addition, we are not satisfied with the absence of consideration in assessing the level of healthiness of its product portfolio. While we note positively the inclusion of its affordable nutrition with micronutrients, we are unable to identify whether the company also takes into account the progress of its product quality and healthy profile deriving from its less healthy products. Considering that the majority of Nestlé's sales are still dominated by less healthy products, a KPI with more focus on the less healthy portfolio (including positive progress on product reformulation) is highly critical to properly reflect its healthy ambition. All of which is in alignment with the objective of the Shareholder Proposal SO776 in terms of top executive accountability on Nestlé's healthy strategies. Increasingly, we would encourage the company to take into account increasing ESG risk exposures towards product quality and safety issues (e.g. issues surrounding its natural mineral water production sites) and to operational efficiency (e.g. IT hiccups resulting in supply constraints in its health business) in the overall pay structures linked to the ESG objectives and overall payouts – linked to both financial and non-financial related impacts (incl. product quality and safety, marketing practices, and reputational risks).</i></p> <p><i>Voting Policy Rationale: A vote AGAINST is warranted because:- The total short-term remuneration is more than 150% of base salary.</i></p> <p><i>Blended Rationale: While we acknowledge the presence of ESG objectives in the STIP that entail affordable nutrition with micro nutrients, GHG emission reduction, plastic packaging designed for recycling, reduction of water use in factories, and diversity at management positions. They are all relevant for Nestlé considering its business activities and ESG risk exposures, however, we do not find sufficient granularity regarding:- how Nestlé calculated the threshold and target achievement, actual achievement, max.payout- what criteria and scopes (especially in the case of GHG emissions reduction) are embedded into the final calculation of the payout. Details remain non-disclosed apart from the weight and payout as % of target, which makes it challenging for us to understand how they consider progress and the level of ambition on each assigned KPI. More transparency on these would be fundamental given that the company provided 113.2% payout as % of the target, and as the company introduced an additional KPI on GHG emissions reduction in the LTIP (20%) in the new Policy. In addition, we are not satisfied with the absence of consideration in assessing the level of healthiness of its product portfolio. While we note positively the inclusion of its affordable nutrition with micronutrients, we are unable to identify whether the company also takes into account the progress of its product quality and healthy profile deriving from its less healthy products. Considering that the majority of Nestlé's sales are still dominated by less healthy products, a KPI with more focus on the less healthy portfolio (including positive progress on product reformulation) is highly critical to properly reflect its healthy ambition. All of which is in alignment with the objective of the Shareholder Proposal SO776 in terms of top executive accountability on Nestlé's healthy strategies. Increasingly, we would encourage the company to take into account increasing ESG risk exposures towards product quality and safety issues (e.g. issues surrounding its natural mineral water production sites) and to operational efficiency (e.g. IT hiccups resulting in supply constraints in its health business) in the overall pay structures linked to the ESG objectives and overall payouts – linked to both financial and non-financial related impacts (incl. product quality and safety, marketing practices, and reputational risks).</i></p>						

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.3	Approve Non-Financial Report	Mgmt	Yes	For	Against	Yes
<p><i>Voter Rationale: While Nestlé provides good disclosures on its emissions and climate roadmap – with clear breakdowns of emissions and targeted reduction incl. levers and dedicated investments, there needs to be more clarity on the regenerative agriculture definition and strategies, specific criteria targets that fall within the scope of the RegAg, and the absence of methane reduction target. On the latter, we particularly regret the absence of target to cut its methane-derived emissions considering that methane is a critical source of emissions from its dairy business. In addition, the company reports that the previously absolute amount of reductions and removals vs Business As Usual was used as indicator, and data are not comparable, which also makes it more difficult for us, as investors, to compare. This rationale is in alignment with the ones we outlined for the Agenda Item 1.2 (M0550) pertaining to remuneration report on the information on ESG objectives that are missing granularity (cf. the Agenda Item 1.2) and Agenda Item 7 (S0776). In addition, we are not satisfied with the absence of consideration in assessing the level of healthiness of its product portfolio. While we note positively the inclusion of its affordable nutrition with micronutrients, we are unable to identify whether the company also takes into account the progress of its product quality and healthy profile deriving from its less healthy products. Considering that the majority of Nestlé's sales are still dominated by less healthy products, a KPI with more focus on the less healthy portfolio (including positive progress on product reformulation) is highly critical to properly reflect its healthy ambition. All of which is in alignment with the objective of the Shareholder Proposal S0776 in terms of top executive accountability on Nestlé's healthy strategies. Increasingly, we would encourage the company to take into account increasing ESG risk exposures towards product quality and safety issues (e.g. issues surrounding its natural mineral water production sites) and to operational efficiency (e.g. IT hiccups resulting in supply constraints in its health business), or at the very least provide more clarity or updates in the report about these topics.</i></p> <p><i>Blended Rationale: While Nestlé provides good disclosures on its emissions and climate roadmap – with clear breakdowns of emissions and targeted reduction incl. levers and dedicated investments, there needs to be more clarity on the regenerative agriculture definition and strategies, specific criteria targets that fall within the scope of the RegAg, and the absence of methane reduction target. On the latter, we particularly regret the absence of target to cut its methane-derived emissions considering that methane is a critical source of emissions from its dairy business. In addition, the company reports that the previously absolute amount of reductions and removals vs Business As Usual was used as indicator, and data are not comparable, which also makes it more difficult for us, as investors, to compare. This rationale is in alignment with the ones we outlined for the Agenda Item 1.2 (M0550) pertaining to remuneration report on the information on ESG objectives that are missing granularity (cf. the Agenda Item 1.2) and Agenda Item 7 (S0776). In addition, we are not satisfied with the absence of consideration in assessing the level of healthiness of its product portfolio. While we note positively the inclusion of its affordable nutrition with micronutrients, we are unable to identify whether the company also takes into account the progress of its product quality and healthy profile deriving from its less healthy products. Considering that the majority of Nestlé's sales are still dominated by less healthy products, a KPI with more focus on the less healthy portfolio (including positive progress on product reformulation) is highly critical to properly reflect its healthy ambition. All of which is in alignment with the objective of the Shareholder Proposal S0776 in terms of top executive accountability on Nestlé's healthy strategies. Increasingly, we would encourage the company to take into account increasing ESG risk exposures towards product quality and safety issues (e.g. issues surrounding its natural mineral water production sites) and to operational efficiency (e.g. IT hiccups resulting in supply constraints in its health business), or at the very least provide more clarity or updates in the report about these topics.</i></p>						
2	Approve Discharge of Board and Senior Management	Mgmt	Yes	For	Against	Yes
<p><i>Voting Policy Rationale: As discharge is binding or not compulsory in this market, a vote AGAINST this item is warranted.</i></p> <p><i>Blended Rationale: As discharge is binding or not compulsory in this market, a vote AGAINST this item is warranted.</i></p>						
3	Approve Allocation of Income and Dividends of CHF 3.00 per Share	Mgmt	Yes	For	For	No
4.1.a	Reelect Paul Bulcke as Director and Board Chair	Mgmt	Yes	For	For	No
<p><i>Voting Policy Rationale: We note that 40 percent of the board's non-executive posts are not filled by underrepresented sex which will be required as of June 2026. While such concern does not trigger a vote AGAINST the director elections until 2026, we encourage the company to consider complying with the requirements within the legal deadline.</i></p> <p><i>Blended Rationale: We note that 40 percent of the board's non-executive posts are not filled by underrepresented sex which will be required as of June 2026. While such concern does not trigger a vote AGAINST the director elections until 2026, we encourage the company to consider complying with the requirements within the legal deadline.</i></p>						
4.1.b	Reelect Ulf Schneider as Director	Mgmt	Yes	For	For	No
4.1.c	Reelect Renato Fassbind as Director	Mgmt	Yes	For	For	No

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
4.1.d	Reelect Pablo Isla as Director	Mgmt	Yes	For	For	No
4.1.e	Reelect Patrick Aebischer as Director	Mgmt	Yes	For	For	No
4.1.f	Reelect Dick Boer as Director	Mgmt	Yes	For	For	No
4.1.g	Reelect Dinesh Paliwal as Director	Mgmt	Yes	For	For	No
4.1.h	Reelect Hanne Jimenez de Mora as Director	Mgmt	Yes	For	For	No
4.1.i	Reelect Lindiwe Sibanda as Director	Mgmt	Yes	For	For	No
4.1.j	Reelect Chris Leong as Director	Mgmt	Yes	For	For	No
4.1.k	Reelect Luca Maestri as Director	Mgmt	Yes	For	For	No
4.1.l	Reelect Rainer Blair as Director	Mgmt	Yes	For	For	No
4.1.m	Reelect Marie-Gabrielle Ineichen-Fleisch as Director	Mgmt	Yes	For	For	No
4.2	Elect Geraldine Matchett as Director	Mgmt	Yes	For	For	No
4.3.1	Reappoint Dick Boer as Member of the Compensation Committee	Mgmt	Yes	For	For	No
4.3.2	Reappoint Patrick Aebischer as Member of the Compensation Committee	Mgmt	Yes	For	For	No
4.3.3	Reappoint Pablo Isla as Member of the Compensation Committee	Mgmt	Yes	For	For	No
4.3.4	Reappoint Dinesh Paliwal as Member of the Compensation Committee	Mgmt	Yes	For	For	No
4.4	Ratify Ernst & Young AG as Auditors	Mgmt	Yes	For	For	No
4.5	Designate Hartmann Dreyer as Independent Proxy	Mgmt	Yes	For	For	No
5.1	Approve Remuneration of Directors in the Amount of CHF 10 Million	Mgmt	Yes	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST is warranted because:- Board membership and committee fees are paid 50% in cash and 50% in Nestle shares, which are subject to a three-year blocking period. The board chair receives Nestle shares that are blocked for three years.</i></p>						
<p><i>Blended Rationale: A vote AGAINST is warranted because:- Board membership and committee fees are paid 50% in cash and 50% in Nestle shares, which are subject to a three-year blocking period. The board chair receives Nestle shares that are blocked for three years.</i></p>						
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 80 Million	Mgmt	Yes	For	For	No

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
6	Approve CHF 5 Million Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	Yes	For	For	No
	Shareholder Proposal	Mgmt	No			

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
7	Report on Non-Financial Matters Regarding Sales of Healthier and Less Healthy Foods	SH	Yes	Against	For	Yes
<p><i>Voter Rationale: As recently highlighted again by the World Health Organisation (1), over 40% of adults are now overweight, while obesity has more than doubled since 1990 among adults, and quadrupled among children and adolescents. The many associated pathologies are synonymous with a deterioration in quality of life, and are also putting a strain on healthcare budgets worldwide. Regulators and consumers have understood this, and new consumption patterns are emerging, while government campaigns and regulations are pushing for healthier eating habits. The market's reaction last October (massive sell-offs in the stocks of major food companies) to Walmart's CEO's announcement that he saw the decline in its sales as the result of new treatments for obesity, is a further sign of the growing importance of the health aspect in the product portfolios of giant food companies. Candriam is part of the investors having cofiled the present resolution. If we are targeting Nestlé today with a resolution, as we successfully did at Unilever in 2022 (2), it is because we are convinced that our request is in line with sustainable growth for the company. Food companies, including Nestlé, must therefore work to improve the nutritional quality of all their products, and not just concentrate on increasing sales of products already labelled as 'nutritious' and disregarding the other parts of the portfolio that actually demand a greater attention in terms of nutritional performance. They must promote healthier products and make them accessible to everyone. Nestlé's health objective must therefore not only be linked, as it is today, to increasing sales of products recognised as 'nutritious' by independent standards, it must also properly cover the rest of the product portfolio (both considered as health and less healthy parts): both in portfolio and sales, this is the relative share of products "already in" + "additionally coming into" the healthy range (e.g. via product reformulation) that we want to see increased. So we're waiting for new, clear objectives, based on recognised nutritional standards, and obviously details of the strategy for achieving them. True, other companies are less advanced than Nestlé on the health/nutrition front, and Nestlé, for example, is very well ranked by the ATNI comparative study (3), which we support. BUT, the whole industry is lagging behind and in spite of repeated demands from Candriam and other investors and stakeholders. Balancing dietary consumption is crucial in all consumer choices, yet this doesn't absolve businesses from the obligation to address the volumes of their unhealthy products, even more when we are all already aware that Nestlé itself acknowledged last year in 2023 that less than half its portfolio of mainstream food and drinks can be considered as "healthy" (4). In exercising our fiduciary duty as investors, when we are convinced, adopting a risk management perspective, that a topic deserves an increased attention from an industry, we should not content ourselves and settle for companies that merely perform better than rest of the industry – especially for the world's biggest food manufacturer like Nestlé. When a food giant like Nestlé gives itself the means to achieve an objective, not only does it send out a strong signal to the whole industry, but it also guarantees that the whole industry will take action. The resources that Nestlé can commit to this issue, particularly in terms of R&amp;D and marketing, are very substantial, and this will have an impact on all its stakeholders, including suppliers. The size effect also naturally affects the number of consumers who will be impacted. Filing a resolution is, therefore, a way to escalate our concern. For an investor like Candriam, supporting such a resolution is obviously a way of giving a positive boost to the social contribution of the companies in our portfolios. (1) <a href="https://www.who.int/fr/news/item/01-03-2024-one-in-eight-people-are-now-living-with-obesity">https://www.who.int/fr/news/item/01-03-2024-one-in-eight-people-are-now-living-with-obesity</a>(2) <a href="https://www.unilever.com/news/press-and-media/press-releases/2022/unilever-to-set-new-benchmark-for-healthy-nutrition/">https://www.unilever.com/news/press-and-media/press-releases/2022/unilever-to-set-new-benchmark-for-healthy-nutrition/</a>(3) <a href="https://accessstonutrition.org/">https://accessstonutrition.org/</a>(4) Nestlé says less than half of its mainstream food and drinks are considered 'healthy' (ft.com)</i></p> <p><i>Voting Policy Rationale: A vote FOR this shareholder proposal is warranted.</i></p> <p><i>Blended Rationale: As recently highlighted again by the World Health Organisation (1), over 40% of adults are now overweight, while obesity has more than doubled since 1990 among adults, and quadrupled among children and adolescents. The many associated pathologies are synonymous with a deterioration in quality of life, and are also putting a strain on healthcare budgets worldwide. Regulators and consumers have understood this, and new consumption patterns are emerging, while government campaigns and regulations are pushing for healthier eating habits. The market's reaction last October (massive sell-offs in the stocks of major food companies) to Walmart's CEO's announcement that he saw the decline in its sales as the result of new treatments for obesity, is a further sign of the growing importance of the health aspect in the product portfolios of giant food companies. Candriam is part of the investors having cofiled the present resolution. If we are targeting Nestlé today with a resolution, as we successfully did at Unilever in 2022 (2), it is because we are convinced that our request is in line with sustainable growth for the company. Food companies, including Nestlé, must therefore work to improve the nutritional quality of all their products, and not just concentrate on increasing sales of products already labelled as 'nutritious' and disregarding the other parts of the portfolio that actually demand a greater attention in terms of nutritional performance. They must promote healthier products and make them accessible to everyone. Nestlé's health objective must therefore not only be linked, as it is today, to increasing sales of products recognised as 'nutritious' by independent standards, it must also properly cover the rest of the product portfolio (both considered as health and less healthy parts): both in portfolio and sales, this is the relative share of products "already in" + "additionally coming into" the healthy range (e.g. via product reformulation) that we want to see increased. So we're waiting for new, clear objectives, based on recognised nutritional standards, and obviously details of the strategy for achieving them. True, other companies are less advanced than Nestlé on the health/nutrition front, and Nestlé, for</i></p>						

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
8	<i>example, is very well ranked by the ATNI comparative study (3), which we support. BUT, the whole industry is lagging behind and in spite of repeated demands from Candriam and other investors and stakeholders. Balancing dietary consumption is crucial in all consumer choices, yet this doesn't absolve businesses from the obligation to address the volumes of their unhealthy products, even more when we are all already aware that Nestlé itself acknowledged last year in 2023 that less than half its portfolio of mainstream food and drinks can be considered as "healthy" (4). In exercising our fiduciary duty as investors, when we are convinced, adopting a risk management perspective, that a topic deserves an increased attention from an industry, we should not content ourselves and settle for companies that merely perform better than rest of the industry – especially for the world's biggest food manufacturer like Nestlé. When a food giant like Nestlé gives itself the means to achieve an objective, not only does it send out a strong signal to the whole industry, but it also guarantees that the whole industry will take action. The resources that Nestlé can commit to this issue, particularly in terms of R&amp;D and marketing, are very substantial, and this will have an impact on all its stakeholders, including suppliers. The size effect also naturally affects the number of consumers who will be impacted. Filing a resolution is, therefore, a way to escalate our concern. For an investor like Candriam, supporting such a resolution is obviously a way of giving a positive boost to the social contribution of the companies in our portfolios. (1) <a href="https://www.who.int/fr/news/item/01-03-2024-one-in-eight-people-are-now-living-with-obesity">https://www.who.int/fr/news/item/01-03-2024-one-in-eight-people-are-now-living-with-obesity</a>(2) <a href="https://www.unilever.com/news/press-and-media/press-releases/2022/unilever-to-set-new-benchmark-for-healthy-nutrition/">https://www.unilever.com/news/press-and-media/press-releases/2022/unilever-to-set-new-benchmark-for-healthy-nutrition/</a>(3) <a href="https://accessnutrition.org/">https://accessnutrition.org/</a>(4) Nestlé says less than half of its mainstream food and drinks are considered 'healthy' (ft.com)</i>					
	Management Proposal	Mgmt	No			
	Transact Other Business (Voting)	Mgmt	Yes	Against	Against	No

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Iriols	Iriols		83	83
			09/04/2024	09/04/2024			
			Total Shares:				83

Assicurazioni Generali SpA

Meeting Date: 23/04/2024	Country: Italy	Ticker: G	Proxy Level: N/A
Record Date: 12/04/2024	Meeting Type: Annual/Special	Meeting ID: 1819749	
Primary Security ID: T05040109	Primary CUSIP: T05040109	Primary ISIN: IT0000062072	Primary SEDOL: 4056719
Earliest Cutoff Date: 16/04/2024	Total Ballots: 1		Additional Policy:
Votable Shares: 1,200	*Shares on Loan: 0	Shares Instructed: 1,200	Shares Voted: 1,200

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Ordinary Business	Mgmt	No			
	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For	No
	Approve Allocation of Income	Mgmt	Yes	For	For	No
2a	Authorize Share Repurchase Program	Mgmt	Yes	For	For	No
2b	Extraordinary Business	Mgmt	No			
	Authorize Cancellation of Treasury Shares without Reduction of Share Capital	Mgmt	Yes	For	For	No

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## Assicurazioni Generali SpA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
3a	Amend Company Bylaws Re: Article 7.2	Mgmt	Yes	For	For	No
3b	Amend Company Bylaws Re: Article 9.1	Mgmt	Yes	For	For	No
3c	Amend Company Bylaws Re: Article 16.1	Mgmt	Yes	For	For	No
3d	Amend Company Bylaws Re: Article 18	Mgmt	Yes	For	For	No
3e	Amend Company Bylaws Re: Article 19.1 letter h)	Mgmt	Yes	For	For	No
3f	Amend Company Bylaws Re: Articles 28.2, 28.7, 28.13, 37.2, and 37.9	Mgmt	Yes	For	For	No
3g	Amend Company Bylaws Re: Article 28.4	Mgmt	Yes	For	For	No
3h	Amend Company Bylaws Re: Article 29.4	Mgmt	Yes	For	For	No
3i	Amend Company Bylaws Re: Articles 30.1 and 30.2	Mgmt	Yes	For	For	No
3j	Amend Company Bylaws Re: Article 32.2 letters f) g) and h)	Mgmt	Yes	For	For	No
3k	Amend Company Bylaws Re: Articles 33.1 and 33.2	Mgmt	Yes	For	For	No
3l	Amend Company Bylaws Re: Article 34.1	Mgmt	Yes	For	For	No
	Ordinary Business	Mgmt	No			
4a	Approve Remuneration Policy	Mgmt	Yes	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST is warranted because:- The total potential variable remuneration paid to the CEO can exceed 150 percent of base salary for the STI and 350 percent for the variable compensation.- The board can grant extraordinary bonuses correlated to specific transactions, discretionary entry bonuses linked to the loss of incentives at previous employer, and/or guaranteed bonuses during the first year of employment.</i></p> <p><i>Blended Rationale: A vote AGAINST is warranted because:- The total potential variable remuneration paid to the CEO can exceed 150 percent of base salary for the STI and 350 percent for the variable compensation.- The board can grant extraordinary bonuses correlated to specific transactions, discretionary entry bonuses linked to the loss of incentives at previous employer, and/or guaranteed bonuses during the first year of employment.</i></p>						
4b	Approve Second Section of the Remuneration Report	Mgmt	Yes	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST is warranted because:- Total variable remuneration is more than 350 percent of base salary.</i></p> <p><i>Blended Rationale: A vote AGAINST is warranted because:- Total variable remuneration is more than 350 percent of base salary.</i></p>						
5a	Approve Group Long Term Incentive Plan	Mgmt	Yes	For	For	No
5b	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Group Long Term Incentive Plan	Mgmt	Yes	For	For	No

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Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed	Auto-Approved		1,200	1,200
			13/04/2024	13/04/2024			
			Total Shares:				

L'Oreal SA

Meeting Date: 23/04/2024	Country: France	Ticker: OR	Proxy Level: N/A
Record Date: 19/04/2024	Meeting Type: Annual/Special	Meeting ID: 1821322	
Primary Security ID: F58149133	Primary CUSIP: F58149133	Primary ISIN: FR0000120321	Primary SEDOL: 4057808
Earliest Cutoff Date: 18/04/2024	Total Ballots: 1	Additional Policy:	
Votable Shares: 950	*Shares on Loan: 0	Shares Instructed: 950	Shares Voted: 950

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Ordinary Business	Mgmt	No			
	Approve Financial Statements and Statutory Reports	Mgmt	Yes	For	For	No
	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	Yes	For	For	No
	Approve Allocation of Income and Dividends of EUR 6.60 per Share and an Extra of EUR 0.66 per Share to Long Term Registered Shares	Mgmt	Yes	For	For	No
	Elect Jacques Ripoll as Director	Mgmt	Yes	For	For	No
5	Reelect Beatrice Guillaume-Grabisch as Director	Mgmt	Yes	For	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted as:- The nominee is a non-independent member of the Audit Committee and the committee is less than 100 percent independent.						
Blended Rationale: A vote AGAINST is warranted as:- The nominee is a non-independent member of the Audit Committee and the committee is less than 100 percent independent.						
6	Reelect Ilham Kadri as Director	Mgmt	Yes	For	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted as:- The nominee holds more than four equivalent directorships.						
Blended Rationale: A vote AGAINST is warranted as:- The nominee holds more than four equivalent directorships.						
7	Reelect Jean-Victor Meyers as Director	Mgmt	Yes	For	For	No
8	Reelect Nicolas Meyers as Director	Mgmt	Yes	For	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted as:- The nominee is a non-independent member of the Audit Committee and the committee is less than 100 percent independent.						
Blended Rationale: A vote AGAINST is warranted as:- The nominee is a non-independent member of the Audit Committee and the committee is less than 100 percent independent.						

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
9	Appoint Deloitte & Associates as Auditor Responsible for Certifying Sustainability Information	Mgmt	Yes	For	For	No
10	Appoint Ernst & Young Audit as Auditor Responsible for Certifying Sustainability Information	Mgmt	Yes	For	For	No
11	Approve Compensation Report of Corporate Officers	Mgmt	Yes	For	For	No
12	Approve Compensation of Jean-Paul Agon, Chairman of the Board	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because:- The former Chairman/CEO (current Chairman) received the full vesting of LTIP despite not being CEO anymore during a large part of the performance period.</i>						
<i>Blended Rationale: A vote AGAINST is warranted because:- The former Chairman/CEO (current Chairman) received the full vesting of LTIP despite not being CEO anymore during a large part of the performance period.</i>						
13	Approve Compensation of Nicolas Hieronimus, CEO	Mgmt	Yes	For	For	No
14	Approve Remuneration Policy of Directors	Mgmt	Yes	For	For	No
15	Approve Remuneration Policy of Chairman of the Board	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because:- The chairman would receive a base salary that could be considered high relative to its peers, without a fully convincing rationale.</i>						
<i>Blended Rationale: A vote AGAINST is warranted because:- The chairman would receive a base salary that could be considered high relative to its peers, without a fully convincing rationale.</i>						
16	Approve Remuneration Policy of CEO	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because:- In case of an executive departure, unvested long-term instrument might not be pro-rated for time.- The cap on exceptional LTIPs awards is deemed very high.- The termination package benefiting Nicolas Hieronimus as set by his (suspended) employment contract is not without any concerns regarding its cap and absence of performance conditions.Please note:- No clawback mechanism is in place.</i>						
<i>Blended Rationale: A vote AGAINST is warranted because:- In case of an executive departure, unvested long-term instrument might not be pro-rated for time.- The cap on exceptional LTIPs awards is deemed very high.- The termination package benefiting Nicolas Hieronimus as set by his (suspended) employment contract is not without any concerns regarding its cap and absence of performance conditions.Please note:- No clawback mechanism is in place.</i>						
17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Yes	For	For	No
	Extraordinary Business	Mgmt	No			
18	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	Yes	For	For	No
19	Authorize up to 0.6 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	Yes	For	For	No
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	Yes	For	For	No

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L'Oreal SA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt	
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	Yes	For	For	No	
22	Authorize Filing of Required Documents/Other Formalities	Mgmt	Yes	For	For	No	
Ballot Details							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed	Auto-Approved		950	950
			15/04/2024	15/04/2024			
					Total Shares:	950	950

ASML Holding NV

Meeting Date: 24/04/2024		Country: Netherlands		Ticker: ASML		Proxy Level: N/A	
Record Date: 27/03/2024		Meeting Type: Annual		Meeting ID: 1818545			
Primary Security ID: N07059202		Primary CUSIP: N07059202		Primary ISIN: NL0010273215		Primary SEDOL: B929F46	
Earliest Cutoff Date: 17/04/2024		Total Ballots: 1				Additional Policy:	
Votable Shares: 674		*Shares on Loan: 0		Shares Instructed: 674		Shares Voted: 674	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec		Vote Instruction	Vote Against Mgmt
	Annual Meeting Agenda	Mgmt	No				
1	Open Meeting	Mgmt	No				
2	Discuss the Company's Business, Financial Situation and ESG Sustainability	Mgmt	No				
3a	Approve Remuneration Report	Mgmt	Yes	For		Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted because:- Total variable remuneration is more than 350% of base salary.							
Blended Rationale: A vote AGAINST is warranted because:- Total variable remuneration is more than 350% of base salary.							
3b	Adopt Financial Statements and Statutory Reports	Mgmt	Yes	For		For	No
3c	Discussion on Company's Corporate Governance Structure and Compliance with the Corporate Governance Code	Mgmt	No				
3d	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt	No				
3e	Approve Dividends	Mgmt	Yes	For		For	No

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ASML Holding NV

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
4a	Approve Discharge of Management Board	Mgmt	Yes	For	Against	Yes
Voting Policy Rationale: As discharge is binding or not compulsory in this market, a vote AGAINST this item is warranted.						
Blended Rationale: As discharge is binding or not compulsory in this market, a vote AGAINST this item is warranted.						
4b	Approve Discharge of Supervisory Board	Mgmt	Yes	For	Against	Yes
Voting Policy Rationale: As discharge is binding or not compulsory in this market, a vote AGAINST this item is warranted.						
Blended Rationale: As discharge is binding or not compulsory in this market, a vote AGAINST this item is warranted.						
5	Approve Number of Shares for Management Board	Mgmt	Yes	For	For	No
6a	Announce Intention to Reappoint C.D. Fouquet to Management Board	Mgmt	No			
6b	Announce Intention to Reappoint J.P. Koonmen to Management Board	Mgmt	No			
7a	Discuss Updated Profile of the Supervisory Board	Mgmt	No			
7b	Reelect A.P. Aris to Supervisory Board	Mgmt	Yes	For	For	No
7c	Reelect D.M. Durcan to Supervisory Board	Mgmt	Yes	For	For	No
7d	Reelect D.W.A. East to Supervisory Board	Mgmt	Yes	For	For	No
7e	Discuss Composition of the Supervisory Board	Mgmt	No			
8a	Grant Board Authority to Issue Shares Up to 5 Percent of Issued Capital Plus Additional 5 Percent in Case of Merger or Acquisition	Mgmt	Yes	For	For	No
8b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	Yes	For	For	No
9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Yes	For	For	No
10	Authorize Cancellation of Repurchased Shares	Mgmt	Yes	For	For	No
11	Other Business (Non-Voting)	Mgmt	No			
12	Close Meeting	Mgmt	No			

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed	Auto-Approved		674	674
			14/04/2024	14/04/2024			
			Total Shares:				674

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Akzo Nobel NV

Meeting Date: 25/04/2024		Country: Netherlands		Ticker: AKZA		Proxy Level: N/A	
Record Date: 28/03/2024		Meeting Type: Annual		Meeting ID: 1826088			
Primary Security ID: N01803308		Primary CUSIP: N01803308		Primary ISIN: NL0013267909		Primary SEDOL: BJ2KSG2	
Earliest Cutoff Date: 18/04/2024		Total Ballots: 1				Additional Policy:	
Votable Shares: 1,838		*Shares on Loan: 0		Shares Instructed: 1,838		Shares Voted: 1,838	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec		Vote Instruction	Vote Against Mgmt
1	Annual Meeting Agenda	Mgmt	No				
	Open Meeting	Mgmt	No				
2a	Receive Report of Management Board (Non-Voting)	Mgmt	No				
2b	Discussion on Company's Corporate Governance Structure	Mgmt	No				
3a	Adopt Financial Statements	Mgmt	Yes	For		For	No
3b	Discuss on the Company's Dividend Policy	Mgmt	No				
3c	Approve Allocation of Income and Dividends	Mgmt	Yes	For		For	No
3d	Approve Remuneration Report	Mgmt	Yes	For		Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted because:- The LTIP has been pro-rated for former CEO Van Lancker until the date of the AGM 2023 despite no longer being an executive.							
Blended Rationale: A vote AGAINST is warranted because:- The LTIP has been pro-rated for former CEO Van Lancker until the date of the AGM 2023 despite no longer being an executive.							
4a	Approve Discharge of Management Board	Mgmt	Yes	For		Against	Yes
Voting Policy Rationale: As discharge is binding or not compulsory in this market, a vote AGAINST this item is warranted.							
Blended Rationale: As discharge is binding or not compulsory in this market, a vote AGAINST this item is warranted.							
4b	Approve Discharge of Supervisory Board	Mgmt	Yes	For		Against	Yes
Voting Policy Rationale: As discharge is binding or not compulsory in this market, a vote AGAINST this item is warranted.							
Blended Rationale: As discharge is binding or not compulsory in this market, a vote AGAINST this item is warranted.							
5a	Amend Remuneration Policy of Management Board	Mgmt	Yes	For		Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted because:- Share Matching Plan under the LTIP are not subject to any performance conditions. - Variable remuneration can be potentially more than 350% of base salary.							
Blended Rationale: A vote AGAINST is warranted because:- Share Matching Plan under the LTIP are not subject to any performance conditions. - Variable remuneration can be potentially more than 350% of base salary.							
5b	Amend Remuneration Policy for Supervisory Board	Mgmt	Yes	For		For	No
6a	Elect J.M. de Bakker to Supervisory Board	Mgmt	Yes	For		For	No

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Akzo Nobel NV

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
6b	Elect U. Wolf to Supervisory Board	Mgmt	Yes	For	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted as:- The nominee holds more than four equivalent directorships.						
Blended Rationale: A vote AGAINST is warranted as:- The nominee holds more than four equivalent directorships.						
6c	Elect W.A. Kolk to Supervisory Board	Mgmt	Yes	For	For	No
6d	Reelect B.E. Grote to Supervisory Board	Mgmt	Yes	For	For	No
7a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	Yes	For	For	No
7b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	Yes	For	For	No
8	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Yes	For	For	No
9	Authorize Cancellation of Repurchased Shares	Mgmt	Yes	For	For	No
10	Close Meeting	Mgmt	No			

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed	Auto-Approved		1,838	1,838
			15/04/2024	15/04/2024			
			Total Shares:				

Banque Cantonale Vaudoise

Meeting Date: 25/04/2024	Country: Switzerland	Ticker: BCVN	Proxy Level: N/A
Record Date: 05/04/2024	Meeting Type: Annual	Meeting ID: 1812232	
Primary Security ID: H04825354	Primary CUSIP: H04825354	Primary ISIN: CH0531751755	Primary SEDOL: BMFY8R3
Earliest Cutoff Date: 16/04/2024	Total Ballots: 1		Additional Policy:
Votable Shares: 223	*Shares on Loan: 0	Shares Instructed: 223	Shares Voted: 223

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt	No			
2	Receive Executive Management Report (Non-Voting)	Mgmt	No			
3.1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For	No

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
3.2	Approve Non-Financial Report	Mgmt	Yes	For	Against	Yes
<p><i>Voter Rationale: We recognize BCV's commitment to financing green activities and its decision to cease financing projects associated with coal-fired power plants, coal mines, as well as oil and gas extraction. However, we recommend BCV to take further steps by setting clear CO2 emission reduction targets for all carbon-intensive activities it finances, including but not limited to residential real estate. While we welcome that BCV intends to publish reduction targets for residential real estate in 2024, it is also important for the bank to extend this practice to other sectors it finances, such as aviation, maritime and road transportation. Additionally, we recommend BCV to disclose its scope 3 financed emissions.</i></p> <p><i>Blended Rationale: We recognize BCV's commitment to financing green activities and its decision to cease financing projects associated with coal-fired power plants, coal mines, as well as oil and gas extraction. However, we recommend BCV to take further steps by setting clear CO2 emission reduction targets for all carbon-intensive activities it finances, including but not limited to residential real estate. While we welcome that BCV intends to publish reduction targets for residential real estate in 2024, it is also important for the bank to extend this practice to other sectors it finances, such as aviation, maritime and road transportation. Additionally, we recommend BCV to disclose its scope 3 financed emissions.</i></p>						
4	Approve Allocation of Income and Dividends of CHF 4.30 per Share	Mgmt	Yes	For	For	No
5.1	Approve Fixed Remuneration of Directors in the Amount of CHF 1.4 Million	Mgmt	Yes	For	For	No
5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 5.8 Million	Mgmt	Yes	For	For	No
5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 4.7 Million	Mgmt	Yes	For	For	No
5.4	Approve Long-Term Variable Remuneration of Executive Committee in Form of 11,336 Shares	Mgmt	Yes	For	For	No
6	Approve Discharge of Board and Senior Management	Mgmt	Yes	For	Against	Yes
<p><i>Voting Policy Rationale: As discharge is binding or not compulsory in this market, a vote AGAINST this item is warranted.</i></p> <p><i>Blended Rationale: As discharge is binding or not compulsory in this market, a vote AGAINST this item is warranted.</i></p>						
7.1	Amend Articles Re: General Meetings (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Mgmt	Yes	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST the proposed article amendments is warranted because:- The ownership threshold for shareholders to submit agenda items will increase from currently 0.035 percent of the share capital to 0.5 percent of the share capital.- They would mandate that shareholders submit certain questions to the board of directors in writing 'sufficiently in advance of the AGM' to allow the board to prepare responses and would furthermore give the chair the right to decline questions at the general meeting and respond at a later time, which is considered a significant imposition on shareholder rights.- They would allow for virtual-only shareholder meetings on a permanent basis without a sufficient and detailed rationale.- The company has bundled a set of amendments affecting shareholder rights that could have been submitted for shareholder approval under separate resolutions, presenting shareholders with an all-or-nothing choice.</i></p> <p><i>Blended Rationale: A vote AGAINST the proposed article amendments is warranted because:- The ownership threshold for shareholders to submit agenda items will increase from currently 0.035 percent of the share capital to 0.5 percent of the share capital.- They would mandate that shareholders submit certain questions to the board of directors in writing 'sufficiently in advance of the AGM' to allow the board to prepare responses and would furthermore give the chair the right to decline questions at the general meeting and respond at a later time, which is considered a significant imposition on shareholder rights.- They would allow for virtual-only shareholder meetings on a permanent basis without a sufficient and detailed rationale.- The company has bundled a set of amendments affecting shareholder rights that could have been submitted for shareholder approval under separate resolutions, presenting shareholders with an all-or-nothing choice.</i></p>						

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Banque Cantonale Vaudoise

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
7.2	Amend Articles Re: Shares and Share Capital; Board of Directors; Compensation	Mgmt	Yes	For	For	No
7.3	Amend Articles Re: Age Limit for Board and Senior Management	Mgmt	Yes	For	For	No
8	Reelect Jack Clemons as Director	Mgmt	Yes	For	For	No
9	Designate Christophe Wilhelm as Independent Proxy	Mgmt	Yes	For	For	No
10	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	Yes	For	For	No
11	Transact Other Business (Voting)	Mgmt	Yes	For	Against	Yes

Voting Policy Rationale: A vote AGAINST is warranted because:- This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors.- The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.

Blended Rationale: A vote AGAINST is warranted because:- This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors.- The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Rejected - NO REGISTRATION	Iriols	Iriols		223	223
			10/04/2024	10/04/2024			
			Total Shares:				

BE Semiconductor Industries NV

Meeting Date: 25/04/2024	Country: Netherlands	Ticker: BESI	Proxy Level: N/A
Record Date: 28/03/2024	Meeting Type: Annual	Meeting ID: 1834654	
Primary Security ID: N13107144	Primary CUSIP: N13107144	Primary ISIN: NL0012866412	Primary SEDOL: BG0SCK9
Earliest Cutoff Date: 18/04/2024	Total Ballots: 1		Additional Policy:
Votable Shares: 152	*Shares on Loan: 0	Shares Instructed: 152	Shares Voted: 152

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	Annual Meeting Agenda	Mgmt	No			
1	Open Meeting	Mgmt	No			
2.a	Receive Report of Management Board (Non-Voting)	Mgmt	No			
2.b	Discussion on Company's Corporate Governance Structure	Mgmt	No			

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# BE Semiconductor Industries NV

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
3	Adopt Financial Statements and Statutory Reports	Mgmt	Yes	For	For	No
4.a	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt	No			
4.b	Approve Dividends	Mgmt	Yes	For	For	No
5.a	Approve Discharge of Management Board	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: As discharge is binding or not compulsory in this market, a vote AGAINST this item is warranted.</i>						
<i>Blended Rationale: As discharge is binding or not compulsory in this market, a vote AGAINST this item is warranted.</i>						
5.b	Approve Discharge of Supervisory Board	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: As discharge is binding or not compulsory in this market, a vote AGAINST this item is warranted.</i>						
<i>Blended Rationale: As discharge is binding or not compulsory in this market, a vote AGAINST this item is warranted.</i>						
6	Approve Remuneration Report	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because we continue to raise the following concerns: - The remuneration committee approved an award of 88,020 shares valued at EUR 5.53 million as a discretionary award to the CEO. - Lack of stringency on the targets related to the financial STI target and inconsistency with the business objective. In addition:- Total variable remuneration is more than 350 percent of base salary.- CEO total pay is more than 2 times the median of peers. However, we recognize that the company has substantially improved disclosure on reasoning and background on the decision to grant the extraordinary award; the financial criteria used to determine exceptional performance in a particular year represent a broader and more challenging set of financial targets than Besi's STI and LTI financial criteria. The board applied a 20 percent downwards adjustment from the potential maximum award primarily due to continued increase in Besi's share price between 2019 and 2022. Furthermore, shareholders approved a new remuneration policy during the 2023 AGM, by which it will no longer be possible to grant additional awards.</i>						
<i>Blended Rationale: A vote AGAINST is warranted because we continue to raise the following concerns: - The remuneration committee approved an award of 88,020 shares valued at EUR 5.53 million as a discretionary award to the CEO. - Lack of stringency on the targets related to the financial STI target and inconsistency with the business objective. In addition:- Total variable remuneration is more than 350 percent of base salary.- CEO total pay is more than 2 times the median of peers. However, we recognize that the company has substantially improved disclosure on reasoning and background on the decision to grant the extraordinary award; the financial criteria used to determine exceptional performance in a particular year represent a broader and more challenging set of financial targets than Besi's STI and LTI financial criteria. The board applied a 20 percent downwards adjustment from the potential maximum award primarily due to continued increase in Besi's share price between 2019 and 2022. Furthermore, shareholders approved a new remuneration policy during the 2023 AGM, by which it will no longer be possible to grant additional awards.</i>						
7	Approve Remuneration of Supervisory Board	Mgmt	Yes	For	For	No
8.a	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	Mgmt	Yes	For	For	No
8.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	Yes	For	For	No
9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Yes	For	For	No
10	Approve Reduction in Share Capital through Cancellation of Shares	Mgmt	Yes	For	For	No
11	Other Business (Non-Voting)	Mgmt	No			
12	Close Meeting	Mgmt	No			

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BE Semiconductor Industries NV

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed	Auto-Approved		152	152
			15/04/2024	15/04/2024			
			Total Shares:				152

CRH Plc

Meeting Date: 25/04/2024	Country: Ireland	Ticker: CRH	Proxy Level: N/A
Record Date: 14/03/2024	Meeting Type: Annual	Meeting ID: 1827668	
Primary Security ID: G25508105	Primary CUSIP: G25508105	Primary ISIN: IE0001827041	Primary SEDOL: B01ZKD6
Earliest Cutoff Date: 17/04/2024	Total Ballots: 1	Additional Policy:	
Votable Shares: 7,620	*Shares on Loan: 0	Shares Instructed: 7,620	Shares Voted: 7,620

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1a	Re-elect Richie Boucher as Director	Mgmt	Yes	For	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted because:- The nominee is the board chairperson and the board lacks an ESG committee.						
Blended Rationale: A vote AGAINST is warranted because:- The nominee is the board chairperson and the board lacks an ESG committee.						
1b	Re-elect Caroline Dowling as Director	Mgmt	Yes	For	For	No
1c	Re-elect Richard Fearon as Director	Mgmt	Yes	For	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted as:- The nominee holds more than four equivalent directorships.						
Blended Rationale: A vote AGAINST is warranted as:- The nominee holds more than four equivalent directorships.						
1d	Re-elect Johan Karlstrom as Director	Mgmt	Yes	For	For	No
1e	Re-elect Shaun Kelly as Director	Mgmt	Yes	For	For	No
1f	Re-elect Badar Khan as Director	Mgmt	Yes	For	For	No
1g	Re-elect Lamar McKay as Director	Mgmt	Yes	For	For	No
1h	Re-elect Albert Manifold as Director	Mgmt	Yes	For	For	No
1i	Re-elect Jim Mintern as Director	Mgmt	Yes	For	For	No
1j	Re-elect Gillian Platt as Director	Mgmt	Yes	For	For	No
1k	Re-elect Mary Rhinehart as Director	Mgmt	Yes	For	For	No
1l	Re-elect Siobhan Talbot as Director	Mgmt	Yes	For	For	No

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1m	Re-elect Christina Verchere as Director	Mgmt	Yes	For	For	No
2	Advisory Vote to Approve Executive Compensation	Mgmt	Yes	For	For	No
3a	Ratify Deloitte Ireland LLP as Auditors	Mgmt	Yes	For	For	No
3b	Authorise Board to Fix Remuneration of Auditors	Mgmt	Yes	For	For	No
4	Authorise Issue of Equity	Mgmt	Yes	For	For	No
5	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Yes	For	For	No
6	Authorise Market Purchase of Ordinary Shares	Mgmt	Yes	For	For	No
7	Authorise Reissuance of Treasury Shares	Mgmt	Yes	For	For	No

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed	Auto-Approved		7,620	7,620
			05/04/2024	05/04/2024			
			Total Shares:				7,620

Gecina SA

Meeting Date: 25/04/2024	Country: France	Ticker: GFC	Proxy Level: N/A
Record Date: 23/04/2024	Meeting Type: Annual/Special	Meeting ID: 1824161	
Primary Security ID: F4268U171	Primary CUSIP: F4268U171	Primary ISIN: FR0010040865	Primary SEDOL: 7742468
Earliest Cutoff Date: 22/04/2024	Total Ballots: 1		Additional Policy:
Votable Shares: 630	*Shares on Loan: 0	Shares Instructed: 630	Shares Voted: 630

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	Ordinary Business	Mgmt	No			
1	Approve Financial Statements and Statutory Reports	Mgmt	Yes	For	For	No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	Yes	For	For	No
3	Approve Allocation of Income and Dividends of EUR 5.30 per Share	Mgmt	Yes	For	For	No
Voting Policy Rationale: Please note the dividend payout ratio is below 30 percent of earnings (i.e. -21.90 percent).						
Blended Rationale: Please note the dividend payout ratio is below 30 percent of earnings (i.e. -21.90 percent).						
4	Approve Stock Dividend Program	Mgmt	Yes	For	For	No

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
5	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	Yes	For	For	No
6	Approve Compensation Report of Corporate Officers	Mgmt	Yes	For	For	No
7	Approve Compensation of Jerome Brunel, Chairman of the Board	Mgmt	Yes	For	For	No
8	Approve Compensation of Benat Ortega, CEO	Mgmt	Yes	For	For	No
9	Approve Remuneration Policy of Directors	Mgmt	Yes	For	For	No
10	Approve Remuneration Policy of Chairman of the Board	Mgmt	Yes	For	For	No
11	Approve Remuneration Policy of CEO	Mgmt	Yes	For	Against	Yes
<p><i>Voter Rationale: No clawback policy. Moreover, we believe the company could set more quantitative metrics to assess the success of the implementation of the CanOp-30 plan in the STI and more ambitious thresholds vesting for the LTI related to energy consumption.</i></p> <p><i>Voting Policy Rationale: ABSTAIN votes are warranted because:- The company does not have a clawback policy.</i></p> <p><i>Blended Rationale: No clawback policy. Moreover, we believe the company could set more quantitative metrics to assess the success of the implementation of the CanOp-30 plan in the STI and more ambitious thresholds vesting for the LTI related to energy consumption.</i></p>						
12	Ratify Appointment of Nathalie Charles as Censor	Mgmt	Yes	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST the appointment of censors is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST the appointment of censors is warranted.</i></p>						
13	Reelect Jerome Brunel as Director	Mgmt	Yes	For	For	No
14	Elect Audrey Camus as Director	Mgmt	Yes	For	For	No
15	Elect Nathalie Charles as Director	Mgmt	Yes	For	For	No

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
16	Approve Company's Ambition to Reduce Greenhouse Gas Emissions from its Operating Buildings (Advisory)	Mgmt	Yes	For	Against	Yes
<p><i>Voter Rationale: While we commend Gecina for putting such a resolution at the agenda, as well as we acknowledge the ambitious short-term carbon reduction targets set by the company for its Operating Buildings, and commend the company for its strong performance with regards to emissions reductions in recent years, we believe the company's strategy lacks granularity with regards to its Capex plans to further reduce emissions. As described in company filings, the majority of emissions reductions to date comes from sobriety measures, with a roll-out rate of 73% of the 15 sobriety actions from the CANOP-30 plan. We would welcome more information on the roll-out of deep renovations and disclosure of CAPEX spend dedicated to them to ensure further reductions of the existing portfolio carbon footprint so that it becomes and remains aligned with a 1.5°C trajectory. We invite the company to formulate its plan for the offsetting of residual emissions from 2030 onwards. We look forward to an update Gecina's Climate plan including emission reduction targets and the above-mentioned information which would confirm its current emissions reduction trajectory.</i></p> <p><i>Blended Rationale: While we commend Gecina for putting such a resolution at the agenda, as well as we acknowledge the ambitious short-term carbon reduction targets set by the company for its Operating Buildings, and commend the company for its strong performance with regards to emissions reductions in recent years, we believe the company's strategy lacks granularity with regards to its Capex plans to further reduce emissions. As described in company filings, the majority of emissions reductions to date comes from sobriety measures, with a roll-out rate of 73% of the 15 sobriety actions from the CANOP-30 plan. We would welcome more information on the roll-out of deep renovations and disclosure of CAPEX spend dedicated to them to ensure further reductions of the existing portfolio carbon footprint so that it becomes and remains aligned with a 1.5°C trajectory. We invite the company to formulate its plan for the offsetting of residual emissions from 2030 onwards. We look forward to an update Gecina's Climate plan including emission reduction targets and the above-mentioned information which would confirm its current emissions reduction trajectory.</i></p>						
17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Yes	For	For	No
	Extraordinary Business	Mgmt	No			
18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 100 Million	Mgmt	Yes	For	For	No
19	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 50 Million	Mgmt	Yes	For	For	No
20	Authorize Capital Increase of Up to EUR 50 Million for Future Exchange Offers	Mgmt	Yes	For	For	No
21	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	Yes	For	For	No
22	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	Yes	For	For	No
23	Authorize Capitalization of Reserves of Up to EUR 100 Million for Bonus Issue or Increase in Par Value	Mgmt	Yes	For	For	No
24	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	Yes	For	For	No

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Gecina SA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt	
25	Authorize up to 0.5 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees and Executive Corporate Officers	Mgmt	Yes	For	For	No	
26	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	Yes	For	For	No	
	Ordinary Business	Mgmt	No				
27	Authorize Filing of Required Documents/Other Formalities	Mgmt	Yes	For	For	No	
Ballot Details							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Iriols	Iriols		630	630
			15/04/2024	15/04/2024			
				Total Shares:		630	630

Hikma Pharmaceuticals Plc

Meeting Date: 25/04/2024		Country: United Kingdom		Ticker: HIK		Proxy Level: N/A	
Record Date: 23/04/2024		Meeting Type: Annual		Meeting ID: 1824071			
Primary Security ID: G4576K104		Primary CUSIP: G4576K104		Primary ISIN: GB00B0LCW083		Primary SEDOL: B0LCW08	
Earliest Cutoff Date: 19/04/2024		Total Ballots: 1				Additional Policy:	
Votable Shares: 4,689		*Shares on Loan: 0		Shares Instructed: 4,689		Shares Voted: 4,689	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec		Vote Instruction	Vote Against Mgmt
	Resolutions for All Shareholders	Mgmt	No				
1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For		For	No
2	Approve Final Dividend	Mgmt	Yes	For		For	No
3	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For		For	No
4	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	Yes	For		For	No
5	Elect Riad Mishlawi as Director	Mgmt	Yes	For		For	No
6	Re-elect Said Darwazah as Director	Mgmt	Yes	For		For	No

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
7	Re-elect Mazen Darwazah as Director	Mgmt	Yes	For	Against	Yes
<p><i>Voting Policy Rationale: The election of the nominee is not supported as he/she serves on a boards subcommittee which is considered as a breach of recognized good governance practices. This opposition is to flag the companys corporate governance practices and to push the management to deliver this change. This note shall not be viewed as an expression of judgment or discontent with current management or with company performance.</i></p> <p><i>Blended Rationale: The election of the nominee is not supported as he/she serves on a boards subcommittee which is considered as a breach of recognized good governance practices. This opposition is to flag the companys corporate governance practices and to push the management to deliver this change. This note shall not be viewed as an expression of judgment or discontent with current management or with company performance.</i></p>						
8	Re-elect Victoria Hull as Director	Mgmt	Yes	For	For	No
9	Re-elect Ali Al-Husry as Director	Mgmt	Yes	For	For	No
10	Re-elect John Castellani as Director	Mgmt	Yes	For	For	No
11	Re-elect Nina Henderson as Director	Mgmt	Yes	For	For	No
12	Re-elect Cynthia Flowers as Director	Mgmt	Yes	For	For	No
13	Re-elect Douglas Hurt as Director	Mgmt	Yes	For	For	No
14	Re-elect Laura Balan as Director	Mgmt	Yes	For	For	No
15	Re-elect Deneen Vojta as Director	Mgmt	Yes	For	For	No
16	Approve Remuneration Report	Mgmt	Yes	For	For	No
17	Authorise Issue of Equity	Mgmt	Yes	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST is warranted because:- This proposed issuance with preemptive rights exceeds 50 percent of issued capital.</i></p> <p><i>Blended Rationale: A vote AGAINST is warranted because:- This proposed issuance with preemptive rights exceeds 50 percent of issued capital.</i></p>						
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Yes	For	For	No
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	Yes	For	For	No
20	Authorise Market Purchase of Ordinary Shares	Mgmt	Yes	For	For	No
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	Yes	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST the authority to reduce the notice to convene a shareholders' meeting is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST the authority to reduce the notice to convene a shareholders' meeting is warranted.</i></p>						
	Resolutions for Independent Shareholders Only	Mgmt	No			

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Hikma Pharmaceuticals Plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
22	Approve Waiver of Rule 9 of the Takeover Code	Mgmt	Yes	For	Against	Yes
Voting Policy Rationale: A vote AGAINST this resolution is warranted. Approval of the authority could result in the concert party gaining creeping control of the Company.						
Blended Rationale: A vote AGAINST this resolution is warranted. Approval of the authority could result in the concert party gaining creeping control of the Company.						
23	Approve Waiver of Rule 9 of the Takeover Code Pursuant to the Existing Awards Grant	Mgmt	Yes	For	For	No
24	Approve Waiver of Rule 9 of the Takeover Code Pursuant to the 2024 Awards Grant	Mgmt	Yes	For	For	No
25	Approve Waiver of Rule 9 of the Takeover Code Pursuant to the 2025 Awards Grant	Mgmt	Yes	For	For	No

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed	Auto-Approved		4,689	4,689
			16/04/2024	16/04/2024			
			Total Shares:				4,689

Hochtief AG

Meeting Date: 25/04/2024	Country: Germany	Ticker: HOT	Proxy Level: N/A
Record Date: 03/04/2024	Meeting Type: Annual	Meeting ID: 1821513	
Primary Security ID: D33134103	Primary CUSIP: D33134103	Primary ISIN: DE0006070006	Primary SEDOL: 5108664
Earliest Cutoff Date: 17/04/2024	Total Ballots: 1		Additional Policy:
Votable Shares: 132	*Shares on Loan: 0	Shares Instructed: 132	Shares Voted: 132

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt	No			
2	Approve Allocation of Income and Dividends of EUR 4.40 per Share	Mgmt	Yes	For	For	No
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.						
Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.						

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<p><i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i></p> <p><i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i></p>						
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2024	Mgmt	Yes	For	For	No
6	Approve Remuneration Report	Mgmt	Yes	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because:- There is a third-party compensation agreement between two executives and the reference shareholder. The potential for asymmetric accountability towards shareholders raises significant governance concerns.- The free float approval rate on the previous year's remuneration report was only 52.1 percent, yet has not been addressed by the company.- Ex-post disclosure remains underdeveloped compared to market context, particularly with regard to ESG metrics.In addition:- The total short-term remuneration is more than 150% of base salary.- Total variable remuneration is more than 350% of base salary.- One-third of the STI payout was paid via a share transfer, reflecting LTIP I. Thus, LTIP I represents a deferral component of the STI, with an assessment period of one year. Transferred shares are not subject to further performance conditions but merely blocked for three years to ensure share ownership by executive board members.</i></p> <p><i>Blended Rationale: A vote AGAINST the remuneration report is warranted because:- There is a third-party compensation agreement between two executives and the reference shareholder. The potential for asymmetric accountability towards shareholders raises significant governance concerns.- The free float approval rate on the previous year's remuneration report was only 52.1 percent, yet has not been addressed by the company.- Ex-post disclosure remains underdeveloped compared to market context, particularly with regard to ESG metrics.In addition:- The total short-term remuneration is more than 150% of base salary.- Total variable remuneration is more than 350% of base salary.- One-third of the STI payout was paid via a share transfer, reflecting LTIP I. Thus, LTIP I represents a deferral component of the STI, with an assessment period of one year. Transferred shares are not subject to further performance conditions but merely blocked for three years to ensure share ownership by executive board members.</i></p>						
7	Elect Cristina Gonzalez de Durana to the Supervisory Board	Mgmt	Yes	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST is warranted because:- The nominee is a non-independent member of the Audit Committee and the committee is less than 100 percent independent.- The nominee is a non-independent member of the Board which is less than 33 percent independent.</i></p> <p><i>Blended Rationale: A vote AGAINST is warranted because:- The nominee is a non-independent member of the Audit Committee and the committee is less than 100 percent independent.- The nominee is a non-independent member of the Board which is less than 33 percent independent.</i></p>						
8	Approve Remuneration Policy	Mgmt	Yes	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because:- A third-party compensation agreement between the management board and the reference shareholder is to be introduced. The potential for asymmetric accountability towards shareholders raises significant governance concerns.- In the context of the derogation clause, the company may award one-time payments to executives for exceptional performance.- The free float approval rate on the previous year's remuneration report was only 49.7 percent, yet has not been addressed by the company.- Only limited information is provided on non-financial criteria.In addition:- The total potential variable remuneration paid to the CEO can exceed 150% of base salary for the STI.- One-third of the STI payout will be paid via a share transfer, which will then reflect the LTIP I. Thus, the LTIP I represents a deferral component of the STI. Transferred shares are not subject to further performance conditions, but merely blocked for a period of three years. Performance is measured over one year.</i></p> <p><i>Blended Rationale: A vote AGAINST this resolution is warranted because:- A third-party compensation agreement between the management board and the reference shareholder is to be introduced. The potential for asymmetric accountability towards shareholders raises significant governance concerns.- In the context of the derogation clause, the company may award one-time payments to executives for exceptional performance.- The free float approval rate on the previous year's remuneration report was only 49.7 percent, yet has not been addressed by the company.- Only limited information is provided on non-financial criteria.- The total potential variable remuneration paid to the CEO can exceed 150% of base salary for the STI.- One-third of the STI payout will be paid via a share transfer, which will then reflect the LTIP I. Thus, the LTIP I represents a deferral component of the STI. Transferred shares are not subject to further performance conditions, but merely blocked for a period of three years. Performance is measured over one year.</i></p>						

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Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed	Auto-Approved		132	132
			14/04/2024	14/04/2024			
			Total Shares:				132

Sekisui House, Ltd.

Meeting Date: 25/04/2024	Country: Japan	Ticker: 1928	Proxy Level: N/A
Record Date: 31/01/2024	Meeting Type: Annual	Meeting ID: 1839650	
Primary Security ID: J70746136	Primary CUSIP: J70746136	Primary ISIN: JP3420600003	Primary SEDOL: 6793906
Earliest Cutoff Date: 23/04/2024	Total Ballots: 1	Additional Policy:	
Votable Shares: 15,900	*Shares on Loan: 0	Shares Instructed: 15,900	Shares Voted: 15,900

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 64	Mgmt	Yes	For	For	No
2.1	Elect Director Nakai, Yoshihiro	Mgmt	Yes	For	For	No
2.2	Elect Director Horiuchi, Yosuke	Mgmt	Yes	For	For	No
2.3	Elect Director Tanaka, Satoshi	Mgmt	Yes	For	For	No
2.4	Elect Director Ishii, Toru	Mgmt	Yes	For	For	No
2.5	Elect Director Shinozaki, Hiroshi	Mgmt	Yes	For	For	No
2.6	Elect Director Yoshimaru, Yukiko	Mgmt	Yes	For	For	No
2.7	Elect Director Kitazawa, Toshifumi	Mgmt	Yes	For	For	No
2.8	Elect Director Nakajima, Yoshimi	Mgmt	Yes	For	For	No
2.9	Elect Director Takegawa, Keiko	Mgmt	Yes	For	For	No
2.10	Elect Director Abe, Shinichi	Mgmt	Yes	For	For	No
3	Appoint Statutory Auditor Wada, Yoritomo	Mgmt	Yes	For	For	No

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed	Auto-Approved		15,900	15,900
			20/04/2024	20/04/2024			
			Total Shares:				

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<b>Meeting Date:</b> 30/04/2024	<b>Country:</b> Germany	<b>Ticker:</b> CBK	<b>Proxy Level:</b> N/A
<b>Record Date:</b> 08/04/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1820863	
<b>Primary Security ID:</b> D172W1279	<b>Primary CUSIP:</b> D172W1279	<b>Primary ISIN:</b> DE000CBK1001	<b>Primary SEDOL:</b> B90LKT4
<b>Earliest Cutoff Date:</b> 22/04/2024	<b>Total Ballots:</b> 1		<b>Additional Policy:</b>
<b>Votable Shares:</b> 22,875	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 22,875	<b>Shares Voted:</b> 22,875

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt	No			
2	Approve Allocation of Income and Dividends of EUR 0.35 per Share	Mgmt	Yes	For	For	No
<i>Voting Policy Rationale: Please note the dividend payout ratio is below 30 percent of earnings (i.e. 21.47 percent).</i>						
<i>Blended Rationale: Please note the dividend payout ratio is below 30 percent of earnings (i.e. 21.47 percent).</i>						
3.1	Approve Discharge of Management Board Member Manfred Knof for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
3.2	Approve Discharge of Management Board Member Bettina Orlopp for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
3.3	Approve Discharge of Management Board Member Marcus Chromik for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
3.4	Approve Discharge of Management Board Member Michael Kotzbauer for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
3.5	Approve Discharge of Management Board Member Sabine MInarsky for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
3.6	Approve Discharge of Management Board Member Joerg Oliveri del Castillo-Schulz for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
3.7	Approve Discharge of Management Board Member Thomas Schaufler for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.1	Approve Discharge of Supervisory Board Member Jens Weidmann (from May 31, 2023) for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.2	Approve Discharge of Supervisory Board Member Uwe Tschaege for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.3	Approve Discharge of Supervisory Board Member Heike Anscheit for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.4	Approve Discharge of Supervisory Board Member Alexander Boursanoff (until May 31, 2023) for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.5	Approve Discharge of Supervisory Board Member Gunnar de Buhr for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
4.6	Approve Discharge of Supervisory Board Member Stefan Burghardt (until May 31, 2023) for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.7	Approve Discharge of Supervisory Board Member Harald Christ (from May 31, 2023) for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.8	Approve Discharge of Supervisory Board Member Frank Czichowski for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.9	Approve Discharge of Supervisory Board Member Sabine Dietrich for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.10	Approve Discharge of Supervisory Board Member Jutta Doenges for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.11	Approve Discharge of Supervisory Board Member Monika Fink (until May 31, 2023) for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.12	Approve Discharge of Supervisory Board Member Helmut Gottschalk (until May 31, 2023) for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.13	Approve Discharge of Supervisory Board Member Stefan Jennes (until May 31, 2023) for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
4.14	Approve Discharge of Supervisory Board Member Kerstin Jerchel for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.15	Approve Discharge of Supervisory Board Member Burkhard Keese for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.16	Approve Discharge of Supervisory Board Member Alexandra Krieger (until May 31, 2023) for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.17	Approve Discharge of Supervisory Board Member Maxi Leuchters (from May 31, 2023) for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.18	Approve Discharge of Supervisory Board Member Daniela Mattheus for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.19	Approve Discharge of Supervisory Board Member Nina Olderdissen (from May 31, 2023) for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.20	Approve Discharge of Supervisory Board Member Sandra Persiehl (from May 31, 2023) for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.21	Approve Discharge of Supervisory Board Member Michael Schramm (from May 31, 2023) for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
4.22	Approve Discharge of Supervisory Board Member Caroline Seifert for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.23	Approve Discharge of Supervisory Board Member Robin Stalker (until May 31, 2023) for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.24	Approve Discharge of Supervisory Board Member Gertrude Tumpel-Gugerell for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.25	Approve Discharge of Supervisory Board Member Sascha Uebel (from May 31, 2023) for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.26	Approve Discharge of Supervisory Board Member Frank Westhoff for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.27	Approve Discharge of Supervisory Board Member Stefan Wittmann for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
5.1	Ratify KPMG AG as Auditors for Fiscal Year 2024	Mgmt	Yes	For	For	No
5.2	Ratify KPMG AG as Auditors for the Review of Interim Financial Statements for the Period from Dec. 31, 2024, until 2025 AGM	Mgmt	Yes	For	For	No
6	Approve Remuneration Report	Mgmt	Yes	For	For	No

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Commerzbank AG

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
7	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	Yes	For	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted as:- The authority would last more than 26 months.						
Blended Rationale: A vote AGAINST is warranted as:- The authority would last more than 26 months.						
8	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	Yes	For	Against	Yes
Voting Policy Rationale: A vote AGAINST the use of financial derivatives to finance share buybacks is warranted.						
Blended Rationale: A vote AGAINST the use of financial derivatives to finance share buybacks is warranted.						
9	Amend Articles Re: Electronic Securities	Mgmt	Yes	For	For	No

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed	Auto-Approved		22,875	22,875
			19/04/2024	19/04/2024			
			Total Shares:				22,875

Hermes International SCA

Meeting Date: 30/04/2024	Country: France	Ticker: RMS	Proxy Level: N/A
Record Date: 26/04/2024	Meeting Type: Annual/Special	Meeting ID: 1821023	
Primary Security ID: F48051100	Primary CUSIP: F48051100	Primary ISIN: FR0000052292	Primary SEDOL: 5253973
Earliest Cutoff Date: 25/04/2024	Total Ballots: 1	Additional Policy:	
Votable Shares: 203	*Shares on Loan: 0	Shares Instructed: 203	Shares Voted: 203

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	Ordinary Business	Mgmt	No			
1	Approve Financial Statements and Statutory Reports	Mgmt	Yes	For	For	No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	Yes	For	For	No
3	Approve Discharge of General Managers	Mgmt	Yes	For	Against	Yes
Voting Policy Rationale: As discharge is binding or not compulsory in this market, a vote AGAINST this item is warranted.						
Blended Rationale: As discharge is binding or not compulsory in this market, a vote AGAINST this item is warranted.						
4	Approve Allocation of Income and Dividends of EUR 25 per Share	Mgmt	Yes	For	For	No

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# Hermes International SCA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
5	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	Yes	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because:- The company failed to provide sufficient information concerning a consulting agreement entered into with Studio des Fleurs. It is therefore impossible to ascertain that the continuation of this agreement is in shareholders' interests.- The company fails to provide comprehensive information regarding the transactions with RDAI. In this context, it is impossible to ascertain that the continuation of transactions with RDAI is in the interest of all shareholders.</i></p> <p><i>Blended Rationale: A vote AGAINST this proposal is warranted because:- The company failed to provide sufficient information concerning a consulting agreement entered into with Studio des Fleurs. It is therefore impossible to ascertain that the continuation of this agreement is in shareholders' interests.- The company fails to provide comprehensive information regarding the transactions with RDAI. In this context, it is impossible to ascertain that the continuation of transactions with RDAI is in the interest of all shareholders.</i></p>						
6	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Yes	For	Against	Yes
<p><i>Voting Policy Rationale: This resolution warrants a vote AGAINST as the share repurchase program can be continued during a takeover period.</i></p> <p><i>Blended Rationale: This resolution warrants a vote AGAINST as the share repurchase program can be continued during a takeover period.</i></p>						
7	Approve Compensation Report of Corporate Officers	Mgmt	Yes	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST this remuneration report is warranted as:- The discretionary power to set executives' remunerations lies in the hands of the General Partner, which is the same legal entity as one of the General Managers and is controlled by the family of the other General Manager, leading to an important conflict of interest.- The pay equity ratio's perimeter is not relevant to all the company's employees.- As previous years, the company remains unresponsive about last AGM's significant dissent on compensation-related items.</i></p> <p><i>Blended Rationale: A vote AGAINST this remuneration report is warranted as:- The discretionary power to set executives' remunerations lies in the hands of the General Partner, which is the same legal entity as one of the General Managers and is controlled by the family of the other General Manager, leading to an important conflict of interest.- The pay equity ratio's perimeter is not relevant to all the company's employees.- As previous years, the company remains unresponsive about last AGM's significant dissent on compensation-related items.</i></p>						
8	Approve Compensation of Axel Dumas, General Manager	Mgmt	Yes	For	Against	Yes
<p><i>Voting Policy Rationale: Votes AGAINST this remuneration report is warranted because the discretionary power to set executives' remunerations lies in the hands of the general partner, which is the same legal entity as one of the general managers and is controlled by the family of the other general manager, leading to an important conflict of interest. The structure of the statutory remuneration seems biased as the methodology used to fix the base salary is inherently inflationist (indexed upward only on previous year results) and as the variable remuneration is nearly uncapped. In addition:- There is an increase in base salary of more than 10% for the CEO which is not justified.- The total short-term remuneration is more than 150% of base salary.</i></p> <p><i>Blended Rationale: Votes AGAINST this remuneration report is warranted because the discretionary power to set executives' remunerations lies in the hands of the general partner, which is the same legal entity as one of the general managers and is controlled by the family of the other general manager, leading to an important conflict of interest. The structure of the statutory remuneration seems biased as the methodology used to fix the base salary is inherently inflationist (indexed upward only on previous year results) and as the variable remuneration is nearly uncapped. In addition:- There is an increase in base salary of more than 10% for the CEO which is not justified.- The total short-term remuneration is more than 150% of base salary.</i></p>						

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
9	Approve Compensation of Emile Hermes SAS, General Manager	Mgmt	Yes	For	Against	Yes
<p><i>Voting Policy Rationale: Votes AGAINST this remuneration report is warranted because the discretionary power to set executives' remunerations lies in the hands of the general partner, which is the same legal entity as one of the general managers and is controlled by the family of the other general manager, leading to an important conflict of interest. The structure of the statutory remuneration seems biased as the methodology used to fix the base salary is inherently inflationist (indexed upward only on previous year results) and as the variable remuneration is nearly uncapped.</i></p> <p><i>Blended Rationale: Votes AGAINST this remuneration report is warranted because the discretionary power to set executives' remunerations lies in the hands of the general partner, which is the same legal entity as one of the general managers and is controlled by the family of the other general manager, leading to an important conflict of interest. The structure of the statutory remuneration seems biased as the methodology used to fix the base salary is inherently inflationist (indexed upward only on previous year results) and as the variable remuneration is nearly uncapped.</i></p>						
10	Approve Compensation of Eric de Seynes, Chairman of the Supervisory Board	Mgmt	Yes	For	For	No
11	Approve Remuneration Policy of General Managers	Mgmt	Yes	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST this remuneration policy is warranted, despite the proposal to add an annual cap to the raise of the executives' fixed salary, because:- The discretionary power to set executives' remunerations lies in the hands of the General Partner, which is the same legal entity as one of the General Managers and is controlled by the family of the other General Manager, leading to an important conflict of interest. - The structure of the statutory remuneration seems biased as the methodology used to fix the base salary is inherently inflationist (indexed upward only on previous year results) and as the variable remuneration is nearly uncapped. - Adding an annual cap to the fixed salary increases would not entirely remove those systemic issues. - The company does not provide any rationale supporting the addition of a new pension scheme for Axel Dumas. Please note:- The STI has no clawback mechanism in place.</i></p> <p><i>Blended Rationale: A vote AGAINST this remuneration policy is warranted, despite the proposal to add an annual cap to the raise of the executives' fixed salary, because:- The discretionary power to set executives' remunerations lies in the hands of the General Partner, which is the same legal entity as one of the General Managers and is controlled by the family of the other General Manager, leading to an important conflict of interest. - The structure of the statutory remuneration seems biased as the methodology used to fix the base salary is inherently inflationist (indexed upward only on previous year results) and as the variable remuneration is nearly uncapped. - Adding an annual cap to the fixed salary increases would not entirely remove those systemic issues. - The company does not provide any rationale supporting the addition of a new pension scheme for Axel Dumas. Please note:- The STI has no clawback mechanism in place.</i></p>						
12	Approve Remuneration Policy of Supervisory Board Members	Mgmt	Yes	For	For	No
13	Reelect Matthieu Dumas as Supervisory Board Member	Mgmt	Yes	For	Against	Yes
<p><i>Voting Policy Rationale: A votes AGAINST the reelection of Matthieu Dumas is warranted since he is affiliated with the Hermes family, indirectly benefiting from the company's distortive voting structure. In addition:- The nominee is a non-independent member of the Remuneration Committee and the committee is less than 100 percent independent. - The nominee is a non-independent director and the board of this controlled company is less than 33 percent independent.</i></p> <p><i>Blended Rationale: A votes AGAINST the reelection of Matthieu Dumas is warranted since he is affiliated with the Hermes family, indirectly benefiting from the company's distortive voting structure. In addition:- The nominee is a non-independent member of the Remuneration Committee and the committee is less than 100 percent independent. - The nominee is a non-independent director and the board of this controlled company is less than 33 percent independent.</i></p>						
14	Reelect Blaise Guerrand as Supervisory Board Member	Mgmt	Yes	For	Against	Yes
<p><i>Voting Policy Rationale: Items 14 and 15: A vote AGAINST the reelections of Blaise Guerrand and Olympia Guerrand are warranted since they are affiliated with the Hermes family, indirectly benefiting from the company's distortive voting structure. In addition:- The nominee is a non-independent director and the board of this controlled company is less than 33 percent independent.</i></p> <p><i>Blended Rationale: Items 14 and 15: A vote AGAINST the reelections of Blaise Guerrand and Olympia Guerrand are warranted since they are affiliated with the Hermes family, indirectly benefiting from the company's distortive voting structure. In addition:- The nominee is a non-independent director and the board of this controlled company is less than 33 percent independent.</i></p>						

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Hermes International SCA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
15	Reelect Olympia Guerrand as Supervisory Board Member	Mgmt	Yes	For	Against	Yes
Voting Policy Rationale: Refer to Item 14.						
Blended Rationale: Refer to Item 14.						
16	Reelect Alexandre Viros as Supervisory Board Member	Mgmt	Yes	For	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted because:- The nominee is an incumbent member of the Audit Committee and the committee does not contain a clearly designated financial expert.						
Blended Rationale: A vote AGAINST is warranted because:- The nominee is an incumbent member of the Audit Committee and the committee does not contain a clearly designated financial expert.						
17	Appoint PricewaterhouseCoopers Audit as Authorized Sustainability Auditors	Mgmt	Yes	For	For	No
Extraordinary Business						
		Mgmt	No			
18	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	Yes	For	For	No
19	Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	Yes	For	Against	Yes
Voting Policy Rationale: A vote AGAINST this resolution is warranted because:- No information is available on the existence of performance conditions.- The vesting period is not sufficiently long-term oriented.- The performance period is not disclosed.						
Blended Rationale: A vote AGAINST this resolution is warranted because:- No information is available on the existence of performance conditions.- The vesting period is not sufficiently long-term oriented.- The performance period is not disclosed.						
20	Authorize Filing of Required Documents/Other Formalities	Mgmt	Yes	For	For	No

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed	Auto-Approved		203	203
			22/04/2024	22/04/2024			
			Total Shares:				203

Unibail-Rodamco-Westfield SE

Meeting Date: 30/04/2024		Country: France		Ticker: URW		Proxy Level: N/A	
Record Date: 26/04/2024		Meeting Type: Annual/Special		Meeting ID: 1811645			
Primary Security ID: F95094581		Primary CUSIP: F95094581		Primary ISIN: FR0013326246		Primary SEDOL: BF2PQ09	
Earliest Cutoff Date: 25/04/2024		Total Ballots: 1				Additional Policy:	
Votable Shares: 985		*Shares on Loan: 0		Shares Instructed: 985		Shares Voted: 985	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt	
	Ordinary Business	Mgmt	No				

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# Unibail-Rodamco-Westfield SE

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Statutory Reports	Mgmt	Yes	For	For	No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	Yes	For	For	No
3	Approve Treatment of Losses	Mgmt	Yes	For	For	No
<p><i>Voting Policy Rationale: Items 3 and 4: A vote FOR this income allocation proposal is warranted, despite this year's consolidated loss which allows to waive the requirements to allocate a dividend under the SIIC tax regime. The allocation will be made of premiums to afford the proposed distribution of dividends.</i></p> <p><i>Blended Rationale: Items 3 and 4: A vote FOR this income allocation proposal is warranted, despite this year's consolidated loss which allows to waive the requirements to allocate a dividend under the SIIC tax regime. The allocation will be made of premiums to afford the proposed distribution of dividends.</i></p>						
4	Approve Dividends of EUR 2.50 per Share	Mgmt	Yes	For	For	No
<p><i>Voting Policy Rationale: Refer to Item 3.</i></p> <p><i>Blended Rationale: Refer to Item 3.</i></p>						
5	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	Yes	For	For	No
6	Approve Compensation Report of Jean-Marie Tritant, Chairman of the Management Board	Mgmt	Yes	For	Against	Yes
<p><i>Voting Policy Rationale: Items 6-8 and 11: A vote AGAINST is warranted because:- Under the 2023 LTI grant, the criteria related to the gender parity and the GHG emission reduction criterion may not be considered stringent enough since targets are already achieved.- The 2018 stock option plan allows for the retesting of TSR performance condition at any point in time when a participant decides to exercise their options. This re-testing practice (ended for new plans since 2020) falls short market standards as it contravenes with the pay-for-performance principle. In addition:- Total pay for the lead executive is more than 2 times the median of peers (Item 6).</i></p> <p><i>Blended Rationale: Items 6-8 and 11: A vote AGAINST is warranted because:- Under the 2023 LTI grant, the criteria related to the gender parity and the GHG emission reduction criterion may not be considered stringent enough since targets are already achieved.- The 2018 stock option plan allows for the retesting of TSR performance condition at any point in time when a participant decides to exercise their options. This re-testing practice (ended for new plans since 2020) falls short market standards as it contravenes with the pay-for-performance principle. In addition:- Total pay for the lead executive is more than 2 times the median of peers (Item 6).</i></p>						
7	Approve Compensation of Sylvain Montcouquiol, Management Board Member	Mgmt	Yes	For	Against	Yes
<p><i>Voting Policy Rationale: Refer to Item 6.</i></p> <p><i>Blended Rationale: Refer to Item 6.</i></p>						
8	Approve Compensation of Fabrice Mouchel, Management Board Member	Mgmt	Yes	For	Against	Yes
<p><i>Voting Policy Rationale: Refer to Item 6.</i></p> <p><i>Blended Rationale: Refer to Item 6.</i></p>						
9	Approve Compensation of Vincent Rouget, Management Board Member Since June 1, 2023	Mgmt	Yes	For	For	No

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# Unibail-Rodamco-Westfield SE

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
10	Approve Compensation of Anne-Sophie Sancerre, Management Board Member Since May 2, 2023	Mgmt	Yes	For	For	No
11	Approve Compensation of Olivier Bossard, Management Board Member Until April 21, 2023	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: Refer to Item 6.</i>						
<i>Blended Rationale: Refer to Item 6.</i>						
12	Approve Compensation of Caroline Puechoultres, Management Board Member Until April 21, 2023	Mgmt	Yes	For	For	No
13	Approve Compensation of Leon Bressler, Chairman of the Supervisory Board Until May 11, 2023	Mgmt	Yes	For	For	No
14	Approve Compensation of Jacques Richier, Chairman of the Supervisory Board Since May 11, 2023	Mgmt	Yes	For	For	No
15	Approve Compensation Report of Corporate Officers	Mgmt	Yes	For	For	No
16	Approve Remuneration Policy of Chairman of the Management Board	Mgmt	Yes	For	For	No
17	Approve Remuneration Policy of Management Board Members	Mgmt	Yes	For	For	No
18	Approve Remuneration Policy of Supervisory Board Members	Mgmt	Yes	For	For	No
19	Reelect Susana Gallardo as Supervisory Board Member	Mgmt	Yes	For	For	No
20	Reelect Sara Lucas as Supervisory Board Member	Mgmt	Yes	For	For	No
21	Reelect Aline Sylla-Walbaum as Supervisory Board Member	Mgmt	Yes	For	For	No
22	Appoint KPMG SA as Auditor Responsible for Certifying Sustainability Information	Mgmt	Yes	For	For	No
23	Appoint Deloitte & Associes as Auditor Responsible for Certifying Sustainability Information	Mgmt	Yes	For	For	No
24	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Yes	For	For	No
	Extraordinary Business	Mgmt	No			
25	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	Yes	For	For	No

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Unibail-Rodamco-Westfield SE

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt	
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	Yes	For	For	No	
	Ordinary Business	Mgmt	No				
27	Authorize Filing of Required Documents/Other Formalities	Mgmt	Yes	For	For	No	
Ballot Details							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed	Auto-Approved	Issuer Confirmed	985	985
			22/04/2024	22/04/2024			
					Total Shares:	985	985

VERBUND AG

Meeting Date: 30/04/2024		Country: Austria		Ticker: VER		Proxy Level: N/A	
Record Date: 20/04/2024		Meeting Type: Annual		Meeting ID: 1821394			
Primary Security ID: A91460104		Primary CUSIP: A91460104		Primary ISIN: AT0000746409		Primary SEDOL: 4661607	
Earliest Cutoff Date: 22/04/2024		Total Ballots: 1				Additional Policy:	
Votable Shares: 433		*Shares on Loan: 0		Shares Instructed: 433		Shares Voted: 433	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec		Vote Instruction	Vote Against Mgmt
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt	No				
2	Approve Allocation of Income and Dividends of EUR 3.40 per Share and Special Dividends of EUR 0.75 per Share	Mgmt	Yes	For		For	No
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	Yes	For		Abstain	Yes
Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.							
Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.							
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	Yes	For		Abstain	Yes
Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.							
Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.							
5	Ratify Ernst & Young as Auditors and as Auditor for the Sustainability Reporting for Fiscal Year 2024	Mgmt	Yes	For		For	No

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
6	Approve Remuneration Report	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because:- Ex-post disclosure to explain the evolution of variable payouts versus company performance remains underdeveloped, particularly with regard to non-financial metrics and vested LTI awards.</i>						
<i>Blended Rationale: A vote AGAINST is warranted because:- Ex-post disclosure to explain the evolution of variable payouts versus company performance remains underdeveloped, particularly with regard to non-financial metrics and vested LTI awards.</i>						
7.1	Elect Martin Ohneberg as Supervisory Board Member	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because:- The nominee is an incumbent member of the Audit Committee and the committee does not contain a clearly designated financial expert. - The nominee holds more than four equivalent directorships.</i>						
<i>Blended Rationale: A vote AGAINST is warranted because:- The nominee is an incumbent member of the Audit Committee and the committee does not contain a clearly designated financial expert. - The nominee holds more than four equivalent directorships.</i>						
7.2	Elect Ingrid Hengster as Supervisory Board Member	Mgmt	Yes	For	For	No
7.3	Elect Eva Eberhartinger as Supervisory Board Member	Mgmt	Yes	For	For	No
7.4	Elect Eckhardt Ruemmler as Supervisory Board Member	Mgmt	Yes	For	For	No
8	Amend Articles of Association	Mgmt	Yes	For	For	No

**Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed	Auto-Approved		433	433
			19/04/2024	19/04/2024			
			Total Shares:				433

**AIB Group plc**

<b>Meeting Date:</b> 02/05/2024	<b>Country:</b> Ireland	<b>Ticker:</b> A5G	<b>Proxy Level:</b> N/A
<b>Record Date:</b> 28/04/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1830107	
<b>Primary Security ID:</b> G0R4HJ106	<b>Primary CUSIP:</b> G0R4HJ106	<b>Primary ISIN:</b> IE00BF0L3536	<b>Primary SEDOL:</b> BF0L353
<b>Earliest Cutoff Date:</b> 26/04/2024	<b>Total Ballots:</b> 1		<b>Additional Policy:</b>
<b>Votable Shares:</b> 11,690	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 11,690	<b>Shares Voted:</b> 11,690

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For	No
2	Approve Final Dividend	Mgmt	Yes	For	For	No
3	Authorise Board to Fix Remuneration of Auditors	Mgmt	Yes	For	For	No
4	Ratify PricewaterhouseCoopers as Auditors	Mgmt	Yes	For	For	No
5a	Re-elect Anik Chaumartin as Director	Mgmt	Yes	For	For	No

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
5b	Re-elect Donal Galvin as Director	Mgmt	Yes	For	For	No
5c	Re-elect Basil Geoghegan as Director	Mgmt	Yes	For	For	No
5d	Re-elect Tanya Horgan as Director	Mgmt	Yes	For	For	No
5e	Re-elect Colin Hunt as Director	Mgmt	Yes	For	For	No
5f	Re-elect Sandy Kinney Pritchard as Director	Mgmt	Yes	For	For	No
5g	Re-elect Elaine MacLean as Director	Mgmt	Yes	For	For	No
5h	Re-elect Andrew Maguire as Director	Mgmt	Yes	For	For	No
5i	Re-elect Brendan McDonagh as Director	Mgmt	Yes	For	For	No
5j	Re-elect Helen Normoyle as Director	Mgmt	Yes	For	For	No
5k	Re-elect Ann O'Brien as Director	Mgmt	Yes	For	For	No
5l	Re-elect Fergal O'Dwyer as Director	Mgmt	Yes	For	For	No
5m	Re-elect James Pettigrew as Director	Mgmt	Yes	For	For	No
5n	Re-elect Jan Sijbrand as Director	Mgmt	Yes	For	For	No
5o	Re-elect Ranjit Singh as Director	Mgmt	Yes	For	For	No
6	Approve Remuneration Report	Mgmt	Yes	For	For	No
<i>Voting Policy Rationale: The Company continues to be restricted in how it can pay its directors</i>						
<i>Blended Rationale: The Company continues to be restricted in how it can pay its directors</i>						
7	Approve Remuneration Policy	Mgmt	Yes	For	For	No
8	Authorise Issue of Equity	Mgmt	Yes	For	For	No
9a	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Yes	For	For	No
9b	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	Yes	For	For	No
10	Authorise Market Purchase of Ordinary Shares	Mgmt	Yes	For	For	No
11	Determine the Price Range at which Treasury Shares may be Re-issued Off-Market	Mgmt	Yes	For	For	No

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AIB Group plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
12	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	Yes	For	Against	Yes
Voting Policy Rationale: A vote AGAINST the authority to reduce the notice to convene a shareholders' meeting is warranted.						
Blended Rationale: A vote AGAINST the authority to reduce the notice to convene a shareholders' meeting is warranted.						
13	Approve the Directed Buyback Contract with the Minister for Finance	Mgmt	Yes	For	For	No
14	Amend Articles of Association Re: Odd-Lot Offer	Mgmt	Yes	For	For	No
15	Authorise Implementation of the Odd-lot Offer	Mgmt	Yes	For	For	No
16	Authorise Off-Market Purchase of Shares	Mgmt	Yes	For	For	No

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed	Auto-Approved		11,690	11,690
			23/04/2024	23/04/2024			
			Total Shares:				11,690

AIB Group plc

Meeting Date: 02/05/2024	Country: Ireland	Ticker: A5G	Proxy Level: N/A
Record Date: 28/04/2024	Meeting Type: Special	Meeting ID: 1844376	
Primary Security ID: G0R4HJ106	Primary CUSIP: G0R4HJ106	Primary ISIN: IE00BF0L3536	Primary SEDOL: BF0L353
Earliest Cutoff Date: 26/04/2024	Total Ballots: 1		Additional Policy:
Votable Shares: 11,690	*Shares on Loan: 0	Shares Instructed: 11,690	Shares Voted: 11,690

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve the Buyback Contract with the Minister for Finance	Mgmt	Yes	For	For	No
2	Approve Related Party Transaction	Mgmt	Yes	For	For	No

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed	Auto-Approved		11,690	11,690
			23/04/2024	23/04/2024			
			Total Shares:				11,690

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Meeting Date: 06/05/2024	Country: Germany	Ticker: HNR1	Proxy Level: N/A
Record Date: 29/04/2024	Meeting Type: Annual	Meeting ID: 1820373	
Primary Security ID: D3015J135	Primary CUSIP: D3015J135	Primary ISIN: DE0008402215	Primary SEDOL: 4511809
Earliest Cutoff Date: 25/04/2024	Total Ballots: 1		Additional Policy:
Votable Shares: 1,039	*Shares on Loan: 0	Shares Instructed: 1,039	Shares Voted: 1,039

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt	No			
2	Approve Allocation of Income and Dividends of EUR 6.00 per Share and Special Dividends of EUR 1.20 per Share	Mgmt	Yes	For	For	No
3.1	Approve Discharge of Management Board Member Jean-Jacques Henchoz for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.						
Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.						
3.2	Approve Discharge of Management Board Member Sven Althoff for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.						
Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.						
3.3	Approve Discharge of Management Board Member Claude Chevre for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.						
Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.						
3.4	Approve Discharge of Management Board Member Clemens Jungsthoefel for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.						
Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.						
3.5	Approve Discharge of Management Board Member Klaus Miller for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.						
Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.						
3.6	Approve Discharge of Management Board Member Sharon Ooi for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.						
Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.						

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
3.7	Approve Discharge of Management Board Member Michael Pickel for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
3.8	Approve Discharge of Management Board Member Silke Sehm for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.1	Approve Discharge of Supervisory Board Member Torsten Leue for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.2	Approve Discharge of Supervisory Board Member Natalie Ardalan for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.3	Approve Discharge of Supervisory Board Member Herbert Haas for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.4	Approve Discharge of Supervisory Board Member Frauke Heitmüller for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.5	Approve Discharge of Supervisory Board Member Ilka Hundeshagen for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.6	Approve Discharge of Supervisory Board Member Ursula Lipowsky for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
4.7	Approve Discharge of Supervisory Board Member Michael Ollmann for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.8	Approve Discharge of Supervisory Board Member Andrea Pollak for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.9	Approve Discharge of Supervisory Board Member Erhard Schipporeit for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024 and for the Review of the Interim Financial Statements for Fiscal Year 2024 and First Quarter of Fiscal Year 2025	Mgmt	Yes	For	For	No
6	Approve Remuneration Report	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because:- Sharon Ooi was paid EUR 360,000 total in 2023, part of a contractual commitment to compensate the forfeiture of benefits from the executive's previous employer. Another EUR 60,000 will be paid out in December 2024 and in December 2025 (EUR 120,000 total).</i>						
<i>Blended Rationale: A vote AGAINST is warranted because:- Sharon Ooi was paid EUR 360,000 total in 2023, part of a contractual commitment to compensate the forfeiture of benefits from the executive's previous employer. Another EUR 60,000 will be paid out in December 2024 and in December 2025 (EUR 120,000 total).</i>						
7.1	Elect Herbert Haas to the Supervisory Board	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because:- The nominee is a non-independent member of the Audit Committee and the committee is less than 100 percent independent.- The nominee is a non-independent member of the Remuneration Committee and the committee is less than 100 percent independent.- The nominee is a non-independent member of the Nomination Committee and the committee is less than 50 percent independent.</i>						
<i>Blended Rationale: A vote AGAINST is warranted because:- The nominee is a non-independent member of the Audit Committee and the committee is less than 100 percent independent.- The nominee is a non-independent member of the Remuneration Committee and the committee is less than 100 percent independent.- The nominee is a non-independent member of the Nomination Committee and the committee is less than 50 percent independent.</i>						
7.2	Elect Harald Kayser to the Supervisory Board	Mgmt	Yes	For	For	No
7.3	Elect Alena Kouba to the Supervisory Board	Mgmt	Yes	For	For	No

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Hannover Rueck SE

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
7.4	Elect Torsten Leue to the Supervisory Board	Mgmt	Yes	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST is warranted because:- The nominee is a non-independent board chair and the board does not an independent lead director.- The nominee is a non-independent member of the Audit Committee and the committee is less than 100 percent independent.- The nominee is a non-independent member of the Remuneration Committee and the committee is less than 100 percent independent.- The nominee is a non-independent member of the Nomination Committee and the committee is less than 50 percent independent.- The nominee is a non-independent chair of the Nomination Committee.Please note:- That 40 percent of the board's non-executive posts are not filled by underrepresented sex which will be required as of June 2026. While such concern does not trigger a vote AGAINST the director elections until 2026, we encourage the company to consider complying with the requirements within the legal deadline.</i></p> <p><i>Blended Rationale: A vote AGAINST is warranted because:- The nominee is a non-independent board chair and the board does not an independent lead director.- The nominee is a non-independent member of the Audit Committee and the committee is less than 100 percent independent.- The nominee is a non-independent member of the Remuneration Committee and the committee is less than 100 percent independent.- The nominee is a non-independent member of the Nomination Committee and the committee is less than 50 percent independent.- The nominee is a non-independent chair of the Nomination Committee.Please note:- That 40 percent of the board's non-executive posts are not filled by underrepresented sex which will be required as of June 2026. While such concern does not trigger a vote AGAINST the director elections until 2026, we encourage the company to consider complying with the requirements within the legal deadline.</i></p>						
7.5	Elect Ursula Lipowsky to the Supervisory Board	Mgmt	Yes	For	For	No
7.6	Elect Michael Ollmann to the Supervisory Board	Mgmt	Yes	For	For	No

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed	Auto-Approved		1,039	1,039
			22/04/2024	22/04/2024			
			Total Shares:				

Talanx AG

Meeting Date: 07/05/2024	Country: Germany	Ticker: TLX	Proxy Level: N/A
Record Date: 30/04/2024	Meeting Type: Annual	Meeting ID: 1821483	
Primary Security ID: D82827110	Primary CUSIP: D82827110	Primary ISIN: DE000TLX1005	Primary SEDOL: B8F0TD6
Earliest Cutoff Date: 26/04/2024	Total Ballots: 1		Additional Policy:
Votable Shares: 1,164	*Shares on Loan: 0	Shares Instructed: 1,164	Shares Voted: 1,164

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt	No			
2	Approve Allocation of Income and Dividends of EUR 2.35 per Share	Mgmt	Yes	For	For	No

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
3.1	Approve Discharge of Management Board Member Torsten Leue for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
3.2	Approve Discharge of Management Board Member Jean-Jacques Henchoz for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
3.3	Approve Discharge of Management Board Member Wilm Langenbach for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
3.4	Approve Discharge of Management Board Member Edgar Puls for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
3.5	Approve Discharge of Management Board Member Caroline Schlienkamp for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
3.6	Approve Discharge of Management Board Member Jens Warkentin for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
3.7	Approve Discharge of Management Board Member Jan Wicke for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.1	Approve Discharge of Supervisory Board Member Herbert Haas for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
4.2	Approve Discharge of Supervisory Board Member Ralf Rieger for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.3	Approve Discharge of Supervisory Board Member Angela Titzrath for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.4	Approve Discharge of Supervisory Board Member Benita Bierstedt for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.5	Approve Discharge of Supervisory Board Member Rainer-Karl Bock-Wehr for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.6	Approve Discharge of Supervisory Board Member Joachim Brenk for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.7	Approve Discharge of Supervisory Board Member Sebastian Gascard for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.8	Approve Discharge of Supervisory Board Member Christof Guenther for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.9	Approve Discharge of Supervisory Board Member Jutta Hammer for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
4.10	Approve Discharge of Supervisory Board Member Herrmann Jung for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.11	Approve Discharge of Supervisory Board Member Dirk Lohmann for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.12	Approve Discharge of Supervisory Board Member Christoph Meister for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.13	Approve Discharge of Supervisory Board Member Jutta Mueck for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.14	Approve Discharge of Supervisory Board Member Sandra Reich for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.15	Approve Discharge of Supervisory Board Member Jens Schubert for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.16	Approve Discharge of Supervisory Board Member Norbert Steiner for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024 and for the Review of the Interim Financial Statements for Fiscal Year 2024 and for the First Quarter of Fiscal Year 2025	Mgmt	Yes	For	For	No

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt	
6	Approve Remuneration Report	Mgmt	Yes	For	Against	Yes	
<i>Voting Policy Rationale: A vote AGAINST is warranted because:- Under the STI is primarily measured against the group ROE target, which is then subject to a +/- 25 percent modifier based upon individual performance related to individual contributions to group earnings and sustainability targets. The scope of this modifier is high in the context of market practice.</i>							
<i>Blended Rationale: A vote AGAINST is warranted because:- Under the STI is primarily measured against the group ROE target, which is then subject to a +/- 25 percent modifier based upon individual performance related to individual contributions to group earnings and sustainability targets. The scope of this modifier is high in the context of market practice.</i>							
7	Amend Articles Re: Dematerialization of Securities	Mgmt	Yes	For	For	No	
8	Approve Affiliation Agreement with Zweite Riethorst Grundstuecksgesellschaft mbH	Mgmt	Yes	For	For	No	
Ballot Details							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed	Auto-Approved		1,164	1,164
			23/04/2024	23/04/2024			
					Total Shares:	1,164	1,164

Alcon Inc.

Meeting Date: 08/05/2024	Country: Switzerland	Ticker: ALC	Proxy Level: N/A			
Record Date: 22/04/2024	Meeting Type: Annual	Meeting ID: 1812265				
Primary Security ID: H01301128	Primary CUSIP: H01301128	Primary ISIN: CH0432492467	Primary SEDOL: BJT1GR5			
Earliest Cutoff Date: 24/04/2024	Total Ballots: 1		Additional Policy:			
Votable Shares: 6,710	*Shares on Loan: 0	Shares Instructed: 6,710	Shares Voted: 6,710			
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For	No
2	Approve Discharge of Board and Senior Management	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: As discharge is binding or not compulsory in this market, a vote AGAINST this item is warranted.</i>						
<i>Blended Rationale: As discharge is binding or not compulsory in this market, a vote AGAINST this item is warranted.</i>						
3	Approve Allocation of Income and Dividends of CHF 0.24 per Share	Mgmt	Yes	For	For	No
<i>Voting Policy Rationale: Please note the dividend payout ratio is below 30 percent of earnings (i.e. 14.65 percent).</i>						
<i>Blended Rationale: Please note the dividend payout ratio is below 30 percent of earnings (i.e. 14.65 percent).</i>						

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
4	Approve Non-Financial Report (Non-Binding)	Mgmt	Yes	For	For	No
<p><i>Voter Rationale: A vote FOR this year, however we regret that the full sustainability report of the company has not been published ahead of the AGM. We also regret that the company does not disclose its Scope 3 GHG emissions in its Social Impact and Sustainability Report and does not report to CDP Climate.</i></p> <p><i>Blended Rationale: A vote FOR this year, however we regret that the full sustainability report of the company has not been published ahead of the AGM. We also regret that the company does not disclose its Scope 3 GHG emissions in its Social Impact and Sustainability Report and does not report to CDP Climate.</i></p>						
5.1	Approve Remuneration Report (Non-Binding)	Mgmt	Yes	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST the remuneration report is warranted. While a small improvement to disclosure is acknowledged, overall ex-post disclosure of performance achievements in each incentive program remains limited. Moreover, the CEO's target LTI award opportunity, which was already high relative to Swiss peers, further increased significantly to a level that far exceeds local market practice. In addition:- Short-term variable remuneration is more than 150% of base salary.- Total variable remuneration is more than 350% of base salary.- Total CEO pay is more than 2 times the median of peers.</i></p> <p><i>Blended Rationale: A vote AGAINST the remuneration report is warranted. While a small improvement to disclosure is acknowledged, overall ex-post disclosure of performance achievements in each incentive program remains limited. Moreover, the CEO's target LTI award opportunity, which was already high relative to Swiss peers, further increased significantly to a level that far exceeds local market practice. In addition:- Short-term variable remuneration is more than 150% of base salary.- Total variable remuneration is more than 350% of base salary.- Total CEO pay is more than 2 times the median of peers.</i></p>						
5.2	Approve Remuneration of Directors in the Amount of CHF 3.9 Million	Mgmt	Yes	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST is warranted because:- Part of the non-executive remuneration is paid in shares.</i></p> <p><i>Blended Rationale: A vote AGAINST is warranted because:- Part of the non-executive remuneration is paid in shares.</i></p>						
5.3	Approve Remuneration of Executive Committee in the Amount of CHF 43 Million	Mgmt	Yes	For	For	No
6.1	Reelect Michael Ball as Director and Board Chair	Mgmt	Yes	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST the nominee is warranted as he is a non-independent chair and no independent lead director has been appointed.</i></p> <p><i>Blended Rationale: A vote AGAINST the nominee is warranted as he is a non-independent chair and no independent lead director has been appointed.</i></p>						
6.2	Reelect Lynn Bleil as Director	Mgmt	Yes	For	For	No
6.3	Reelect Raquel Bono as Director	Mgmt	Yes	For	For	No
6.4	Reelect Arthur Cummings as Director	Mgmt	Yes	For	For	No
6.5	Reelect David Endicott as Director	Mgmt	Yes	For	For	No
6.6	Reelect Thomas Glanzmann as Director	Mgmt	Yes	For	For	No
6.7	Reelect Keith Grossman as Director	Mgmt	Yes	For	For	No
6.8	Reelect Scott Maw as Director	Mgmt	Yes	For	For	No
6.9	Reelect Karen May as Director	Mgmt	Yes	For	For	No
6.10	Reelect Ines Poeschel as Director	Mgmt	Yes	For	For	No

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
6.11	Reelect Dieter Spaelti as Director	Mgmt	Yes	For	For	No
7.1	Reappoint Thomas Glanzmann as Member of the Compensation Committee	Mgmt	Yes	For	For	No
7.2	Reappoint Scott Maw as Member of the Compensation Committee	Mgmt	Yes	For	For	No
7.3	Reappoint Karen May as Member of the Compensation Committee	Mgmt	Yes	For	For	No
7.4	Reappoint Ines Poeschel as Member of the Compensation Committee	Mgmt	Yes	For	For	No
8	Designate Hartmann Dreyer as Independent Proxy	Mgmt	Yes	For	For	No
9	Ratify PricewaterhouseCoopers SA as Auditors	Mgmt	Yes	For	For	No
10	Transact Other Business (Voting)	Mgmt	Yes	For	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted because: - This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and - The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.						
Blended Rationale: A vote AGAINST is warranted because: - This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and - The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	rhermann	rhermann		6,710	6,710
			23/04/2024	23/04/2024			
			Total Shares:				

Kuehne + Nagel International AG

<b>Meeting Date:</b> 08/05/2024		<b>Country:</b> Switzerland		<b>Ticker:</b> KNIN		<b>Proxy Level:</b> N/A	
<b>Record Date:</b> 02/05/2024		<b>Meeting Type:</b> Annual		<b>Meeting ID:</b> 1812263			
<b>Primary Security ID:</b> H4673L145		<b>Primary CUSIP:</b> H4673L145		<b>Primary ISIN:</b> CH0025238863		<b>Primary SEDOL:</b> B142S60	
<b>Earliest Cutoff Date:</b> 01/05/2024		<b>Total Ballots:</b> 1				<b>Additional Policy:</b>	
<b>Votable Shares:</b> 279		<b>*Shares on Loan:</b> 0		<b>Shares Instructed:</b> 279		<b>Shares Voted:</b> 279	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec		Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For		For	No

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.



Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
2	Approve Allocation of Income and Dividends of CHF 10.00 per Share	Mgmt	Yes	For	For	No
3	Approve Discharge of Board and Senior Management	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: As discharge is binding or not compulsory in this market, a vote AGAINST this item is warranted.</i>						
<i>Blended Rationale: As discharge is binding or not compulsory in this market, a vote AGAINST this item is warranted.</i>						
4.1.1	Reelect Dominik Buergy as Director	Mgmt	Yes	For	For	No
4.1.2	Reelect Karl Gernandt as Director	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because:- The nominee is the chair of the Nomination Committee and the level of gender diversity on the board is less than 33 percent.- The nominee is a non-independent member of the Audit Committee and the committee is less than 100 percent independent.- The nominee is a non-independent member of the Remuneration Committee and the committee is less than 100 percent independent.- The nominee is a non-independent member of the Nomination Committee and the committee is less than 50 percent independent.- The nominee is a non-independent chair of the Nomination Committee.Please note:- That 40 percent of the board's non-executive posts are not filled by underrepresented sex which will be required as of June 2026. While such concern does not trigger a vote AGAINST the director elections until 2026, we encourage the company to consider complying with the requirements within the legal deadline.</i>						
<i>Blended Rationale: A vote AGAINST is warranted because:- The nominee is the chair of the Nomination Committee and the level of gender diversity on the board is less than 33 percent.- The nominee is a non-independent member of the Audit Committee and the committee is less than 100 percent independent.- The nominee is a non-independent member of the Remuneration Committee and the committee is less than 100 percent independent.- The nominee is a non-independent member of the Nomination Committee and the committee is less than 50 percent independent.- The nominee is a non-independent chair of the Nomination Committee.Please note:- That 40 percent of the board's non-executive posts are not filled by underrepresented sex which will be required as of June 2026. While such concern does not trigger a vote AGAINST the director elections until 2026, we encourage the company to consider complying with the requirements within the legal deadline.</i>						
4.1.3	Reelect Klaus-Michael Kuehne as Director	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because:- The nominee is a non-independent member of the Remuneration Committee and the committee is less than 100 percent independent.- The nominee is a non-independent member of the Nomination Committee and the committee is less than 50 percent independent.</i>						
<i>Blended Rationale: A vote AGAINST is warranted because:- The nominee is a non-independent member of the Remuneration Committee and the committee is less than 100 percent independent.- The nominee is a non-independent member of the Nomination Committee and the committee is less than 50 percent independent.</i>						
4.1.4	Reelect Tobias Staehelin as Director	Mgmt	Yes	For	For	No
4.1.5	Reelect Hauke Stars as Director	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted as:- The nominee holds more than four equivalent directorships.</i>						
<i>Blended Rationale: A vote AGAINST is warranted as:- The nominee holds more than four equivalent directorships.</i>						
4.1.6	Reelect Martin Wittig as Director	Mgmt	Yes	For	For	No
4.1.7	Reelect Joerg Wolle as Director	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because:- The nominee is a non-independent board chair and the board does not have an independent lead director.- The nominee holds more than four equivalent directorships.</i>						
<i>Blended Rationale: A vote AGAINST is warranted because:- The nominee is a non-independent board chair and the board does not have an independent lead director.- The nominee holds more than four equivalent directorships.</i>						
4.2.1	Elect Anne-Catherine Berner as Director	Mgmt	Yes	For	For	No
4.2.2	Elect Dominik de Daniel as Director	Mgmt	Yes	For	For	No

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
4.3	Reelect Joerg Wolle as Board Chair	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: In line with the vote recommendation on Item 4.1.7, a vote AGAINST this item is also warranted.</i>						
<i>Blended Rationale: In line with the vote recommendation on Item 4.1.7, a vote AGAINST this item is also warranted.</i>						
4.4.1	Reappoint Karl Germandt as Member of the Compensation Committee	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: In line with the vote recommendation on Item 4.1.2, a vote AGAINST this item is also warranted.</i>						
<i>Blended Rationale: In line with the vote recommendation on Item 4.1.2, a vote AGAINST this item is also warranted.</i>						
4.4.2	Reappoint Klaus-Michael Kuehne as Member of the Compensation Committee	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: In line with the vote recommendation on Item 4.1.3, a vote AGAINST this item is also warranted.</i>						
<i>Blended Rationale: In line with the vote recommendation on Item 4.1.3, a vote AGAINST this item is also warranted.</i>						
4.4.3	Reappoint Hauke Stars as Member of the Compensation Committee	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: In line with the vote recommendation on Item 4.1.5, a vote AGAINST this item is also warranted.</i>						
<i>Blended Rationale: In line with the vote recommendation on Item 4.1.5, a vote AGAINST this item is also warranted.</i>						
4.5	Designate Stefan Mangold as Independent Proxy	Mgmt	Yes	For	For	No
4.6	Ratify KPMG AG as Auditors	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because the auditor is being changed without explanation.</i>						
<i>Blended Rationale: A vote AGAINST this proposal is warranted because the auditor is being changed without explanation.</i>						
5	Approve Sustainability Report	Mgmt	Yes	For	For	No
6	Approve Remuneration Report	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because:- Short-term incentive awards are not subject to a maximum cap. - There are insufficient ex-post disclosures to explain the evolution of variable payouts versus company performance. - Under the long-term incentive, executives are granted matching share awards that are not subject to any performance conditions. Please note:- Clawback trigger is not disclosed.</i>						
<i>Blended Rationale: A vote AGAINST the remuneration report is warranted because:- Short-term incentive awards are not subject to a maximum cap. - There are insufficient ex-post disclosures to explain the evolution of variable payouts versus company performance. - Under the long-term incentive, executives are granted matching share awards that are not subject to any performance conditions. Please note:- Clawback trigger is not disclosed.</i>						
7.1	Approve Remuneration of Directors in the Amount of CHF 5.5 Million	Mgmt	Yes	For	For	No
7.2	Approve Remuneration of Executive Committee in the Amount of CHF 30 Million	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because:- The company does not disclose the parameters of its compensation system and in the absence of a detailed explanation, it is not possible to assess the appropriateness of the amount requested.</i>						
<i>Blended Rationale: A vote AGAINST this proposal is warranted because:- The company does not disclose the parameters of its compensation system and in the absence of a detailed explanation, it is not possible to assess the appropriateness of the amount requested.</i>						

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Kuehne + Nagel International AG

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
8	Approve Creation of Capital Band within the Upper Limit of CHF 150.9 Million and the Lower Limit of CHF 108.7 Million with or without Exclusion of Preemptive Rights	Mgmt	Yes	For	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted as:- The authority would last more than 26 months.						
Blended Rationale: A vote AGAINST is warranted as:- The authority would last more than 26 months.						
9.1	Amend Corporate Purpose	Mgmt	Yes	For	For	No
9.2	Amend Articles Re: Shares and Share Register; Place of Jurisdiction	Mgmt	Yes	For	For	No
9.3	Amend Articles of Association	Mgmt	Yes	For	For	No
9.4	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	Yes	For	For	No
10	Transact Other Business (Voting)	Mgmt	Yes	For	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted because:- This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors. - The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.						
Blended Rationale: A vote AGAINST is warranted because:- This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors. - The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Rejected - NO REGISTRATION	Auto-Instructed	Auto-Approved		279	279
			28/04/2024	28/04/2024			
			Total Shares:				279

ACS Actividades de Construccin y Servicios SA

Meeting Date: 09/05/2024	Country: Spain	Ticker: ACS	Proxy Level: N/A
Record Date: 03/05/2024	Meeting Type: Annual	Meeting ID: 1837669	
Primary Security ID: E7813W163	Primary CUSIP: E7813W163	Primary ISIN: ES0167050915	Primary SEDOL: B01FLQ6

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# ACS Actividades de Construccion y Servicios SA

Earliest Cutoff Date: 06/05/2024

Total Ballots: 1

Additional Policy:

Votable Shares: 1,100

\*Shares on Loan: 0

Shares Instructed: 1,100

Shares Voted: 1,100

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.1	Approve Consolidated and Standalone Financial Statements	Mgmt	Yes	For	For	No
1.2	Approve Allocation of Income and Dividends	Mgmt	Yes	For	For	No
2	Approve Non-Financial Information Statement	Mgmt	Yes	For	For	No
3	Approve Discharge of Board	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.1	Reelect Javier Echenique Landiribar as Director	Mgmt	Yes	For	For	No
4.2	Reelect Mariano Hernandez Herreros as Director	Mgmt	Yes	For	For	No
4.3	Fix Number of Directors at 15	Mgmt	Yes	For	For	No
5	Advisory Vote on Remuneration Report	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because:- The total short-term remuneration is more than 150 percent of base salary.- CEO total pay is more than 2 times the median of peers.- The company has not amended the pension arrangements with management. The company contribution of c. 71 percent of the chairman's salary and c. 49 percent of the secretary's salary are deemed excessive and are above market standards.</i>						
<i>Blended Rationale: A vote AGAINST is warranted because:- The total short-term remuneration is more than 150 percent of base salary.- CEO total pay is more than 2 times the median of peers.- The company has not amended the pension arrangements with management. The company contribution of c. 71 percent of the chairman's salary and c. 49 percent of the secretary's salary are deemed excessive and are above market standards.</i>						
6	Amend Article 12	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: Items 6 and 7:A vote AGAINST this item is warranted because the company has not provided a compelling rationale as to why the transfer of the power to issue non-convertible debt securities from shareholder to the board of directors is in shareholder interest.</i>						
<i>Blended Rationale: Items 6 and 7:A vote AGAINST this item is warranted because the company has not provided a compelling rationale as to why the transfer of the power to issue non-convertible debt securities from shareholder to the board of directors is in shareholder interest.</i>						
7	Amend Article 7 of General Meeting Regulations	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this item is warranted because the company has not provided a compelling rationale as to why the transfer of the power to issue non-convertible debt securities from shareholder to the board of directors is in shareholder interest.</i>						
<i>Blended Rationale: A vote AGAINST this item is warranted because the company has not provided a compelling rationale as to why the transfer of the power to issue non-convertible debt securities from shareholder to the board of directors is in shareholder interest.</i>						
8	Approve Scrip Dividends and Approve Reduction in Share Capital via Cancellation of Treasury Shares	Mgmt	Yes	For	For	No

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ACS Actividades de Construcción y Servicios SA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
9	Authorize Share Repurchase and Capital Reduction via Cancellation of Repurchased Shares	Mgmt	Yes	For	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted as:- The maximum purchase price can exceed 110% of market share price.- The authority would last more than 26 months.						
Blended Rationale: A vote AGAINST is warranted as:- The maximum purchase price can exceed 110% of market share price.- The authority would last more than 26 months.						
10	Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities up to EUR 3 Billion with Exclusion of Preemptive Rights up to 20 Percent of Capital	Mgmt	Yes	For	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted as:- This general issuance without preemptive rights exceeds 10 percent of outstanding capital.- The authority would last more than 26 months.						
Blended Rationale: A vote AGAINST is warranted as:- This general issuance without preemptive rights exceeds 10 percent of outstanding capital.- The authority would last more than 26 months.						
11	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	Yes	For	For	No

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed	Auto-Approved		1,100	1,100
			03/05/2024	03/05/2024			
			Total Shares:				1,100

Magna International Inc.

Meeting Date: 09/05/2024	Country: Canada	Ticker: MG	Proxy Level: 3
Record Date: 20/03/2024	Meeting Type: Annual	Meeting ID: 1821253	
Primary Security ID: 559222401	Primary CUSIP: 559222401	Primary ISIN: CA5592224011	Primary SEDOL: 2554475
Earliest Cutoff Date: 03/05/2024	Total Ballots: 1		Additional Policy:
Votable Shares: 4,600	*Shares on Loan: 0	Shares Instructed: 4,600	Shares Voted: 4,600

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1A	Elect Director Mary S. Chan	Mgmt	Yes	For	Withhold	Yes
Voting Policy Rationale: WITHHOLD votes are warranted because:- The nominee holds more than four equivalent directorships.						
Blended Rationale: WITHHOLD votes are warranted because:- The nominee holds more than four equivalent directorships.						
1B	Elect Director V. Peter Harder	Mgmt	Yes	For	For	No
1C	Elect Director Jan R. Hauser	Mgmt	Yes	For	For	No
1D	Elect Director Seetarama S. Kotagiri	Mgmt	Yes	For	For	No
1E	Elect Director Jay K. Kunkel	Mgmt	Yes	For	For	No

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Magna International Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1F	Elect Director Robert F. MacLellan	Mgmt	Yes	For	For	No
1G	Elect Director Mary Lou Maher	Mgmt	Yes	For	For	No
1H	Elect Director William A. Ruh	Mgmt	Yes	For	For	No
1I	Elect Director Indira V. Samarasekera	Mgmt	Yes	For	For	No
1J	Elect Director Matthew Tsien	Mgmt	Yes	For	For	No
1K	Elect Director Thomas Weber	Mgmt	Yes	For	For	No
1L	Elect Director Lisa S. Westlake	Mgmt	Yes	For	For	No
2	Approve Deloitte LLP as Auditors and Authorize Audit Committee to Fix Their Remuneration	Mgmt	Yes	For	For	No
3	Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	For	No

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed	Auto-Approved		4,600	4,600
			30/04/2024	30/04/2024			
			Total Shares:				4,600

Manulife Financial Corp.

Meeting Date: 09/05/2024	Country: Canada	Ticker: MFC	Proxy Level: 3
Record Date: 13/03/2024	Meeting Type: Annual	Meeting ID: 1820213	
Primary Security ID: 56501R106	Primary CUSIP: 56501R106	Primary ISIN: CA56501R1064	Primary SEDOL: 2492519
Earliest Cutoff Date: 03/05/2024	Total Ballots: 1	Additional Policy:	
Votable Shares: 438	*Shares on Loan: 0	Shares Instructed: 438	Shares Voted: 438

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Nicole S. Arnaboldi	Mgmt	Yes	For	For	No
1.2	Elect Director Guy L.T. Bainbridge	Mgmt	Yes	For	For	No
1.3	Elect Director Susan F. Dabarno	Mgmt	Yes	For	For	No
1.4	Elect Director Julie E. Dickson	Mgmt	Yes	For	For	No
1.5	Elect Director J. Michael Durland	Mgmt	Yes	For	For	No
1.6	Elect Director Roy Gori	Mgmt	Yes	For	For	No
1.7	Elect Director Donald P. Kanak	Mgmt	Yes	For	For	No

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Manulife Financial Corp.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.8	Elect Director Vanessa Kanu	Mgmt	Yes	For	For	No
1.9	Elect Director Donald R. Lindsay	Mgmt	Yes	For	For	No
1.10	Elect Director Anna Manning	Mgmt	Yes	For	For	No
1.11	Elect Director C. James Prieur	Mgmt	Yes	For	For	No
1.12	Elect Director May Tan	Mgmt	Yes	For	For	No
1.13	Elect Director Leagh E. Turner	Mgmt	Yes	For	For	No
1.14	Elect Director John Wong	Mgmt	Yes	For	For	No
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	Withhold	Yes
Voting Policy Rationale: WITHHOLD votes are warranted as:- The auditor's tenure exceeds 20 years (i.e. 119 years).						
Blended Rationale: WITHHOLD votes are warranted as:- The auditor's tenure exceeds 20 years (i.e. 119 years).						
3	Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted because:- Base salary for the CEO increased by more than 10% without proper justification.- NEO Simpson received a one-time payment of \$1,680,000 in 2023 to replace compensation forfeited from his previous employer.						
Blended Rationale: A vote AGAINST is warranted because:- Base salary for the CEO increased by more than 10% without proper justification.- NEO Simpson received a one-time payment of \$1,680,000 in 2023 to replace compensation forfeited from his previous employer.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed	Auto-Approved		438	438
			30/04/2024	30/04/2024			
			Total Shares:				

Swire Pacific Limited

Meeting Date: 09/05/2024		Country: Hong Kong		Ticker: 19		Proxy Level: N/A	
Record Date: 03/05/2024		Meeting Type: Annual		Meeting ID: 1835067			
Primary Security ID: Y83310105		Primary CUSIP: Y83310105		Primary ISIN: HK0019000162		Primary SEDOL: 6867748	
Earliest Cutoff Date: 02/05/2024		Total Ballots: 1				Additional Policy:	
Votable Shares: 7,500		*Shares on Loan: 0		Shares Instructed: 7,500		Shares Voted: 7,500	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec		Vote Instruction	Vote Against Mgmt
1a	Elect Cogman, David Peter as Director	Mgmt	Yes	For		For	No
1b	Elect Murray, Martin James as Director	Mgmt	Yes	For		For	No
1c	Elect Swire, Merlin Bingham as Director	Mgmt	Yes	For		For	No

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Swire Pacific Limited

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
2	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	No
3	Authorize Repurchase of Issued Share Capital	Mgmt	Yes	For	For	No
4	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	Yes	For	Against	Yes

Voting Policy Rationale: A vote AGAINST this resolution is warranted for the following:- The share issuance limit is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration.- The company has not specified the discount limit for issuance for cash and non-cash consideration.

Blended Rationale: A vote AGAINST this resolution is warranted for the following:- The share issuance limit is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration.- The company has not specified the discount limit for issuance for cash and non-cash consideration.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed	Auto-Approved		7,500	7,500
			29/04/2024	29/04/2024			
			Total Shares:				7,500

Computacenter Plc

Meeting Date: 14/05/2024	Country: United Kingdom	Ticker: CCC	Proxy Level: N/A
Record Date: 10/05/2024	Meeting Type: Annual	Meeting ID: 1836875	
Primary Security ID: G23356150	Primary CUSIP: G23356150	Primary ISIN: GB00BV9FP302	Primary SEDOL: BV9FP30
Earliest Cutoff Date: 08/05/2024	Total Ballots: 1		Additional Policy:
Votable Shares: 350	*Shares on Loan: 0	Shares Instructed: 350	Shares Voted: 350

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For	No
2	Approve Remuneration Report	Mgmt	Yes	For	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted because:- Upon his appointment, Christian Jehle received cash and share awards to replace unvested awards forfeited as a consequence of his leaving his former employer to join the company.						
Blended Rationale: A vote AGAINST is warranted because:- Upon his appointment, Christian Jehle received cash and share awards to replace unvested awards forfeited as a consequence of his leaving his former employer to join the company.						
3	Approve Final Dividend	Mgmt	Yes	For	For	No
4a	Re-elect Pauline Campbell as Director	Mgmt	Yes	For	For	No
4b	Re-elect Rene Carayol as Director	Mgmt	Yes	For	For	No
4c	Re-elect Philip Hulme as Director	Mgmt	Yes	For	For	No

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Computacenter Plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
4d	Elect Christian Jehle as Director	Mgmt	Yes	For	For	No
4e	Re-elect Ljiljana Mitic as Director	Mgmt	Yes	For	For	No
4f	Re-elect Mike Norris as Director	Mgmt	Yes	For	For	No
4g	Re-elect Peter Ogden as Director	Mgmt	Yes	For	For	No
4h	Re-elect Ros Rivaz as Director	Mgmt	Yes	For	For	No
5	Reappoint Grant Thornton UK LLP as Auditors	Mgmt	Yes	For	For	No
6	Authorise Board to Fix Remuneration of Auditors	Mgmt	Yes	For	For	No
7	Authorise Issue of Equity	Mgmt	Yes	For	For	No
8	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Yes	For	For	No
9	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	Yes	For	For	No
10	Authorise Market Purchase of Ordinary Shares	Mgmt	Yes	For	For	No
11	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	Yes	For	Against	Yes
Voting Policy Rationale: A vote AGAINST the authority to reduce the notice to convene a shareholders' meeting is warranted.						
Blended Rationale: A vote AGAINST the authority to reduce the notice to convene a shareholders' meeting is warranted.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed	Auto-Approved		350	350
			05/05/2024	05/05/2024			
			Total Shares:				350

Hugo Boss AG

Meeting Date: 14/05/2024	Country: Germany	Ticker: BOSS	Proxy Level: N/A
Record Date: 07/05/2024	Meeting Type: Annual	Meeting ID: 1821488	
Primary Security ID: D34902102	Primary CUSIP: D34902102	Primary ISIN: DE000A1PHFF7	Primary SEDOL: B88MHC4

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

Earliest Cutoff Date: 02/05/2024	Total Ballots: 1	Additional Policy:
Votable Shares: 723	*Shares on Loan: 0	Shares Voted: 723

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt	No			
2	Approve Allocation of Income and Dividends of EUR 1.35 per Share	Mgmt	Yes	For	For	No
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.						
Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.						
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.						
Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.						
5.1	Ratify Deloitte GmbH as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2024	Mgmt	Yes	For	For	No
5.2	Ratify Deloitte GmbH as Auditor for the Sustainability Reporting for Fiscal Year 2024	Mgmt	Yes	For	For	No
6	Approve Remuneration Report	Mgmt	Yes	For	Against	Yes
Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because:- There remains a third-party compensation agreement between the CEO and the reference shareholder. The potential for asymmetric accountability towards shareholders continues to raise significant governance concerns.- An annual bonus for 2023 was granted to a former executive who had left the company in 2022, raising concerns regarding the appropriateness of this payment.						
Blended Rationale: A vote AGAINST the remuneration report is warranted because:- There remains a third-party compensation agreement between the CEO and the reference shareholder. The potential for asymmetric accountability towards shareholders continues to raise significant governance concerns.- An annual bonus for 2023 was granted to a former executive who had left the company in 2022, raising concerns regarding the appropriateness of this payment.						
7	Approve Remuneration Policy for the Supervisory Board	Mgmt	Yes	For	For	No

Ballot Details							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed	Auto-Approved		723	723
			01/05/2024	01/05/2024			
			Total Shares:				

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

<b>Meeting Date:</b> 16/05/2024	<b>Country:</b> Germany	<b>Ticker:</b> EOAN	<b>Proxy Level:</b> N/A
<b>Record Date:</b> 09/05/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1820858	
<b>Primary Security ID:</b> D24914133	<b>Primary CUSIP:</b> D24914133	<b>Primary ISIN:</b> DE000ENAG999	<b>Primary SEDOL:</b> 4942904
<b>Earliest Cutoff Date:</b> 06/05/2024	<b>Total Ballots:</b> 1		<b>Additional Policy:</b>
<b>Votable Shares:</b> 8,823	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 8,823	<b>Shares Voted:</b> 8,823

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt	No			
2	Approve Allocation of Income and Dividends of EUR 0.53 per Share	Mgmt	Yes	For	For	No
<i>Voting Policy Rationale: Please note the dividend payout ratio is above 100 percent of earnings (i.e. 265 percent).</i>						
<i>Blended Rationale: Please note the dividend payout ratio is above 100 percent of earnings (i.e. 265 percent).</i>						
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
5.1	Ratify KPMG AG as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements for the Fiscal Year 2024 and the First Quarter of Fiscal Year 2025	Mgmt	Yes	For	For	No
5.2	Ratify KPMG AG as Auditor for the Sustainability Reporting for Fiscal Year 2024	Mgmt	Yes	For	For	No
6	Approve Remuneration Report	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because:- The total short-term remuneration is more than 150 percent of base salary.</i>						
<i>Blended Rationale: A vote AGAINST is warranted because:- The total short-term remuneration is more than 150 percent of base salary.</i>						
7	Amend Articles Re: Transactions Requiring Supervisory Board Approval	Mgmt	Yes	For	For	No
8	Approve Creation of EUR 528 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted as:- The authority would last more than 26 months.</i>						
<i>Blended Rationale: A vote AGAINST is warranted as:- The authority would last more than 26 months.</i>						

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
9	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 6 Billion; Approve Creation of EUR 264 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	Yes	For	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted as:- The authority would last more than 26 months.						
Blended Rationale: A vote AGAINST is warranted as:- The authority would last more than 26 months.						
10	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	Yes	For	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted as:- The authority would last more than 26 months.						
Blended Rationale: A vote AGAINST is warranted as:- The authority would last more than 26 months.						
11	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	Yes	For	Against	Yes
Voting Policy Rationale: A vote AGAINST the use of financial derivatives to finance share buybacks is warranted.						
Blended Rationale: A vote AGAINST the use of financial derivatives to finance share buybacks is warranted.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed	Auto-Approved		8,823	8,823
			03/05/2024	03/05/2024			
			Total Shares:				8,823

InPost SA

Meeting Date: 16/05/2024	Country: Luxembourg	Ticker: INPST	Proxy Level: N/A
Record Date: 02/05/2024	Meeting Type: Annual	Meeting ID: 1849443	
Primary Security ID: L5125Z108	Primary CUSIP: L5125Z108	Primary ISIN: LU2290522684	Primary SEDOL: BN4N9C0
Earliest Cutoff Date: 14/05/2024	Total Ballots: 1		Additional Policy:
Votable Shares: 1,466	*Shares on Loan: 0	Shares Instructed: 1,466	Shares Voted: 1,466

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	Annual Meeting Agenda	Mgmt	No			
1	Open Meeting	Mgmt	No			
2	Receive Report of Management Board and Supervisory Board	Mgmt	No			
3.a	Approve Financial Statements	Mgmt	Yes	For	For	No

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
3.b	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	Yes	For	For	No
4	Approve Allocation of Income	Mgmt	Yes	For	For	No
Voting Policy Rationale: Please note that in 2023, no dividends were paid or proposed for payment. The company will consider paying a dividend in the medium term, while maintaining financial flexibility, to invest in its growth, both organically and inorganically.						
Blended Rationale: Please note that in 2023, no dividends were paid or proposed for payment. The company will consider paying a dividend in the medium term, while maintaining financial flexibility, to invest in its growth, both organically and inorganically.						
5	Approve Discharge of Management Board	Mgmt	Yes	For	Against	Yes
Voting Policy Rationale: As discharge is binding or not compulsory in this market, a vote AGAINST this item is warranted.						
Blended Rationale: As discharge is binding or not compulsory in this market, a vote AGAINST this item is warranted.						
6	Approve Discharge of Supervisory Board	Mgmt	Yes	For	Against	Yes
Voting Policy Rationale: As discharge is binding or not compulsory in this market, a vote AGAINST this item is warranted.						
Blended Rationale: As discharge is binding or not compulsory in this market, a vote AGAINST this item is warranted.						
7	Approve Remuneration Report	Mgmt	Yes	For	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted because:- The total short-term remuneration is more than 150 percent of base salary.- Total variable remuneration is more than 350 percent of base salary.- CEO total pay is more than 2 times the median of peers.						
Blended Rationale: A vote AGAINST is warranted because:- The total short-term remuneration is more than 150 percent of base salary.- Total variable remuneration is more than 350 percent of base salary.- CEO total pay is more than 2 times the median of peers.						
8	Renew Appointment of PricewaterhouseCoopers as Auditor	Mgmt	Yes	For	For	No
9	Reelect Mark Robertshaw as Supervisory Board Member	Mgmt	Yes	For	For	No
10	Close Meeting	Mgmt	No			

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed	Auto-Approved		1,466	1,466
			11/05/2024	11/05/2024			
			Total Shares:				1,466

Banco Comercial Portugues SA

Meeting Date: 22/05/2024	Country: Portugal	Ticker: BCP	Proxy Level: N/A
Record Date: 15/05/2024	Meeting Type: Annual	Meeting ID: 1859929	
Primary Security ID: X03188319	Primary CUSIP: X03188319	Primary ISIN: PTBCP0AM0015	Primary SEDOL: BZCNN35

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# Banco Comercial Portuges SA

**Earliest Cutoff Date:** 08/05/2024

**Total Ballots:** 1

**Additional Policy:**

**Votable Shares:** 251,832

**\*Shares on Loan:** 0

**Shares Instructed:** 251,832

**Shares Voted:** 251,832

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Elect General Meeting Board for 2024-2027 Term	SH	Yes	None	For	No
<i>Voting Policy Rationale: A vote FOR this routine meeting formality is warranted.</i>						
<i>Blended Rationale: A vote FOR this routine meeting formality is warranted.</i>						
2	Approve Individual and Consolidated Financial Statements and Statutory Reports	Mgmt	Yes	For	For	No
3	Approve Allocation of Income	Mgmt	Yes	For	For	No
4	Appraise Management and Supervision of Company and Approve Vote of Confidence to Corporate Bodies	SH	Yes	None	Abstain	No
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
5	Amend Remuneration Policy	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this item is warranted because:- The existing non-executive chair continues to benefit from a retirement benefit scheme, and his pay package is in line with executive pay levels.- The performance conditions for the LTI remain undisclosed.- The proposed increase in variable pay opportunity is not explained by sufficiently detailed and compelling disclosure.</i>						
<i>Blended Rationale: A vote AGAINST this item is warranted because:- The existing non-executive chair continues to benefit from a retirement benefit scheme, and his pay package is in line with executive pay levels.- The performance conditions for the LTI remain undisclosed.- The proposed increase in variable pay opportunity is not explained by sufficiently detailed and compelling disclosure.</i>						
6	Authorize Repurchase and Reissuance of Shares and Bonds	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted as:- The price ceiling of the repurchase is more than 110% of the average stock market price.</i>						
<i>Blended Rationale: A vote AGAINST is warranted as:- The price ceiling of the repurchase is more than 110% of the average stock market price.</i>						
7	Amend Article 10.2	Mgmt	Yes	For	For	No
	Shareholders Can Only Vote in Favor of One of the Proposed Alternatives: 8A or 8B	Mgmt	No			
8A	Appoint KPMG & Associados, Sociedade de Revisores Oficiais de Contas, S.A as Auditor and Vitor Manuel da Cunha Ribeiro as Alternate Auditor	Mgmt	Yes	For	For	No
<i>Voting Policy Rationale: The company is proposing a new audit firm.</i>						
<i>Blended Rationale: The company is proposing a new audit firm.</i>						

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Banco Comercial Portugues SA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
8B	Appoint Ernst & Young Audit & Associados, SROC, S.A. as Auditor and Antonio Filipe Dias da Fonseca Bras as Alternate Auditor	Mgmt	Yes	None	Against	No
Voting Policy Rationale: A vote AGAINST is warranted because shareholders can support only one of the two audit firms.						
Blended Rationale: A vote AGAINST is warranted because shareholders can support only one of the two audit firms.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed	Auto-Approved		251,832	251,832
			09/05/2024	07/05/2024			
			Total Shares:				251,832

Credit Agricole SA

Meeting Date: 22/05/2024	Country: France	Ticker: ACA	Proxy Level: N/A
Record Date: 20/05/2024	Meeting Type: Annual/Special	Meeting ID: 1839809	
Primary Security ID: F22797108	Primary CUSIP: F22797108	Primary ISIN: FR0000045072	Primary SEDOL: 7262610
Earliest Cutoff Date: 17/05/2024	Total Ballots: 1		Additional Policy:
Votable Shares: 10,291	*Shares on Loan: 0	Shares Instructed: 10,291	Shares Voted: 10,291

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	Ordinary Business	Mgmt	No			
1	Approve Financial Statements and Statutory Reports	Mgmt	Yes	For	For	No
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	Yes	For	For	No
3	Approve Allocation of Income and Dividends of EUR 1.05 per Share	Mgmt	Yes	For	For	No
4	Approve Transactions with Groupe TVA Re: ASU GTVA Credit Agricole	Mgmt	Yes	For	For	No
5	Approve Transaction with Worldline, Credit Agricole Payment Services, LCL, 39 Caisses Regionales de Credit Agricole Mutuel and AVEM Re: Framework Agreement	Mgmt	Yes	For	For	No
6	Approve Transaction with Credit Agricole CIB Re: Transfer of Activities of Company's Banking Services Department	Mgmt	Yes	For	For	No

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
7	Approve Transaction with Banco Santander, S.A., Santander Investment, S.A., CACEIS, CACEIS Bank et CACEIS Bank Spain Re: CACEIS Governance Rules	Mgmt	Yes	For	For	No
8	Reelect SAS Rue la Boetie as Director	Mgmt	Yes	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST is warranted because:- The nominee is a non-independent member of the Nomination Committee and the committee is less than 50 percent independent. Please note:- The nominee is a non-independent non-executive director up for election and the board consists of more than 15 members.</i></p> <p><i>Blended Rationale: A vote AGAINST is warranted because:- The nominee is a non-independent member of the Nomination Committee and the committee is less than 50 percent independent. Please note:- The nominee is a non-independent non-executive director up for election and the board consists of more than 15 members.</i></p>						
9	Reelect Olivier Auffray as Director	Mgmt	Yes	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST is warranted because:- The nominee is a non-independent member of the Remuneration Committee and the committee is less than 100 percent independent. Please note:- The nominee is a non-independent non-executive director up for election and the board consists of more than 15 members.</i></p> <p><i>Blended Rationale: A vote AGAINST is warranted because:- The nominee is a non-independent member of the Remuneration Committee and the committee is less than 100 percent independent. Please note:- The nominee is a non-independent non-executive director up for election and the board consists of more than 15 members.</i></p>						
10	Reelect Nicole Gourmelon as Director	Mgmt	Yes	For	Abstain	Yes
<p><i>Voting Policy Rationale: A vote ABSTAIN is warranted because:- The nominee is a non-independent non-executive director up for election and the board consists of more than 15 members.</i></p> <p><i>Blended Rationale: A vote ABSTAIN is warranted because:- The nominee is a non-independent non-executive director up for election and the board consists of more than 15 members.</i></p>						
11	Reelect Marianne Laigneau as Director	Mgmt	Yes	For	For	No
12	Reelect Louis Tercinier as Director	Mgmt	Yes	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST is warranted because:- The nominee is a non-independent member of the Nomination Committee and the committee is less than 50 percent independent. Please note:- The nominee is a non-independent non-executive director up for election and the board consists of more than 15 members.</i></p> <p><i>Blended Rationale: A vote AGAINST is warranted because:- The nominee is a non-independent member of the Nomination Committee and the committee is less than 50 percent independent. Please note:- The nominee is a non-independent non-executive director up for election and the board consists of more than 15 members.</i></p>						
13	Ratify Appointment of Christine Gandon as Director Following Resignation of Jean-Paul Kerrien	Mgmt	Yes	For	Abstain	Yes
<p><i>Voting Policy Rationale: A vote ABSTAIN is warranted because:- The nominee is a non-independent non-executive director up for election and the board consists of more than 15 members.</i></p> <p><i>Blended Rationale: A vote ABSTAIN is warranted because:- The nominee is a non-independent non-executive director up for election and the board consists of more than 15 members.</i></p>						
14	Reelect Christophe Lesur as Representative of Employee Shareholders to the Board and Caroline Corbiere as Alternate Representative of Employee to the Board	Mgmt	Yes	For	For	No

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
15	Renew Appointment of Pricewaterhousecoopers Audit as Auditor; End of Mandate of Jean-Baptiste Deschryver as Alternate Auditor and Decision Not to Reelect and Renew	Mgmt	Yes	For	For	No
16	Appoint Mazars as Auditor; End of Mandate of Auditex as Alternate Auditor and Decision Not to Reelect and Renew	Mgmt	Yes	For	For	No
<i>Voting Policy Rationale: The company is proposing a new audit firm.</i>						
<i>Blended Rationale: The company is proposing a new audit firm.</i>						
17	Appoint Pricewaterhousecoopers Audit as Auditor for the Sustainability Reporting	Mgmt	Yes	For	For	No
18	Appoint Mazars as Auditor for the Sustainability Reporting	Mgmt	Yes	For	For	No
19	Approve Remuneration Policy of Dominique Lefebvre, Chairman of the Board	Mgmt	Yes	For	For	No
20	Approve Remuneration Policy of Philippe Brassac, CEO	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: Items 20-23:A vote AGAINST is warranted because:- The CEO's bonus performance conditions allow for some compensatory effects.- Some LTIP performance conditions are deemed to lack stringency.- The Vice-CEOs' termination packages are not subject to performance conditions.- The CEO's termination payment is only partially subject to performance conditions, of which the stringency cannot be assessed.</i>						
<i>Blended Rationale: Items 20-23:A vote AGAINST is warranted because:- The CEO's bonus performance conditions allow for some compensatory effects.- Some LTIP performance conditions are deemed to lack stringency.- The Vice-CEOs' termination packages are not subject to performance conditions.- The CEO's termination payment is only partially subject to performance conditions, of which the stringency cannot be assessed.</i>						
21	Approve Remuneration Policy of Olivier Gavalda, Vice-CEO	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: Refer to Item 20.</i>						
<i>Blended Rationale: Refer to Item 20.</i>						
22	Approve Remuneration Policy of Jerome Grivet, Vice-CEO	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: Refer to Item 20.</i>						
<i>Blended Rationale: Refer to Item 20.</i>						
23	Approve Remuneration Policy of Xavier Musca, Vice-CEO	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: Refer to Item 20.</i>						
<i>Blended Rationale: Refer to Item 20.</i>						
24	Approve Remuneration Policy of Directors	Mgmt	Yes	For	For	No
25	Approve Compensation of Dominique Lefebvre, Chairman of the Board	Mgmt	Yes	For	For	No

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
26	Approve Compensation of Philippe Brassac, CEO	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: Items 26-29: A vote AGAINST is warranted because:- The performance conditions attached to the LTIP are deemed to lack stringency.</i>						
<i>Blended Rationale: Items 26-29: A vote AGAINST is warranted because:- The performance conditions attached to the LTIP are deemed to lack stringency.</i>						
27	Approve Compensation of Olivier Gavalda, Vice-CEO	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: Refer to Item 26.</i>						
<i>Blended Rationale: Refer to Item 26.</i>						
28	Approve Compensation of Jerome Grivet, Vice-CEO	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: Refer to Item 26.</i>						
<i>Blended Rationale: Refer to Item 26.</i>						
29	Approve Compensation of Xavier Musca, Vice-CEO	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: Refer to Item 26.</i>						
<i>Blended Rationale: Refer to Item 26.</i>						
30	Approve Compensation Report	Mgmt	Yes	For	For	No
31	Approve the Aggregate Remuneration Granted in 2023 to Senior Management, Responsible Officers and Regulated Risk-Takers	Mgmt	Yes	For	For	No
32	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Yes	For	For	No
	Extraordinary Business	Mgmt	No			
33	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 4.6 Billion	Mgmt	Yes	For	For	No
34	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 908 Million	Mgmt	Yes	For	For	No
35	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 908 Million	Mgmt	Yes	For	For	No
36	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 33-35, 37-38 and 41-42	Mgmt	Yes	For	For	No

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Credit Agricole SA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
37	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	Yes	For	For	No
38	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	Yes	For	For	No
39	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 4.6 Billion	Mgmt	Yes	For	For	No
40	Authorize Capitalization of Reserves of Up to EUR 1 Billion for Bonus Issue or Increase in Par Value	Mgmt	Yes	For	For	No
41	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	Yes	For	For	No
42	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of the Group's Subsidiaries	Mgmt	Yes	For	For	No
43	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	Yes	For	For	No
44	Authorize Filing of Required Documents/Other Formalities	Mgmt	Yes	For	For	No

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed	Auto-Approved		10,291	10,291
			14/05/2024	14/05/2024			
			Total Shares:				10,291

M&G Plc

Meeting Date: 22/05/2024	Country: United Kingdom	Ticker: MNG	Proxy Level: N/A
Record Date: 20/05/2024	Meeting Type: Annual	Meeting ID: 1837311	
Primary Security ID: G6107R102	Primary CUSIP: G6107R102	Primary ISIN: GB00BKFB1C65	Primary SEDOL: BKFB1C6
Earliest Cutoff Date: 16/05/2024	Total Ballots: 1		Additional Policy:
Votable Shares: 15,186	*Shares on Loan: 0	Shares Instructed: 15,186	Shares Voted: 15,186

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For	No

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
2	Approve Remuneration Report	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because:- The total short-term remuneration is more than 150% of base salary.</i>						
<i>Blended Rationale: A vote AGAINST is warranted because:- The total short-term remuneration is more than 150% of base salary.</i>						
3	Elect Elisabeth Stheeman as Director	Mgmt	Yes	For	For	No
4	Re-elect Clive Adamson as Director	Mgmt	Yes	For	For	No
5	Re-elect Edward Braham as Director	Mgmt	Yes	For	For	No
6	Re-elect Clare Chapman as Director	Mgmt	Yes	For	For	No
7	Re-elect Kathryn McLeland as Director	Mgmt	Yes	For	For	No
8	Re-elect Andrea Rossi as Director	Mgmt	Yes	For	For	No
9	Re-elect Debasish Sanyal as Director	Mgmt	Yes	For	For	No
10	Re-elect Clare Thompson as Director	Mgmt	Yes	For	For	No
11	Re-elect Massimo Tosato as Director	Mgmt	Yes	For	For	No
12	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	No
13	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	Yes	For	For	No
14	Authorise UK Political Donations and Expenditure	Mgmt	Yes	For	For	No
15	Authorise Issue of Equity	Mgmt	Yes	For	For	No
16	Authorise Issue of Equity in Connection with the Issue of Mandatory Convertible Securities	Mgmt	Yes	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Yes	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with the Issue of Mandatory Convertible Securities	Mgmt	Yes	For	For	No
19	Authorise Market Purchase of Ordinary Shares	Mgmt	Yes	For	For	No
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST the authority to reduce the notice to convene a shareholders' meeting is warranted.</i>						
<i>Blended Rationale: A vote AGAINST the authority to reduce the notice to convene a shareholders' meeting is warranted.</i>						

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Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed	Auto-Approved		15,186	15,186
			13/05/2024	13/05/2024			
			Total Shares:				

Partners Group Holding AG

Meeting Date: 22/05/2024	Country: Switzerland	Ticker: PGHN	Proxy Level: N/A
Record Date:	Meeting Type: Annual	Meeting ID: 1812537	
Primary Security ID: H6120A101	Primary CUSIP: H6120A101	Primary ISIN: CH0024608827	Primary SEDOL: B119QG0
Earliest Cutoff Date: 14/05/2024	Total Ballots: 1	Additional Policy:	
Votable Shares: 120	*Shares on Loan: 0	Shares Instructed: 120	Shares Voted: 120

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For	No
1.2	Approve Non-Financial Report	Mgmt	Yes	For	Against	Yes
<i>Voter Rationale: While Partners Group made commitments in 2023, including gathering data on Scope 3 financed emissions and setting interim targets for their Private Equity and Infrastructure portfolio, we recommend them to provide transparent disclosure of their financed emissions figures. Additionally, we recommend clear disclosure of interim decarbonization targets for the carbon-intensive sectors they finance. We also advise Partners Group to disclose a policy that prohibits investments in ventures related to gas, along with specifying the minimum threshold tolerated and outlining prohibited activities regarding its investments in fossil fuels.</i>						
<i>Blended Rationale: While Partners Group made commitments in 2023, including gathering data on Scope 3 financed emissions and setting interim targets for their Private Equity and Infrastructure portfolio, we recommend them to provide transparent disclosure of their financed emissions figures. Additionally, we recommend clear disclosure of interim decarbonization targets for the carbon-intensive sectors they finance. We also advise Partners Group to disclose a policy that prohibits investments in ventures related to gas, along with specifying the minimum threshold tolerated and outlining prohibited activities regarding its investments in fossil fuels.</i>						
2	Approve Allocation of Income and Dividends of CHF 39.00 per Share	Mgmt	Yes	For	For	No
<i>Voting Policy Rationale: Please note the dividend payout ratio is above 100 percent of earnings (i.e. 100.78 percent).</i>						
<i>Blended Rationale: Please note the dividend payout ratio is above 100 percent of earnings (i.e. 100.78 percent).</i>						
3	Approve Discharge of Board and Senior Management	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: As discharge is binding or not compulsory in this market, a vote AGAINST this item is warranted.</i>						
<i>Blended Rationale: As discharge is binding or not compulsory in this market, a vote AGAINST this item is warranted.</i>						
4	Approve Creation of Capital Band within the Upper Limit of CHF 293,700 with or without Exclusion of Preemptive Rights	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted as:- The authority would last more than 26 months.</i>						
<i>Blended Rationale: A vote AGAINST is warranted as:- The authority would last more than 26 months.</i>						

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# Partners Group Holding AG

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
5	Approve Remuneration Report	Mgmt	Yes	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST is warranted because:- There is very limited information regarding vesting outcomes under the LTI. For the MPP component, there is a graph displaying actual performance fee payout levels, although this information is blurry and unclear. For the SPP component, there is no information regarding the value of unblocked awards.</i></p> <p><i>Blended Rationale: A vote AGAINST is warranted because:- There is very limited information regarding vesting outcomes under the LTI. For the MPP component, there is a graph displaying actual performance fee payout levels, although this information is blurry and unclear. For the SPP component, there is no information regarding the value of unblocked awards.</i></p>						
6.1	Approve Fixed Remuneration of Directors in the Amount of CHF 3.5 Million	Mgmt	Yes	For	Against	Yes
<p><i>Voting Policy Rationale: Items 6.1 and 6.3:- The independent board members are each paid 50% in cash and 50% in restricted shares delivered in one installment during the respective board period.</i></p> <p><i>Blended Rationale: Items 6.1 and 6.3:- The independent board members are each paid 50% in cash and 50% in restricted shares delivered in one installment during the respective board period.</i></p>						
6.2	Approve Variable Long-Term Remuneration of Directors in the Amount of CHF 4.8 Million	Mgmt	Yes	For	For	No
6.3	Approve Technical Non-Financial Remuneration of Directors in the Amount of CHF 16.3 Million	Mgmt	Yes	For	Against	Yes
<p><i>Voting Policy Rationale: Refer to Item 6.1.</i></p> <p><i>Blended Rationale: Refer to Item 6.1.</i></p>						
6.4	Approve Remuneration Budget of Executive Committee in the Amount of CHF 13 Million	Mgmt	Yes	For	For	No
6.5	Approve Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 19 Million	Mgmt	Yes	For	For	No
6.6	Approve Performance-Based Remuneration for Former Executive Committee Members in the Amount of CHF 3 Million	Mgmt	Yes	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST is warranted because:- There is a lack of a more detailed explanation concerning the basis for grant amounts.</i></p> <p><i>Blended Rationale: A vote AGAINST is warranted because:- There is a lack of a more detailed explanation concerning the basis for grant amounts.</i></p>						
6.7	Approve Technical Non-Financial Remuneration of Executive Committee in the Amount of CHF 110,000	Mgmt	Yes	For	For	No
7.1.1	Reelect Steffen Meister as Director and Board Chair	Mgmt	Yes	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST is warranted because:- The nominee is a non-independent board chair and the board does not have an independent lead director.</i></p> <p><i>Blended Rationale: A vote AGAINST is warranted because:- The nominee is a non-independent board chair and the board does not have an independent lead director.</i></p>						
7.1.2	Reelect Marcel Erni as Director	Mgmt	Yes	For	For	No
7.1.3	Reelect Alfred Gantner as Director	Mgmt	Yes	For	For	No

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## Partners Group Holding AG

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
7.1.4	Reelect Anne Lester as Director	Mgmt	Yes	For	For	No
7.1.5	Reelect Gaelle Olivier as Director	Mgmt	Yes	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST is warranted because:- The nominee is the Audit Committee chair and the committee does not contain a clearly designated financial expert.</i></p> <p><i>Blended Rationale: A vote AGAINST is warranted because:- The nominee is the Audit Committee chair and the committee does not contain a clearly designated financial expert.</i></p>						
7.1.6	Reelect Urs Wietlisbach as Director	Mgmt	Yes	For	For	No
7.1.7	Reelect Flora Zhao as Director	Mgmt	Yes	For	For	No
<p><i>Voting Policy Rationale: We note that 40 percent of the board's non-executive posts are not filled by underrepresented sex which will be required as of June 2026. While such concern does not trigger a vote AGAINST the director elections until 2026, we encourage the company to consider complying with the requirements within the legal deadline</i></p> <p><i>Blended Rationale: We note that 40 percent of the board's non-executive posts are not filled by underrepresented sex which will be required as of June 2026. While such concern does not trigger a vote AGAINST the director elections until 2026, we encourage the company to consider complying with the requirements within the legal deadline</i></p>						
7.2.1	Reappoint Flora Zhao as Member of the Nomination and Compensation Committee	Mgmt	Yes	For	For	No
<p><i>Voting Policy Rationale: We note that 40 percent of the board's non-executive posts are not filled by underrepresented sex which will be required as of June 2026. While such concern does not trigger a vote AGAINST the director elections until 2026, we encourage the company to consider complying with the requirements within the legal deadline</i></p> <p><i>Blended Rationale: We note that 40 percent of the board's non-executive posts are not filled by underrepresented sex which will be required as of June 2026. While such concern does not trigger a vote AGAINST the director elections until 2026, we encourage the company to consider complying with the requirements within the legal deadline</i></p>						
7.2.2	Reappoint Anne Lester as Member of the Nomination and Compensation Committee	Mgmt	Yes	For	For	No
7.2.3	Appoint Gaelle Olivier as Member of the Nomination and Compensation Committee	Mgmt	Yes	For	Against	Yes
<p><i>Voting Policy Rationale: In line with the vote recommendation on Item 7.1.5, a vote AGAINST this item is also warranted.</i></p> <p><i>Blended Rationale: In line with the vote recommendation on Item 7.1.5, a vote AGAINST this item is also warranted.</i></p>						
7.3	Designate HotzGoldmann Advokatur/Notariat as Independent Proxy	Mgmt	Yes	For	For	No
7.4	Ratify KPMG AG as Auditors	Mgmt	Yes	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST is warranted as:- The current auditor tenure exceeds 10 years (i.e. 23 years).</i></p> <p><i>Blended Rationale: A vote AGAINST is warranted as:- The current auditor tenure exceeds 10 years (i.e. 23 years).</i></p>						
8	Transact Other Business (Voting)	Mgmt	Yes	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST is warranted because:- This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors.- The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.</i></p> <p><i>Blended Rationale: A vote AGAINST is warranted because:- This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors.- The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.</i></p>						

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Partners Group Holding AG

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Iriols	Iriols		120	120
			13/05/2024	13/05/2024			
			Total Shares:				120

Societe Generale SA

Meeting Date: 22/05/2024	Country: France	Ticker: GLE	Proxy Level: N/A
Record Date: 20/05/2024	Meeting Type: Annual/Special	Meeting ID: 1831457	
Primary Security ID: F8591M517	Primary CUSIP: F8591M517	Primary ISIN: FR0000130809	Primary SEDOL: 5966516
Earliest Cutoff Date: 17/05/2024	Total Ballots: 1	Additional Policy:	
Votable Shares: 17,612	*Shares on Loan: 0	Shares Instructed: 17,612	Shares Voted: 17,612

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	Ordinary Business	Mgmt	No			
1	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	Yes	For	For	No
2	Approve Financial Statements and Statutory Reports	Mgmt	Yes	For	For	No
3	Approve Allocation of Income and Dividends of EUR 0.90 per Share	Mgmt	Yes	For	For	No
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	Yes	For	For	No
5	Approve Remuneration Policy of Chairman of the Board	Mgmt	Yes	For	For	No
6	Approve Remuneration Policy of CEO and Vice-CEOs	Mgmt	Yes	For	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted because:- The bonus structure allows compensation effects between non-financial criteria.- There is a risk of pay-for-failure under the severance agreement.- In case of departure following a change in control or retirement, executives would retain full rights to unvested shares.						
Blended Rationale: A vote AGAINST is warranted because:- The bonus structure allows compensation effects between non-financial criteria.- There is a risk of pay-for-failure under the severance agreement.- In case of departure following a change in control or retirement, executives would retain full rights to unvested shares.						
7	Approve Remuneration Policy of Directors	Mgmt	Yes	For	For	No
8	Approve Remuneration of Directors in the Aggregate Amount of EUR 1,835,000	Mgmt	Yes	For	For	No
9	Approve Compensation Report of Corporate Officers	Mgmt	Yes	For	For	No
10	Approve Compensation of Lorenzo Bini Smaghi, Chairman of the Board	Mgmt	Yes	For	For	No

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
11	Approve Compensation of Frederic Oudea, CEO Until May 23, 2023	Mgmt	Yes	For	For	No
12	Approve Compensation of Slawomir Krupa, CEO Since May 23, 2023	Mgmt	Yes	For	For	No
13	Approve Compensation of Philippe Aymerich, Vice-CEO	Mgmt	Yes	For	For	No
14	Approve Compensation of Pierre Palmieri, Vice-CEO Since May 23, 2023	Mgmt	Yes	For	For	No
15	Approve Compensation of Diony Lebot, Vice-CEO Until May 23, 2023	Mgmt	Yes	For	For	No
16	Approve the Aggregate Remuneration Granted in 2023 to Certain Senior Management, Responsible Officers, and Risk-Takers (Advisory)	Mgmt	Yes	For	For	No
17	Reelect Annette Messemer as Director	Mgmt	Yes	For	For	No
18	Appoint KPMG SA as Auditor	Mgmt	Yes	For	For	No
<i>Voting Policy Rationale: The company is proposing a new audit firm.</i>						
<i>Blended Rationale: The company is proposing a new audit firm.</i>						
19	Appoint PricewaterhouseCoopers as Auditor	Mgmt	Yes	For	For	No
<i>Voting Policy Rationale: The company is proposing a new audit firm.</i>						
<i>Blended Rationale: The company is proposing a new audit firm.</i>						
20	Appoint KPMG SA as Auditor Responsible for Certifying Sustainability Information	Mgmt	Yes	For	For	No
21	Appoint Pricewaterhousecoopers as Auditor Responsible for Certifying Sustainability Information	Mgmt	Yes	For	For	No
22	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Yes	For	For	No
	Extraordinary Business	Mgmt	No			
23	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights and/or Capitalization of Reserves for Bonus Issue or Increase in Par Value up to Aggregate Nominal Amount of EUR 331,229,000	Mgmt	Yes	For	For	No

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
24	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 100,372,500	Mgmt	Yes	For	For	No
25	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	Yes	For	For	No
26	Approve Issuance of Super-Subordinated Contingent Convertible Bonds without Preemptive Rights for Private Placements, up to 10 Percent of Issued Capital	Mgmt	Yes	For	For	No
27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	Yes	For	For	No
28	Authorize up to 1.15 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Regulated Persons	Mgmt	Yes	For	For	No
29	Authorize up to 0.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	Yes	For	For	No
30	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	Yes	For	For	No
31	Amend Article 7 of Bylaws Re: Representatives of Employee to the Board Appointed by Employees	Mgmt	Yes	For	For	No
32	Amend Article 7 of Bylaws Re: Representatives of Employee to the Board Appointed by General Meeting of Shareholders	Mgmt	Yes	For	For	No
33	Authorize Filing of Required Documents/Other Formalities	Mgmt	Yes	For	For	No

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed	Auto-Approved		17,612	17,612
			14/05/2024	14/05/2024			
			Total Shares:				17,612

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<b>Meeting Date:</b> 23/05/2024	<b>Country:</b> France	<b>Ticker:</b> BIM	<b>Proxy Level:</b> N/A
<b>Record Date:</b> 19/05/2024	<b>Meeting Type:</b> Annual/Special	<b>Meeting ID:</b> 1838584	
<b>Primary Security ID:</b> F1149Y232	<b>Primary CUSIP:</b> F1149Y232	<b>Primary ISIN:</b> FR0013280286	<b>Primary SEDOL:</b> BF0LBX7
<b>Earliest Cutoff Date:</b> 20/05/2024	<b>Total Ballots:</b> 1		<b>Additional Policy:</b>
<b>Votable Shares:</b> 211	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 211	<b>Shares Voted:</b> 211

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Ordinary Business	Mgmt	No			
	Approve Financial Statements and Statutory Reports	Mgmt	Yes	For	Against	Yes
	<i>Voting Policy Rationale: Items 1 and 2:A vote AGAINST is warranted because:- There is an ongoing related-party transaction carried out during the year under review and the auditor's special report was not put to vote at this AGM.</i>					
	<i>Blended Rationale: Items 1 and 2:A vote AGAINST is warranted because:- There is an ongoing related-party transaction carried out during the year under review and the auditor's special report was not put to vote at this AGM.</i>					
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	Yes	For	Against	Yes
	<i>Voting Policy Rationale: Refer to Item 1.</i>					
	<i>Blended Rationale: Refer to Item 1.</i>					
3	Approve Discharge of Directors	Mgmt	Yes	For	Against	Yes
	<i>Voting Policy Rationale: As discharge is binding or not compulsory in this market, a vote AGAINST this item is warranted.In addition:- The company choose not to submit the auditors' special report on related party transaction to shareholders approval despite the continuation of the animation agreement.</i>					
	<i>Blended Rationale: As discharge is binding or not compulsory in this market, a vote AGAINST this item is warranted.In addition:- The company choose not to submit the auditors' special report on related party transaction to shareholders approval despite the continuation of the animation agreement.</i>					
4	Approve Allocation of Income and Dividends of EUR 0.85 per Share	Mgmt	Yes	For	For	No
	<i>Voting Policy Rationale: Please note the dividend payout ratio is below 30 percent of earnings (i.e. 28.05 percent).</i>					
	<i>Blended Rationale: Please note the dividend payout ratio is below 30 percent of earnings (i.e. 28.05 percent).</i>					
5	Reelect Harold Boel as Director	Mgmt	Yes	For	Against	Yes
	<i>Voting Policy Rationale: A vote AGAINST is warranted because:- The nominee is a non-independent member of the Audit Committee and the committee is less than 100 percent independent.</i>					
	<i>Blended Rationale: A vote AGAINST is warranted because:- The nominee is a non-independent member of the Audit Committee and the committee is less than 100 percent independent.</i>					
6	Elect Groupe Industriel Marcel Dassault as Director	Mgmt	Yes	For	Against	Yes
	<i>Voting Policy Rationale: A vote AGAINST is warranted because:- The nominee is a non-independent member of the Remuneration Committee and the committee is less than 100 percent independent.- The nominee is a member of the nomination committee, given that the board chair is non-independent and there is no lead independent director on board.</i>					
	<i>Blended Rationale: A vote AGAINST is warranted because:- The nominee is a non-independent member of the Remuneration Committee and the committee is less than 100 percent independent.- The nominee is a member of the nomination committee, given that the board chair is non-independent and there is no lead independent director on board.</i>					
7	Elect Viviane Monges as Director	Mgmt	Yes	For	Against	Yes
	<i>Voting Policy Rationale: A vote AGAINST is warranted as:- The nominee holds more than four equivalent directorships.</i>					
	<i>Blended Rationale: A vote AGAINST is warranted as:- The nominee holds more than four equivalent directorships.</i>					

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
8	Appoint Benoit Ribadeau-Dumas as Censor	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST the appointment of censors is warranted.</i>						
<i>Blended Rationale: A vote AGAINST the appointment of censors is warranted.</i>						
9	Renew Appointment of Ernst & Young et Autres as Auditor	Mgmt	Yes	For	For	No
10	Appoint Ernst & Young et Autres as Authorized Sustainability Auditors	Mgmt	Yes	For	For	No
11	Approve Remuneration of Directors in the Aggregate Amount of EUR 600,000	Mgmt	Yes	For	For	No
12	Approve Remuneration Policy of Corporate Officers	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this remuneration policy is warranted because:- The present proposal is deemed to bundle all individual remuneration policies proposed under Items 13, 14 and 15, which is not considered common practice in France.- Support for this item could imply favorable votes to controversial remuneration policies submitted under Items 13 and 14.</i>						
<i>Blended Rationale: A vote AGAINST this remuneration policy is warranted because:- The present proposal is deemed to bundle all individual remuneration policies proposed under Items 13, 14 and 15, which is not considered common practice in France.- Support for this item could imply favorable votes to controversial remuneration policies submitted under Items 13 and 14.</i>						
13	Approve Remuneration Policy of Chairman of the Board	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST the remuneration policy applicable to the chairman is warranted because:- Considering the removal of executive functions, the company's rationale to increase the chairman's fixed salary is not entirely convincing.- If no performance share shall be granted to the chairman in 2024, future grants are not excluded which would go against accepted practices for a non-executive chairman in France.- Benefits in kind under the proposed policy are not in line with market practice.</i>						
<i>Blended Rationale: A vote AGAINST the remuneration policy applicable to the chairman is warranted because:- Considering the removal of executive functions, the company's rationale to increase the chairman's fixed salary is not entirely convincing.- If no performance share shall be granted to the chairman in 2024, future grants are not excluded which would go against accepted practices for a non-executive chairman in France.- Benefits in kind under the proposed policy are not in line with market practice.</i>						
14	Approve Remuneration Policy of CEO	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this remuneration policy is warranted because: - Disclosure regarding the bonus is below market standards.- No LTIP cap is disclosed.- The company fails to provide any information on performance criteria attached to the LTIP.- The board can discretionarily pay a termination payment.- The derogation policy is deemed too broad.In addition:- The total potential variable remuneration paid to the CEO can exceed 150 percent of base salary for the STI.Please note that:- The company does not have a clawback policy.</i>						
<i>Blended Rationale: A vote AGAINST this remuneration policy is warranted because: - Disclosure regarding the bonus is below market standards.- No LTIP cap is disclosed.- The company fails to provide any information on performance criteria attached to the LTIP.- The board can discretionarily pay a termination payment.- The derogation policy is deemed too broad.In addition:- The total potential variable remuneration paid to the CEO can exceed 150 percent of base salary for the STI.Please note that:- The company does not have a clawback policy.</i>						
15	Approve Remuneration Policy of Directors	Mgmt	Yes	For	For	No

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
16	Approve Compensation Report of Corporate Officers	Mgmt	Yes	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST this remuneration report is warranted because:- There is an absence of board responsiveness following shareholders' dissent at the previous AGM while there has been serious concern regarding the poor remuneration practices over the past FYs.</i></p> <p><i>Blended Rationale: A vote AGAINST this remuneration report is warranted because:- There is an absence of board responsiveness following shareholders' dissent at the previous AGM while there has been serious concern regarding the poor remuneration practices over the past FYs.</i></p>						
17	Approve Compensation of Alexandre Merieux, Chairman and CEO from January 1, 2023 to June 30, 2023 and Chairman of the Board since July 1, 2023	Mgmt	Yes	For	Against	Yes
<p><i>Voting Policy Rationale: Items 17 and 18:Votes AGAINST these remuneration reports are warranted because:- The base salary increases of the 2024 remuneration policies were already implemented during 2023, a practice that does not fit with best governance principles.- The amount paid in respect of benefits in kind to Alexandre Merieux is quite concerning (Item 17).- Disclosure regarding the bonuses is limited.- The amount of LTIP granted seems to exceed Pierre Boulud's remuneration policy (Item 18).- There is a lack of disclosure regarding the LTIPs' performance conditions that either were granted or vested during the year under review (Item 18).</i></p> <p><i>Blended Rationale: Items 17 and 18:Votes AGAINST these remuneration reports are warranted because:- The base salary increases of the 2024 remuneration policies were already implemented during 2023, a practice that does not fit with best governance principles.- The amount paid in respect of benefits in kind to Alexandre Merieux is quite concerning (Item 17).- Disclosure regarding the bonuses is limited.- The amount of LTIP granted seems to exceed Pierre Boulud's remuneration policy (Item 18).- There is a lack of disclosure regarding the LTIPs' performance conditions that either were granted or vested during the year under review (Item 18).</i></p>						
18	Approve Compensation of Pierre Boulud, Vice-CEO from January 1, 2023 to June 30, 2023 and CEO since July 1, 2023	Mgmt	Yes	For	Against	Yes
<p><i>Voting Policy Rationale: Refer to Item 17.</i></p> <p><i>Blended Rationale: Refer to Item 17.</i></p>						
19	Approve Amended Share Purchase Program (MyShare 2023) Reserved for Beneficiaries Employed in the State of California, USA	Mgmt	Yes	For	For	No
20	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Yes	For	For	No
	Extraordinary Business	Mgmt	No			
21	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	Yes	For	For	No
22	Authorize up to 15 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	Yes	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because: - The total aggregate volume would be in excess of recommended guidelines.- No information is available on the existence of performance conditions. - The vesting period is not sufficiently long-term oriented.- The performance period is not disclosed.</i></p> <p><i>Blended Rationale: A vote AGAINST this resolution is warranted because: - The total aggregate volume would be in excess of recommended guidelines.- No information is available on the existence of performance conditions. - The vesting period is not sufficiently long-term oriented.- The performance period is not disclosed.</i></p>						

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	Yes	For	For	No
24	Eliminate Preemptive Rights Pursuant to Item 23 Above, in Favor of Employees	Mgmt	Yes	For	For	No
25	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 22 and 23 at EUR 4,210,280	Mgmt	Yes	For	For	No
26	Authorize Filing of Required Documents/Other Formalities	Mgmt	Yes	For	For	No

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted	
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed	Auto-Approved	Issuer Confirmed	211	211	
			17/05/2024	17/05/2024				
			Total Shares:					211

Legal & General Group Plc

Meeting Date: 23/05/2024	Country: United Kingdom	Ticker: LGEN	Proxy Level: N/A
Record Date: 21/05/2024	Meeting Type: Annual	Meeting ID: 1830129	
Primary Security ID: G54404127	Primary CUSIP: G54404127	Primary ISIN: GB0005603997	Primary SEDOL: 0560399
Earliest Cutoff Date: 17/05/2024	Total Ballots: 1	Additional Policy:	
Votable Shares: 61,843	*Shares on Loan: 0	Shares Instructed: 61,843	Shares Voted: 61,843

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For	No
2	Approve Final Dividend	Mgmt	Yes	For	For	No
Voting Policy Rationale: Please note the dividend payout ratio is above 100 percent of earnings (i.e. 276.73 percent).						
Blended Rationale: Please note the dividend payout ratio is above 100 percent of earnings (i.e. 276.73 percent).						
3	Elect Antonio Simoes as Director	Mgmt	Yes	For	For	No
4	Re-elect Henrietta Baldock as Director	Mgmt	Yes	For	For	No
5	Re-elect Nilufer Von Bismarck as Director	Mgmt	Yes	For	For	No
6	Re-elect Philip Broadley as Director	Mgmt	Yes	For	For	No
7	Re-elect Jeff Davies as Director	Mgmt	Yes	For	For	No
8	Re-elect Carolyn Johnson as Director	Mgmt	Yes	For	For	No

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## Legal & General Group Plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
9	Re-elect Sir John Kingman as Director	Mgmt	Yes	For	For	No
10	Re-elect Lesley Knox as Director	Mgmt	Yes	For	For	No
11	Re-elect George Lewis as Director	Mgmt	Yes	For	For	No
12	Re-elect Ric Lewis as Director	Mgmt	Yes	For	For	No
13	Re-elect Tushar Morzaria as Director	Mgmt	Yes	For	For	No
14	Re-elect Laura Wade-Gery as Director	Mgmt	Yes	For	For	No
15	Reappoint KPMG LLP as Auditors	Mgmt	Yes	For	For	No
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	Yes	For	For	No
17	Approve Remuneration Report	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because:- Antonio Simes joined as CEO in January 2024 and he received a buyout award exceeding 150% of base salary for the STI and 350% for the variable compensation.</i>						
<i>Blended Rationale: A vote AGAINST is warranted because:- Antonio Simes joined as CEO in January 2024 and he received a buyout award exceeding 150% of base salary for the STI and 350% for the variable compensation.</i>						
18	Approve Performance Share Plan	Mgmt	Yes	For	For	No
19	Authorise Issue of Equity	Mgmt	Yes	For	For	No
20	Authorise Issue of Equity in Connection with the Issue of Contingent Convertible Securities	Mgmt	Yes	For	For	No
21	Authorise UK Political Donations and Expenditure	Mgmt	Yes	For	For	No
22	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Yes	For	For	No
23	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	Yes	For	For	No
24	Authorise Issue of Equity without Pre-emptive Rights in Connection with the Issue of Contingent Convertible Securities	Mgmt	Yes	For	For	No
25	Authorise Market Purchase of Ordinary Shares	Mgmt	Yes	For	For	No
26	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST the authority to reduce the notice to convene a shareholders' meeting is warranted.</i>						
<i>Blended Rationale: A vote AGAINST the authority to reduce the notice to convene a shareholders' meeting is warranted.</i>						

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Legal & General Group Plc

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed	Auto-Approved		61,843	61,843
			14/05/2024	14/05/2024			
			Total Shares:				

Volkswagen AG

Meeting Date: 29/05/2024	Country: Germany	Ticker: VOW3	Proxy Level: N/A
Record Date: 07/05/2024	Meeting Type: Annual	Meeting ID: 1820357	
Primary Security ID: D94523103	Primary CUSIP: D94523103	Primary ISIN: DE0007664039	Primary SEDOL: 5497168
Earliest Cutoff Date: 16/05/2024	Total Ballots: 1	Additional Policy:	
Votable Shares: 90	*Shares on Loan: 0	Shares Instructed: 90	Shares Voted: 90

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt	No			
2	Approve Allocation of Income and Dividends of EUR 9.00 per Ordinary Share and EUR 9.06 per Preferred Share	Mgmt	Yes	For	For	No
Voting Policy Rationale: Please note the dividend payout ratio is below 30 percent of earnings (i.e. 28.20 percent).						
Blended Rationale: Please note the dividend payout ratio is below 30 percent of earnings (i.e. 28.20 percent).						
3.1	Approve Discharge of Management Board Member O. Blume for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.						
Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.						
3.2	Approve Discharge of Management Board Member A. Antlitz for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.						
Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.						
3.3	Approve Discharge of Management Board Member R. Brandstaetter for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.						
Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.						
3.4	Approve Discharge of Management Board Member G. Doellner (from Sep. 1, 2023) for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.						
Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.						

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
3.5	Approve Discharge of Management Board Member M. Doess for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
3.6	Approve Discharge of Management Board Member M. Duesmann (until Aug. 31, 2023) for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
3.7	Approve Discharge of Management Board Member G. Kilian for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
3.8	Approve Discharge of Management Board Member T. Schaefer for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
3.9	Approve Discharge of Management Board Member T. Schmall-von Westerholt for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
3.10	Approve Discharge of Management Board Member H. Stars for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.1	Approve Discharge of Supervisory Board Member H. D. Poetsch for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.2	Approve Discharge of Supervisory Board Member J. Hofmann for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
4.3	Approve Discharge of Supervisory Board Member H. S. Al Jaber for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.4	Approve Discharge of Supervisory Board Member M. B. E. Al-Mahmoud for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.5	Approve Discharge of Supervisory Board Member H. Buck for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.6	Approve Discharge of Supervisory Board Member M. Carnero Sojo for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.7	Approve Discharge of Supervisory Board Member D. Cavallo for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.8	Approve Discharge of Supervisory Board Member J. W. Hamburg for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.9	Approve Discharge of Supervisory Board Member M. Heiss for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.10	Approve Discharge of Supervisory Board Member A. Homburg for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
4.11	Approve Discharge of Supervisory Board Member G. Horvath (from Feb. 28, 2023) for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.12	Approve Discharge of Supervisory Board Member S. Mahler (until May 31, 2023) for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.13	Approve Discharge of Supervisory Board Member P. Mosch (until Dec. 31, 2023) for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.14	Approve Discharge of Supervisory Board Member D. Nowak for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.15	Approve Discharge of Supervisory Board Member H. M. Piech for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.16	Approve Discharge of Supervisory Board Member F. O. Porsche for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.17	Approve Discharge of Supervisory Board Member W. Porsche for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.18	Approve Discharge of Supervisory Board Member J. Rothe (until March 3, 2023) for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
4.19	Approve Discharge of Supervisory Board Member G. Scarpino (from April 21, 2023) for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.20	Approve Discharge of Supervisory Board Member K. Schnur (from July 11, 2023) for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.21	Approve Discharge of Supervisory Board Member C. Schoenhardt for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
4.22	Approve Discharge of Supervisory Board Member S. Weil for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
<i>Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
<i>Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.</i>						
5.1	Elect Hessa Al Jaber to the Supervisory Board	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: Votes AGAINST are warranted because they are beneficiaries of the company's unequal voting rights structure. In addition:- The nominee is a non-independent director and the board is less than 50 percent independent.- The nominee is being elected for a term exceeding 4 years.</i>						
<i>Blended Rationale: Votes AGAINST are warranted because they are beneficiaries of the company's unequal voting rights structure. In addition:- The nominee is a non-independent director and the board is less than 50 percent independent.- The nominee is being elected for a term exceeding 4 years.</i>						
5.2	Elect Hans Piech to the Supervisory Board	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: Votes AGAINST are warranted because they are beneficiaries of the company's unequal voting rights structure. In addition:- The nominee is a non-independent director and the board is less than 50 percent independent.- The nominee is a non-independent member of the Remuneration Committee and the committee is less than 100 percent independent.- The nominee is a non-independent member of the Nomination Committee and the committee is less than 50 percent independent.- The nominee is being elected for a term exceeding 4 years.- The nominee is a member of the Nomination Committee, given that the Chair of the Nomination Committee is not up for election, and the level of diversity on the board is less than 33 percent (i.e. 30 percent). We note that 40 percent of the board's non-executive posts are not filled by underrepresented sex which will be required as of June 2026. While such concern does not trigger a vote AGAINST the director elections until 2026, we encourage the company to consider complying with the requirements within the legal deadline.</i>						
<i>Blended Rationale: Votes AGAINST are warranted because they are beneficiaries of the company's unequal voting rights structure. In addition:- The nominee is a non-independent director and the board is less than 50 percent independent.- The nominee is a non-independent member of the Remuneration Committee and the committee is less than 100 percent independent.- The nominee is a non-independent member of the Nomination Committee and the committee is less than 50 percent independent.- The nominee is being elected for a term exceeding 4 years.- The nominee is a member of the Nomination Committee, given that the Chair of the Nomination Committee is not up for election, and the level of diversity on the board is less than 33 percent (i.e. 30 percent). We note that 40 percent of the board's non-executive posts are not filled by underrepresented sex which will be required as of June 2026. While such concern does not trigger a vote AGAINST the director elections until 2026, we encourage the company to consider complying with the requirements within the legal deadline.</i>						

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
5.3	Elect Ferdinand Porsche to the Supervisory Board	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: Votes AGAINST are warranted because they are beneficiaries of the company's unequal voting rights structure. In addition:- The nominee is a non-independent director and the board is less than 50 percent independent.- The nominee is being elected for a term exceeding 4 years.</i>						
<i>Blended Rationale: Votes AGAINST are warranted because they are beneficiaries of the company's unequal voting rights structure. In addition:- The nominee is a non-independent director and the board is less than 50 percent independent.- The nominee is being elected for a term exceeding 4 years.</i>						
6	Amend Articles Re: Proof of Entitlement	Mgmt	Yes	For	For	No
7	Amend Articles Re: Supervisory Board Term of Office	Mgmt	Yes	For	For	No
8	Approve Remuneration Report	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because:- Concerns remain related to termination-related payments continuing to be made to former CEO Herbert Diess.- Pension contributions for executives remain high compared to market practice, and can be considered excessive for the CEO, and this element of the company's pay package is not addressed via the new remuneration policy.- The increase to the CEO's LTI target appears excessive, particularly considering the absence of a clear rationale. In addition:- The total short-term remuneration is more than 150% of base salary.</i>						
<i>Blended Rationale: A vote AGAINST the remuneration report is warranted because:- Concerns remain related to termination-related payments continuing to be made to former CEO Herbert Diess.- Pension contributions for executives remain high compared to market practice, and can be considered excessive for the CEO, and this element of the company's pay package is not addressed via the new remuneration policy.- The increase to the CEO's LTI target appears excessive, particularly considering the absence of a clear rationale. In addition:- The total short-term remuneration is more than 150% of base salary.</i>						
9	Approve Remuneration Policy	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because:- No information is provided on fixed remuneration levels. The total potential variable remuneration paid to the CEO can exceed 150% of base salary for the STI and 350% for the variable compensation.- Target achievement levels under the STI may be adjusted by up to +43 percent, which is considered excessive compared to market practice.- The underlying pension scheme results in contributions that are considered excessive (particularly for the CEO) compared to market best practice.</i>						
<i>Blended Rationale: A vote AGAINST is warranted because:- No information is provided on fixed remuneration levels. The total potential variable remuneration paid to the CEO can exceed 150% of base salary for the STI and 350% for the variable compensation.- Target achievement levels under the STI may be adjusted by up to +43 percent, which is considered excessive compared to market practice.- The underlying pension scheme results in contributions that are considered excessive (particularly for the CEO) compared to market best practice.</i>						
10	Ratify EY GmbH & Co. KG as Auditors for Fiscal Year 2024, for the Review of the Interim Financial Statements for the First Half of Fiscal Year 2024 and First Quarter of Fiscal Year 2025	Mgmt	Yes	For	For	No

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed	Auto-Approved		90	90
			13/05/2024	13/05/2024			
			Total Shares:				90

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<b>Meeting Date:</b> 04/06/2024	<b>Country:</b> Canada	<b>Ticker:</b> SHOP	<b>Proxy Level:</b> 3
<b>Record Date:</b> 23/04/2024	<b>Meeting Type:</b> Annual/Special	<b>Meeting ID:</b> 1838346	
<b>Primary Security ID:</b> 82509L107	<b>Primary CUSIP:</b> 82509L107	<b>Primary ISIN:</b> CA82509L1076	<b>Primary SEDOL:</b> BX865C7
<b>Earliest Cutoff Date:</b> 29/05/2024	<b>Total Ballots:</b> 1		<b>Additional Policy:</b>
<b>Votable Shares:</b> 3,868	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 3,868	<b>Shares Voted:</b> 3,868

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	Meeting for Holders of Subordinate Voting and Multiple Voting Shares	Mgmt	No			
1A	Elect Director Tobias Lutke	Mgmt	Yes	For	Against	Yes
	<p><i>Voting Policy Rationale: The election of the nominee is not supported as he or she serves as the company's CEO and Chair which is considered as a breach of recognized good governance practices. This opposition is to flag the company's corporate governance practices and to push the management to deliver this change. This note shall not be viewed as an expression of judgment or discontent with current management or with company performance.</i></p> <p><i>Blended Rationale: The election of the nominee is not supported as he or she serves as the company's CEO and Chair which is considered as a breach of recognized good governance practices. This opposition is to flag the company's corporate governance practices and to push the management to deliver this change. This note shall not be viewed as an expression of judgment or discontent with current management or with company performance.</i></p>					
1B	Elect Director Robert Ashe	Mgmt	Yes	For	For	No
1C	Elect Director Gail Goodman	Mgmt	Yes	For	Against	Yes
	<p><i>Voting Policy Rationale: Vote AGAINST the compensation committee chair, Gail Goodman, as the committee has failed to adequately address pay-for-performance concerns and problematic pay practices over multiple years.</i></p> <p><i>Blended Rationale: Vote AGAINST the compensation committee chair, Gail Goodman, as the committee has failed to adequately address pay-for-performance concerns and problematic pay practices over multiple years.</i></p>					
1D	Elect Director Colleen Johnston	Mgmt	Yes	For	For	No
1E	Elect Director Jeremy Levine	Mgmt	Yes	For	For	No
1F	Elect Director Prashanth Mahendra-Rajah	Mgmt	Yes	For	Against	Yes
	<p><i>Voting Policy Rationale: A vote AGAINST is warranted as:- The nominee holds more than four equivalent directorships.</i></p> <p><i>Blended Rationale: A vote AGAINST is warranted as:- The nominee holds more than four equivalent directorships.</i></p>					
1G	Elect Director Lulu Cheng Mesurvey	Mgmt	Yes	For	For	No
1H	Elect Director Toby Shannan	Mgmt	Yes	For	For	No
1I	Elect Director Fidji Simo	Mgmt	Yes	For	For	No
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	No

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
3	Approve the Unallocated Options under the Stock Option Plan	Mgmt	Yes	For	Against	Yes
<p><i>Voting Policy Rationale: Based on evaluation of the estimated cost, plan features, grant practices, and overriding negative factors using the Equity Plan Score Card (EPSC), vote AGAINST this stock option plan due to the following key factors:- The plan provides for discretionary non-employee director participation.- The plan's detailed amendment provision does not sufficiently limit the board's ability to amend the plan without shareholder approval.- The plan's estimated cost is excessive.- The company's potential dilution from equity plans is excessive.- The plan contains a problematic change-in-control provision.- The CEO's compensation package does not include performance-based equity.</i></p> <p><i>Blended Rationale: Based on evaluation of the estimated cost, plan features, grant practices, and overriding negative factors using the Equity Plan Score Card (EPSC), vote AGAINST this stock option plan due to the following key factors:- The plan provides for discretionary non-employee director participation.- The plan's detailed amendment provision does not sufficiently limit the board's ability to amend the plan without shareholder approval.- The plan's estimated cost is excessive.- The company's potential dilution from equity plans is excessive.- The plan contains a problematic change-in-control provision.- The CEO's compensation package does not include performance-based equity.</i></p>						
4	Approve the Third Amended and Restated Long Term Incentive Plan	Mgmt	Yes	For	Against	Yes
<p><i>Voting Policy Rationale: Based on evaluation of the estimated cost, plan features, grant practices, and overriding negative factors using the Equity Plan Score Card (EPSC), vote AGAINST this full-value award plan due to the following key factors:- The plan provides for discretionary non-employee director participation.- The plan's estimated cost is excessive.- The company's potential dilution from equity plans is excessive.- The plan contains a problematic change-in-control provision.- The CEO's compensation package does not include performance-based equity.</i></p> <p><i>Blended Rationale: Based on evaluation of the estimated cost, plan features, grant practices, and overriding negative factors using the Equity Plan Score Card (EPSC), vote AGAINST this full-value award plan due to the following key factors:- The plan provides for discretionary non-employee director participation.- The plan's estimated cost is excessive.- The company's potential dilution from equity plans is excessive.- The plan contains a problematic change-in-control provision.- The CEO's compensation package does not include performance-based equity.</i></p>						
5	Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	Against	Yes
<p><i>Voting Policy Rationale: Vote AGAINST this non-binding advisory resolution. The initial quantitative pay-for-performance screen has identified a high concern due to RDA. After applying the financial performance assessment (FPA) test, the overall quantitative pay-for-performance screen exhibited a medium concern. The company's one- and five-year TSR outperformed its 4-digit GICS group, Composite Index and its own peers while the three-year TSR underperformed or performed roughly in line with those benchmarks. The 2023 CEO pay remained the same year over year. Although the company's TSR performance improved in the last year, some significant problematic pay practices have been identified:- The CEO's compensation continues to consist of only large stock option grant (US\$20M annually over the last three years).- In 2023, the COO received a total of US\$75M in equity grants in lieu of his 2024 annual equity award in form of stock options and RSUs, both without any performance-vesting conditions.- Compensation for other NEOs also does not include any performance-based compensation. In addition, the company's response to the low say on pay support from last year's AGM appears to be insufficient. Further:- All of the long-term incentive plan is time-based.- The CEO's legacy employment agreement provides for a single-trigger change-in-control severance payment.</i></p> <p><i>Blended Rationale: Vote AGAINST this non-binding advisory resolution. The initial quantitative pay-for-performance screen has identified a high concern due to RDA. After applying the financial performance assessment (FPA) test, the overall quantitative pay-for-performance screen exhibited a medium concern. The company's one- and five-year TSR outperformed its 4-digit GICS group, Composite Index and its own peers while the three-year TSR underperformed or performed roughly in line with those benchmarks. The 2023 CEO pay remained the same year over year. Although the company's TSR performance improved in the last year, some significant problematic pay practices have been identified:- The CEO's compensation continues to consist of only large stock option grant (US\$20M annually over the last three years).- In 2023, the COO received a total of US\$75M in equity grants in lieu of his 2024 annual equity award in form of stock options and RSUs, both without any performance-vesting conditions.- Compensation for other NEOs also does not include any performance-based compensation. In addition, the company's response to the low say on pay support from last year's AGM appears to be insufficient. Further:- All of the long-term incentive plan is time-based.- The CEO's legacy employment agreement provides for a single-trigger change-in-control severance payment.</i></p>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
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Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed	Auto-Approved		3,868	3,868
			26/05/2024	26/05/2024			
					Total Shares:	3,868	3,868

Scout24 SE

Meeting Date: 05/06/2024	Country: Germany	Ticker: G24	Proxy Level: N/A
Record Date: 29/05/2024	Meeting Type: Annual	Meeting ID: 1821481	
Primary Security ID: D345XT105	Primary CUSIP: D345XT105	Primary ISIN: DE000A12DM80	Primary SEDOL: BYT9340
Earliest Cutoff Date: 27/05/2024	Total Ballots: 1		Additional Policy:
Votable Shares: 460	*Shares on Loan: 0	Shares Instructed: 460	Shares Voted: 460

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt	No			
2	Approve Allocation of Income and Dividends of EUR 1.20 per Share	Mgmt	Yes	For	For	No
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.						
Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.						
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.						
Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.						
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements until 2025 AGM	Mgmt	Yes	For	For	No
6	Approve Remuneration Report	Mgmt	Yes	For	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted because:- The total short-term remuneration is more than 150% of base salary.- Total remuneration is more than two times the median of peers.						
Blended Rationale: A vote AGAINST is warranted because:- The total short-term remuneration is more than 150% of base salary.- Total remuneration is more than two times the median of peers.						
7.1	Elect Hans-Holger Albrecht to the Supervisory Board	Mgmt	Yes	For	For	No
7.2	Elect Andrea Euenheim to the Supervisory Board	Mgmt	Yes	For	For	No
7.3	Elect Frank Lutz to the Supervisory Board	Mgmt	Yes	For	For	No

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
7.4	Elect Maya Miteva to the Supervisory Board	Mgmt	Yes	For	For	No
7.5	Elect Sohaila Ouffata to the Supervisory Board	Mgmt	Yes	For	For	No
7.6	Elect Andre Schwaemmlein to the Supervisory Board	Mgmt	Yes	For	For	No
8	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	Yes	For	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted as:- The authority would last more than 26 months.						
Blended Rationale: A vote AGAINST is warranted as:- The authority would last more than 26 months.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed 24/05/2024	Auto-Approved 24/05/2024		460	460
Total Shares:						460	460

Compagnie de Saint-Gobain SA

Meeting Date: 06/06/2024	Country: France	Ticker: SGO	Proxy Level: N/A
Record Date: 04/06/2024	Meeting Type: Annual/Special	Meeting ID: 1828306	
Primary Security ID: F80343100	Primary CUSIP: F80343100	Primary ISIN: FR0000125007	Primary SEDOL: 7380482
Earliest Cutoff Date: 29/05/2024	Total Ballots: 1		Additional Policy:
Votable Shares: 2,040	*Shares on Loan: 0	Shares Instructed: 2,040	Shares Voted: 2,040

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	Ordinary Business	Mgmt	No			
1	Approve Financial Statements and Statutory Reports	Mgmt	Yes	For	Against	Yes
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	Yes	For	Against	Yes
3	Approve Allocation of Income and Dividends of EUR 2.10 per Share	Mgmt	Yes	For	For	No
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	Yes	For	For	No

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
5	Reelect Jean-Francois Cirelli as Director	Mgmt	Yes	For	Against	Yes
<p><i>Voter Rationale: A vote AGAINST this item is warranted as he serves as the chairperson of the nomination committee and the company has recently announced its intention to change the company's governance by shifting from a board of directors with both a chairperson of the board and a CEO to a board of directors where the functions of chairperson and CEO would be combined on the shoulders of the current CEO, Mr. Benoît Bazin. This choice is not, for us, without concerns as we do not favour the combination of two opposed roles under the control of a single person. As such, this item does not warrant support.</i></p> <p><i>Blended Rationale: A vote AGAINST this item is warranted as he serves as the chairperson of the nomination committee and the company has recently announced its intention to change the company's governance by shifting from a board of directors with both a chairperson of the board and a CEO to a board of directors where the functions of chairperson and CEO would be combined on the shoulders of the current CEO, Mr. Benoît Bazin. This choice is not, for us, without concerns as we do not favour the combination of two opposed roles under the control of a single person. As such, this item does not warrant support.</i></p>						
6	Elect Sophie Brochu as Director	Mgmt	Yes	For	For	No
7	Elect Helene de Tissot as Director	Mgmt	Yes	For	For	No
8	Elect Geoffroy Roux de Bezieux as Director	Mgmt	Yes	For	For	No
9	Approve Compensation of Pierre-Andre de Chalendar, Chairman of the Board	Mgmt	Yes	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST is warranted because:- The chairman received a full LTIP despite holding an executive role for only a part of the vesting period.- The board of directors discretionarily amended the level of achievement of the ROCE performance criterion attached to performance shares plan.- Performance metrics for the vested awards under the 2023 performance shares plan is not disclosed.</i></p> <p><i>Blended Rationale: A vote AGAINST is warranted because:- The chairman received a full LTIP despite holding an executive role for only a part of the vesting period.- The board of directors discretionarily amended the level of achievement of the ROCE performance criterion attached to performance shares plan.- Performance metrics for the vested awards under the 2023 performance shares plan is not disclosed.</i></p>						
10	Approve Compensation of Benoit Bazin, CEO	Mgmt	Yes	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST is warranted because:- The total short-term remuneration is more than 150% of base salary.- Total variable remuneration is more than 350% of base salary.- The board of directors discretionarily amended the level of achievement of the ROCE performance criterion attached to performance shares plan.- Performance metrics for the vested awards under the 2023 performance shares plan is not disclosed.</i></p> <p><i>Blended Rationale: A vote AGAINST is warranted because:- The total short-term remuneration is more than 150% of base salary.- Total variable remuneration is more than 350% of base salary.- The board of directors discretionarily amended the level of achievement of the ROCE performance criterion attached to performance shares plan.- Performance metrics for the vested awards under the 2023 performance shares plan is not disclosed.</i></p>						
11	Approve Compensation Report of Corporate Officers	Mgmt	Yes	For	For	No
12	Approve Remuneration Policy of Chairman of the Board from January 1, 2024 to June 6, 2024	Mgmt	Yes	For	For	No
13	Approve Remuneration Policy of CEO from January 1, 2024 to June 6, 2024	Mgmt	Yes	For	Against	Yes
<p><i>Voting Policy Rationale: Items 13 and 14:A vote AGAINST is warranted because:- The total potential variable remuneration paid to the CEO can exceed 150% of base salary for the STI.- The financial criteria in the bonus allow a partial compensatory effect.- The level of disclosure surrounding the LTIP performance conditions is limited.- The performance conditions attached to the termination payment lack stringency.Please note:- The company does not have a clawback policy.</i></p> <p><i>Blended Rationale: Items 13 and 14:A vote AGAINST is warranted because:- The total potential variable remuneration paid to the CEO can exceed 150% of base salary for the STI.- The financial criteria in the bonus allow a partial compensatory effect.- The level of disclosure surrounding the LTIP performance conditions is limited.- The performance conditions attached to the termination payment lack stringency.Please note:- The company does not have a clawback policy.</i></p>						

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Compagnie de Saint-Gobain SA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
14	Approve Remuneration Policy of Chairman and CEO from June 7, 2024 to December 31, 2024	Mgmt	Yes	For	Against	Yes
Voting Policy Rationale: Refer to Item 13.						
Blended Rationale: Refer to Item 13.						
15	Approve Remuneration Policy of Directors	Mgmt	Yes	For	For	No
16	Approve Remuneration of Directors in the Aggregate Amount of EUR 1,600,000	Mgmt	Yes	For	For	No
17	Renew Appointment of KPMG SA as Auditor	Mgmt	Yes	For	Against	Yes
18	Appoint Deloitte & Associes as Auditor for the Sustainability Reporting	Mgmt	Yes	For	For	No
19	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Yes	For	For	No
	Extraordinary Business	Mgmt	No			
20	Amend Articles 11, 16 and 18 of Bylaws Re: Lead Director	Mgmt	Yes	For	For	No
21	Authorize Filing of Required Documents/Other Formalities	Mgmt	Yes	For	For	No

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	caksu2	caksu2	Issuer Confirmed	2,040	2,040
			27/05/2024	27/05/2024			
			Total Shares:				

Unibail-Rodamco-Westfield NV

Meeting Date: 12/06/2024	Country: Netherlands	Ticker: UNBLF	Proxy Level: N/A
Record Date: 15/05/2024	Meeting Type: Annual	Meeting ID: 1844659	
Primary Security ID: N96244111	Primary CUSIP: N96244111	Primary ISIN: NL0012846349	Primary SEDOL: BFMMGL1
Earliest Cutoff Date: 04/06/2024	Total Ballots: 1		Additional Policy:
Votable Shares: 985	*Shares on Loan: 0	Shares Instructed: 985	Shares Voted: 985

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	Annual Meeting Agenda	Mgmt	No			

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve Remuneration Report	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted as:- Under the 2023 LTI grant, the criteria related to the gender parity and the GHG emission reduction criterion may not be considered stringent enough since targets are already achieved.</i>						
<i>Blended Rationale: A vote AGAINST is warranted as:- Under the 2023 LTI grant, the criteria related to the gender parity and the GHG emission reduction criterion may not be considered stringent enough since targets are already achieved.</i>						
2	Approve Remuneration Policy	Mgmt	Yes	For	For	No
3	Approve Financial Statements of Financial Year 2023	Mgmt	Yes	For	For	No
4	Approve Discharge of Management Board	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: As discharge is binding or not compulsory in this market, a vote AGAINST this item is warranted.</i>						
<i>Blended Rationale: As discharge is binding or not compulsory in this market, a vote AGAINST this item is warranted.</i>						
5	Approve Discharge of Supervisory Board	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: As discharge is binding or not compulsory in this market, a vote AGAINST this item is warranted.</i>						
<i>Blended Rationale: As discharge is binding or not compulsory in this market, a vote AGAINST this item is warranted.</i>						
6	Approve Deloitte Accountants B.V. as Auditors	Mgmt	Yes	For	For	No
7	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	Yes	For	For	No
8	Grant Board Authority to Issue Shares Up to 3 Percent of Issued Capital	Mgmt	Yes	For	For	No
9	Authorize Board to Exclude Preemptive Rights from Share Issuances for Item 7	Mgmt	Yes	For	For	No
10	Authorize Board to Exclude Preemptive Rights from Share Issuances for Item 8	Mgmt	Yes	For	For	No
11	Authorize Repurchase of Shares	Mgmt	Yes	For	For	No
12	Amend Articles of Association	Mgmt	Yes	For	For	No
13	Authorize Board to Grant Right to Subscribe for Class B Shares in the Company's Capital and Restrict/Exclude Preemptive Rights	Mgmt	Yes	For	For	No
14	Approve Cancellation of Shares	Mgmt	Yes	For	For	No

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed	Auto-Approved	Issuer Confirmed	985	985
			01/06/2024	01/06/2024			
			Total Shares:				985

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Meeting Date: 18/06/2024	Country: United Kingdom	Ticker: WTB	Proxy Level: N/A
Record Date: 14/06/2024	Meeting Type: Annual	Meeting ID: 1860820	
Primary Security ID: G9606P197	Primary CUSIP: G9606P197	Primary ISIN: GB00B1KJJ408	Primary SEDOL: B1KJJ40
Earliest Cutoff Date: 12/06/2024	Total Ballots: 1		Additional Policy:
Votable Shares: 11,040	*Shares on Loan: 0	Shares Instructed: 11,040	Shares Voted: 11,040

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For	No
2	Approve Remuneration Report	Mgmt	Yes	For	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted because:- The total short-term remuneration is more than 150% of base salary.						
Blended Rationale: A vote AGAINST is warranted because:- The total short-term remuneration is more than 150% of base salary.						
3	Approve Final Dividend	Mgmt	Yes	For	For	No
4	Elect Shelley Roberts as Director	Mgmt	Yes	For	For	No
5	Re-elect Kal Atwal as Director	Mgmt	Yes	For	For	No
6	Re-elect Horst Baier as Director	Mgmt	Yes	For	For	No
7	Re-elect Adam Crozier as Director	Mgmt	Yes	For	For	No
8	Re-elect Frank Fiskers as Director	Mgmt	Yes	For	For	No
9	Re-elect Richard Gillingwater as Director	Mgmt	Yes	For	For	No
10	Re-elect Karen Jones as Director	Mgmt	Yes	For	For	No
11	Re-elect Chris Kennedy as Director	Mgmt	Yes	For	For	No
12	Re-elect Hemant Patel as Director	Mgmt	Yes	For	For	No
13	Re-elect Dominic Paul as Director	Mgmt	Yes	For	For	No
14	Re-elect Cilla Snowball as Director	Mgmt	Yes	For	For	No
15	Reappoint Deloitte LLP as Auditors	Mgmt	Yes	For	For	No
16	Authorise Board to Fix Remuneration of Auditors	Mgmt	Yes	For	For	No
17	Authorise UK Political Donations and Expenditure	Mgmt	Yes	For	For	No
18	Authorise Issue of Equity	Mgmt	Yes	For	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted because:- This proposed issuance with preemptive rights exceeds 50 percent of issued capital.						
Blended Rationale: A vote AGAINST is warranted because:- This proposed issuance with preemptive rights exceeds 50 percent of issued capital.						
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Yes	For	For	No

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Whitbread Plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	Yes	For	For	No
21	Authorise Market Purchase of Ordinary Shares	Mgmt	Yes	For	For	No
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	Yes	For	Against	Yes
Voting Policy Rationale: A vote AGAINST the authority to reduce the notice to convene a shareholders' meeting is warranted.						
Blended Rationale: A vote AGAINST the authority to reduce the notice to convene a shareholders' meeting is warranted.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed	Auto-Approved		11,040	11,040
			09/06/2024	09/06/2024			
			Total Shares:				11,040

Kobe Steel, Ltd.

Meeting Date: 19/06/2024	Country: Japan	Ticker: 5406	Proxy Level: N/A
Record Date: 31/03/2024	Meeting Type: Annual	Meeting ID: 1868670	
Primary Security ID: J34555250	Primary CUSIP: J34555250	Primary ISIN: JP3289800009	Primary SEDOL: 6496023
Earliest Cutoff Date: 17/06/2024	Total Ballots: 1	Additional Policy:	
Votable Shares: 18,700	*Shares on Loan: 0	Shares Instructed: 18,700	
Shares Voted: 18,700		Shares Voted: 18,700	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Katsukawa, Yoshihiko	Mgmt	Yes	For	For	No
1.2	Elect Director Nagara, Hajime	Mgmt	Yes	For	For	No
1.3	Elect Director Sakamoto, Koichi	Mgmt	Yes	For	For	No
1.4	Elect Director Miyaoka, Shinji	Mgmt	Yes	For	For	No
1.5	Elect Director Kimoto, Kazuhiko	Mgmt	Yes	For	For	No
1.6	Elect Director Ito, Yumiko	Mgmt	Yes	For	For	No
1.7	Elect Director Kitagawa, Shinsuke	Mgmt	Yes	For	For	No
1.8	Elect Director Tsukamoto, Yoshie	Mgmt	Yes	For	For	No
2.1	Elect Director and Audit Committee Member Goto, Yuichiro	Mgmt	Yes	For	For	No

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Kobe Steel, Ltd.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
2.2	Elect Director and Audit Committee Member Kono, Masaaki	Mgmt	Yes	For	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because:- This outside director candidate who will be an audit committee member lacks independence.						
Blended Rationale: A vote AGAINST this director nominee is warranted because:- This outside director candidate who will be an audit committee member lacks independence.						
2.3	Elect Director and Audit Committee Member Miura, Kunio	Mgmt	Yes	For	For	No
2.4	Elect Director and Audit Committee Member Sekiguchi, Nobuko	Mgmt	Yes	For	For	No
3	Elect Alternate Director and Audit Committee Member Shioji, Hiromi	Mgmt	Yes	For	For	No
4	Approve Performance-Based Cash Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	Yes	For	For	No
5	Approve Trust-Type Equity Compensation Plan	Mgmt	Yes	For	For	No

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed	Auto-Approved		18,700	18,700
			14/06/2024	14/06/2024			
			Total Shares:				18,700

Kingfisher plc

Meeting Date: 20/06/2024	Country: United Kingdom	Ticker: KGF	Proxy Level: N/A
Record Date: 18/06/2024	Meeting Type: Annual	Meeting ID: 1838536	
Primary Security ID: G5256E441	Primary CUSIP: G5256E441	Primary ISIN: GB0033195214	Primary SEDOL: 3319521
Earliest Cutoff Date: 14/06/2024	Total Ballots: 1		Additional Policy:
Votable Shares: 54,601	*Shares on Loan: 0	Shares Instructed: 54,601	Shares Voted: 54,601

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For	No
2	Approve Remuneration Report	Mgmt	Yes	For	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted as:- Total variable remuneration is more than 350% of base salary.						
Blended Rationale: A vote AGAINST is warranted as:- Total variable remuneration is more than 350% of base salary.						
3	Approve Final Dividend	Mgmt	Yes	For	For	No

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
4	Re-elect Claudia Arney as Director	Mgmt	Yes	For	For	No
<p><i>Voting Policy Rationale: We note that 40 percent of the board's non-executive posts are not filled by underrepresented sex which will be required as of June 2026. While such concern does not trigger a vote AGAINST the director elections until 2026, we encourage the company to consider complying with the requirements within the legal deadline.</i></p> <p><i>Blended Rationale: We note that 40 percent of the board's non-executive posts are not filled by underrepresented sex which will be required as of June 2026. While such concern does not trigger a vote AGAINST the director elections until 2026, we encourage the company to consider complying with the requirements within the legal deadline.</i></p>						
5	Re-elect Bernard Bot as Director	Mgmt	Yes	For	For	No
6	Re-elect Catherine Bradley as Director	Mgmt	Yes	For	For	No
7	Re-elect Jeff Carr as Director	Mgmt	Yes	For	For	No
8	Re-elect Thierry Garnier as Director	Mgmt	Yes	For	For	No
9	Re-elect Sophie Gasperment as Director	Mgmt	Yes	For	For	No
10	Re-elect Rakhi Goss-Custard as Director	Mgmt	Yes	For	For	No
11	Re-elect Bill Lennie as Director	Mgmt	Yes	For	For	No
12	Reappoint Deloitte LLP as Auditors	Mgmt	Yes	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST is warranted as:- The current auditor tenure exceeds 10 years (i.e. 15 years).</i></p> <p><i>Blended Rationale: A vote AGAINST is warranted as:- The current auditor tenure exceeds 10 years (i.e. 15 years).</i></p>						
13	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	Yes	For	For	No
14	Authorise UK Political Donations and Expenditure	Mgmt	Yes	For	For	No
15	Authorise Issue of Equity	Mgmt	Yes	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST is warranted because:- This proposed issuance with preemptive rights exceeds 50 percent of issued capital.</i></p> <p><i>Blended Rationale: A vote AGAINST is warranted because:- This proposed issuance with preemptive rights exceeds 50 percent of issued capital.</i></p>						
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Yes	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	Yes	For	For	No
18	Authorise Market Purchase of Ordinary Shares	Mgmt	Yes	For	For	No
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	Yes	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST the authority to reduce the notice to convene a shareholders' meeting is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST the authority to reduce the notice to convene a shareholders' meeting is warranted.</i></p>						

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.



Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed	Auto-Approved		54,601	54,601
			11/06/2024	11/06/2024			
			Total Shares:				54,601

Ricoh Co., Ltd.

Meeting Date: 20/06/2024	Country: Japan	Ticker: 7752	Proxy Level: N/A
Record Date: 31/03/2024	Meeting Type: Annual	Meeting ID: 1867549	
Primary Security ID: J64683105	Primary CUSIP: J64683105	Primary ISIN: JP3973400009	Primary SEDOL: 6738220
Earliest Cutoff Date: 18/06/2024	Total Ballots: 1	Additional Policy:	
Votable Shares: 5,900	*Shares on Loan: 0	Shares Instructed: 5,900	Shares Voted: 5,900

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 18	Mgmt	Yes	For	For	No
2.1	Elect Director Yamashita, Yoshinori	Mgmt	Yes	For	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance.						
Blended Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance.						
2.2	Elect Director Oyama, Akira	Mgmt	Yes	For	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance.						
Blended Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance.						
2.3	Elect Director Kawaguchi, Takashi	Mgmt	Yes	For	For	No
2.4	Elect Director Yoko, Keisuke	Mgmt	Yes	For	For	No
2.5	Elect Director Tani, Sadafumi	Mgmt	Yes	For	For	No
2.6	Elect Director Ishimura, Kazuhiko	Mgmt	Yes	For	For	No
2.7	Elect Director Ishiguro, Shigenao	Mgmt	Yes	For	For	No
2.8	Elect Director Takeda, Yoko	Mgmt	Yes	For	For	No
3.1	Appoint Statutory Auditor Nishinomiya, Kazuo	Mgmt	Yes	For	For	No
3.2	Appoint Statutory Auditor Suzuki, Kunimasa	Mgmt	Yes	For	For	No
3.3	Appoint Statutory Auditor Otsuka, Toshihiro	Mgmt	Yes	For	For	No
4	Approve Annual Bonus	Mgmt	Yes	For	For	No

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

Ricoh Co., Ltd.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed	Auto-Approved		5,900	5,900
			15/06/2024	15/06/2024			
			Total Shares:				

Sekisui Chemical Co., Ltd.

Meeting Date: 20/06/2024	Country: Japan	Ticker: 4204	Proxy Level: N/A
Record Date: 31/03/2024	Meeting Type: Annual	Meeting ID: 1869150	
Primary Security ID: J70703137	Primary CUSIP: J70703137	Primary ISIN: JP3419400001	Primary SEDOL: 6793821
Earliest Cutoff Date: 18/06/2024	Total Ballots: 1	Additional Policy:	
Votable Shares: 10,000	*Shares on Loan: 0	Shares Instructed: 10,000	Shares Voted: 10,000

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 39	Mgmt	Yes	For	For	No
2.1	Elect Director Koge, Teiji	Mgmt	Yes	For	For	No
2.2	Elect Director Kato, Keita	Mgmt	Yes	For	For	No
2.3	Elect Director Kamiwaki, Futoshi	Mgmt	Yes	For	For	No
2.4	Elect Director Hirai, Yoshiyuki	Mgmt	Yes	For	For	No
2.5	Elect Director Shimizu, Ikusuke	Mgmt	Yes	For	For	No
2.6	Elect Director Yoshida, Masahide	Mgmt	Yes	For	For	No
2.7	Elect Director Murakami, Kazuya	Mgmt	Yes	For	For	No
2.8	Elect Director Oeda, Hiroshi	Mgmt	Yes	For	For	No
2.9	Elect Director Nozaki, Haruko	Mgmt	Yes	For	For	No
2.10	Elect Director Koezuka, Mihar	Mgmt	Yes	For	For	No
2.11	Elect Director Miyai, Machiko	Mgmt	Yes	For	For	No
2.12	Elect Director Hatanaka, Yoshihiko	Mgmt	Yes	For	For	No

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed	Auto-Approved		10,000	10,000
			15/06/2024	15/06/2024			
			Total Shares:				

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Daiwa Securities Group, Inc.

Meeting Date: 21/06/2024	Country: Japan	Ticker: 8601	Proxy Level: N/A
Record Date: 31/03/2024	Meeting Type: Annual	Meeting ID: 1867936	
Primary Security ID: J11718111	Primary CUSIP: J11718111	Primary ISIN: JP3502200003	Primary SEDOL: 6251448
Earliest Cutoff Date: 19/06/2024	Total Ballots: 1		Additional Policy:
Votable Shares: 2,500	*Shares on Loan: 0	Shares Instructed: 2,500	Shares Voted: 2,500

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt	
1.1	Elect Director Nakata, Seiji	Mgmt	Yes	For	For	No	
1.2	Elect Director Ogino, Akihiko	Mgmt	Yes	For	For	No	
1.3	Elect Director Niizuma, Shinsuke	Mgmt	Yes	For	For	No	
1.4	Elect Director Tashiro, Keiko	Mgmt	Yes	For	For	No	
1.5	Elect Director Sato, Eiji	Mgmt	Yes	For	For	No	
1.6	Elect Director Hanaoka, Sachiko	Mgmt	Yes	For	For	No	
1.7	Elect Director Kawai, Eriko	Mgmt	Yes	For	For	No	
1.8	Elect Director Nishikawa, Katsuyuki	Mgmt	Yes	For	For	No	
1.9	Elect Director Iwamoto, Toshio	Mgmt	Yes	For	For	No	
1.10	Elect Director Murakami, Yumiko	Mgmt	Yes	For	For	No	
1.11	Elect Director Iki, Noriko	Mgmt	Yes	For	For	No	
1.12	Elect Director Yunoki, Mami	Mgmt	Yes	For	For	No	
Ballot Details							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed	Auto-Approved		2,500	2,500
			16/06/2024	16/06/2024			
			Total Shares:				2,500

Elia Group SA/NV

Meeting Date: 21/06/2024	Country: Belgium	Ticker: ELI	Proxy Level: N/A
Record Date: 07/06/2024	Meeting Type: Extraordinary Shareholders	Meeting ID: 1874489	
Primary Security ID: B35656105	Primary CUSIP: B35656105	Primary ISIN: BE0003822393	Primary SEDOL: B09M9F4
Earliest Cutoff Date: 13/06/2024	Total Ballots: 1		Additional Policy:
Votable Shares: 149	*Shares on Loan: 0	Shares Instructed: 149	Shares Voted: 149

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	Extraordinary Shareholders' Meeting Agenda	Mgmt	No			

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Elia Group SA/NV

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Receive Special Board Report Re: Article 7:199 and 7:155 of the Companies and Associations Code	Mgmt	No			
2	Approve Authorization to Increase Share Capital up to 70 percent of Authorized Capital by Various Means and Amend Article 7 of the Articles of Association	Mgmt	Yes	For	For	No
<i>Voting Policy Rationale: A vote FOR is warranted because:- The proposed capital authorization is specifically purposed to finance the company's updated Capex programme for the next five years (2024-2028).- The company has provided compelling background and planning on investments as part of its strategy update as explained on the capital markets day on Dec. 8, 2023.- The planned Capex expenditure is largely part of regulated development plans and as such subject to further regulatory approvals.- The company has also provided further details on expected returns (ROE of 7-8 percent) in the coming years, and market reaction to the updated capex programme was positive.However, this is not without some level of concern for the extensive time horizon on this specific capital authorization and that it might be done with exclusion of preemptive rights for up to 20 percent of current issued capital.</i>						
<i>Blended Rationale: A vote FOR is warranted because:- The proposed capital authorization is specifically purposed to finance the company's updated Capex programme for the next five years (2024-2028).- The company has provided compelling background and planning on investments as part of its strategy update as explained on the capital markets day on Dec. 8, 2023.- The planned Capex expenditure is largely part of regulated development plans and as such subject to further regulatory approvals.- The company has also provided further details on expected returns (ROE of 7-8 percent) in the coming years, and market reaction to the updated capex programme was positive.However, this is not without some level of concern for the extensive time horizon on this specific capital authorization and that it might be done with exclusion of preemptive rights for up to 20 percent of current issued capital.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed	Auto-Approved		149	149
			14/06/2024	10/06/2024			
			Total Shares:				149

Hitachi Ltd.

Meeting Date: 21/06/2024		Country: Japan		Ticker: 6501		Proxy Level: N/A	
Record Date: 31/03/2024		Meeting Type: Annual		Meeting ID: 1871076			
Primary Security ID: J20454112		Primary CUSIP: J20454112		Primary ISIN: JP3788600009		Primary SEDOL: 6429104	
Earliest Cutoff Date: 19/06/2024		Total Ballots: 1				Additional Policy:	
Votable Shares: 3,600		*Shares on Loan: 0		Shares Instructed: 3,600		Shares Voted: 3,600	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec		Vote Instruction	Vote Against Mgmt
1.1	Elect Director Ihara, Katsumi	Mgmt	Yes	For		For	No
1.2	Elect Director Ravi Venkatesan	Mgmt	Yes	For		For	No
1.3	Elect Director Sugawara, Ikuro	Mgmt	Yes	For		For	No
1.4	Elect Director Isabelle Deschamps	Mgmt	Yes	For		For	No
1.5	Elect Director Joe Harlan	Mgmt	Yes	For		For	No

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Hitachi Ltd.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.6	Elect Director Louise Pentland	Mgmt	Yes	For	For	No
1.7	Elect Director Yamamoto, Takatoshi	Mgmt	Yes	For	For	No
1.8	Elect Director Yoshihara, Hiroaki	Mgmt	Yes	For	For	No
1.9	Elect Director Helmuth Ludwig	Mgmt	Yes	For	For	No
1.10	Elect Director Kojima, Keiji	Mgmt	Yes	For	For	No
1.11	Elect Director Nishiyama, Mitsuaki	Mgmt	Yes	For	For	No
1.12	Elect Director Higashihara, Toshiaki	Mgmt	Yes	For	For	No

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed 16/06/2024	Auto-Approved 16/06/2024		3,600	3,600
Total Shares:						3,600	3,600

Informa Plc

Meeting Date: 21/06/2024	Country: United Kingdom	Ticker: INF	Proxy Level: N/A
Record Date: 19/06/2024	Meeting Type: Annual	Meeting ID: 1857578	
Primary Security ID: G4770L106	Primary CUSIP: G4770L106	Primary ISIN: GB00BMJ6DW54	Primary SEDOL: BMJ6DW5
Earliest Cutoff Date: 17/06/2024	Total Ballots: 1		Additional Policy:
Votable Shares: 33,541	*Shares on Loan: 0	Shares Instructed: 33,541	Shares Voted: 33,541

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Re-elect John Rishton as Director	Mgmt	Yes	For	For	No
2	Re-elect Stephen Carter as Director	Mgmt	Yes	For	For	No
3	Re-elect Mary McDowell as Director	Mgmt	Yes	For	For	No
4	Re-elect Gareth Wright as Director	Mgmt	Yes	For	For	No
5	Re-elect Gill Whitehead as Director	Mgmt	Yes	For	For	No
6	Re-elect Louise Smalley as Director	Mgmt	Yes	For	For	No
7	Re-elect Patrick Martell as Director	Mgmt	Yes	For	For	No
8	Re-elect Joanne Wilson as Director	Mgmt	Yes	For	For	No
9	Re-elect Zheng Yin as Director	Mgmt	Yes	For	For	No

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
10	Re-elect Andrew Ransom as Director	Mgmt	Yes	For	For	No
11	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For	No
12	Approve Remuneration Report	Mgmt	Yes	For	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted because:- Total remuneration is more than two times the median of peers.- Total variable remuneration is more than 350% of base salary.						
Blended Rationale: A vote AGAINST is warranted because:- Total remuneration is more than two times the median of peers.- Total variable remuneration is more than 350% of base salary.						
13	Approve Remuneration Policy	Mgmt	Yes	For	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted because:- The total potential variable remuneration paid to the executives can exceed 150% of base salary for the STI and 350% for the variable compensation.						
Blended Rationale: A vote AGAINST is warranted because:- The total potential variable remuneration paid to the executives can exceed 150% of base salary for the STI and 350% for the variable compensation.						
14	Approve Final Dividend	Mgmt	Yes	For	For	No
15	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	No
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	Yes	For	For	No
17	Authorise UK Political Donations and Expenditure	Mgmt	Yes	For	For	No
18	Authorise Issue of Equity	Mgmt	Yes	For	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted because:- This proposed issuance with preemptive rights exceeds 50 percent of issued capital.						
Blended Rationale: A vote AGAINST is warranted because:- This proposed issuance with preemptive rights exceeds 50 percent of issued capital.						
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Yes	For	For	No
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	Yes	For	For	No
21	Authorise Market Purchase of Ordinary Shares	Mgmt	Yes	For	For	No
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	Yes	For	Against	Yes
Voting Policy Rationale: A vote AGAINST the authority to reduce the notice to convene a shareholders' meeting is warranted.						
Blended Rationale: A vote AGAINST the authority to reduce the notice to convene a shareholders' meeting is warranted.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed	Auto-Approved		33,541	33,541
			14/06/2024	14/06/2024			
			Total Shares:				33,541

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NEC Corp.

Meeting Date: 21/06/2024	Country: Japan	Ticker: 6701	Proxy Level: N/A
Record Date: 31/03/2024	Meeting Type: Annual	Meeting ID: 1871079	
Primary Security ID: J48818207	Primary CUSIP: J48818207	Primary ISIN: JP3733000008	Primary SEDOL: 6640400
Earliest Cutoff Date: 19/06/2024	Total Ballots: 1		Additional Policy:
Votable Shares: 5,600	*Shares on Loan: 0	Shares Instructed: 5,600	Shares Voted: 5,600

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Christina Ahmadjian	Mgmt	Yes	For	For	No
1.2	Elect Director Oka, Masashi	Mgmt	Yes	For	For	No
1.3	Elect Director Okada, Kyoko	Mgmt	Yes	For	For	No
1.4	Elect Director Mochizuki, Harufumi	Mgmt	Yes	For	For	No
1.5	Elect Director Okada, Joji	Mgmt	Yes	For	For	No
1.6	Elect Director Yamada, Yoshihito	Mgmt	Yes	For	For	No
1.7	Elect Director Sato, Shinjiro	Mgmt	Yes	For	For	No
1.8	Elect Director Nagata, Shiori	Mgmt	Yes	For	For	No
1.9	Elect Director Niino, Takashi	Mgmt	Yes	For	For	No
1.10	Elect Director Morita, Takayuki	Mgmt	Yes	For	For	No
1.11	Elect Director Fujikawa, Osamu	Mgmt	Yes	For	For	No
1.12	Elect Director Matsukura, Hajime	Mgmt	Yes	For	For	No
1.13	Elect Director Obata, Shinobu	Mgmt	Yes	For	For	No

Ballot Details						
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed	Auto-Approved		5,600
			16/06/2024	16/06/2024		5,600
			Total Shares:			

Nitto Denko Corp.

Meeting Date: 21/06/2024	Country: Japan	Ticker: 6988	Proxy Level: N/A
Record Date: 31/03/2024	Meeting Type: Annual	Meeting ID: 1870403	
Primary Security ID: J58472119	Primary CUSIP: J58472119	Primary ISIN: JP3684000007	Primary SEDOL: 6641801

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Nitto Denko Corp.

Earliest Cutoff Date: 19/06/2024		Total Ballots: 1			Additional Policy:	
Votable Shares: 900		*Shares on Loan: 0			Shares Voted: 900	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 130	Mgmt	Yes	For	For	No
2.1	Elect Director Takasaki, Hideo	Mgmt	Yes	For	For	No
<i>Voting Policy Rationale: Given the disclosure practises in Japan, it is not possible to assess whether or not chairperson and CEO roles are clearly separated at companies which raises questions on the management of potential conflict of interests cases. Therefore, we encourage the company to provide clear and transparent disclosure on persons in such positions to enable investors to make informed decisions.</i>						
<i>Blended Rationale: Given the disclosure practises in Japan, it is not possible to assess whether or not chairperson and CEO roles are clearly separated at companies which raises questions on the management of potential conflict of interests cases. Therefore, we encourage the company to provide clear and transparent disclosure on persons in such positions to enable investors to make informed decisions.</i>						
2.2	Elect Director Miki, Yosuke	Mgmt	Yes	For	For	No
2.3	Elect Director Iseyama, Yasuhiro	Mgmt	Yes	For	For	No
2.4	Elect Director Owaki, Yasuhito	Mgmt	Yes	For	For	No
2.5	Elect Director Akagi, Tatsuya	Mgmt	Yes	For	For	No
2.6	Elect Director Furuse, Yoichiro	Mgmt	Yes	For	For	No
2.7	Elect Director Wong Lai Yong	Mgmt	Yes	For	For	No
2.8	Elect Director Sawada, Michitaka	Mgmt	Yes	For	For	No
2.9	Elect Director Yamada, Yasuhiro	Mgmt	Yes	For	For	No
2.10	Elect Director Eto, Mariko	Mgmt	Yes	For	For	No
3.1	Appoint Statutory Auditor Sono, Kiyoshi	Mgmt	Yes	For	For	No
3.2	Appoint Statutory Auditor Hattori, Tsuyoki	Mgmt	Yes	For	For	No

Ballot Details						
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed	Auto-Approved		900
			16/06/2024	16/06/2024		900
			Total Shares:			

MS&AD Insurance Group Holdings, Inc.

Meeting Date: 24/06/2024	Country: Japan	Ticker: 8725	Proxy Level: N/A
Record Date: 31/03/2024	Meeting Type: Annual	Meeting ID: 1869182	
Primary Security ID: J4687C105	Primary CUSIP: J4687C105	Primary ISIN: JP3890310000	Primary SEDOL: B2Q4CS1

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.



MS&AD Insurance Group Holdings, Inc.

Earliest Cutoff Date: 20/06/2024		Total Ballots: 1		Additional Policy:		
Votable Shares: 3,800		*Shares on Loan: 0		Shares Instructed: 3,800		
Shares Voted: 3,800						
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 150	Mgmt	Yes	For	For	No
2.1	Elect Director Hara, Noriyuki	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation. * The nominee, as a top executive, should be considered accountable for the collusion incident over insurance premiums.</i>						
<i>Blended Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation. * The nominee, as a top executive, should be considered accountable for the collusion incident over insurance premiums.</i>						
2.2	Elect Director Kanasugi, Yasuzo	Mgmt	Yes	For	For	No
2.3	Elect Director Funabiki, Shinichiro	Mgmt	Yes	For	For	No
2.4	Elect Director Higuchi, Tetsuji	Mgmt	Yes	For	For	No
2.5	Elect Director Shimazu, Tomoyuki	Mgmt	Yes	For	For	No
2.6	Elect Director Shirai, Yusuke	Mgmt	Yes	For	For	No
2.7	Elect Director Bando, Mariko	Mgmt	Yes	For	For	No
2.8	Elect Director Tobimatsu, Junichi	Mgmt	Yes	For	For	No
2.9	Elect Director Rochelle Kopp	Mgmt	Yes	For	For	No
2.10	Elect Director Ishiwata, Akemi	Mgmt	Yes	For	For	No
2.11	Elect Director Suzuki, Jun	Mgmt	Yes	For	For	No
3	Appoint Statutory Auditor Kunii, Taisei	Mgmt	Yes	For	For	No
Ballot Details						
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed	Auto-Approved		3,800
			17/06/2024	17/06/2024		3,800
Total Shares:						3,800

Panasonic Holdings Corp.

Meeting Date: 24/06/2024	Country: Japan	Ticker: 6752	Proxy Level: N/A
Record Date: 31/03/2024	Meeting Type: Annual	Meeting ID: 1873109	
Primary Security ID: J6354Y104	Primary CUSIP: J6354Y104	Primary ISIN: JP3866800000	Primary SEDOL: 6572707

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

Earliest Cutoff Date: 20/06/2024	Total Ballots: 1	Additional Policy:	
Votable Shares: 46,600	*Shares on Loan: 0	Shares Instructed: 46,600	Shares Voted: 46,600

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Tsuga, Kazuhiro	Mgmt	Yes	For	Against	Yes
Voter Rationale: A vote AGAINST is warranted based on the overall tenure, controversies and the need to increase board independence and diversity.						
Blended Rationale: A vote AGAINST is warranted based on the overall tenure, controversies and the need to increase board independence and diversity.						
1.2	Elect Director Kusumi, Yuki	Mgmt	Yes	For	Against	Yes
Voter Rationale: A vote AGAINST is warranted based on the overall tenure, controversies and the need to increase board independence and diversity.						
Blended Rationale: A vote AGAINST is warranted based on the overall tenure, controversies and the need to increase board independence and diversity.						
1.3	Elect Director Homma, Tetsuro	Mgmt	Yes	For	For	No
1.4	Elect Director Sato, Mototsugu	Mgmt	Yes	For	Against	Yes
Voter Rationale: A vote AGAINST is warranted based on the overall tenure, controversies and the need to increase board independence and diversity.						
Blended Rationale: A vote AGAINST is warranted based on the overall tenure, controversies and the need to increase board independence and diversity.						
1.5	Elect Director Umeda, Hirokazu	Mgmt	Yes	For	For	No
1.6	Elect Director Miyabe, Yoshiyuki	Mgmt	Yes	For	For	No
1.7	Elect Director Shotoku, Ayako	Mgmt	Yes	For	For	No
1.8	Elect Director Matsui, Shinobu	Mgmt	Yes	For	For	No
1.9	Elect Director Nishiyama, Keita	Mgmt	Yes	For	For	No
1.10	Elect Director Noji, Kunio	Mgmt	Yes	For	For	No
1.11	Elect Director Sawada, Michitaka	Mgmt	Yes	For	For	No
1.12	Elect Director Toyama, Kazuhiko	Mgmt	Yes	For	For	No
1.13	Elect Director Shigetomi, Ryusuke	Mgmt	Yes	For	For	No
2.1	Appoint Statutory Auditor Yufu, Setsuko	Mgmt	Yes	For	For	No
2.2	Appoint Statutory Auditor Tokuda, Yoshiaki	Mgmt	Yes	For	For	No

Ballot Details						
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	rhermann	rhermann		46,600
			14/06/2024	14/06/2024		
						Total Shares:
					46,600	

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Ajinomoto Co., Inc.

Meeting Date: 25/06/2024	Country: Japan	Ticker: 2802	Proxy Level: N/A
Record Date: 31/03/2024	Meeting Type: Annual	Meeting ID: 1868669	
Primary Security ID: J00882126	Primary CUSIP: J00882126	Primary ISIN: JP3119600009	Primary SEDOL: 6010906
Earliest Cutoff Date: 23/06/2024	Total Ballots: 1		Additional Policy:
Votable Shares: 4,600	*Shares on Loan: 0	Shares Instructed: 4,600	Shares Voted: 4,600

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 37	Mgmt	Yes	For	For	No
2.1	Elect Director Iwata, Kimie	Mgmt	Yes	For	For	No
2.2	Elect Director Nakayama, Joji	Mgmt	Yes	For	For	No
2.3	Elect Director Indo, Mami	Mgmt	Yes	For	For	No
2.4	Elect Director Hatta, Yoko	Mgmt	Yes	For	For	No
2.5	Elect Director Scott Trevor Davis	Mgmt	Yes	For	For	No
2.6	Elect Director Wagatsuma, Yukako	Mgmt	Yes	For	For	No
2.7	Elect Director Fujie, Taro	Mgmt	Yes	For	For	No
2.8	Elect Director Shiragami, Hiroshi	Mgmt	Yes	For	For	No
2.9	Elect Director Sasaki, Tatsuya	Mgmt	Yes	For	For	No
2.10	Elect Director Saito, Takeshi	Mgmt	Yes	For	For	No
2.11	Elect Director Matsuzawa, Takumi	Mgmt	Yes	For	For	No

Ballot Details							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed	Auto-Approved		4,600	4,600
			20/06/2024	20/06/2024			
			Total Shares:				

Santen Pharmaceutical Co., Ltd.

Meeting Date: 25/06/2024	Country: Japan	Ticker: 4536	Proxy Level: N/A
Record Date: 31/03/2024	Meeting Type: Annual	Meeting ID: 1870421	
Primary Security ID: J68467109	Primary CUSIP: J68467109	Primary ISIN: JP3336000009	Primary SEDOL: 6776606
Earliest Cutoff Date: 23/06/2024	Total Ballots: 1		Additional Policy:
Votable Shares: 2,500	*Shares on Loan: 0	Shares Instructed: 2,500	Shares Voted: 2,500

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 17	Mgmt	Yes	For	For	No
2.1	Elect Director Kurokawa, Akira	Mgmt	Yes	For	For	No

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Santen Pharmaceutical Co., Ltd.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
2.2	Elect Director Ito, Takeshi	Mgmt	Yes	For	For	No
2.3	Elect Director Nakajima, Rie	Mgmt	Yes	For	For	No
2.4	Elect Director Kurihara, Ippei	Mgmt	Yes	For	For	No
2.5	Elect Director Kotani, Noboru	Mgmt	Yes	For	For	No
2.6	Elect Director Minami, Tamie	Mgmt	Yes	For	For	No
2.7	Elect Director Ikaga, Masahiko	Mgmt	Yes	For	For	No
2.8	Elect Director Kikuoka, Minoru	Mgmt	Yes	For	For	No
3.1	Appoint Statutory Auditor Isaka, Hiroshi	Mgmt	Yes	For	For	No
3.2	Appoint Statutory Auditor Munakata, Yuichiro	Mgmt	Yes	For	For	No
4	Approve Compensation Ceiling for Statutory Auditors	Mgmt	Yes	For	For	No

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed 20/06/2024	Auto-Approved 20/06/2024		2,500	2,500
Total Shares:						2,500	2,500

SECOM Co., Ltd.

Meeting Date: 25/06/2024	Country: Japan	Ticker: 9735	Proxy Level: N/A
Record Date: 31/03/2024	Meeting Type: Annual	Meeting ID: 1873145	
Primary Security ID: J69972107	Primary CUSIP: J69972107	Primary ISIN: JP3421800008	Primary SEDOL: 6791591
Earliest Cutoff Date: 23/06/2024	Total Ballots: 1		Additional Policy:
Votable Shares: 2,900	*Shares on Loan: 0	Shares Instructed: 2,900	Shares Voted: 2,900

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 95	Mgmt	Yes	For	For	No
2	Amend Articles to Amend Provisions on Number of Directors	Mgmt	Yes	For	For	No
3.1	Elect Director Yoshida, Yasuyuki	Mgmt	Yes	For	For	No
3.2	Elect Director Fuse, Tatsuro	Mgmt	Yes	For	For	No
3.3	Elect Director Yamanaka, Yoshinori	Mgmt	Yes	For	For	No
3.4	Elect Director Nagao, Seiya	Mgmt	Yes	For	For	No
3.5	Elect Director Nakada, Takashi	Mgmt	Yes	For	For	No

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
3.6	Elect Director Inaba, Makoto	Mgmt	Yes	For	For	No
3.7	Elect Director Hirose, Takaharu	Mgmt	Yes	For	For	No
3.8	Elect Director Watanabe, Hajime	Mgmt	Yes	For	For	No
3.9	Elect Director Hara, Miri	Mgmt	Yes	For	For	No
3.10	Elect Director Matsuzaki, Kosuke	Mgmt	Yes	For	For	No
3.11	Elect Director Suzuki, Yukari	Mgmt	Yes	For	For	No
4	Approve Compensation Ceiling for Statutory Auditors	Mgmt	Yes	For	For	No

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed 20/06/2024	Auto-Approved 20/06/2024		2,900	2,900
Total Shares:						2,900	2,900

Aroundtown SA

Meeting Date: 26/06/2024	Country: Luxembourg	Ticker: AT1	Proxy Level: N/A
Record Date: 12/06/2024	Meeting Type: Annual	Meeting ID: 1869788	
Primary Security ID: L0269F109	Primary CUSIP: L0269F109	Primary ISIN: LU1673108939	Primary SEDOL: BF0CK44
Earliest Cutoff Date: 17/06/2024	Total Ballots: 1	Additional Policy:	
Votable Shares: 16,635	*Shares on Loan: 0	Shares Instructed: 16,635	Shares Voted: 16,635

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	Annual Meeting Agenda	Mgmt	No			
1	Receive Board's Report	Mgmt	No			
2	Receive Auditor's Report	Mgmt	No			
3	Approve Financial Statements	Mgmt	Yes	For	For	No
4	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	Yes	For	For	No
5	Approve Allocation of Loss	Mgmt	Yes	For	For	No
Voting Policy Rationale: Aroundtown is not paying a dividend for fiscal year ended Dec. 31, 2023 because of the company's net losses over the past fiscal years.						
Blended Rationale: Aroundtown is not paying a dividend for fiscal year ended Dec. 31, 2023 because of the company's net losses over the past fiscal years.						
6	Approve Discharge of Directors	Mgmt	Yes	For	Against	Yes
Voting Policy Rationale: As discharge is binding or not compulsory in this market, a vote AGAINST this item is warranted.						
Blended Rationale: As discharge is binding or not compulsory in this market, a vote AGAINST this item is warranted.						

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
7	Renew Appointment of KPMG Audit S.a r.l. as Auditor	Mgmt	Yes	For	For	No
8	Approve Remuneration Report	Mgmt	Yes	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST is warranted because:- The company did not provide a compelling justification for significant base salaries increases of executives.- Continued and concerning lack of response to significant shareholder dissent with respect to the 2023 remuneration report.- Lack of disclosure on the STI targets and achievements, only the payout is disclosed, which does not allow shareholders to assess the stringency of this plan.- Barak Bar-Hen received an annual bonus of EUR 750,000 for his performance in 2023, to take effect as of financial year 2024, which is 5x higher than the STI target value per annum as per 2024, and 384.6 percent of the maximum payout opportunity. This is not in line with company's remuneration policy.- The company recorded an expense for the share-based remuneration for directors Oschrie Massatschi, Frank Roseen and Jelena Afxentiou who have waived any and all claims regarding the vesting and/or payment of any long term share-based compensation (or the cash equivalent of such shares) that may be due under existing long term incentive agreement for fiscal year 2023.- The company's remuneration report is including inconsistencies which does not allow shareholders to fully understand the report.</i></p> <p><i>Blended Rationale: A vote AGAINST is warranted because:- The company did not provide a compelling justification for significant base salaries increases of executives.- Continued and concerning lack of response to significant shareholder dissent with respect to the 2023 remuneration report.- Lack of disclosure on the STI targets and achievements, only the payout is disclosed, which does not allow shareholders to assess the stringency of this plan.- Barak Bar-Hen received an annual bonus of EUR 750,000 for his performance in 2023, to take effect as of financial year 2024, which is 5x higher than the STI target value per annum as per 2024, and 384.6 percent of the maximum payout opportunity. This is not in line with company's remuneration policy.- The company recorded an expense for the share-based remuneration for directors Oschrie Massatschi, Frank Roseen and Jelena Afxentiou who have waived any and all claims regarding the vesting and/or payment of any long term share-based compensation (or the cash equivalent of such shares) that may be due under existing long term incentive agreement for fiscal year 2023.- The company's remuneration report is including inconsistencies which does not allow shareholders to fully understand the report.</i></p>						
9	Approve Share Repurchase	Mgmt	Yes	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST is warranted as:- The maximum number of shares to be repurchased exceeds 10 percent of the shares outstanding.- The authority would last more than 26 months.</i></p> <p><i>Blended Rationale: A vote AGAINST is warranted as:- The maximum number of shares to be repurchased exceeds 10 percent of the shares outstanding.- The authority would last more than 26 months.</i></p>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed	Auto-Approved		16,635	16,635
			14/06/2024	14/06/2024			
			Total Shares:				16,635

Tokyu Fudosan Holdings Corp.

<b>Meeting Date:</b> 26/06/2024		<b>Country:</b> Japan		<b>Ticker:</b> 3289		<b>Proxy Level:</b> N/A	
<b>Record Date:</b> 31/03/2024		<b>Meeting Type:</b> Annual		<b>Meeting ID:</b> 1873157			
<b>Primary Security ID:</b> J88764105		<b>Primary CUSIP:</b> J88764105		<b>Primary ISIN:</b> JP3569200003		<b>Primary SEDOL:</b> BDC6LT2	
<b>Earliest Cutoff Date:</b> 24/06/2024		<b>Total Ballots:</b> 1				<b>Additional Policy:</b>	
<b>Votable Shares:</b> 6,100		<b>*Shares on Loan:</b> 0		<b>Shares Instructed:</b> 6,100		<b>Shares Voted:</b> 6,100	
<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Votable Proposal</b>	<b>Mgmt Rec</b>		<b>Vote Instruction</b>	<b>Vote Against Mgmt</b>
1	Approve Allocation of Income, with a Final Dividend of JPY 17	Mgmt	Yes	For		For	No

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Tokyu Fudosan Holdings Corp.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
2.1	Elect Director Kanazashi, Kiyoshi	Mgmt	Yes	For	For	No
2.2	Elect Director Nishikawa, Hironori	Mgmt	Yes	For	For	No
2.3	Elect Director Uemura, Hitoshi	Mgmt	Yes	For	For	No
2.4	Elect Director Kimura, Shohei	Mgmt	Yes	For	For	No
2.5	Elect Director Ota, Yoichi	Mgmt	Yes	For	For	No
2.6	Elect Director Hoshino, Hiroaki	Mgmt	Yes	For	For	No
2.7	Elect Director Usugi, Shinichiro	Mgmt	Yes	For	For	No
2.8	Elect Director Nomoto, Hirofumi	Mgmt	Yes	For	For	No
2.9	Elect Director Kaiami, Makoto	Mgmt	Yes	For	For	No
2.10	Elect Director Miura, Satoshi	Mgmt	Yes	For	For	No
2.11	Elect Director Hoshino, Tsuguhiko	Mgmt	Yes	For	For	No
2.12	Elect Director Jozuka, Yumiko	Mgmt	Yes	For	For	No
2.13	Elect Director Uno, Akiko	Mgmt	Yes	For	For	No
3	Appoint Statutory Auditor Enokido, Akiko	Mgmt	Yes	For	For	No
4	Appoint Alternate Statutory Auditor Nagao, Ryo	Mgmt	Yes	For	For	No

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed	Auto-Approved		6,100	6,100
			21/06/2024	21/06/2024			
			Total Shares:				6,100

Ypsomed Holding AG

Meeting Date: 26/06/2024	Country: Switzerland	Ticker: YPSN	Proxy Level: N/A
Record Date:	Meeting Type: Annual	Meeting ID: 1812602	
Primary Security ID: H9725B102	Primary CUSIP: H9725B102	Primary ISIN: CH0019396990	Primary SEDOL: B02SWN8
Earliest Cutoff Date: 13/06/2024	Total Ballots: 1	Additional Policy:	
Votable Shares: 100	*Shares on Loan: 0	Shares Instructed: 100	Shares Voted: 100

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For	No

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
2	Approve Allocation of Income and Dividends of CHF 1.00 per Share from Retained Earnings and CHF 1.00 per Share from Capital Contribution Reserves	Mgmt	Yes	For	For	No
3	Approve Non-Financial Report	Mgmt	Yes	For	For	No
4	Approve Discharge of Board and Senior Management	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: As discharge is binding or not compulsory in this market, a vote AGAINST this item is warranted.</i>						
<i>Blended Rationale: As discharge is binding or not compulsory in this market, a vote AGAINST this item is warranted.</i>						
5	Amend Articles Re: Time Periods for Remuneration	Mgmt	Yes	For	For	No
6.1	Approve Remuneration Report	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because:- There are inadequate ex-post disclosures provided to explain the performance achievements underlying variable payouts.- Non-executive directors continue to receive performance-based compensation.- The report does not directly address free float dissent on the prior vote.</i>						
<i>Blended Rationale: A vote AGAINST the remuneration report is warranted because:- There are inadequate ex-post disclosures provided to explain the performance achievements underlying variable payouts.- Non-executive directors continue to receive performance-based compensation.- The report does not directly address free float dissent on the prior vote.</i>						
6.2	Approve Fixed Remuneration of Directors in the Amount of CHF 620,000	Mgmt	Yes	For	For	No
6.3	Approve Share-Based Long-Term Remuneration of Directors in the Amount of CHF 160,000	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because it allows for the grant of performance-based compensation to non-executive directors.</i>						
<i>Blended Rationale: A vote AGAINST this proposal is warranted because it allows for the grant of performance-based compensation to non-executive directors.</i>						
6.4	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 3.9 Million	Mgmt	Yes	For	For	No
6.5	Approve Variable Remuneration of Executive Committee in the Amount of CHF 744,572	Mgmt	Yes	For	For	No
6.6	Approve Share-Based Long-Term Remuneration of Executive Committee in the Amount of CHF 650,000	Mgmt	Yes	For	For	No
7.1.1	Reelect Gilbert Achermann as Director and Board Chair	Mgmt	Yes	For	For	No

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
7.1.2	Reelect Paul Fonteyne as Director	Mgmt	Yes	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST is warranted because:- The nominee is the chair of the Nomination Committee and the level of gender diversity on the board is less than 33 percent. We note that 40 percent of the board's non-executive posts are not filled by underrepresented sex which will be required as of June 2026. While such concern does not trigger a vote AGAINST the director elections until 2026, we encourage the company to consider complying with the requirements within the legal deadline.</i></p> <p><i>Blended Rationale: A vote AGAINST is warranted because:- The nominee is the chair of the Nomination Committee and the level of gender diversity on the board is less than 33 percent. We note that 40 percent of the board's non-executive posts are not filled by underrepresented sex which will be required as of June 2026. While such concern does not trigger a vote AGAINST the director elections until 2026, we encourage the company to consider complying with the requirements within the legal deadline.</i></p>						
7.1.3	Reelect Martin Muenchbach as Director	Mgmt	Yes	For	For	No
7.1.4	Reelect Betuel Unaran as Director	Mgmt	Yes	For	For	No
7.1.5	Reelect Simon Michel as Director	Mgmt	Yes	For	Against	Yes
<p><i>Voting Policy Rationale: The election of the nominee is not supported as he/she serves on a boards subcommittee which is considered as a breach of recognized good governance practices. This opposition is to flag the companys corporate governance practices and to push the management to deliver this change. This note shall not be viewed as an expression of judgment or discontent with current management or with company performance.</i></p> <p><i>Blended Rationale: The election of the nominee is not supported as he/she serves on a boards subcommittee which is considered as a breach of recognized good governance practices. This opposition is to flag the companys corporate governance practices and to push the management to deliver this change. This note shall not be viewed as an expression of judgment or discontent with current management or with company performance.</i></p>						
7.2.1	Reappoint Gilbert Achermann as Member of the Nomination and Compensation Committee	Mgmt	Yes	For	For	No
7.2.2	Reappoint Paul Fonteyne as Member of the Nomination and Compensation Committee	Mgmt	Yes	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST is warranted because:- The nominee is the chair of the Nomination Committee and the level of gender diversity on the board is less than 33 percent.</i></p> <p><i>Blended Rationale: A vote AGAINST is warranted because:- The nominee is the chair of the Nomination Committee and the level of gender diversity on the board is less than 33 percent.</i></p>						
7.3	Designate Peter Staehli as Independent Proxy	Mgmt	Yes	For	For	No
7.4	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	Yes	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST is warranted as:- Non-audit fees exceed 40% of total fees paid to the auditor (i.e.46.04%).</i></p> <p><i>Blended Rationale: A vote AGAINST is warranted as:- Non-audit fees exceed 40% of total fees paid to the auditor (i.e.46.04%).</i></p>						
8	Transact Other Business (Voting)	Mgmt	Yes	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST is warranted because:- This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors.- The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.</i></p> <p><i>Blended Rationale: A vote AGAINST is warranted because:- This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors.- The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.</i></p>						

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Ypsomed Holding AG

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed	Auto-Approved		100	100
			10/06/2024	10/06/2024			
			Total Shares:				100

3i Group PLC

Meeting Date: 27/06/2024	Country: United Kingdom	Ticker: III	Proxy Level: N/A
Record Date: 25/06/2024	Meeting Type: Annual	Meeting ID: 1869015	
Primary Security ID: G88473148	Primary CUSIP: G88473148	Primary ISIN: GB00B1YW4409	Primary SEDOL: B1YW440
Earliest Cutoff Date: 21/06/2024	Total Ballots: 1	Additional Policy:	
Votable Shares: 2,489	*Shares on Loan: 0	Shares Instructed: 2,489	Shares Voted: 2,489

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For	No
2	Approve Remuneration Report	Mgmt	Yes	For	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted because:- Total remuneration is more than two times the median of peers.- The total short-term remuneration is more than 150% of base salary.- Total variable remuneration is more than 350% of base salary.						
Blended Rationale: A vote AGAINST is warranted because:- Total remuneration is more than two times the median of peers.- The total short-term remuneration is more than 150% of base salary.- Total variable remuneration is more than 350% of base salary.						
3	Approve Dividend	Mgmt	Yes	For	For	No
Voting Policy Rationale: Please note the dividend payout ratio is below 30 percent of earnings (i.e. 15.37 percent).						
Blended Rationale: Please note the dividend payout ratio is below 30 percent of earnings (i.e. 15.37 percent).						
4	Re-elect Simon Borrows as Director	Mgmt	Yes	For	For	No
5	Re-elect Stephen Daintith as Director	Mgmt	Yes	For	For	No
6	Re-elect Jasi Halai as Director	Mgmt	Yes	For	For	No
7	Re-elect James Hatchley as Director	Mgmt	Yes	For	For	No
8	Re-elect David Hutchison as Director	Mgmt	Yes	For	For	No
9	Re-elect Lesley Knox as Director	Mgmt	Yes	For	For	No
10	Re-elect Coline McConville as Director	Mgmt	Yes	For	For	No
11	Re-elect Peter McKellar as Director	Mgmt	Yes	For	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted as:- The nominee holds more than four equivalent directorships.						
Blended Rationale: A vote AGAINST is warranted as:- The nominee holds more than four equivalent directorships.						

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3i Group PLC

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
12	Re-elect Alexandra Schaapveld as Director	Mgmt	Yes	For	For	No
13	Reappoint KPMG LLP as Auditors	Mgmt	Yes	For	For	No
14	Authorise Board Acting Through the Audit and Compliance Committee to Fix Remuneration of Auditors	Mgmt	Yes	For	For	No
15	Authorise UK Political Donations and Expenditure	Mgmt	Yes	For	For	No
16	Authorise Issue of Equity	Mgmt	Yes	For	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted because:- This proposed issuance with preemptive rights exceeds 50 percent of issued capital.						
Blended Rationale: A vote AGAINST is warranted because:- This proposed issuance with preemptive rights exceeds 50 percent of issued capital.						
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Yes	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	Yes	For	For	No
19	Authorise Market Purchase of Ordinary Shares	Mgmt	Yes	For	For	No
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	Yes	For	Against	Yes
Voting Policy Rationale: A vote AGAINST the authority to reduce the notice to convene a shareholders' meeting is warranted.						
Blended Rationale: A vote AGAINST the authority to reduce the notice to convene a shareholders' meeting is warranted.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed	Auto-Approved		2,489	2,489
			18/06/2024	18/06/2024			
			Total Shares:				

BOC Hong Kong (Holdings) Limited

Meeting Date: 27/06/2024		Country: Hong Kong		Ticker: 2388		Proxy Level: N/A	
Record Date: 21/06/2024		Meeting Type: Annual		Meeting ID: 1842013			
Primary Security ID: Y0920U103		Primary CUSIP: Y0920U103		Primary ISIN: HK2388011192		Primary SEDOL: 6536112	
Earliest Cutoff Date: 20/06/2024		Total Ballots: 1				Additional Policy:	
Votable Shares: 49,000		*Shares on Loan: 0		Shares Instructed: 49,000		Shares Voted: 49,000	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec		Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For		For	No

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BOC Hong Kong (Holdings) Limited

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
2	Approve Final Dividend	Mgmt	Yes	For	For	No
3a	Elect Lin Jingzhen as Director	Mgmt	Yes	For	For	No
3b	Elect Choi Koon Shum as Director	Mgmt	Yes	For	For	No
3c	Elect Law Yee Kwan Quinn as Director	Mgmt	Yes	For	For	No
3d	Elect Lip Sai Wo as Director	Mgmt	Yes	For	For	No
3e	Elect Ma Si Hang Frederick as Director	Mgmt	Yes	For	For	No
4A	Approve PricewaterhouseCoopers for Provision of Professional Service of the 2024 Interim Financial Report Review and Authorize Board or Audit Committee to Fix Their Remuneration	Mgmt	Yes	For	For	No
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	Yes	For	For	No
6	Authorize Repurchase of Issued Share Capital	Mgmt	Yes	For	For	No

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed 17/06/2024	Auto-Approved 17/06/2024		49,000	49,000
Total Shares:						49,000	49,000

Mitsui Fudosan Co., Ltd.

Meeting Date: 27/06/2024	Country: Japan	Ticker: 8801	Proxy Level: N/A
Record Date: 31/03/2024	Meeting Type: Annual	Meeting ID: 1868695	
Primary Security ID: J4509L101	Primary CUSIP: J4509L101	Primary ISIN: JP3893200000	Primary SEDOL: 6597603
Earliest Cutoff Date: 25/06/2024	Total Ballots: 1		Additional Policy:
Votable Shares: 23,200	*Shares on Loan: 0	Shares Instructed: 23,200	Shares Voted: 23,200

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 49	Mgmt	Yes	For	For	No
2	Amend Articles to Reduce Directors' Term	Mgmt	Yes	For	For	No
3.1	Elect Director Saito, Yutaka	Mgmt	Yes	For	For	No
3.2	Elect Director Mochimaru, Nobuhiko	Mgmt	Yes	For	For	No

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Mitsui Fudosan Co., Ltd.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt	
3.3	Elect Director Hibino, Takashi	Mgmt	Yes	For	For	No	
4.1	Appoint Statutory Auditor Hirokawa, Yoshihiro	Mgmt	Yes	For	For	No	
4.2	Appoint Statutory Auditor Chiba, Michiko	Mgmt	Yes	For	For	No	
5	Approve Annual Bonus	Mgmt	Yes	For	For	No	
6	Approve Restricted Stock Plan	Mgmt	Yes	For	For	No	
Ballot Details							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed	Auto-Approved		23,200	23,200
			22/06/2024	22/06/2024			
			Total Shares:				23,200

Nintendo Co., Ltd.

Meeting Date: 27/06/2024		Country: Japan		Ticker: 7974		Proxy Level: N/A	
Record Date: 31/03/2024		Meeting Type: Annual		Meeting ID: 1873977			
Primary Security ID: J51699106		Primary CUSIP: J51699106		Primary ISIN: JP3756600007		Primary SEDOL: 6639550	
Earliest Cutoff Date: 25/06/2024		Total Ballots: 1				Additional Policy:	
Votable Shares: 8,200		*Shares on Loan: 0		Shares Instructed: 8,200		Shares Voted: 8,200	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec		Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 131	Mgmt	Yes	For		For	No
2.1	Elect Director Furukawa, Shuntaro	Mgmt	Yes	For		For	No
<i>Voting Policy Rationale: Given the disclosure practises in Japan, it is not possible to assess whether or not chairperson and CEO roles are clearly separated at companies which raises questions on the management of potential conflict of interests cases. Therefore, we encourage the company to provide clear and transparent disclosure on persons in such positions to enable investors to make informed decisions.</i>							
<i>Blended Rationale: Given the disclosure practises in Japan, it is not possible to assess whether or not chairperson and CEO roles are clearly separated at companies which raises questions on the management of potential conflict of interests cases. Therefore, we encourage the company to provide clear and transparent disclosure on persons in such positions to enable investors to make informed decisions.</i>							
2.2	Elect Director Miyamoto, Shigeru	Mgmt	Yes	For		For	No
2.3	Elect Director Takahashi, Shinya	Mgmt	Yes	For		For	No
2.4	Elect Director Shibata, Satoru	Mgmt	Yes	For		For	No
2.5	Elect Director Shiota, Ko	Mgmt	Yes	For		For	No
2.6	Elect Director Beppu, Yusuke	Mgmt	Yes	For		For	No
2.7	Elect Director Chris Meledandri	Mgmt	Yes	For		For	No

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Nintendo Co., Ltd.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
2.8	Elect Director Miyoko Demay	Mgmt	Yes	For	For	No
3.1	Elect Director and Audit Committee Member Yoshimura, Takuya	Mgmt	Yes	For	For	No
3.2	Elect Director and Audit Committee Member Umeyama, Katsuhiro	Mgmt	Yes	For	For	No
3.3	Elect Director and Audit Committee Member Shinkawa, Asa	Mgmt	Yes	For	For	No
3.4	Elect Director and Audit Committee Member Osawa, Eiko	Mgmt	Yes	For	For	No
3.5	Elect Director and Audit Committee Member Akashi, Keiko	Mgmt	Yes	For	For	No
4	Approve Fixed Cash Compensation Ceiling and Performance-Based Cash Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	Yes	For	For	No

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed	Auto-Approved		8,200	8,200
			22/06/2024	22/06/2024			
			Total Shares:				8,200

Obayashi Corp.

Meeting Date: 27/06/2024	Country: Japan	Ticker: 1802	Proxy Level: N/A
Record Date: 31/03/2024	Meeting Type: Annual	Meeting ID: 1871834	
Primary Security ID: J59826107	Primary CUSIP: J59826107	Primary ISIN: JP3190000004	Primary SEDOL: 6656407
Earliest Cutoff Date: 25/06/2024	Total Ballots: 1		Additional Policy:
Votable Shares: 9,700	*Shares on Loan: 0	Shares Instructed: 9,700	Shares Voted: 9,700

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 54	Mgmt	Yes	For	For	No
2.1	Elect Director Obayashi, Takeo	Mgmt	Yes	For	Against	Yes

Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: \* Top management is responsible for the company's capital misallocation.

Blended Rationale: A vote AGAINST this director nominee is warranted because: \* Top management is responsible for the company's capital misallocation.

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Obayashi Corp.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
2.2	Elect Director Hasuwa, Kenji	Mgmt	Yes	For	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation.						
Blended Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation.						
2.3	Elect Director Sasagawa, Atsushi	Mgmt	Yes	For	For	No
2.4	Elect Director Sato, Toshimi	Mgmt	Yes	For	For	No
2.5	Elect Director Orii, Masako	Mgmt	Yes	For	For	No
2.6	Elect Director Kato, Hiroyuki	Mgmt	Yes	For	For	No
2.7	Elect Director Kuroda, Yukiko	Mgmt	Yes	For	For	No
2.8	Elect Director Shime, Hiroyuki	Mgmt	Yes	For	For	No
2.9	Elect Director Ikegawa, Yoshihiro	Mgmt	Yes	For	For	No
3	Appoint Statutory Auditor Okano, Eiichiro	Mgmt	Yes	For	For	No

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed	Auto-Approved		9,700	9,700
			22/06/2024	22/06/2024			
			Total Shares:				9,700

Banco Bilbao Vizcaya Argentaria SA

Meeting Date: 04/07/2024	Country: Spain	Ticker: BBVA	Proxy Level: N/A
Record Date: 30/06/2024	Meeting Type: Extraordinary Shareholders	Meeting ID: 1873233	
Primary Security ID: E11805103	Primary CUSIP: E11805103	Primary ISIN: ES0113211835	Primary SEDOL: 5501906
Earliest Cutoff Date: 28/06/2024	Total Ballots: 1		Additional Policy:
Votable Shares: 29,089	*Shares on Loan: 0	Shares Instructed: 29,089	Shares Voted: 29,089

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve Issuance of Shares in Connection with the Acquisition of Banco de Sabadell SA	Mgmt	Yes	For	For	No

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Banco Bilbao Vizcaya Argentaria SA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
<p><i>Voter Rationale: A vote FOR the proposed capital increase is warranted as it would rebalance the company's business towards more developed countries, given that 60% of their profits come from Mexico, with 5-10% from Turkey and 5-10% from Peru and Colombia. Although the deal itself is not particularly attractive due to the substantial costs associated with disentangling the joint ventures established by Sabadell's management, there are significant cost synergies to be realized. This should help reduce BBVA's cost of equity. Sabadell has limited prospects on its own, and the profitability of both banks will heavily depend on the market environment, particularly interest rates. While the combined entity may become too large in Catalonia, necessitating the sale of some branches, we have some reservations about the impact on governance structure and board composition. However, BBVA has assured that the interests of minority shareholders will be represented at the board level. Regarding employment, it is crucial that job redundancies are managed with programs to support affected employees. Environmentally, Banco Sabadell has minimal exposure to fossil fuels, and BBVA's existing environmental strategy will remain unchanged.</i></p> <p><i>Blended Rationale: A vote FOR the proposed capital increase is warranted as it would rebalance the company's business towards more developed countries, given that 60% of their profits come from Mexico, with 5-10% from Turkey and 5-10% from Peru and Colombia. Although the deal itself is not particularly attractive due to the substantial costs associated with disentangling the joint ventures established by Sabadell's management, there are significant cost synergies to be realized. This should help reduce BBVA's cost of equity. Sabadell has limited prospects on its own, and the profitability of both banks will heavily depend on the market environment, particularly interest rates. While the combined entity may become too large in Catalonia, necessitating the sale of some branches, we have some reservations about the impact on governance structure and board composition. However, BBVA has assured that the interests of minority shareholders will be represented at the board level. Regarding employment, it is crucial that job redundancies are managed with programs to support affected employees. Environmentally, Banco Sabadell has minimal exposure to fossil fuels, and BBVA's existing environmental strategy will remain unchanged.</i></p>						
2	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	Yes	For	For	No

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed	Auto-Approved		29,089	29,089
			25/06/2024	25/06/2024			
			Total Shares:				29,089

United Utilities Group Plc

Meeting Date: 19/07/2024	Country: United Kingdom	Ticker: UU	Proxy Level: N/A
Record Date: 17/07/2024	Meeting Type: Annual	Meeting ID: 1817322	
Primary Security ID: G92755100	Primary CUSIP: G92755100	Primary ISIN: GB00B39J2M42	Primary SEDOL: B39J2M4
Earliest Cutoff Date: 15/07/2024	Total Ballots: 1	Additional Policy:	
Votable Shares: 19,018	*Shares on Loan: 0	Shares Instructed: 19,018	Shares Voted: 19,018

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For	No
2	Approve Final Dividend	Mgmt	Yes	For	For	No
<p><i>Voting Policy Rationale: Please note the dividend payout ratio is above 100 percent of earnings (i.e. 149.49 percent).</i></p> <p><i>Blended Rationale: Please note the dividend payout ratio is above 100 percent of earnings (i.e. 149.49 percent).</i></p>						
3	Approve Remuneration Report	Mgmt	Yes	For	For	No
4	Re-elect Sir David Higgins as Director	Mgmt	Yes	For	For	No

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United Utilities Group Plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
5	Re-elect Louise Beardmore as Director	Mgmt	Yes	For	For	No
6	Re-elect Phil Aspin as Director	Mgmt	Yes	For	For	No
7	Re-elect Alison Goligher as Director	Mgmt	Yes	For	For	No
8	Re-elect Liam Butterworth as Director	Mgmt	Yes	For	For	No
9	Re-elect Kath Cates as Director	Mgmt	Yes	For	For	No
10	Elect Clare Hayward as Director	Mgmt	Yes	For	For	No
11	Re-elect Michael Lewis as Director	Mgmt	Yes	For	For	No
12	Re-elect Doug Webb as Director	Mgmt	Yes	For	For	No
13	Reappoint KPMG LLP as Auditors	Mgmt	Yes	For	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted as:- The current auditor tenure exceeds 10 years (i.e. 13 years).						
Blended Rationale: A vote AGAINST is warranted as:- The current auditor tenure exceeds 10 years (i.e. 13 years).						
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	Yes	For	For	No
15	Authorise Issue of Equity	Mgmt	Yes	For	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted because:- This proposed issuance with preemptive rights exceeds 50 percent of issued capital.						
Blended Rationale: A vote AGAINST is warranted because:- This proposed issuance with preemptive rights exceeds 50 percent of issued capital.						
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Yes	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	Yes	For	For	No
18	Authorise Market Purchase of Ordinary Shares	Mgmt	Yes	For	For	No
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	Yes	For	Against	Yes
Voting Policy Rationale: A vote AGAINST the authority to reduce the notice to convene a shareholders' meeting is warranted.						
Blended Rationale: A vote AGAINST the authority to reduce the notice to convene a shareholders' meeting is warranted.						
20	Authorise UK Political Donations and Expenditure	Mgmt	Yes	For	For	No

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed	Auto-Approved		19,018	19,018
			12/07/2024	12/07/2024			

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Vodafone Group Plc

Meeting Date: 30/07/2024	Country: United Kingdom	Ticker: VOD	Proxy Level: N/A
Record Date: 26/07/2024	Meeting Type: Annual	Meeting ID: 1865531	
Primary Security ID: G93882192	Primary CUSIP: G93882192	Primary ISIN: GB00BH4HKS39	Primary SEDOL: BH4HKS3
Earliest Cutoff Date: 24/07/2024	Total Ballots: 1		Additional Policy:
Votable Shares: 535,265	*Shares on Loan: 0	Shares Instructed: 535,265	Shares Voted: 535,265

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For	No
2	Re-elect Jean-Francois van Boxmeer as Director	Mgmt	Yes	For	For	No
3	Re-elect Margherita Della Valle as Director	Mgmt	Yes	For	For	No
4	Elect Luka Mucic as Director	Mgmt	Yes	For	For	No
5	Re-elect Stephen Carter as Director	Mgmt	Yes	For	For	No
6	Re-elect Michel Demare as Director	Mgmt	Yes	For	For	No
7	Elect Hatem Dowidar as Director	Mgmt	Yes	For	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted as:- The nominee holds more than four directorships.						
Blended Rationale: A vote AGAINST is warranted as:- The nominee holds more than four directorships.						
8	Re-elect Delphine Ernotte Cunci as Director	Mgmt	Yes	For	For	No
9	Re-elect Deborah Kerr as Director	Mgmt	Yes	For	For	No
10	Re-elect Maria Amparo Moraleda Martinez as Director	Mgmt	Yes	For	For	No
11	Re-elect David Nish as Director	Mgmt	Yes	For	For	No
12	Re-elect Christine Ramon as Director	Mgmt	Yes	For	For	No
13	Re-elect Simon Segars as Director	Mgmt	Yes	For	For	No
14	Approve Final Dividend	Mgmt	Yes	For	For	No
Voting Policy Rationale: Please note the dividend payout ratio is above 100 percent of earnings (i.e. 120.48 percent).						
Blended Rationale: Please note the dividend payout ratio is above 100 percent of earnings (i.e. 120.48 percent).						
15	Approve Remuneration Report	Mgmt	Yes	For	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted because:- Luka Mucic joined the Board as CFO on 1 September 2023 and he is entitled to a bonus opportunity of 200% of base salary and an LTIP opportunity of 450% of base salary.						
Blended Rationale: A vote AGAINST is warranted because:- Luka Mucic joined the Board as CFO on 1 September 2023 and he is entitled to a bonus opportunity of 200% of base salary and an LTIP opportunity of 450% of base salary.						

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Vodafone Group Plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
16	Reappoint Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	No
17	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	Yes	For	For	No
18	Authorise Issue of Equity	Mgmt	Yes	For	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted because:- This proposed issuance with preemptive rights exceeds 50 percent of issued capital.						
Blended Rationale: A vote AGAINST is warranted because:- This proposed issuance with preemptive rights exceeds 50 percent of issued capital.						
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Yes	For	For	No
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	Yes	For	For	No
21	Authorise Market Purchase of Ordinary Shares	Mgmt	Yes	For	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted as:- The maximum number of shares to be repurchased exceeds 10 percent of the shares outstanding.						
Blended Rationale: A vote AGAINST is warranted as:- The maximum number of shares to be repurchased exceeds 10 percent of the shares outstanding.						
22	Authorise UK Political Donations and Expenditure	Mgmt	Yes	For	For	No
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	Yes	For	Against	Yes
Voting Policy Rationale: A vote AGAINST the authority to reduce the notice to convene a shareholders' meeting is warranted.						
Blended Rationale: A vote AGAINST the authority to reduce the notice to convene a shareholders' meeting is warranted.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed	Auto-Approved		535,265	535,265
			21/07/2024	21/07/2024			
			Total Shares:				535,265

Link Real Estate Investment Trust

Meeting Date: 31/07/2024	Country: Hong Kong	Ticker: 823	Proxy Level: N/A
Record Date: 25/07/2024	Meeting Type: Annual	Meeting ID: 1878680	
Primary Security ID: Y5281M111	Primary CUSIP: Y5281M111	Primary ISIN: HK0823032773	Primary SEDOL: B0PB4M7

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

Link Real Estate Investment Trust

Earliest Cutoff Date: 24/07/2024		Total Ballots: 1		Additional Policy:		
Votable Shares: 68,100		*Shares on Loan: 0		Shares Instructed: 68,100		
				Shares Voted: 68,100		
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
3.1	Elect Ian Keith Griffiths as Director	Mgmt	Yes	For	For	No
3.2	Elect Ed Chan Yiu Cheong as Director	Mgmt	Yes	For	For	No
3.3	Elect Jenny Gu Jialin as Director	Mgmt	Yes	For	For	No
3.4	Elect Blair Chilton Pickerell as Director	Mgmt	Yes	For	For	No
4.1	Elect Barry David Brakey as Director	Mgmt	Yes	For	For	No
4.2	Elect Duncan Gareth Owen as Director	Mgmt	Yes	For	For	No
5	Authorize Repurchase of Issued Units	Mgmt	Yes	For	For	No
Ballot Details						
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed	Auto-Approved		68,100
			21/07/2024	21/07/2024		68,100
Total Shares:					68,100	68,100

Wise Plc

Meeting Date: 18/09/2024		Country: United Kingdom		Ticker: WISE		Proxy Level: N/A	
Record Date: 16/09/2024		Meeting Type: Annual		Meeting ID: 1888325			
Primary Security ID: G97229101		Primary CUSIP: G97229101		Primary ISIN: GB00BL9YR756		Primary SEDOL: BL9YR75	
Earliest Cutoff Date: 12/09/2024		Total Ballots: 1				Additional Policy:	
Votable Shares: 6,625		*Shares on Loan: 0		Shares Instructed: 6,625		Shares Voted: 6,625	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt	
1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For	No	
2	Approve Remuneration Report	Mgmt	Yes	For	For	No	
3	Approve Remuneration Policy	Mgmt	Yes	For	Against	Yes	
Voting Policy Rationale: A vote AGAINST this item is considered warranted as: - The company is proposing the introduction of restricted shares into its long-term incentive framework without making any reduction in award opportunity to offset the increased certainty of award payout. The proposed changes to the remuneration framework represent a significant deviation from UK good market practice. In addition: - Potential maximum variable remuneration can exceed 350 percent of base salary.							
Blended Rationale: A vote AGAINST this item is considered warranted as: - The company is proposing the introduction of restricted shares into its long-term incentive framework without making any reduction in award opportunity to offset the increased certainty of award payout. The proposed changes to the remuneration framework represent a significant deviation from UK good market practice. In addition: - Potential maximum variable remuneration can exceed 350 percent of base salary.							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
4	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	No
5	Authorise Board to Fix Remuneration of Auditors	Mgmt	Yes	For	For	No
6	Re-elect David Wells as Director	Mgmt	Yes	For	For	No
7	Re-elect Kristo Kaarmann as Director	Mgmt	Yes	For	Against	Yes
<p><i>Voting Policy Rationale: The election of the nominee is not supported as he/she serves on a board's subcommittee which is considered as a breach of recognized good governance practices. This opposition is to flag the company's corporate governance practices and to push the management to deliver this change. This note shall not be viewed as an expression of judgment or discontent with current management or with company performance.</i></p> <p><i>Blended Rationale: The election of the nominee is not supported as he/she serves on a board's subcommittee which is considered as a breach of recognized good governance practices. This opposition is to flag the company's corporate governance practices and to push the management to deliver this change. This note shall not be viewed as an expression of judgment or discontent with current management or with company performance.</i></p>						
8	Re-elect Elizabeth Chambers as Director	Mgmt	Yes	For	For	No
9	Re-elect Terri Duhon as Director	Mgmt	Yes	For	For	No
10	Re-elect Clare Gilmartin as Director	Mgmt	Yes	For	For	No
11	Re-elect Alastair Rampell as Director	Mgmt	Yes	For	For	No
12	Re-elect Hooi Ling Tan as Director	Mgmt	Yes	For	For	No
13	Re-elect Ingo Uytdehaage as Director	Mgmt	Yes	For	For	No
14	Authorise UK Political Donations and Expenditure	Mgmt	Yes	For	For	No
15	Authorise Issue of Equity	Mgmt	Yes	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST is warranted because: - This proposed issuance with preemptive rights exceeds 50 percent of issued capital.</i></p> <p><i>Blended Rationale: A vote AGAINST is warranted because: - This proposed issuance with preemptive rights exceeds 50 percent of issued capital.</i></p>						
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Yes	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	Yes	For	For	No
18	Authorise Market Purchase of A Shares	Mgmt	Yes	For	For	No
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	Yes	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST the authority to reduce the notice to convene a shareholders' meeting is warranted.</i></p> <p><i>Blended Rationale: A vote AGAINST the authority to reduce the notice to convene a shareholders' meeting is warranted.</i></p>						

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Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed	Auto-Approved		6,625	6,625
			09/09/2024	09/09/2024			
			Total Shares:				

BOC Hong Kong (Holdings) Limited

Meeting Date: 24/09/2024	Country: Hong Kong	Ticker: 2388	Proxy Level: N/A
Record Date: 13/09/2024	Meeting Type: Extraordinary Shareholders	Meeting ID: 1893024	
Primary Security ID: Y0920U103	Primary CUSIP: Y0920U103	Primary ISIN: HK2388011192	Primary SEDOL: 6536112
Earliest Cutoff Date: 18/09/2024	Total Ballots: 1	Additional Policy:	
Votable Shares: 26,500	*Shares on Loan: 0	Shares Instructed: 26,500	Shares Voted: 26,500

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve Ernst & Young as Auditor and Authorize Board or Audit Committee to Fix Their Remuneration	Mgmt	Yes	For	For	No
Voting Policy Rationale: The company is proposing a new audit firm.						
Blended Rationale: The company is proposing a new audit firm.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed	Auto-Approved		26,500	26,500
			15/09/2024	15/09/2024			
			Total Shares:				

Royal KPN NV

Meeting Date: 01/10/2024	Country: Netherlands	Ticker: KPN	Proxy Level: N/A
Record Date: 03/09/2024	Meeting Type: Extraordinary Shareholders	Meeting ID: 1890305	
Primary Security ID: N4297B146	Primary CUSIP: N4297B146	Primary ISIN: NL0000009082	Primary SEDOL: 5956078
Earliest Cutoff Date: 23/09/2024	Total Ballots: 1	Additional Policy:	
Votable Shares: 90,784	*Shares on Loan: 0	Shares Instructed: 90,784	Shares Voted: 90,784

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Extraordinary Meeting Agenda	Mgmt	No			
	Open Meeting and Announcements	Mgmt	No			

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
2	Opportunity to Make Recommendations	Mgmt	No			
3	Elect Rob Shuter to Supervisory Board	Mgmt	Yes	For	For	No
4	Close Meeting	Mgmt	No			
Ballot Details						
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed	Auto-Approved	Issuer Confirmed	90,784
			20/09/2024	20/09/2024		
			Total Shares:			90,784

REA Group Ltd

Meeting Date: 09/10/2024	Country: Australia	Ticker: REA	Proxy Level: N/A
Record Date: 07/10/2024	Meeting Type: Annual	Meeting ID: 1886099	
Primary Security ID: Q8051B108	Primary CUSIP: Q8051B108	Primary ISIN: AU0000000REA9	Primary SEDOL: 6198578
Earliest Cutoff Date: 03/10/2024	Total Ballots: 1		Additional Policy:
Votable Shares: 269	*Shares on Loan: 0	Shares Instructed: 269	Shares Voted: 269

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
2	Approve Remuneration Report	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted as: - Ongoing absence of complete disclosure in the STI and LTI, particularly with the absence of targets for non-financial measures and more complete discussion of achievements against these in the STI, and the absence of disclosure of the revenue and EPS CAGR targets in the LTI. - Some upward discretion was exercised by the board to increase STI bonuses by 6.5%, - There is insufficient clarity of disclosure regarding the extent of the Board discretionary adjustments to LTI vesting outcome for the FY22 LTI grant. - Only 30 percent of the STI is deferred into restricted shares, which falls below market expectations of at least 50 percent of the STI award being deferred.</i>						
<i>Blended Rationale: A vote AGAINST is warranted as: - Ongoing absence of complete disclosure in the STI and LTI, particularly with the absence of targets for non-financial measures and more complete discussion of achievements against these in the STI, and the absence of disclosure of the revenue and EPS CAGR targets in the LTI. - Some upward discretion was exercised by the board to increase STI bonuses by 6.5%, - There is insufficient clarity of disclosure regarding the extent of the Board discretionary adjustments to LTI vesting outcome for the FY22 LTI grant. - Only 30 percent of the STI is deferred into restricted shares, which falls below market expectations of at least 50 percent of the STI award being deferred.</i>						
3a	Elect Jennifer Lambert as Director	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted as the nominee is an incumbent member of the nominating committee, the chairperson of nominating committee is not up for election and there is no director from an ethnic minority sitting on the board.</i>						
<i>Blended Rationale: A vote AGAINST is warranted as the nominee is an incumbent member of the nominating committee, the chairperson of nominating committee is not up for election and there is no director from an ethnic minority sitting on the board.</i>						
3b	Elect Hamish McLennan as Director	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted as: - The nominee holds more than four equivalent directorships.</i>						
<i>Blended Rationale: A vote AGAINST is warranted as: - The nominee holds more than four equivalent directorships.</i>						

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
4	Approve Grant of Performance Rights to Owen Wilson	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted as: - Non-disclosure of the EPS and Revenue growth targets to provide sufficient transparency for shareholders to evaluate the rigor of targets. - A three-year performance period is now inferior to four or more years seen in large ASX-listed entities. - Absence of a positive TSR 'gateway' may result in misaligned vesting against a peer group if absolute TSR is negative. - The board has discretion to accelerate vesting of some or all performance rights.</i>						
<i>Blended Rationale: A vote AGAINST is warranted as: - Non-disclosure of the EPS and Revenue growth targets to provide sufficient transparency for shareholders to evaluate the rigor of targets. - A three-year performance period is now inferior to four or more years seen in large ASX-listed entities. - Absence of a positive TSR 'gateway' may result in misaligned vesting against a peer group if absolute TSR is negative. - The board has discretion to accelerate vesting of some or all performance rights.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed	Auto-Approved		269	269
			30/09/2024	30/09/2024			
			Total Shares:				269

InPost SA

Meeting Date: 10/10/2024	Country: Luxembourg	Ticker: INPST	Proxy Level: N/A
Record Date: 26/09/2024	Meeting Type: Extraordinary Shareholders	Meeting ID: 1897635	
Primary Security ID: L5125Z108	Primary CUSIP: L5125Z108	Primary ISIN: LU2290522684	Primary SEDOL: BN4N9C0
Earliest Cutoff Date: 08/10/2024	Total Ballots: 1		Additional Policy:
Votable Shares: 2,320	*Shares on Loan: 0	Shares Instructed: 2,320	Shares Voted: 2,320

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	Extraordinary Meeting Agenda	Mgmt	No			
1	Open Meeting	Mgmt	No			
2	Elect Hein Pretorius as Supervisory Board Member	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because: - The nominee is a non-independent member of the Audit Committee and the committee is less than 100 percent independent. - The nominee is a non-independent member of the Remuneration Committee and the committee is less than 100 percent independent. - The nominee is a non-independent board chair and the board does not have an independent lead director.</i>						
<i>Blended Rationale: A vote AGAINST is warranted because: - The nominee is a non-independent member of the Audit Committee and the committee is less than 100 percent independent. - The nominee is a non-independent member of the Remuneration Committee and the committee is less than 100 percent independent. - The nominee is a non-independent board chair and the board does not have an independent lead director.</i>						
3	Elect Didier Stoessel as Supervisory Board Member	Mgmt	Yes	For	For	No
4	Close Meeting	Mgmt	No			

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
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Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed	Auto-Approved		2,320	2,320
			05/10/2024	05/10/2024			
			Total Shares:				2,320

Brambles Limited

Meeting Date: 24/10/2024	Country: Australia	Ticker: BXB	Proxy Level: N/A
Record Date: 22/10/2024	Meeting Type: Annual	Meeting ID: 1889057	
Primary Security ID: Q6634U106	Primary CUSIP: Q6634U106	Primary ISIN: AU0000000BXB1	Primary SEDOL: B1FJ0C0
Earliest Cutoff Date: 18/10/2024	Total Ballots: 1		Additional Policy:
Votable Shares: 21,314	*Shares on Loan: 0	Shares Instructed: 21,314	Shares Voted: 21,314

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
2	Approve Remuneration Report	Mgmt	Yes	For	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because: - The company has introduced a Performance Modifier which may adjust STI scorecard outcomes by a factor of 0.8 to 1.2 percent. The modifier appears to be based on non-financial performance measures akin to 'day job' duties of executives and are poorly disclosed.</i>						
<i>Blended Rationale: A vote AGAINST is warranted because: - The company has introduced a Performance Modifier which may adjust STI scorecard outcomes by a factor of 0.8 to 1.2 percent. The modifier appears to be based on non-financial performance measures akin to 'day job' duties of executives and are poorly disclosed.</i>						
3	Elect Elizabeth Fagan as Director	Mgmt	Yes	For	For	No
4	Approve Amendments to and Issue of Shares under the Brambles Limited Performance Share Plan	Mgmt	Yes	For	For	No
5	Approve Participation of Graham Chipchase in the Performance Share Plan or the Amended Performance Share Plan	Mgmt	Yes	For	For	No
6	Approve Issue of Shares under the Brambles Limited MyShare Plan	Mgmt	Yes	For	For	No

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed	Auto-Approved		21,314	21,314
			15/10/2024	15/10/2024			
			Total Shares:				

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Meeting Date: 30/10/2024	Country: Australia	Ticker: DXS	Proxy Level: N/A
Record Date: 28/10/2024	Meeting Type: Annual	Meeting ID: 1833492	
Primary Security ID: Q318A1104	Primary CUSIP: Q318A1104	Primary ISIN: AU000000DXS1	Primary SEDOL: B033YN6
Earliest Cutoff Date: 24/10/2024	Total Ballots: 1		Additional Policy:
Votable Shares: 23,114	*Shares on Loan: 0	Shares Instructed: 23,114	Shares Voted: 23,114

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve Remuneration Report	Mgmt	Yes	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST the remuneration report is warranted. Misalignment of substantial executive bonuses with performance and shareholder returns continues to be observed, with insufficient rigor of performance targets in the FY24 STI and historical LTI grants. Additionally, the new structure of the FY25 LTI grant is presently excessive and offering a material quantum of in-the-money options. In addition: - Securityholders may question the former CEO's termination arrangements, where he ceased as CEO by 'mutual agreement' which has allowed him to retain his FY21 retention award despite being on 'gardening leave', which is inconsistent with shareholder interests and the underlying premise of a retention. - LTI vesting appears to be materially misaligned with the weak securityholder wealth outcomes in recent years, noting the lack of a securityholder return metric in previous grants and less than rigorous target setting by the board (e.g. AFFO growth of 0 percent for threshold vesting in the FY21 grant). - The change in structure of the FY25 LTI grant from performance rights to options is problematic in that the options are presently significantly in-the-money with a substantial windfall gain for the CEO.</i></p> <p><i>Blended Rationale: A vote AGAINST the remuneration report is warranted. Misalignment of substantial executive bonuses with performance and shareholder returns continues to be observed, with insufficient rigor of performance targets in the FY24 STI and historical LTI grants. Additionally, the new structure of the FY25 LTI grant is presently excessive and offering a material quantum of in-the-money options. In addition: - Securityholders may question the former CEO's termination arrangements, where he ceased as CEO by 'mutual agreement' which has allowed him to retain his FY21 retention award despite being on 'gardening leave', which is inconsistent with shareholder interests and the underlying premise of a retention. - LTI vesting appears to be materially misaligned with the weak securityholder wealth outcomes in recent years, noting the lack of a securityholder return metric in previous grants and less than rigorous target setting by the board (e.g. AFFO growth of 0 percent for threshold vesting in the FY21 grant). - The change in structure of the FY25 LTI grant from performance rights to options is problematic in that the options are presently significantly in-the-money with a substantial windfall gain for the CEO.</i></p>						
2	***Withdrawn Resolution*** Approve Grant of Long-Term Incentive Options to Ross Du Vernet	Mgmt	No			
3	Appoint KPMG as Auditor of the Company	Mgmt	Yes	For	For	No
<p><i>Voting Policy Rationale: The company is proposing a new audit firm.</i></p> <p><i>Blended Rationale: The company is proposing a new audit firm.</i></p>						
4.1	Elect Peeyush Gupta as Director	Mgmt	Yes	For	For	No
4.2	Elect Warwick Negus as Director	Mgmt	Yes	For	For	No
4.3	Elect Mark Ford as Director	Mgmt	Yes	For	For	No
5	Approve Conditional Spill Resolution	Mgmt	Yes	Against	Against	No

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed	Auto-Approved		23,114	23,114
			27/10/2024	27/10/2024			
			Total Shares:				23,114

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<b>Meeting Date:</b> 04/12/2024	<b>Country:</b> Denmark	<b>Ticker:</b> AMBU.B	<b>Proxy Level:</b> N/A
<b>Record Date:</b> 27/11/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1909209	
<b>Primary Security ID:</b> K03293147	<b>Primary CUSIP:</b> K03293147	<b>Primary ISIN:</b> DK0060946788	<b>Primary SEDOL:</b> BD9G333
<b>Earliest Cutoff Date:</b> 27/11/2024	<b>Total Ballots:</b> 1		<b>Additional Policy:</b>
<b>Votable Shares:</b> 3,391	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 3,391	<b>Shares Voted:</b> 3,391

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Receive Management's Report	Mgmt	No			
2	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For	No
3	Approve Remuneration Report	Mgmt	Yes	For	Against	Yes
<p><i>Voting Policy Rationale: A vote AGAINST the proposed remuneration report is warranted because it is below par in relation to market standards, particularly with regards to the annual performance period in the LTIP, and lack of ex post STIP disclosure of performance targets and individual achievement levels. In addition: - Total remuneration is more than two times the median of peers.</i></p> <p><i>Blended Rationale: A vote AGAINST the proposed remuneration report is warranted because it is below par in relation to market standards, particularly with regards to the annual performance period in the LTIP, and lack of ex post STIP disclosure of performance targets and individual achievement levels. In addition: - Total remuneration is more than two times the median of peers.</i></p>						
4	Approve Allocation of Income and Dividends of DKK 0.38 Per Share	Mgmt	Yes	For	For	No
5	Approve Remuneration of Directors in the Amount of DKK 1.2 Million for Chair, DKK 800,000 for Vice Chair and DKK 400,000 for Other Directors; Approve Compensation for Committee Work	Mgmt	Yes	For	For	No
6	Reelect Jorgen Jensen (Chair) as Director	Mgmt	Yes	For	For	No
7	Reelect Shacey Petrovic (Vice-Chair) as New Director	Mgmt	Yes	For	For	No
8.a	Reelect Michael del Prado as Director	Mgmt	Yes	For	For	No
8.b	Reelect Susanne Larsson as Director	Mgmt	Yes	For	For	No
8.c	Reelect Simon Hesse Hoffmann as Director	Mgmt	Yes	For	Abstain	Yes
<p><i>Voting Policy Rationale: A vote ABSTAIN for candidate Simon Hesse Hoffmann is warranted because he represents and is a primary beneficiary of the unequal voting rights structure.</i></p> <p><i>Blended Rationale: A vote ABSTAIN for candidate Simon Hesse Hoffmann is warranted because he represents and is a primary beneficiary of the unequal voting rights structure.</i></p>						
8.d	Elect David Hale as New Director	Mgmt	Yes	For	For	No
9	Ratify Ernst & Young as Auditors	Mgmt	Yes	For	For	No
10	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	Yes	For	For	No

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
11	Other Business	Mgmt	No			
Ballot Details						
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed	Auto-Approved		3,391
			24/11/2024	24/11/2024		3,391
Total Shares:					3,391	3,391

Associated British Foods Plc

Meeting Date: 06/12/2024	Country: United Kingdom	Ticker: ABF	Proxy Level: N/A
Record Date: 04/12/2024	Meeting Type: Annual	Meeting ID: 1909198	
Primary Security ID: G05600138	Primary CUSIP: G05600138	Primary ISIN: GB0006731235	Primary SEDOL: 0673123
Earliest Cutoff Date: 02/12/2024	Total Ballots: 1		Additional Policy:
Votable Shares: 9,812	*Shares on Loan: 0	Shares Instructed: 9,812	Shares Voted: 9,812

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For	No
2	Approve Remuneration Report	Mgmt	Yes	For	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted because: - The total short-term remuneration is more than 150% of base salary. - Total variable remuneration is more than 350% of base salary.						
Blended Rationale: A vote AGAINST is warranted because: - The total short-term remuneration is more than 150% of base salary. - Total variable remuneration is more than 350% of base salary.						
3	Approve Final Dividend	Mgmt	Yes	For	For	No
4	Re-elect Emma Adamo as Director	Mgmt	Yes	For	For	No
5	Re-elect Graham Allan as Director	Mgmt	Yes	For	For	No
6	Re-elect Kumsal Bayazit as Director	Mgmt	Yes	For	For	No
7	Re-elect Michael McLintock as Director	Mgmt	Yes	For	For	No
8	Re-elect Annie Murphy as Director	Mgmt	Yes	For	For	No
9	Re-elect Dame Heather Rabbatts as Director	Mgmt	Yes	For	For	No
10	Re-elect Richard Reid as Director	Mgmt	Yes	For	For	No
11	Re-elect Eoin Tonge as Director	Mgmt	Yes	For	For	No
12	Re-elect George Weston as Director	Mgmt	Yes	For	For	No

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

Associated British Foods Plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
13	Elect Loraine Woodhouse as Director	Mgmt	Yes	For	For	No
14	Reappoint Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	No
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	Yes	For	For	No
16	Authorise UK Political Donations and Expenditure	Mgmt	Yes	For	For	No
17	Authorise Issue of Equity	Mgmt	Yes	For	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted because: - This proposed issuance with preemptive rights exceeds 50 percent of issued capital.						
Blended Rationale: A vote AGAINST is warranted because: - This proposed issuance with preemptive rights exceeds 50 percent of issued capital.						
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Yes	For	For	No
19	Authorise Market Purchase of Ordinary Shares	Mgmt	Yes	For	For	No
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	Yes	For	Against	Yes
Voting Policy Rationale: A vote AGAINST the authority to reduce the notice to convene a shareholders' meeting is warranted.						
Blended Rationale: A vote AGAINST the authority to reduce the notice to convene a shareholders' meeting is warranted.						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed	Auto-Approved		9,812	9,812
			29/11/2024	29/11/2024			
			Total Shares:				9,812

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PARAMETERS

Location(s): All Locations  
Account Group(s): All Account Groups  
Institution Account(s): Candriam Sustainable Global Equity Fund  
Custodian Account(s): All Custodian Accounts  
Additional Policy: None  
ADR Meetings: All Meetings  
Ballot Statuses: All Statuses  
Contrary Votes: All Votes  
Date Format: DD/MM/YYYY  
ESG Pillar: All Pillars  
ESG Statistics Preference: Include Blended ESG Pillars  
Header Display: Repeat Headers for Any Meeting Split by Multiple Pages  
Markets: All Markets  
Meeting ID's: All Meeting ID's  
Meeting Types: All Meeting Types  
PoA Markets: All Markets  
Proposal Category: All Categories  
Proposal Proponents: All Proponents  
Proposal Subcategory: All Subcategories  
Rationale: All Rationale  
Recommendations: All Recommendations  
Record Date Markets: All Markets  
Reregistration Meetings: Include Reregistration Meetings  
Shareblocking Markets: All Markets  
Significant Vote: None  
Sort Order: Meeting Date, Company Name  
Vote Instructions: All Instructions  
Voting Policies: All Policies  
Zero (0) Share Ballots: Exclude 0 Share Ballots  
Account Watchlist: None  
Country Watchlist: None  
Issuer Watchlist: None  
Proposal Code Watchlist: None  
Proposal Code Watchlist - Agenda Output: Include Exact Matches Only

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