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







VOTE SUMMARY REPORT

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.

	Manageme	Management Proposals		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

Meeting Date: 08/02/2024		Country: United Kingdon	n	т	icker: CPG	Proxy Level	: N/A
Record Date: 06/02/2	024	Meeting Type: Annual		M	leeting ID: 1805444		
Primary Security ID:	G23296208	Primary CUSIP: G23296	5208	Р	rimary ISIN: GB00BD6K4575	Primary SED	DOL: BD6K457
Earliest Cutoff Date: 02/	02/2024	Total Ballots: 1				Additional Po	licy:
Votable Shares: 20,500		*Shares on Loan: 0		s	hares Instructed: 20,500	Shares Voted	: 20,500
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Sta and Statutory Repo		Mgmt	Yes	For	For	No
2	Approve Remunera	tion Report	Mgmt	Yes	For	Against	Yes
		ale: A vote AGAINST is warr ole remuneration is more that			rm remuneration is more than 150% o	of base	
		A vote AGAINST is warranted neration is more than 350%		hort-term re	muneration is more than 150% of ba	se salary	
3	Approve Final Divid	lend	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 Meakiı Director	ns as	Mgmt	Yes	For	For	No
7	Re-elect Dominic B Director	lakemore as	Mgmt	Yes	For	For	No

Compass Group Plc

Proposal lumber	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	s warranted as:- The n	ominee hold	's more than four equivalent directorships.						
	Blended Rationale: A vote AGAINST is war	ranted as:- The nomin	ee holds mo	re 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 to	he authority to reduce	the notice to	o convene a shareholders' meeting is warrante	ed.					
	Blanded Pationale: A vote AGAINST the av									

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			

Compass Group Plc

Siemens AG

-		Country: Germany Meeting Type: Annual			icker: SIE leeting ID: 1810054	Proxy Level	Proxy Level: N/A			
Primary Security ID	D: D69671218	Primary CUSIP: D6967	1218	P	rimary ISIN: DE0007236101	Primary SEL	OOL: 5727973			
Earliest Cutoff Date: 3	80/01/2024	Total Ballots: 1				Additional Po	licy:			
Votable Shares: 3,417		*Shares on Loan: 0		s	hares Instructed: 3,417	Shares Voted	: 3,417			
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt			
1	Receive Financial Sta and Statutory Repor Fiscal Year 2022/23 (Non-Voting)		Mgmt	No						
2	Approve Allocation o and Dividends of EU Share		Mgmt	Yes	For	For	No			
3.1	Approve Discharge c Management Board Roland Busch for Fis 2022/23	Member	Mgmt	Yes	For	Abstain	Yes			
	Voting Policy Rationa	le: An ABSTAIN is warrante	ed as discharge is	required bu	It not binding in this market.					
	Blended Rationale: A	n ABSTAIN is warranted as	discharge is requ	uired but no	t binding in this market.					
3.2	Approve Discharge of Management Board Cedrik Neike for Fisc 2022/23	Member	Mgmt	Yes	For	Abstain	Yes			
	Voting Policy Rationa	le: An ABSTAIN is warrante	ed as discharge is	required bu	It not binding in this market.					
	Blended Rationale: A	n ABSTAIN is warranted as	discharge is requ	uired but no	t binding in this market.					
3.3	Approve Discharge c Management Board Matthias Rebellius fc Year 2022/23	Member	Mgmt	Yes	For	Abstain	Yes			
	Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.									
	Blended Rationale: A	n ABSTAIN is warranted as	discharge is requ	lired but no	t binding in this market.					
3.4	Approve Discharge c Management Board Ralf Thomas for Fisc 2022/23	Member	Mgmt	Yes	For	Abstain	Yes			
	Voting Policy Rationa	le: An ABSTAIN is warrante	ed as discharge is	required bu	It not binding in this market.					
	Blended Rationale: A	n ABSTAIN is warranted as	discharge is requ	lired but no	t binding in this market.					
3.5	Approve Discharge c Management Board	Member	Mgmt	Yes	For	Abstain	Yes			
	Judith Wiese for Fisc 2022/23	ai fear								

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				
	Voting Policy Rationale: An ABSTAIN is war	ranted as discharge is	required bu	t not binding in this market.						
	Blended Rationale: An ABSTAIN is warrante	ed as discharge is requ	ired but not	binding in this market.						
4.2	Approve Discharge of Supervisory Board Member Birgit Steinborn for Fiscal Year 2022/23	Mgmt	Yes	For	Abstain	Yes				
	Voting Policy Rationale: An ABSTAIN is war	ranted as discharge is	required bu	t not binding in this market.						
	Blended Rationale: An ABSTAIN is warrante	ed as discharge is requ	ired but not	binding in this market.						
4.3	Approve Discharge of Supervisory Board Member Werner Brandt for Fiscal Year 2022/23	Mgmt	Yes	For	Abstain	Yes				
	Voting Policy Rationale: An ABSTAIN is war	ranted as discharge is	required bu	t not binding in this market.						
	Blended Rationale: An ABSTAIN is warrante	ed as discharge is requ	ired but not	binding in this market.						
4.4	Approve Discharge of Supervisory Board Member Tobias Baeumler for Fiscal Year 2022/23	Mgmt	Yes	For	Abstain	Yes				
	Voting Policy Rationale: An ABSTAIN is war	ranted as discharge is	required bu	t not binding in this market.						
	Blended Rationale: An ABSTAIN is warrante	ed as discharge is requ	ired but not	binding in this market.						
4.5	Approve Discharge of Supervisory Board Member Michael Diekmann (until Feb. 9, 2023) 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 warrante	ed as discharge is requ	ired but not	binding in this market.						
4.6	Approve Discharge of Supervisory Board Member Regina Dugan (from Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	Yes	For	Abstain	Yes				
	Voting Policy Rationale: An ABSTAIN is war	ranted as discharge is	required bu	t not binding in this market.						
	Blended Rationale: An ABSTAIN is warrante	ed as discharge is requ	ired but not	binding in this market.						
4.7	Approve Discharge of Supervisory Board Member Andrea Fehrmann for Fiscal Year 2022/23	Mgmt	Yes	For	Abstain	Yes				
	Voting Policy Rationale: An ABSTAIN is war	ranted as discharge is	required bu	t not binding in this market.						
	Blended Rationale: An ABSTAIN is warrante	ed as discharge is requ	ired but not	binding in this market.						
4.8	Approve Discharge of Supervisory Board Member Bettina Haller for Fiscal Year	Mgmt	Yes	For	Abstain	Yes				
	2022/23									

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	
	Voting Policy Rationale: An ABSTAIN is wai	rranted as discharge is	required bu	ut not binding in this market.			
	Blended Rationale: An ABSTAIN is warrante	ed as discharge is requ	iired but no	t binding in this market.			
4.10	Approve Discharge of Mgmt Yes For Abstain Yes Supervisory Board Member Keryn Lee James (from Feb. 9, 2023) for Fiscal Year 2022/23 Vertical Sector						
	Voting Policy Rationale: An ABSTAIN is wa	rranted as discharge is	required bu	ut not binding in this market.			
	Blended Rationale: An ABSTAIN is warrante	ed as discharge is requ	lired but no	t binding in this market.			
4.11	Approve Discharge of Supervisory Board Member Harald Kern for Fiscal Year 2022/23	Mgmt	Yes	For	Abstain	Yes	
	Voting Policy Rationale: An ABSTAIN is wa	rranted as discharge is	required bu	ut not binding in this market.			
	Blended Rationale: An ABSTAIN is warrant	ed as discharge is requ	iired but no	t binding in this market.			
4.12	Approve Discharge of Supervisory Board Member Juergen Kerner for Fiscal Year 2022/23	Mgmt	Yes	For	Abstain	Yes	
	Voting Policy Rationale: An ABSTAIN is wai	rranted as discharge is	required bu	ut not binding in this market.			
	Blended Rationale: An ABSTAIN is warrante	ed as discharge is requ	uired but no	t binding in this market.			
4.13	Approve Discharge of Supervisory Board Member Martina Merz (from Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	Yes	For	Abstain	Yes	
	Voting Policy Rationale: An ABSTAIN is wai	rranted as discharge is	required bi	ut not binding in this market.			
	Blended Rationale: An ABSTAIN is warrant	ed as discharge is requ	iired but no	t binding in this market.			
4.14	Approve Discharge of Supervisory Board Member Christian Pfeiffer (from Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	Yes	For	Abstain	Yes	
	Voting Policy Rationale: An ABSTAIN is wai	rranted as discharge is	required bu	ut not binding in this market.			
	Blended Rationale: An ABSTAIN is warrant	ed as discharge is requ	lired but no	t binding in this market.			
4.15	Approve Discharge of Supervisory Board Member Benoit Potier for Fiscal Year 2022/23	Mgmt	Yes	For	Abstain	Yes	
	Voting Policy Rationale: An ABSTAIN is wai	rranted as discharge is	required bi	ut not binding in this market.			

Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.

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				
	Voting Policy Rationale: An ABSTAIN is wai	rranted as discharge is	required bu	It not binding in this market.						
	Blended Rationale: An ABSTAIN is warrante	ed as discharge is requ	ired but no	t binding in this market.						
4.17	Approve Discharge of Supervisory Board Member Norbert Reithofer (until Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	Yes	For	Abstain	Yes				
	Voting Policy Rationale: An ABSTAIN is wai	rranted as discharge is	required bu	It not binding in this market.						
	Blended Rationale: An ABSTAIN is warrante	ed as discharge is requ	lired but no	t binding in this market.						
4.18	Approve Discharge of Supervisory Board Member Kasper Rorsted for Fiscal Year 2022/23	Mgmt	Yes	For	Abstain	Yes				
	Voting Policy Rationale: An ABSTAIN is wai	rranted as discharge is	required bu	It not binding in this market.						
	Blended Rationale: An ABSTAIN is warrante	ed as discharge is requ	lired but no	t binding in this market.						
4.19	Approve Discharge of Supervisory Board Member Nemat Shafik (until Feb. 9, 2023) 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 warrante	ed as discharge is requ	lired but no	t binding in this market.						
4.20	Approve Discharge of Supervisory Board Member Nathalie von Siemens for Fiscal Year 2022/23	Mgmt	Yes	For	Abstain	Yes				
	Voting Policy Rationale: An ABSTAIN is wai	rranted as discharge is	required bu	It not binding in this market.						
	Blended Rationale: An ABSTAIN is warrante	ed as discharge is requ	uired but no	t binding in this market.						
4.21	Approve Discharge of Supervisory Board Member Michael Sigmund (until Aug. 31, 2023) for Fiscal Year 2022/23	Mgmt	Yes	For	Abstain	Yes				
	Voting Policy Rationale: An ABSTAIN is wai	rranted as discharge is	required bu	It not binding in this market.						
	Blended Rationale: An ABSTAIN is warrante	ed as discharge is requ	uired but no	t binding in this market.						
4.22	Approve Discharge of Supervisory Board Member Dorothea Simon for Fiscal Year 2022/23	Mgmt	Yes	For	Abstain	Yes				
	Voting Policy Rationale: An ABSTAIN is wai	rranted as discharge is	required bu	It not binding in this market.						
	Blended 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.

Supervisory Board Member Gradie Vittabilin for Fiscal Year 2022/23 Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market. Biended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market. Paprove Discharge of Mgmt Yes For Abstain Yes 2022/23 Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market. Biended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market. Biended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market. Biended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market. Biended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market. Biended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market. Biended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market. Biended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market. Biended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market. Biended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market. Biended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market. Biended Rationale: A vote AGAINST is warranted as discharge is required but not binding in this market. Biended 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. Approve Remuneration Report Mgmt Yes For Against Ye Voting Policy Rationale: A vote AGAINST is warranted because: The total short-term remuneration paid to the CEO can exceed 150 percent of base salary for the STI and 350 percent for the variable compensation. Biended Rational	roposal umber	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt				
Bended Rahonale: An ABSTAIN is warranted as discharge is required but not binding in this market. Abstain Ye Mathinas Zucher Toriscol Year Zuczi Zi Keining Aulicy Rahonale: An ABSTAIN is warranted as discharge is required but not binding in this market. Bended Rahonale: An ABSTAIN is warranted as discharge is required but not binding in this market. F5 Approve Discharge of Member Gamma Zukant (Linf Heb. 9, 2022) for Fiscal Year 2022/23. Mgmt Yes For Abstain Year 2022/24. F6 Approve Discharge of Member Gamma Zukant (Linf Heb. 9, 2022) for Fiscal Year 2022/23. Mgmt Yes For Abstain Year 2022/24. F6 Approve Discharge of Member Gamma Zukant (Linf Heb. 9, 2023) for Fiscal Year 2022/24. For National Zukant (Linf Heb. 9, 2023) for Fiscal Year 2022/24. F6 Ratify Pricewaterhouse-Coopers Mgmt Yes For Against // Warr 2022/24. For National Year 2022/24. F0 GmbH as Auditors for Fiscal Year 2022/24. For Against Year 2022/24. F0 Approve Remuneration Policy Mgmt Yes For Against Prove Against Year 2022/24. For Against Year 2022/24. F0 Approve AdAMNST 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. Approve Remuneration Report Mgmt Yes For Against Year 2022/24. F0 Approve Remuneration Report Mgmt Yes For Against Year 2022 (Fistorig Policy Ratify Chadamale: A vote AGAINST is warra	4.23	Supervisory Board Member Grazia Vittadini for Fiscal Year	Mgmt	Yes	For	Abstain	Yes				
24 Approve Discharge of Supervisory baard Member Multitue Scalure for Firstel Year 2022/23 Notes Paticy Rationale: A RASTAUN is waranted as discharge is required but not binding in this market. Elended Rationale: An ABSTAUN is waranted as discharge is required but not binding in this market. 25 Approve Discharge of Supervisory Board Member Gumma Zukunit (until Ele. 9, 2022) (or fiscal to real 2022) (or fiscal to fiscal to fiscal to real 2022) (or fiscal to		Voting Policy Rationale: An ABSTAIN is war	ranted as discharge is	required bu	It not binding in this market.						
Supervisory Board Member Mathias Zacher for Fiscal Year 2022/23 Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market. Biended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market. Biended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market. Supervisory Board Member Gumma Zukunit (und Feb. 9, 2022) for Fiscal Year 2022/23 Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market. Biended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market. Biended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market. Biended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market. Biended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market. Biended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market. Biended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market. Biended Rationale: An ABSTAIN 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. Biended 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. Approve Creation of Report Mars 130 Percent for the variable compensation. Approve Creation of PLR 480 Mgmt Yes For Against Yu Voting Policy Rationale: A vote AGAINST is warranted because: The total short-term remuneration is more than 150 percent of base salary. Approve Creation of PLR 480 Mgmt Yes For Against Yu Woting Policy Rationale: A vote AGAINST is warranted as: The authority would last more than 26 months. Biended Rationale: A vo		Blended Rationale: An ABSTAIN is warrante	d as discharge is requ	iired but no	t binding in this market.						
Bended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market. Abstain Yu PS Approve Discharge of Gunna Zukun (funti [reb. 9, 2023) for Fiscal Year 2022/23 Mgmt Yes For Abstain Yu Voting Palicy Fattonale: An ABSTAIN is warranted as discharge is required but not binding in this market. Biended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market. For No Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023/24 Mgmt Yes For No Approve Remuneration Policy Mgmt Yes For Against Yu Voting Palicy Rationale: A vice AGMINST 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. Biended Rationale: A vice AGAINST is warranted because:- The total potential variable remuneration paid to the CEO can exceed 150 percent of the sealary for the STI and 350 percent for the variable compensation. Against Yu Approve Remuneration Report Mgmt Yes For Against Yu Voting Palicy Rationale: A vote AGAINST is warranted because:- The total short-term remuneration is more than 150 percent of base salary. Approve Creation of EUR AGAINST is warranted as:- The authority would last more than 250 months. Biended Rationale: A vote AGAIN	4.24	Supervisory Board Member Matthias Zachert for Fiscal Year	Mgmt	Yes	For	Abstain	Yes				
25 Approve Discharge of Gummer Zukunft (until Feb. 9, 2023) for Fiscal Year Zukurft (until Feb. 9, 2024) Ratify Pricewatehous/Coopers Gummeration Stor Fiscal Year Zukurft (until Feb. 9, 2024) Mgmt Yes For For Na Approve Remuneration Policy Mgmt Yes For Against Yee Year 2023/24 Biended Rationale: A vole 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. Year Zukurft (Until Feb. 9, 2024) Approve Remuneration Report Mgmt Yes For Against Yee Approve Remuneration Report Mgmt Yes For Against Yee Victing Policy Rationale: A vole AGAINST is warranted because:- The total short-term remuneration is more than 150 percent of base salary. Against Yee Biended Rationale: A vole AGAINST is warranted as:- The authority would last more than 26 months. Against Yee Kiting Polic		Voting Policy Rationale: An ABSTAIN is war	ranted as discharge is	required bu	It not binding in this market.						
Supervisory Board Member Gumar Zukunf (unt Feb. 9, 2023) for Fiscal Year 2022/23 Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market. Bended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market. Ratify PricewaterhouseCoopers Mgmt Yes For No GmbH as Auditors for Fiscal Yes For Against Ye Approve Remuneration Policy Mgmt Yes For Against Ye 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. Approve Remuneration Report Mgmt Yes For Against Ye Bended Rationale: A vote AGAINST is warranted because: The total short-term remuneration paid to the CEO can exceed 150 percent of base salary for the STI and 350 percent for the variable compensation. Approve Remuneration Report Mgmt Yes For Against Ye Woting Policy Rationale: A vote AGAINST is warranted because: The total short-term remuneration is more than 150 percent of base salary. Approve Remuneration of EUR 480 Mgmt Yes For Against Ye Woting Policy Rationale: A vo		Blended Rationale: An ABSTAIN is warrante	d as discharge is requ	iired but no	t binding in this market.						
Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market. Ratify PricewaterhouseCoopers Mgmt Yes For For Nu GmbH as Auditors for Fiscal Year 2023/24 Mgmt Yes For Against Ye Approve Remuneration Policy Mgmt Yes For Against Ye 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. Blended Rationale: A vote AGAINST is warranted because:- The total short-term remuneration paid to the CEO can exceed 150 percent of base salary for the STI and 350 percent for the variable compensation. Against Ye Approve Remuneration Report Mgmt Yes For Against Ye Blended Rationale: A vote AGAINST is warranted because:- The total short-term remuneration is more than 150 percent of base salary. Baginst Ye Approve Creation of EUR 480 Mgmt Yes For Against Ye Parial Exclusion of Preemptive Rights Yeat AGAINST is warranted as:- The authority would last more than 26 months. Biended Rationale: A vote AGAINST is warranted as:- The authority would last more than 26 months. Biended Rationale: A vote AGAINST is warranted as:- The authority would last more than 26 months.	4.25	Supervisory Board Member Gunnar Zukunft (until Feb. 9,	Mgmt	Yes	For	Abstain	Yes				
Ratify PricewaterhouseCoopers Mgmt Yes For Ne GmbH as Auditors for Fiscal Year 2023/24 Approve Remuneration Policy Mgmt Yes For Against Yee Approve Remuneration Policy Mgmt Yes For Against Yee 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. 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. Against Yee Approve Remuneration Report Mgmt Yes For Against Yee Vating Policy Rationale: A vote AGAINST is warranted because: - The total short-term remuneration is more than 150 percent of base salary. Blended Rationale: A vote AGAINST is warranted because: - The total short-term remuneration is more than 150 percent of base salary. Blended Rationale: A vote AGAINST is warranted as: - The authority would last more than 26 months. Yee Approve Creation of EUR 480 Mgmt Yes For Against Yee National Clay Patiental With Warrants Mgmt Yes For Against Yee Voting		Voting Policy Rationale: An ABSTAIN is war	ranted as discharge is	required bu	t not binding in this market.						
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Approve Remuneration ReportMgmtYesForAgainstYesVoting Policy Rationale: A vote AGAINST is warranted because:- The total short-term remuneration is more than 150 percent of base salary.Blended Rationale: A vote AGAINST is warranted because:- The total short-term remuneration is more than 150 percent of base salary.Blended Rationale: A vote AGAINST is warranted because:- The total short-term remuneration is more than 150 percent of base salary.Approve Creation of EUR 480MgmtYesForAgainstYeMillion Pool of Capital with Partial Exclusion of Preemptive RightsYesForAgainstYeVoting 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.AgainstYeWarrants/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 RightsYesForAgainstYe		exceed 150 percent of base salary for the STI and 350 percent for the variable compensation. Blended Rationale: A vote AGAINST is warranted because:- The total potential variable remuneration paid to the CEO can									
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Approve Issuance of Mgmt Yes For Against Yes 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		Voting Policy Rationale: A vote AGAINST is	warranted as:- The au	ithority wou	ld last more than 26 months.						
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		Blended Rationale: A vote AGAINST is warra	anted as:- The author	ity would la	st more than 26 months.						
Voting Policy Rationale: A vote AGAINST is warranted as:- The authority would last more than 26 months.	9	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	Mgmt	Yes	For	Against	Yes				
		Voting Policy Rationale: A vote AGAINST is	warranted as:- The au	ithority wou	ld last more than 26 months.						
Blended Rationale: A vote AGAINST is warranted as:- The authority would last more than 26 months.		Blended Rationale: A vote AGAINST is warra	anted as:- The author	ity would la	st 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	Auto-Approved		3,417	3,417
			27/01/2024	27/01/2024			
					Total Shares:	3,417	3,417

Siemens Energy AG

Meeting Date: 26/02/2024 Record Date: 19/02/2024 Primary Security ID: D6T47E106 Earliest Cutoff Date: 15/02/2024		Country: Germany Meeting Type: Annual Primary CUSIP: D6T4	7E106	Ν	icker: ENR leeting ID: 1812519 rimary ISIN: DE000ENER6Y0	Proxy Level Primary SE	: N/A DOL: BMTVQK9				
		Total Ballots: 1				Additional Po	licy:				
Votable Shares: 7	,115	*Shares on Loan: 0		s	hares Instructed: 7,115	Shares Voted	: 7,115				
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt				
1	Receive Financial St and Statutory Repor Fiscal Year 2022/23 (Non-Voting)		Mgmt	No							
2	Approve Allocation of Div		Mgmt	Yes	For	For	No				
V	Voting Policy Rationa	Voting Policy Rationale: The company is not distributing any dividends due to a net loss for the year under review.									
	Blended Rationale: T	The company is not distribu	iting any dividends	s due to a n	et loss for the year under review.						
3.1	Approve Discharge Management Board Christian Bruch for I 2022/23	Member	Mgmt	Yes	For	Abstain	Yes				
	Voting Policy Rationa	ale: An ABSTAIN is warran	ted as discharge is	required bu	It not binding in this market.						
	Blended Rationale: A	n ABSTAIN is warranted a	s discharge is requ	uired but no	t binding in this market.						
3.2	Approve Discharge Management Board Maria Ferraro for Fis 2022/23	Member	Mgmt	Yes	For	Abstain	Yes				
	Voting Policy Rationa	ale: An ABSTAIN is warran	ted as discharge is	required bu	It not binding in this market.						
	Blended Rationale: A	d Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.									
3.3	Approve Discharge Management Board Karim Amin for Fisc 2022/23	Member	Mgmt	Yes	For	Abstain	Yes				
	Voting Policy Rationa	ale: An ABSTAIN is warran	ted as discharge is	required bu	It not binding in this market.						
	Blanded Pationalos	n ABSTAIN is warranted a	ne discharge is rogi	uired but no	t hinding in this market						

Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.

Approve Discharge of					
Management Board Member Tim Holt for Fiscal Year 2022/23	Mgmt	Yes	For	Abstain	Yes
Voting Policy Rationale: An ABSTAIN is warrante	ed as discharge is	required bu	It not binding in this market.		
Blended Rationale: An ABSTAIN is warranted as	discharge is requ	lired but no	t binding in this market.		
Approve Discharge of Management Board Member Anne-Laure Parrical de Chammard (from Nov. 1, 2022) for Fiscal Year 2022/23	Mgmt	Yes	For	Abstain	Yes
Voting Policy Rationale: An ABSTAIN is warrante	ed as discharge is	required bu	It not binding in this market.		
Blended Rationale: An ABSTAIN is warranted as	discharge is requ	iired but no	t binding in this market.		
Approve Discharge of Management Board Member Vinod Philip (from Oct. 1, 2022) for Fiscal Year 2022/23	Mgmt	Yes	For	Abstain	Yes
Voting Policy Rationale: An ABSTAIN is warrante	ed as discharge is	required bu	It not binding in this market.		
Blended Rationale: An ABSTAIN is warranted as	discharge is requ	uired but no	t binding in this market.		
Approve Discharge of Supervisory Board Member Joe Kaeser for Fiscal Year 2022/23	Mgmt	Yes	For	Abstain	Yes
Voting Policy Rationale: An ABSTAIN is warrante	ed as discharge is	required bu	It not binding in this market.		
Blended Rationale: An ABSTAIN is warranted as	discharge is requ	uired but no	t binding in this market.		
Approve Discharge of Supervisory Board Member Robert Kensbock for Fiscal Year 2022/23	Mgmt	Yes	For	Abstain	Yes
Voting Policy Rationale: An ABSTAIN is warrante	ed as discharge is	required bu	It not binding in this market.		
Blended Rationale: An ABSTAIN is warranted as	discharge is requ	uired but no	t binding in this market.		
Approve Discharge of Supervisory Board Member Hubert Lienhard for Fiscal Year 2022/23	Mgmt	Yes	For	Abstain	Yes
Voting Policy Rationale: An ABSTAIN is warrante	ed as discharge is	required bu	It not binding in this market.		
Blended Rationale: An ABSTAIN is warranted as	discharge is requ	lired but no	t binding in this market.		
Approve Discharge of Supervisory Board Member Guenter Augustat for Fiscal Year 2022/23	Mgmt	Yes	For	Abstain	Yes
Voting Policy Rationale: An ABSTAIN is warrante	ed as discharge is	required bu	It not binding in this market.		
Blended Rationale: An ABSTAIN is warranted as	discharge is requ	ired but no	t binding in this market.		
Approve Discharge of Supervisory Board Member Manfred Baereis for Fiscal Year 2022/23	Mgmt	Yes	For	Abstain	Yes
Voting Policy Rationale: An ABSTAIN is warrante	ed as discharge is	required bu	It not binding in this market.		
	Blended Rationale: An ABSTAIN is warranted as Approve Discharge of Management Board Member Anne-Laure Parrical de Chammard (from Nov. 1, 2022) for Fiscal Year 2022/23 Voting Policy Rationale: An ABSTAIN is warranted Blended Rationale: An ABSTAIN is warranted as Approve Discharge of Management Board Member Vinod Philip (from Oct. 1, 2022) for Fiscal Year 2022/23 Voting Policy Rationale: An ABSTAIN is warranted as Blended Rationale: An ABSTAIN is warranted as Approve Discharge of Supervisory Board Member Joe Kaeser for Fiscal Year 2022/23 Voting Policy Rationale: An ABSTAIN is warranted as Approve Discharge of Supervisory Board Member Joe Kaeser for Fiscal Year 2022/23 Voting Policy Rationale: An ABSTAIN is warranted as Approve Discharge of Supervisory Board Member Robert Kensbock for Fiscal Year 2022/23 Voting Policy Rationale: An ABSTAIN is warranted as Approve Discharge of Supervisory Board Member Hubert Lienhard for Fiscal Year 2022/23 Voting Po	Blended Rationale: An ABSTAIN is warranted as discharge is required. 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Blended Rationale: An ABSTAIN is waranted as discharge is required but not binding in this market. Reprove Discharge of Mgmt Yes For Management Board Member Vinid Philip (from Oct. 1, 2022) for Fiscal Year 2022/23 Voting Policy Rationale: An ABSTAIN is waranted as discharge is required but not binding in this market. Blended Rationale: An ABSTAIN is waranted as discharge is required but not binding in this market. Blended Rationale: An ABSTAIN is waranted as discharge is required but not binding in this market. Approve Discharge of Mgmt Yes Supervisory Board Member Joe Kaeser for Fiscal Year 2022/23 Voting Policy Rationale: An ABSTAIN is waranted as discharge is required but not binding in this market. Approve Discharge of Mgmt Yes Blended Rationale: An ABSTAIN is waranted as discharge is required but not binding in this market. Approve Discharge of Mgmt Yes Supervisory Board Member Member Robert (Renhard for Fiscal Year 2022/23 Voting Policy Rationale: An ABSTAIN is warant	Bended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market. Abstain Approve Discharge of Chember Mgmt Yes For Abstain J2022) OF Inscal Vesz 20273 Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market. Bended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market. Bended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market. Bended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market. Bended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market. Bended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market. 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roposal lumber	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
	Voting Policy Rationale: An ABSTAIN is wa	arranted as discharge is	required bu	t not binding in this market.		
	Blended Rationale: An ABSTAIN is warran	ted as discharge is requ	ired but not	binding in this market.		
4.7	Approve Discharge of Supervisory Board Member Christine Bortenlaenger for Fiscal Year 2022/23	Mgmt	Yes	For	Abstain	Yes
	Voting Policy Rationale: An ABSTAIN is wa	arranted as discharge is	required bu	t not binding in this market.		
	Blended Rationale: An ABSTAIN is warran	ted as discharge is requ	ired but not	binding in this market.		
4.8	Approve Discharge of Supervisory Board Member Andrea Fehrmann for Fiscal Year 2022/23	Mgmt	Yes	For	Abstain	Yes
	Voting Policy Rationale: An ABSTAIN is wa	arranted as discharge is	required bu	t not binding in this market.		
	Blended Rationale: An ABSTAIN is warran	ted as discharge is requ	ired but not	binding in this market.		
4.9	Approve Discharge of Supervisory Board Member Andreas Feldmueller for Fiscal Year 2022/23	Mgmt	Yes	For	Abstain	Yes
	Voting Policy Rationale: An ABSTAIN is wa	arranted as discharge is	required bu	t not binding in this market.		
	Blended Rationale: An ABSTAIN is warran	ted as discharge is requ	ired but not	binding in this market.		
4.10	Approve Discharge of Supervisory Board Member Nadine Florian for Fiscal Year 2022/23	Mgmt	Yes	For	Abstain	Yes
	Voting Policy Rationale: An ABSTAIN is wa	arranted as discharge is	required bu	t not binding in this market.		
	Blended Rationale: An ABSTAIN is warran	ted as discharge is requ	ired but not	binding in this market.		
4.11	Approve Discharge of Supervisory Board Member Sigmar Gabriel for Fiscal Year 2022/23	Mgmt	Yes	For	Abstain	Yes
	Voting Policy Rationale: An ABSTAIN is wa	arranted as discharge is	required bu	t not binding in this market.		
	Blended Rationale: An ABSTAIN is warran	ted as discharge is requ	ired but not	binding in this market.		
4.12	Approve Discharge of Supervisory Board Member Horst Hakelberg for Fiscal Year 2022/23	Mgmt	Yes	For	Abstain	Yes
	Voting Policy Rationale: An ABSTAIN is wa	arranted as discharge is	required bu	t not binding in this market.		
	Blended Rationale: An ABSTAIN is warran	ted as discharge is requ	ired but not	binding in this market.		
4.13	Approve Discharge of Supervisory Board Member Juergen Kerner for Fiscal Year 2022/23	Mgmt	Yes	For	Abstain	Yes
			no quinad by	t not binding in this market.		

roposal umber	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
	Voting Policy Rationale: An ABSTAIN is wa	rranted as discharge is	required bu	It not binding in this market.		
	Blended Rationale: An ABSTAIN is warrant	ed as discharge is requ	iired but no	t binding in this market.		
4.15	Approve Discharge of Supervisory Board Member Laurence Mulliez for Fiscal Year 2022/23	Mgmt	Yes	For	Abstain	Yes
	Voting Policy Rationale: An ABSTAIN is wa	rranted as discharge is	required bu	It not binding in this market.		
	Blended Rationale: An ABSTAIN is warrant	ed as discharge is requ	ired but no	t binding in this market.		
4.16	Approve Discharge of Supervisory Board Member Thomas Pfann for Fiscal Year 2022/23	Mgmt	Yes	For	Abstain	Yes
	Voting Policy Rationale: An ABSTAIN is wa	rranted as discharge is	required bu	It not binding in this market.		
	Blended Rationale: An ABSTAIN is warrant	ed as discharge is requ	iired but no	t binding in this market.		
4.17	Approve Discharge of Supervisory Board Member Matthias Rebellius for Fiscal Year 2022/23	Mgmt	Yes	For	Abstain	Yes
	Voting Policy Rationale: An ABSTAIN is wa	rranted as discharge is	required bu	It not binding in this market.		
	Blended Rationale: An ABSTAIN is warrant	ed as discharge is requ	ired but no	t binding in this market.		
4.18	Approve Discharge of Supervisory Board Member Ralf Thomas for Fiscal Year 2022/23	Mgmt	Yes	For	Abstain	Yes
	Voting Policy Rationale: An ABSTAIN is wa	rranted as discharge is	required bu	It not binding in this market.		
	Blended Rationale: An ABSTAIN is warrant	ed as discharge is requ	vired but no	t binding in this market.		
4.19	Approve Discharge of Supervisory Board Member Geisha Williams for Fiscal Year 2022/23	Mgmt	Yes	For	Abstain	Yes
	Voting Policy Rationale: An ABSTAIN is wa	rranted as discharge is	required bu	It not binding in this market.		
	Blended Rationale: An ABSTAIN is warrant	ed as discharge is requ	ired but no	t binding in this market.		
4.20	Approve Discharge of Supervisory Board Member Randy Zwirn for Fiscal Year 2022/23	Mgmt	Yes	For	Abstain	Yes
	Voting Policy Rationale: An ABSTAIN is wa	rranted as discharge is	required bu	It not binding in this market.		
	Blended Rationale: An ABSTAIN is warrant	ed as discharge is requ	ired but no	t binding in this market.		
5	Ratify KPMG AG as Auditors for Fiscal Year 2023/24	Mgmt	Yes	For	For	No

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt					
6	Approve Remuneration Report	Mgmt	Yes	For	Against	Yes					
	the beginning of her appointment amount	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.									
	Blended Rationale: A vote AGAINST is wa beginning of her appointment amounting former employer, moreover the basis of ti	to EUR 1.9 million to co	ompensate f	or forfeited remuneration entitleme	,						
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					
	Voting Policy Rationale: A vote AGAINST i	s warranted as:- The au	uthority wou	Id last more than 26 months.							
	Blended Rationale: A vote AGAINST is wa	rranted as:- The author	ity would la	st more than 26 months.							
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					
	Voting Policy Rationale: A vote AGAINST i	s warranted as:- The au	uthority wou	Id last more than 26 months.							
	Blended Rationale: A vote AGAINST is wa	rranted as:- The author	ity would la.	st more than 26 months.							
11	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	Yes	For	Against	Yes					
	Voting Policy Rationale: A vote AGAINST i	s warranted as:- The au	uthority wou	ıld last more than 26 months.							
	Blended Rationale: A vote AGAINST is wa	rranted act. The author	ity would be	at more than 26 menths							

(IA Name, IA Number)	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	7,115

Novartis AG

Meeting Date: 0 Record Date: Primary Securit		Country: Switzerland Meeting Type: Annual Primary CUSIP: H58200	0150	M	icker: NOVN leeting ID: 1812066 rimary ISIN: CH0012005267	Proxy Level	: N/A DOL: 7103065
-		Total Ballots: 1	2130	•			
Earliest Cutoff Dat Votable Shares: 9,		*Shares on Loan: 0		s	hares Instructed: 9,203	Additional Pol Shares Voted:	
	205			Votable		Vote	Vote
Proposal Number			Proponent	Proposal	Mgmt Rec	Instruction	Mgmt
1.1	Accept Financial Sta and Statutory Repor		Mgmt	Yes	For	For	No
1.2	Approve Non-Finance	cial Report	Mgmt	Yes	For	For	No
2	Approve Discharge of and Senior Manager		Mgmt	Yes	For	Against	Yes
	Voting Policy Rationa	ale: As discharge is binding	or not compulsor	y in this ma	rket, a vote AGAINST this item is warrant	ed.	
	Blended Rationale: A	As discharge is binding or no	ot compulsory in t	his market,	a vote AGAINST this item is warranted.		
3	Approve Allocation of and Dividends of CH Share		Mgmt	Yes	For	For	No
4	Approve CHF 42.9 N Reduction in Share Cancellation of Repu Shares	Capital via	Mgmt	Yes	For	For	No
5.1	Approve Remunerat Directors in the Amo 8.8 Million		Mgmt	Yes	For	Against	Yes
	- /	ale: A vote AGAINST is warr the to receive more of their co			pensation is delivered in cash, and board d of cash.	,	
		Vote AGAINST is warranted ve more of their compensati			ation is delivered in cash, and board men	nbers	
5.2	Approve Maximum Remuneration of Ex Committee in the Ar CHF 95 Million		Mgmt	Yes	For	For	No
5.3	Approve Remunerat	ion Report	Mgmt	Yes	For	Against	Yes
	salary Total variabi 1, 2023, as "Preside replacement award o CHF 3,084,694 in tai	e remuneration is more thai nt, International". In order t of CHF 6.4 million. This amo	n 350% of base s to replace entitler ount comprises Ch 24 in RSUs, both o	alary Patri ments forfeit HF 1,058,27	ort-term remuneration is more than 150%, ck Horber joined the executive committee ed at the previous employer, he received A in cash to be paid out in March 2024 as Vest between 2024 and 2026. Per Novard	e on Dec. a total well as	
	salary Total variabi 1, 2023, as "Presidei replacement award o CHF 3,084,694 in tai	e remuneration is more thai nt, International". In order t of CHF 6.4 million. This amo	n 350% of base s to replace entitler ount comprises Ch 24 in RSUs, both o	alary Patn ments forfeit HF 1,058,27	erm remuneration is more than 150% of L ick Horber joined the executive committee ed at the previous employer, he received A in cash to be paid out in March 2024 as vest between 2024 and 2026. Per Novar	e on Dec. a total well as	
6.1	Reelect Joerg Reinh Director and Board		Mgmt	Yes	For	For	No
6.2	Reelect Nancy Andro	2016 25	Mgmt	Yes	For	For	No

Novartis AG

Ashed Description Participation Pa	Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt					
Binded Atomale A set a Manthe ase - The nominee holds more than four equivalent directorphys. 6.4 Reelect Patrice Bula as Director Mgmt Yes For Against Yes 6.4 Wind policy Atomale A set at ACMAST is summarine because - The nominee the the direct of policy atomatice non-enceptive poists are not filed by underregresented set which will be required as of June 2026. While sech concern does not inginger a vole ACMAST is the manufactor and the level of policy atomatice methods in the level of policy atomatice non-enceptive poists are not filed by underregresented set which will be required as of June 2026. While sech concern does not inginger a vole ACMAST is the instanted because. The nominee the AVM porces of the baard's non-enceptive poists are non-filed by underregresented set which will be required as of June 2026. While sech concern notes not inger a vole ACMAST is underregresented set which will be required as of June 2026. While sech concern the key at a file baard's non-enceptive poists are non-filed by underregresented set which will be required as of June 2026. While sech concern the key at a file baard's non-enceptive poists are non-filed by underregresented set which will be required as of June 2026. While sech concern the key at a file baard's non-enceptive poists are non-filed by underregresented set which will be required as of June 2026. While sech concern the key at a file baard's non-enceptive poists are non-filed by underregresentes are non-filed by underreg	6.3		Mgmt	Yes	For	Against	Yes					
6.4 Relect Patrice Buila as Director Name Yes For Against Yes 6.4 Abding Pakky Addonale: A vola AGAINST is summarized because: The nominale is the chair of the Monination Committee and the level of gender directory on the board is less that 33 percent. We note bload 40 percent of the boards is not incept on your summarized legal decadine. Secondary between summarized because: The nominale is the chair of the Monination Committee and legal decadine. Secondary between summarized because: The nominale is the chair of the Monination Committee and between the legal decadine. Secondary between summarized because: The nominale is the chair of the Monination Committee and between the legal decadine. Secondary between summarized because: The nominale is the chair of the Monination Committee and between the legal decader. 6.5 Bendert Elitabeth Onlerty as the director decaderate is the chair of the Monination Committee and between the legal decadine. Secondary between the legal decader. No 6.6 Decader Relect Elitabeth Onlerty as the director decaderate and the logit and the Monination Committee and the legal decaderate. No No 6.7 Relect Elitabeth Onlerty as the director decaderate and the logit and l		Voting Policy Rationale: A vote AGAINST is warrant	ed as:- The no	ominee hold	's more than four equivalent directorships.							
Voting Policy Rationals: A vote AGAINST is warning documes: The nominee is the chair of the Nomination Committee and the level of gender diversity on the band's lises than 33 percent. We note that 40 percent of the boards non-researche podes are not filled by underregressented sex which will be required as of June 2016. While such contracts does not trigger a vote AGAINST the director dectars until 2020, we encourage the company to consider complying with the requirements within the legal daditime. 6.5 Reselect Bridgette Heller as not filled by underregressented less than 33 percent. We note that 40 percent of the boards non-researche pass are not filled by underregressented sex which will be required as of June 2020. While such concern does not trigger a vote AGAINST the director dectars until 2020, we encourage the company to consider complying with the requirements within the legal deadine. 6.6 Reselect Bridgette Heller as Director Mgmt Yes For No 6.7 Reselect Bridgette Heller as Director Mgmt Yes For No 6.8 Reselect Bridgette Heller as Director Mgmt Yes For No 6.9 Reselect Sinon Moroney as Director Mgmt Yes For No 6.10 Reselect Sinon Moroney as Director Mgmt Yes For No 6.11 Reselect Sinon Moroney as Director Mgmt Yes For		Blended Rationale: A vote AGAINST is warranted as	s:- The nomine	ee holds mo	re than four equivalent directorships.							
bre level of operate directly on the board is tess than 32 percent. We note that 40 percent of the boards in oreacular posts are not filled by underrogeneend ess whell will be requirement within the legal deadline. Second and a second and	6.4	Reelect Patrice Bula as Director	Mgmt	Yes	For	Against	Yes					
keid of gende divestig on the board is less than 33 percent, the note that 40 percent of the baard snowed obserview is decided by the sequence of the baard snowed obserview is decided by the sequence of the baard snowed obserview is decided by the sequence of the baard snowed obserview is decided by the sequence of th		<i>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</i>										
Director 6.6 Reelect Diridgette Heller as Director Mgmt Yes For For No 6.7 Reelect Daniel Hochstrasser as Director Mgmt Yes For For No 6.8 Reelect Daniel Hochstrasser as Director Mgmt Yes For For No 6.9 Reelect Ande Pro Gonzalo as Director Mgmt Yes For For No 6.10 Reelect Ande Pro Gonzalo as Director Mgmt Yes For For No 6.11 Reelect Milliam Winters as Director Mgmt Yes For For No 6.12 Reelect Milliam Winters as Director Mgmt Yes For No No 6.13 Reelect Milliam Winters as Director Mgmt Yes For Against Yes 7.1 Reappoint Patrice Bula as Minuber of the Compensation Committee Mgmt Yes For Against Yes 7.2 Reappoint Bridgette Heller as Minuber of the Compensation Committee Mgmt Yes For For For No 7.3 Reappoint		level of gender diversity on the board is less than 3 not filled by underrepresented sex which will be req the director elections until 2026, we encourage the	3 percent.We quired as of Ju	note that 40 ne 2026. W	9 percent of the board's non-executive posts are hile such concern does not trigger a vote AGAIN.							
Director Director Mgnt Yes For No 6.7 Beelect Trans van Houten as Director Mgnt Yes For No 6.8 Beelect Trans van Houten as Director Mgnt Yes For No 6.9 Beelect Simon Moroney as Director Mgnt Yes For No 6.10 Beelect Ana de Pro Gonzalo as Director Mgnt Yes For No 6.11 Beelect Malles Sawyers as Director Mgnt Yes For No 6.12 Beelect William Winters as Director Mgnt Yes For No 6.13 Beelect William Winters as Director Mgnt Yes For No 6.14 Beelect William Winters as Director Mgnt Yes For No 6.12 Beelect John Young as Director Mgnt Yes For No 7.1 Beelect William Winters as Director Mgnt Yes For For No 7.2 Reappoint Patrice Bula as Committee Mgnt Yes For For No 7.3 <	6.5		Mgmt	Yes	For	For	No					
Director T 6.8 Reelect Frans van Houten as Director Mgmt Yes For For No 6.9 Reelect Sinon Moroney as Director Mgmt Yes For For No 6.10 Reelect Carles Sawyers as Director Mgmt Yes For For No 6.11 Reelect Carles 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 So No 7.1 Reappoint Patrice Bula as Director Mgmt Yes For So No 7.1 Reappoint Patrice Bula as Director Mgmt Yes For So No 7.2 Reappoint Patrice Bula as Director Mgmt Yes For For No 7.3 Reappoint Bridget Heller as Multer vote recommendation or IEEE 64 vet AGAINST this item is also warranted. For No 7.3 Reappoint Bridget Heller as Multer vote recommendation or IEEE 64 vet AGAINST this item is al	6.6	-	Mgmt	Yes	For	For	No					
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 6.13 Reelect John Young as Director Mgmt Yes For For No 6.14 Reappoint Patrice Bula as Member of the Compensation Committee Mgmt Yes For Por No 7.1 Reappoint Retire Bula as Member of the Compensation Committee Mgmt Yes For So <	6.7		Mgmt	Yes	For	For	No					
Director For For No 6.10 Reelect Ana de Pro Gonzalo as Director Mgmt Yes For No 6.11 Reelect Charles Sawyers as Director Mgmt Yes For No 6.12 Reelect William Winters as Director Mgmt Yes For No 6.13 Reelect John Young as Director Mgmt Yes For No 6.13 Reelect John Young as Director Mgmt Yes For No 6.13 Reelect John Young as Director Mgmt Yes For No 7.1 Reappoint Patrice Bula as Member of the Compensation Committee Mgmt Yes For Against Yes 7.2 Reappoint Bridgette Heller as Member of the Compensation Committee Ngmt Yes For For No 7.3 Reappoint Simon Moroney as Member of the Compensation Committee Mgmt Yes For For No 7.4 Reappoint Simon Moroney as Member of the Compensation Committee Mgmt Yes For For No 7.3 Reappoint Willman Winters as Member of the Compensation Co	6.8		Mgmt	Yes	For	For	No					
Director 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 6.13 Reelect John Young as Director Mgmt Yes For Against Yes 6.13 Reelect John Young as Director Mgmt Yes For Against Yes 6.13 Reelect John Young as Director Mgmt Yes For Against Yes 7.1 Reappoint Patrice Bula as Member of the Compensation Mgmt Yes For Against Yes 7.2 Reappoint Bridgette Heller as Member of the Compensation Committee Mgmt Yes 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	6.9	-	Mgmt	Yes	For	For	No					
Director6.12Reelect William Winters as DirectorMgmtYesForForNo6.13Reelect John Young as DirectorMgmtYesForForNo7.1Reappoint Patrice Bula as Member of the Compensation CommitteeMgmtYesForAgainstYes <i>Veting Policy Rationale: In line with the vote recommendation on Item 6.4, a vote AGAINST this item is also warranted.Tetrade Rationale: In line with the vote recommendation on Item 6.4, a vote AGAINST this item is also warranted.Tetrade Rationale: In line with the vote recommendation on Item 6.4, a vote AGAINST this item is also warranted.Tetrade Rationale: In line with the vote recommendation on Item 6.4, a vote AGAINST this item is also warranted.Tetrade Rationale: In line with the vote recommendation on Item 6.4, a vote AGAINST this item is also warranted.Tetrade Rationale: In line with the vote recommendation on Item 6.4, a vote AGAINST this item is also warranted.Tetrade Rationale: In line with the vote recommendation on Item 6.4, a vote AGAINST this item is also warranted.Tetrade Rationale: In line with the vote recommendation on Item 6.4, a vote AGAINST this item is also warranted.Tetrade Rationale: In line with the vote recommendation on Item 6.4, a vote AGAINST this item is also warranted.Tetrade Rationale: In line with the vote recommendation on Item 6.4, a vote AGAINST this item is also warranted.CommitteeCommitteeCommitteeCommit</i>	6.10		Mgmt	Yes	For	For	No					
Director Mgmt Yes For For No 6.13 Reelpt John Young as Director Mgmt Yes For Against Yes 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> Yes Idended Rationale: In line with the vote recommendation on Item 6.4, a vote AGAINST this item is also warranted. For No 7.2 Reappoint Bridgette Heller as Member of the Compensation Committee Mgmt Yes For No 7.3 Reappoint Sinon Moroney as Member of the Compensation Committee Mgmt Yes For No 7.4 Reappoint William Winters as Member of the Compensation Committee Mgmt Yes For No 8 Reatify KPMG AG as Auditors Mgmt Yes For For No 9 Designate Peter Zahn as Mgmt Yes For For No	6.11		Mgmt	Yes	For	For	No					
7.1Reappoint Patrice Bula as Member of the Compensation CommitteeMgmtYesForAgainstYesVoting Policy Rationale: In line with the vote recommendation on Item 6.4, a vote AGAINST this item is also warranted.Herno et al. (1998)Herno et al. (1998)He	6.12		Mgmt	Yes	For	For	No					
Member of the Compensation CommitteeVoting Policy Rationale: In line with the vote recommendation on Item 6.4, a vote AGAINST this item is also warranted.Blended Rationale: In line with the vote recommendation on Item 6.4, a vote AGAINST this item is also warranted.7.2Reappoint Bridgette Heller as Member of the Compensation CommitteeMgmtYesForForNo7.3Reappoint Simon Moroney as Member of the Compensation CommitteeMgmtYesForForNo7.4Reappoint William Winters as Member of the Compensation CommitteeMgmtYesForForNo8Ratify KPMG AG as AuditorsMgmtYesForForNo9Designate Peter Zahn asMgmtYesForForNo	6.13	Reelect John Young as Director	Mgmt	Yes	For	For	No					
Blended Rationale: In line with the vote recommendation on Item 6.4, a vote AGAINST this item is also warranted.7.2Reappoint Bridgette Heller as Member of the Compensation CommitteeMgmtYesForForNo7.3Reappoint Simon Moroney as Member of the Compensation CommitteeMgmtYesForForNo7.4Reappoint William Winters as Member of the Compensation CommitteeMgmtYesForForNo8Ratify KPMG AG as AuditorsMgmtYesForForNo9Designate Peter Zahn asMgmtYesForForNo	7.1	Member of the Compensation	Mgmt	Yes	For	Against	Yes					
7.2Reappoint Bridgette Heller as Member of the Compensation CommitteeMgmtYesForForNo7.3Reappoint Simon Moroney as Member of the Compensation CommitteeMgmtYesForForNo7.4Reappoint William Winters as Member of the Compensation CommitteeMgmtYesForForNo8Ratify KPMG AG as AuditorsMgmtYesForForNo9Designate Peter Zahn asMgmtYesForForNo		Voting Policy Rationale: In line with the vote recom	mendation on	Item 6.4, a	vote AGAINST this item is also warranted.							
Member of the Compensation Committee7.3Reappoint Simon Moroney as Member of the Compensation CommitteeMgmtYesForForNo7.4Reappoint William Winters as Member of the Compensation CommitteeMgmtYesForForNo8Ratify KPMG AG as AuditorsMgmtYesForForNo9Designate Peter Zahn asMgmtYesForForNo		Blended Rationale: In line with the vote recommend	dation on Iten	1 6.4, a vote	AGAINST this item is also warranted.							
Member of the Compensation Committee7.4Reappoint William Winters as Member of the Compensation CommitteeMgmtYesForForNo8Ratify KPMG AG as AuditorsMgmtYesForForNo9Designate Peter Zahn asMgmtYesForForNo	7.2	Member of the Compensation	Mgmt	Yes	For	For	No					
Member of the Compensation Committee8Ratify KPMG AG as AuditorsMgmtYesForForNo9Designate Peter Zahn asMgmtYesForForNo	7.3	Member of the Compensation	Mgmt	Yes	For	For	No					
9 Designate Peter Zahn as Mgmt Yes For For No	7.4	Member of the Compensation	Mgmt	Yes	For	For	No					
5	8	Ratify KPMG AG as Auditors	Mgmt	Yes	For	For	No					
	9	-	Mgmt	Yes	For	For	No					

Novartis AG

Proposal Number	Proposal Text	Pr		/otable Proposal	Mgmt Rec		Vote Instruction	Vote Against Mgmt			
10	Transact Other Business (Voting)	M	lgmt Y	ſes	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 AG the proxy in case new voting directors The content of the interest to vote against this its	items or counterproposals se new items or counterp	ls are introduct proposals is no	ced at the	meeting by sharehold	ers or the board of					
Ballot Details											
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status In:	structed		Approved	Ballot Voting Status	Votable Sh	ares	Shares Voted		
Candriam Sustainable Global Equ Fund, AXSUGE	uity 614868021	Confirmed Aut	ito-Instructed		Auto-Approved		9,203		9,203		
		24,	1/02/2024		24/02/2024						

Total Shares:

9,203

9,203

Banco Bilbao Vizcaya Argentaria SA

Meeting Date: 14 Record Date: 08/ Primary Security	/03/2024	Country: Spain Meeting Type: Ani Primary CUSIP: E		M	icker: BBVA leeting ID: 1820147 rimary ISIN: ES0113211835	Proxy Level Primary SE	: N/A DOL: 5501906				
Earliest Cutoff Date Votable Shares: 24,		Total Ballots: 1 *Shares on Loan: 0		S	hares Instructed: 24,568	Additional Po Shares Voted	-				
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt				
1.1		Approve Consolidated and Standalone Financial Statements		Yes	For	For	No				
1.2	Approve Non-Financial Information Statement		Mgmt	Yes	For	For	No				
1.3	Approve Allocation and Dividends	on of Income	Mgmt	Yes	For	For	No				
1.4	Approve Dischar	ge of Board	Mgmt	Yes	For	Abstain	Yes				
	Voting Policy Rat	Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.									
	Blended Rational	Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.									
2.1	Reelect Jose Mig Torrecillas as Dir		Mgmt	Yes	For	For	No				
2.2	Reelect Jaime Fe Lacorte as Direct		Mgmt	Yes	For	For	No				
2.3	Reelect Belen Ga Director	arijo Lopez as	Mgmt	Yes	For	Against	Yes				
		ionale: A vote AGAINST is mmittee and the committ			e is a non-independent member of the ndent.						
	Blended Rational	e: A vote AGAINST is war	ranted because:- The	nominee is a	n non-independent member of the Rem	nuneration					

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.

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	24,568

Pandora AS

Meeting Date: 14/0	03/2024	Country: Denmark		1	Ficker: PNDORA	Proxy Level	: N/A
Record Date: 07/03/2024 Meeting Type: Annual		Meeting Type: Annual		r	Meeting ID: 1822100		
Primary Security ID: K7681L102 Primary CUSIP: K7681		Primary CUSIP: K7681L10	.102		Primary ISIN: DK0060252690	Primary SEE	DOL: B44XTX8
Earliest Cutoff Date: 06/03/2024 Total Ballots: 1					Additional Po	licy:	
Votable Shares: 466		*Shares on Loan: 0		5	Shares Instructed: 466	Shares Voted	: 466
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Receive Report of B	oard	Mgmt	No			
2	Accept Financial Sta and Statutory Repor		Mgmt	Yes	For	For	No

Pandora AS

lumber	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
	Voting Policy Rationale: ABSTAIN votes are directorships.Please note that 'against' is n		The nomine	e holds more than four equivalent		
	Blended Rationale: ABSTAIN votes are war note that 'against' is not a valid vote option		nominee ho	lds more than four equivalent director	ships.Please	
6.2	Reelect Christian Frigast as Director	Mgmt	Yes	For	Abstain	Yes
	Voting Policy Rationale: ABSTAIN votes are Remuneration Committee and the committ the Nomination Committee.Please note tha	ee is less than 100 per	cent indepe	ndent The nominee is a non-indeper		
	Blended Rationale: ABSTAIN votes are war Committee and the committee is less than Nomination Committee.Please note that 'ag	100 percent independe	ent The no	,		
6.3	Reelect Lilian Fossum Biner as Director	Mgmt	Yes	For	Abstain	Yes
	Voting Policy Rationale: ABSTAIN votes are does not contain a clearly designated finan				e committee	
	Blended Rationale: ABSTAIN votes are war not contain a clearly designated financial e			the Audit Committee chair and the con not a valid vote option.	nmittee does	
6.4					<i>mmittee does</i> For	No
6.4	not contain a clearly designated financial e Reelect Birgitta Stymne	xpert.Please note that	'against' is i	not a valid vote option.		No
	<i>not contain a clearly designated financial e</i> Reelect Birgitta Stymne Goransson as Director Reelect Marianne Kirkegaard as	<i>xpert.Please note that</i> Mgmt	<i>'against' is i</i> Yes	<i>not a valid vote option.</i> For	For	
6.5	not contain a clearly designated financial e Reelect Birgitta Stymne Goransson as Director Reelect Marianne Kirkegaard as Director Reelect Catherine Spindler as	<i>xpert.Please note that</i> Mgmt Mgmt	<i>'against' is i</i> Yes Yes	<i>not a valid vote option.</i> For For	For For	No
6.5 6.6	not contain a clearly designated financial e Reelect Birgitta Stymne Goransson as Director Reelect Marianne Kirkegaard as Director Reelect Catherine Spindler as Director Reelect Jan Zijderveld as	<i>xpert.Please note that</i> Mgmt Mgmt Mgmt	' <i>against' is i</i> Yes Yes Yes	<i>not a valid vote option.</i> For For For	For For For	No No
6.5 6.6 6.7	not contain a clearly designated financial en Reelect Birgitta Stymne Goransson as Director Reelect Marianne Kirkegaard as Director Reelect Catherine Spindler as Director Reelect Jan Zijderveld as Director Ratify Ernst & Young as	xpert.Please note that Mgmt Mgmt Mgmt Mgmt Mgmt warranted as:- The cu	'against' is i Yes Yes Yes Yes Yes	not a valid vote option. For For For For	For For For Abstain	No No No
6.5 6.6 6.7	not contain a clearly designated financial en Reelect Birgitta Stymne Goransson as Director Reelect Marianne Kirkegaard as Director Reelect Catherine Spindler as Director Reelect Jan Zijderveld as Director Ratify Ernst & Young as Auditor Voting Policy Rationale: A vote ABSTAIN is	xpert.Please note that Mgmt Mgmt Mgmt Mgmt Mgmt Mgmt warranted as:- The current ranted as:- The current	'against' is i Yes Yes Yes Yes Yes	not a valid vote option. For For For For For r tenure exceeds 10 years (i.e. 13 year	For For For Abstain	No No No
6.5 6.6 6.7	not contain a clearly designated financial en Reelect Birgitta Stymne Goransson as Director Reelect Marianne Kirkegaard as Director Reelect Catherine Spindler as Director Reelect Jan Zijderveld as Director Ratify Ernst & Young as Auditor Voting Policy Rationale: A vote ABSTAIN is note that 'against is not a valid vote option Blended Rationale: A vote ABSTAIN is warn	xpert.Please note that Mgmt Mgmt Mgmt Mgmt Mgmt Mgmt warranted as:- The current ranted as:- The current	'against' is i Yes Yes Yes Yes Yes	not a valid vote option. For For For For For r tenure exceeds 10 years (i.e. 13 year	For For For Abstain	No No No
6.56.66.77	not contain a clearly designated financial et Reelect Birgitta Stymne Goransson as Director Reelect Marianne Kirkegaard as Director Reelect Catherine Spindler as Director Reelect Jan Zijderveld as Director Ratify Ernst & Young as Auditor Voting Policy Rationale: A vote ABSTAIN is note that 'against is not a valid vote option Blended Rationale: A vote ABSTAIN is warn that 'against is not a valid vote option here Approve Discharge of	xpert.Please note that Mgmt Mgmt Mgmt Mgmt Mgmt warranted as:- The current ranted as:- The current Mgmt	'against' is i Yes Yes Yes Yes Yes <i>trirent auditor</i> Yes	not a valid vote option. For For For For For <i>r tenure exceeds 10 years (i.e. 13 year</i> <i>pure exceeds 10 years (i.e. 13 years).</i> For	For For For Abstain	No No Yes
6.56.66.77	not contain a clearly designated financial en Reelect Birgitta Stymne Goransson as Director Reelect Marianne Kirkegaard as Director Reelect Catherine Spindler as Director Reelect Jan Zijderveld as Director Ratify Ernst & Young as Auditor Voting Policy Rationale: A vote ABSTAIN is note that 'against is not a valid vote option Blended Rationale: A vote ABSTAIN is warn that 'against is not a valid vote option here Approve Discharge of Management and Board	xpert.Please note that Mgmt Mgmt Mgmt Mgmt Mgmt warranted as:- The current a here. Mgmt ding or not compulsor	'against' is i Yes Yes Yes Yes Yes Yes auditor ten Yes Yes	not a valid vote option. For For For For For <i>tenure exceeds 10 years (i.e. 13 years).</i> For For <i>tenure a vote AGAINST this item is warr</i>	For For For Abstain Please note Against anted.	No No Yes

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. to the CEO can exceed 150% of extraordinary situations. The po	base salary for the	STI The pol	icy allows fo	or discretionary one-o	ff payments in certain	paid		
	Blended Rationale: Items 9.3A-9 the CEO can exceed 150% of ba extraordinary situations. The po	se salary for the S	TI The policy	allows for d	liscretionary one-off p	ayments in certain	o		
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 Iten	1 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 Iten	1 9.3A.							
9.4	Authorize Share Repurchase Program		Mgmt	Yes	For		Against	Yes	
	Voting Policy Rationale: A vote A	IGAINST is warrant	ed as:- The au	thority wou	ld last more than 26	months.			
	Blended Rationale: A vote AGAII	NST is warranted as	s:- The author	ty would la	st more than 26 mont	hs.			
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									
nstitutional Account Detail IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed		Approved	Ballot Voting Status	Votable S	hares	Shares Voted
andriam Sustainable Global Equit	y 614868021	Confirmed	Auto-Instructed		Auto-Approved		466		466
,			04/03/2024		04/03/2024				
						Total Shares:	466		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

NKT A/S

Earliest Cutoff Date: 11	/03/2024 Total Ballots: 1				Additional Po	licy:
Votable Shares: 350	*Shares on Loan: 0		S	hares 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
	Voting Policy Rationale: Please note that the c	company is not prop	oosing any o	ividend payment in 2024.		
	Blended Rationale: Please note that the comp	any is not proposing	g any divide	nd payment in 2024.		
5	Approve Remuneration Report (Advisory Vote)	Mgmt	Yes	For	For	No
6	Approve Discharge of Management and Board	Mgmt	Yes	For	Against	Yes
	Voting Policy Rationale: As discharge is bindin	ng or not compulsor	y in this mai	rket, a vote AGAINST this item is warranted		
	Blended Rationale: As discharge is binding or	not compulsory in t	his market,	a vote AGAINST this item is warranted.		
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
	Voting Policy Rationale: ABSTAIN votes are want to the contest of	arranted as:- The n	ominee hold	ls more than four equivalent directorships.P	lease	
	Blended Rationale: ABSTAIN votes are warran that 'against' is not a valid vote option.	ted as:- The nomin	ee holds mo	re than four equivalent directorships.Please	e note	
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
	Voting Policy Rationale: ABSTAIN votes are we not contain a clearly designated financial expe				e does	
	Blended Rationale: ABSTAIN votes are warran contain a clearly designated financial expert.P				es not	
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

NKT A/S

Proposal Number	Proposal	Text		Proponent	Votable Proposal	Mgmt Rec		Vote Instruction	Vote Against Mgmt	
10.1		emuneration Policy fication Scheme)		Mgmt	Yes	For		For	No	
11	Other Bu	siness		Mgmt	No					
Ballot Details										
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructed		Approved	Ballot Voting Status	Votable Sł	ares	Shares Voted
Candriam Sustainable Global Equi Fund, AXSUGE	ity	614868021	Confirmed	Auto-Instructed		Auto-Approved		350		350
				08/03/2024		08/03/2024				
							Total Shares:	350		350

Novo Nordisk A/S

Meeting Date: 2 Record Date: 14 Primary Securit		Country: Denmark Meeting Type: Annua Primary CUSIP: K728		м	icker: NOVO.B leeting ID: 1819361 rimary ISIN: DK0062498333	Proxy Lev Primary S	el: N/A EDOL: BP6KMJ1
Earliest Cutoff Da Votable Shares: 7		Total Ballots: 1 *Shares on Loan: 0		s	hares Instructed: 7,712	Additional I Shares Vote	-
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Receive Report of E	Board	Mgmt	No			
2	Accept Financial Sta and Statutory Repo		Mgmt	Yes	For	For	No
3	Approve Allocation and Dividends of D Share		Mgmt	Yes	For	For	No
4	Approve Remunera (Advisory Vote)	tion Report	Mgmt	Yes	For	Against	Yes
	peers Total variab achievement of stra for LTIP 2023 (as a:	le remuneration is more th tegic initiatives) are asses.	an 350% of base s sed annually over a rmance period) are	alary The period of th	ration is more than two times the r non-financial performance criteria (nree years The non-financial perfo the non-financial performance crite	e.g., rmance criteria	
	Total variable remu strategic initiatives)	neration is more than 350 are assessed annually ove 2023 performance period	% of base salary er a period of three	The non-fina years The	n is more than two times the media ncial performance criteria (e.g., acl non-financial performance criteria i cial performance criteria applied to	nievement of for LTIP 2023	
5.1	Approve Remunera Directors in the Am 3.4 Million for the C DKK 1.7 Million for Chairman and DKK Other Directors; Ap Remuneration for C Work	ount of DKK Chairman, the Vice 840,000 for prove	Mgmt	Yes	For	For	No
5.2a	Approve Indemnific Board of Directors	ation of	Mgmt	Yes	For	For	No

Novo Nordisk A/S

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
	Voting Policy Rationale: A vote AGAINST is in the form of cash payment, shares or a s remuneration can exceed 350% of base sa	share incentive progran			-	
	Blended Rationale: A vote AGAINST is war form of cash payment, shares or a share i remuneration can exceed 350% of base sa	ncentive programme w	-			
6.1	Reelect Helge Lund (Chair) as Director	Mgmt	Yes	For	For	No
	Voting Policy Rationale: We note that 40 p which will be required as of June 2026. W we encourage the company to consider co	hile such concern does	not trigger a	a vote AGAINST the director elections u		
	Blended Rationale: We note that 40 percent will be required as of June 2026. While succe encourage the company to consider compa	ch concern does not tri	gger a vote	AGAINST the director elections until 20		
6.2	Reelect Henrik Poulsen (Vice Chair) as Director	Mgmt	Yes	For	Abstain	Yes
	Voting Policy Rationale: A vote ABSTAIN c structure with unequal voting rights, and t addition:- The nominee is a non-independent The nominee is a non-indep independent The nominee is a non-indep percent independent.Please note that 'aga	he candidates represer ent member of the Aua pendent member of the	nt the primai lit Committe Remunerati	y beneficiary of the superior voting rigi e and the committee is less than 100 p	hts.In ercent	
	Blended Rationale: A vote ABSTAIN candic with unequal voting rights, and the candid nominee is a non-independent member of nominee is a non-independent member of independent.Please note that 'against' is n	lates represent the prin the Audit Committee a the Remuneration Con	nary benefic nd the comi	ary of the superior voting rights.In add nittee is less than 100 percent indepen	lition:- The dent The	
6.3a	Reelect Laurence Debroux as Director	Mgmt	Yes	For	For	No
	Reelect Andreas Fibig as	Mgmt	Yes	For	For	No
6.3b	Director					
6.3b 6.3c	Director Reelect Sylvie Gregoire as Director	Mgmt	Yes	For	For	No
	Reelect Sylvie Gregoire as	Mgmt Mgmt	Yes Yes	For	For Abstain	No Yes
6.3c	Reelect Sylvie Gregoire as Director Reelect Kasim Kutay as	Mgmt andidate Kasim Kutay i:	Yes	For because the company maintains a share	Abstain	
6.3c	Reelect Sylvie Gregoire as Director Reelect Kasim Kutay as Director Voting Policy Rationale: A vote ABSTAIN c	Mgmt andidate Kasim Kutay ii lates represent the prin late Kasim Kutay is wai	Yes s warranted hary benefic rranted beca	For because the company maintains a shar iary of the superior voting rights. use the company maintains a share str	Abstain re structure	

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 vot note that 'against' is not a val		anted as:- The no	ominee holds	s more than four e	quivalent directorships.Plea	se		
	Blended Rationale: A vote AB that 'against' is not a valid vot		as:- The nomine	ee holds mo	re than four equiva	lent directorships.Please nc	te		
7	Ratify Deloitte as Auditor		Mgmt	Yes	For		Abstain	Yes	
	Voting Policy Rationale: A vot (i.e.44.07%).Please note that			udit fees exc	ceed 40% of total f	ees paid to the auditor			
	Blended Rationale: A vote AB: (i.e.44.07%).Please note that			ees exceed	40% of total fees p	paid to the auditor			
8.1	Approve DKK 4.5 Million Reduction in Share Capital via Share Cancellation of B Share		Mgmt	Yes	For		For	No	
8.2	Authorize Share Repurchase Program		Mgmt	Yes	For		For	No	
8.3	Approve Creation of DKK 44. 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 und Both Authorizations up to DK 44.7 Million	er	Mgmt	Yes	For		For	No	
9	Other Business		Mgmt	No					
Ballot Details									
nstitutional Account IA Name, IA Number		Ballot Status	Instructed		Approved	Ballot Voting Status	Votable S	hares	Shares Voted
Candriam Sustainable Gl Fund, AXSUGE	lobal Equity 614868021	Confirmed	Auto-Instructed		Auto-Approved		7,71	2	7,712
			09/03/2024		09/03/2024				
						Total Share	s: 7,71	2	7,712

Hulic Co., Ltd.

Meeting Date: 26/0 Record Date: 31/12 Primary Security II	/2023	Country: Japan Meeting Type: Annual Primary CUSIP: J235941	112	Ν	icker: 3003 Aeeting ID: 1825797 Primary ISIN: JP3360800001	Proxy Le Primary S	rel: N/A SEDOL: 6805317
Earliest Cutoff Date: 2 Votable Shares: 8,000		Total Ballots: 1 *Shares on Loan: 0		s	hares Instructed: 8,000	Additional Shares Voi	
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	Vote Instructio	Vote Against n Mgmt
1	Approve Allocation of with a Final Dividen	•	Mgmt	Yes	For	For	No
2.1	Elect Director Nishiu	ıra, Saburo	Mgmt	Yes	For	For	No
2.2	Elect Director Maed	a, Takaya	Mgmt	Yes	For	For	No

Hulic Co., Ltd.

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, Yuk	0	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 affiliation with the company co			ed because:	- The outside statu	tory auditor nominee's			
	Blended Rationale: A vote AG with the company could comp			cause:- The	e outside statutory a	auditor nominee's affiliation			
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 S	hares	Shares Voted
Candriam Sustainable Global Equ Fund, AXSUGE	ity 614868021	Confirmed	Auto-Instructed		Auto-Approved		8,000)	8,000
			21/03/2024		21/03/2024				
						Total Shares:	8,00	0	8,000

Swisscom AG

Meeting Date: 27/03/2	2024	Country: Switzerland		т	icker: SCMN	Proxy Level	: N/A
Record Date:		Meeting Type: Annual		M	feeting ID: 1811966		
Primary Security ID:	H8398N104	Primary CUSIP: H8398N1	04	P	rimary ISIN: CH0008742519	Primary SEI	DOL: 5533976
Earliest Cutoff Date: 19/0	03/2024	Total Ballots: 1				Additional Po	licy:
Votable Shares: 282		*Shares on Loan: 0		s	hares Instructed: 282	Shares Voted	: 282
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.1	Accept Financial Sta and Statutory Repor		Mgmt	Yes	For	For	No

Swisscom AG

lumber	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	Yes	For	Against	Yes
	Voting Policy Rationale: A vote AGAINST th disclosures to explain the evolution of varia measures performance over a multi-year pe	ble payouts versus co				
	Blended Rationale: A vote AGAINST the ren to explain the evolution of variable payouts performance over a multi-year period.			-		
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
	Voting Policy Rationale: As discharge is bind	ding or not compulsor,	y in this ma	rket, a vote AGAINST this item is warrant	ted.	
	Blended Rationale: As discharge is binding	or not compulsory in t	his market,	a vote AGAINST this item is warranted.		
4.1	Reelect Michael Rechsteiner as Director and Board Chair	Mgmt	Yes	For	For	No
	Voting Policy Rationale: We note that 40 pe which will be required as of June 2026. Wh we encourage the company to consider cor	ile such concern does	not trigger	a vote AGAINST the director elections un		
	Blended Rationale: We note that 40 percen	t of the board's non-e.	xecutive pos	sts are not filled by underrepresented sex	which	
	will be required as of June 2026. While suc encourage the company to consider comply				6, we	
4.2					<i>6, we</i> For	No
4.2 4.3	encourage the company to consider comply	ving with the requirem	ents within	the legal deadline.		No No
	encourage the company to consider comply Reelect Roland Abt as Director Reelect Monique Bourquin as	<i>ring with the requirem</i> Mgmt	<i>ents within</i> Yes	<i>the legal deadline.</i> For	For	
4.3	encourage the company to consider comply Reelect Roland Abt as Director Reelect Monique Bourquin as Director Reelect Guus Dekkers as	<i>ving with the requirem</i> Mgmt Mgmt	ents within Yes Yes	<i>the legal deadline.</i> For For	For	No
4.3 4.4	encourage the company to consider comply Reelect Roland Abt as Director Reelect Monique Bourquin as Director Reelect Guus Dekkers as Director	<i>ving with the requirem</i> Mgmt Mgmt Mgmt	Yes Yes Yes	<i>the legal deadline.</i> For For	For For For	No No
4.3 4.4 4.5	encourage the company to consider comply Reelect Roland Abt as Director Reelect Monique Bourquin as Director Reelect Guus Dekkers as Director Reelect Frank Esser as Director Reelect Sandra Lathion-Zweifel	ving with the requirem Mgmt Mgmt Mgmt Mgmt Mgmt warranted because:-	ents within Yes Yes Yes Yes Yes	<i>the legal deadline.</i> For For For For	For For For Against	No No No
4.3 4.4 4.5	encourage the company to consider comply Reelect Roland Abt as Director Reelect Monique Bourquin as Director Reelect Guus Dekkers as Director Reelect Frank Esser as Director Reelect Sandra Lathion-Zweifel as Director Voting Policy Rationale: A vote AGAINST is	ving with the requirem Mgmt Mgmt Mgmt Mgmt Mgmt warranted because:- 100 percent independe ranted because:- The i	ents within Yes Yes Yes Yes Yes The nomine ent.	<i>the legal deadline.</i> For For For For e <i>is a non-independent member of the A</i>	For For For Against	No No No
4.3 4.4 4.5	encourage the company to consider comply Reelect Roland Abt as Director Reelect Monique Bourquin as Director Reelect Guus Dekkers as Director Reelect Frank Esser as Director Reelect Sandra Lathion-Zweifel as Director Voting Policy Rationale: A vote AGAINST is Committee and the committee is less than Blended Rationale: A vote AGAINST is warr	ving with the requirem Mgmt Mgmt Mgmt Mgmt Mgmt warranted because:- 100 percent independe ranted because:- The i	ents within Yes Yes Yes Yes Yes The nomine ent.	<i>the legal deadline.</i> For For For For e <i>is a non-independent member of the A</i>	For For For Against	No No No
4.3 4.4 4.5 4.6	encourage the company to consider comply Reelect Roland Abt as Director Reelect Monique Bourquin as Director Reelect Guus Dekkers as Director Reelect Frank Esser as Director Reelect Sandra Lathion-Zweifel as Director Voting Policy Rationale: A vote AGAINST is Committee and the committee is less than Blended Rationale: A vote AGAINST is warr and the committee is less than 100 percent Reelect Anna Mossberg as	ving with the requirem Mgmt Mgmt Mgmt Mgmt Mgmt warranted because:- 100 percent independed ranted because:- The r t independent.	ents within Yes Yes Yes Yes The nomine ent.	the legal deadline. For For For For e is a non-independent member of the Audit of	For For For For Against	No No Yes
4.34.44.54.64.7	encourage the company to consider comply Reelect Roland Abt as Director Reelect Monique Bourquin as Director Reelect Guus Dekkers as Director Reelect Frank Esser as Director Reelect Sandra Lathion-Zweifel as Director Voting Policy Rationale: A vote AGAINST is Committee and the committee is less than Blended Rationale: A vote AGAINST is warr and the committee is less than 100 percent Reelect Anna Mossberg as Director Elect Daniel Muenger as	ving with the requirem Mgmt Mgmt Mgmt Mgmt Mgmt warranted because:- 100 percent independent ranted because:- The r t independent. Mgmt	Yes Yes Yes Yes Yes The nomine ent. nominee is a Yes	the legal deadline. For For For For e is a non-independent member of the Audit of For For	For For For Against <i>Udit</i> Committee For	No No Yes No
 4.3 4.4 4.5 4.6 4.7 4.8 	encourage the company to consider comply Reelect Roland Abt as Director Reelect Monique Bourquin as Director Reelect Guus Dekkers as Director Reelect Frank Esser as Director Reelect Sandra Lathion-Zweifel as Director Voting Policy Rationale: A vote AGAINST is Committee and the committee is less than Blended Rationale: A vote AGAINST is warr and the committee is less than 100 percent Reelect Anna Mossberg as Director Elect Daniel Muenger as Director Reappoint Roland Abt as Member of the Compensation	ving with the requirem Mgmt Mgmt Mgmt Mgmt Mgmt warranted because:- 100 percent independent. ranted because:- The r t independent. Mgmt Mgmt	Yes Yes Yes Yes Yes The nomine ent. Yes Yes	the legal deadline. For For For For e is a non-independent member of the Audit of non-independent member of the Audit of For For For	For For For Against <i>Udit</i> Committee For For	No No Yes No

Swisscom AG

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec		Vote Instruction	Vote Against Mgmt			
5.4	Reappoint Michael Rechstein as Member of the Compensation Committee	er	Mgmt	Yes	For		For	No			
5.5	Appoint Fritz Zurbruegg as Member of the Compensation Committee	1	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 C 2.5 Million	HF	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 PricewaterhouseCoope AG as Auditors	ers	Mgmt	Yes	For		For	No			
9	Transact Other Business (Voting)		Mgmt	Yes	For		Against	Yes			
	Voting Policy Rationale: A vot shareholder to the proxy in c board of directors The conte shareholders' best interest to	ase new voting items ent of these new item	or counterprop s or counterpro	oosals are in oposals is ne	troduced at the meeti ot known at this time.	ing by shareholders or the					
	Blended Rationale: A vote AG the proxy in case new voting directors The content of the interest to vote against this it	items or counterprope se new items or coun	osals are introd terproposals is	duced at the	e meeting by sharehold	ders or the board of					
Ballot Details											
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed		Approved	Ballot Voting Status	Votable S	hares	Shares Voted		
Candriam Sustainable Global Equ	ity 614868021	Confirmed	Auto-Instructed		Auto-Approved		282		282		

SUMCO Corp.

Candriam Sustainable Global Equity Fund, AXSUGE

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

16/03/2024

16/03/2024

282

Total Shares:

282

SUMCO Corp.

arliest Cutoff Date: 26	/03/2024 Total Ballots: 1				Additional Po	olicy:
/otable Shares: 12,400	*Shares on Loan: 0)	s	hares Instructed: 12,400	Shares Voted	1: 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
	Voting Policy Rationale: The election of the which is considered as a breach of recogn governance practices and to push the man judgment or discontent with current man	nized good governance p anagement to deliver this	practices. Ti s change. Ti	nis opposition is to flag the comp his note shall not be viewed as a	any's corporate	
	Blended Rationale: The election of the no considered as a breach of recognized goo governance practices and to push the ma judgment or discontent with current man	od governance practices. Anagement to deliver this	This oppos s change. Th	ition is to flag the company's cor his note shall not be viewed as a	porate	
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	12,400

Nokia Oyj

Record Date: 20/03/2024 Me		Country: Finland Meeting Type: Ann Primary CUSIP: X6		N	ricker: NOKIA Meeting ID: 1808228 Primary ISIN: FI0009000681	Proxy Level Primary SE	Primary SEDOL: 5902941	
Earliest Cutoff Date	a: 18/03/2024	Total Ballots: 1				Additional Po	licy:	
Votable Shares: 13	5,543	*Shares on Loan: 0		S	hares Instructed: 136,543	Shares Voted	: 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 t	o Order	Mgmt	No				
3	Designate Inspect Shareholder Repr of Minutes of Mee	esentative(s)	Mgmt	No				
4	Acknowledge Pro of Meeting	per Convening	Mgmt	No				
5	Prepare and Appr Shareholders	ove List of	Mgmt	No				
6	Receive Financial and Statutory Rep		Mgmt	No				
7	Accept Financial S and Statutory Rep		Mgmt	Yes	For	For	No	
8	Approve Allocatio and Dividends of Share		Mgmt	Yes	For	For	No	
	Voting Policy Ratio	onale: Please note the div	idend payout ratio is a	above 100 p	percent of earnings (i.e. 108.33 percent	<i>t).</i>		
	Blended Rationale	: Please note the dividend	d payout ratio is above	e 100 perce	nt of earnings (i.e. 108.33 percent).			
9	Approve Discharg and President	e of Board	Mgmt	Yes	For	Against	Yes	
	Voting Policy Ratio	onale: As discharge is bin	ding or not compulsory	y in this ma	rket, a vote AGAINST this item is warr	anted.		
	Blended Rationale	: As discharge is binding	or not compulsory in t	his market,	a vote AGAINST this item is warranted	<i>1.</i>		
10	Approve Remune (Advisory Vote)	ration Report	Mgmt	Yes	For	Against	Yes	
	award, made to h		on of forfeited awards		anche of Pekka Lundmark's 2020 restric evious employer, vested on Oct. 1, 202			

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.

Nokia Oyj

roposal umber	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
	exceed 150% of base salary for the STI an and/or share-based awards as it deems ap	d 350% for the variab. propriate and, if the ci previous employer. Aw	le compensa rcumstances vards would,	where possible, reflect the nature of awards	an	
	Blended Rationale: A vote AGAINST is warn exceed 150% of base salary for the STI an and/or share-based awards as it deems ap remuneration by a candidate on leaving a µ forfeited in terms of delivery mechanism (c conditions.					
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
	5 ,		,	proposes that approx. 40 percent of the annual f oard members or alternatively delivered as treas		
				ises that approx. 40 percent of the annual fee bud d members or alternatively delivered as treasury		
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	Mgmt	Yes	For	For	No
	as Director	Fight				
		Mgmt	Yes	For	For	No
14.5	as Director					
14.5 14.6	as Director Reelect Lisa Hook as Director Elect Michael McNamara as	Mgmt	Yes	For	For	No
14.5 14.6 14.7	as Director Reelect Lisa Hook as Director Elect Michael McNamara as New Director Reelect Thomas Saueressig as	Mgmt Mgmt	Yes Yes	For	For For	No No
14.5 14.6 14.7 14.8	as Director Reelect Lisa Hook as Director Elect Michael McNamara as New Director Reelect Thomas Saueressig as Director Reelect Soren Skou (Vice	Mgmt Mgmt Mgmt	Yes Yes Yes	For For	For For For	No No No
14.5 14.6 14.7 14.8 14.9	as Director Reelect Lisa Hook as Director Elect Michael McNamara as New Director Reelect Thomas Saueressig as Director Reelect Soren Skou (Vice Chair) as Director Reelect Carla Smits-Nusteling	Mgmt Mgmt Mgmt Mgmt	Yes Yes Yes Yes	For For For	For For For	No No No
14.5 14.6 14.7 14.8 14.9 14.10 15	as Director Reelect Lisa Hook as Director Elect Michael McNamara as New Director Reelect Thomas Saueressig as Director Reelect Soren Skou (Vice Chair) as Director Reelect Carla Smits-Nusteling as Director	Mgmt Mgmt Mgmt Mgmt	Yes Yes Yes Yes	For For For For	For For For For	No No No No

Nokia Oyj

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	Votable S	hares Shares V	/oted
Candriam Sustainable Global Equi Fund, AXSUGE	ity 614868021	Confirmed	Auto-Instructed		Auto-Approved		136,54	13 136,5	643
			16/03/2024		16/03/2024				
						Total Shares:	136,5	43 136,5	43

Canadian Imperial Bank of Commerce

Meeting Date: 04	1/04/2024	Country: Canada		т	Ticker: CM	Proxy Level	: 3		
Record Date: 05/	/02/2024	Meeting Type: Annual		N	leeting ID: 1815539				
Earliest Cutoff Date: 29/03/2024 Total E		Primary CUSIP: 1360	69101	P	Primary ISIN: CA1360691010	Primary SE	Primary SEDOL: 2170525 Additional Policy:		
		Total Ballots: 1				Additional Po			
		*Shares on Loan: 0		s	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 Amn	nar Aljoundi	Mgmt	Yes	For	For	No		
1b	Elect Director Char Brindamour	les J. G.	Mgmt	Yes	For	For	No		
1c	Elect Director Nand	ci E. Caldwell	Mgmt	Yes	For	For	No		
1d	Elect Director Mich Collins	elle L.	Mgmt	Yes	For	For	No		
1e	Elect Director Victo	or G. Dodig	Mgmt	Yes	For	For	No		
1f	Elect Director Kevi	n J. Kelly	Mgmt	Yes	For	For	No		

Exposure on the Oil and Gas

Sector

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
11	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
	Voting Policy Rationale: WITHHOLD votes are warr	anted as:- The	auditor's te	enure exceeds 20 years (i.e. 22 years).		
	Blended Rationale: WITHHOLD votes are warranted	d as:- The aud	itor's tenure	e exceeds 20 years (i.e. 22 years).		
3	Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	For	No
	Shareholder Proposals	Mgmt	No			
4	SP 1: Issue Report Disclosing	SH	Yes	Against	Against	No

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.

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.

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		
	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.

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.

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
	Voter Rationale: At Candriam, we believe the Policy as it pushes for more transparency by investee companies pay their fair amount of Canadian Imperial Bank of Commerce ("CIBC of shareholders' oversight as ultimate owner: company's shares. We consider that compan information about their tax payments. Especi- risks and opportunities arising from the com- information does not lead to the disclosure of disadvantage as also specified by the 2018 R on its tax scheme but on other elements of it stakeholders with more granularity on the co- contrary, the company would benefit from su- more understanding and trust from sharehold shareholder proposal. Voting Policy Rationale: A vote FOR this prop the company's tax transparency and overall Blended Rationale: At Candriam, we believe Policy as it pushes for more transparency by investee companies pay their fair amount of Canadian Imperial Bank of Commerce ("CIBC of shareholders' oversight as ultimate owner: company's shares. We consider that compan information about their tax payments. Espect risks and opportunities arising from the com- information does not lead to the disclosure of disadvantage as also specified by the 2018 R on its tax scheme but on other elements of i stakeholders with more granularity on the com-	asking for a country- tax and assess wheth C'') to provide figures is of the company and the should not wait to ially as it is a meaning pany's tax practices. In of sufficiently sensitive Review by the EU Con- tis business strategy. Inpany's tax strategion up disclosure as takk ders on its tax practices posal is warranted as calculation of compen- that the demand form asking for a country- itax and assess wheth C'') to provide figures is of the company and the should not wait to ially as it is a meaning pany's tax practices. In sufficiently sensitive Review by the EU Con- tis business strategy. Inpany's tax strategion to business strategy.	by-country her they are on its contri d consequer b be cornere gful informa Candriam cc e or confide nmission. CC We believe es should no g the lead ces and on the public discle nulated by the by-country her they are on its contri d consequer to be cornere gful informa Candriam cc e or confide numission. CC We believe es should no	e involved in aggressive tax planning. Requesti ributions on a country basis falls within the sco ntly, bearer of the risk associated with holding ed in severe tax controversies to disclose detail ation that would enable shareholders to assess posiders that the disclosure of country-by-coun- ntial information as to confer a competitive ompanies' competitive advantage should not re- that reporting on tax practices and providing of the seen as a competitive disadvantage. On to on such extra reporting would help CIBC to ga the challenges it faces. As such, we vote FOR to obsure of the requested information would enha is. this resolution is fully aligned with our Proxy Vo- tax report, which enables us to ensure our e involved in aggressive tax planning. Requesting the observe of the risk associated with holding red in severe tax controversies to disclose detail ation that would enable shareholders to assess posiders that the disclosure of country-by-coun- tion that would enable shareholders to assess posiders that the disclosure of country-by-coun- tion that would enable shareholders to assess posiders that the disclosure of country-by-coun- tion that would enables us to country-by-coun-	ng pe the ted the the the the the this noce noting pe the ted the the the the the the the the the the	
,	shareholder proposal. SP 4: Advisory Vote on	SH	Yes	<i>the challenges it faces. As such, we vote FOR t</i> Against	For	Yes
	emissions would allow investors to better un would allow shareholders to express their op Blended Rationale: A vote FOR this proposal	derstand how the con inions on the climate is warranted. Additio derstand how the con	mpany is ma risk manag mal informa mpany is ma	tion on the company's plan to reduce its GHG anaging its climate change related risks and it	GHG	
8	SP 5: Disclosure of the CEO Compensation to Median Worker Pay Ratio	SH	Yes	Against	For	Yes
	organization. Voting Policy Rationale: A vote AGAINST this	s' pay as well as its po proposal is warrante aking compensation r	ositioning ag ed at this tin	tion would enable investors to assess the gainst average employee remuneration within ne as executive compensation programs should ount for generating long-term, sustainable gro	1 be	
	Blended Rationale: A vote FOR this item is w	, varranted as providing		mation would enable investors to assess the gainst average employee remuneration within	the	

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:	12,328	12,328

The Bank of Nova Scotia

Meeting Date: 09/04/2024 Record Date: 13/02/2024 Primary Security ID: 064149107 Earliest Cutoff Date: 03/04/2024 Votable Shares: 1,251		Country: Canada Meeting Type: Annual Primary CUSIP: 064149107 Total Ballots: 1 *Shares on Loan: 0			icker: BNS leeting ID: 1814428 rimary ISIN: CA0641491075		Proxy Level: 3 Primary SEDOL: 2076281 Additional Policy: Shares Voted: 1,251		
					hares Instructed: 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 Guille Babatz	ermo E.	Mgmt	Yes	For	For	No		
1.3	Elect Director Scot	t B. Bonham	Mgmt	Yes	For	For	No		
1.4	Elect Director Dani Callahan	el (Don) H.	Mgmt	Yes	For	For	No		
1.5	Elect Director W. D	Dave Dowrich	Mgmt	Yes	For	For	No		
1.6	Elect Director Mich Medline	ael B.	Mgmt	Yes	For	For	No		
1.7	Elect Director Lynn Patterson	н К.	Mgmt	Yes	For	For	No		
1.8	Elect Director Mich Penner	ael D.	Mgmt	Yes	For	For	No		
1.9	Elect Director Una	M. Power	Mgmt	Yes	For	For	No		
1.10	Elect Director Aaro	n W. Regent	Mgmt	Yes	For	For	No		
1.11	Elect Director Calin	Rovinescu	Mgmt	Yes	For	For	No		
1.12	Elect Director Sanc	lra J. Stuart	Mgmt	Yes	For	Withhold	Yes		
	Voting Policy Ration	Voting Policy Rationale: WITHHOLD votes are warranted as:- The nominee holds more than four directorships.							
	Blended Rationale:	Blended Rationale: WITHHOLD votes are warranted as:- The nominee holds more than four directorships.							
1.13	Elect Director L. So Thomson	cott	Mgmt	Yes	For	For	No		
1.14	Elect Director Benit Warmbold	ta M.	Mgmt	Yes	For	For	No		
2	Ratify KPMG LLP as	s 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).								

The Bank of Nova Scotia

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
	Voting Policy Rationale: A vote AGAINST is warrar 10, 2023, and became Group Head, International hire and vested 50% in November 2023 and the r	Banking on Ma	y 1, 2023. T	The one-time RSU award was granted at time of		
	Blended Rationale: A vote AGAINST is warranted a 2023, and became Group Head, International Ban and vested 50% in November 2023 and the remai	king on May 1,	2023. The d	one-time RSU award was granted at time of hire	-	
	Shareholder Proposal	Mgmt	No			
4	SP 1: Report on Impact of Oil and Gas Divestment	SH	Yes	Against	Against	No
	Voting Policy Rationale: A vote AGAINST this shar with industry best practices and already meets the divestment. The proponents request that the bank and gas sector on shareholder value and other rel practices and existing or upcoming regulatory fram	e proponents re k further qualify levant economic	equest that t and quanti	the bank disclose its exposure to oil and gas fy the impacts of divestment from the Canadian		
	Blended Rationale: A vote AGAINST this sharehold industry best practices and already meets the proj The proponents request that the bank further qua sector on shareholder value and other relevant ec and existing or upcoming regulatory frameworks.	ponents reques lify and quantif	t that the ba fy the impac	ank disclose its exposure to oil and gas divestme ts of divestment from the Canadian oil and gas		
5	SP 2: Disclose Non-Confidential Information Relating to the Bank's Country-by-Country Reporting	SH	Yes	Against	For	Yes
	Voting Policy Rationale: A vote FOR this proposal the company's tax transparency and overall calcul				nce	
	Blended Rationale: A vote FOR this proposal is wa company's tax transparency and overall calculation	,		e of the requested information would enhance t	he	
6	SP 3: Advisory Vote on Environmental Policies	SH	Yes	Against	For	Yes
	Voting Policy Rationale: A vote FOR this proposal emissions would allow investors to better understa would allow shareholders to express their opinions	and how the co	mpany is m	anaging its climate change related risks and it	HG	
	Blended Rationale: A vote FOR this proposal is wa emissions would allow investors to better understa would allow shareholders to express their opinions	and how the co	mpany is m	anaging its climate change related risks and it		
Ballot Details						
Institutional Account Detail	Custodian					

(IA Name, IA Number)	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	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

Deutsche Telekom AG

Earliest Cutoff Date: 03/04/2024 Total Ballots: 1						Additional Policy:			
/otable Shares: 2,978	*Shares on Loan: 0		s	hares 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			
	Voting Policy Rationale: Please note the dividend payout ratio is below 30 percent of earnings (i.e. 21.57 percent).								
	Blended Rationale: Please note the dividend payout ratio is below 30 percent of earnings (i.e. 21.57 percent).								
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes			
	Voting Policy Rationale: An ABSTAIN is wa	arranted as discharge is	required bu	t 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 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			
	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	Approve Remuneration Policy for the Supervisory Board	Mgmt	Yes	For	For	No			

Deutsche Telekom AG

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec		Vote Instruction	Vote Against Mgmt	
9	Approve Remuneration Repo	ort	Mgmt	Yes	For		Against	Yes	
	Voting Policy Rationale: A vol remuneration report was only more than 150 percent of ba.	v 73.4 percent, yet l	has not been addr	ressed by th	ne company The	total short-term remuneratio	n is		
	Blended Rationale: A vote AC report was only 73.4 percent 150 percent of base salary	, yet has not been a	addressed by the c	company T	The total short-ter	,			
Ballot Details	report was only 73.4 percent,	, yet has not been a	addressed by the c	company T	The total short-ter	,			
Ballot Details Institutional Account Detai (IA Name, IA Number)	report was only 73.4 percent 150 percent of base salary	, yet has not been a	addressed by the c	company T he median of	The total short-ter	,		hares	Shares Voted
Institutional Account Detai	report was only 73.4 percent, 150 percent of base salary o Custodian Account Number	, yet has not been a CEO total pay is mo	addressed by the c re than 2 times th	company 7 he median of	The total short-ter f peers.	n remuneration is more than	1		Shares Voted 2,978
Institutional Account Detai (IA Name, IA Number) Candriam Sustainable Global Ed	report was only 73.4 percent, 150 percent of base salary o Custodian Account Number	, yet has not been a CEO total pay is mo Ballot Status	addressed by the c re than 2 times th Instructed	company 7 he median or	The total short-ten of peers. Approved	n remuneration is more than	y Votable S		

Telia Co. AB

Meeting Date: 10/04/		Country: Sweden Meeting Type: Annual			icker: TELIA leeting ID: 1824727	Proxy Level	
Primary Security ID:		Primary CUSIP: W958		=		Primary SED	OOL: 5978384
Earliest Cutoff Date: 01/	04/2024	Total Ballots: 1			•	Additional Po	licv:
/otable Shares: 102,767		*Shares on Loan: 0		s	hares Instructed: 102,767	Shares Voted	-
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting		Mgmt	No			
2	Elect Chairman of M	eeting	Mgmt	Yes	For	For	No
3	Prepare and Approve Shareholders	e List of	Mgmt	Yes	For	For	No
4	Approve Agenda of I	Meeting	Mgmt	Yes	For	For	No
5	Designate Inspector Minutes of Meeting	s (2) of	Mgmt	No			
6	Acknowledge Proper of Meeting	Convening	Mgmt	Yes	For	For	No
7	Receive Financial Sta and Statutory Repor CEO and President F	ts; Receive	Mgmt	No			
8	Accept Financial Stat and Statutory Repor		Mgmt	Yes	For	For	No
9.a	Approve Allocation of and Dividends of SE 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).

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
	Voting Policy Rationale: A vote AGAINST this p board under Item 9.b.1 is supported. Addition	-				
	Blended Rationale: A vote AGAINST this propo under Item 9.b.1 is supported. Additionally, th			roposed record dates as proposed by the board ear and compelling rationale.	1	
	Management Proposals	Mgmt	No			
10.1	Approve Discharge of Johannes Ametsreiter	Mgmt	Yes	For	Against	Yes
	Voting Policy Rationale: As discharge is binding	g or not compulsor,	v in this mai	ket, a vote AGAINST this item is warranted.		
	Blended Rationale: As discharge is binding or i	not compulsory in t	his market,	a vote AGAINST this item is warranted.		
10.2	Approve Discharge of Ingrid Bonde	Mgmt	Yes	For	Against	Yes
	Voting Policy Rationale: As discharge is binding	g or not compulsor,	v in this mai	ket, a vote AGAINST this item is warranted.		
	Blended Rationale: As discharge is binding or i	not compulsory in t	his market,	a vote AGAINST this item is warranted.		
10.3	Approve Discharge of Luisa Delgado	Mgmt	Yes	For	Against	Yes
	Voting Policy Rationale: As discharge is binding	g or not compulsor,	v in this mai	ket, a vote AGAINST this item is warranted.		
	Blended Rationale: As discharge is binding or i	not compulsory in t	his market,	a vote AGAINST this item is warranted.		
10.4	Approve Discharge of Sarah Eccleston	Mgmt	Yes	For	Against	Yes
	Voting Policy Rationale: As discharge is binding	g or not compulsor,	v in this mai	ket, a vote AGAINST this item is warranted.		
	Blended Rationale: As discharge is binding or i	not compulsory in t	his market,	a vote AGAINST this item is warranted.		
10.5	Approve Discharge of Tomas Eliasson	Mgmt	Yes	For	Against	Yes
	Voting Policy Rationale: As discharge is binding	g or not compulsor,	v in this mai	ket, a vote AGAINST this item is warranted.		
	Blended Rationale: As discharge is binding or i	not compulsory in t	his market,	a vote AGAINST this item is warranted.		
10.6	Approve Discharge of Rickard Gustafson	Mgmt	Yes	For	Against	Yes
	Voting Policy Rationale: As discharge is binding	g or not compulsor,	v in this mai	ket, a vote AGAINST this item is warranted.		
	Blended Rationale: As discharge is binding or i	not compulsory in t	his market,	a vote AGAINST this item is warranted.		
10.7	Approve Discharge of Lars-Johan Jarnheimer	Mgmt	Yes	For	Against	Yes
	Voting Policy Rationale: As discharge is binding	g or not compulsor,	r in this mai	ket, a vote AGAINST this item is warranted.		
	Blended Rationale: As discharge is binding or i	not compulsory in t	his market,	a vote AGAINST this item is warranted.		

Proposal lumber	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
10.8	Approve Discharge of Jeanette Jager	Mgmt	Yes	For	Against	Yes
	Voting Policy Rationale: As discharge is bind	ing or not compulsor;	v in this ma	rket, a vote AGAINST this item is warrante	d.	
	Blended Rationale: As discharge is binding o	r not compulsory in t	his market,	a vote AGAINST this item is warranted.		
10.9	Approve Discharge of Nina Linander	Mgmt	Yes	For	Against	Yes
	Voting Policy Rationale: As discharge is bind	ing or not compulsor;	v in this ma	rket, a vote AGAINST this item is warrante	d.	
	Blended Rationale: As discharge is binding o	r not compulsory in t	his market,	a vote AGAINST this item is warranted.		
10.10	Approve Discharge of Jimmy Maymann	Mgmt	Yes	For	Against	Yes
	Voting Policy Rationale: As discharge is bind	ing or not compulsor;	v in this ma	rket, a vote AGAINST this item is warrante	d.	
	Blended Rationale: As discharge is binding o	r not compulsory in t	his market,	a vote AGAINST this item is warranted.		
10.11	Approve Discharge of Stefan Carlsson	Mgmt	Yes	For	Against	Yes
	Voting Policy Rationale: As discharge is bind	ing or not compulsor;	v in this ma	rket, a vote AGAINST this item is warrante	d.	
	Blended Rationale: As discharge is binding o	r not compulsory in t	his market,	a vote AGAINST this item is warranted.		
10.12	Approve Discharge of Martin Saaf	Mgmt	Yes	For	Against	Yes
	Voting Policy Rationale: As discharge is bind	ing or not compulsor;	v in this ma	rket, a vote AGAINST this item is warrante	d.	
	Blended Rationale: As discharge is binding o	r not compulsory in t	his market,	a vote AGAINST this item is warranted.		
10.13	Approve Discharge of Rickard Wast	Mgmt	Yes	For	Against	Yes
	Voting Policy Rationale: As discharge is bind	ing or not compulsor;	v in this ma	rket, a vote AGAINST this item is warrante	d.	
	Blended Rationale: As discharge is binding o	r not compulsory in t	his market,	a vote AGAINST this item is warranted.		
10.14	Approve Discharge of Allison Kirkby (CEO)	Mgmt	Yes	For	Against	Yes
	Voting Policy Rationale: As discharge is bind	ing or not compulsor	v in this ma	rket, a vote AGAINST this item is warrante	d.	
	Blended Rationale: As discharge is binding o	r not compulsory in t	his market,	a vote AGAINST this item is warranted.		
11	Approve Remuneration Report	Mgmt	Yes	For	Against	Yes
	Voting Policy Rationale: A vote AGAINST is v long-term incentive scheme.Please note that		-			
	Blended Rationale: A vote AGAINST is warra incentive scheme.Please note that 'abstain' i			mpany does not operate any short or long	-term	
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

roposal umber	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt	
14.1	Reelect Johannes Ametsreiter as Director		Mgmt	Yes	For	For	No	
		2026. While such	concern does	not trigger a	e posts are not filled by underrepresented sex a vote AGAINST the director elections until 20 hin the legal deadline.			
		While such concern	n does not trig	gger a vote	sts are not filled by underrepresented sex whit AGAINST the director elections until 2026, we the legal deadline.			
14.2	Reelect Ingrid Bonde as Director		Mgmt	Yes	For	Against	Yes	
	Voting Policy Rationale: A vote A	GAINST is warrante	ed as:- The no	ominee hold	's more than four equivalent directorships.			
	Blended Rationale: A vote AGAIN	IST is warranted as	:- The nomine	e holds mo	re than four equivalent directorships.			
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	
	Voting Policy Rationale: In line w	ith the vote recom	mendation on	Item 14.2,	a vote AGAINST this item is also warranted.			
	Blended Rationale: In line with the	he vote recommend	lation on Item	14.2, a voi	te AGAINST this item is also warranted.			
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				
allot Details								
stitutional Account Detail	Custodian							
Name, IA Number)	Account Number	Ballot Status	Instructed		Approved Ballot Voting Status	Votable S	hares	Shares V

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:	102,767	102,767

Zurich Insurance Group AG

Meeting Date: 1 Record Date: 04 Primary Securit		Country: Switzerlar Meeting Type: Anr Primary CUSIP: H	nual	Ν	icker: ZURN leeting ID: 1812298 rimary ISIN: CH0011075394	Proxy Level Primary SE	
Earliest Cutoff Dat	te: 02/04/2024	Total Ballots: 1				Additional Po	licy:
/otable Shares: 54	46	*Shares on Loan: 0		s	hares Instructed: 546	Shares Voted	: 546
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.1	Accept Financial St and Statutory Rep		Mgmt	Yes	For	For	No
1.2	Approve Remunera	ation Report	Mgmt	Yes	For	Against	Yes
	- /				ort-term remuneration is more than 15 I remuneration is more than two times		
					erm remuneration is more than 150% o I remuneration is more than two times		
1.3	Approve Sustainab	ility Report	Mgmt	Yes	For	For	No
2	Approve Allocation and Dividends of C per Share		Mgmt	Yes	For	For	No
3	Approve Discharge and Senior Manage		Mgmt	Yes	For	Against	Yes
	Voting Policy Ration	nale: As discharge is bir	nding or not compulse	ng 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 and Board Chair	s as Director	Mgmt	Yes	For	For	No
4.1.b	Reelect Joan Ambl	e as Director	Mgmt	Yes	For	For	No
4.1.c	Reelect Catherine Director	Bessant as	Mgmt	Yes	For	Against	Yes
		nale: A vote AGAINST is ly designated financial e		The nomine	e is the Audit Committee Chairperson a	and it does	
		A vote AGAINST is war esignated financial expe		nominee is t	he Audit Committee Chairperson and it	does not	
4.1.d	Reelect Christoph Director	Franz as	Mgmt	Yes	For	For	No
4.1.e	Reelect Michael Ha	albherr as	Mgmt	Yes	For	For	No

Zurich Insurance Group AG

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
	Voting Policy Rationale: In line with the vo	ote recommendation of	n Item 4.1.c,	a vote AGAINST this item is also warranted	ί.	
	Blended Rationale: In line with the vote re	ecommendation on Ite	m 4.1.c, a vo	te AGAINST this item is also warranted.		
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
	Voting Policy Rationale: A vote AGAINST L	because parts of the fe	ees are paid ii	n shares.		
	Blended Rationale: A vote AGAINST becau	ise parts of the fees ai	re paid in sha	res.		
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 83 Million	Mgmt	Yes	For	For	No

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	
	Voting Policy Rationale: A vo shareholder to the proxy in c board of directors The cont shareholders' best interest to	ase new voting item ent of these new ite	ns or counterprop ms or counterpr	posals are ir. roposals is n	ntroduced at the ot known at this	meeting by shareholders or	the		
	Blended Rationale: A vote AC the proxy in case new voting directors The content of the interest to vote against this i	items or counterpro	oposals are intro unterproposals is	duced at the	e meeting by sha	areholders or the board of			
Ballot Details									
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed		Approved	Ballot Voting Status	Votable	Shares	Shares Voted

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	546

AstraZeneca PLC

Meeting Date: 11	1/04/2024	Country: United Ki	ingdom	т	icker: AZN	Proxy Leve	I: N/A
Record Date: 09/	-	Meeting Type: An			leeting ID: 1823178		
Primary Security	ID: G0593M107	Primary CUSIP: @	50593M107	P	rimary ISIN: GB0009895292	Primary SE	DOL: 0989529
Earliest Cutoff Date	e: 05/04/2024	Total Ballots: 1				Additional Po	blicy:
Votable Shares: 2,1	187	*Shares on Loan: 0		s	hares Instructed: 2,187	Shares Voted	l: 2,187
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial and Statutory Re		Mgmt	Yes	For	For	No
2	Approve Dividen	ds	Mgmt	Yes	For	For	No
3	Reappoint Pricewaterhouse as Auditors	Coopers LLP	Mgmt	Yes	For	For	No
4	Authorise Board Remuneration of		Mgmt	Yes	For	For	No
5a	Re-elect Michel I Director	Demare as	Mgmt	Yes	For	For	No
5b	Re-elect Pascal S Director	Soriot as	Mgmt	Yes	For	For	No
5c	Re-elect Aradhar Director	na Sarin as	Mgmt	Yes	For	For	No
5d	Re-elect Philip Br Director	roadley as	Mgmt	Yes	For	For	No
5e	Re-elect Euan As Director	hley as	Mgmt	Yes	For	For	No
5f	Re-elect Deborał Director	n DiSanzo as	Mgmt	Yes	For	For	No

AstraZeneca PLC

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
	Voter Rationale: A vote AGAINST this item dissent due to the increase in the LTI ceili inflationary changes.					
	Blended Rationale: A vote AGAINST this it dissent due to the increase in the LTI ceili inflationary changes.					
5j	Re-elect Tony Mok as Director	Mgmt	Yes	For	For	No
5k	Re-elect Nazneen Rahman as Director	Mgmt	Yes	For	For	No
51	Re-elect Andreas Rummelt as Director	Mgmt	Yes	For	For	No
5m	Re-elect Marcus Wallenberg as Director	Mgmt	Yes	For	Against	Yes
	Voting Policy Rationale: A vote AGAINST is	s warranted as:- The no	ominee hold	ls more than four directorships	5.	
	Blended Rationale: A vote AGAINST is war	ranted as:- The nomine	ee holds mo	re than four directorships.		
6	Approve Remuneration Report	Mgmt	Yes	For	Against	Yes
	Voter Rationale: A vote AGAINST is warran salary Total variable remuneration is mou of peers. Lastly, we would like to highlight vaccine metric that has been communicate the company has a metric of COVID-19 re remuneration scheme with the WHO's road	re than 350 percent of a the fact that the comp ed to the company thro sponse, more material,	base salary. pany does no pugh a collab measurable	- CEO total pay is more than a ot link its executive remunerat porative letter sent by a group e and transparent criteria are l	2 times the median tion to the access to of investors. While	
	Voting Policy Rationale: A vote AGAINST is base salary Total variable remuneration i median of peers.					
	Blended Rationale: A vote AGAINST is war base salary Total variable remuneration i median of peers. Lastly, we would like to l access to vaccine metric that has been cor	is more than 350 percent highlight the fact that the	nt of base s he company	alary CEO total pay is more a does not link its executive rea	than 2 times the muneration to the	

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.

AstraZeneca PLC

umber	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
7	Approve Remuneration Policy	Mgmt	Yes	For	Against	Yes
	Voter Rationale: A vote AGAINST this item maximum of 850% of salary, represent a s Company's FTSE 10 peers. Bonus opportun variable incentive repositioning follows a t opportunity of an additional 3.5x salary sir since 2020 is also recognised). The merits reach, is in a high-paying sector, and is lev exceeds FTSE peers is very high, to the ex the company does not link its executive re company through a collaborative letter ser more material, measurable and transparen was published in October 2021.	substantial pay adjustn nities are increased sin rend of large increases nce 2020 (although the of the Company s ratio d by a very highly rega tent that support is no muneration to the acce nt by a group of investo	nent which µ nultaneously to potential growth of t nale are ack rded CEO. F t recommen ess to vaccin pors. While th	ositions executive pay very significantly , further increasing variable pay The p pay every policy year and represents ti the Company in market cap, revenue, and mowledged: AstraZeneca undoubtedly f fowever, the degree by which the new of ded.Lastly, we would like to highlight th the metric that has been communicated to the company has a metric of COVID-19 m	v above the proposed the and TSR has a global popportunity the fact that to the esponse,	
	Voting Policy Rationale: A vote AGAINST to maximum of 850% of salary, represent a s Company's FTSE 10 peers. Bonus opportu variable incentive repositioning follows a t opportunity of an additional 3.5x salary sir since 2020 is also recognised). The merits reach, is in a high-paying sector, and is lea exceeds FTSE peers is very high, to the ex	substantial pay adjustn nities are increased sin rend of large increases nce 2020 (although the of the Company s ratio d by a very highly rega	nent which p nultaneously to potentia growth of t nale are ack rded CEO. F	positions executive pay very significantly c, further increasing variable pay The p pay every policy year and represents ti he Company in market cap, revenue, and rnowledged: AstraZeneca undoubtedly f however, the degree by which the new c	r above the proposed he nd TSR nas a global	
	maximum of 850% of salary, represent a s Company's FTSE 10 peers. Bonus opportun variable incentive repositioning follows a t opportunity of an additional 3.5x salary sir since 2020 is also recognised). The merits reach, is in a high-paying sector, and is lea	nities are increased sin rend of large increases nce 2020 (although the of the Company s ratio	nultaneously to potential growth of t nale are ack	, further increasing variable pay The p pay every policy year and represents ti he Company in market cap, revenue, an	proposed he nd TSR has a global	
	exceeds FTSE peers is very high, to the ex the company does not link its executive re company through a collaborative letter ser more material, measurable and transparer was published in October 2021.	muneration to the acce nt by a group of investo	ess to vaccir ors. While tl	e metric that has been communicated t he company has a metric of COVID-19 r	he fact that to the esponse,	
8	exceeds FTSE peers is very high, to the ex the company does not link its executive re company through a collaborative letter ser more material, measurable and transparen was published in October 2021. Amend Performance Share Plan 2020	muneration to the acce nt by a group of investo nt criteria are needed to Mgmt	ess to vaccir ors. While th o align the r Yes	e metric that has been communicated to be company has a metric of COVID-19 ro emuneration scheme with the WHO's ro For	ne fact that to the esponse, padmap that Against	Yes
8	exceeds FTSE peers is very high, to the ex the company does not link its executive re company through a collaborative letter ser more material, measurable and transparen was published in October 2021. Amend Performance Share Plan 2020 Voting Policy Rationale: A vote AGAINST to significant pay adjustment which positions Blended Rationale: A vote AGAINST this its	muneration to the acce In the a group of investory In criteria are needed to Mgmt In is item is warranted:- r executive pay significa- em is warranted:- The	ess to vaccir ors. While th o align the r Yes The new LT new LTIP n	ne metric that has been communicated to the company has a metric of COVID-19 ro emuneration scheme with the WHO's ro For TP maximum of 850% of salary represent the Company's FTSE 10 peers. Taximum of 850% of salary represents a	ne fact that to the esponse, nadmap that Against ents a	Yes
8 9	exceeds FTSE peers is very high, to the ex the company does not link its executive re company through a collaborative letter ser more material, measurable and transparer was published in October 2021. Amend Performance Share Plan 2020 Voting Policy Rationale: A vote AGAINST th significant pay adjustment which positions Blended Rationale: A vote AGAINST this its pay adjustment which positions executive Authorise UK Political	muneration to the acce In the a group of investory In criteria are needed to Mgmt In is item is warranted:- r executive pay significa- em is warranted:- The	ess to vaccir ors. While th o align the r Yes The new LT new LTIP n	ne metric that has been communicated to the company has a metric of COVID-19 ro emuneration scheme with the WHO's ro For TP maximum of 850% of salary represent the Company's FTSE 10 peers. Taximum of 850% of salary represents a	ne fact that to the esponse, nadmap that Against ents a	Yes
	exceeds FTSE peers is very high, to the ex the company does not link its executive re company through a collaborative letter ser more material, measurable and transparer was published in October 2021. Amend Performance Share Plan 2020 Voting Policy Rationale: A vote AGAINST to significant pay adjustment which positions Blended Rationale: A vote AGAINST this its pay adjustment which positions executive	muneration to the acce at by a group of investo at criteria are needed to Mgmt his item is warranted:- executive pay significa the pay significantly above	ess to vaccir ors. While th o align the r Yes The new LT antly above new LTIP n the Compa	ne metric that has been communicated to the company has a metric of COVID-19 m emuneration scheme with the WHO's ro For TP maximum of 850% of salary represent the Company's FTSE 10 peers. Taximum of 850% of salary represents a ny's FTSE 10 peers.	ne fact that to the esponse, padmap that Against ents a n significant	
9	exceeds FTSE peers is very high, to the ex the company does not link its executive re company through a collaborative letter ser more material, measurable and transparen was published in October 2021. Amend Performance Share Plan 2020 Voting Policy Rationale: A vote AGAINST to significant pay adjustment which positions Blended Rationale: A vote AGAINST this its pay adjustment which positions executive Authorise UK Political Donations and Expenditure	muneration to the acce at by a group of investo at criteria are needed to Mgmt his item is warranted:- executive pay significa tem is warranted:- The pay significantly above Mgmt Mgmt	ess to vaccir ors. While th o align the r Yes The new LT new LTIP n the Compa Yes Yes	e metric that has been communicated to be company has a metric of COVID-19 m emuneration scheme with the WHO's ro For TP maximum of 850% of salary represent the Company's FTSE 10 peers. Taximum of 850% of salary represents a ny's FTSE 10 peers. For For	ne fact that to the esponse, padmap that Against ents a a significant For Against	No
9	exceeds FTSE peers is very high, to the ex the company does not link its executive re company through a collaborative letter ser more material, measurable and transparen was published in October 2021. Amend Performance Share Plan 2020 Voting Policy Rationale: A vote AGAINST to significant pay adjustment which positions Blended Rationale: A vote AGAINST this its pay adjustment which positions executive Authorise UK Political Donations and Expenditure Authorise Issue of Equity Voting Policy Rationale: A vote AGAINST is	muneration to the acce at by a group of investo at criteria are needed to Mgmt his item is warranted:- r executive pay significa em is warranted:- The pay significantly above Mgmt Mgmt s warranted because:-	ess to vaccir ors. While th o align the r Yes The new LT antly above new LTIP n the Compa Yes Yes This propos	e metric that has been communicated to be company has a metric of COVID-19 memuneration scheme with the WHO's ro For TP maximum of 850% of salary represent the Company's FTSE 10 peers. Taximum of 850% of salary represents a my's FTSE 10 peers. For For ed issuance with preemptive rights exce	ne fact that to the esponse, padmap that Against ents a a significant For Against eeds 50	No
9	exceeds FTSE peers is very high, to the ex the company does not link its executive re company through a collaborative letter ser more material, measurable and transparen was published in October 2021. Amend Performance Share Plan 2020 Voting Policy Rationale: A vote AGAINST to significant pay adjustment which positions Blended Rationale: A vote AGAINST this its pay adjustment which positions executive Authorise UK Political Donations and Expenditure Authorise Issue of Equity Voting Policy Rationale: A vote AGAINST is percent of issued capital. Blended Rationale: A vote AGAINST is war	muneration to the acce at by a group of investo at criteria are needed to Mgmt his item is warranted:- r executive pay significa em is warranted:- The pay significantly above Mgmt Mgmt s warranted because:-	ess to vaccir ors. While th o align the r Yes The new LT antly above new LTIP n the Compa Yes Yes This propos	e metric that has been communicated to be company has a metric of COVID-19 memuneration scheme with the WHO's ro For TP maximum of 850% of salary represent the Company's FTSE 10 peers. Taximum of 850% of salary represents a my's FTSE 10 peers. For For ed issuance with preemptive rights exce	ne fact that to the esponse, padmap that Against ents a a significant For Against eeds 50	No
9 10	 exceeds FTSE peers is very high, to the ext the company does not link its executive re- company through a collaborative letter ser more material, measurable and transparen was published in October 2021. Amend Performance Share Plan 2020 Voting Policy Rationale: A vote AGAINST the significant pay adjustment which positions Blended Rationale: A vote AGAINST this its pay adjustment which positions executive Authorise UK Political Donations and Expenditure Authorise Issue of Equity Voting Policy Rationale: A vote AGAINST is percent of issued capital. Blended Rationale: A vote AGAINST is wat of issued capital. Authorise Issue of Equity 	muneration to the acce at by a group of investo at criteria are needed to Mgmt his item is warranted:- executive pay significa em is warranted:- The pay significantly above Mgmt S warranted because:- tranted because:- This	ess to vaccir ors. While th o align the r Yes The new LT antly above new LTIP n the Compa Yes Yes This proposed is:	e metric that has been communicated to be company has a metric of COVID-19 memuneration scheme with the WHO's ro For TP maximum of 850% of salary represent the Company's FTSE 10 peers. aximum of 850% of salary represents a ny's FTSE 10 peers. For For ed issuance with preemptive rights exceeds a suance with preemptive rights exceeds a	ne fact that to the esponse, badmap that Against ents a a significant For Against eeds 50 50 percent	No Yes
9 10 11	 exceeds FTSE peers is very high, to the ext the company does not link its executive re company through a collaborative letter ser more material, measurable and transparen was published in October 2021. Amend Performance Share Plan 2020 Voting Policy Rationale: A vote AGAINST to significant pay adjustment which positions Blended Rationale: A vote AGAINST this its pay adjustment which positions executive, Authorise UK Political Donations and Expenditure Authorise Issue of Equity Voting Policy Rationale: A vote AGAINST is percent of issued capital. Blended Rationale: A vote AGAINST is war of issued capital. Blended Rationale: A vote AGAINST is war of issued capital. Buended Rationale: A vote AGAINST is war of issued capital. Buended Rationale: A vote AGAINST is war of issued capital. Buended Rationale: A vote AGAINST is war of issued capital. Buended Rationale: A vote AGAINST is war of issued capital. Buended Rationale: A vote AGAINST is war of issued capital. Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition 	muneration to the acce at by a group of investo at criteria are needed to Mgmt his item is warranted:- executive pay significa- em is warranted:- The pay significantly above Mgmt 5 warranted because:- tranted because:- This Mgmt	ess to vaccir ors. While th o align the r Yes The new LT antly above new LTIP n the Compa Yes Yes This proposed is Yes	e metric that has been communicated to be company has a metric of COVID-19 memuneration scheme with the WHO's ro For TIP maximum of 850% of salary represent the Company's FTSE 10 peers. Taximum of 850% of salary represents a my's FTSE 10 peers. For For Ed issuance with preemptive rights exceeds a suance with preemptive rights exceeds a	ne fact that to the esponse, padmap that Against ents a a significant For Against ceeds 50 50 percent For	No Yes No

AstraZeneca PLC

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 AGA	INST the authority to reduce	the notice to	o convene a shareholders'	meeting is warranted.			
	Blended Rationale: A vote AGAINST	the authority to reduce the i	notice to con	vene a shareholders' mee	ting is warranted.			
Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number Ba	llot Status Instructed		Approved Ba	allot Voting Status	Votable Sł	nares	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	2,187

Swiss Re AG

ecord Date: 08 rimary Securit arliest Cutoff Da	ty ID: H8431B109	Meeting Type: Annual Primary CUSIP: H843 Total Ballots: 1	1B109		leeting ID: 1812364 rimary ISIN: CH012688156	51 Primary S Additional I	EDOL: B545MG5
otable Shares: 8	43	*Shares on Loan: 0		s	hares Instructed: 843	Shares Vote	ed: 843
roposal umber	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.1	Approve Remunerat	tion Report	Mgmt	Yes	For	Against	Yes
	- /	ale: A vote AGAINST is wai le remuneration is more th			ort-term remuneration is mo	re than 150% of base	
		A vote AGAINST is warrant le remuneration is more th			erm remuneration is more th	an 150% of base	
1.2	Approve Sustainabi	ity Report	Mgmt	Yes	For	For	No
	The company also h 2030 target for the o from oil and gas pro	as clear objectives regardii oil and gas sector, among o ducers come from compan	ng the provision of others, where it co nies committed to a	insurance t mmits to en aligning with	nd its disclosure of Scope 3 . o companies operating in fos isuring that 100% of their gr net zero by 2050. Additiona newable energy generation fo	sil fuels, having set a oss written premiums lly, it offers insurance	
	<i>The company also h 2030 target for the c</i> <i>from oil and gas pro</i>	as clear objectives regardii oil and gas sector, among o ducers come from compan	ng the provision of others, where it co nies committed to a	insurance t mmits to en aligning with	g and its disclosure of Scope o companies operating in fos suring that 100% of their gr net zero by 2050. Additiona newable energy generation f	sil fuels, having set a oss written premiums lly, it offers insurance	
1.3	Accept Financial Sta and Statutory Repo		Mgmt	Yes	For	For	No
2	Approve Allocation and Dividends of US Share		Mgmt	Yes	For	For	No
3	Approve Variable SI Remuneration of Ex Committee in the A	ecutive	Mgmt	Yes	For	For	No

Swiss Re AG

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
	Voting Policy Rationale: As discharge is bin	nding or not compulsor,	y in this ma	rket, a vote AGAINST this item is	warranted.	
	Blended Rationale: As discharge is binding	or not compulsory in t	this market,	a vote AGAINST this item is warra	anted.	
5.1.a	Reelect Jacques de Vaucleroy as Director and Board Chair	Mgmt	Yes	For	Against	Yes
	Voting Policy Rationale: The election of the considered as a breach of recognized good practices and to push the management to discontent with current management or wi the Nomination Committee.	l governance practices. deliver this change. Th	. This oppos his note shall	ition is to flag the companys corpo I not be viewed as an expression o	orate governance of judgment or	
	Blended Rationale: The election of the non considered as a breach of recognized good practices and to push the management to discontent with current management or wi the Nomination Committee.	l governance practices. deliver this change. Th	. This oppos nis note shal	ition is to flag the companys corpo I not be viewed as an expression o	orate governance of judgment or	
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

Swiss Re AG

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 Cl 9 Million	HF	Mgmt	Yes	For		Against	Yes	
	Voting Policy Rationale: A vot	e AGAINST is warran	ted as part of i	the non-exe	cutive remuneration	are shares.			
	Blended Rationale: A vote AG	AINST is warranted a	as part of the n	on-executive	e remuneration are s	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 vot shareholder to the proxy in ca board of directors The conte shareholders' best interest to	ase new voting items ent of these new item	or counterprop as or counterpro	posals are in oposals is no	troduced at the mee ot known at this time	eting by shareholders or the			
	Blended Rationale: A vote AG the proxy in case new voting directors The content of the interest to vote against this it	items or counterprop se new items or cour	osals are intro nterproposals is	duced at the	meeting by shareho	olders or the board of	-		
Ballot Details									
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed		Approved	Ballot Voting Status	Votable S	nares	Shares Voted
Candriam Sustainable Global Equ Fund, AXSUGE	ity 614868021	Confirmed	Auto-Instructed		Auto-Approved		843		843
			01/04/2024		01/04/2024				

UniCredit SpA

Meeting Date: 12/04/ Record Date: 03/04/2		Country: Italy Meeting Type: Annual/Sp	ecial		Ficker: UCG Meeting ID: 1810051	Proxy Level	: N/A
Primary Security ID:	T9T23L642	Primary CUSIP: T9T23L6	42	F	Primary ISIN: IT0005239360	Primary SE	DOL: BYMXPS7
Earliest Cutoff Date: 05, Votable Shares: 9,964	/04/2024	Total Ballots: 1 *Shares on Loan: 0		s	Shares Instructed: 9,964	Additional Po Shares Voted	
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	Ordinary Business		Mgmt	No			
1	Accept Financial Sta and Statutory Repor		Mgmt	Yes	For	For	No
2	Approve Allocation of	of Income	Mgmt	Yes	For	For	No
3	Approve Elimination Negative Reserves	of	Mgmt	Yes	For	For	No

Total Shares:

843

843

UniCredit SpA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt					
4	Authorize Share Repurchase Program	Mgmt	Yes	For	For	No					
	proposals and the underlying distribution p	oolicy is backed by UniC	Credit's posi	rovided a valid rationale in support of these tive results and robust capital structure.How urchase program exceeds 10 percent of the	ever,						
	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.										
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					
6.2	Voting Policy Rationale: A vote AGAINST is warranted given the support to the slate filed by Assogestioni under Item 6.2.										
	Blended Rationale: A vote AGAINST is war	ranted given the suppo	ort to the sla	te filed by Assogestioni under Item 6.2.							
	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 interests.	warranted because the	ey are more	likely to safeguard minority shareholders'							
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					
	Voting Policy Rationale: A vote AGAINST is warranted because:- The company can grant discretionary bonuses (such as welcome bonuses, special awards, or retention bonuses).										
	Blended Rationale: A vote AGAINST is war bonuses, special awards, or retention bonu		rompany ca	n grant discretionary bonuses (such as welco	ome						
9	Approve Second Section of the Remuneration Report	Mgmt	Yes	For	Against	Yes					
	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										
	details are disclosed. 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.										

UniCredit SpA

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	
	Voting Policy Rationale: A vote A undemanding, with a significant according to which the over-ach	qualitative compone	ent left to boa	ard discretio	n The plan includes	a compensatory mechanis			
	Blended Rationale: A vote AGAII undemanding, with a significant according to which the over-ach	qualitative compone	ent left to boa	ard discretio	n The plan includes	a compensatory mechanis			
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	
	Voting Policy Rationale: Refer to	Ordinary Item 9.							
	Blended Rationale: Refer to Ord	linary Item 9.							
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	
	Voting Policy Rationale: Refer to	Ordinary Item 4.							
	Blended Rationale: Refer to Ord	inary Item 4.							
Ballot Details									
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed		Approved	Ballot Voting Status	Votable S	hares	Shares Voted
Candriam Sustainable Global Equ Fund, AXSUGE	ity 614868021	Confirmed	Auto-Instructed		Auto-Approved		9,96	4	9,964

Bank of Montreal

Fund, AXSUGE

Meeting Date: 16/04/2 Record Date: 16/02/20		Country: Canada Meeting Type: Annual		-	Ficker: BMO Meeting ID: 1815072	Proxy Level	: 3
Primary Security ID:	063671101	Primary CUSIP: 06367110	1	F	Primary ISIN: CA0636711016	Primary SE	DOL: 2076009
Earliest Cutoff Date: 10/0	04/2024	Total Ballots: 1 *Shares on Loan: 0			Shares Instructed: 4.503	Additional Po Shares Voted	•
							Vote
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Against Mgmt
1.1	Elect Director Janice	M. Babiak	Mgmt	Yes	For	For	No

02/04/2024

= Total Shares: 9,964

9,964

06/04/2024

Bank of Montreal

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				
	Voting Policy Rationale: WITHHOLD votes	are warranted as:- Th	e nominee h	olds more than four equivalent directorsh	nips.					
	Blended Rationale: WITHHOLD votes are warranted as:- The nominee holds more than four equivalent directorships.									
1.13	Elect Director Darryl White	Mgmt	Yes	For	For	No				
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	Withhold	Yes				
	Voting Policy Rationale: WITHHOLD votes	are warranted as:- Th	e auditor's te	enure exceeds 20 years (i.e. 34 years).						
	Blended Rationale: WITHHOLD votes are u	warranted as:- The au	ditor's tenure	e exceeds 20 years (i.e. 34 years).						
3	Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	Against	Yes				
	Voting Policy Rationale: A vote AGAINST is RSUs to Steve Tennyson, to recognize his the year. The fiscal 2023 one-time RSU av	leadership in the resili	ence and sta	bility of the technology environment thro	-					
	Blended Rationale: A vote AGAINST is wai to Steve Tennyson, to recognize his leadel year. The fiscal 2023 one-time RSU award	ship in the resilience a	and stability	of the technology environment throughou						

Shareholder Proposals

Mgmt No

Bank of Montreal

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Against Mgmt					
4	SP 1: Hold Annual Meetings of the Company in Person with Virtual Meetings as Complements	SH	Yes	Against	For	Yes					
	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.										
	Blended Rationale: A vote FOR this shareholde annual shareholder meeting in hybrid format. I preclude the possibility of virtual-only meetings of shareholders want to retain the ability to att participate only virtually. Furthermore, if unfore virtual meeting in lieu of an in-person meeting preventing the bank from holding an in-person	in the future.Com in the future.Com end shareholder m eseen circumstance by obtaining a cou	ponse, the L ppelling inve peetings in p es arise, con urt order. In	poord indicates that it would not be prudent to stor feedback indicates that a significant major person, even if in a given year they elect to mpanies governed by the Bank Act can hold a the absence of any extenuating circumstances	rity						
5	SP 2: Disclose Non-Confidential Information Relating to the Bank's Country-by-Country Reporting	SH	Yes	Against	For	Yes					
	Voter Rationale: At Candriam, we believe that it Policy as it pushes for more transparency by as investee companies pay their fair amount of ta the company to provide figures on its contribut ultimate owners of the company and conseque consider that companies should not wait to be tax payments. Especially as it is a meaningful it arising from the company's tax practices. Cand lead to the disclosure of sufficiently sensitive on specified by the 2018 Review by the EU Comm on other elements of its business strategies sho would benefit from such disclosure as taking th understanding and trust from shareholders on s hareholder proposal.	sking for a country x and assess wheth tions on a country in thy, bearer of the cornered in severe nformation that wo r confidential inform ission. Companies believe that report build not be seen as the lead on such ext	-by-country her they are basis falls w risk associa tax controv buld enable t the disclos mation as to competitive ting on tax f s a competing tra reporting	tax report, which enables us to ensure our e involved in aggressive tax planning. Requesti ithin the scope of shareholders' oversight as ted with holding the company's shares. We versies to disclose detailed information about t shareholders to assess the risks and opportuni sure of country-by-country information does no o confer a competitive disadvantage as also e advantage should not rely on its tax scheme poractices and providing stakeholders with more tive disadvantage. On the contrary, the company of would help the company to gain more	ng heir ties ht but						
	Voting Policy Rationale: A vote FOR this propos the company's tax transparency and overall can				ance						
	Blended Rationale: At Candriam, we believe the Policy as it pushes for more transparency by as investee companies pay their fair amount of ta the company to provide figures on its contribut ultimate owners of the company and conseque consider that companies should not wait to be tax payments. Especially as it is a meaningful it arising from the company's tax practices. Cand lead to the disclosure of sufficiently sensitive on specified by the 2018 Review by the EU Comm on other elements of its business strategy. We granularity on the company's tax strategies shu would benefit from such disclosure as taking th	sking for a country x and assess wheth tions on a country , ntly, bearer of the cornered in severe nformation that wo riam considers tha r confidential inforn ission. Companies believe that report puld not be seen as	-by-country her they are basis falls w risk associa tax controv buld enable t the disclos mation as to competitive ting on tax p s a competit	tax report, which enables us to ensure our e involved in aggressive tax planning. Requesti ithin the scope of shareholders' oversight as ted with holding the company's shares. We versies to disclose detailed information about t shareholders to assess the risks and opportuni sure of country-by-country information does no o confer a competitive disadvantage as also e advantage should not rely on its tax scheme poractices and providing stakeholders with more tive disadvantage. On the contrary, the compa-	ng heir tties ht but						

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	
	Voting Policy Rationale: A vot emissions would allow investo would allow shareholders to e	ors to better understal	nd how the co	mpany is ma	anaging its climate ch	ange related risks and it	HG		
	Blended Rationale: A vote FO emissions would allow investo would allow shareholders to e	ors to better understal	nd how the co	mpany is ma	anaging its climate ch	ange related risks and it			
7	SP 4: Report on Impact of Oi and Gas Divestment	I	SH	Yes	Against		Against	No	
	Voting Policy Rationale: A vot with industry best practices a divestment. The proponents r and gas sector on shareholde practices and existing or upco	nd already meets the equest that the bank r value and other rele	proponents re further qualify evant economic	equest that t and quanti	he bank disclose its e. fy the impacts of dive.	xposure to oil and gas stment from the Canadian			
	Blended Rationale: A vote AG industry best practices and al The proponents request that sector on shareholder value a and existing or upcoming regu	ready meets the prop the bank further qual nd other relevant eco	onents reques ify and quantif	t that the ba fy the impac	ank disclose its exposi ts of divestment from	ure to oil and gas divestme the Canadian oil and gas			
8	SP 5: Disclose the CEO Compensation to Median Worker Pay Ratio on an Annu Basis	ıal	SH	Yes	Against		For	Yes	
	Voter Rationale: A vote FOR t remuneration alignment with		as such disclo	sure would	enable investors to as	sess the executives'			
	Voting Policy Rationale: A vot designed to promote pay for for shareholders and the bene	performance, taking c							
	Blended Rationale: A vote FO remuneration alignment with		ed as such dis	closure wou	ld enable investors to	assess the executives'			
Ballot Details									
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed		Approved	Ballot Voting Status	Votable S	hares	Shares Voted
Candriam Sustainable Global Equ Fund, AXSUGE	ity 614868021	Confirmed	caksu2		caksu2		4,50	3	4,503

Stellantis NV

Fund, AXSUGE

Country: Netherlands Meeting Type: Annual Primary CUSIP: N82405106 Total Ballots: 1 *Shares on Loan: 0		F	Ticker: STLAM Meeting ID: 1819109 Primary ISIN: NL00150001Q9	Additional Po	DOL: BMD8KX7
Primary CUSIP: N82405106 Total Ballots: 1		F	Primary ISIN: NL00150001Q9	Additional Po	
Total Ballots: 1				Additional Po	
					licy:
*Shares on Loan: 0					
		5	Shares Instructed: 1,934	Shares Voted	: 1,934
t Pi	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
ing Agondo M	Aamt	No			
			t Proponent Proposal	t Proponent Proposal Rec	

02/04/2024

Total Shares:

4,503

4,503

02/04/2024

Stellantis NV

Proposa Number		Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Against Mgmt	
1	Open Meeting	Mgmt	No				
2.a	Receive Report of Manageme Board (Non-Voting)	ent 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 Repo	rt Mgmt	Yes	For	Against	Yes	

Vete

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. 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.

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 pavout. 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.

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.

2.e	Adopt Financial Statements	Mgmt	Yes	For	For	No
	and Statutory Reports					

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 r	note the dividend p	ayout ratio is l	below 30 pe	rcent of earnings (i.e.	25.92 percent).			
	Blended Rationale: Please note	the dividend payou	t ratio is below	v 30 percent	of earnings (i.e. 25.9	02 percent).			
2.g	Approve Discharge of Directors		Mgmt	Yes	For		Against	Yes	
	Voting Policy Rationale: As disch	arge is binding or	not compulsor	y in this ma	rket, a vote AGAINST	this item is warranted.			
	Blended Rationale: As discharge	is binding or not c	compulsory in t	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									
nstitutional Account Detail IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed		Approved	Ballot Voting Status	Votable S	hares	Shares Voted
andriam Sustainable Global Equ und, AXSUGE	ity 614868021	Confirmed	Auto-Instructed		Auto-Approved		1,93	4	1,934
			31/03/2024		31/03/2024				
						Total Shares:	1,93	4	1,934

Royal KPN NV

	Meeting Date: 17/04/2024 Country: N Record Date: 20/03/2024 Meeting T				Ticker: KPN feeting ID: 1799450		Proxy Level:	N/A		
Primary Security ID	:N4297B146	Primary CUSIP: N4297B1	46	F	Primary ISIN: NL0000009082			Primary SEDOL: 5956078		
Earliest Cutoff Date: 10 Votable Shares: 95,083		Total Ballots: 1 *Shares on Loan: 0	Additional Policy: Shares Instructed: 95,083 Shares Voted: 95,083		•					
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec		Vote Instruction	Vote Against Mgmt		
	Annual Meeting Age	nda	Mgmt	No						
1	Open Meeting and Announcements		Mgmt	No						
2	Receive Report of M Board (Non-Voting)	anagement	Mgmt	No						

Royal KPN NV

Proposal lumber	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
	Voting Policy Rationale: As discharge is bir	nding or not compulsor	y in this ma	rket, a vote AGAINST this item is	warranted.	
	Blended Rationale: As discharge is binding	or not compulsory in t	his market,	a vote AGAINST this item is warra	anted.	
8	Approve Discharge of Supervisory Board	Mgmt	Yes	For	Against	Yes
	Voting Policy Rationale: As discharge is bir	nding or not compulsor	y in this ma	rket, a vote AGAINST this item is	warranted.	
	Blended Rationale: As discharge is binding	or not compulsory in t	his market,	a vote AGAINST this item is warra	anted.	
9	Discussion on Company's Corporate Governance Structure	Mgmt	No			
10	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	Mgmt	Yes	For	For	No
	Voting Policy Rationale: The company is p	roposing a new audit fi	rm.			
	Blended Rationale: The company is propos	sing a new audit firm.				
11	Approve Remuneration Policy of Management Board	Mgmt	Yes	For	Against	Yes
	Voting Policy Rationale: A vote AGAINST is exceed 350% of base salary The remune to attract an external candidate to be appo	ration policy allows the	e supervisor,	y board to conduct buy-out arrang		
	Blended Rationale: A vote AGAINST is war 350% of base salary The remuneration p an external candidate to be appointed to t	olicy allows the superv	isory board			
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	Mgmt	Yes	For	For	No

Royal KPN NV

Proposal Number	Proposa	Text		Proponent	Votable Proposal	Mgmt Rec		Vote Instruction	Vote Against Mgmt	
18		e Board to Exclude ive Rights from Share es		Mgmt	Yes	For		For	No	
19	Other Bu	usiness (Non-Voting)		Mgmt	No					
20	Close Me	eeting		Mgmt	No					
Ballot Details										
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructed		Approved	Ballot Voting Status	Votable Sł	ares	Shares Voted
Candriam Sustainable Global Equi Fund, AXSUGE	ity	614868021	Confirmed	Auto-Instructed		Auto-Approved	Intermediary Confirmed	95,083	3	95,083
				07/04/2024		07/04/2024				
							Total Shares:	95,08	3	95,083

Banca Mediolanum SpA

/04/2024	Country: Italy		т	Proxy Level	N/A					
ID: T1R88K108	•	K108		-	Primary SED	OOL: BYWP840				
	•				•					
			_			-				
JU	*Shares on Loan: 0		5	hares Instructed: 1,900	Shares Voted:	: 1,900				
Proposal Text	Proposal Text		Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt				
Ordinary Business		Mgmt	No							
Management Propos	als	Mgmt	No							
		Mgmt	Yes	For	For	No				
Approve Allocation c	f Income	Mgmt	Yes	For	For	No				
Approve Remuneration	on Policy	Mgmt	Yes	For	Against	Yes				
Voting Policy Rationa	Voting Policy Rationale: A vote AGAINST is warranted because:- The company can pay welcome and retention bonuses.									
Blended Rationale: A	vote AGAINST is warrante	d because:- The c	ompany cai	n pay welcome and retention bonuses.						
		Mgmt	Yes	For	For	No				
Approve Severance Policy	Payments	Mgmt	Yes	For	Against	Yes				
		ote AGAINST as te	rmination p	ayments in favor of key personnel could						
		GAINST as termina	ation payme	ents in favor of key personnel could theored	tically					
Approve Executive I Bonus Plan	ncentive	Mgmt	Yes	For	For	No				
Program and Reissu	ance of to Service	Mgmt	Yes	For	For	No				
	 11/04/2024 Proposal Text Ordinary Business Management Propos Accept Financial Stat and Statutory Report Approve Allocation of Approve Remunerati Voting Policy Rational Blended Rationale: A Approve Second Second Remuneration Report Approve Severance I Policy Voting Policy Rational theoretically exceed a Blended Rationale: T exceed 24 month's p Approve Executive In Bonus Plan Authorize Share Rep Program and Reissua Repurchased Shares 	04/2024 Meeting Type: Annual ID: T1R88K108 Primary CUSIP: T1R88 11/04/2024 Total Ballots: 1 00 *Shares on Loan: 0 Proposal Text Ordinary Business Management Proposals Accept Financial Statements and Statutory Reports Approve Allocation of Income Approve Remuneration Policy Voting Policy Rationale: A vote AGAINST is warrante Approve Second Section of the Remuneration Report Approve Severance Payments Policy Voting Policy Rationale: This item warrants a vote Actional is item warrants a vote Actin is item warrants a vote Actional is item war	Meeting Type: Annual ID: T1R88K108 Primary CUSIP: T1R88K108 II): 11/04/2024 Total Ballots: 1 *Shares on Loan: 0 *Shares on Loan: 0 Proposal Text Proponent Management Proposals Mgmt Accept Financial Statements and Statutory Reports Mgmt Approve Allocation of Income Mgmt Voting Policy Rationale: A vote AGAINST is warranted because: - The or Blended Rationale: A vote AGAINST is warranted because: - The or Approve Severance Payments Mgmt Approve Severance Payments Policy Mgmt Blended Rationale: This item warrants a vote AGAINST as termine exceed 24 month's pay. Mgmt Blended Rationale: This item warrants a vote AGAINST as termine exceed 24 month's pay. Mgmt Blended Rationale: This item warrants a vote AGAINST as termine exceed 24 month's pay. Mgmt Blended Rationale: This item warrants a vote AGAINST as termine exceed 24 month's pay. Mgmt Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Mgmt	Meeting Type: Annual Method Statements Method Statements 110: T1R88K108 Total Ballots: 1 * 200 *Shares on Loan: 0 Si Proposal Text Proponent Votable Proposal 00 *Shares on Loan: 0 Si 00 Ordinary Business Mgmt No 00 Accept Financial Statements and Statutory Reports Mgmt Yes Approve Allocation of Income Mgmt Yes Yes Approve Remuneration Policy Mgmt Yes Yes Voting Policy Rationale: A vote AGAINST is warranted because:- The company car Approve Second Section of the Remuneration Report Mgmt Yes Approve Severance Payments Mgmt Yes Yes Policy Voting Policy Rationale: This item warrants a vote AGAINST as termination paymet exceed 24 month's pay. Second Section pay. Blended Rationale: This item warrants a vote A	D4/2024 Meeting Type: Annual Meeting ID: 1808496 ID: T1R88K108 Primary CUSIP: T1R88K108 Primary ISIN: IT0004776628 11/04/2024 Total Ballots: 1 Shares on Loan: 0 30 *Shares on Loan: 0 Shares Instructed: 1,900 Proposal Text Proponent Votable Mgmt Ordinary Business Mgmt No Ordinary Business Mgmt No Accept Financial Statements and Statutory Reports Mgmt Yes Approve Allocation of Income Mgmt Yes For Approve Remuneration Policy Mgmt Yes For Approve Remuneration Policy Mgmt Yes For Approve Severance Payments Mgmt Yes For Approve Severance Payments policy Mgmt Yes For Approve Severance Payments pay. Mgmt Yes For Blended 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. Blended Rationale: This item warrants a vote AGAINST as termination payments in favor of key personnel could theoretically exceed 24 month's pay. Blended Rationale: Th	Day 2024 Meeting Type: Annual Meeting Type: Annual Meeting TD: 1808496 ID: 11R88K108 Primary CUSIP: T1R88K108 Primary SEIN: 110004776628 Primary SEI 11/04/2024 Total Ballots: 1 Additional Pol 10 *Shares on Loan: 0 Shares Noted: 1,900 Shares Voted: 10 *Shares on Loan: 0 Mgmt Mgmt No Votaliany Business Mgmt No For Instruction Ordinary Business Mgmt Mgmt No For Accept Financial Statements and Statutory Reports Mgmt Yes For For Approve Remuneration Policy Mgmt Yes For Against Biended Rationale: A vote AGAINST is warranted because:- The company can pay welcome and retention bonuses. For Biended Rationale: A vote AGAINST is warranted because:- The company can pay welcome and retention bonuses. For Approve Second Section of the Remuneration Report Mgmt Yes For Approve Second Section of the Policy Mgmt Yes For Against Using Policy Rationale: This item warrants a vote AGAINST as termination payments in favor of key personnel could theoretically exceed 24 month's pay. For For Approve Executive Incentive Bonus Plan Mgmt Yes For For				

Banca Mediolanum SpA

Proposal lumber	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					
	Voting Policy Rationale: A vote FOR this iter concerns have been noticed.	m is warranted becau	se the comp	any has disclosed the proposed board	size, and no						
	Blended Rationale: A vote FOR this item is concerns have been noticed.	warranted because th	e company i	has disclosed the proposed board size,	and no						
5.2	Fix Board Terms for Directors	SH	Yes	None	For	No					
	Voting Policy Rationale: This item warrants	a vote FOR as it is rol	utine and no	on-contentious.							
	Blended Rationale: This item warrants a vol	te FOR as it is routine	and non-co	ntentious.							
	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					
	Voting Policy Rationale: A vote AGAINST is	warranted given the s	support to th	ne slate filed by Assogestioni under Iter	m 5.3.2.						
	Blended Rationale: A vote AGAINST is warr	anted given the suppo	ort to the sla	ate filed by Assogestioni under Item 5.3	3.2.						
5.3.2	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								
5.4	Approve Remuneration of Directors	SH	Yes	None	For	No					
	Voting Policy Rationale: This item warrants disclosed, and no major concerns have bee		the proposed	d non-variable director remuneration ha	as been						
	Blended Rationale: This item warrants a vol disclosed, and no major concerns have bee		roposed nor	v-variable director remuneration has be	en						
	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					
	Voting Policy Rationale: A vote AGAINST is	warranted given the s	support to th	he slate filed by Assogestioni under Iter	m 6.1.2.						
	Blended Rationale: A vote AGAINST is warr	anted aiven the sunn	ort to the sla	ate filed by Associationi under Item 6.3	12						

Blended Rationale: A vote AGAINST is warranted given the support to the slate filed by Assogestioni under Item 6.1.2.

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 sla interests.	ate is warranted becau	se they are	more likely to safeguard minority sharehol	'ders'	
	Blended Rationale: A vote FOR this slate is interests.	warranted because th	ey are more	likely to safeguard minority shareholders	,	
	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 concerns have been noticed.	a vote FOR because t	the company	has disclosed the proposed remuneration	, and no	
	Blended Rationale: This item warrants a vo concerns have been noticed.	ote FOR because the co	ompany has	disclosed the proposed remuneration, and	1 no	
Ballot Details						
Institutional Account Detail	Custodian					

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	1,900

Banco BPM SpA

4/2024	Primary CUSIP: T1708N1	01	P	rimary ISIN: IT0005218380	Primary SED	OL: BYMD5K9	
						EDOL: BYMD5K9	
	*Shares on Leans 0				Additional Pol	licy:	
	*Shares on Loan: 0			hares Instructed: 25,349	Shares Voted:	Shares Voted: 25,349	
Proposal Text		Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt	
Ordinary Business		Mgmt	No				
•		Mgmt	Yes	For	For	No	
Approve Allocation of	Income	Mgmt	Yes	For	For	No	
		Mgmt	Yes	For	For	No	
Approve Remuneration	n Policy	Mgmt	Yes	For	Against	Yes	
	Ordinary Business Accept Financial State and Statutory Reports Approve Allocation of Approve Deloitte & To as Auditors and Autho Board to Fix Their Remuneration Approve Remuneratio	Ordinary Business Accept Financial Statements and Statutory Reports Approve Allocation of Income Approve Deloitte & Touche SpA as Auditors and Authorize Board to Fix Their Remuneration Approve Remuneration Policy	Ordinary BusinessMgmtAccept Financial Statements and Statutory ReportsMgmtApprove Allocation of IncomeMgmtApprove Deloitte & Touche SpA as Auditors and Authorize Board to Fix Their RemunerationMgmtApprove Remuneration PolicyMgmt	Proposal TextProposalOrdinary BusinessMgmtNoAccept Financial Statements and Statutory ReportsMgmtYesApprove Allocation of IncomeMgmtYesApprove Deloitte & Touche SpA as Auditors and Authorize Board to Fix Their RemunerationMgmtYesApprove Remuneration PolicyMgmtYes	Proposal TextProponentProposalRecOrdinary BusinessMgmtNoAccept Financial Statements and Statutory ReportsMgmtYesForApprove Allocation of IncomeMgmtYesForApprove Deloitte & Touche SpA as Auditors and Authorize Board to Fix Their RemunerationMgmtYesForApprove Remuneration PolicyMgmtYesFor	Proposal TextProponentProposalRecInstructionOrdinary BusinessMgmtNoKerKerKerAccept Financial Statements and Statutory ReportsMgmtYesForForApprove Allocation of IncomeMgmtYesForForApprove Deloitte & Touche SpA as Auditors and Authorize Board to Fix Their RemunerationMgmtYesForApprove Allocation of IncomeMgmtYesForFor	

Blended Rationale: A vote AGAINST is warranted because:- The company can grant welcome and retention bonuses.

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 A	IGAINST is warrant	ed as:- Total c	compensatio	n is two times the me	dian of peers.			
	Blended Rationale: A vote AGAII	NST is warranted as	s:- Total comp	ensation 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 Sł	nares	Shares Voted

(IA Name, IA Number)	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	25,349

Beiersdorf AG

		Meeting Type: And Primary CUSIP: D			leeting ID: 1820907 rimary ISIN: DE0005200000	Primary SED	Primary SEDOL: 5107401	
Earliest Cutoff Date	rliest Cutoff Date: 10/04/2024 Total Ballots: 1					Additional Pol	icy:	
/otable Shares: 2,2	65	*Shares on Loan: 0		s	hares Instructed: 2,265	Shares Voted:	2,265	
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt	
1	Receive Financial SI and Statutory Repo Fiscal Year 2023 (N	rts for	Mgmt	No				
2	Approve Allocation and Dividends of El Share		Mgmt	Yes	For	For	No	
3	Approve Discharge Management Board Year 2023		Mgmt	Yes	For	Abstain	Yes	
	Voting Policy Ration	ale: An ABSTAIN is wa	rranted as discharge is	required bu	It not binding in this market.			
	Blended Rationale: A	An ABSTAIN is warrant	ed as discharge is requ	ired but not	t binding in this market.			
4	Approve Discharge Supervisory Board f Year 2023		Mgmt	Yes	For	Abstain	Yes	
	Voting Policy Ration	ale: An ABSTAIN is wa	rranted as discharge is	required bu	It not binding in this market.			

Beiersdorf AG

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					
	Voting Policy Rationale: The company is pro	posing a new audit fi	rm.								
	Blended Rationale: The company is propositi	ng a new audit firm.									
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 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.										
	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.										
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					
	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.										
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					
	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.										
	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.										
7.6	Elect Reinhard Poellath to the Supervisory Board	Mgmt	Yes	For	Against	Yes					
	Voting Policy Rationale: A vote AGAINST is v Remuneration Committee and the committee member of the Nomination Committee and t non-independent chair of the Nomination Co an independent lead director.	e is less than 100 per the committee is less	cent indepe than 50 pe	endent The nominee is a non-indep rcent independent The nominee is	endent a						
	Blended Rationale: A vote AGAINST is warra Committee and the committee is less than 1 Nomination Committee and the committee is Nomination Committee The nominee is a n	00 percent independe 5 less than 50 percen	ent The no t independe	ominee is a non-independent membe ent The nominee is a non-independ	er of the lent chair of the						
		Manat	Yes	For	For	No					
7.7	Elect Beatrice Dreyfus as Alternate Supervisory Board Member	Mgmt									

Beiersdorf 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		2,265	2,265
			07/04/2024	07/04/2024			
					Total Shares:	2,265	2,265

Nestle SA

Meeting Date: 18/04 Record Date: 11/04/2		Country: Switzerland Meeting Type: Annual			Ticker: NESN Meeting ID: 1812768	Proxy Level	: N/A
Primary Security ID	: H57312649	Primary CUSIP: H5731264	19	I	Primary ISIN: CH0038863350	Primary SEI	DOL: 7123870
Earliest Cutoff Date: 09 Votable Shares: 83	9/04/2024	Total Ballots: 1 *Shares on Loan: 0		5	Shares Instructed: 83	Additional Po Shares Voted	•
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	Management Propos	sals	Mgmt	No			
1.1	Accept Financial Sta and Statutory Repor		Mgmt	Yes	For	For	No

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.2	Approve Remuneration Report	Mgmt	Yes	For	Against	Yes

Vete

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.pavoutwhat 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).

Voting Policy Rationale: A vote AGAINST is warranted because:- The total short-term remuneration is more than 150% of base salary.

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, what criteria and scopes (especially in the case of GHG emissions reduction) are embedded into the final max.pavoutcalculation 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 Nestle'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).

1.3 Approve how-Financial Report Mg mt Yes For Approve 1.4 Approve how-Financial Report Mg mt Yes For Approve 1.5 Approve how-Financial Report Mg mt Yes For Approve 1.6 Approve how-Financial Report Mg mt Yes For Approve 1.6 Approve how-Financial Report Mg mt Yes For Approve 1.6 Approve Mg mt Yes For Approve 1.6 Approve Mg mt Yes For Approve 1.7 Approve Approve Approve Approve Approve 1.7 Approve A	roposal umber	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt					
ansistors and targeted reduction ind, ¹ eves and dedicated investments, there needs to be inder chir) on the registree of the subserve of inequence of the inequence of the subserve of inequence of the inequence of inequence of inequence of the inequence of the inequence of inequence of iteractions and removale to Business of a land time. Lead of the inequence of iteractions of the inequence of the inequence of iteractions in the inequence of iteractions of iteractions in the interval to iteraction interval to iteraction in the i	1.3	Approve Non-Financial Report	Mgmt	Yes	For	Against	Yes					
Bended Rationale: While Nestlé provides good disclosures on its emissions and climate roadmap – with clear brakdowns 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 file 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 (MdSSD) performing to remuneation report to the inclusion of its affordable nutrition in assessing the level of healthings of its product portfolio. Mith we note positively the inclusion of its affordable nutrition with micronurinate, we are unable to identify whether the company busites in alignment with the ones we still dominated by less healthy profit de fiving from its its shealthy profitio (including positive of the Shareholder Proposal SOT? In items of one executive accoundability on Nacel's healthy studies, increasingly, we would encourage the company to take into account increasing ESG risk exposures towards product quality and health size. 2 Approve Discharge of Board Mgmt Yes For Against 3 Approve Allocation of Income and Dividends of LF3 and parent with the legal deadline. Mgmt Yes For For 4.1.a. Reelect Paul Buicke as Dinector		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										
and Senior Management 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 Approve Allocation of Income and Dividends of CHF 3.00 per Share Mgmt Yes For For 4.1.a Reelect Paul Bulcke as Director and Board Chair Mgmt Yes For For 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. 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. 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. 4.1.b Reelect Ulf Schneider as Mgmt Yes For For For For <t< td=""><td></td><td>agriculture definition and strategies, specific critu methane reduction target. On the latter, we para considering that methane is a critical source of e previously absolute amount of reductions and re comparable, which also makes it more difficult fo outlined for the Agenda Item 1.2 (M0550) pertai missing granularity (cf. the Agenda Item 1.2) an consideration in assessing the level of healthines affordable nutrition with micronutrients, we are its product quality and healthy profile deriving fr still dominated by less healthy products, a KPI w product reformulation) is highly critical to proper the Shareholder Proposal SO776 in terms of top encourage the company to take into account inc issues surrounding its natural mineral water prod</td><td colspan="9">agriculture definition and strategies, specific criteria targets that fall within the scope of the RegAg, and the absence of methane reduction target. 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On the latter, we para considering that methane is a critical source of e previously absolute amount of reductions and re comparable, which also makes it more difficult fo outlined for the Agenda Item 1.2 (M0550) pertai missing granularity (cf. the Agenda Item 1.2) an consideration in assessing the level of healthines affordable nutrition with micronutrients, we are its product quality and healthy profile deriving fr still dominated by less healthy products, a KPI w product reformulation) is highly critical to proper the Shareholder Proposal SO776 in terms of top encourage the company to take into account inc issues surrounding its natural mineral water prod	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. 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Blended Rationale: As discharge is binding or not compulsory in this market, a vote AGAINST this item is warranted. 3 Approve Allocation of Income and Dividends of CHF 3.00 per Share Mgmt Yes For For 4.1.a Reelect Paul Bulcke as Director Share Mgmt Yes For For 4.1.a Reelect Paul Bulcke as Director And Board Chair Mgmt Yes For For 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. 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. 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. 4.1.b Reelect Ulf Schneider as Mgmt Yes For For 4.1.c Reelect Renato Fassbind as Mgmt Yes For For	2		Mgmt	Yes	For	Against	Yes					
3 Approve Allocation of Income and Dividends of CHF 3.00 per Share Mgmt Yes For For 4.1.a Reelect Paul Bulcke as Director and Board Chair Mgmt Yes For For 4.1.a Reelect Paul Bulcke as Director and Board Chair Mgmt Yes For For 4.1.a Reelect Paul Bulcke as Director and Board Chair Mgmt Yes For For <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. 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. 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. For 4.1.b Reelect Ulf Schneider as Director Mgmt Yes For For 4.1.c</i>		Voting Policy Rationale: As discharge is binding o	or not compulsor	y in this ma	rket, a vote AGAINST this item is warranted.							
A.1.a Reelect Paul Bulcke as Director and Board Chair Mgmt Yes For For 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. 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. 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. 4.1.b Reelect Ulf Schneider as Mgmt Yes For For 4.1.c Reelect Renato Fassbind as Mgmt Yes For For		Blended Rationale: As discharge is binding or no	nt compulsory in a	this market,	a vote AGAINST this item is warranted.							
and Board Chair Image: Control 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. 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. 4.1.b Reelect Ulf Schneider as Director Mgmt Yes For For 4.1.c Reelect Renato Fassbind as Mgmt Yes For For	3	and Dividends of CHF 3.00 per	Mgmt	Yes	For	For	No					
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. 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. 4.1.b Reelect Ulf Schneider as Director Mgmt Yes For For 4.1.c Reelect Renato Fassbind as Mgmt Yes For For	4.1.a		Mgmt	Yes	For	For	No					
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.4.1.bReelect Ulf Schneider as DirectorMgmt YesYesForFor4.1.cReelect Renato Fassbind asMgmt YesYesForFor		which will be required as of June 2026. While su	ich concern does	not trigger	a vote AGAINST the director elections until 2020	ō,						
Director Yes For 4.1.c Reelect Renato Fassbind as Mgmt Yes For		will be required as of June 2026. While such con	ncern does not tri	igger a vote	AGAINST the director elections until 2026, we							
	4.1.b		Mgmt	Yes	For	For	No					
Director	4.1.c	Reelect Renato Fassbind as Director	Mgmt	Yes	For	For	No					

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

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.

5.2 Approve Remuneration of Mgmt Yes For For No Executive Committee in the Amount of CHF 80 Million

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			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Against Mgmt
7	Report on Non-Financial Matters Regarding Sales of Healthier and Less Healthy Foods	SH	Yes	Against	For	Yes

Vote

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 guadrupled 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 guality 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. Nestle'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, vet 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&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) https://www.who.int/fr/news/item/01-03-2024-one-in-eight-people-are-now-living-with-obesity(2) https://www.unilever.com/news/press-and-media/press-releases/2022/unilever-to-set-new-benchmark-for-healthy-nutrition/(3) https://accesstonutrition.org/(4) Nestlé says less than half of its mainstream food and drinks are considered 'healthy' (ft.com)

Voting Policy Rationale: A vote FOR this shareholder proposal is warranted.

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

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec		Vote Instruction	Vote Against Mgmt	
	example, is very well ranked by a	the ATNI comparative	study (3), which v	ve support. BL	JT, the whole indu	istry is lagging behind			
	and in spite of repeated demand	s from Candriam and	other investors ar	nd stakeholder	s. Balancing dieta	ry consumption is crucial			
	in all consumer choices, yet this	doesn't absolve busin	esses from the ol	oligation to add	dress the volumes	of their unhealthy			
	products, even more when we al	e all already aware th	at Nestlé itself ac	knowledged la	nst year in 2023 th	at less than half its			
	portfolio of mainstream food and	drinks can be conside	ered as "healthy"	(4). In exercisi	ng our fiduciary du	uty as investors, when we			
	are convinced, adopting a risk m	anagement perspecti	ve, that a topic de	serves an incr	eased attention fr	om an industry, we			
	should not content ourselves and	l settle for companies	that merely perfo	rm better than	rest of the indust	ry – especially for the			
	world's biggest food manufacture	er like Nestlé. When a	food giant like Ne	estlé gives itse	lf the means to ac	hieve an objective, not			
	only does it send out a strong sig	anal to the whole indu	stry, but it also gu	arantees that i	the whole industry	will take action. The			
	resources that Nestlé can comm	it to this issue, particu	larly in terms of R	&D and marke	eting, are very sub	stantial, and this will have			
	an impact on all its stakeholders	including suppliers.	The size effect als	o naturally affe	ects the number o	f consumers who will be			
	impacted. Filing a resolution is, t	herefore, a way to eso	alate our concern	.For an invest	or like Candriam,	supporting such a			
	resolution is obviously a way of g	niving a positive boost	to the social cont	ribution of the	companies in our	portfolios. (1)			
	https://www.who.int/fr/news/item	/01-03-2024-one-in-ei	ght-people-are-no	w-living-with-o	obesity(2)				
	https://www.unilever.com/news/p	press-and-media/press	s-releases/2022/u	nilever-to-set-	new-benchmark-fe	or-healthy-nutrition/(3)			
	https://accesstonutrition.org/(4)	lestlé says less than i	half of its mainstre	am food and o	drinks are conside	ered 'healthy' (ft.com)			
	Management Proposal		Mgmt	No					
8	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 S	hares	Shares Voted
Candriam Sustainable Global Equ Fund, AXSUGE	iity 614868021	Confirmed	Iriols		Iriols		83		83
			09/04/2024		09/04/2024				
						Total Shar	es: 83		83

Assicurazioni Generali SpA

Meeting Date: 23/04/2024 Country: Italy			Т	ïcker: G	Proxy Lev	el: N/A	
Record Date: 12/04/2024 Meeting Type: Annual/Special		pecial	N	feeting ID: 1819749			
Primary Security ID	: T05040109	Primary CUSIP: T05040	109	P	Primary ISIN: IT0000062072	Primary S	EDOL: 4056719
Earliest Cutoff Date: 16	5/04/2024	Total Ballots: 1				Additional	Policy:
Votable Shares: 1,200		*Shares on Loan: 0		s	Shares Instructed: 1,200		ed: 1,200
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	Vote Instructior	Vote Against Mgmt
	Ordinary Business		Mgmt	No			
1a	Accept Financial Sta and Statutory Repor		Mgmt	Yes	For	For	No
1b	Approve Allocation c	of Income	Mgmt	Yes	For	For	No
2a	Authorize Share Rep Program	ourchase	Mgmt	Yes	For	For	No
	Extraordinary Busine	ess	Mgmt	No			
2b	Authorize Cancellation Treasury Shares with Reduction of Share (hout	Mgmt	Yes	For	For	No

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
Зе	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
Зј	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
31	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
	exceed 150 percent of base salary for the S extraordinary bonuses correlated to specific previous employer, and/or guaranteed bon	STI and 350 percent fo c transactions, discretion uses during the first ye anted because:- The t STI and 350 percent fo c transactions, discretion	nr the variab ponary entry ear of emplo rotal potentia or the variab ponary entry	bonuses linked to the loss of incentives at hyment. al variable remuneration paid to the CEO can le compensation The board can grant bonuses linked to the loss of incentives at	can in the second s	
4b	Approve Second Section of the Remuneration Report	Mgmt	Yes	For	Against	Yes
	Voting Policy Rationale: A vote AGAINST is salary.	warranted because:- 1	Total variab	le remuneration is more than 350 percent of b	75C	
	Blended Rationale: A vote AGAINST is warr salary.	anted because:- Total	variable rei	nuneration is more than 350 percent of base		
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

Assicurazioni Generali SpA

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:	1,200	1,200

L'Oreal SA

Earliest Cutoff Date: 18/0 Votable Shares: 950 Proposal	04/2024	Total Ballots: 1			rimary ISIN: FR0000120321	Primary SED	Proxy Level: N/A Primary SEDOL: 4057808			
						Additional Po	licy:			
Proposal		*Shares on Loan: 0		s	hares Instructed: 950	Shares Voted	: 950			
Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt			
	Ordinary Business		Mgmt	No						
1	Approve Financial Statements N 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 6.60 per Share and an Extra of EUR 0.66 per Share to Long Term Registered Shares		Mgmt	Yes	For	For	No			
4	Elect Jacques Ripoll	as Director	Mgmt	Yes	For	For	No			
5	Reelect Beatrice Guillaume-Grabisch a	as Director	Mgmt	Yes	For	Against	Yes			
		le: A vote AGAINST is w less than 100 percent ir		ominee is a	non-independent member of the Audit Cor	nmittee				
		vote AGAINST is warran than 100 percent indep		ee is a non-	independent member of the Audit Commit	tee and				
6	Reelect Ilham Kadri	as Director	Mgmt	Yes	For	Against	Yes			
	Voting Policy Rationa	ing Policy Rationale: A vote AGAINST is warranted as:- The nominee holds more than four equivalent directorships.								
	Blended Rationale: A	vote AGAINST is warrar	ted as:- The nomin	ee holds ma	re than four equivalent directorships.					
7	Reelect Jean-Victor M Director	Meyers as	Mgmt	Yes	For	For	No			
8	Reelect Nicolas Meye Director	ers as	Mgmt	Yes	For	Against	Yes			
	- /	le: A vote AGAINST is w less than 100 percent ir		ominee is a	non-independent member of the Audit Cor	mmittee				

the committee is less than 100 percent independent.

L'Oreal SA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt						
9	Appoint Deloitte & Associes 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						
	5 ,	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.										
		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.										
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						
	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.											
	Blended Rationale: A vote AGAINST is warr high relative to its peers, without a fully cor		chairman wo	ould receive a base salary that	could be considered							
16	Approve Remuneration Policy of CEO	Mgmt	Yes	For	Against	Yes						
	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.											
	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.											
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						

L'Oreal SA

Proposal Number	Proposal Tex	t		Proponent	Votable Proposal	Mgmt Rec		Vote Instruction	Vote Against Mgmt	
21	Use in Emplo Purchase Pla	pital Issuances for oyee Stock Ins Reserved for f International		Mgmt	Yes	For		For	No	
22		ing of Required Other Formalities		Mgmt	Yes	For		For	No	
Ballot Details										
Institutional Account Detail (IA Name, IA Number)		todian ount Number	Ballot Status	Instructed		Approved	Ballot Voting Status	Votable Sl	nares	Shares Voted
Candriam Sustainable Global Equit Fund, AXSUGE	ty 6148	368021	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 Leve	el: N/A					
Record Date: 2		Meeting Type: Anr			leeting ID: 1818545						
Primary Securi	ty ID: N07059202	Primary CUSIP: N	07059202	P	rimary ISIN: NL0010273215	Primary S	EDOL: B929F46				
Earliest Cutoff Da	ate: 17/04/2024	Total Ballots: 1				Additional F	Policy:				
/otable Shares: 6	574	*Shares on Loan: 0		s	hares Instructed: 674	Shares Vote	d: 674				
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt				
	Annual Meeting	Annual Meeting Agenda		No							
1	Open Meeting		Mgmt	No							
2	Discuss the Company's Business, Financial Situation and ESG Sustainability		Mgmt	No							
3a	3a Approve Remuneration Report		Mgmt	Yes	For	Against	Yes				
	Voting Policy Rat	ionale: A vote AGAINST is	ale: A vote AGAINST is warranted because:- Total variable remuneration is more than 350% of base salary.								
	Blended Rational	e: A vote AGAINST is wan	ranted because:- Total	variable rei	nuneration is more than 350% of ba	ase salary.					
3b	•	Adopt Financial Statements and Statutory Reports		Yes	For	For	No				
3с	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		No							
3e	Approve Dividen	ds	Mgmt	Yes	For	For	No				

ASML Holding NV

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec		Vote Instruction	Vote Against Mgmt	
	Approve Discharge of Management Board		Mgmt	Yes	For		Against	Yes	
-	Voting Policy Rationale: As disch	arge is binding or no	t compulsory	in this mai	ket, a vote AGAINST ti	his item is warranted.			
-	Blended Rationale: As discharge	is binding or not con	npulsory in th	his market,	a vote AGAINST this ite	em is warranted.			
	Approve Discharge of Supervisory Board		Mgmt	Yes	For		Against	Yes	
_	Voting Policy Rationale: As disch	arge is binding or no	t compulsory	' in this mai	ket, a vote AGAINST ti	his item is warranted.			
	Blended Rationale: As discharge	is binding or not con	npulsory in tl	his market,	a vote AGAINST this ite	em is warranted.			
	Approve Number of Shares for Management Board		Mgmt	Yes	For		For	No	
	Announce Intention to Reappoint C.D. Fouquet to Management Board		Mgmt	No					
	Announce Intention to Reappoint J.P. Koonmen to Management Board		Mgmt	No					
	Discuss Updated Profile of the Supervisory Board		Mgmt	No					
	Reelect A.P. Aris to Supervisory Board		Mgmt	Yes	For		For	No	
	Reelect D.M. Durcan to Supervisory Board		Mgmt	Yes	For		For	No	
	Reelect D.W.A. East to Supervisory Board		Mgmt	Yes	For		For	No	
	Discuss Composition of the Supervisory Board		Mgmt	No					
	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	
	Authorize Board to Exclude Preemptive Rights from Share Issuances		Mgmt	Yes	For		For	No	
	Authorize Repurchase of Up to 10 Percent of Issued Share Capital		Mgmt	Yes	For		For	No	
	Authorize Cancellation of Repurchased Shares		Mgmt	Yes	For		For	No	
11	Other Business (Non-Voting)		Mgmt	No					
12	Close Meeting		Mgmt	No					
Ballot Details									
nstitutional Account Detail IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed		Approved	Ballot Voting Status	Votable S	hares	Shares Voted
Candriam Sustainable Global Equity			Auto-Instructed		Auto-Approved	Lanot Voting Status	674		674
Fund, AXSUGE	01.00021		14/04/2024		14/04/2024		5/4		0,1
			., 0 , 202 1		,,				

ASML Holding NV

Akzo Nobel NV

Meeting Date: 25/0 Record Date: 28/03		Country: Netherlands Meeting Type: Annual			icker: AKZA leeting ID: 1826088	Proxy Level:	N/A	
Primary Security I		Primary CUSIP: N018033	308		rimary ISIN: NL0013267909	Primary SED	OL: BJ2KS	
Earliest Cutoff Date:	18/04/2024	Total Ballots: 1				Additional Pol	Additional Policy: Shares Voted: 1,838	
/otable Shares: 1,838		*Shares on Loan: 0		s	hares Instructed: 1,838	Shares Voted:	1,838	
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt	
	Annual Meeting Age	enda	Mgmt	No				
1	Open Meeting		Mgmt	No				
2a	Receive Report of N Board (Non-Voting)	-	Mgmt	No				
2b	Discussion on Com Corporate Governa Structure		Mgmt	No				
3a	Adopt Financial Sta	tements	Mgmt	Yes	For	For	No	
3b	Discuss on the Com Dividend Policy	npany's	Mgmt	No				
Зс	Approve Allocation and Dividends	of Income	Mgmt	Yes	For	For	No	
3d	Approve Remunera	tion Report	Mgmt	Yes	For	Against	Yes	
		ale: A vote AGAINST is warra 1 2023 despite no longer being		The LTIP ha	ns been pro-rated for former CEO Van Land	cker until		
		A vote AGAINST is warranted 23 despite no longer being an		LTIP has be	en pro-rated for former CEO Van Lancker t	until the		
4a	Approve Discharge Management Board		Mgmt	Yes	For	Against	Yes	
	Voting Policy Ration	ale: As discharge is binding of	r not compulsor	y in this ma	rket, a vote AGAINST this item is warrante	ed.		
	Blended Rationale:	As discharge is binding or not	compulsory in t	this market,	a vote AGAINST this item is warranted.			
4b	Approve Discharge Supervisory Board	of	Mgmt	Yes	For	Against	Yes	
	Voting Policy Ration	ale: As discharge is binding o	r not compulsor	y in this ma	rket, a vote AGAINST this item is warrante	ed.		
	Blended Rationale:	As discharge is binding or not	compulsory in t	this market,	a vote AGAINST this item is warranted.			
5a	Amend Remunerati Management Board	,	Mgmt	Yes	For	Against	Yes	
		ale: A vote AGAINST is warra ions Variable remuneration c			ning Plan under the LTIP are not subject to n 350% of base salary.	o any		
		A vote AGAINST is warranted ions Variable remuneration c		-	Plan under the LTIP are not subject to any n 350% of base salary.			
5b	Amend Remunerati for Supervisory Boa	,	Mgmt	Yes	For	For	No	
6a	Elect J.M. de Bakke	er to	Mgmt	Yes	For	For	No	

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 A	GAINST is warra	nted as:- The n	ominee hola	ls more than four e	quivalent directorships.			
	Blended Rationale: A vote AGAII	IST is warranted	as:- The nomin	ee holds mo	re than four equiva	alent 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					
allot Details									
nstitutional Account Detail IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed		Approved	Ballot Voting Status	Votable S	hares	Shares Voted
andriam Sustainable Global Equi und, AXSUGE	ity 614868021	Confirmed	Auto-Instructed		Auto-Approved		1,838	}	1,838
			15/04/2024		15/04/2024				
						Total Shares:	1,83	B	1,838

Banque Cantonale Vaudoise

Record Date: 05/04/20	eting Date: 25/04/2024Country: Switzerlandcord Date: 05/04/2024Meeting Type: Annualmary Security ID: H04825354Primary CUSIP: H04825354		4	м	icker: BCVN Aeeting ID: 1812232 Primary ISIN: CH0531751755	Proxy Level: N/A Primary SEDOL: BMFY8R3	
Earliest Cutoff Date: 16/0 Votable Shares: 223	arliest Cutoff Date: 16/04/2024 Total Ballots: 1 btable Shares: 223 *Shares on Loan: 0			s	hares Instructed: 223	Additional Pol Shares Voted:	•
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting		Mgmt	No			
2	Receive Executive M Report (Non-Voting)	•	Mgmt	No			
3.1	Accept Financial Stat and Statutory Report		Mgmt	Yes	For	For	No

Banque Cantonale Vaudoise

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
	Voter Rationale: We recognize BCV's commin associated with coal-fired power plants, coal further steps by setting clear CO2 emission limited to residential real estate. While we w 2024, it is also important for the bank to ext transportation. Additionally, we recommend	l mines, as well as oil reduction targets for velcome that BCV into tend this practice to o	l and gas ex all carbon-ii ends to publ other sector	traction. However, we recommend BC ntensive activities it finances, includin lish reduction targets for residential re s it finances, such as aviation, maritin	CV to take g but not eal estate in	
	Blended Rationale: We recognize BCV's com associated with coal-fired power plants, coal further steps by setting clear CO2 emission limited to residential real estate. While we w 2024, it is also important for the bank to ext transportation. Additionally, we recommend	l mines, as well as oi reduction targets for velcome that BCV into tend this practice to o	l and gas ex all carbon-ii ends to publo other sector	traction. However, we recommend BC ntensive activities it finances, includin lish reduction targets for residential re s it finances, such as aviation, maritin	CV to take g but not pal estate in	
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
	Voting Policy Rationale: As discharge is bind	ling or not compulsor	y in this ma	rket, a vote AGAINST this item is war	ranted.	
	Blended Rationale: As discharge is binding o	or not compulsory in	this market,	a vote AGAINST this item is warrante	ed.	
7.1	Amend Articles Re: General Meetings (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Mgmt	Yes	For	Against	Yes
	Voting Policy Rationale: A vote AGAINST the shareholders to submit agenda items will inc capital They would mandate that sharehold advance of the AGM' to allow the board to p questions at the general meeting and respon rights They would allow for virtual-only sha rationale The company has bundled a set of shareholder approval under separate resolut	rease from currently ders submit certain q prepare responses an nd at a later time, wl areholder meetings o of amendments affec	0.035 perce uestions to d would furt nich is consid n a perman ting shareho	ent of the share capital to 0.5 percent the board of directors in writing 'suffic thermore give the chair the right to de dered a significant imposition on share ent basis without a sufficient and det older rights that could have been subi	t of the share ciently in ecline eholder hiled	
	Blended Rationale: A vote AGAINST the prop shareholders to submit agenda items will inc capital They would mandate that sharehold advance of the AGM' to allow the board to p questions at the general meeting and respon rights They would allow for virtual-only sha rationale The company has bundled a set shareholder approval under separate resolut	crease from currently ders submit certain q repare responses an nd at a later time, wl areholder meetings o of amendments affec	0.035 perce uestions to d would furt nich is consid n a perman ting shareho	ent of the share capital to 0.5 percent the board of directors in writing 'suffic thermore give the chair the right to de dered a significant imposition on shar ent basis without a sufficient and det older rights that could have been subi	t of the share ciently in ecline eholder ailed	

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:	223	223

BE Semiconductor Industries NV

Meeting Date: 25/04	4/2024	Country: Netherlands		т	icker: BESI	Pro	oxy Level:	N/A	
Record Date: 28/03	/2024	Meeting Type: Annual		M	leeting ID: 1834654		Primary SEDOL: BG0SCK9		
Primary Security II	D: N13107144	Primary CUSIP: N131071	.44	P	rimary ISIN: NL0012866412	Priı			
Earliest Cutoff Date: 1	18/04/2024	Total Ballots: 1				Add	Additional Policy:		
Votable Shares: 152	ble Shares: 152 *Shares on Loan: 0			Shares Instructed: 152			Shares Voted: 152		
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	Vot Ins	te struction	Vote Against Mgmt	
	Annual Meeting Age	enda	Mgmt	No					
1	Open Meeting		Mgmt	No					
2.a	Receive Report of M Board (Non-Voting)	•	Mgmt	No					
2.b	Discussion on Comp Corporate Governan Structure	,	Mgmt	No					

BE Semiconductor Industries NV

oposal Imber	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	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
	Voting Policy Rationale: As discharge is bin	nding or not compulsor	/ in this ma	rket, a vote AGAINST this item is wa	rranted.	
	Blended Rationale: As discharge is binding	or not compulsory in t	his market,	a vote AGAINST this item is warrant	ed.	
5.b	Approve Discharge of Supervisory Board	Mgmt	Yes	For	Against	Yes
	Voting Policy Rationale: As discharge is bin	nding or not compulsor	∕ in this ma	rket, a vote AGAINST this item is wa	prranted.	
	Blended Rationale: As discharge is binding	or not compulsory in t	his market,	a vote AGAINST this item is warrant	ed.	
6	Approve Remuneration Report	Mgmt	Yes	For	Against	Yes
	peers.However, we recognize that the com	ιρωτιγ τιας substartudily	iiiipioveu u	isciosure on reasonning and Dackyrol		
	decision to grant the extraordinary award; represent a broader and more challenging 20 percent downwards adjustment from th between 2019 and 2022. Furthermore, sha no longer be possible to grant additional au	set of financial targets ne potential maximum a areholders approved a n wards.	than Besi's award prima new remune	mine exceptional performance in a p STI and LTI financial criteria. The b arily due to continued increase in Bes aration policy during the 2023 AGM,	particular year oard applied a si's share price by which it will	
	represent a broader and more challenging 20 percent downwards adjustment from th between 2019 and 2022. Furthermore, sha	set of financial targets are potential maximum a areholders approved a l wards. ranted because we con- hares valued at EUR 5. ancial STI target and i ercent of base salary (apany has substantially the financial criteria us set of financial criteria us set of financial catergets areholders approved a l	than Besi's ward prima new remund 53 million a coonsistency CEO total pa improved o sed to deter than Besi's ward prima	mine exceptional performance in a p STI and LTI financial criteria. The b nrily due to continued increase in Bes eration policy during the 2023 AGM, see the following concerns: - The rem is a discretionary award to the CEO- with the business objective. In add by is more than 2 times the median of lisclosure on reasoning and backgrou mine exceptional performance in a p STI and LTI financial criteria. The bur nrily due to continued increase in Bes	particular year oard applied a si's share price by which it will uneration - Lack of lition:- Total of und on the particular year oard applied a si's share price	
7	represent a broader and more challenging 20 percent downwards adjustment from th between 2019 and 2022. Furthermore, sha no longer be possible to grant additional au Blended Rationale: A vote AGAINST is wan committee approved an award of 88,020 si stringency on the targets related to the fin variable remuneration is more than 350 pe peers. However, we recognize that the com decision to grant the extraordinary award; represent a broader and more challenging 20 percent downwards adjustment from th between 2019 and 2022. Furthermore, sha	set of financial targets are potential maximum a areholders approved a l wards. ranted because we con- hares valued at EUR 5. ancial STI target and i ercent of base salary (apany has substantially the financial criteria us set of financial criteria us set of financial catergets areholders approved a l	than Besi's ward prima new remund 53 million a coonsistency CEO total pa improved o sed to deter than Besi's ward prima	mine exceptional performance in a p STI and LTI financial criteria. The b nrily due to continued increase in Bes eration policy during the 2023 AGM, see the following concerns: - The rem is a discretionary award to the CEO- with the business objective. In add by is more than 2 times the median of lisclosure on reasoning and backgrou mine exceptional performance in a p STI and LTI financial criteria. The bur nrily due to continued increase in Bes	particular year oard applied a si's share price by which it will uneration - Lack of lition:- Total of und on the particular year oard applied a si's share price	No
7 8.a	represent a broader and more challenging 20 percent downwards adjustment from th between 2019 and 2022. Furthermore, sha no longer be possible to grant additional au Blended Rationale: A vote AGAINST is wan committee approved an award of 88,020 si stringency on the targets related to the fin variable remuneration is more than 350 pe peers. However, we recognize that the com decision to grant the extraordinary award; represent a broader and more challenging 20 percent downwards adjustment from th between 2019 and 2022. Furthermore, sha no longer be possible to grant additional au	set of financial targets are potential maximum a areholders approved a l wards. Tranted because we con- hares valued at EUR 5. ancial STI target and ii precent of base salary (apany has substantially the financial criteria us set of financial criteria the financial criteria us set of financial targets areholders approved a l wards.	than Besi's award prima new remune tinue to rai 53 million a faconsistency CEO total pa improved a sed to deter than Besi's award prima new remune	mine exceptional performance in a p STI and LTI financial criteria. The b prily due to continued increase in Bes eration policy during the 2023 AGM, see the following concerns: - The rem is a discretionary award to the CEO v with the business objective. In add with the business objective. In add with the business objective. In add by is more than 2 times the median of isclosure on reasoning and backgrou mine exceptional performance in a p STI and LTI financial criteria. The bur rily due to continued increase in Bes eration policy during the 2023 AGM,	particular year part applied a si's share price by which it will uneration - Lack of lition:- Total of und on the particular year part applied a si's share price by which it will	No
	represent a broader and more challenging 20 percent downwards adjustment from th between 2019 and 2022. Furthermore, sha no longer be possible to grant additional au Blended Rationale: A vote AGAINST is wan committee approved an award of 88,020 st stringency on the targets related to the fin. variable remuneration is more than 350 per peers. However, we recognize that the com decision to grant the extraordinary award; represent a broader and more challenging 20 percent downwards adjustment from th between 2019 and 2022. Furthermore, sha no longer be possible to grant additional au Approve Remuneration of Supervisory Board Grant Board Authority to Issue Shares Up To 10 Percent of	set of financial targets are potential maximum a areholders approved a l wards. ranted because we con- hares valued at EUR 5. ancial STI target and i prent of base salary (apany has substantially the financial criteria us set of financial criteria us set of financial targets areholders approved a l wards. Mgmt	than Besi's award prima new remund tinue to rai. 53 million a consistency CEO total pa improved o sed to deter than Besi's award prima new remund Yes	mine exceptional performance in a p STI and LTI financial criteria. The b prily due to continued increase in Best eration policy during the 2023 AGM, see the following concerns: - The rem is a discretionary award to the CEO- with the business objective. In add by is more than 2 times the median of lisclosure on reasoning and backgrou mine exceptional performance in a p STI and LTI financial criteria. The bur rily due to continued increase in Best eration policy during the 2023 AGM, For	particular year pard applied a si's share price by which it will uneration - Lack of lition:- Total of und on the particular year pard applied a si's share price by which it will	
3.a	represent a broader and more challenging 20 percent downwards adjustment from th between 2019 and 2022. Furthermore, sha no longer be possible to grant additional au Blended Rationale: A vote AGAINST is wan committee approved an award of 88,020 si stringency on the targets related to the fini- variable remuneration is more than 350 pe peers. However, we recognize that the com decision to grant the extraordinary award; represent a broader and more challenging 20 percent downwards adjustment from th between 2019 and 2022. Furthermore, sha no longer be possible to grant additional au Approve Remuneration of Supervisory Board Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital Authorize Board to Exclude Preemptive Rights from Share	set of financial targets an epotential maximum a pareholders approved a l wards. Tranted because we con- thares valued at EUR 5. ancial STI target and in parcent of base salary (oppany has substantially the financial criteria us set of financial criteria set of financial criteria us of financial criteria set of financial criteria set of financial criteria us of financial criteria set of financial criteria us of the set of the set of the set of the set of financial criteria set of financi set of financial criteria set of financi	than Besi's award prima new remund tinue to rai 53 million a consistenc CEO total pa improved d red to deter than Besi's award prima new remund Yes Yes	mine exceptional performance in a p STI and LTI financial criteria. The b prily due to continued increase in Best eration policy during the 2023 AGM, see the following concerns: - The rem is a discretionary award to the CEO with the business objective. In add by is more than 2 times the median of lisclosure on reasoning and backgrou mine exceptional performance in a p STI and LTI financial criteria. The b critly due to continued increase in Best eration policy during the 2023 AGM, For For	particular year oard applied a si's share price by which it will muneration to Lack of lition:- Total of und on the particular year oard applied a si's share price by which it will For For	No
3.a 3.b	represent a broader and more challenging 20 percent downwards adjustment from th between 2019 and 2022. Furthermore, sha no longer be possible to grant additional at Blended Rationale: A vote AGAINST is wan committee approved an award of 88,020 si stringency on the targets related to the fin variable remuneration is more than 350 pe peers. However, we recognize that the com decision to grant the extraordinary award; represent a broader and more challenging 20 percent downwards adjustment from th between 2019 and 2022. Furthermore, sha no longer be possible to grant additional at Approve Remuneration of Supervisory Board Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital Authorize Board to Exclude Preemptive Rights from Share Issuances Authorize Repurchase of Up to 10 Percent of Issued Share	set of financial targets a potential maximum a archolders approved a l wards. ranted because we con- hares valued at EUR 5. ancial STI target and in ercent of base salary (upany has substantially the financial criteria us set of financial carteria set of financial targets archolders approved a n wards. Mgmt Mgmt	than Besi's award prima new remune tinue to rai. 53 million a inconsistenc; 2EO total pa improved a sed to deter than Besi's award prima new remune Yes Yes Yes	mine exceptional performance in a p STI and LTI financial criteria. The b prily due to continued increase in Best eration policy during the 2023 AGM, see the following concerns: - The rem is a discretionary award to the CEO y with the business objective. In add by is more than 2 times the median of lisclosure on reasoning and backgrou mine exceptional performance in a p STI and LTI financial criteria. The b prily due to continued increase in Best eration policy during the 2023 AGM, For For	particular year pard applied a si's share price by which it will uneration - Lack of ition:- Total of und on the particular year pard applied a si's share price by which it will For For For	No
3.a 3.b 9	represent a broader and more challenging 20 percent downwards adjustment from th between 2019 and 2022. Furthermore, sha no longer be possible to grant additional au Blended Rationale: A vote AGAINST is wan committee approved an award of 88,020 st stringency on the targets related to the fin variable remuneration is more than 350 pe peers. However, we recognize that the com decision to grant the extraordinary award; represent a broader and more challenging 20 percent downwards adjustment from th between 2019 and 2022. Furthermore, sha no longer be possible to grant additional au Approve Remuneration of Supervisory Board Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital Authorize Board to Exclude Preemptive Rights from Share Issuances Authorize Repurchase of Up to 10 Percent of Issued Share Capital Approve Reduction in Share Capital through Cancellation of	set of financial targets a potential maximum a archolders approved a l wards. Tranted because we con- hares valued at EUR 5. ancial STI target and in ercent of base salary (apany has substantially the financial criteria us set of financial criteria wards. Mgmt Mgmt Mgmt	than Besi's award prima new remune tinue to rai. 53 million a consistency CEO total pa improved o sed to deter than Besi's award prima new remune Yes Yes Yes Yes	mine exceptional performance in a p STI and LTI financial criteria. The b prily due to continued increase in Best eration policy during the 2023 AGM, see the following concerns: - The rem is a discretionary award to the CEO- v with the business objective. In add by is more than 2 times the median of lisclosure on reasoning and backgrou mine exceptional performance in a p STI and LTI financial criteria. The bur rily due to continued increase in Best eration policy during the 2023 AGM, For For For	particular year part applied a si's share price by which it will uneration Lack of lition:- Total of und on the particular year part applied a si's share price by which it will For For For	No No No

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	152

CRH Pic

Meeting Date: 2	E/04/2024	Country: Ireland		Ŧ	i cker: CRH	Proxy Le	rolu N/A
Record Date: 14		Meeting Type: Ann	ual		leeting ID: 1827668	PIOXy Le	
Primary Security		Primary CUSIP: G2			Primary ISIN: IE0001827041	Primary	SEDOL: B01ZKD6
Earliest Cutoff Dat	e: 17/04/2024	Total Ballots: 1			-	Additional	Policy:
Votable Shares: 7,6		*Shares on Loan: 0		s	hares Instructed: 7,620	Shares Vo	-
,							Vote
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	Vote Instructio	Against
1a	Re-elect Richie Bo Director	Re-elect Richie Boucher as Director		Yes	For	Against	Yes
	Voting Policy Ration ESG committee.	Voting Policy Rationale: A vote AGAINST is wan ESG committee.			e is the board chairperson and the i	board lacks an	
	Blended Rationale: committee.	A vote AGAINST is warr	ranted because:- The i	nominee is t	he board chairperson and the board	l lacks an ESG	
1b	Re-elect Caroline I Director	Re-elect Caroline Dowling as		Yes	For	For	No
1c	Re-elect Richard F Director	Re-elect Richard Fearon as		Yes	For	Against	Yes
	Voting Policy Ratio	nale: A vote AGAINST is	warranted as:- The no	ominee hold	ls more than four equivalent directo	rships.	
	Blended Rationale:	A vote AGAINST is warr	ranted as:- The nomine	ee holds mo	ore than four equivalent directorship	<i>S.</i>	
1d	Re-elect Johan Ka Director	rlstrom as	Mgmt	Yes	For	For	No
1e	Re-elect Shaun Ke Director	lly as	Mgmt	Yes	For	For	No
1f	Re-elect Badar Kha Director	an as	Mgmt	Yes	For	For	No
1g	Re-elect Lamar Mc Director	Kay as	Mgmt	Yes	For	For	No
1h	Re-elect Albert Ma Director	nifold as	Mgmt	Yes	For	For	No
1i	Re-elect Jim Minte Director	rn as	Mgmt	Yes	For	For	No
1j	Re-elect Gillian Pla Director	tt as	Mgmt	Yes	For	For	No
1k	Re-elect Mary Rhir Director	nehart as	Mgmt	Yes	For	For	No
11	Re-elect Siobhan T Director	albot as	Mgmt	Yes	For	For	No

CRH Plc

Proposal Number	Proposal	Text		Proponent	Votable Proposal	Mgmt Rec		Vote Instruction	Vote Against Mgmt	
1m	Re-elect Director	Christina Verchere as		Mgmt	Yes	For		For	No	
2		Vote to Approve e Compensation		Mgmt	Yes	For		For	No	
3a	Ratify De Auditors	eloitte Ireland LLP as		Mgmt	Yes	For		For	No	
3b		e Board to Fix ration of Auditors		Mgmt	Yes	For		For	No	
4	Authorise	e Issue of Equity		Mgmt	Yes	For		For	No	
5		e Issue of Equity Pre-emptive Rights		Mgmt	Yes	For		For	No	
6	Authorise Ordinary	e Market Purchase of Shares		Mgmt	Yes	For		For	No	
7	Authorise Treasury	e Reissuance 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 Sh	ares	Shares Voted
Candriam Sustainable Global Equ Fund, AXSUGE	ity	614868021	Confirmed	Auto-Instructed		Auto-Approved		7,620		7,620
				05/04/2024		05/04/2024				

Total Shares:

7,620

7,620

Gecina SA

Meeting Date: 2 Record Date: 2		Country: France Meeting Type: Anr	uual/Special	٣	icker: GFC leeting ID: 1824161	Proxy Level	I: N/A
Primary Securi	ty ID: F4268U171	Primary CUSIP: F4	268U171	Primary ISIN: FR0010040865		Primary SEI	DOL: 7742468
Earliest Cutoff Da	arliest Cutoff Date: 22/04/2024 Total Ballots: 1					Additional Po	licy:
Votable Shares: 630 *Shares on Loan: 0			s	hares 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 S and Statutory Repo		Mgmt	Yes	For	For	No
2	Approve Consolida Statements and Sta Reports		Mgmt	Yes	For	For	No
3	Approve Allocation and Dividends of E Share		Mgmt	Yes	For	For	No
	Voting Policy Ration	nale: Please note the div	vidend payout ratio is t	below 30 pe	rcent of earnings (i.e21.90 percent)).	
	Blended Rationale:	Please note the dividen	d payout ratio is below	/ 30 percent	t of earnings (i.e21.90 percent).		
4	Approve Stock Divi Program	dend	Mgmt	Yes	For	For	No

Gecina SA

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
	Voter Rationale: No clawback policy. Morec success of the implementation of the CanO energy consumption.					
	Voting Policy Rationale: ABSTAIN votes are	e warranted because:	- The compai	ny does not have a clawback policy.		
	Blended Rationale: No clawback policy. Mo success of the implementation of the CanO energy consumption.	-				
12	Ratify Appointment of Nathalie Charles as Censor	Mgmt	Yes	For	Against	Yes
	Voting Policy Pationalay A vota ACAINET H	he appointment of co	ncore ie warr	antod		

	Voting Policy Rationale: A vote AGAINST th	e appointment of ce	ensors is wa	rranted.						
	Blended Rationale: A vote AGAINST the appointment of censors is warranted.									
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			

Gecina SA

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
	Voter Rationale: While we commend Gecina I ambitious short-term carbon reduction target its strong performance with regards to emissi granularity with regards to its Capex plans to emissions reductions to date comes from sob CANOP-30 plan. We would welcome more info dedicated to them to ensure further reduction with a 1.5°C trajectory. We invite the compai onwards. We look forward to an update Gecin information which would confirm its current e	s set by the companions reductions in re- further reduce emi- riety measures, with prmation on the roll ns of the existing po- ny to formulate its p- na's Climate plan inco-	ny for its Op ecent years, ssions.As de h a roll-out r l-out of deep ortfolio carbo olan for the o cluding emis	erating Buildings, and commend the com, we believe the company's strategy lacks scribed in company filings, the majority o ate of 73% of the 15 sobriety actions fro, renovations and disclosure of CAPEX spe n footprint so that it becomes and remai offsetting of residual emissions from 2030	pany for If Im the Ins aligned	
	Blended Rationale: While we commend Gecin ambitious short-term carbon reduction target its strong performance with regards to emissi granularity with regards to its Capex plans to emissions reductions to date comes from sob CANOP-30 plan. We would welcome more info dedicated to them to ensure further reduction with a 1.5°C trajectory. We invite the compar onwards. We look forward to an update Gecin information which would confirm its current e	s set by the companions reductions in re further reduce emini- riety measures, with prmation on the roll as of the existing po- ny to formulate its p- na's Climate plan inco-	ny for its Op, ecent years, ssions.As de, h a roll-out r h-out of deep ortfolio carbc olan for the c cluding emis	erating Buildings, and commend the com we believe the company's strategy lacks scribed in company filings, the majority o ate of 73% of the 15 sobriety actions fro. renovations and disclosure of CAPEX spe n footprint so that it becomes and remai offsetting of residual emissions from 2030	pany for If Im the Ins aligned	
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

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 S	hares	Shares Voted
Candriam Sustainable Global Equit Fund, AXSUGE	ty 614868021	Confirmed	Iriols		Iriols		630		630
			15/04/2024		15/04/2024				
						Total Shares:	630		630

Hikma Pharmaceuticals Plc

				_			
Meeting Date: 25/0	94/2024	Country: United Kingd	om	т	icker: HIK	Proxy Level	: N/A
Record Date: 23/04	/2024	Meeting Type: Annual	I	м	leeting ID: 1824071		
Primary Security I	D: G4576K104	Primary CUSIP: G457	6K104	Р	rimary ISIN: GB00B0LCW083	Primary SED	OCL: BOLCW08
Earliest Cutoff Date:	19/04/2024	Total Ballots: 1				Additional Po	licy:
Votable Shares: 4,689		*Shares on Loan: 0		s	hares 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 Sta and Statutory Repo		Mgmt	Yes	For	For	No
2	Approve Final Divide	end	Mgmt	Yes	For	For	No
3	Reappoint PricewaterhouseCoo as Auditors	opers LLP	Mgmt	Yes	For	For	No
4	Authorise the Audit to Fix Remuneratior Auditors		Mgmt	Yes	For	For	No
5	Elect Riad Mishlawi	as Director	Mgmt	Yes	For	For	No
6	Re-elect Said Darwa Director	azah as	Mgmt	Yes	For	For	No

Hikma Pharmaceuticals Plc

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					
	considered as a breach of recognized goo	d governance practices deliver this change. Th	s. This oppos his note sha	she serves on a boards subcommittee which i sition is to flag the companys corporate gover Il not be viewed as an expression of judgmen	nance						
		d governance practices deliver this change. Th	s. This oppos his note sha	erves on a boards subcommittee which is sition is to flag the companys corporate gover Il not be viewed as an expression of judgmen							
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					
	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 wa of issued capital.	rranted because:- This	proposed is	suance with preemptive rights exceeds 50 pe	rcent						
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					
	Voting Policy Rationale: A vote AGAINST	the authority to reduce	the notice t	o convene a shareholders' meeting is warrant	ted.						
	Blended Rationale: A vote AGAINST the a	uthority to reduce the i	notice to cor	nvene a shareholders' meeting is warranted.							
	Resolutions for Independent Shareholders Only	Mgmt	No								

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 vol gaining creeping control of th		olution is warran	ted. Approv	al of the authority co	uld result in the concert pa	nrty		
	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 the Existing Awards Grant		Mgmt	Yes	For		For	No	
24	Approve Waiver of Rule 9 of the Takeover Code Pursuant the 2024 Awards Grant		Mgmt	Yes	For		For	No	
25	Approve Waiver of Rule 9 of the Takeover Code Pursuant 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 S	hares	Shares Voted
Candriam Sustainable Global Equ Fund, AXSUGE	ity 614868021	Confirmed	Auto-Instructed		Auto-Approved		4,68	9	4,689
1 410,7700002			16/04/2024		16/04/2024				
						Total Shares:	4,68	9	4,689

Hochtief AG

3134103 Primar 2024 Total B:	g Type: Annual y CUSIP: D33134103 illots: 1 : on Loan: 0		P	feeting ID: 1821513 Frimary ISIN: DE0006070006 hares Instructed: 132	Primary SE Additional Po Shares Voted	-
2024 Total Ba *Share:	illots: 1				Additional Po	olicy:
*Share:			S	hares Instructed: 132		-
	s on Loan: 0		S	hares Instructed: 132	Shares Voted	d: 132
Proposal Text						
-	P	roponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)		1gmt	No			
Approve Allocation of Income and Dividends of EUR 4.40 pe Share		1gmt	Yes	For	For	No
Approve Discharge of Management Board for Fiscal Year 2023	М	1gmt	Yes	For	Abstain	Yes
	nd Statutory Reports for scal Year 2023 (Non-Voting) oprove Allocation of Income nd Dividends of EUR 4.40 pe nare opprove Discharge of anagement Board for Fiscal ear 2023	and Statutory Reports for scal Year 2023 (Non-Voting) oprove Allocation of Income N and Dividends of EUR 4.40 per nare opprove Discharge of N anagement Board for Fiscal ear 2023	Ad Statutory Reports for scal Year 2023 (Non-Voting) oprove Allocation of Income Mgmt ad Dividends of EUR 4.40 per hare opprove Discharge of Mgmt anagement Board for Fiscal ear 2023	Ad Statutory Reports for scal Year 2023 (Non-Voting) oprove Allocation of Income Mgmt Yes ad Dividends of EUR 4.40 per nare opprove Discharge of Mgmt Yes anagement Board for Fiscal ear 2023	Ad Statutory Reports for scal Year 2023 (Non-Voting) pprove Allocation of Income Mgmt Yes For and Dividends of EUR 4.40 per hare pprove Discharge of Mgmt Yes For anagement Board for Fiscal	Add Statutory Reports for scal Year 2023 (Non-Voting) oprove Allocation of Income Mgmt Yes For For ad Dividends of EUR 4.40 per hare opprove Discharge of Mgmt Yes For Abstain anagement Board for Fiscal ear 2023

Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.

Hochtief AG

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
	Voting Policy Rationale: An ABSTAIN is warrant	ed as discharge is	required bu	t not binding in this market.		
	Blended Rationale: An ABSTAIN is warranted as	s discharge is requ	ired but no	binding in this market.		
5	Ratify Deloitte GmbH as Auditors 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 re- agreement between two executives and the rel shareholders raises significant governance conc was only 52.1 percent, yet has not been addres market context, particularly with regard to ESG base salary Total variable remuneration is mo transfer, reflecting LTIP I. Thus, LTIP I represe Transferred shares are not subject to further per ownership by executive board members.	erence shareholde cerns The free flo sed by the compa metrics.In additio re than 350% of b nts a deferral com erformance conditi	er. The pote nat approval ny Ex-pos n:- The tota pase salary ponent of ti ions but me	ntial for asymmetric accountability towards rate on the previous year's remuneration rep t disclosure remains underdeveloped compare I short-term remuneration is more than 150% One-third of the STI payout was paid via a si the STI, with an assessment period of one yea rely blocked for three years to ensure share	ort ed to 6 of hare	
	Blended Rationale: A vote AGAINST the remune agreement between two executives and the rel shareholders raises significant governance conc was only 52.1 percent, yet has not been addres market context, particularly with regard to ESG base salary Total variable remuneration is mo transfer, reflecting LTIP I. Thus, LTIP I represe Transferred shares are not subject to further pe ownership by executive board members.	ference shareholde ferns The free flo ssed by the compa metrics.In additio re than 350% of b nts a deferral com	er. The pote pat approval pny Ex-pos n:- The tota pase salary ponent of t	ntial for asymmetric accountability towards rate on the previous year's remuneration rep t disclosure remains underdeveloped compare I short-term remuneration is more than 150% One-third of the STI payout was paid via a su he STI, with an assessment period of one yea	ed to 6 of hare	
7	Elect Cristina Gonzalez de Durana to the Supervisory Board	Mgmt	Yes	For	Against	Yes
	Voting Policy Rationale: A vote AGAINST is war Committee and the committee is less than 100 which is less than 33 percent independent.				Board	
	Blended Rationale: A vote AGAINST is warrante and the committee is less than 100 percent ind less than 33 percent independent.					
8	Approve Remuneration Policy	Mgmt	Yes	For	Against	Yes
	Voting Policy Rationale: A vote AGAINST this re- the management board and the reference share shareholders raises significant governance conc one-time payments to executives for exceptiona remuneration report was only 49.7 percent, yet on non-financial criteria.In addition:- The total for the STI One-third of the STI payout will be represents a deferral component of the STI. Tra blocked for a period of three years. Performance	eholder is to be im terns In the cont al performance T thas not been add potential variable e paid via a share ansferred shares a	troduced. The ext of the d The free floa Iressed by t Iremuneratic transfer, whe re not subjection	he potential for asymmetric accountability tow erogation clause, the company may award t approval rate on the previous year's he company Only limited information is prov n paid to the CEO can exceed 150% of base s ich will then reflect the LTIP I. Thus, the LTIP	ided salary 2 I	
	Blended Rationale: A vote AGAINST this resolut management board and the reference sharehol shareholders raises significant governance conc one-time payments to executives for exceptiona remuneration report was only 49.7 percent, yet on non-financial criteria.In addition:- The total for the STI One-third of the STI payout will be represents a deferral component of the STI. Tra blocked for a period of three years. Performance	der is to be introd cerns In the cont al performance T t has not been add potential variable e paid via a share ansferred shares a	uced. The p ext of the d The free floa fressed by t remuneratio transfer, wh re not subje	otential for asymmetric accountability towards erogation clause, the company may award t approval rate on the previous year's he company Only limited information is prov n paid to the CEO can exceed 150% of base s ich will then reflect the LTIP I. Thus, the LTIP	s ided salary 2 I	

Hochtief 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		132	132
			14/04/2024	14/04/2024			
					Total Shares:	132	132

Sekisui House, Ltd.

Meeting Date: 25/04/20 Record Date: 31/01/20 Primary Security ID: J	24	-	Japan Type: Annual CUSIP: J707461	36	M	icker: 1928 leeting ID: 1839650 rimary ISIN: JP342		Proxy Level Primary SE	: N/A DOL: 6793906	
Earliest Cutoff Date: 23/04	4/2024	Total Ball						Additional Policy: Shares Voted: 15,900		
Votable Shares: 15,900		*Shares o	n Loan: 0		Shares Instructed: 15,900			Shares Voted		
Proposal Number	Proposal Text			Proponent	Votable Proposal	Mgmt Rec		Vote Instruction	Vote Against Mgmt	
1	Approve Allocation of with a Final Dividen			Mgmt	Yes	For		For	No	
2.1	Elect Director Nakai	, Yoshihiro		Mgmt	Yes	For		For	No	
2.2	Elect Director Horiu	chi, Yosuke		Mgmt	Yes	For		For	No	
2.3	Elect Director Tanak	a, Satoshi		Mgmt	Yes	For		For	No	
2.4	Elect Director Ishii,	Toru		Mgmt	Yes	For		For	No	
2.5	Elect Director Shino: Hiroshi	zaki,		Mgmt	Yes	For		For	No	
2.6	Elect Director Yoshiı Yukiko	maru,		Mgmt	Yes	For		For	No	
2.7	Elect Director Kitaza Toshifumi	iwa,		Mgmt	Yes	For		For	No	
2.8	Elect Director Nakaj Yoshimi	ima,		Mgmt	Yes	For		For	No	
2.9	Elect Director Takeg	jawa, Keiko		Mgmt	Yes	For		For	No	
2.10	Elect Director Abe, S	Shinichi		Mgmt	Yes	For		For	No	
3	Appoint Statutory A Wada, Yoritomo	uditor		Mgmt	Yes	For		For	No	
Ballot Details										
nstitutional Account Detail IA Name, IA Number)	Custodian Account Nun	nber	Ballot Status	Instructed		Approved	Ballot Voting Status	Votable S	hares	Shares Voted
Candriam Sustainable Global Equi Fund, AXSUGE	ty 614868021		Confirmed	Auto-Instructed		Auto-Approved		15,90	0	15,900
				20/04/2024		20/04/2024				
							Total Shares	15,90	0	15,900

Meeting Date: 3 Record Date: 08 Primary Securit		Country: Germany Meeting Type: Annual Primary CUSIP: D172	W1279	Ν	icker: CBK leeting ID: 1820863 Primary ISIN: DE000CBK1001	Proxy Level Primary SEI	: N/A DOL: B90LKT4
Earliest Cutoff Dat	e: 22/04/2024	Total Ballots: 1			-	Additional Po	licy:
Votable Shares: 22		*Shares on Loan: 0		s	hares Instructed: 22,875	Shares Voted: 22,875	
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Receive Financial Si and Statutory Repo Fiscal Year 2023 (N	rts for	Mgmt	No			
2	Approve Allocation and Dividends of El Share		Mgmt	Yes	For	For	No
	Voting Policy Ration	ale: Please note the divider	nd payout ratio is l	below 30 pe	rcent of earnings (i.e. 21.47 percent).		
	Blended Rationale: I	Please note the dividend pa	ayout ratio is below	v 30 percent	t of earnings (i.e. 21.47 percent).		
3.1	Approve Discharge Management Board Manfred Knof for Fi 2023	Member	Mgmt	Yes	For	Abstain	Yes
	Voting Policy Ration	ale: An ABSTAIN is warrant	ted as discharge is	required bu	ut 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 Management Board Bettina Orlopp for F 2023	l Member	Mgmt	Yes	For	Abstain	Yes
	Voting Policy Ration	ale: An ABSTAIN is warrant	ted as discharge is	required bu	ut not binding in this market.		
	Blended Rationale: A	An ABSTAIN is warranted a	s discharge is requ	lired but no	t binding in this market.		
3.3	Approve Discharge Management Board Marcus Chromik for 2023	l Member	Mgmt	Yes	For	Abstain	Yes
	Voting Policy Ration	ale: An ABSTAIN is warrant	ted as discharge is	required bu	ut not binding in this market.		
	Blended Rationale: A	An ABSTAIN is warranted a	s discharge is requ	lired but no	t binding in this market.		
3.4	Approve Discharge Management Board Michael Kotzbauer f Year 2023	Member	Mgmt	Yes	For	Abstain	Yes
	Voting Policy Ration	ale: An ABSTAIN is warrant	ted as discharge is	required bu	ut not binding in this market.		
	Blended Rationale: A	An ABSTAIN is warranted a	s discharge is requ	lired but no	t binding in this market.		
3.5	Approve Discharge Management Board Sabine MInarsky for 2023	l Member	Mgmt	Yes	For	Abstain	Yes
	Voting Policy Ration	ale: An ABSTAIN is warrant	ted as discharge is	required bu	ut not binding in this market.		
	Rlandad Pationala:	An ARSTAIN is warranted a	c dicchargo ic rogi	ired but pe	t hinding in this market		

Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.

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				
	Voting Policy Rationale: An ABSTAIN is wa	rranted as discharge is	required bu	t not binding in this market.						
	Blended Rationale: An ABSTAIN is warrant	ed as discharge is requ	ired but no	t binding in this market.						
3.7	Approve Discharge of Management Board Member Thomas Schaufler for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes				
	Voting Policy Rationale: An ABSTAIN is wa	rranted as discharge is	required bu	t not binding in this market.						
	Blended Rationale: An ABSTAIN is warrant	ed as discharge is requ	ired but no	t binding in this market.						
4.1	Approve Discharge of Supervisory Board Member Jens Weidmann (from May 31, 2023) for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes				
	Voting Policy Rationale: An ABSTAIN is wa	rranted as discharge is	required bu	t not binding in this market.						
	Blended Rationale: An ABSTAIN is warrant	ed as discharge is requ	ired but no	t binding in this market.						
4.2	Approve Discharge of Supervisory Board Member Uwe Tschaege 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 warrant	ed as discharge is requ	ired but no	t binding in this market.						
4.3	Approve Discharge of Supervisory Board Member Heike Anscheit for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes				
	Voting Policy Rationale: An ABSTAIN is wa	rranted as discharge is	required bu	t not binding in this market.						
	Blended Rationale: An ABSTAIN is warrant	ed as discharge is requ	ired but no	t binding in this market.						
4.4	Approve Discharge of Supervisory Board Member Alexander Boursanoff (until May 31, 2023) for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes				
	Voting Policy Rationale: An ABSTAIN is wa	rranted as discharge is	required bu	t not binding in this market.						
	Blended Rationale: An ABSTAIN is warrant	ed as discharge is requ	iired but no	t binding in this market.						
4.5	Approve Discharge of Supervisory Board Member Gunnar de Buhr for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes				
	Voting Policy Rationale: An ABSTAIN is wa	rranted as discharge is	required bu	t not binding in this market.						
	Blended Rationale: An ABSTAIN is warrant	ed as discharge is regi	uired hut no	t hinding in this market						

Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.

Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
Approve Discharge of Supervisory Board Member Stefan Burghardt (until May 31, 2023) for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
Voting Policy Rationale: An ABSTAIN is warr	anted as discharge is	required bu	t not binding in this market.		
Blended Rationale: An ABSTAIN is warranted	d as discharge is requ	ired but not	binding in this market.		
Approve Discharge of Supervisory Board Member Harald Christ (from May 31, 2023) for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
Voting Policy Rationale: An ABSTAIN is warr	anted as discharge is	required bu	t not binding in this market.		
Blended Rationale: An ABSTAIN is warranted	d as discharge is requ	ired but not	binding in this market.		
Approve Discharge of Supervisory Board Member Frank Czichowski for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
Voting Policy Rationale: An ABSTAIN is warr	anted as discharge is	required bu	t not binding in this market.		
Blended Rationale: An ABSTAIN is warranted	d as discharge is requ	ired but not	binding in this market.		
Approve Discharge of Supervisory Board Member Sabine Dietrich for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
Voting Policy Rationale: An ABSTAIN is warr	anted as discharge is	required bu	t not binding in this market.		
Blended Rationale: An ABSTAIN is warranted	d as discharge is requ	ired but not	binding in this market.		
Approve Discharge of Supervisory Board Member Jutta Doenges for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
Voting Policy Rationale: An ABSTAIN is warr	anted as discharge is	required bu	t not binding in this market.		
Blended Rationale: An ABSTAIN is warranted	d as discharge is requ	ired but not	binding in this market.		
Approve Discharge of Supervisory Board Member Monika Fink (until May 31, 2023) for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
Voting Policy Rationale: An ABSTAIN is warr	anted as discharge is	required bu	t not binding in this market.		
Blended Rationale: An ABSTAIN is warranted	d as discharge is requ	ired but not	binding in this market.		
Approve Discharge of Supervisory Board Member Helmut Gottschalk (until May 31, 2023) for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
Voting Policy Rationale: An ABSTAIN is warr	anted as discharge is	required bu	t not binding in this market.		
Blended Rationale: An ABSTAIN is warranted	d as discharge is requ	ired but not	binding in this market.		
Approve Discharge of Supervisory Board Member Stefan Jennes (until May 31, 2023) for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
Voting Policy Rationale: An ABSTAIN is warr	anted as discharge is	required bu	t not binding in this market.		
	Approve Discharge of Supervisory Board Member Stefan Burghardt (until May 31, 2023) for Fiscal Year 2023Voting Policy Rationale: An ABSTAIN is warranteeBlended Rationale: An ABSTAIN is warranteeApprove Discharge of Supervisory Board Member Harald Christ (from May 31, 2023) for Fiscal Year 2023Voting Policy Rationale: An ABSTAIN is warranteeBlended Rationale: An ABSTAIN is warranteeApprove Discharge of Supervisory Board Member Frank Czichowski for Fiscal Year 2023Voting Policy Rationale: An ABSTAIN is warranteeApprove Discharge of Supervisory Board Member Frank Czichowski for Fiscal Year 2023Voting Policy Rationale: An ABSTAIN is warranteeApprove Discharge of Supervisory Board Member Sabine Dietrich for Fiscal Year 2023Voting Policy Rationale: An ABSTAIN is warranteeApprove Discharge of Supervisory Board Member Sabine Dietrich for Fiscal Year 2023Voting Policy Rationale: An ABSTAIN is warranteeApprove Discharge of Supervisory Board Member Jutta Doenges for Fiscal Year 2023Voting Policy Rationale: An ABSTAIN is warranteeApprove Discharge of Supervisory Board Member Monika Fink (until May 31, 2023) for Fiscal Year 2023Voting Policy Rationale: An ABSTAIN is warranteeApprove Discharge of Supervisory Board Member Helmut Gottschalk (until May 31, 2023) for Fiscal Year 2023Voting Policy Rationale: An ABSTAIN is warranteeApprove Discharge of Supervisory Board Member Helmut Gottschalk (until May 31, 2023) for Fiscal Year 2023Voting Policy Rationale: An ABSTAIN is warranteeApprove Discharge of Su	Approve Discharge of Mgmt Supervisory Board Member Stefan Burghardt (until May 31, 2023) for Fiscal Year 2023 Voting Policy Rationale: An ABSTAIN is warranted as discharge is requ Approve Discharge of Mgmt Supervisory Board Member Harald Christ (from May 31, 2023) for Fiscal Year 2023 Voting Policy Rationale: An ABSTAIN is warranted as discharge is requ Approve Discharge of Mgmt Supervisory Board Member Harald Christ (from May 31, 2023) for Fiscal Year 2023 Voting Policy Rationale: An ABSTAIN is warranted as discharge is requ Approve Discharge of Mgmt Supervisory Board Member Frank Czichowski for Fiscal Year 2023 Voting Policy Rationale: An ABSTAIN is warranted as discharge is requ Approve Discharge of Mgmt Supervisory Board Member Sabine Dietrich for Fiscal Year 2023 Voting Policy Rationale: An ABSTAIN is warranted as discharge is requ Approve Discharge of Approve Discharge of Mgmt Supervisory Board Member Sabine Dietrich for Fiscal Year 2023 Voting Policy Rationale: An ABSTAIN is warranted as discharge is requ Approve Discharge of Mgmt Supervisory Board Member Supervisory Board Member	Proposal TextProponentProposalApprove Discharge of Supervisory Board Member Stefan Burghardt (until May 31, 2023) for Fiscal Year 2023MgmtYesVoting Policy Rationale: An ABSTAIN is warranted as discharge is required but not Approve Discharge of Supervisory Board Member Harald Christ (from May 31, 2023) for Fiscal Year 2023MgmtYesVoting Policy Rationale: An ABSTAIN is warranted as discharge is required but not Blended Rationale: An ABSTAIN is warranted as discharge is required but Discharge of Supervisory Board Member Harald Christ (from May 31, 2023) for Fiscal Year 2023MgmtYesVoting Policy Rationale: An ABSTAIN is warranted as discharge is required but Discharge of Supervisory Board Member Frank Calchowski for Fiscal Year 2023MgmtYesPropove Discharge of Supervisory Board Member Frank Calchowski for Fiscal Year 2023MgmtYesApprove Discharge of Supervisory Board Member Sabine Discharge of Supervisory Board Member Sabine Discharge of Supervisory Board Member Sabine Discharge of Supervisory Board Member Sabine Sabine Discharge of Supervisory Board Member 2023MgmtYesVoting Policy Rationale: An ABSTAIN is warranted as discharge is required but not Approve Discharge of Supervisory Board Member 2023MgmtYesVoting Policy Rationale: An ABSTAIN is warranted as discharge is required but not Approve Discharge of Supervisory Board Member 2023MgmtYesVoting Policy Rationale: An ABSTAIN is warranted as discharge is required but not Approve Discharge of Supervisory Board Member 2023MgmtYesBlended Rationale: A	Proposel TextProgonentProgonentRecApprove Discharge of Supervisory Board Member Supervisory Board Member Stefan Burghardt (until Nay 31, 2023) for Fiscal Year 2023North Real Year 2023Voting 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.Approve Discharge of Supervisory Board Member Harald Christ (from May 31, 2023) for Fiscal Year 2023Mgmt YesYesBlended 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.Blended 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.Blended 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.Blended 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.Blended 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.Blended 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 b	Proposal Text Proposal Rec Instruction Approve Discharge of Supervisory, Board Member Supervisory, Board Member Supervisory, Boar

lumber	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Against Mgmt
4.14	Approve Discharge of Supervisory Board Member Kerstin Jerchel for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
	Voting Policy Rationale: An ABSTAIN is wa	rranted as discharge is	required bu	It not binding in this market.		
	Blended Rationale: An ABSTAIN is warrante	ed as discharge is requ	uired but no	t binding in this market.		
4.15	Approve Discharge of Supervisory Board Member Burkhard Keese for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
	Voting Policy Rationale: An ABSTAIN is wa	rranted as discharge is	required bu	It not binding in this market.		
	Blended Rationale: An ABSTAIN is warrante	ed as discharge is requ	ired but no	t binding in this market.		
4.16	Approve Discharge of Supervisory Board Member Alexandra Krieger (until May 31, 2023) for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
	Voting Policy Rationale: An ABSTAIN is wai	rranted as discharge is	required bu	It not binding in this market.		
	Blended Rationale: An ABSTAIN is warrante	ed as discharge is requ	ired but no	t binding in this market.		
4.17	Approve Discharge of Supervisory Board Member Maxi Leuchters (from May 31, 2023) for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
	Voting Policy Rationale: An ABSTAIN is wai	rranted as discharge is	required bu	It not binding in this market.		
	Blended Rationale: An ABSTAIN is warrante	ed as discharge is requ	ired but no	t binding in this market.		
4.18	Approve Discharge of Supervisory Board Member Daniela Mattheus for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
	Voting Policy Rationale: An ABSTAIN is wai	rranted as discharge is	required bu	It not binding in this market.		
	Blended Rationale: An ABSTAIN is warrante	ed as discharge is requ	ired but no	t binding in this market.		
4.19	Approve Discharge of Supervisory Board Member Nina Olderdissen (from May 31, 2023) for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
	Voting Policy Rationale: An ABSTAIN is wai	rranted as discharge is	required bu	It not binding in this market.		
	Blended Rationale: An ABSTAIN is warrante	ed as discharge is requ	iired but no	t binding in this market.		
4.20	Approve Discharge of Supervisory Board Member Sandra Persiehl (from May 31, 2023) for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
	Voting Policy Rationale: An ABSTAIN is wai	rranted as discharge is	required bu	It not binding in this market.		
	Blended Rationale: An ABSTAIN is warrant	ed as discharge is requ	iired but no	t binding in this market.		
4.21	Approve Discharge of Supervisory Board Member Michael Schramm (from May 31, 2023) for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
	Voting Policy Rationale: An ABSTAIN is wai	rranted as discharge is	required bu	It not binding in this market.		
	Blended Rationale: An ABSTAIN is war		-	-		

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
	Voting Policy Rationale: An ABSTAIN is wa	arranted as discharge is	required bu	t not binding in this market.		
	Blended Rationale: An ABSTAIN is warran	ted as discharge is requ	iired but not	t binding in this market.		
4.23	Approve Discharge of Supervisory Board Member Robin Stalker (until May 31, 2023) for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
	Voting Policy Rationale: An ABSTAIN is wa	arranted as discharge is	required bu	t not binding in this market.		
	Blended Rationale: An ABSTAIN is warran	ted as discharge is requ	iired but not	t binding in this market.		
4.24	Approve Discharge of Supervisory Board Member Gertrude Tumpel-Gugerell for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
	Voting Policy Rationale: An ABSTAIN is wa	arranted as discharge is	required bu	t not binding in this market.		
	Blended Rationale: An ABSTAIN is warran	ted as discharge is requ	iired but not	t binding in this market.		
4.25	Approve Discharge of Supervisory Board Member Sascha Uebel (from May 31, 2023) for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
	Voting Policy Rationale: An ABSTAIN is wa	arranted as discharge is	required bu	t not binding in this market.		
	Blended Rationale: An ABSTAIN is warran	ted as discharge is requ	ired but not	t binding in this market.		
4.26	Approve Discharge of Supervisory Board Member Frank Westhoff for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
	Voting Policy Rationale: An ABSTAIN is wa	arranted as discharge is	required bu	t not binding in this market.		
	Blended Rationale: An ABSTAIN is warran	ted as discharge is requ	ired but not	t binding in this market.		
4.27	Approve Discharge of Supervisory Board Member Stefan Wittmann for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
	Voting Policy Rationale: An ABSTAIN is wa	arranted as discharge is	required bu	t not binding in this market.		
	Blended Rationale: An ABSTAIN is warran	ted as discharge is requ	ired but not	t binding in this market.		
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

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 warrai	nted as:- The au	ithority wou	ld last more than 2	6 months.			
	Blended Rationale: A vote AGA	NST is warranted	as:- The author	ity would la:	st more than 26 mo	nths.			
8	Authorize Use of Financial Derivatives when Repurchasing Shares	I	Mgmt	Yes	For		Against	Yes	
	Voting Policy Rationale: A vote	AGAINST the use	of financial deriv	vatives to fir	nance share buybac	ks is warranted.			
	Blended Rationale: A vote AGA	NST the use of fin	ancial derivative	es to finance	e 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 S	hares	Shares Voted
Candriam Sustainable Global Equit Fund, AXSUGE	ty 614868021	Confirmed	Auto-Instructed		Auto-Approved		22,87	5	22,875
			19/04/2024		19/04/2024				
						Total Shares:	22,87	'5	22,875

Hermes International SCA

Meeting Date:		Country: France			icker: RMS	Proxy Level	I: N/A	
Record Date: 20	6/04/2024	Meeting Type: An	nual/Special	M	leeting ID: 1821023			
Primary Securit	ty ID: F48051100	Primary CUSIP: F	48051100	Primary ISIN: FR0000052292		Primary SE	Primary SEDOL: 5253973	
Earliest Cutoff Da	te: 25/04/2024	Total Ballots: 1				Additional Po	licy:	
Votable Shares: 203		*Shares on Loan: 0		s	hares 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 s and Statutory Repo		Mgmt	Yes	For	For	No	
2	Approve Consolida Statements and St Reports		Mgmt	Yes	For	For	No	
3	Approve Discharge Managers	of General	Mgmt	Yes	For	Against	Yes	
	Voting Policy Ration	nale: As discharge is bir	nding or not compulsor	ry in this market, a vote AGAINST this item is warranted.		rranted.		
	Blended Rationale:	As discharge is binding	or not compulsory in t	his market,	a vote AGAINST this item is warrante	ed.		
4	Approve Allocation and Dividends of E Share		Mgmt	Yes	For	For	No	

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
	Voting Policy Rationale: A vote AGAINST this p information concerning a consulting agreement the continuation of this agreement is in shareh regarding the transactions with RDAI. In this co RDAI is in the interest of all shareholders.	t entered into with olders' interests	Studio des The compar	Fleurs. It is therefore impossible to ascertain the sy fails to provide comprehensive information	at .	
	Blended Rationale: A vote AGAINST this propo concerning a consulting agreement entered int continuation of this agreement is in shareholde regarding the transactions with RDAI. In this co RDAI is in the interest of all shareholders.	o with Studio des l ers' interests The	Fleurs. It is company fa	ils to provide comprehensive information	7	
6	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Yes	For	Against	Yes
	Voting Policy Rationale: This resolution warrant takeover period.	ts a vote AGAINST	as the shar	re repurchase program can be continued during	а	
	Blended Rationale: This resolution warrants a v takeover period.	<i>ote AGAINST as t</i> i	he share rep	purchase program can be continued during a		
7	Approve Compensation Report of Corporate Officers	Mgmt	Yes	For	Against	Yes
	remunerations lies in the hands of the General controlled by the family of the other General M	Partner, which is t lanager, leading to employees As pre	the same leg an importa	ed as:- The discretionary power to set executive aal entity as one of the General Managers and is nt conflict of interest The pay equity ratio's the company remains unresponsive about last		
	controlled by the family of the other General M	Partner, which is t lanager, leading to employees As pre	the same leg an importa	gal entity as one of the General Managers and is		
8	Approve Compensation of Axel Dumas, General Manager	Mgmt	Yes	For	Against	Yes
	(indexed upward only on previous year results)	the general partne e other general ma biased as the met) and as the variab	r, which is t nager, lead hodology us le remunera	he same legal entity as one of the general	7	
	remunerations lies in the hands of the general controlled by the family of the other general m remuneration seems biased as the methodolog	partner, which is t anager, leading to y used to fix the b ineration is nearly	he same leg an importa ase salary is uncapped.I	cause the discretionary power to set executives' nal entity as one of the general managers and is nt conflict of interest. The structure of the statute is inherently inflationist (indexed upward only on n addition:- There is an increase in base salary of	ory	

more than 10% for the CEO which is not justified.- The total short-term remuneration is more than 150% of base salary.

Hermes International SCA

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
	Voting Policy Rationale: Votes AGAINST this re executives' remunerations lies in the hands of managers and is controlled by the family of th structure of the statutory remuneration seems (indexed upward only on previous year results)	the general partne e other general ma biased as the meti	r, which is t nager, lead hodology us	he same legal entity as one of the general ing to an important conflict of interest. The ed to fix the base salary is inherently inflatio	onist	
	Blended Rationale: Votes AGAINST this remun remunerations lies in the hands of the general controlled by the family of the other general m remuneration seems biased as the methodolog previous year results) and as the variable remu	partner, which is t nanager, leading to ny used to fix the b	he same leg an importa ase salary is	al entity as one of the general managers ar nt conflict of interest. The structure of the st	nd is atutory	
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
	Voting Policy Rationale: A vote AGAINST this r the raise of the executives' fixed salary, becau the General Partner, which is the same legal ex General Manager, leading to an important con methodology used to fix the base salary is inho variable remuneration is nearly uncapped Ad systemic issues The company does not provi Dumas.Please note:- The STI has no clawback	se:- The discretion ntity as one of the flict of interest Th erently inflationist (ding an annual cap de any rationale su	ary power to General Man the structure (indexed uplo to the fixed pporting the	o set executives' remunerations lies in the h nagers and is controlled by the family of the of the statutory remuneration seems biased ward only on previous year results) and as t d salary increases would not entirely remove	ands of other l as the the those	
	Blended Rationale: A vote AGAINST this remun raise of the executives' fixed salary, because:- General Partner, which is the same legal entity General Manager, leading to an important com methodology used to fix the base salary is inhu- variable remuneration is nearly uncapped Ad systemic issues The company does not provid Dumas.Please note:- The STI has no clawback	The discretionary µ	power to set peral Manage the structure (indexed up to the fixed pporting the	t executives' remunerations lies in the hands ers and is controlled by the family of the oth of the statutory remuneration seems biased ward only on previous year results) and as t d salary increases would not entirely remove	s of the her l as the the e those	
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
	Voting Policy Rationale: A votes AGAINST the f family, indirectly benefiting from the company member of the Remuneration Committee and non-independent director and the board of this	's distortive voting s the committee is le	structure.In ss than 100	addition:- The nominee is a non-independe percent independent The nominee is a		
	Blended Rationale: A votes AGAINST the reele family, indirectly benefiting from the company member of the Remuneration Committee and non-independent director and the board of this	's distortive voting s the committee is le	structure.In ss than 100	addition:- The nominee is a non-independe percent independent The nominee is a		
14	Reelect Blaise Guerrand as Supervisory Board Member	Mgmt	Yes	For	Against	Yes
- •			elections of	Blaise Guerrand and Olympia Guerrand are		

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	o Item 14.							
	Blended Rationale: Refer to Iter	m 14.							
16	Reelect Alexandre Viros as Supervisory Board Member		Mgmt	Yes	For		Against	Yes	
	Voting Policy Rationale: A vote a and the committee does not com				e is an incumbent n	nember of the Audit Commit	tee		
	Blended Rationale: A vote AGAI the committee does not contain				n incumbent memt	er of the Audit Committee a	nd		
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 , performance conditions The ve						of		
	Blended Rationale: A vote AGAI performance conditions The ve								
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 S	hares	Shares Voted
Candriam Sustainable Global Equi Fund, AXSUGE	ity 614868021	Confirmed	Auto-Instructed		Auto-Approved		203		203
			22/04/2024		22/04/2024				
						Total Shares:	203	8	203

Unibail-Rodamco-Westfield SE

Meeting Date: 3 Record Date: 26		Country: France Meeting Type: Annual/Specia	al	-	icker: URW feeting ID: 1811645	Proxy Level	: N/A
Primary Security	y ID: F95094581	Primary CUSIP: F95094581		P	Primary ISIN: FR0013326246	Primary SED	OOL: BF2PQ09
Earliest Cutoff Dat	te: 25/04/2024	Total Ballots: 1				Additional Po	licy:
Votable Shares: 98	35	*Shares on Loan: 0		s	hares Instructed: 985	Shares Voted	985
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	Ordinary Business	ſ	Mgmt	No			

Unibail-Rodamco-Westfield SE

Proposal lumber	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				
	Voting Policy Rationale: Items 3 and 4:A vote loss which allows to waive the requirements to premiums to afford the proposed distribution	o allocate a dividend								
	Blended Rationale: Items 3 and 4:A vote FOR which allows to waive the requirements to allo premiums to afford the proposed distribution	ocate a dividend und								
4	Approve Dividends of EUR 2.50 per Share	Mgmt	Yes	For	For	No				
	Voting Policy Rationale: Refer to Item 3.									
	Blended Rationale: Refer to Item 3.									
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				
	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).									
	Blended Rationale: Items 6-8 and 11:A vote A the gender parity and the GHG emission reduc achieved The 2018 stock option plan allows participant decides to exercise their options. T standards as it contravenes with the pay-for-p 2 times the median of peers (Item 6).	ction criterion may i for the retesting of This re-testing pract	not be consi TSR perforr ice (ended f	dered stringent enough since targe nance condition at any point in time for new plans since 2020) falls shor	ets are already e when a t market					
7	Approve Compensation of Sylvain Montcouquiol, Management Board Member	Mgmt	Yes	For	Against	Yes				
	Voting Policy Rationale: Refer to Item 6.									
	Voting Policy Rationale: Refer to Item 6. Blended Rationale: Refer to Item 6.									
8		Mgmt	Yes	For	Against	Yes				
8	Blended Rationale: Refer to Item 6. Approve Compensation of Fabrice Mouchel, Management	Mgmt	Yes	For	Against	Yes				
8	Blended Rationale: Refer to Item 6. Approve Compensation of Fabrice Mouchel, Management Board Member	Mgmt	Yes	For	Against	Yes				

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
	Voting Policy Rationale: Refer to Item 6.					
	Blended Rationale: Refer to Item 6.					
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

Unibail-Rodamco-Westfield SE

Proposal Number	Proposal Text			Proponent	Votable Proposal	Mgmt Rec		Vote Instruction	Vote Against Mgmt	
26	Authorize Capital Is Use in Employee St Purchase Plans			Mgmt	Yes	For		For	No	
	Ordinary Business			Mgmt	No					
27	Authorize Filing of F Documents/Other F			Mgmt	Yes	For		For	No	
Ballot Details										
Institutional Account Detail (IA Name, IA Number)	Custodian Account Nu	mber	Ballot Status	Instructed		Approved	Ballot Voting Status	Votable S	hares	Shares Voted
Candriam Sustainable Global Equit Fund, AXSUGE	y 614868021		Confirmed	Auto-Instructed		Auto-Approved	Issuer Confirmed	985		985
1 414, 7 8 8 8 8 2				22/04/2024		22/04/2024				
							Total Shares:	985	;	985

VERBUND AG

Meeting Date: 3		Country: Austria			icker: VER	Proxy Level	: N/A
Record Date: 20		Meeting Type: Anr			leeting ID: 1821394	Proxy Level: N/A Primary SEDOL: 4661607 Additional Policy: Shares Voted: Shares Voted: 433 Vote Against Mgmt For No Abstain Yes	
Primary Securit	y ID: A91460104	Primary CUSIP: A	91460104	P	rimary ISIN: AT0000746409		DOL: 4661607
Earliest Cutoff Dat	te: 22/04/2024	Total Ballots: 1				Additional Po	licy:
Votable Shares: 43	33	*Shares on Loan: 0		s	hares Instructed: 433	Shares Voted	: 433
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec		Against
1	Receive Financial S and Statutory Repo Fiscal Year 2023 (N	orts for	Mgmt	No			
2	Approve Allocation and Dividends of E Share and Special EUR 0.75 per Share	UR 3.40 per Dividends of	Mgmt	Yes	For	For	No
3	Approve Discharge Management Board Year 2023		Mgmt	Yes	For	Abstain	Yes
	Voting Policy Ration	nale: An ABSTAIN is wa	rranted as discharge is	required bu	It not binding in this market.		
	Blended Rationale:	An ABSTAIN is warrant	ed as discharge is requ	ired but no	t binding in this market.		
4	Approve Discharge Supervisory Board Year 2023		Mgmt	Yes	For	Abstain	Yes
	Voting Policy Ration	nale: An ABSTAIN is wa	rranted as discharge is	required bu	It not binding in this market.		
	Blended Rationale:	An ABSTAIN is warrant	ed as discharge is requ	ired but no	t binding in this market.		
5	Ratify Ernst & You Auditors and as Au Sustainability Repo Fiscal Year 2024	ditor for the	Mgmt	Yes	For	For	No

VERBUND AG

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec		Vote Instruction	Vote Against Mgmt	
6	Approve Remuneration Report		Mgmt	Yes	For		Against	Yes	
	Voting Policy Rationale: A vote A versus company performance re				,				
	Blended Rationale: A vote AGAI versus company performance re		,		,	, ,	rds.		
7.1	Elect Martin Ohneberg as Supervisory Board Member		Mgmt	Yes	For		Against	Yes	
	Voting Policy Rationale: A vote a and the committee does not con directorships.						tee		
	Blended Rationale: A vote AGAI the committee does not contain directorships.						nd		
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	
allot Details									
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed		Approved	Ballot Voting Status	Votable S	hares	Shares Voted
Candriam Sustainable Global Equ Fund, AXSUGE	ity 614868021	Confirmed	Auto-Instructed		Auto-Approved		433		433
			19/04/2024		19/04/2024				
						Total Shares:	433	5	433

AIB Group plc

Meeting Date: 02/	/05/2024	Country: Ireland		т	icker: A5G	I	Proxy Level:	N/A
Record Date: 28/0	04/2024	Meeting Type: Annual		M	feeting ID: 1830107			
Primary Security	ID: G0R4HJ106	Primary CUSIP: GOR4	HJ106	P	rimary ISIN: IE00BF0L3536		Primary SED	OL: BF0L353
Earliest Cutoff Date:	26/04/2024	Total Ballots: 1					Additional Pol	icy:
Votable Shares: 11,6	90	*Shares on Loan: 0		s	hares Instructed: 11,690	:	Shares Voted:	11,690
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec		Vote Instruction	Vote Against Mgmt
1	Accept Financial and Statutory Re		Mgmt	Yes	For		For	No
2	Approve Final Div	idend	Mgmt	Yes	For		For	No
3	Authorise Board 1 Remuneration of		Mgmt	Yes	For		For	No
4	Ratify Pricewater as Auditors	nouseCoopers	Mgmt	Yes	For		For	No
5a	Re-elect Anik Cha Director	umartin as	Mgmt	Yes	For		For	No

AIB Group plc

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
51	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
50	Re-elect Ranjit Singh as Director	Mgmt	Yes	For	For	No
6	Approve Remuneration Report	Mgmt	Yes	For	For	No
	Voting Policy Rationale: The Company cont	inues to be restricted	in how it ca	n pay its directors		
	Blended Rationale: The Company continues	s to be restricted in ho	w it can pay	v its directors		
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

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 auth	ority to reduce	the notice to	o convene a sharehold	lers' meeting is warranted.			
	Blended Rationale: A vote AGA	INST the authority	to reduce the r	notice to con	vene 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 S	hares	Shares Voted
Candriam Sustainable Global Equit Fund, AXSUGE	y 614868021	Confirmed	Auto-Instructed		Auto-Approved		11,69	0	11,690
,			23/04/2024		23/04/2024				
						Total Shares:	11,69	90	11,690

AIB Group plc

Meeting Date: 02/05/202 Record Date: 28/04/202		Country: Ireland Meeting Type: Sp	pecial		'icker: A5G /eeting ID: 1844	376	Level	• 1975	
Primary Security ID: G		Primary CUSIP:			Primary ISIN: IE		Proxy Level: N/A Primary SEDUL: BF0L353 Additional Policy: Shares Voted: 11,690 Vote Instruction For No		
Earliest Cutoff Date: 26/04/	/2024	Total Ballots: 1					Additional Po	licy:	
Votable Shares: 11,690		*Shares on Loan: 0		s	hares Instructed:	11,690	Shares Voted	: 11,690	
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec			Against	
	Approve the Buyback with the Minister for F		Mgmt	Yes	For		For	No	
	Approve Related Party Transaction	,	Mgmt	Yes	For		For	No	
Ballot Details									
Institutional Account Detail (IA Name, IA Number)	Custodian Account Numb	er Ballot Sta	atus Instructed		Approved	Ballot Voting Status	Votable S	hares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructe	d	Auto-Approved		11,69	0	11,690
			23/04/2024		23/04/2024				
						Total Share	s: 11,6	90	11,690

Meeting Date: 06 Record Date: 29/		Country: Germany Meeting Type: Annual			icker: HNR1 leeting ID: 1820373	Proxy Level	: N/A
Primary Security	ID: D3015J135	Primary CUSIP: D301	5J135	Р	rimary ISIN: DE0008402215	Primary SED	OL: 4511809
arliest Cutoff Date	e: 25/04/2024	Total Ballots: 1				Additional Po	licy:
/otable Shares: 1,0)39	*Shares on Loan: 0		s	hares Instructed: 1,039	Shares Voted	1,039
roposal lumber	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Receive Financial S and Statutory Repo Fiscal Year 2023 (1	orts for	Mgmt	No			
2	Approve Allocation and Dividends of E Share and Special EUR 1.20 per Shar	UR 6.00 per Dividends of	Mgmt	Yes	For	For	No
3.1	Approve Discharge Management Boar Jean-Jacques Heno Fiscal Year 2023	d Member	Mgmt	Yes	For	Abstain	Yes
	Voting Policy Ration	nale: An ABSTAIN is warran	ted as discharge is	required bu	t not binding in this market.		
	Blended Rationale:	An ABSTAIN is warranted a	s discharge is requ	lired but no	t binding in this market.		
3.2	Approve Discharge Management Board Sven Althoff for Fis 2023	d Member	Mgmt	Yes	For	Abstain	Yes
	Voting Policy Ration	nale: An ABSTAIN is warran	ted as discharge is	required bu	t not binding in this market.		
	Blended Rationale:	An ABSTAIN is warranted a	ns discharge is requ	lired but no	t binding in this market.		
3.3	Approve Discharge Management Board Claude Chevre for 2023	d Member	Mgmt	Yes	For	Abstain	Yes
	Voting Policy Ration	nale: An ABSTAIN is warran	ted as discharge is	required bu	t not binding in this market.		
	Blended Rationale:	An ABSTAIN is warranted a	s discharge is requ	ired but no	t binding in this market.		
3.4	Approve Discharge Management Board Clemens Jungsthod Fiscal Year 2023	d Member	Mgmt	Yes	For	Abstain	Yes
	Voting Policy Ration	nale: An ABSTAIN is warran	ted as discharge is	required bu	t not binding in this market.		
	Blended Rationale:	An ABSTAIN is warranted a	ns discharge is requ	ired but no	t binding in this market.		
3.5	Approve Discharge Management Board Klaus Miller for Fise 2023	d Member	Mgmt	Yes	For	Abstain	Yes
	Voting Policy Ration	nale: An ABSTAIN is warran	ted as discharge is	required bu	t not binding in this market.		
	Blended Rationale:	An ABSTAIN is warranted a	s discharge is requ	ired but no	t binding in this market.		
3.6	Approve Discharge Management Board Sharon Ooi for Fisc 2023	d Member	Mgmt	Yes	For	Abstain	Yes

roposal umber	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
	Voting Policy Rationale: An ABSTAIN is war	ranted as discharge is	required bu	It not binding in this market.		
	Blended Rationale: An ABSTAIN is warrante	d as discharge is requ	ired but no	t binding in this market.		
3.8	Approve Discharge of Management Board Member Silke Sehm for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
	Voting Policy Rationale: An ABSTAIN is war	ranted as discharge is	required bu	It not binding in this market.		
	Blended Rationale: An ABSTAIN is warrante	d as discharge is requ	ired but no	t binding in this market.		
4.1	Approve Discharge of Supervisory Board Member Torsten Leue for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
	Voting Policy Rationale: An ABSTAIN is war	ranted as discharge is	required bu	It not binding in this market.		
	Blended Rationale: An ABSTAIN is warrante	d as discharge is requ	ired but no	t binding in this market.		
4.2	Approve Discharge of Supervisory Board Member Natalie Ardalan for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
	Voting Policy Rationale: An ABSTAIN is war	ranted as discharge is	required bu	It not binding in this market.		
	Blended Rationale: An ABSTAIN is warrante	d as discharge is requ	ired but no	t binding in this market.		
4.3	Approve Discharge of Supervisory Board Member Herbert Haas for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
	Voting Policy Rationale: An ABSTAIN is war	ranted as discharge is	required bu	It not binding in this market.		
	Blended Rationale: An ABSTAIN is warrante	d as discharge is requ	ired but no	t binding in this market.		
4.4	Approve Discharge of Supervisory Board Member Frauke Heitmueller for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
	Voting Policy Rationale: An ABSTAIN is war	ranted as discharge is	required bu	It not binding in this market.		
	Blended Rationale: An ABSTAIN is warrante	d as discharge is requ	ired but no	t binding in this market.		
4.5	Approve Discharge of Supervisory Board Member Ilka Hundeshagen for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
	Voting Policy Rationale: An ABSTAIN is war	ranted as discharge is	required bu	It not binding in this market.		
	Blended Rationale: An ABSTAIN is warrante	d as discharge is requ	ired but no	t binding in this market.		
4.6	Approve Discharge of Supervisory Board Member Ursula Lipowsky for Fiscal Year	Mgmt	Yes	For	Abstain	Yes
	2023					

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
	Voting Policy Rationale: An ABSTAIN is wa	rranted as discharge is	required bu	t not binding in this market.		
	Blended Rationale: An ABSTAIN is warrant	ed as discharge is requ	ired but no	t binding in this market.		
4.8	Approve Discharge of Supervisory Board Member Andrea Pollak for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
	Voting Policy Rationale: An ABSTAIN is wa	rranted as discharge is	required bu	t not binding in this market.		
	Blended Rationale: An ABSTAIN is warrant	ed as discharge is requ	ired but no	t binding in this market.		
4.9	Approve Discharge of Supervisory Board Member Erhard Schipporeit for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
	Voting Policy Rationale: An ABSTAIN is wa	rranted as discharge is	required bu	t not binding in this market.		
	Blended Rationale: An ABSTAIN is warrant	ed as discharge is requ	ired but no	t binding in this market.		
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
	- ,	e forfeiture of benefits	from the ex	was paid EUR 360,000 total in 2023, part of ecutive's previous employer. Another EUR 60 I).		
	Blended Rationale: A vote AGAINST is war contractual commitment to compensate th will be paid out in December 2024 and in L	e forfeiture of benefits	from the ex	ecutive's previous employer. Another EUR 60	0,000	
7.1	Elect Herbert Haas to the Supervisory Board	Mgmt	Yes	For	Against	Yes
	Committee and the committee is less than	100 percent independe ee is less than 100 per	ent The no cent indepe	e is a non-independent member of the Audit minee is a non-independent member of the ndent The nominee is a non-independent cent independent.		
	and the committee is less than 100 percen	t independent The no 100 percent independe	ominee is a l ent The no	non-independent member of the Audit Com non-independent member of the Remunerati minee is a non-independent member of the nt.		
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

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			
	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.										
	Blended Rationale: A vote AGA not an independent lead direct less than 100 percent indepen committee is less than 100 per and the committee is less than Committee.Please note:- That be required as of June 2026. W encourage the company to com	or The nominee dent The nomine rcent independent. 50 percent indepe 40 percent of the While such concern	is a non-indeper e is a non-indep - The nomineer endent The no board's non-exe does not trigge	ndent memb pendent men is a non-inde minee is a n pcutive posts er a vote AGA	er of the Audit Co. aber of the Remur pendent member on-independent cl are not filled by u MINST the director	mmittee and the committee in neration Committee and the of the Nomination Committee hair of the Nomination Inderrepresented sex which we elections until 2026, we	e				
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			
allot Details											
nstitutional Account Detail (A Name, IA Number)	Custodian Account Number	Ballot Status	Instructed		Approved	Ballot Voting Status	Votable	Shares	Shares Voted		
andriam Sustainable Global Equ und, AXSUGE	ity 614868021	Confirmed	Auto-Instructed		Auto-Approved		1,0	39	1,039		
			22/04/2024		22/04/2024						

Talanx AG

Meeting Date:)7/05/2024	Country: Germany		т	ïcker: TLX	Proxy Level	: N/A
Record Date: 30)/04/2024	Meeting Type: Ann	nual	M	feeting ID: 1821483		
Primary Securit	y ID: D82827110	Primary CUSIP: D	82827110	P	rimary ISIN: DE000TLX1005	Primary SE	DOL: B8F0TD6
Earliest Cutoff Da	te: 26/04/2024	Total Ballots: 1				Additional Po	licy:
Votable Shares: 1	,164	*Shares on Loan: 0		s	hares Instructed: 1,164	Shares Voted	: 1,164
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Receive Financia and Statutory Re Fiscal Year 2023	eports for	Mgmt	No			
2	Approve Allocati and Dividends or Share		Mgmt	Yes	For	For	No

Talanx AG

roposal lumber	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			
	Voting Policy Rationale: An ABSTAIN is wai	rranted as discharge is	required bu	It not binding in this market.					
	Blended Rationale: An ABSTAIN is warrante	ed as discharge is requ	ired but no	t binding in this market.					
3.2	Approve Discharge of Management Board Member Jean-Jacques Henchoz for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes			
	Voting Policy Rationale: An ABSTAIN is war	rranted as discharge is	required bu	t not binding in this market.					
	Blended Rationale: An ABSTAIN is warrante	ed as discharge is requ	iired but no	t binding in this market.					
3.3	Approve Discharge of Management Board Member Wilm Langenbach for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes			
	Voting Policy Rationale: An ABSTAIN is wai	rranted as discharge is	required bu	It not binding in this market.					
	Blended Rationale: An ABSTAIN is warrante	ed as discharge is requ	iired but no	t binding in this market.					
3.4	Approve Discharge of Management Board Member Edgar Puls 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 warrante	ed as discharge is requ	iired but no	t binding in this market.					
3.5	Approve Discharge of Management Board Member Caroline Schlienkamp for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes			
	Voting Policy Rationale: An ABSTAIN is wai	rranted as discharge is	required bu	It not binding in this market.					
	Blended Rationale: An ABSTAIN is warrante	ed as discharge is requ	uired but no	t binding in this market.					
3.6	Approve Discharge of Management Board Member Jens Warkentin for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes			
	Voting Policy Rationale: An ABSTAIN is wai	rranted as discharge is	required bu	It not binding in this market.					
	Blended Rationale: An ABSTAIN is warrante	ed as discharge is requ	ired but no	t binding in this market.					
3.7	Approve Discharge of Management Board Member Jan Wicke for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes			
	Voting Policy Rationale: An ABSTAIN is wai	rranted as discharge is	required bu	It not binding in this market.					
	Blended Rationale: An ABSTAIN is warrante	ed as discharge is requ	iired but no	t binding in this market.					
4.1	Approve Discharge of Supervisory Board Member Herbert Haas for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes			

Talanx AG

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			
	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.								
4.3	Approve Discharge of Supervisory Board Member Angela Titzrath 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 warrant	ed as discharge is requ	ired but not	t binding in this market.					
4.4	Approve Discharge of Supervisory Board Member Benita Bierstedt for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes			
	Voting Policy Rationale: An ABSTAIN is wa	rranted as discharge is	required bu	It not binding in this market.					
	Blended Rationale: An ABSTAIN is warrant	ed as discharge is requ	ired but not	t binding in this market.					
4.5	Approve Discharge of Supervisory Board Member Rainer-Karl Bock-Wehr 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.								
4.6	Approve Discharge of Supervisory Board Member Joachim Brenk for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes			
	Voting Policy Rationale: An ABSTAIN is wat	rranted as discharge is	required bu	It not binding in this market.					
	Blended Rationale: An ABSTAIN is warrant	ed as discharge is requ	ired but not	t binding in this market.					
4.7	Approve Discharge of Supervisory Board Member Sebastian Gascard 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.								
4.8	Approve Discharge of Supervisory Board Member Christof Guenther 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.								
4.9	Approve Discharge of Supervisory Board Member Jutta Hammer for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes			
	2023								

Talanx AG

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
	Voting Policy Rationale: An ABSTAIN is warran	nted as discharge is	required bu	It not binding in this market.		
	Blended Rationale: An ABSTAIN is warranted a	as discharge is requ	ired but no	t binding in this market.		
4.11	Approve Discharge of Supervisory Board Member Dirk Lohmann for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
	Voting Policy Rationale: An ABSTAIN is warran	nted as discharge is	required bu	It not binding in this market.		
	Blended Rationale: An ABSTAIN is warranted a	as discharge is requ	iired but no	t binding in this market.		
4.12	Approve Discharge of Supervisory Board Member Christoph Meister for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
	Voting Policy Rationale: An ABSTAIN is warran	nted as discharge is	required bu	It not binding in this market.		
	Blended Rationale: An ABSTAIN is warranted a	as discharge is requ	iired but no	t binding in this market.		
4.13	Approve Discharge of Supervisory Board Member Jutta Mueck for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
	Voting Policy Rationale: An ABSTAIN is warran	nted as discharge is	required bu	It not binding in this market.		
	Blended Rationale: An ABSTAIN is warranted a	as discharge is requ	iired but no	t binding in this market.		
4.14	Approve Discharge of Supervisory Board Member Sandra Reich for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
	Voting Policy Rationale: An ABSTAIN is warran	nted as discharge is	required bu	It not binding in this market.		
	Blended Rationale: An ABSTAIN is warranted a	as discharge is requ	ired but no	t binding in this market.		
4.15	Approve Discharge of Supervisory Board Member Jens Schubert for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
	Voting Policy Rationale: An ABSTAIN is warran	nted as discharge is	required bi	It not binding in this market.		
	Blended Rationale: An ABSTAIN is warranted a	as discharge is requ	iired but no	t binding in this market.		
4.16	Approve Discharge of Supervisory Board Member Norbert Steiner for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
	Voting Policy Rationale: An ABSTAIN is warran	nted as discharge is	required bu	It not binding in this market.		
	Blended Rationale: An ABSTAIN is warranted a	as discharge is requ	iired but no	t binding in this market.		
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

Talanx AG

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec		Vote Instruction	Vote Against Mgmt		
6	Approve Remuneration Report		Mgmt	Yes	For		Against	Yes		
	Voting Policy Rationale: A vote A target, which is then subject to a to group earnings and sustainab	a +/- 25 percent n	nodifier based u	ıpon individ	ual performance relate	ed to individual contributio	ns			
	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.									
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 S	hares	Shares Voted	
Candriam Sustainable Global Equ Fund, AXSUGE	ity 614868021	Confirmed	Auto-Instructed		Auto-Approved		1,164	ļ	1,164	
			23/04/2024		23/04/2024					
						Total Shares:	1,16	4	1,164	

Alcon Inc.

/04/2024 y ID: H01301128	Country: Switzerland Meeting Type: Annual Primary CUSIP: H01301128			-		Proxy Level: N/A Primary SEDOL: BJT1GR5			
:e: 24/04/2024 710	Total Ballots: 1 *Shares on Loan: 0		s	Shares Instructed: 6,710		Additional Policy: Shares Voted: 6,710			
Proposal Text		Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt			
•		Mgmt	Yes	For	For	No			
		Mgmt	Yes	For	Against	Yes			
Voting Policy Ratio	Voting Policy Rationale: As discharge is binding or not compulsory in this market, a vote AGAINST this item is warranted.								
Blended Rationale	Blended Rationale: As discharge is binding or not compulsory in this market, a vote AGAINST this item is warranted.								
		Mgmt	Yes	For	For	No			
Voting Policy Ratio	onale: Please note the dividen	d payout ratio is l	below 30 pe	rcent of earnings (i.e. 14.65 percent).					
, ,	y ID: H01301128 e: 24/04/2024 710 Proposal Text Accept Financial S and Statutory Rep Approve Discharg and Senior Manag <i>Voting Policy Ratio</i> <i>Blended Rationale</i> Approve Allocation and Dividends of Share	y ID: H01301128 Primary CUSIP: H0130 w: 24/04/2024 Total Ballots: 1 710 *Shares on Loan: 0 Proposal Text Accept Financial Statements and Statutory Reports Approve Discharge of Board and Senior Management Voting Policy Rationale: As discharge is binding Blended Rationale: As discharge is binding or no Approve Allocation of Income and Dividends of CHF 0.24 per Share	y ID: H01301128 Primary CUSIP: H01301128 e: 24/04/2024 Total Ballots: 1 710 *Shares on Loan: 0 Proposal Text Proponent Accept Financial Statements Mgmt and Statutory Reports Approve Discharge of Board Mgmt and Senior Management <i>Voting Policy Rationale: As discharge is binding or not compulsor;</i> <i>Blended Rationale: As discharge is binding or not compulsor;</i> <i>Share</i>	y ID: H01301128 Primary CUSIP: H01301128 P e: 24/04/2024 Total Ballots: 1 710 *Shares on Loan: 0 S Proposal Text Proponent Votable Proposal Accept Financial Statements Mgmt Yes and Statutory Reports Approve Discharge of Board Mgmt Yes and Senior Management Voting Policy Rationale: As discharge is binding or not compulsory in this market, Blended Rationale: As discharge is binding or not compulsory in this market, Approve Allocation of Income Mgmt Yes and Dividends of CHF 0.24 per Share	y ID: H01301128 Primary CUSIP: H01301128 Primary ISIN: CH0432492467 e: 24/04/2024 Total Ballots: 1 710 *Shares on Loan: 0 Shares Instructed: 6,710 Proposal Text Proponent Votable Proposal Mgmt Rec Accept Financial Statements and Statutory Reports Mgmt Yes For Approve Discharge of Board and Senior Management Mgmt Yes For 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. Approve Allocation of Income and Dividends of CHF 0.24 per Mgmt Yes For	Y ID: H01301128 Primary CUSIP: H01301128 Primary ISIN: CH0432492467 Primary SET et: 24/04/2024 Total Ballots: 1 Additional Po r10 *Shares on Loan: 0 Shares Instructed: 6,710 Shares Voted Proposal Text Proponent Votable Proponent Mgmt Rec Yote Instruction Accept Financial Statements and Statutory Reports Mgmt Yes For For Approve Discharge of Board and Senior Management Mgmt Yes For Against Voting Policy Rationale: As discharge is binding or not compulsory in this market, a vote AGAINST this item is warranted. For For Approve Allocation of Income and Dividends of CHF 0.24 per Share Mgmt Yes For For			

Blended Rationale: Please note the dividend payout ratio is below 30 percent of earnings (i.e. 14.65 percent).

Alcon Inc.

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
	Voter Rationale: A vote FOR this year, how published ahead of the AGM. We also regre and Sustainability Report and does not repo	et that the company d				
	Blended Rationale: A vote FOR this year, he published ahead of the AGM. We also regre and Sustainability Report and does not repo	et that the company d				
5.1	Approve Remuneration Report (Non-Binding)	Mgmt	Yes	For	Against	Yes
	Voting Policy Rationale: A vote AGAINST the acknowledged, overall ex-post disclosure of the CEO's target LTI award opportunity, wh that far exceeds local market practice. In ac variable remuneration is more than 350% of	f performance achieve hich was already high ddition:- Short-term va	ements in ea relative to S ariable remu	ich incentive program remains limited. More wiss peers, further increased significantly t neration is more than 150% of base salary.	eover, ro a level	
	Blended Rationale: A vote AGAINST the ren acknowledged, overall ex-post disclosure of the CEO's target LTI award opportunity, wh that far exceeds local market practice. In ac variable remuneration is more than 350% of	f performance achieve hich was already high Idition:- Short-term va	ements in ea relative to S ariable remu	nch incentive program remains limited. More Swiss peers, further increased significantly t neration is more than 150% of base salary.	o a level	
5.2	Approve Remuneration of Directors in the Amount of CHF 3.9 Million	Mgmt	Yes	For	Against	Yes
	Voting Policy Rationale: A vote AGAINST is	warranted because:-	Part of the i	non-executive remuneration is paid in share	25.	
	Blended Rationale: A vote AGAINST is warr	ranted because:- Part	of the non-e	executive remuneration is paid in shares.		
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
	Voting Policy Rationale: A vote AGAINST the director has been appointed.	ne nominee is warrante	ed as he is a	a non-independent chair and no independer	nt lead	
	Blended Rationale: A vote AGAINST the non director has been appointed.	minee is warranted as	s he is a non	-independent chair and no independent lea	ad	
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

Alcon Inc.

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:	6,710	6,710

Kuehne + Nagel International AG

Meeting Date: 08/05/2024 Record Date: 02/05/2024 Primary Security ID: H4673L145		Meeting Type: Annual			icker: KNIN leeting ID: 1812263	Proxy Level	Proxy Level: N/A	
					rimary ISIN: CH0025238863	Primary SED	DOL: B142S60	
Earliest Cutoff Date	e: 01/05/2024	Total Ballots: 1				Additional Pol	licy:	
Votable Shares: 279		*Shares on Loan: 0			Shares Instructed: 279		Shares Voted: 279	
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt	
1	Accept Financial Sta and Statutory Repo		Mgmt	Yes	For	For	No	

Kuehne + Nagel International AG

	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			
	Voting Policy Rationale: As discharge is bin	ding or not compulsory	/ in this mai	rket, a vote AGAINST this item is warrante	d.				
	Blended Rationale: As discharge is binding	or not compulsory in t	his market,	a vote AGAINST this item is warranted.					
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			
	Voting Policy Rationale: A vote AGAINST is the level of gender diversity on the board is Committee and the committee is less than Remuneration Committee and the committe member of the Nomination Committee and non-independent chair of the Nomination C filled by underrepresented sex which will bu director elections until 2026, we encourage	s less than 33 percent. 100 percent independe ee is less than 100 per the committee is less committee.Please note. e required as of June 2	- The nomin ent The no cent indepe than 50 per - That 40 p 2026. While	nee is a non-independent member of the A ominee is a non-independent member of th ndent The nominee is a non-independen cent independent The nominee is a ercent of the board's non-executive posts such concern does not trigger a vote AGA.	ludit le are not INST the				
	Blended Rationale: A vote AGAINST is warn level of gender diversity on the board is les Committee and the committee is less than Remuneration Committee and the committe member of the Nomination Committee and non-independent chair of the Nomination C filled by underrepresented sex which will bu director elections until 2026, we encourage	s than 33 percent Th 100 percent independe ee is less than 100 per the committee is less committee.Please note: e required as of June 2	e nominee . ent The no cent indepe than 50 per - That 40 p 2026. While	is a non-independent member of the Audi minee is a non-independent member of th ndent The nominee is a non-independen cent independent The nominee is a ercent of the board's non-executive posts such concern does not trigger a vote AGA	e t are not INST the				
4.1.3	Reelect Klaus-Michael Kuehne as Director	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 The nominee is a non-independent member of the Nomination Committee and the committee is less than 50 percent independent.								
	Blended Rationale: A vote AGAINST is warn Committee and the committee is less than Nomination Committee and the committee	100 percent independe	ent The no	minee is a non-independent member of th					
			-	nt.					
4.1.4	Reelect Tobias Staehelin as Director	Mgmt	Yes	<i>nt.</i> For	For	No			
4.1.4 4.1.5		Mgmt Mgmt	Yes		For Against	No Yes			
	Director	Mgmt	Yes	For					
	Director Reelect Hauke Stars as Director	Mgmt warranted as:- The no	Yes ominee hold	For For <i>'s more than four equivalent directorships.</i>					
	Director Reelect Hauke Stars as Director Voting Policy Rationale: A vote AGAINST is	Mgmt warranted as:- The no	Yes ominee hold	For For <i>'s more than four equivalent directorships.</i>					
4.1.5	Director Reelect Hauke Stars as Director <i>Voting Policy Rationale: A vote AGAINST is</i> <i>Blended Rationale: A vote AGAINST is warr</i> Reelect Martin Wittig as	Mgmt warranted as:- The no anted as:- The nomine	Yes ominee hold ee holds mo	For For 's more than four equivalent directorships. re than four equivalent directorships.	Against	Yes			
4.1.5	Director Reelect Hauke Stars as Director <i>Voting Policy Rationale: A vote AGAINST is</i> <i>Blended Rationale: A vote AGAINST is warr</i> Reelect Martin Wittig as Director	Mgmt warranted as:- The no anted as:- The nomine Mgmt Mgmt warranted because:- 5	Yes ominee hold ee holds mo Yes Yes The nominee	For For s more than four equivalent directorships. re than four equivalent directorships. For For e is a non-independent board chair and th	Against For Against	Yes			
4.1.5	Director Reelect Hauke Stars as Director <i>Voting Policy Rationale: A vote AGAINST is</i> <i>Blended Rationale: A vote AGAINST is warn</i> Reelect Martin Wittig as Director Reelect Joerg Wolle as Director <i>Voting Policy Rationale: A vote AGAINST is</i>	Mgmt warranted as:- The nor anted as:- The nomine Mgmt Mgmt warranted because:- The r The nominee holds anted because:- The n	Yes ominee hold ee holds mo Yes Yes The nominee more than ominee is a	For For s more than four equivalent directorships. For For e is a non-independent board chair and the four equivalent directorships. non-independent board chair and the board four equivalent board chair and the board	Against For Against e board	Yes			
4.1.5	Director Reelect Hauke Stars as Director <i>Voting Policy Rationale: A vote AGAINST is</i> <i>Blended Rationale: A vote AGAINST is warn</i> Reelect Martin Wittig as Director Reelect Joerg Wolle as Director <i>Voting Policy Rationale: A vote AGAINST is</i> <i>does not have an independent lead directoo</i> <i>Blended Rationale: A vote AGAINST is warn</i>	Mgmt warranted as:- The nor anted as:- The nomine Mgmt Mgmt warranted because:- The r The nominee holds anted because:- The n	Yes ominee hold ee holds mo Yes Yes The nominee more than ominee is a	For For s more than four equivalent directorships. For For e is a non-independent board chair and the four equivalent directorships. non-independent board chair and the board four equivalent board chair and the board	Against For Against e board	Yes			

Kuehne + Nagel International AG

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		
	Voting Policy Rationale: In line with the vot	e recommendation on	Item 4.1.7	, a vote AGAINST this item is also warra	nted.			
	Blended Rationale: In line with the vote rec	commendation on Iten	n 4.1.7, a v	ote AGAINST this item is also warranted.				
4.4.1	Reappoint Karl Gernandt as Member of the Compensation Committee	Mgmt	Yes	For	Against	Yes		
	Voting Policy Rationale: In line with the vot	e recommendation on	Item 4.1.2	, a vote AGAINST this item is also warra	nted.			
	Blended Rationale: In line with the vote rec	commendation on Iten	n 4.1.2, a v	ote AGAINST this item is also warranted.				
4.4.2	Reappoint Klaus-Michael Kuehne as Member of the Compensation Committee	Mgmt	Yes	For	Against	Yes		
	Voting Policy Rationale: In line with the vot	e recommendation on	Item 4.1.3	, a vote AGAINST this item is also warra	nted.			
	Blended Rationale: In line with the vote rec	commendation on Iten	n 4.1.3, a v	ote AGAINST this item is also warranted.				
4.4.3	Reappoint Hauke Stars as Member of the Compensation Committee	Mgmt	Yes	For	Against	Yes		
	Voting Policy Rationale: In line with the vot	e recommendation on	Item 4.1.5	, a vote AGAINST this item is also warra	nted.			
	Blended Rationale: In line with the vote rec	commendation on Iten	n 4.1.5, a v	ote AGAINST this item is also warranted.				
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		
	Voting Policy Rationale: A vote AGAINST th	is proposal is warrant	ed because	the auditor is being changed without exp	planation.			
	Blended Rationale: A vote AGAINST this pro	oposal is warranted be	ecause the	auditor is being changed without explana	ation.			
5	Approve Sustainability Report	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:- 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.							
	Blended Rationale: A vote AGAINST the ren subject to a maximum cap There are insu company performance Under the long-ten any performance conditions.Please note:- C	fficient ex-post disclos m incentive, executive	sures to exp es are grant	plain the evolution of variable payouts ve	rsus			
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		
	Voting Policy Rationale: A vote AGAINST th of its compensation system and in the abse amount requested.							
	Blended Rationale: A vote AGAINST this pro compensation system and in the absence o amount requested.							

amount requested.

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 a	uthority wou	Id last more than 26 months	5.					
	Blended Rationale: A vote AGAINST is wa	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 shareholder to the proxy in case new vot board of directors The content of these shareholders' best interest to vote agains	ing items or counterprop new items or counterpr	posals are in oposals is ne	troduced at the meeting by ot known at this time. There	shareholders or the					
	the proxy in case new voting items or col directors The content of these new item	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	t Detail Custodian					-				

(IA Name, IA Number)	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	279

ACS Actividades de Construccion 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

ACS Actividades de Construccion y Servicios SA

Earliest Cutoff Date: 06/	05/2024 Total Ballots: 1				Additional Po	licy:
Votable Shares: 1,100	*Shares on Loan: 0		s	hares 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
	Voting Policy Rationale: An ABSTAIN is warranted	as discharge is	required bu	It not binding in this market.		
	Blended Rationale: An ABSTAIN is warranted as a	lischarge is requ	ired but no	t binding in this market.		
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
	Voting Policy Rationale: A vote AGAINST is warran base salary CEO total pay is more than 2 times a arrangements with management. The company co secretary's salary are deemed excessive and are a	the median of p ontribution of c.	eers The c 71 percent	rompany has not amended the pension		
	Blended Rationale: A vote AGAINST is warranted base salary CEO total pay is more than 2 times of arrangements with management. The company of secretary's salary are deemed excessive and are a	the median of p ontribution of c.	eers The c 71 percent	company has not amended the pension	he	
6	Amend Article 12	Mgmt	Yes	For	Against	Yes
	Voting Policy Rationale: Items 6 and 7:A vote AG compelling rationale as to why the transfer of the of directors is in shareholder interest.				ard	
	Blended Rationale: Items 6 and 7:A vote AGAINS rationale as to why the transfer of the power to is is in shareholder interest.				-	
7	Amend Article 7 of General Meeting Regulations	Mgmt	Yes	For	Against	Yes
	Voting Policy Rationale: A vote AGAINST this item as to why the transfer of the power to issue non-o shareholder interest.				le	
	Blended Rationale: A vote AGAINST this item is w why the transfer of the power to issue non-conve shareholder interest.				to	
8	Approve Scrip Dividends and Approve Reduction in Share Capital via Cancellation of Treasury Shares	Mgmt	Yes	For	For	No

ACS Actividades de Construccion 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 A price The authority would last			paximum pul	rchase price can e	xceed 110% of market share			
	Blended Rationale: A vote AGAII The authority would last more th		l as:- The maxim	um purchas	e price can excee	d 110% of market share price	-		
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 A of outstanding capital The auth		-		nce without preen	nptive rights exceeds 10 perce	ent		
	Blended Rationale: A vote AGAII outstanding capital The author		-		without preemptive	e rights exceeds 10 percent of	-		
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 S	ihares	Shares Voted
Candriam Sustainable Global Equi Fund, AXSUGE	ity 614868021	Confirmed	Auto-Instructed		Auto-Approved		1,10	0	1,100
			03/05/2024		03/05/2024				
						Total Shares:	1,10	00	1,100

Magna International Inc.

-							
Meeting Date:	09/05/2024	Country: Canada		т	icker: MG	Proxy Level	: 3
Record Date: 2	20/03/2024	Meeting Type: Annu	ıal	Meeting ID: 1821253			
Primary Securi	Primary Security ID: 559222401 Primary CUSIP: 5592		9222401	P	rimary ISIN: CA5592224011	Primary SEI	DOL: 2554475
Earliest Cutoff Da	ate: 03/05/2024	Total Ballots: 1				Additional Policy:	
Votable Shares: 4,600 *Shares of		*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 Ma	ry S. Chan	Mgmt	Yes	For	Withhold	Yes
	Voting Policy Ration	onale: WITHHOLD votes a	re warranted because	e:- The nom	inee holds more than four equivalent	directorships.	
	Blended Rationale	: WITHHOLD votes are wa	arranted because:- T	he nominee	holds more than four equivalent direc	torships.	
1B	Elect Director V.	Peter Harder	Mgmt	Yes	For	For	No
1C	Elect Director Jar	R. Hauser	Mgmt	Yes	For	For	No
1D	Elect Director See Kotagiri	etarama S.	Mgmt	Yes	For	For	No
1E	Elect Director Jay	K. Kunkel	Mgmt	Yes	For	For	No

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 Mahe	r	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
1К	Elect Director Thomas Weber		Mgmt	Yes	For		For	No
1L	Elect Director Lisa S. Westlak	e	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 S	hares Shares Voted
Candriam Sustainable Global Equi Fund, AXSUGE	ty 614868021	Confirmed	Auto-Instructed		Auto-Approved		4,600	4,600
			30/04/2024		30/04/2024			
						Total Shares:	4,60	0 4,600

Manulife Financial Corp.

Meeting Date:	09/05/2024	Country: Canada		т	icker: MFC	Proxy Leve	el: 3		
Record Date: 13	3/03/2024	Meeting Type: Annual		N	leeting ID: 1820213				
Primary Securit	ty ID: 56501R106	Primary CUSIP: 56501R	106	P	rimary ISIN: CA56501R1064	Primary SE	Primary SEDOL: 2492519		
Earliest Cutoff Date: 03/05/2024		Total Ballots: 1				Additional P	olicy:		
Votable Shares: 438		*Shares on Loan: 0		s	hares Instructed: 438	Shares Vote	d: 438		
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt		
1.1	Elect Director Nicole Arnaboldi	S.	Mgmt	Yes	For	For	No		
1.2	Elect Director Guy L Bainbridge	.Т.	Mgmt	Yes	For	For	No		
1.3	Elect Director Susan Dabarno	F.	Mgmt	Yes	For	For	No		
1.4	Elect Director Julie B	E. Dickson	Mgmt	Yes	For	For	No		
1.5	Elect Director J. Mic Durland	hael	Mgmt	Yes	For	For	No		
1.6	Elect Director Roy G	ori	Mgmt	Yes	For	For	No		
1.7	Elect Director Donal	d P. Kanak	Mgmt	Yes	For	For	No		

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 wa	arranted as:- The	e auditor's te	enure exceeds 20 years (i.e. 119 years).		
	Blended Rationale: WITHHOLD votes are warran	ted as:- The aud	litor's tenure	e 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 warra proper justification NEO Simpson received a on his previous employer.		,	,		
	Blended Rationale: A vote AGAINST is warranted proper justification NEO Simpson received a on his previous employer.		,		rom	
Ballot Details						
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number Ballot Status	Instructed		Approved Ballot Voting Status	Votable S	hares Shares Voted

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:	438	438

Swire Pacific Limited

Meeting Date: 09/05/2024Country: Hong KongRecord Date: 03/05/2024Meeting Type: AnnualPrimary Security ID: Y83310105Primary CUSIP: Y8331010			Ticker: 19 Meeting ID: 1835067 Frimary ISIN: HK0019000162			Proxy Level: N/A Primary SEDOL: 6867748		
Earliest Cutoff Date: 02/05/2024 Total Ballots: 1 Votable Shares: 7,500 *Shares on Loan: 0			Shares Instructed: 7,500			Additional Policy: Shares Voted: 7,500		
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	Vote Instr	uction	Vote Against Mgmt
1a	Elect Cogman, David Director	d Peter as	Mgmt	Yes	For	For		No
1b	Elect Murray, Martin Director	James as	Mgmt	Yes	For	For		No
1c	Elect Swire, Merlin E Director	Bingham as	Mgmt	Yes	For	For		No

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	7,500

Computacenter Plc

Meeting Date: 14	4/05/2024	Country: United Kir	ngdom	т	icker: CCC	Proxy Lev	vel: N/A
Record Date: 10/	/05/2024	Meeting Type: Ann	nual	M	leeting ID: 1836875		
Primary Security	ID: G23356150	Primary CUSIP: G	23356150	P	rimary ISIN: GB00BV9FP302	Primary S	SEDOL: BV9FP3
Earliest Cutoff Dat	e: 08/05/2024	Total Ballots: 1				Additional	Policy:
Votable Shares: 35	0	*Shares on Loan: 0		s	hares Instructed: 350	Shares Vot	ed: 350
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against n Mgmt
1	Accept Financial and Statutory Re		Mgmt	Yes	For	For	No
2	Approve Remune	eration Report	Mgmt	Yes	For	Against	Yes
	5 /			, ,,	pointment, Christian Jehle received his former employer to join the co		
					ment, Christian Jehle received cas his former employer to join the co		
3	Approve Final Div	vidend	Mgmt	Yes	For	For	No
4a	Re-elect Pauline Director	Campbell as	Mgmt	Yes	For	For	No
4b	Re-elect Rene Ca Director	arayol as	Mgmt	Yes	For	For	No
4c	Re-elect Philip Hi Director	ulme as	Mgmt	Yes	For	For	No

Computacenter Pic

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

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	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

Hugo Boss AG

arliest Cutoff Date: 02/0	5/2024 Total Ba	liots: 1					Additional Po	licy:		
/otable Shares: 723	*Shares	on Loan: 0		S	hares Instructed: 7	23	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 pe 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 AB.	STAIN is warranted	as discharge is	required bu	it not binding in th	is market.				
	Blended Rationale: An ABSTAI	N is warranted as di	ischarge is requ	iired but no	t binding in this ma	arket.				
4	Approve Discharge of Supervisory Board for Fiscal Year 2023		Mgmt	Yes	For		Abstain	Yes		
	Voting Policy Rationale: An AB	STAIN is warranted	as discharge is	required bu	It not binding in th	is market.				
	Blended Rationale: An ABSTAI	N is warranted as d	ischarge is requ	uired but no	t binding in this ma	arket.				
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 AGA agreement between the CEO a continues to raise significant g the company in 2022, raising c	nd the reference sh overnance concerns	areholder. The s An annual bo	potential fo onus for 202	or asymmetric acco 23 was granted to a	untability towards shareholde	rs			
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 S	hares	Shares Voted	
Candriam Sustainable Global Equ	ity 614868021	Confirmed	Auto-Instructed		Auto-Approved		723		723	
Fund, AXSUGE			01/05/2024		01/05/2024					
			01/03/2024		01/03/2024					

E.ON SE

Meeting Date: 16 Record Date: 09/ Primary Security	/05/2024	Country: Germany Meeting Type: Annual Primary CUSIP: D249143	133	Ν	icker: EOAN feeting ID: 1820858 'rimary ISIN: DE000ENAG999	Proxy Level	: N/A DOL: 4942904					
		-			THE PLOULING 377	-						
Earliest Cutoff Date		Total Ballots: 1		-	have the house of a cost	Additional Pol	-					
/otable Shares: 8,8	323	*Shares on Loan: 0		5	hares Instructed: 8,823	Shares Voted:						
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt					
1	Receive Financial St and Statutory Repor Fiscal Year 2023 (No	ts for	Mgmt	No								
2	Approve Allocation of and Dividends of EU Share		Mgmt	Yes	For	For	No					
	Voting Policy Rationa	Voting Policy Rationale: Please note the dividend payout ratio is above 100 percent of earnings (i.e. 265 percent).										
	Blended Rationale: P	Blended Rationale: Please note the dividend payout ratio is above 100 percent of earnings (i.e. 265 percent).										
3	Approve Discharge o Management Board Year 2023		Mgmt	Yes	For	Abstain	Yes					
	Voting Policy Rationa	ale: An ABSTAIN is warranted	d as discharge is	required bu	It not binding in this market.							
	Blended Rationale: A	In ABSTAIN is warranted as o	discharge is requ	iired but no	t binding in this market.							
4	Approve Discharge of Supervisory Board fo Year 2023		Mgmt	Yes	For	Abstain	Yes					
	Voting Policy Rationa	ale: An ABSTAIN is warranted	d as discharge is	required bu	It not binding in this market.							
	Blended Rationale: A	n ABSTAIN is warranted as o	discharge is requ	ired but no	t binding in this market.							
5.1	Ratify KPMG AG as / Fiscal Year 2024 and Review of Interim Fi Statements for the F 2024 and the First Q Fiscal Year 2025	d for the inancial Fiscal Year	Mgmt	Yes	For	For	No					
5.2	Ratify KPMG AG as <i>I</i> the Sustainability Re Fiscal Year 2024		Mgmt	Yes	For	For	No					
6	Approve Remunerat	ion Report	Mgmt	Yes	For	Against	Yes					
	Voting Policy Rationa base salary.	Voting Policy Rationale: A vote AGAINST is warranted because:- The total short-term remuneration is more than 150 percent of										
	Blended Rationale: A base salary.	Vote AGAINST is warranted	because:- The t	total short-te	erm remuneration is more than 150 perce	ent of						
7	Amend Articles Re: Transactions Requir Supervisory Board A	5	Mgmt	Yes	For	For	No					
8	Approve Creation of Million Pool of Autho Capital with or witho Exclusion of Preemp	prized put	Mgmt	Yes	For	Against	Yes					
		Voting Policy Rationale: A vote AGAINST is warranted as:- The authority would last more than 26 months.										

E.ON SE

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt			
9	Approve Issuance of	Mgmt	Yes	For	Against	Yes			
	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								
	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	Mgmt	Yes	For	Against	Yes			
	Program and Reissuance or								
	Cancellation of Repurchased								
	Shares								
	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	Mgmt	Yes	For	Against	Yes			
	Derivatives when Repurchasing	-			-				
	Shares								
	Voting Policy Rationale: A vote AGAINST the	e use of financial der	ivatives to fil	nance share buybacks is warranted.					
	Blended Rationale: A vote AGAINST the use	of financial derivation	ves to financi	e share huwbacks is warranted					
	Dienueu Rauonaie. A vole AGAINST UIE use			- SHALE DUYDALKS IS WALLALILEU.					

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	8,823

InPost SA

Meeting Date: 16/05/2024 Country: Luxembourg Record Date: 02/05/2024 Meeting Type: Annual			Ticker: INPST Meeting ID: 1849443		Proxy Level	: N/A			
Primary Security ID: L	5125Z108	Primary CUSIP: L5125Z108	Primary ISIN: LU2290522684			Primary SEDOL: BN4N9C0			
Earliest Cutoff Date: 14/0	5/2024	Total Ballots: 1				Additional Pol	Additional Policy:		
Votable Shares: 1,466 *Shares on Loan: 0			S	shares Instructed: 1,466	Shares Voted:	: 1,466			
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt		
	Annual Meeting Ager	nda	Mgmt	No					
1	Open Meeting		Mgmt	No					
2	Receive Report of Ma Board and Superviso	•	Mgmt	No					
3.a	Approve Financial Sta	atements	Mgmt	Yes	For	For	No		

InPost SA

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec		Vote Instruction	Vote Against Mgmt			
3.b	Approve Consolidated Financial Statements and Statutory Reports	I	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 paying a dividend in the mediur inorganically.										
5	Approve Discharge of Management Board		Mgmt	Yes	For		Against	Yes			
	Voting Policy Rationale: As disci	harge is binding o	r not compulsory	in this mai	rket, a vote AGAINS	T 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 disc	harge is binding o	r not compulsory	in this mai	rket, a vote AGAINS	ST this item is warranted.					
	Blended Rationale: As discharge	e is binding or not	compulsory in ti	his market,	a vote AGAINST th	is 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							
allot Details											
nstitutional Account Detail IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed		Approved	Ballot Voting Status	Votable S	hares	Shares Vote		
andriam Sustainable Global Equ und, AXSUGE	ity 614868021	Confirmed	Auto-Instructed		Auto-Approved		1,46	6	1,466		
			11/05/2024		11/05/2024						
						Total Shares	1,46	c	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

Banco Comercial Portugues SA

	te: 08/05/2024 Total Ballots: 1				Additional Po	licy:
otable Shares: 25	1,832 *Shares on Loan: 0		s	hares Instructed: 251,832	Shares Voted	: 251,832
roposal umber	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
	Voting Policy Rationale: A vote FOR this ro	utine meeting formality	v is warrante	ed.		
	Blended Rationale: A vote FOR this routine	meeting formality is w	varranted.			
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
	Voting Policy Rationale: An ABSTAIN is wa	rranted as discharge is	required bu	t not binding in this market.		
	Blended Rationale: An ABSTAIN is warrant	ed as discharge is requ	ired but not	binding in this market.		
	Amend Remuneration Policy	Mgmt	Yes	For	Against	Yes
	Voting Policy Rationale: A vote AGAINST the from a retirement benefit scheme, and his LTI remain undisclosed The proposed inc compelling disclosure.	pay package is in line	with executi	ive pay levels The performance co	nditions for the	
	Blended Rationale: A vote AGAINST this its a retirement benefit scheme, and his pay p remain undisclosed The proposed increas disclosure.	backage is in line with e	executive pa	y levels The performance condition	ons for the LTI	
6	Authorize Repurchase and Reissuance of Shares and Bonds	Mgmt	Yes	For	Against	Yes
	Voting Policy Rationale: A vote AGAINST is average stock market price.	warranted as:- The pr	rice ceiling c	f the repurchase is more than 1109	% of the	
	Blended Rationale: A vote AGAINST is war stock market price.	ranted as:- The price c	eiling of the	repurchase is more than 110% of	the average	
	Amend Article 10.2	Mgmt	Yes	For	For	No
7		Manat	No			
7	Shareholders Can Only Vote in Favor of One of the Proposed Alternatives: 8A or 8B	Mgmt				
7 8A	Favor of One of the Proposed	Mgmt	Yes	For	For	No

Blended Rationale: The company is proposing a new audit firm.

Banco Comercial Portugues SA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec		Vote Instruction	Vote Against Mgmt		
88	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	Custodian	tatus Instructed		A	Ballat Vating Status	Veteble C	h	Charge Veted	

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	251,832

Credit Agricole SA

Meeting Date: 2	22/05/2024	Country: France		т	icker: ACA	Proxy Level	: N/A		
Record Date: 20	0/05/2024	Meeting Type: Ann	ual/Special	M	leeting ID: 1839809				
Primary Securit	ty ID: F22797108	Primary CUSIP: F2	2797108	P	rimary ISIN: FR0000045072	Primary SEE	Primary SEDOL: 7262610		
Earliest Cutoff Da	te: 17/05/2024	Total Ballots: 1				Additional Po	licy:		
Votable Shares: 10	0,291	*Shares on Loan: 0		s	hares 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 Statutory Repo		Mgmt	Yes	For	For	No		
2	Approve Consolida Statements and St Reports		Mgmt	Yes	For	For	No		
3	Approve Allocation and Dividends of E Share		Mgmt	Yes	For	For	No		
4	Approve Transactio Groupe TVA Re: As Credit Agricole		Mgmt	Yes	For	For	No		
5	Approve Transaction Worldline, Credit A Payment Services, Caisses Regionales Agricole Mutuel an Framework Agreen	gricole LCL, 39 de Credit d AVEM Re:	Mgmt	Yes	For	For	No		
6	Approve Transactic Credit Agricole CIB Transfer of Activitic Company's Banking Department	Re: es of	Mgmt	Yes	For	For	No		

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				
	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.									
	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.									
9	Reelect Olivier Auffray as Director	Mgmt	Yes	For	Against	Yes				
	Voting Policy Rationale: A vote AGAINST is w Remuneration Committee and the committee non-independent non-executive director up a	e is less than 100 per	rcent indepe	endent.Please note:- The nominee is a						
	Blended Rationale: A vote AGAINST is warra Committee and the committee is less than 1 non-executive director up for election and th	00 percent independe	ent.Please i	note:- The nominee is a non-independent	ation					
10	Relect Nicole Gourmelon as Director	Mgmt	Yes	For	Abstain	Yes				
	Voting Policy Rationale: A vote ABSTAIN is v for election and the board consists of more t		The nomine	e is a non-independent non-executive direct	or up					
	Blended Rationale: A vote ABSTAIN is warra election and the board consists of more that		nominee is a	n non-independent non-executive director up	o for					
11	Reelect Marianne Laigneau as Director	Mgmt	Yes	For	For	No				
12	Reelect Louis Tercinier as Director	Mgmt	Yes	For	Against	Yes				
	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.									
	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.									
13	Ratify Appointment of Christine Gandon as Director Following Resignation of Jean-Paul Kerrien	Mgmt	Yes	For	Abstain	Yes				
	Voting Policy Rationale: A vote ABSTAIN is v for election and the board consists of more of		The nomine	e is a non-independent non-executive direct	or up					
	Blended Rationale: A vote ABSTAIN is warra election and the board consists of more that		nominee is a	n non-independent non-executive director up	o for					
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				

roposal umber	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				
	Voting Policy Rationale: The company is pro	oposing a new audit fil	m.							
	Blended Rationale: The company is proposi	ing a new audit firm.								
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	Mgmt	Yes	For	Against	Yes				
	Approve Remuneration Policy Mgmt Yes For Against Yes of Philippe Brassac, CEO									
	Voting Policy Rationale: Items 20-23:A vote for some compensatory effects Some LTTI	P performance condition rformance conditions	ons are deer The CEO's	The CEO's bonus performance conditions allow med to lack stringency The Vice-CEOs'						
	Voting Policy Rationale: Items 20-23:A vote for some compensatory effects Some LTI termination packages are not subject to pe performance conditions, of which the string Blended Rationale: Items 20-23:A vote AGA some compensatory effects Some LTIP pe	P performance conditions, rformance conditions, aency cannot be assess AINST is warranted bea erformance conditions onditions,- The CEO's a	ons are deel The CEO's sed. cause:- The are deemed	The CEO's bonus performance conditions allow med to lack stringency The Vice-CEOs'						
21	Voting Policy Rationale: Items 20-23:A vote for some compensatory effects Some LTH termination packages are not subject to pe performance conditions, of which the string Blended Rationale: Items 20-23:A vote AGA some compensatory effects Some LTIP pe packages are not subject to performance co	P performance conditions, rformance conditions, aency cannot be assess AINST is warranted bea erformance conditions onditions,- The CEO's a	ons are deel The CEO's sed. cause:- The are deemed	The CEO's bonus performance conditions allow med to lack stringency The Vice-CEOs' termination payment is only partially subject to CEO's bonus performance conditions allow for I to lack stringency The Vice-CEOs' termination	Against	Yes				
21	Voting Policy Rationale: Items 20-23:A vote for some compensatory effects Some LTII termination packages are not subject to per performance conditions, of which the string Blended Rationale: Items 20-23:A vote AGA some compensatory effects Some LTIP per packages are not subject to performance of conditions, of which the stringency cannot Approve Remuneration Policy	P performance condition rformance conditions,- gency cannot be assess AINST is warranted be erformance conditions onditions,- The CEO's be assessed.	nns are deer The CEO's sed. cause:- The are deemed termination	The CEO's bonus performance conditions allow med to lack stringency The Vice-CEOs' termination payment is only partially subject to CEO's bonus performance conditions allow for I to lack stringency The Vice-CEOs' termination payment is only partially subject to performance	Against	Yes				
21	Voting Policy Rationale: Items 20-23:A vote for some compensatory effects Some LTII termination packages are not subject to per performance conditions, of which the string Blended Rationale: Items 20-23:A vote AGA some compensatory effects Some LTIP per packages are not subject to performance of conditions, of which the stringency cannot Approve Remuneration Policy of Olivier Gavalda, Vice-CEO	P performance condition rformance conditions,- gency cannot be assess AINST is warranted be erformance conditions onditions,- The CEO's be assessed.	nns are deer The CEO's sed. cause:- The are deemed termination	The CEO's bonus performance conditions allow med to lack stringency The Vice-CEOs' termination payment is only partially subject to CEO's bonus performance conditions allow for I to lack stringency The Vice-CEOs' termination payment is only partially subject to performance	Against	Yes				
21	Voting Policy Rationale: Items 20-23:A vote for some compensatory effects Some LTII termination packages are not subject to per performance conditions, of which the string Blended Rationale: Items 20-23:A vote AGA some compensatory effects Some LTIP per packages are not subject to performance of conditions, of which the stringency cannot Approve Remuneration Policy of Olivier Gavalda, Vice-CEO Voting Policy Rationale: Refer to Item 20.	P performance condition rformance conditions,- gency cannot be assess AINST is warranted be erformance conditions onditions,- The CEO's be assessed.	nns are deer The CEO's sed. cause:- The are deemed termination	The CEO's bonus performance conditions allow med to lack stringency The Vice-CEOs' termination payment is only partially subject to CEO's bonus performance conditions allow for I to lack stringency The Vice-CEOs' termination payment is only partially subject to performance	Against	Yes				
	Voting Policy Rationale: Items 20-23:A vote for some compensatory effects Some LTII termination packages are not subject to per- performance conditions, of which the string Blended Rationale: Items 20-23:A vote AGA some compensatory effects Some LTIP per packages are not subject to performance of conditions, of which the stringency cannot Approve Remuneration Policy of Olivier Gavalda, Vice-CEO Voting Policy Rationale: Refer to Item 20. Blended Rationale: Refer to Item 20. Approve Remuneration Policy	P performance conditions,- rformance conditions,- gency cannot be assess AINST is warranted bee erformance conditions onditions,- The CEO's of be assessed. Mgmt	ons are deen The CEO's Sed. cause:- The are deemed termination Yes	The CEO's bonus performance conditions allow med to lack stringency The Vice-CEOs' termination payment is only partially subject to CEO's bonus performance conditions allow for I to lack stringency The Vice-CEOs' termination payment is only partially subject to performance For						
	Voting Policy Rationale: Items 20-23:A vote for some compensatory effects Some LTII termination packages are not subject to per- performance conditions, of which the string Blended Rationale: Items 20-23:A vote AGA some compensatory effects Some LTIP per packages are not subject to performance of conditions, of which the stringency cannot Approve Remuneration Policy of Olivier Gavalda, Vice-CEO Voting Policy Rationale: Refer to Item 20. Blended Rationale: Refer to Item 20. Approve Remuneration Policy of Jerome Grivet, Vice-CEO	P performance conditions,- rformance conditions,- gency cannot be assess AINST is warranted bee erformance conditions onditions,- The CEO's of be assessed. Mgmt	ons are deen The CEO's Sed. cause:- The are deemed termination Yes	The CEO's bonus performance conditions allow med to lack stringency The Vice-CEOs' termination payment is only partially subject to CEO's bonus performance conditions allow for I to lack stringency The Vice-CEOs' termination payment is only partially subject to performance For						
	Voting Policy Rationale: Items 20-23:A vote for some compensatory effects Some LTI termination packages are not subject to per- performance conditions, of which the string Blended Rationale: Items 20-23:A vote AGA some compensatory effects Some LTIP per packages are not subject to performance of conditions, of which the stringency cannot Approve Remuneration Policy of Olivier Gavalda, Vice-CEO Voting Policy Rationale: Refer to Item 20. Blended Rationale: Refer to Item 20. Approve Remuneration Policy of Jerome Grivet, Vice-CEO Voting Policy Rationale: Refer to Item 20.	P performance conditions,- rformance conditions,- gency cannot be assess AINST is warranted bee erformance conditions onditions,- The CEO's of be assessed. Mgmt	ons are deen The CEO's Sed. cause:- The are deemed termination Yes	The CEO's bonus performance conditions allow med to lack stringency The Vice-CEOs' termination payment is only partially subject to CEO's bonus performance conditions allow for I to lack stringency The Vice-CEOs' termination payment is only partially subject to performance For						
22	 Voting Policy Rationale: Items 20-23:A vote for some compensatory effects Some LTII termination packages are not subject to per- performance conditions, of which the string Blended Rationale: Items 20-23:A vote AGA some compensatory effects Some LTIP per packages are not subject to performance conditions, of which the stringency cannot Approve Remuneration Policy of Olivier Gavalda, Vice-CEO Voting Policy Rationale: Refer to Item 20. Blended Rationale: Refer to Item 20. Approve Remuneration Policy of Jerome Grivet, Vice-CEO Voting Policy Rationale: Refer to Item 20. Blended Rationale: Refer to Item 20. Blended Rationale: Refer to Item 20. Approve Remuneration Policy of Jerome Grivet, Vice-CEO Voting Policy Rationale: Refer to Item 20. Blended Rationale: Refer to Item 20. Blended Rationale: Refer to Item 20. 	P performance conditions rformance conditions gency cannot be assess AINST is warranted bear formance conditions onditions The CEO's is be assessed. Mgmt Mgmt	nns are deen The CEO's sed. cause:- The are deemeco termination Yes Yes	 The CEO's bonus performance conditions allow med to lack stringency The Vice-CEOs' termination payment is only partially subject to CEO's bonus performance conditions allow for a lack stringency The Vice-CEOs' termination payment is only partially subject to performance For 	Against	Yes				
22	 Voting Policy Rationale: Items 20-23:A vote for some compensatory effects Some LTII termination packages are not subject to per- performance conditions, of which the string Blended Rationale: Items 20-23:A vote AGA some compensatory effects Some LTIP per packages are not subject to performance of conditions, of which the stringency cannot Approve Remuneration Policy of Olivier Gavalda, Vice-CEO Voting Policy Rationale: Refer to Item 20. Blended Rationale: Refer to Item 20. Approve Remuneration Policy of Jerome Grivet, Vice-CEO Voting Policy Rationale: Refer to Item 20. Blended Rationale: Refer to Item 20. Blended Rationale: Refer to Item 20. Blended Rationale: Refer to Item 20. Approve Remuneration Policy of Jerome Grivet, Vice-CEO Voting Policy Rationale: Refer to Item 20. Blended Rationale: Refer to Item 20. Blended Rationale: Refer to Item 20. Approve Remuneration Policy of Jerome Grivet, Vice-CEO 	P performance conditions rformance conditions gency cannot be assess AINST is warranted bear formance conditions onditions The CEO's is be assessed. Mgmt Mgmt	nns are deen The CEO's sed. cause:- The are deemeco termination Yes Yes	 The CEO's bonus performance conditions allow med to lack stringency The Vice-CEOs' termination payment is only partially subject to CEO's bonus performance conditions allow for a lack stringency The Vice-CEOs' termination payment is only partially subject to performance For 	Against	Yes				
22	 Voting Policy Rationale: Items 20-23:A vote for some compensatory effects Some LTH termination packages are not subject to per- performance conditions, of which the string Blended Rationale: Items 20-23:A vote AGA some compensatory effects Some LTIP per packages are not subject to performance conditions, of which the stringency cannot Approve Remuneration Policy of Olivier Gavalda, Vice-CEO Voting Policy Rationale: Refer to Item 20. Blended Rationale: Refer to Item 20. Approve Remuneration Policy of Jerome Grivet, Vice-CEO Voting Policy Rationale: Refer to Item 20. Blended Rationale: Refer to Item 20. Blended Rationale: Refer to Item 20. Koting Policy Rationale: Refer to Item 20. Blended Rationale: Refer to Item 20. Koting Policy Rationale: Refer to Item 20. Blended Rationale: Refer to Item 20. 	P performance conditions rformance conditions gency cannot be assess AINST is warranted bear formance conditions onditions The CEO's is be assessed. Mgmt Mgmt	nns are deen The CEO's sed. cause:- The are deemeco termination Yes Yes	 The CEO's bonus performance conditions allow med to lack stringency The Vice-CEOs' termination payment is only partially subject to CEO's bonus performance conditions allow for a lack stringency The Vice-CEOs' termination payment is only partially subject to performance For 	Against	Yes				

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
	Voting Policy Rationale: Items 26-29:A vote Au are deemed to lack stringency.	GAINST is warrante	ed because:	The performance conditions attached to	o the LTIP	
	Blended Rationale: Items 26-29:A vote AGAIN deemed to lack stringency.	IST is warranted be	cause:- The	performance conditions attached to the	LTIP are	
27	Approve Compensation of Olivier Gavalda, Vice-CEO	Mgmt	Yes	For	Against	Yes
	Voting Policy Rationale: Refer to Item 26.					
	Blended Rationale: Refer to Item 26.					
28	Approve Compensation of Jerome Grivet, Vice-CEO	Mgmt	Yes	For	Against	Yes
	Voting Policy Rationale: Refer to Item 26.					
	Blended Rationale: Refer to Item 26.					
29	Approve Compensation of Xavier Musca, Vice-CEO	Mgmt	Yes	For	Against	Yes
	Voting Policy Rationale: Refer to Item 26.					
	Blended Rationale: Refer to Item 26.					
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

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	10,291

M&G Plc

Meeting Date: 22/05/2024 Record Date: 20/05/2024		Country: United Kingdom Meeting Type: Annual			icker: MNG leeting ID: 1837311	Proxy Level:	: N/A
Primary Security ID: G6107R102		Primary CUSIP: G610	7R102	Р	rimary ISIN: GB00BKFB1C65	Primary SED	OOL: BKFB1C6
Earliest Cutoff Da	ate: 16/05/2024	Total Ballots: 1				Additional Pol	licy:
Votable Shares: 1	15,186	*Shares on Loan: 0		S	hares Instructed: 15,186	Shares Voted:	: 15,186
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Si and Statutory Rep		Mgmt	Yes	For	For	No

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roposal umber	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
2	Approve Remuneration Report	Mgmt	Yes	For	Against	Yes
	Voting Policy Rationale: A vote AGAINST i salary.	s warranted because:-	The total sh	ort-term remuneration is more that	n 150% of base	
	Blended Rationale: A vote AGAINST is wai salary.	rranted because:- The t	otal short-te	erm remuneration is more than 150	0% of base	
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	Mgmt	Yes	For	Against	Yes

Blended Rationale: A vote AGAINST the authority to reduce the notice to convene a shareholders' meeting is warranted.

M&G Pic

Ballot Details

Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
614868021	Confirmed	Auto-Instructed	Auto-Approved		15,186	15,186
		13/05/2024	13/05/2024			
				Total Shares:	15,186	15,186
	Account Number	Account Number Ballot Status	Account Number Ballot Status Instructed 614868021 Confirmed Auto-Instructed	Account Number Ballot Status Instructed Approved 614868021 Confirmed Auto-Instructed Auto-Approved	Account Number Ballot Status Instructed Approved Ballot Voting Status 614868021 Confirmed Auto-Instructed Auto-Approved 13/05/2024 13/05/2024 13/05/2024	Account Number Ballot Status Instructed Approved Ballot Voting Status Votable Shares 614868021 Confirmed Auto-Instructed Auto-Approved 15,186 13/05/2024 13/05/2024 13/05/2024 13/05/2024

Partners Group Holding AG

Meeting Date: 22/05/2024 Record Date: Primary Security ID: H6120A101		Country: Switzerlar Meeting Type: Anr Primary CUSIP: H	nual	Ν	ricker: PGHN Meeting ID: 1812537 Primary ISIN: CH0024608827	Proxy Level Primary SEI	DOL: B119QG0			
-		-			·······, ·······	-	-			
arliest Cutoff Dat		Total Ballots: 1		-	the way Trackey stade 120	Additional Po	-			
otable Shares: 12	.20	*Shares on Loan: 0			Shares Instructed: 120	Shares Voted				
Proposal lumber	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt			
1.1	Accept Financial Si and Statutory Rep		Mgmt	Yes	For	For	No			
1.2	Approve Non-Final	ncial Report	Mgmt	Yes	For	Against	Yes			
	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.									
	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.									
	and setting interim disclosure of their for the carbon-inte ventures related to	targets for their Private financed emissions figur nsive sectors they financ gas, along with specify	e Equity and Infrastru res. Additionally, we r ce. We also advise Pa	icture portfolio recommend ci artners Group	o, we recommend them to provide transparent lear disclosure of interim decarbonization targe to disclose a policy that prohibits investments	ts in				
2	and setting interim disclosure of their for the carbon-inte ventures related to	targets for their Private financed emissions figur nsive sectors they financ gas, along with specify il fuels. of Income	e Equity and Infrastru res. Additionally, we r ce. We also advise Pa	icture portfolio recommend ci artners Group	o, we recommend them to provide transparent lear disclosure of interim decarbonization targe to disclose a policy that prohibits investments	ts in	No			
2	and setting interim disclosure of their i for the carbon-inte ventures related to investments in foss Approve Allocation and Dividends of C per Share	targets for their Private financed emissions figur nsive sectors they financ gas, along with specify al fuels. of Income CHF 39.00	e Equity and Infrastru res. Additionally, we r ce. We also advise Pa ing the minimum thr Mgmt	icture portfoli recommend ci artners Group eshold tolerat Yes	o, we recommend them to provide transparent lear disclosure of interim decarbonization targe to disclose a policy that prohibits investments ted and outlining prohibited activities regarding	ts in its	No			
2	and setting interim disclosure of their i for the carbon-inte ventures related to investments in foss Approve Allocation and Dividends of O per Share Voting Policy Ration	targets for their Private financed emissions figur nsive sectors they financ gas, along with specify il fuels. of Income CHF 39.00 male: Please note the div	e Equity and Infrastru res. Additionally, we i ce. We also advise P ing the minimum thr Mgmt Mgmt vidend payout ratio is	icture portfoli recommend ci artners Group eshold tolerat Yes 5 above 100 p	o, we recommend them to provide transparent lear disclosure of interim decarbonization targe to disclose a policy that prohibits investments ted and outlining prohibited activities regarding For	ts in its	No			
2 3	and setting interim disclosure of their i for the carbon-inte ventures related to investments in foss Approve Allocation and Dividends of O per Share Voting Policy Ration	targets for their Private financed emissions figur nsive sectors they financ gas, along with specify il fuels. of Income HF 39.00 nale: Please note the dividen Please note the dividen of Board	e Equity and Infrastru res. Additionally, we i ce. We also advise P ing the minimum thr Mgmt Mgmt vidend payout ratio is	icture portfoli recommend ci artners Group eshold tolerat Yes 5 above 100 p	io, we recommend them to provide transparent lear disclosure of interim decarbonization targe to disclose a policy that prohibits investments ted and outlining prohibited activities regarding For percent of earnings (i.e. 100.78 percent).	ts in its	No			
	and setting interim disclosure of their i for the carbon-inte ventures related to investments in foss Approve Allocation and Dividends of C per Share Voting Policy Ration Blended Rationale: Approve Discharge and Senior Manage	targets for their Private financed emissions figur nsive sectors they financ gas, along with specify il fuels. of Income CHF 39.00 nale: Please note the dividen Please note the dividen e of Board ement	e Equity and Infrastru res. Additionally, we r ce. We also advise Pa ing the minimum thr Mgmt vidend payout ratio is abo Mgmt	icture portfoli recommend ci artners Group eshold tolerat Yes 5 above 100 percen Yes	io, we recommend them to provide transparent lear disclosure of interim decarbonization targe to disclose a policy that prohibits investments and outlining prohibited activities regarding For percent of earnings (i.e. 100.78 percent). Int of earnings (i.e. 100.78 percent).	ts in its For				
	and setting interim disclosure of their of for the carbon-inter- ventures related to investments in foss Approve Allocation and Dividends of O per Share <i>Voting Policy Ration</i> <i>Blended Rationale:</i> Approve Discharge and Senior Manage <i>Voting Policy Ration</i>	targets for their Private financed emissions figur nsive sectors they financ gas, along with specify il fuels. of Income HF 39.00 nale: Please note the dividen Please note the dividen of Board ement nale: As discharge is bin	e Equity and Infrastru res. Additionally, we r ce. We also advise Pa ing the minimum thru Mgmt vidend payout ratio is ad payout ratio is abo Mgmt nding or not compulse	icture portfoli recommend ci artners Group eshold tolerat Yes 5 above 100 p we 100 percen Yes pory in this ma	io, we recommend them to provide transparent lear disclosure of interim decarbonization targe to disclose a policy that prohibits investments ted and outlining prohibited activities regarding For percent of earnings (i.e. 100.78 percent). Int of earnings (i.e. 100.78 percent). For	ts in its For				
	and setting interim disclosure of their of for the carbon-inter- ventures related to investments in foss Approve Allocation and Dividends of O per Share <i>Voting Policy Ration</i> <i>Blended Rationale:</i> Approve Discharge and Senior Manage <i>Voting Policy Ration</i>	targets for their Private financed emissions figure nsive sectors they finance gas, along with specify ill fuels. of Income CHF 39.00 nale: Please note the dividen Please note the dividen ent nale: As discharge is binding of Capital oper Limit of or without	e Equity and Infrastru res. Additionally, we r ce. We also advise Pa ing the minimum thru Mgmt vidend payout ratio is ad payout ratio is abo Mgmt nding or not compulse	icture portfoli recommend ci artners Group eshold tolerat Yes 5 above 100 p we 100 percen Yes pory in this ma	io, we recommend them to provide transparent lear disclosure of interim decarbonization targe to disclose a policy that prohibits investments and outlining prohibited activities regarding For percent of earnings (i.e. 100.78 percent). Int of earnings (i.e. 100.78 percent). For rket, a vote AGAINST this item is warranted.	ts in its For				

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
	Voting Policy Rationale: A vote AGAINST is w under the LTI. For the MPP component, the information is blurry and unclear. For the SF	re is a graph displayii	ng actual pe			
	Blended Rationale: A vote AGAINST is warra the LTI. For the MPP component, there is a blurry and unclear. For the SPP component,	graph displaying actu	ial performa	nce fee payout levels, although this informa		
6.1	Approve Fixed Remuneration of Directors in the Amount of CHF 3.5 Million	Mgmt	Yes	For	Against	Yes
	Voting Policy Rationale: Items 6.1 and 6.3:- shares delivered in one installment during th	-		s are each paid 50% in cash and 50% in res	stricted	
	Blended Rationale: Items 6.1 and 6.3:- The shares delivered in one installment during the shares delivered in the shares deliv			e each paid 50% in cash and 50% in restricte	ed	
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
	Voting Policy Rationale: Refer to Item 6.1.					
	Blended Rationale: Refer to Item 6.1.					
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
	Voting Policy Rationale: A vote AGAINST is v basis for grant amounts.	warranted because:-	There is a la	ack of a more detailed explanation concernin	g the	
	Blended Rationale: A vote AGAINST is warra for grant amounts.	nted because:- There	e is a lack o	f a more detailed explanation concerning the	e basis	
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
	Voting Policy Rationale: A vote AGAINST is v does not have an independent lead director.		The nomine	e is a non-independent board chair and the .	board	
	Blended Rationale: A vote AGAINST is warra not have an independent lead director.	nted because:- The i	nominee is a	a non-independent board chair and the board	d does	
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

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			
	Voting Policy Rationale: A vote AGAINST is does not contain a clearly designated finance		The nomine	e is the Audit Committee chair and the con	nmittee				
	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.								
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			
	Voting Policy Rationale: We note that 40 pe which will be required as of June 2026. Whi we encourage the company to consider con	ile such concern does	not trigger	a vote AGAINST the director elections until					
	Blended Rationale: We note that 40 percent will be required as of June 2026. While such encourage the company to consider comply.	n concern does not trig	gger a vote	AGAINST the director elections until 2026,					
7.2.1	Reappoint Flora Zhao as Member of the Nomination and Compensation Committee	Mgmt	Yes	For	For	No			
	Voting Policy Rationale: We note that 40 pe which will be required as of June 2026. Whi we encourage the company to consider con	ile such concern does	not trigger	a vote AGAINST the director elections until					
	Blended Rationale: We note that 40 percent will be required as of June 2026. While such encourage the company to consider comply.	n concern does not trig	gger a vote	AGAINST the director elections until 2026,					
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			
	Voting Policy Rationale: In line with the vote	e recommendation on	Item 7.1.5	, a vote AGAINST this item is also warrante	ed.				
	Blended Rationale: In line with the vote rec	ommendation on Iterr	n 7.1.5, a vo	ote AGAINST this item is also warranted.					
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			
	Voting Policy Rationale: A vote AGAINST is	warranted as:- The cu	irrent audit	or tenure exceeds 10 years (i.e. 23 years).					
	Blended Rationale: A vote AGAINST is warra	anted as:- The curren	t auditor te	nure exceeds 10 years (i.e. 23 years).					
8	Transact Other Business (Voting)	Mgmt	Yes	For	Against	Yes			
	Voting Policy Rationale: A vote AGAINST is a shareholder to the proxy in case new voting board of directors The content of these ne shareholders' best interest to vote against to	items or counterprop w items or counterpro	oosals are ir oposals is n	ntroduced at the meeting by shareholders o ot known at this time. Therefore, it is in	or the				
	Blended Rationale: A vote AGAINST is warra the proxy in case new voting items or count directors The content of these new items o interest to vote against this item on a preca	terproposals are introd or counterproposals is	duced at the	e meeting by shareholders or the board of					

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	120

Societe Generale SA

Meeting Date: 2 Record Date: 20 Primary Securit		Country: France Meeting Type: Annu Primary CUSIP: F8		M	icker: GLE leeting ID: 1831457 rimary ISIN: FR0000130809	Proxy Leve Primary SE	I: N/A DOL: 5966516				
Earliest Cutoff Da Votable Shares: 1		Total Ballots: 1 *Shares on Loan: 0		s	hares Instructed: 17,612	Additional P Shares Vote	-				
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt				
	Ordinary Business		Mgmt	No							
1	Approve Consolidate Statements and State Reports		Mgmt	Yes	For	For	No				
2	Approve Financial Sta and Statutory Report		Mgmt	Yes	For	For	No				
3	Approve Allocation of and Dividends of EUI Share		Mgmt	Yes	For	For	No				
4	Approve Auditors' Sp Report on Related-Pa Transactions Mentior Absence of New Trar	arty ning the	Mgmt	Yes	For	For	No				
5	Approve Remuneration of Chairman of the B		Mgmt	Yes	For	For	No				
6	Approve Remuneration of CEO and Vice-CEC	-	Mgmt	Yes	For	Against	Yes				
	non-financial criteria.	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.									
	non-financial criteria.		-for-failure under the	severance a	ure allows compensation effects be greement In case of departure fo d shares.						
7	Approve Remuneration of Directors	on Policy	Mgmt	Yes	For	For	No				
8	Approve Remunerati Directors in the Aggr Amount of EUR 1,83	egate	Mgmt	Yes	For	For	No				
9	Approve Compensati of Corporate Officers	•	Mgmt	Yes	For	For	No				
10	Approve Compensati Lorenzo Bini Smaghi, of the Board		Mgmt	Yes	For	For	No				

Societe Generale SA

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					
	Voting Policy Rationale: The company is p	roposing a new audit fi	rm.								
	Blended Rationale: The company is propo	sing a new audit firm.									
19	Appoint PricewaterhouseCoopers as Auditor	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.										
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					

Societe Generale SA

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	
	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind		Mgmt	Yes	For		For	No	
	Approve Issuance of Super-Subordinated Contigent 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	
	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	
	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares		Mgmt	Yes	For		For	No	
	Amend Article 7 of Bylaws Re: Representatives of Employee to the Board Appointed by Employees		Mgmt	Yes	For		For	No	
	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									
nstitutional Account Detail IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed		Approved	Ballot Voting Status	Votable Si	nares S	hares Voted
andriam Sustainable Global Equit und, AXSUGE	y 614868021	Confirmed	Auto-Instructed		Auto-Approved		17,61	2	17,612
			14/05/2024		14/05/2024				
						Total Shares:	17,61	2	17,612

Record Date: 19/0	/05/2024)5/2024	Country: France Meeting Type: Annual/S	Special		Ficker: BIM Meeting ID: 1838584	Proxy Level:	N/A
Primary Security	ID: F1149Y232	Primary CUSIP: F1149	Y232	F	Primary ISIN: FR0013280286	Primary SED	OL: BF0LBX7
Earliest Cutoff Date	: 20/05/2024	Total Ballots: 1				Additional Pol	icy:
Votable Shares: 211		*Shares on Loan: 0		S	Shares Instructed: 211	Shares Voted:	211
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	Ordinary Business		Mgmt	No			
1	Approve Financial Si and Statutory Repor		Mgmt	Yes	For	Against	Yes
	- /				e:- There is an ongoing related-party tr s not put to vote at this AGM.	ansaction	
		tems 1 and 2:A vote AGAIN under review and the audito			here is an ongoing related-party transa It to vote at this AGM.	ction carried	
2	Approve Consolidate Statements and Stat Reports		Mgmt	Yes	For	Against	Yes
	Voting Policy Rationa	ale: Refer to Item 1.					
	Blended Rationale: R	lefer to Item 1.					
3	Approve Discharge	of Directors	Mgmt	Yes	For	Against	Yes
	addition:- The comp despite the continua Blended Rationale: A	any choose not to submit th tion of the animation agreed As discharge is binding or no	he auditors' specie oment. ot compulsory in t	al report on this market,	rket, a vote AGAINST this item is warra related party transaction to shareholde a vote AGAINST this item is warranted related party transaction to shareholde	ers approval I.In	
4	despite the continual Approve Allocation of and Dividends of EU Share		<i>ment.</i> Mgmt	Yes	For	For	No
	Voting Policy Rationa	ale: Please note the dividen	d payout ratio is i	below 30 pe	ercent of earnings (i.e. 28.05 percent).		
	Blended Rationale: P	lease note the dividend pay	yout ratio is belov	v 30 percen	t of earnings (i.e. 28.05 percent).		
5	Reelect Harold Boel	as Director	Mgmt	Yes	For	Against	Yes
		ale: A vote AGAINST is warı committee is less than 100 p			ee is a non-independent member of the	Audit	
		A vote AGAINST is warranted is less than 100 percent inde		nominee is a	a non-independent member of the Audi	it Committee	
6	Elect Groupe Indust Dassault as Director		Mgmt	Yes	For	Against	Yes
	Remuneration Comn	nittee and the committee is	less than 100 per	rcent indepe	ee is a non-independent member of the endent The nominee is a member of t here is no lead independent director on	he	
	Blended Rationale: A	vote AGAINST is warrante			a non-independent member of the Rem ominee is a member of the nomination		
		committee is less than 100 µ I chair is non-independent a	and there is no lea	nd independ	lent director on board.		
7		I chair is non-independent a	<i>and there is no lea</i> Mgmt	<i>ad independ</i> Yes	<i>lent director on board.</i> For	Against	Yes

roposal umber	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Against Mgmt
8	Appoint Benoit Ribadeau-Dumas as Censor	Mgmt	Yes	For	Against	Yes
	Voting Policy Rationale: A vote AGAINST the	appointment of cens	sors is warr	anted.		
	Blended Rationale: A vote AGAINST the appo	pintment of censors i	s warranted	1.		
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
	Voting Policy Rationale: A vote AGAINST this bundle all individual remuneration policies pr France Support for this item could imply fav 14.	oposed under Items	13, 14 and	15, which is not considered comm	on practice in	
	Blended Rationale: A vote AGAINST this rem all individual remuneration policies proposed Support for this item could imply favorable v	under Items 13, 14	and 15, wh	ich is not considered common prac	tice in France	
13	Approve Remuneration Policy of Chairman of the Board	Mgmt	Yes	For	Against	Yes
13		remuneration policy ns, the company's ra e granted to the chai	applicable tionale to il irman in 20.	to the chairman is warranted becau ncrease the chairman's fixed salary 24, future grants are not excluded	use:- is not entirely which would go	Yes
13	of Chairman of the Board Voting Policy Rationale: A vote AGAINST the Considering the removal of executive function convincing If no performance share shall be against accepted practices for a non-executive	remuneration policy ns, the company's ra e granted to the chai ve chairman in France uneration policy appl d's rationale to increat hairman in 2024, futt	applicable tionale to ii irman in 20. e Benefits iicable to th se the chai ire grants a	to the chairman is warranted becau ncrease the chairman's fixed salary 24, future grants are not excluded in kind under the proposed policy e chairman is warranted because:- rman's fixed salary is not entirely co re not excluded which would go ag	use:- <i>i</i> is not entirely which would go are not in line Considering the onvincing If no gainst accepted	Yes
13 14	of Chairman of the Board Voting Policy Rationale: A vote AGAINST the Considering the removal of executive function convincing If no performance share shall be against accepted practices for a non-executive with market practice. Blended Rationale: A vote AGAINST the removal removal of executive functions, the company performance share shall be granted to the ch practices for a non-executive chairman in Fra	remuneration policy ns, the company's ra e granted to the chai ve chairman in France uneration policy appl d's rationale to increat hairman in 2024, futt	applicable tionale to ii irman in 20. e Benefits iicable to th se the chai ire grants a	to the chairman is warranted becau ncrease the chairman's fixed salary 24, future grants are not excluded in kind under the proposed policy e chairman is warranted because:- rman's fixed salary is not entirely co re not excluded which would go ag	use:- <i>i</i> is not entirely which would go are not in line Considering the onvincing If no gainst accepted	Yes
	of Chairman of the Board Voting Policy Rationale: A vote AGAINST the Considering the removal of executive function convincing If no performance share shall be against accepted practices for a non-executive with market practice. Blended Rationale: A vote AGAINST the remu removal of executive functions, the company performance share shall be granted to the cl practices for a non-executive chairman in Fra practice. Approve Remuneration Policy	remuneration policy ns, the company's ra e granted to the chai ve chairman in France uneration policy appl 's rationale to increa hairman in 2024, fut ance Benefits in kin Mgmt remuneration policy closed The compan jonarily pay a termin eration paid to the Co	applicable titonale to it irman in 20. e Benefits icable to th se the chait ire grants a d under the Yes Yes is warrantu y fails to pr ation paym	to the chairman is warranted becau crease the chairman's fixed salary 24, future grants are not excluded in kind under the proposed policy e chairman is warranted because:- rman's fixed salary is not entirely co re not excluded which would go ag proposed policy are not in line with For ed because: - Disclosure regarding ovide any information on performa ent The derogation policy is deen	use:- v is not entirely which would go are not in line Considering the onvincing If no gainst accepted th market Against the bonus is noc criteria ned too broad.In	
	of Chairman of the Board Voting Policy Rationale: A vote AGAINST the Considering the removal of executive function convincing If no performance share shall be against accepted practices for a non-executive with market practice. Blended Rationale: A vote AGAINST the remu- removal of executive functions, the company performance share shall be granted to the cl practices for a non-executive chairman in Fra- practice. Approve Remuneration Policy of CEO Voting Policy Rationale: A vote AGAINST this below market standards No LTIP cap is disc attached to the LTIP The board can discrete addition:- The total potential variable remune	remuneration policy ns, the company's ra e granted to the chai ve chairman in France uneration policy appl 's rationale to increa hairman in 2024, fut ance Benefits in kin Mgmt remuneration policy closed The compan jonarily pay a termin eration paid to the Co awback policy. uneration policy is w - The company fails a termination payme id to the CEO can exe	applicable titonale to it irman in 20. e Benefits icable to th se the chait ire grants a d under the Yes Yes y fails to pr ation paym EO can exco irarranted be to provide a nt The de	to the chairman is warranted becau crease the chairman's fixed salary 24, future grants are not excluded in kind under the proposed policy e chairman is warranted because:- rman's fixed salary is not entirely co re not excluded which would go ag proposed policy are not in line with For For ed because: - Disclosure regarding ovide any information on performa ent The derogation policy is deen ed 150 percent of base salary for excause: - Disclosure regarding the la any information on performance cri rogation policy is deemed too broa	use:- is not entirely which would go are not in line Considering the onvincing If no gainst accepted th market Against the bonus is nee criteria need too broad.In the STI.Please bonus is below iteria attached to id.In addition:-	

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
	Voting Policy Rationale: A vote AGAINST this responsiveness following shareholders' dissen remuneration practices over the past FYs.	-		ed because:- There is an absence of board ere has been serious concern regarding the po	or	
	Blended Rationale: A vote AGAINST this rem responsiveness following shareholders' disser remuneration practices over the past FYs.			cause:- There is an absence of board ere has been serious concern regarding the po	or	
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
	increases of the 2024 remuneration policies v governance principles The amount paid in r Disclosure regarding the bonuses is limited	vere already implen espect of benefits in The amount of LTI	nented durin n kind to Ale P granted se	n reports are warranted because:- The base sa g 2023, a practice that does not fit with best xandre Merieux is quite concerning (Item 17). ems to exceed Pierre Boulud's remuneration p nditions that either were granted or vested du	olicy	
	increases of the 2024 remuneration policies v governance principles The amount paid in r Disclosure regarding the bonuses is limited	vere already implen espect of benefits in The amount of LTI	nented durin n kind to Ale P granted se	orts are warranted because:- The base salary g 2023, a practice that does not fit with best xandre Merieux is quite concerning (Item 17). ems to exceed Pierre Boulud's remuneration p nditions that either were granted or vested du	olicy	
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
18	Pierre Boulud, Vice-CEO from January 1, 2023 to June 30, 2023 and CEO since July 1,	Mgmt	Yes	For	Against	Yes
18	Pierre Boulud, Vice-CEO from January 1, 2023 to June 30, 2023 and CEO since July 1, 2023	Mgmt	Yes	For	Against	Yes
18 19	Pierre Boulud, Vice-CEO from January 1, 2023 to June 30, 2023 and CEO since July 1, 2023 <i>Voting Policy Rationale: Refer to Item 17.</i>	Mgmt	Yes	For	Against	Yes
	Pierre Boulud, Vice-CEO from January 1, 2023 to June 30, 2023 and CEO since July 1, 2023 <i>Voting Policy Rationale: Refer to Item 17.</i> <i>Blended Rationale: Refer to Item 17.</i> Approve Amended Share Purchase Program (MyShare 2023) Reserved for Beneficiaries Employed in the					
19	Pierre Boulud, Vice-CEO from January 1, 2023 to June 30, 2023 and CEO since July 1, 2023 <i>Voting Policy Rationale: Refer to Item 17.</i> <i>Blended Rationale: Refer to Item 17.</i> <i>Blended Rationale: Refer to Item 17.</i> Approve Amended Share Purchase Program (MyShare 2023) Reserved for Beneficiaries Employed in the State of California, USA Authorize Repurchase of Up to 10 Percent of Issued Share	Mgmt	Yes	For	For	No
19	Pierre Boulud, Vice-CEO from January 1, 2023 to June 30, 2023 and CEO since July 1, 2023 <i>Voting Policy Rationale: Refer to Item 17.</i> <i>Blended Rationale: Refer to Item 17.</i> Approve Amended Share Purchase Program (MyShare 2023) Reserved for Beneficiaries Employed in the State of California, USA Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Yes	For	For	No

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.

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.

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 Sh	ares Shares Voted

(IA Name, IA Number)	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	211

Legal & General Group Plc

Record Date: 21/05/20	Meeting Date: 23/05/2024 Record Date: 21/05/2024		77	м	icker: LGEN leeting ID: 1830129		Proxy Level: N/A Primary SEDOL: 0560399	
Primary Security ID: G54404127		Primary CUSIP: G544041	27	P	rimary ISIN: GB0005603997			
Earliest Cutoff Date: 17/0	5/2024	Total Ballots: 1					Additional Pol	icy:
Votable Shares: 61,843		*Shares on Loan: 0		S	hares Instructed: 61,843	5	Shares Voted:	61,843
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec		Vote Instruction	Vote Against Mgmt
1	Accept Financial Stat and Statutory Repor		Mgmt	Yes	For	I	For	No
2	Approve Final Divide	end	Mgmt	Yes	For	I	For	No
	Voting Policy Rationa	nle: Please note the dividend ,	payout ratio is a	above 100 p	ercent of earnings (i.e. 276.73 perc	ent).		
	Blended Rationale: P	lease note the dividend payo	ut ratio is above	e 100 percei	nt of earnings (i.e. 276.73 percent).			
3	Elect Antonio Simoe Director	s as	Mgmt	Yes	For	I	For	No
4	Re-elect Henrietta B Director	aldock as	Mgmt	Yes	For	I	For	No
5	Re-elect Nilufer Von as Director	Bismarck	Mgmt	Yes	For	I	For	No
6	Re-elect Philip Broad Director	lley as	Mgmt	Yes	For	I	For	No
7	Re-elect Jeff Davies	as Director	Mgmt	Yes	For	I	For	No
8	Re-elect Carolyn Joh Director	inson as	Mgmt	Yes	For	I	For	No

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

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.

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.

	Vating Paliny Patianalay A wata ACAINCT the author	itu ta raduca ti	ha natica ta	convense a charabelderal meeting is warranted		
26	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	Yes	For	Against	Yes
25	Authorise Market Purchase of Ordinary Shares	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
23	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	Yes	For	For	No
22	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Yes	For	For	No
21	Authorise UK Political Donations and Expenditure	Mgmt	Yes	For	For	No
20	Authorise Issue of Equity in Connection with the Issue of Contingent Convertible Securities	Mgmt	Yes	For	For	No
19	Authorise Issue of Equity	Mgmt	Yes	For	For	No
18	Approve Performance Share Plan	Mgmt	Yes	For	For	No

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.

Legal & General Group Pic

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:	61,843	61,843

Volkswagen AG

Meeting Date: 29/05/2024 Record Date: 07/05/2024 Primary Security ID: D94523103 Earliest Cutoff Date: 16/05/2024 Votable Shares: 90		Country: Germany Meeting Type: Annual Primary CUSIP: D94523103 Total Ballots: 1 *Shares on Loan: 0			icker: VOW3 leeting ID: 1820357 rimary ISIN: DE0007664039		Proxy Level: N/A Primary SEDOL: 5497168 Additional Policy: Shares Voted: 90				
					hares Instructed: 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.	Voting Policy Rationale: Please note the dividend payout ratio is below 30 percent of earnings (i.e. 28.20 percent).									
	Blended Rationale: Plea	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		Yes	For	Abstain	Yes				
	Voting Policy Rationale.	Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.									
	Blended Rationale: An J	ABSTAIN is warranted as	discharge is requ	uired but not	t binding in this market.						
	Approve Discharge of Management Board Me Antlitz for Fiscal Year 2		Mgmt	Yes	For	Abstain	Yes				
	Voting Policy Rationale.	Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.									
	Blended Rationale: An J	Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.									
3.3	Approve Discharge of Management Board Me Brandstaetter for Fisca 2023		Mgmt	Yes	For	Abstain	Yes				
	Voting Policy Rationale.	Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.									
	Blended Rationale: An J	ABSTAIN is warranted as	discharge is requ	lired but not	t binding in this market.						
3.4	Approve Discharge of Management Board Me Doellner (from Sep. 1, for Fiscal Year 2023		Mgmt	Yes	For	Abstain	Yes				
	Voting Policy Rationale	Voting Policy Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.									

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

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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
	Voting Policy Rationale: An ABSTAIN is war	rranted as discharge is	required b	ut not binding in this market.		
	Blended Rationale: An ABSTAIN is warrante	ed as discharge is requ	ired but no	t binding in this market.		
3.6	Approve Discharge of Management Board Member M. Duesmann (until Aug. 31, 2023) for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
	Voting Policy Rationale: An ABSTAIN is war	rranted as discharge is	required b	ut not binding in this market.		
	Blended Rationale: An ABSTAIN is warrante	ed as discharge is requ	iired but no	t binding in this market.		
3.7	Approve Discharge of Management Board Member G. Kilian for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
	Voting Policy Rationale: An ABSTAIN is war	rranted as discharge is	required b	ut not binding in this market.		
	Blended Rationale: An ABSTAIN is warrante	ed as discharge is requ	iired but no	t binding in this market.		
3.8	Approve Discharge of Management Board Member T. Schaefer for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
	Voting Policy Rationale: An ABSTAIN is war	rranted as discharge is	required b	ut not binding in this market.		
	Blended Rationale: An ABSTAIN is warrante	ed as discharge is requ	ired but no	t binding in this market.		
3.9	Approve Discharge of Management Board Member T. Schmall-von Westerholt for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
	Voting Policy Rationale: An ABSTAIN is war	rranted as discharge is	required b	ut not binding in this market.		
	Blended Rationale: An ABSTAIN is warrante	ed as discharge is requ	iired but no	t binding in this market.		
3.10	Approve Discharge of Management Board Member H. Stars for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
	Voting Policy Rationale: An ABSTAIN is war	rranted as discharge is	required b	ut not binding in this market.		
	Blended Rationale: An ABSTAIN is warrante	ed as discharge is requ	iired but no	t binding in this market.		
4.1	Approve Discharge of Supervisory Board Member H. D. Poetsch for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
	Voting Policy Rationale: An ABSTAIN is war	rranted as discharge is	required b	ut not binding in this market.		
	Blended Rationale: An ABSTAIN is warrante	ed as discharge is requ	iired but no	t binding in this market.		
4.2	Approve Discharge of Supervisory Board Member J. Hofmann for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
	Voting Policy Rationale: An ABSTAIN is war	rranted as discharge is	required b	ut not binding in this market.		
	Blended Rationale: An ABSTAIN is warrante	ed as discharge is regu	ired but no	t binding in this market.		

Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.

roposal lumber	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
	Voting Policy Rationale: An ABSTAIN is war	ranted as discharge is	required bu	t not binding in this market.		
	Blended Rationale: An ABSTAIN is warrante	ed as discharge is requ	vired but no	t binding in this market.		
4.4	Approve Discharge of Supervisory Board Member M. B. E. Al-Mahmoud for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
	Voting Policy Rationale: An ABSTAIN is war	ranted as discharge is	required bu	t not binding in this market.		
	Blended Rationale: An ABSTAIN is warrante	ed as discharge is requ	ired but no	t binding in this market.		
4.5	Approve Discharge of Supervisory Board Member H. Buck for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
	Voting Policy Rationale: An ABSTAIN is war	ranted as discharge is	required bu	t not binding in this market.		
	Blended Rationale: An ABSTAIN is warrante	ed as discharge is requ	vired but no	t binding in this market.		
4.6	Approve Discharge of Supervisory Board Member M. Carnero Sojo for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
	Voting Policy Rationale: An ABSTAIN is war	ranted as discharge is	required bu	t not binding in this market.		
	Blended Rationale: An ABSTAIN is warrante	ed as discharge is requ	vired but no	t binding in this market.		
4.7	Approve Discharge of Supervisory Board Member D. Cavallo for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
	Voting Policy Rationale: An ABSTAIN is war	ranted as discharge is	required bu	t not binding in this market.		
	Blended Rationale: An ABSTAIN is warrante	ed as discharge is requ	ired but no	t binding in this market.		
4.8	Approve Discharge of Supervisory Board Member J. W. Hamburg for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
	Voting Policy Rationale: An ABSTAIN is war	ranted as discharge is	required bu	t not binding in this market.		
	Blended Rationale: An ABSTAIN is warrante	ed as discharge is requ	iired but no	t binding in this market.		
4.9	Approve Discharge of Supervisory Board Member M. Heiss for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
	Voting Policy Rationale: An ABSTAIN is war	ranted as discharge is	required bu	t not binding in this market.		
	Blended Rationale: An ABSTAIN is warrante	ed as discharge is requ	ired but no	t binding in this market.		
4.10	Approve Discharge of Supervisory Board Member A. Homburg for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
	Voting Policy Rationale: An ABSTAIN is war	ranted as discharge is	required bu	t not binding in this market.		
	Blended Rationale: An ABSTAIN is warrante	ed as discharge is requ	iired but no	t binding in this market.		

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
	Voting Policy Rationale: An ABSTAIN is wa	rranted as discharge is	required bu	It not binding in this market.		
	Blended Rationale: An ABSTAIN is warrant	ed as discharge is requ	uired but no	t binding in this market.		
4.12	Approve Discharge of Supervisory Board Member S. Mahler (until May 31, 2023) for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
	Voting Policy Rationale: An ABSTAIN is wa	rranted as discharge is	required bi	It not binding in this market.		
	Blended Rationale: An ABSTAIN is warrant	ed as discharge is requ	iired but no	t binding in this market.		
4.13	Approve Discharge of Supervisory Board Member P. Mosch (until Dec. 31, 2023) for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
	Voting Policy Rationale: An ABSTAIN is wa	rranted as discharge is	required bu	It not binding in this market.		
	Blended Rationale: An ABSTAIN is warrant	ed as discharge is requ	iired but no	t binding in this market.		
4.14	Approve Discharge of Supervisory Board Member D. Nowak for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
	Voting Policy Rationale: An ABSTAIN is wa	rranted as discharge is	required bu	It not binding in this market.		
	Blended Rationale: An ABSTAIN is warrant	ed as discharge is requ	iired but no	t binding in this market.		
4.15	Approve Discharge of Supervisory Board Member H. M. Piech for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
	Voting Policy Rationale: An ABSTAIN is wa	rranted as discharge is	required bu	It not binding in this market.		
	Blended Rationale: An ABSTAIN is warrant	ed as discharge is requ	iired but no	t binding in this market.		
4.16	Approve Discharge of Supervisory Board Member F. O. Porsche for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
	Voting Policy Rationale: An ABSTAIN is wa	rranted as discharge is	required bu	It not binding in this market.		
	Blended Rationale: An ABSTAIN is warrant	ed as discharge is requ	ired but no	t binding in this market.		
4.17	Approve Discharge of Supervisory Board Member W. Porsche for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
	Voting Policy Rationale: An ABSTAIN is wa	rranted as discharge is	required bu	It not binding in this market.		
	Blended Rationale: An ABSTAIN is warrant	ed as discharge is requ	iired but no	t binding in this market.		
4.18	Approve Discharge of Supervisory Board Member J. Rothe (until March 3, 2023) for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes
	Voting Policy Rationale: An ABSTAIN is wa	rranted as discharge is	required bi	It not binding in this market.		
	Blended Rationale: An ABSTAIN is warrant	ed as discharge is requ	ired but no	t binding in this market.		

Blended Rationale: An ABSTAIN is warranted as discharge is required but not binding in this market.

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			
	Voting Policy Rationale: An ABSTAIN is warranted	l as discharge is	s required b	ut not binding in this market.					
	Blended Rationale: An ABSTAIN is warranted as a	discharge is requ	uired but no	t binding in this market.					
4.20	Approve Discharge of Supervisory Board Member K. Schnur (from July 11, 2023) for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes			
	Voting Policy Rationale: An ABSTAIN is warranted	l as discharge is	s required b	ut not binding in this market.					
	Blended Rationale: An ABSTAIN is warranted as a	discharge is requ	uired but no	t binding in this market.					
4.21	Approve Discharge of Supervisory Board Member C. Schoenhardt for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes			
	Voting Policy Rationale: An ABSTAIN is warranted	l as discharge is	s required b	ut not binding in this market.					
	Blended Rationale: An ABSTAIN is warranted as a	discharge is requ	uired but no	t binding in this market.					
4.22	Approve Discharge of Supervisory Board Member S. Weil for Fiscal Year 2023	Mgmt	Yes	For	Abstain	Yes			
	Voting Policy Rationale: An ABSTAIN is warranted	l as discharge is	s required b	ut not binding in this market.					
	Blended Rationale: An ABSTAIN is warranted as a	discharge is requ	uired but no	t binding in this market.					
5.1	Elect Hessa Al Jaber to the Supervisory Board	Mgmt	Yes	For	Against	Yes			
	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.								
	Blended Rationale: Votes AGAINST are warranted structure.In addition:- The nominee is a non-inde nominee is being elected for a term exceeding 4	pendent directo							
5.2	Elect Hans Piech to the Supervisory Board	Mgmt	Yes	For	Against	Yes			
	Voting Policy Rationale: Votes AGAINST are warr structure.In addition:- The nominee is a non-inde nominee is a non-independent member of the Re independent The nominee is a non-independent percent independent The nominee is being elec Nomination Committee, given that the Chair of th the board is less than 33 percent (i.e. 30 percent underrepresented sex which will be required as o elections until 2026, we encourage the company	pendent directo muneration Con t member of the ted for a term e ne Nomination C).We note that f June 2026. Wi	n and the b mmittee and Nomination exceeding 4 Committee is 40 percent o hile such co	oard is less than 50 percent independent The I the committee is less than 100 percent In Committee and the committee is less than 50 years The nominee is a member of the I not up for election, and the level of diversity of of the board's non-executive posts are not filled incern does not trigger a vote AGAINST the direct	י by				
	Blended Rationale: Votes AGAINST are warranted structure.In addition:- The nominee is a non-inde nominee is a non-independent member of the Re independent The nominee is a non-independent percent independent The nominee is being elec Nomination Committee, given that the Chair of th the board is less than 33 percent (i.e. 30 percent underrepresented sex which will be required as o elections until 2026, we encourage the company	ependent director muneration Con- t member of the ted for a term e ne Nomination C).We note that f June 2026. Wi	or and the b mmittee and Nomination Exceeding 4 Committee is A0 percent of hile such co	oard is less than 50 percent independent The I the committee is less than 100 percent In Committee and the committee is less than 50 years The nominee is a member of the I not up for election, and the level of diversity of I f the board's non-executive posts are not filled Incern does not trigger a vote AGAINST the direct	by				

Number	Proposal Text	Pro		Votable Proposal	Mgmt Rec		Vote Instruction	Vote Against Mgmt		
5.3	Elect Ferdinand Porsche to the Supervisory Board	Mgr	mt `	Yes	For		Against	Yes		
	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.									
	Blended Rationale: Votes AGAIN structure.In addition:- The nomi nominee is being elected for a te	inee is a non-independer	-							
6	Amend Articles Re: Proof of Entitlement	Mgr	mt ,	Yes	For		For	No		
7	Amend Articles Re: Supervisory Board Term of Office	Mgr	mt	Yes	For		For	No		
8	Approve Remuneration Report	Mgr	mt '	Yes	For		Against	Yes		
	high compared to market practic package is not addressed via the considering the absence of a clear Blended Rationale: A vote AGAII termination-related payments co high compared to market practic package is not addressed via the considering the absence of a clear	e new remuneration polic ar rationale.In addition:- VST the remuneration re- ntinuing to be made to 1 re, and can be considere e new remuneration polic	cy The inc The total s port is wan former CEC ed excessive cy The inc	rrease to ta short-term ranted bed Herbert L for the Ca rrease to ta	he CEO's LTI target ap, remuneration is more rause:- Concerns remai Diess Pension contribu EO, and this element o he CEO's LTI target ap,	pears excessive, particula than 150% of base salar in related to itions for executives remu- f the company's pay pears excessive, particula	y. ain arly			
				SNORT-TERM	remuneration is more	than 150% of hase salar				
9	Approve Remuneration Policy	Arradonale.117 addidon Mgr		snort-term Yes	For	than 150% of base salar	<i>y.</i> Against	Yes		
9	-	Mgr AGAINST is warranted be ation paid to the CEO car nent levels under the STI The underlying pension so	mt ecause:- No n exceed 15 I may be ac cheme resu	Yes informatio 50% of ba. djusted by	For on is provided on fixed se salary for the STI ar up to +43 percent, wh	remuneration levels. The od 350% for the variable ich is considered excessi	Against	Yes		
9	Approve Remuneration Policy Voting Policy Rationale: A vote A total potential variable remunera compensation Target achieven compared to market practice T	Mgr AGAINST is warranted be ation paid to the CEO car nent levels under the STI The underlying pension so red to market best pract NST is warranted becaus	mt ecause:- No n exceed 19 I may be ac cheme resu tice. re:- No info	Yes information 50% of bai djusted by ults in cont rmation is	For on is provided on fixed se salary for the STI ar up to +43 percent, wh ributions that are consi provided on fixed remu	remuneration levels. The ad 350% for the variable ich is considered excessi idered excessive uneration levels. The tota	Against ? ve	Yes		
9	Approve Remuneration Policy Voting Policy Rationale: A vote A total potential variable remunera compensation Target achieven compared to market practice T (particularly for the CEO) compa Blended Rationale: A vote AGAIJ	Mgr AGAINST is warranted be ation paid to the CEO can nent levels under the STI The underlying pension so red to market best pract VST is warranted becaus paid to the CEO can exco nent levels under the STI The underlying pension so	mt ecause:- No n exceed 1 I may be ac cheme resu tice. re:- No infor eed 150% of I may be ac cheme resu	Yes informatio 50% of ba. tjusted by ilts in cont rmation is of base sau tjusted by	For on is provided on fixed se salary for the STI ar up to +43 percent, wh ributions that are consi provided on fixed remu lary for the STI and 35 up to +43 percent, wh	remuneration levels. The ad 350% for the variable ich is considered excessi idered excessive uneration levels. The tota 0% for the variable ich is considered excessi	Against ? ve	Yes		
9 10	Approve Remuneration Policy Voting Policy Rationale: A vote A total potential variable remunera compensation Target achieven compared to market practice T (particularly for the CEO) compa Blended Rationale: A vote AGAII potential variable remuneration compensation Target achieven compared to market practice T	Mgr AGAINST is warranted be ation paid to the CEO can nent levels under the STI The underlying pension so red to market best pract VST is warranted becaus paid to the CEO can exco nent levels under the STI The underlying pension so	mt ecause:- No n exceed 15 I may be ac cheme resu tice. re:- No infor eed 150% of I may be ac cheme resu tice.	Yes informatio 50% of ba. tjusted by ilts in cont rmation is of base sau tjusted by	For on is provided on fixed se salary for the STI ar up to +43 percent, wh ributions that are consi provided on fixed remu lary for the STI and 35 up to +43 percent, wh	remuneration levels. The ad 350% for the variable ich is considered excessi idered excessive uneration levels. The tota 0% for the variable ich is considered excessi	Against ? ve	Yes		
	Approve Remuneration Policy Voting Policy Rationale: A vote A total potential variable remunerat compensation Target achievem compared to market practice T (particularly for the CEO) compare Blended Rationale: A vote AGAII potential variable remuneration p compensation Target achievem compared to market practice T (particularly for the CEO) compare 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	Mgr AGAINST is warranted be tition paid to the CEO car ent levels under the STI the underlying pension so werd to market best pract NST is warranted becaus poid to the CEO can exce nent levels under the STI the underlying pension so red to market best pract	mt ecause:- No n exceed 15 I may be ac cheme resu tice. re:- No infor eed 150% of I may be ac cheme resu tice.	Yes informatid 50% of bas djusted by llts in cont rmation is of base sa djusted by lts in cont	For on is provided on fixed se salary for the STI ar up to +43 percent, wh ributions that are consi provided on fixed remu lary for the STI and 35 up to +43 percent, wh ributions that are consi	remuneration levels. The ad 350% for the variable ich is considered excessi idered excessive uneration levels. The tota 0% for the variable ich is considered excessi	Against ? // // //			
10 Ballot Details Institutional Account Detail	Approve Remuneration Policy Voting Policy Rationale: A vote A total potential variable remunerat compensation Target achievem compared to market practice T (particularly for the CEO) compare Blended Rationale: A vote AGAII potential variable remuneration p compensation Target achievem compared to market practice T (particularly for the CEO) compare 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	Mgr AGAINST is warranted be thion paid to the CEO car ient levels under the STI the underlying pension so ared to market best pract VST is warranted becaus opaid to the CEO can exco ient levels under the STI the underlying pension so red to market best pract Mgr	mt ecause:- No n exceed 15 I may be ac cheme resu tice. re:- No infor eed 150% of I may be ac cheme resu tice.	Yes informatid 50% of bas djusted by llts in cont rmation is of base sa djusted by lts in cont	For on is provided on fixed se salary for the STI ar up to +43 percent, wh ributions that are consi provided on fixed remu lary for the STI and 35 up to +43 percent, wh ributions that are consi	remuneration levels. The ad 350% for the variable ich is considered excessi idered excessive uneration levels. The tota 0% for the variable ich is considered excessi	Against ? // // //	No	Shares Vote	
10 Ballot Details Institutional Account Detail (IA Name, IA Number) Candriam Sustainable Global Equ	Approve Remuneration Policy Voting Policy Rationale: A vote A total potential variable remunerat compensation Target achieven compared to market practice T (particularly for the CEO) compand Blended Rationale: A vote AGAII potential variable remuneration j compensation Target achieven compared to market practice T (particularly for the CEO) compand 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 Custodian Account Number	Mgr AGAINST is warranted be tition paid to the CEO can ent levels under the STI the underlying pension su red to market best pract VST is warranted becaus paid to the CEO can exce ent levels under the STI the underlying pension su red to market best pract Mgr Mgr	mt ecause:- No n exceed 15 I may be ac cheme resu tice. re:- No infor eed 150% of I may be ac cheme resu tice. mt	Yes informatid 50% of bas djusted by llts in cont rmation is of base sa djusted by lts in cont	For on is provided on fixed se salary for the STI ar up to +43 percent, wh ributions that are consi provided on fixed remu lary for the STI and 35 up to +43 percent, wh ributions that are consi For	remuneration levels. The d 350% for the variable ich is considered excessi idered excessive uneration levels. The tota 0% for the variable ich is considered excessi idered excessive	Against ve ve For	No	Shares Voted	
10 Ballot Details Institutional Account Detail (IA Name, IA Number)	Approve Remuneration Policy Voting Policy Rationale: A vote A total potential variable remunerat compensation Target achieven compared to market practice T (particularly for the CEO) compand Blended Rationale: A vote AGAII potential variable remuneration j compensation Target achieven compared to market practice T (particularly for the CEO) compand 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 Custodian Account Number	Mgr AGAINST is warranted be tation paid to the CEO can ent levels under the STI the underlying pension su red to market best pract VST is warranted becaus poaid to the CEO can exce ent levels under the STI the underlying pension su red to market best pract Mgr Ballot Status Inst Confirmed Auto-	mt eccuse:- No n exceed 19 I may be ac cheme resu tice. T may be ac cheme resu tice. mt	Yes informatid 50% of bas djusted by llts in cont rmation is of base sa djusted by lts in cont	For on is provided on fixed se salary for the STI ar up to +43 percent, wh ributions that are const provided on fixed remu lary for the STI and 35 up to +43 percent, wh ributions that are const For Approved	remuneration levels. The d 350% for the variable ich is considered excessi idered excessive uneration levels. The tota 0% for the variable ich is considered excessi idered excessive	Against ve ve For Votable S	No		

Shopify Inc.

Meeting Date: 0 Record Date: 23 Primary Security	3/04/2024	Country: Canada Meeting Type: Annu Primary CUSIP: 825		M	icker: SHOP leeting ID: 1838346 rimary ISIN: CA82509L1076	-	Level: 3 ry SEDOL: BX86	
Earliest Cutoff Dat	te: 29/05/2024	Total Ballots: 1				Additio	nal Policy:	
Votable Shares: 3,		*Shares on Loan: 0		s	hares Instructed: 3,868		Shares Voted: 3,868	
							Vote	
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	Vote Instruc	Against	
Meeting for Holders of Subordinate Voting and Multiple Voting Shares			Mgmt	No				
1A	Elect Director Tob	vias Lutke	Mgmt	Yes	For	Agains	t Yes	
	which is considere governance practic judgment or disco	ed as a breach of recognize ices and to push the manage intent with current manage	ed good governance p gement to deliver this ement or with compar	practices. Th s change. Th ny performa		ny's corporate expression of		
	considered as a bi governance practi	reach of recognized good g	governance practices. gement to deliver this	This oppos s change. Ti	e serves as the company's CEO and ition is to flag the company's corpo his note shall not be viewed as an o nce.	orate		
1B	Elect Director Rob	oert Ashe	Mgmt	Yes	For	For	No	
1C	Elect Director Gai	l Goodman	Mgmt	Yes	For	Agains	t Yes	
		onale: Vote AGAINST the c ss pay-for-performance col			ail Goodman, as the committee ha ices over multiple years.	s failed to		
		: Vote AGAINST the comp erformance concerns and p			oodman, as the committee has fail ultiple years.	ed to adequately		
1D	Elect Director Coll	leen Johnston	Mgmt	Yes	For	For	No	
1E	Elect Director Jere	emy Levine	Mgmt	Yes	For	For	No	
1F	Elect Director Pra Mahendra-Rajah	shanth	Mgmt	Yes	For	Agains	t Yes	
	Voting Policy Ratio	onale: A vote AGAINST is v	warranted as:- The no	ominee hola	's more than four equivalent directo	orships.		
	Blended Rationale	: A vote AGAINST is warra	anted as:- The nomina	ee holds mo	re than four equivalent directorship	05.		
1G	Elect Director Lulu Meservey	J Cheng	Mgmt	Yes	For	For	No	
1H	Elect Director Tob	y Shannan	Mgmt	Yes	For	For	No	
1I	Elect Director Fidj	ji Simo	Mgmt	Yes	For	For	No	
2	Approve PricewaterhouseC as Auditors and A Board to Fix Their Remuneration	uthorize	Mgmt	Yes	For	For	No	

Shopify Inc.

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	
	factors using the Equity Plan Score plan provides for discretionary nor sufficiently limit the board's ability	e Card (EPSC), vote AGAINST to n-employee director participation to amend the plan without sho rom equity plans is excessive	this stock op on The pla areholder ap The plan co	ures, grant practices, and overriding negativ ntion plan due to the following key factors:- i n's detailed amendment provision does not oproval The plan's estimated cost is excess ontains a problematic change-in-control prov ty.	The ive		
	using the Equity Plan Score Card (provides for discretionary non-emp limit the board's ability to amend t	EPSC), vote AGAINST this stor ployee director participation. The the plan without shareholder a equity plans is excessive. The	k option pla The plan's de pproval Th plan contai	grant practices, and overriding negative fac in due to the following key factors:- The plan etailed amendment provision does not suffic ie plan's estimated cost is excessive The ins a problematic change-in-control provision	n iently		
4	Approve the Third Amended and Restated Long Term Incentive Plan	Mgmt	Yes	For	Against	Yes	
	factors using the Equity Plan Score plan provides for discretionary nor	e Card (EPSC), vote AGAINST t n-employee director participatio s is excessive The plan conta	this full-valu on The pla ins a proble	ures, grant practices, and overriding negativ e award plan due to the following key factor. n's estimated cost is excessive The compar matic change-in-control provision The CEO	s:- The ny's		
	using the Equity Plan Score Card (provides for discretionary non-emp	(EPSC), vote AGAINST this full- ployee director participation T s is excessive The plan conta	value awarc The plan's es ins a proble	grant practices, and overriding negative fac I plan due to the following key factors:- The stimated cost is excessive The company's matic change-in-control provision The CEO	plan		
5	Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	Against	Yes	
	has identified a high concern due quantitative pay-for-performance 4-digit GICS group, Composite Ind with those benchmarks. The 2023 improved in the last year, some sit to consist of only large stock optio US\$75M in equity grants in lieu of performance-vesting conditions C addition, the company's response	to RDA. After applying the fina screen exhibited a medium con lex and its own peers while the CEO pay remained the same y gnificant problematic pay pract on grant (US\$20M annually ove his 2024 annual equity award Compensation for other NEOs to the low say on pay support re-based The CEO's legacy en	ncial perfon ncern. The co e three-year vear over ye tices have b r the last th in form of s also does nc from last ye	The initial quantitative pay-for-performance s mance assessment (FPA) test, the overall ompany's one- and five-year TSR outperform TSR underperformed or performed roughly ar.Although the company's TSR performance een identified:- The CEO's compensation cor- ree years) In 2023, the COO received a tot tock options and RSUs, both without any at include any performance-based compensa- par's AGM appears to be insufficient.Further:- regreement provides for a single-trigger	ed its in line tinues al of tion.In		
	identified a high concern due to Ri pay-for-performance screen exhibi group, Composite Index and its ov benchmarks. The 2023 CEO pay re last year, some significant problem only large stock option grant (US\$ equity grants in lieu of his 2024 ar conditions Compensation for oth company's response to the low say	DA. After applying the financia ited a medium concern. The co. wn peers while the three-year emained the same year over ye natic pay practices have been i 20M annually over the last thr nual equity award in form of s er NEOs also does not include y on pay support from last yea ased The CEO's legacy emplo	l performan mpany's one TSR underpe ear.Althougl identified:- T ee years) I stock option any perform r's AGM app	nitial quantitative pay-for-performance scree ce assessment (FPA) test, the overall quantit e- and five-year TSR outperformed its 4-digit erformed or performed roughly in line with t in the company's TSR performance improved The CEO's compensation continues to consist In 2023, the COO received a total of US\$75M is and RSUs, both without any performance-v nance-based compensation.In addition, the pears to be insufficient.Further:- All of the ement provides for a single-trigger	ative GICS hose in the c of 1 in		
Ballot Details							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number E	Ballot Status Instructed		Approved Ballot Voting Status	Votable S	Shares	Shares Voted

Shopify Inc.

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

Record Date: 29/05/2024 Meeting T		Country: Germany Meeting Type: Annual Primary CUSIP: D345X	T105	M	icker: G24 leeting ID: 1821481 rimary ISIN: DE000A12DM80	-	Proxy Level: N/A Primary SEDOL: BYT9340		
Earliest Cutoff Date	e: 27/05/2024	Total Ballots: 1 *Shares on Loan: 0		Shares Instructed: 460			licy: : 460		
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt		
1	and Statutory Reports	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)		No					
2	Approve Allocation of and Dividends of EUR Share		Mgmt	Yes	For	For	No		
3	Approve Discharge of Management Board fo Year 2023		Mgmt	Yes	For	Abstain	Yes		
	Voting Policy Rationale	e: An ABSTAIN is warrant	ed as discharge is	required bu	t not binding in this market.				
	Blended Rationale: An	ABSTAIN is warranted as	s discharge is requ	ired but not	t binding in this market.				
4	Approve Discharge of Supervisory Board for Year 2023		Mgmt	Yes	For	Abstain	Yes		
	Voting Policy Rationale	e: An ABSTAIN is warrant	ed as discharge is	required bu	t not binding in this market.				
	Blended Rationale: An	ABSTAIN is warranted as	s discharge is requ	ired but not	t binding in this market.				
5	Ratify Pricewaterhous GmbH as Auditors for Year 2024 and for the of Interim Financial S until 2025 AGM	Fiscal Review	Mgmt	Yes	For	For	No		
6	Approve Remuneratio	n Report	Mgmt	Yes	For	Against	Yes		
		e: A vote AGAINST is war ation is more than two ti		ort-term remuneration is more than 150	0% of base				
		ote AGAINST is warrante ation is more than two ti		erm remuneration is more than 150% o	f base				
7.1	Elect Hans-Holger Alb the Supervisory Board		Mgmt	Yes	For	For	No		
7.2	Elect Andrea Euenheir Supervisory Board	m to the	Mgmt	Yes	For	For	No		
7.3	Elect Frank Lutz to th Supervisory Board	e	Mgmt	Yes	For	For	No		

Scout24 SE

Proposal Text	Proponent	Votable Proposal	Mgmt Rec			Vote Against Mgmt
Elect Maya Miteva to the Supervisory Board	Mgmt	Yes	For	F	For	No
Elect Sohaila Ouffata to the Supervisory Board	Mgmt	Yes	For	F	For	No
Elect Andre Schwaemmlein to the Supervisory Board	Mgmt	Yes	For	F	For	No
Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	Yes	For	,	Against	Yes
	Elect Maya Miteva to the Supervisory Board Elect Sohaila Ouffata to the Supervisory Board Elect Andre Schwaemmlein to the Supervisory Board Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased	Elect Maya Miteva to the Supervisory BoardMgmtElect Sohaila Ouffata to the Supervisory BoardMgmtElect Andre Schwaemmlein to the Supervisory BoardMgmtAuthorize Share Repurchase Program and Reissuance or Cancellation of RepurchasedMgmt	Proposal TextProponentProposalElect Maya Miteva to the Supervisory BoardMgmtYesElect Sohaila Ouffata to the Supervisory BoardMgmtYesElect Andre Schwaemmlein to the Supervisory BoardMgmtYesAuthorize Share Repurchase Program and Reissuance or Cancellation of RepurchasedMgmtYes	Proposal TextProponentProposalRecElect Maya Miteva to the Supervisory BoardMgmtYesForElect Sohaila Ouffata to the Supervisory BoardMgmtYesForElect Andre Schwaemmlein to the Supervisory BoardMgmtYesForAuthorize Share Repurchase Program and Reissuance or Cancellation of RepurchasedMgmtYesFor	Proposal TextProponentProposalRecElect Maya Miteva to the Supervisory BoardMgmtYesForElect Sohaila Ouffata to the Supervisory BoardMgmtYesForElect Andre Schwaemmlein to the Supervisory BoardMgmtYesForAuthorize Share Repurchase Program and Reissuance or Cancellation of RepurchasedMgmtYesFor	Proposal TextProponentProposalRecInstructionElect Maya Miteva to the Supervisory BoardMgmtYesForForElect Sohaila Ouffata to the Supervisory BoardMgmtYesForForElect Andre Schwaemmlein to the Supervisory BoardMgmtYesForForAuthorize Share Repurchase Program and Reissuance or Cancellation of RepurchasedMgmtYesForAgainst

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	Auto-Approved		460	460
			24/05/2024	24/05/2024			
					Total Shares:	460	460

Compagnie de Saint-Gobain SA

Record Date: 04/06/2	Meeting Date: 06/06/2024 Record Date: 04/06/2024 Primary Security ID: F80343100		ecial 10	Ν	Ticker: SGO 4eeting ID: 1828306 Primary ISIN: FR0000125007	Proxy Level: Primary SED	: N/A POL: 7380482
Earliest Cutoff Date: 29 Votable Shares: 2,040	Earliest Cutoff Date: 29/05/2024 Total Ballots: 1 Votable Shares: 2,040 *Shares on Loan: 0				ihares Instructed: 2,040	Additional Pol Shares Voted:	
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	Ordinary Business		Mgmt	No			
1	Approve Financial Si and Statutory Repor		Mgmt	Yes	For	Against	Yes
2	Approve Consolidate Statements and Stat Reports		Mgmt	Yes	For	Against	Yes
3	Approve Allocation of and Dividends of EU Share		Mgmt	Yes	For	For	No
4	Approve Auditors' S Report on Related-P Transactions		Mgmt	Yes	For	For	No

Compagnie de Saint-Gobain SA

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Against Mgmt						
5	Reelect Jean-Francois Cirelli as Director	Mgmt	Yes	For	Against	Yes						
	company has recently announced its intent both a chairperson of the board and a CEO combined on the shoulders of the current (ion to change the com to a board of director CEO, Mr. Benoît Bazin.	pany's gove s where the This choice	chairperson of the nomination committee and th ernance by shifting from a board of directors wit functions of chairperson and CEO would be is not, for us, without concerns as we do not erson. As such, this item does not warrant suppo	h							
	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.											
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						
	role for only a part of the vesting period	The board of directors	discretional	an received a full LTIP despite holding an execut ily amended the level of achievement of the RO etrics for the vested awards under the 2023								
	for only a part of the vesting period The l	board of directors discr	retionarily a	ceived a full LTIP despite holding an executive r mended the level of achievement of the ROCE etrics for the vested awards under the 2023	ole							
10	Approve Compensation of Benoit Bazin, CEO	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 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.											
	salary Total variable remuneration is more	e than 350% of base s ance criterion attached	alary The to perform	erm remuneration is more than 150% of base board of directors discretionarily amended the ance shares plan Performance metrics for the								
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						
	paid to the CEO can exceed 150% of base	salary for the STI Th the LTIP performance	e financial o conditions	use:- The total potential variable remuneration criteria in the bonus allow a partial compensator is limited The performance conditions attached not have a clawback policy.								
	the CEO can exceed 150% of base salary f	or the STI The financ P performance condition	cial criteria i ons is limite	The total potential variable remuneration paid t in the bonus allow a partial compensatory effect. d The performance conditions attached to the we a clawback college								

termination payment lack stringency.Please note:- The company does not have a clawback policy.

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 Iten	n 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 Si	hares	Shares Voted
Candriam Sustainable Global Equit Fund, AXSUGE	y 614868021	Confirmed	caksu2		caksu2	Issuer Confirmed	2,040)	2,040
any mode			27/05/2024		27/05/2024				
						Total Shares:	2,04	0	2,040

Unibail-Rodamco-Westfield NV

Meeting Date: 12/06/2024 Record Date: 15/05/2024		Country: Netherlands Meeting Type: Annual		Ticker: UNBLF Meeting ID: 1844659	Proxy Leve	Proxy Level: N/A		
Primary Security ID: N96244111		Primary CUSIP: N96244111		Primary ISIN: NL00128463	49 Primary SE	Primary SEDOL: BFMMGL1		
Earliest Cutoff Date: 04/06/2024		Total Ballots: 1			Additional Po	Additional Policy:		
Votable Shares: 9	985	*Shares on Loan: 0		Shares Instructed: 985	Shares Voted	I: 985		
Proposal			Votab	le Mgmt	Vote	Vote Against		
Number	Proposal Text	Propone		· · ·	Instruction	Mgmt		

Annual Meeting Agenda

Mgmt No

Unibail-Rodamco-Westfield NV

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec		Vote Instruction	Vote Against Mgmt	
1	Approve Remuneration Report		Mgmt	Yes	For		Against	Yes	
	Voting Policy Rationale: A vote A and the GHG emission reduction				-				
	Blended Rationale: A vote AGAIN the GHG emission reduction crite			-					
2	Approve Remuneration Policy	I	Mgmt	Yes	For		For	No	
3	Approve Financial Statements of Financial Year 2023	I	Mgmt	Yes	For		For	No	
4	Approve Discharge of Management Board	I	Mgmt	Yes	For		Against	Yes	
	Voting Policy Rationale: As disch	arge is binding or no	t compulsory	in this mai	rket, a vote AGAINST	this item is warranted.			
	Blended Rationale: As discharge	is binding or not con	npulsory in ti	his market,	a vote AGAINST this	item is warranted.			
5	Approve Discharge of Supervisory Board	I	Mgmt	Yes	For		Against	Yes	
	Voting Policy Rationale: As disch	arge is binding or no	t compulsory	in this mai	rket, a vote AGAINST	this item is warranted.			
	Blended Rationale: As discharge	is binding or not con	npulsory in ti	his market,	a vote AGAINST this	item is warranted.			
6	Approve Deloitte Accountants B.V. as Auditors	I	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	I	Mgmt	Yes	For		For	No	
9	Authorize Board to Exclude Preemptive Rights from Share Issuances for Item 7	I	Mgmt	Yes	For		For	No	
10	Authorize Board to Exclude Preemptive Rights from Share Issuances for Item 8	I	Mgmt	Yes	For		For	No	
11	Authorize Repurchase of Shares	I	Mgmt	Yes	For		For	No	
12	Amend Articles of Association	I	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	I	Mgmt	Yes	For		For	No	
14	Approve Cancellation of Shares	I	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 S	hares	Shares Voted
Candriam Sustainable Global Equit Fund, AXSUGE	y 614868021	Confirmed A	Auto-Instructed		Auto-Approved	Issuer Confirmed	985		985
		(01/06/2024		01/06/2024				
						Total Shares:	985		985

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

Whitbread Plc

Meeting Date: 1 Record Date: 14 Primary Securit		Country: United Kingdom Meeting Type: Annual Primary CUSIP: G9606P1	97	r	Ficker: WTB Meeting ID: 1860820 Primary ISIN: GB00B1KJJ408	Proxy Level: Primary SED				
Earliest Cutoff Dat	te: 12/06/2024	Total Ballots: 1				Additional Poli	cy:			
/otable Shares: 11	1,040	*Shares on Loan: 0		5	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 Sta and Statutory Repo		Mgmt	Yes	For	For	No			
2	Approve Remunerat	tion Report	Mgmt	Yes	For	Against	Yes			
	Voting Policy Rationa salary.	ale: A vote AGAINST is warran	A vote AGAINST is warranted because:- The total short-term remuneration is more than 150% of base							
	Blended Rationale: A salary.	A vote AGAINST is warranted l	because:- The	total short-t	term remuneration is more than 150% of i	base				
3	Approve Final Divide	end	Mgmt	Yes	For	For	No			
4	Elect Shelley Robert Director	ts as	Mgmt	Yes	For	For	No			
5	Re-elect Kal Atwal a	as Director	Mgmt	Yes	For	For	No			
6	Re-elect Horst Baier	r as Director	Mgmt	Yes	For	For	No			
7	Re-elect Adam Croz Director	ier as	Mgmt	Yes	For	For	No			
8	Re-elect Frank Fiske Director	ers as	Mgmt	Yes	For	For	No			
9	Re-elect Richard Gil as Director	lingwater	Mgmt	Yes	For	For	No			
10	Re-elect Karen Jone Director	es as	Mgmt	Yes	For	For	No			
11	Re-elect Chris Kenn Director	edy as	Mgmt	Yes	For	For	No			
12	Re-elect Hemant Pa Director	itel as	Mgmt	Yes	For	For	No			
13	Re-elect Dominic Pa Director	aul as	Mgmt	Yes	For	For	No			
14	Re-elect Cilla Snowb Director	ball as	Mgmt	Yes	For	For	No			
15	Reappoint Deloitte I Auditors	LLP as	Mgmt	Yes	For	For	No			
16	Authorise Board to I Remuneration of Au		Mgmt	Yes	For	For	No			
17	Authorise UK Politic Donations and Expe		Mgmt	Yes	For	For	No			
18	Authorise Issue of E	Equity	Mgmt	Yes	For	Against	Yes			
	Voting Policy Rationa percent of issued ca		nted because:-	This propos	ed issuance with preemptive rights exceed	ds 50				
	Blended Rationale: A of issued capital.	A vote AGAINST is warranted I	because:- This	proposed is	suance with preemptive rights exceeds 50	percent				
19	Authorise Issue of E without Pre-emptive		Mgmt	Yes	For	For	No			
	<i>of issued capital.</i> Authorise Issue of E	Equity					No			

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

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	11,040

Kobe Steel, Ltd.

Meeting Date: 19/06/2 Record Date: 31/03/20		Country: Japan Meeting Type: Annual			icker: 5406 feeting ID: 1868670	Proxy Level:	N/A
Primary Security ID:		Primary CUSIP: J34555250)		Primary ISIN: JP3289800009	Primary SED	OL: 6496023
Earliest Cutoff Date: 17/	06/2024	Total Ballots: 1				Additional Pol	icy:
Votable Shares: 18,700		*Shares on Loan: 0		s	hares Instructed: 18,700	Shares Voted:	18,700
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Katsuk Yoshihiko	zawa,	Mgmt	Yes	For	For	No
1.2	Elect Director Nagara	a, Hajime	Mgmt	Yes	For	For	No
1.3	Elect Director Sakam	ioto, Koichi	Mgmt	Yes	For	For	No
1.4	Elect Director Miyaok	ka, Shinji	Mgmt	Yes	For	For	No
1.5	Elect Director Kimoto	o, Kazuhiko	Mgmt	Yes	For	For	No
1.6	Elect Director Ito, Yu	ımiko	Mgmt	Yes	For	For	No
1.7	Elect Director Kitaga Shinsuke	wa,	Mgmt	Yes	For	For	No
1.8	Elect Director Tsukaı Yoshie	noto,	Mgmt	Yes	For	For	No
2.1	Elect Director and Au Committee Member Yuichiro		Mgmt	Yes	For	For	No

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 A be an audit committee member			warranted l	because:- This outside o	director candidate who w	ill		
	Blended Rationale: A vote AGAI audit committee member lacks i		ominee is warr	ranted becau	ise:- This outside direct	tor candidate who will be	an		
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 S	hares	Shares Voted
Candriam Sustainable Global Equ Fund, AXSUGE	ity 614868021	Confirmed	Auto-Instructed		Auto-Approved		18,70	0	18,700
			14/06/2024		14/06/2024				
						Total Shares:	18,70	0	18,700

Kingfisher plc

Meeting Date: 2	20/06/2024	Country: United Kingo	lom	т	icker: KGF	Proxy Level	: N/A
Record Date: 18	3/06/2024	Meeting Type: Annua	I	м	feeting ID: 1838536		
Primary Securit	y ID: G5256E441	Primary CUSIP: G52	56E441	Р	rimary ISIN: GB0033195214	Primary SED	OL: 3319521
Earliest Cutoff Dat	te: 14/06/2024	Total Ballots: 1				Additional Pol	icy:
Votable Shares: 54,601 *Shares of		*Shares on Loan: 0		s	hares Instructed: 54,601	Shares Voted:	54,601
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial St and Statutory Repo		Mgmt	Yes	For	For	No
2	Approve Remunera	tion Report	Mgmt	Yes	For	Against	Yes
	Voting Policy Ration	Voting Policy Rationale: A vote AGAINST is warranted as:- Total variab			nuneration is more than 350% of base s	salary.	
	Blended Rationale: A vote AGAINST is warranted as:- Total variable			ble remuner	ration is more than 350% of base salary	/.	
3	Approve Final Divid	end	Mgmt	Yes	For	For	No

Kingfisher plc

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
		hile such concern does	not trigger	e posts are not filled by underrepresented s a vote AGAINST the director elections until . hin the legal deadline.		
	-	ch concern does not tri	gger a vote	sts are not filled by underrepresented sex w AGAINST the director elections until 2026, u the legal deadline.		
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
	Voting Policy Rationale: A vote AGAINST is	warranted as:- The cu	ırrent audite	or tenure exceeds 10 years (i.e. 15 years).		
	Blended Rationale: A vote AGAINST is war	ranted as:- The curren	t auditor tei	nure exceeds 10 years (i.e. 15 years).		
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
	Voting Policy Rationale: A vote AGAINST is percent of issued capital.	warranted because:-	This propos	ed issuance with preemptive rights exceeds	50	
	Blended Rationale: A vote AGAINST is ward of issued capital.	ranted because:- This ,	proposed is	suance with preemptive rights exceeds 50 p	ercent	
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 th	he authority to reduce	the notice t	o convene a shareholders' meeting is warrai	nted.	
	Blended Rationale: A vote AGAINST the au	thority to reduce the r	notice to cor	ovene a shareholders' meeting is warranted.		

Blended Rationale: A vote AGAINST the authority to reduce the notice to convene a shareholders' meeting is warranted.

Kingfisher 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		54,601	54,601
			11/06/2024	11/06/2024			
					Total Shares:	54,601	54,601

Ricoh Co., Ltd.

Meeting Date: 20/				т	icker: 7752	Proxy Level	: N/A
Record Date: 31/0	3/2024	Meeting Type: Annua	al	M	leeting ID: 1867549		
Primary Security	ID: J64683105	Primary CUSIP: J64	683105	P	rimary ISIN: JP3973400009	Primary SED	DOL: 6738220
Earliest Cutoff Date:	18/06/2024	Total Ballots: 1				Additional Pol	licy:
Votable Shares: 5,90	0	*Shares on Loan: 0		s	hares Instructed: 5,900	Shares Voted	: 5,900
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation with a Final Divide		Mgmt	Yes	For	For	No
2.1	Elect Director Yan Yoshinori	nashita,	Mgmt	Yes	For	Against	Yes
	Voting Policy Rationale: A vote AGAINST this din company's unfavorable ROE performance.		director nominee is	warranted l	necause: * Top management is responsi	ible for the	
	Blended Rationale: company's unfavoi	ctor nominee is warr	anted becau	ise: * Top management is responsible f	or the		
2.2	Elect Director Oya	ma, Akira	Mgmt	Yes	For	Against	Yes
	Voting Policy Rationale: A vote AGAINST this dia company's unfavorable ROE performance.		director nominee is	warranted l	necause: * Top management is responsi	ible for the	
		A vote AGAINST this dire rable ROE performance.	ctor nominee is warr	anted becau	ise: * Top management is responsible f	or the	
2.3	Elect Director Kaw Takashi	vaguchi,	Mgmt	Yes	For	For	No
2.4	Elect Director Yok	o, Keisuke	Mgmt	Yes	For	For	No
2.5	Elect Director Tan	i, Sadafumi	Mgmt	Yes	For	For	No
2.6	Elect Director Ishi Kazuhiko	mura,	Mgmt	Yes	For	For	No
2.7	Elect Director Ishi Shigenao	guro,	Mgmt	Yes	For	For	No
2.8	Elect Director Tak	eda, Yoko	Mgmt	Yes	For	For	No
3.1	Appoint Statutory Nishinomiya, Kazu		Mgmt	Yes	For	For	No
3.2	Appoint Statutory Suzuki, Kunimasa	Auditor	Mgmt	Yes	For	For	No
3.3	Appoint Statutory Otsuka, Toshihiro	Auditor	Mgmt	Yes	For	For	No
4	Approve Annual B	onus	Mgmt	Yes	For	For	No

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:	5,900	5,900

Sekisui Chemical Co., Ltd.

Meeting Date: 2	20/06/2024	Country: Japan		т	icker: 4204	Proxy Level	: N/A
Record Date: 31	/03/2024	Meeting Type: Annual		M	leeting ID: 1869150		
Primary Securit	y ID: J70703137	Primary CUSIP: J7070)3137	P	rimary ISIN: JP3419400001	Primary SEI	DOL: 6793821
Earliest Cutoff Dat	te: 18/06/2024	Total Ballots: 1				Additional Po	licy:
Votable Shares: 10	0,000	*Shares on Loan: 0		s	hares Instructed: 10,000	Shares Voted	: 10,000
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocatic with a Final Divid	-	Mgmt	Yes	For	For	No
2.1	Elect Director Ko	ge, Teiji	Mgmt	Yes	For	For	No
2.2	Elect Director Kat	to, Keita	Mgmt	Yes	For	For	No
2.3	Elect Director Kai Futoshi	niwaki,	Mgmt	Yes	For	For	No
2.4	Elect Director Hir	ai, Yoshiyuki	Mgmt	Yes	For	For	No
2.5	Elect Director Shi	mizu, Ikusuke	Mgmt	Yes	For	For	No
2.6	Elect Director Yos Masahide	shida,	Mgmt	Yes	For	For	No
2.7	Elect Director Mu Kazuya	rakami,	Mgmt	Yes	For	For	No
2.8	Elect Director Oe	da, Hiroshi	Mgmt	Yes	For	For	No
2.9	Elect Director No.	zaki, Haruko	Mgmt	Yes	For	For	No
2.10	Elect Director Ko	ezuka, Miharu	Mgmt	Yes	For	For	No
2.11	Elect Director Miy	vai, Machiko	Mgmt	Yes	For	For	No
2.12	Elect Director Ha Yoshihiko	tanaka,	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:	10,000	10,000

Daiwa Securities Group, Inc.

Meeting Date: 21/06/2 Record Date: 31/03/20 Primary Security ID: 2)24	Country: Jap Meeting Typ Primary CUS		L	Ν	icker: 8601 feeting ID: 1867936 Primary ISIN: JP350220	00003		Proxy Level Primary SEI	: N/A DOL: 6251448	
Earliest Cutoff Date: 19/0)6/2024	Total Ballots:	1						Additional Po	licy:	
/otable Shares: 2,500		*Shares on Lo	an: 0		s	hares 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	ì,		Mgmt	Yes	For			For	No	
1.4	Elect Director Tashiro,	, Keiko		Mgmt	Yes	For			For	No	
1.5	Elect Director Sato, Ei	iji		Mgmt	Yes	For			For	No	
1.6	Elect Director Hanaok Sachiko	a,		Mgmt	Yes	For			For	No	
1.7	Elect Director Kawai,	Eriko		Mgmt	Yes	For			For	No	
1.8	Elect Director Nishikav Katsuyuki	wa,		Mgmt	Yes	For			For	No	
1.9	Elect Director Iwamot	o, Toshio		Mgmt	Yes	For			For	No	
1.10	Elect Director Muraka Yumiko	mi,		Mgmt	Yes	For			For	No	
1.11	Elect Director Iki, Nor	iko		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 Numb	er Bal	lot Status	Instructed		Approved	Ballot Voting	Status	Votable S	hares	Shares Voted
Candriam Sustainable Global Equ Fund, AXSUGE	uity 614868021	Cor	firmed	Auto-Instructed		Auto-Approved			2,50)	2,500
, , , , , , , , , , , , , , , , ,				16/06/2024		16/06/2024					
								Total Shares:	2,50	0	2,500

Elia Group SA/NV

Meeting Date: 21	/06/2024	Country: Belgium		т	icker: ELI	Proxy Level:	: N/A
Record Date: 07/0	06/2024	Meeting Type: Extraordinar Shareholders	у	Ν	feeting ID: 1874489		
Primary Security	ID: B35656105	Primary CUSIP: B3565610	5	F	Primary ISIN: BE0003822393	Primary SED	OL: B09M9F4
Earliest Cutoff Date	: 13/06/2024	Total Ballots: 1				Additional Pol	icy:
Votable Shares: 149	1	*Shares on Loan: 0		s	hares Instructed: 149	Shares Voted:	149
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
Number	Proposal Text		rioponent	rioposai	Rec	1150 0000	- ignic

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 o the Companies and Associations Code		Mgmt	No					
2	Approve Authorization to Increase Share Capital up to percent of Authorized Capital by Various Means and Amend Article 7 of the Articles of Association		Mgmt	Yes	For		For	No	
	Voting Policy Rationale: A vote finance the company's update background and planning on it 2023 The planned Capex exp approvals The company has market reaction to the update extensive time horizon on this to 20 percent of current issued	d Capex programm investments as part penditure is largely also provided furth d capex programme specific capital aut	e for the next fi of its strategy (part of regulate er details on ex e was positive.F	ive years (20 update as ex ed developm pected retur lowever, this	24-2028) The plained on the ent plans and a ns (ROE of 7-8 s is not without	e company has provided com capital markets day on Dec. is such subject to further regu percent) in the coming years some level of concern for the	oelling 8, ulatory c, and e		
	Blended Rationale: A vote FOI company's updated Capex pro and planning on investments a planned Capex expenditure is The company has also provide reaction to the updated capex time horizon on this specific ca percent of current issued capit	ogramme for the ne. as part of its strateg largely part of regu ed further details or r programme was po apital authorization	xt five years (20 gy update as ex ulated developm n expected retui ositive.However	024-2028) plained on to pent plans ar rns (ROE of . r, this is not	The company h he capital mark nd as such subje 7-8 percent) in without some le	nas provided compelling back ets day on Dec. 8, 2023 The ect to further regulatory appr the coming years, and marke evel of concern for the extens	ground e ovals et sive		
Ballot Details									
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed		Approved	Ballot Voting Status	Votable S	hares	Shares Voted

(IA Name, IA Number)	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	149

Hitachi Ltd.

Record Date: 31/03	eting Date: 21/06/2024Country: Japancord Date: 31/03/2024Meeting Type: Annualmary Security ID: J20454112Primary CUSIP: J20454112		2	Ν	icker: 6501 leeting ID: 1871076 'rimary ISIN: JP3788600009		Proxy Level: N/A Primary SEDOL: 6429104	
Earliest Cutoff Date: Votable Shares: 3,600	Earliest Cutoff Date: 19/06/2024 Total Ballots: 1 /otable Shares: 3,600 *Shares on Loan: 0		Shar		Shares Instructed: 3,600		Additional Policy: 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 \	/enkatesan	Mgmt	Yes	For		For	No
1.3	Elect Director Sugav	vara, Ikuro	Mgmt	Yes	For		For	No
1.4	Elect Director Isabe Deschamps	le	Mgmt	Yes	For		For	No
1.5	Elect Director Joe H	arlan	Mgmt	Yes	For		For	No

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	Auto-Approved		3,600	3,600
			16/06/2024	16/06/2024			
					Total Shares:	3,600	3,600

Informa Plc

Meeting Date: 21/06/2 Record Date: 19/06/20 Primary Security ID:)24	Country: United Kingdom Meeting Type: Annual Primary CUSIP: G4770L10	06	Ν	ricker: INF Meeting ID: 1857578 Primary ISIN: GB00BMJ6DW54	Proxy Leve Primary SE	:I: N/A :DOL: BMJ6DW5
Earliest Cutoff Date: 17/0 Votable Shares: 33,541	06/2024	Total Ballots: 1 *Shares on Loan: 0		S	hares Instructed: 33,541	Additional P Shares Vote	-
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Re-elect John Rishtor Director	n as	Mgmt	Yes	For	For	No
2	Re-elect Stephen Car Director	ter as	Mgmt	Yes	For	For	No
3	Re-elect Mary McDov Director	vell as	Mgmt	Yes	For	For	No
4	Re-elect Gareth Wrig Director	ht as	Mgmt	Yes	For	For	No
5	Re-elect Gill Whitehe Director	ad as	Mgmt	Yes	For	For	No
6	Re-elect Louise Smal Director	ley as	Mgmt	Yes	For	For	No
7	Re-elect Patrick Mart Director	ell as	Mgmt	Yes	For	For	No
8	Re-elect Joanne Wils Director	on as	Mgmt	Yes	For	For	No
9	Re-elect Zheng Yin a	s Director	Mgmt	Yes	For	For	No

Informa Plc

roposal lumber	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 peers Total variable remuneration is more			peration is more than two times the median of		
	Blended Rationale: A vote AGAINST is warr Total variable remuneration is more than 35		l remunerati	ion is more than two times the median of peers	2	
13	Approve Remuneration Policy	Mgmt	Yes	For	Against	Yes
	Voting Policy Rationale: A vote AGAINST is executives can exceed 150% of base salary			-		
	Blended Rationale: A vote AGAINST is warra exceed 150% of base salary for the STI and		-	al variable remuneration paid to the executives ation.	s can	
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 percent of issued capital.	warranted because:-	This propose	ed issuance with preemptive rights exceeds 50		
	Blended Rationale: A vote AGAINST is warra of issued capital.	anted because:- This	proposed is	suance with preemptive rights exceeds 50 perc	ent	
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	e authority to reduce	the notice to	o convene a shareholders' meeting is warranted	d.	
	Blended Rationale: A vote AGAINST the aut	hority to reduce the r	notice to con	vene a shareholders' meeting is warranted.		
allot Details						
nstitutional Account Detail	Custodian					

Ballot Detail	s

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	33,541

Informa Plc

NEC Corp.

Meeting Date: 21/06/20)24	Country: Ja	apan		т	icker: 6701		Proxy Level	: N/A	
Record Date: 31/03/202	24	Meeting Ty	ype: Annual		N	leeting ID: 1871079				
Primary Security ID: J	48818207	Primary C	USIP: J48818207	7	P	rimary ISIN: JP3733	3000008	Primary SEI	DOL: 6640400	
Earliest Cutoff Date: 19/06	5/2024	Total Ballot	s: 1					Additional Po	licy:	
/otable Shares: 5,600		*Shares on	Loan: 0		s	hares Instructed: 5,60	0	Shares Voted	: 5,600	
Proposal Number	Proposal Text			Proponent	Votable Proposal	Mgmt Rec		Vote Instruction	Vote Against Mgmt	
1.1	Elect Director Christir Ahmadjian	a		Mgmt	Yes	For		For	No	
1.2	Elect Director Oka, M	asashi		Mgmt	Yes	For		For	No	
1.3	Elect Director Okada,	Kyoko		Mgmt	Yes	For		For	No	
1.4	Elect Director Mochiz Harufumi	uki,		Mgmt	Yes	For		For	No	
1.5	Elect Director Okada,	Joji		Mgmt	Yes	For		For	No	
1.6	Elect Director Yamad Yoshihito	a,		Mgmt	Yes	For		For	No	
1.7	Elect Director Sato, S	hinjiro		Mgmt	Yes	For		For	No	
1.8	Elect Director Nagata	, Shiori		Mgmt	Yes	For		For	No	
1.9	Elect Director Niino, 1	Fakashi		Mgmt	Yes	For		For	No	
1.10	Elect Director Morita,	Takayuki		Mgmt	Yes	For		For	No	
1.11	Elect Director Fujikav	va, Osamu		Mgmt	Yes	For		For	No	
1.12	Elect Director Matsuk Hajime	ura,		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 Numi	per E	Ballot Status	Instructed		Approved	Ballot Voting Status	Votable S	hares	Shares Voted
Candriam Sustainable Global Equit Fund, AXSUGE	ty 614868021	C	Confirmed	Auto-Instructed		Auto-Approved		5,600)	5,600
,				16/06/2024		16/06/2024				

Total Shares: 5,600 5,600

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

Nitto Denko Corp.

Earliest Cutoff Date: 19/0	6/2024 Total Bal	lots: 1					Additional Po	licv:	
Votable Shares: 900		on Loan: 0		s	hares Instructed: 900		Shares Voted:	-	
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	
	Voting Policy Rationale: Given t roles are clearly separated at co Therefore, we encourage the co investors to make informed dec	ompanies which rais ompany to provide o	es questions d	n the mana	gement of potential co	onflict of interests cases.	ΈO		
	Blended Rationale: Given the di roles are clearly separated at co Therefore, we encourage the co investors to make informed dec	ompanies which rais ompany to provide o	es questions o	n the mana	gement of potential co	onflict of interests cases.			
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	Votable Sl	hares Shar	es Voted

(IA Name, IA Number)	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		900	900	
			16/06/2024	16/06/2024				
					Total Shares:	900	900	:

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

MS&AD Insurance Group Holdings, Inc.

Earliest Cutoff Date: 20	/06/2024 Total Ballots: 1				Additional P	olicy:
Votable Shares: 3,800	*Shares on Loan: 0		s	hares Instructed: 3,800	Shares Vote	d: 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
	Voting Policy Rationale: A vote AGAINST th company's capital misallocation. * The non over insurance premiums.					
	Blended Rationale: A vote AGAINST this di company's capital misallocation. * The non over insurance premiums.					
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	Votable Shares	Shares Voted
Candriam Sustainable Global Equity Fund, AXSUGE	614868021	Confirmed	Auto-Instructed	Auto-Approved		3,800	3,800
			17/06/2024	17/06/2024			
					= Total Shares:	3,800	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

Panasonic Holdings Corp.

Votable Proposal Yes erall tenure, o overall tenure, o verall tenure, o	Mgmt Rec For controversies and the need to increase board e, controversies and the need to increase board For controversies and the need to increase board e, controversies and the need to increase board For For <	Against d For Against	t: 46,600 Vote Against Mgmt Yes Yes No Yes No No No No No No No	
Proposal Yes erall tenure, o overall tenure, o Yes erall tenure, o overall tenure, o verall tenure, o overall tenure, o verall tenure, o	Rec For controversies and the need to increase board e, controversies and the need to increase board For controversies and the need to increase board e, controversies and the need to increase board e, controversies and the need to increase board For For <tr td=""> <tr td=""></tr></tr>	Instruction Against d Against d For Against d For Against d For For	Against Mgmt Yes Yes No Yes No No No No	
erall tenure, o overall tenure, o Yes erall tenure, o overall tenure, o Yes erall tenure, o overall tenure, o overall tenure, o Yes Yes Yes Yes Yes Yes Yes	controversies and the need to increase board e, controversies and the need to increase board For controversies and the need to increase board e, controversies and the need to increase board For For controversies and the need to increase board e, controversies and the need to increase board For For For For For For For	d Against for Against d For For For For For For	Yes No Yes No No No	
overall tenure Yes erall tenure, o overall tenure Yes Yes erall tenure, o overall tenure Yes Yes Yes Yes Yes Yes Yes	e, controversies and the need to increase board For controversies and the need to increase board e, controversies and the need to increase board For For controversies and the need to increase board e, controversies and the need to increase board For For For For For For For For	Against Against For Against For For For For For For For For For Fo	No Yes No No No	
Yes erall tenure, o overall tenure, o Yes Yes erall tenure, o overall tenure, o Yes Yes Yes Yes Yes Yes Yes	For controversies and the need to increase board e, controversies and the need to increase board For For controversies and the need to increase board e, controversies and the need to increase board For For For For For For For For	Against Against For Against For For For For For For For For For Fo	No Yes No No No	
erall tenure, o overall tenuro Yes Yes erall tenure, o overall tenuro Yes Yes Yes Yes Yes Yes Yes	controversies and the need to increase board e, controversies and the need to increase board For For controversies and the need to increase board e, controversies and the need to increase board For For For For For	d For Against d For For For For For	No Yes No No No	
overall tenuro Yes Perall tenure, o overall tenuro Yes Yes Yes Yes Yes Yes	e, controversies and the need to increase board For For controversies and the need to increase board e, controversies and the need to increase board For For For For For	For Against d For For For For	Yes No No No No	
Yes Yes erall tenure, o overall tenuro Yes Yes Yes Yes Yes Yes	For For controversies and the need to increase board controversies and the need to increase board For For For For For	For Against d For For For For	Yes No No No No	
Yes erall tenure, o overall tenure Yes Yes Yes Yes Yes	For controversies and the need to increase board e, controversies and the need to increase board For For For For	Against d For For For For	Yes No No No No	
erall tenure, o overall tenuro Yes Yes Yes Yes Yes	controversies and the need to increase board e, controversies and the need to increase board For For For For For	d For For For For	No No No No	
overall tenuro Yes Yes Yes Yes Yes Yes	e, controversies and the need to increase board For For For For For	For For For For	No No No	
Yes Yes Yes Yes Yes	For For For For	For For For For	No No No	
Yes Yes Yes Yes	For For For	For For For	No No No	
Yes Yes Yes	For For For	For For	No No	
Yes Yes	For For	For	No	
Yes	For			
		For	No	
	For		110	
Yes		For	No	
Yes	For	For	No	
Yes	For	For	No	
Yes	For	For	No	
Yes	For	For	No	
Yes	For	For	No	
	Approved Ballot Voting Status	Votable S	Shares !	Shares Voted
	rhermann	46,6	DO	46,600
	14/06/2024			
	Yes	Yes For Yes For Approved Ballot Voting Status rhermann 14/06/2024	Yes For Yes For Approved Ballot Voting Status Votable S rhermann 46,60	Yes For For No Yes For For No Approved Ballot Voting Status Votable Shares rhermann 46,600

Meeting Date: 25/06/2 Record Date: 31/03/20 Primary Security ID: 3	24	-	Japan T ype: Annual C USIP: J008821	26	Ticker: 2802 Meeting ID: 1868669 Primary ISIN: JP3119600009			Proxy Level: N/A Primary SEDOL: 6010906		
Earliest Cutoff Date: 23/0	6/2024	Total Ballo	ts: 1					Additional Policy:		
Votable Shares: 4,600		*Shares or	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 with a Final Divide			Mgmt	Yes	For		For	No	
2.1	Elect Director Iwat	a, Kimie		Mgmt	Yes	For		For	No	
2.2	Elect Director Naka	iyama, Joji		Mgmt	Yes	For		For	No	
2.3	Elect Director Indo	, Mami		Mgmt	Yes	For		For	No	
2.4	Elect Director Hatt	a, Yoko		Mgmt	Yes	For		For	No	
2.5	Elect Director Scot Davis	t Trevor		Mgmt	Yes	For		For	No	
2.6	Elect Director Wag Yukako	atsuma,		Mgmt	Yes	For		For	No	
2.7	Elect Director Fujie	, Taro		Mgmt	Yes	For		For	No	
2.8	Elect Director Shira Hiroshi	igami,		Mgmt	Yes	For		For	No	
2.9	Elect Director Sasa	ki, Tatsuya		Mgmt	Yes	For		For	No	
2.10	Elect Director Saito	, Takeshi		Mgmt	Yes	For		For	No	
2.11	Elect Director Mats Takumi	uzawa,		Mgmt	Yes	For		For	No	
Ballot Details										
Institutional Account Detail (IA Name, IA Number)	Custodian Account Nu	ımber	Ballot Status	Instructed		Approved	Ballot Voting Status	Votable S	hares	Shares Voted
Candriam Sustainable Global Equ	ity 614868021		Confirmed	Auto-Instructed		Auto-Approved		4,600	D	4,600
Fund, AXSUGE										

Santen Pharmaceutical Co., Ltd.

Meeting Date: 25/06	/2024	Country: Japan		т	icker: 4536	Proxy Level:	: N/A	
Record Date: 31/03/2	2024	Meeting Type: Annual		M	Meeting ID: 1870421			
Primary Security ID	: J68467109	Primary CUSIP: J6846	7109	Р	rimary ISIN: JP3336000009	Primary SED	Primary SEDOL: 6776606	
Earliest Cutoff Date: 23	8/06/2024	Total Ballots: 1				Additional Pol	icy:	
Votable Shares: 2,500		*Shares on Loan: 0		S	hares 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 with a Final Dividen	-	Mgmt	Yes	For	For	No	
2.1	Elect Director Kurok	awa, Akira	Mgmt	Yes	For	For	No	

20/06/2024

Total Shares:

4,600

4,600

20/06/2024

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 S	hares	Shares Voted
Candriam Sustainable Global Equ Fund, AXSUGE	ity 614868021	Confirmed	Auto-Instructed		Auto-Approved		2,500)	2,500
			20/06/2024		20/06/2024				
						Total Shares:	2,50	0	2,500

SECOM Co., Ltd.

Meeting Date: 2	25/06/2024	Country: Japan		т	i cker: 9735	Prox	y Level:	N/A
Record Date: 3	1/03/2024	Meeting Type: Annu	Jal	N	leeting ID: 1873145			
Primary Securit	ty ID: J69972107	Primary CUSIP: J69	J69972107		Primary ISIN: JP3421800008		Primary SEDOL: 6791591	
Earliest Cutoff Da	ate: 23/06/2024	Total Ballots: 1				Addit	ional Pol	icy:
Votable Shares: 2,900 *Shares on Loa		*Shares on Loan: 0		s	hares Instructed: 2,900	Share	Shares Voted: 2,900	
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	Vote Instr	uction	Vote Against Mgmt
1	Approve Allocation with a Final Divide		Mgmt	Yes	For	For		No
2	Amend Articles to Provisions on Num Directors		Mgmt	Yes	For	For		No
3.1	Elect Director Yosh Yasuyuki	iida,	Mgmt	Yes	For	For		No
3.2	Elect Director Fuse	, Tatsuro	Mgmt	Yes	For	For		No
3.3	Elect Director Yam Yoshinori	anaka,	Mgmt	Yes	For	For		No
3.4	Elect Director Naga	ao, Seiya	Mgmt	Yes	For	For		No
3.5	Elect Director Naka	ada, Takashi	Mgmt	Yes	For	For		No

SECOM Co., Ltd.

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	Auto-Approved		2,900	2,900
,			20/06/2024	20/06/2024			
					= Total Shares:	2,900	2,900

Aroundtown SA

Record Date: 12	Meeting Date: 26/06/2024 Country: Luxembourg Record Date: 12/06/2024 Meeting Type: Annual Primary Security ID: L0269F109 Primary CUSIP: L0269F1		ual	м	icker: AT1 leeting ID: 1869788 rimary ISIN: LU1673108939		Proxy Level: N/A Primary SEDOL: BF0CK44		
Earliest Cutoff Da	te: 17/06/2024	Total Ballots: 1				Additional Po	blicy:		
Votable Shares: 10	6,635	*Shares on Loan: 0		Shares Instructed: 16,635			1: 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	Receive Auditor's Report		No					
3	Approve Financ	ial Statements	Mgmt	Yes	For	For	No		
4	Approve Consol Statements and Reports		Mgmt	Yes	For	For	No		
5	Approve Allocat	ion of Loss	Mgmt	Yes	For	For	No		
	- ,	Voting Policy Rationale: Aroundtown is not paying a divic losses over the past fiscal years.			nded Dec. 31, 2023 because of the co	mpany's net			
	Blended Rationa losses over the p		ng a dividend for fiscal	' year ended	Dec. 31, 2023 because of the compar	ny's net			
6	Approve Discha	rge of Directors	Mgmt	Yes	For	Against	Yes		
	Voting Policy Ra	tionale: As discharge is bind	ding or not compulsor;	v in this ma	rket, a vote AGAINST this item is warra	anted.			
	Blended Rationa	le: As discharge is binding of	or not compulsory in t	his market,	a vote AGAINST this item is warranted	1.			

Aroundtown SA

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec		Vote Instruction	Vote Against Mgmt	
7	Renew Appointment of KPM Audit S.a r.l. as Auditor	3	Mgmt	Yes	For		For	No	
8	Approve Remuneration Repo	ort	Mgmt	Yes	For		Against	Yes	
	Voting Policy Rationale: A vo significant base salaries incre- with respect to the 2023 rem disclosed, which does not all EUR 750,000 for his perform, per annum as per 2024, and remuneration policy The co Frank Roseen and Jelena Afx share-based compensation (c agreement for fiscal year 2022 shareholders to fully underst	ases of executives (uneration report La ow shareholders to as ance in 2023, to take 384.6 percent of the mpany recorded an e entiou who have waiv or the cash equivalent 3 The company's re	Continued and a cck of disclosure sess the string effect as of fin maximum payo xpense for the ved any and all t of such shares	concerning l on the STI ency of this ancial year 2 out opportur share-based claims rega s) that may	ack of response to sig targets and achieven plan Barak Bar-Hen 2024, which is 5x high ity. This is not in line I remuneration for dir rding the vesting and, be due under existing	nificant shareholder disse nents, only the payout is received an annual bonus her than the STI target va with company's rectors Oschrie Massatschi (/or payment of any long t n long term incentive	s of lue i,		
	Blended Rationale: A vote AC significant base salaries incre- with respect to the 2023 rem disclosed, which does not all EUR 750,000 for his perform, per annum as per 2024, and remuneration policy The co Frank Roseen and Jelena Afx share-based compensation (c agreement for fiscal year 2022 shareholders to fully understa	ases of executives (uneration report La ow shareholders to as ance in 2023, to take 384.6 percent of the mpany recorded an e entiou who have waiv or the cash equivalent 3 The company's re	Continued and cck of disclosure ssess the string effect as of fin maximum payo xpense for the ved any and all t of such shares	concerning l e on the STI ency of this ancial year 2 put opportur share-based claims rega s) that may	ack of response to sig targets and achieven plan Barak Bar-Hen 2024, which is 5x high ity. This is not in line I remuneration for dir rding the vesting and, be due under existing	gnificant shareholder disse nents, only the payout is received an annual bonus her than the STI target va with company's rectors Oschrie Massatschi Vor payment of any long t nong term incentive	s of lue i,		
9	Approve Share Repurchase		Mgmt	Yes	For		Against	Yes	
	Voting Policy Rationale: A vo percent of the shares outstar					repurchased exceeds 10			
	Blended Rationale: A vote AC of the shares outstanding 1				of shares to be repur	rchased exceeds 10 percen	nt		
Ballot Details									
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed		Approved	Ballot Voting Status	Votable S	hares	Shares Voted
Candriam Sustainable Global Equ Fund, AXSUGE	ity 614868021	Confirmed	Auto-Instructed		Auto-Approved		16,63	35	16,635
Fulla, AXSUGE			14/06/2024		14/06/2024				

Tokyu Fudosan Holdings Corp.

Meeting Date: 26/06	5/2024	Country: Japan		т	icker: 3289	Proxy Level	: N/A
Record Date: 31/03/2	2024	Meeting Type: Annual		N	feeting ID: 1873157		
Primary Security ID	: J88764105	Primary CUSIP: J8876410	5	P	rimary ISIN: JP3569200003	Primary SED	OOL: BDC6LT2
Earliest Cutoff Date: 24	4/06/2024	Total Ballots: 1				Additional Pol	licy:
Votable Shares: 6,100		*Shares on Loan: 0		s	hares Instructed: 6,100	Shares Voted:	: 6,100
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
	Approve Allocation		Mgmt	Yes	For	For	No

14/06/2024

Total Shares:

16,635

16,635

14/06/2024

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	6,100

Ypsomed Holding AG

Meeting Date: 26/06/ Record Date:	2024	Country: Switzerland Meeting Type: Annual		-	Ficker: YPSN Meeting ID: 1812602	Proxy Level:	: N/A
Primary Security ID:	H9725B102	Primary CUSIP: H9725B10	2		Primary ISIN: CH0019396990	Primary SED	OOL: B02SWN8
Earliest Cutoff Date: 13, Votable Shares: 100	/06/2024	Total Ballots: 1 *Shares on Loan: 0		s	Shares Instructed: 100	Additional Pol Shares Voted:	
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Sta and Statutory Repor		Mgmt	Yes	For	For	No

Ypsomed Holding AG

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				
	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 o	or not compulsory in t	this market,	a vote AGAINST this item is warrante	ed.					
5	Amend Articles Re: Time Periods for Remuneration	Mgmt	Yes	For	For	No				
6.1	Approve Remuneration Report	Mgmt	Yes	For	Against	Yes				
	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.									
	Blended Rationale: A vote AGAINST the ren provided to explain the performance achieve performance-based compensation The rep	ements underlying va	riable payou	Its Non-executive directors continue						
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				
	Voting Policy Rationale: A vote AGAINST this proposal is warranted because it allows for the grant of performance-based compensation to non-executive directors.									
	Blended Rationale: A vote AGAINST this pro compensation to non-executive directors.	pposal is warranted be	ecause it allo	ows for the grant of performance-base	ed					
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				

Ypsomed Holding AG

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			
	Voting Policy Rationale: A vote AGAINST the level of gender diversity on the board are not filled by underrepresented sex wi AGAINST the director elections until 2026 legal deadline.	l is less than 33 percent. hich will be required as c	We note th of June 2020	at 40 percent of the board's non-exec 6. While such concern does not trigge	cutive posts er a vote				
	Blended Rationale: A vote AGAINST is wa level of gender diversity on the board is l not filled by underrepresented sex which the director elections until 2026, we enco deadline.	ess than 33 percent.We will be required as of Ju	note that 4 ne 2026. W	0 percent of the board's non-executiv /hile such concern does not trigger a	<i>ve posts are vote AGAINST</i>				
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			
	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.								
	Blended Rationale: The election of the no considered as a breach of recognized goo practices and to push the management to discontent with current management or v	od governance practices. o deliver this change. Th	This oppos his note shai	sition is to flag the companys corpora	te governance				
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			
	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.								
	Blended Rationale: A vote AGAINST is wa level of gender diversity on the board is l		nominee is t	the chair of the Nomination Committe	ee and the				
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			
	Voting Policy Rationale: A vote AGAINST (i.e.46.04%).	is warranted as:- Non-a	udit fees ex	ceed 40% of total fees paid to the al	ıditor				
	Blended Rationale: A vote AGAINST is wa	arranted as:- Non-audit i	fees exceed	40% of total fees paid to the auditor	r (i.e.46.04%).				
8	Transact Other Business (Voting)	Mgmt	Yes	For	Against	Yes			
	Voting Policy Rationale: A vote AGAINST shareholder to the proxy in case new vot board of directors The content of these shareholders' best interest to vote agains	ing items or counterprop new items or counterpro	oosals are ir oposals is n	ntroduced at the meeting by sharehol ot known at this time. Therefore, it is	lders or the				
	Blended Rationale: A vote AGAINST is wa the proxy in case new voting items or cou directors The content of these new item interest to vote against this item on a pre	unterproposals are introd ns or counterproposals is	duced at the	e meeting by shareholders or the boa	ord of				

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	100

3i Group PLC

Meeting Date: 27/06/2024 Country: United Kingdo Record Date: 25/06/2024 Meeting Type: Annual Primary Security ID: G88473148 Primary CUSIP: G8847			Ticker: III Meeting ID: 1869015 .48 Primary ISIN: GB00B1YW4409		feeting ID: 1869015	Proxy Level			
			.40			-	Primary SEDOL: B1YW440		
Earliest Cutoff Date: 21/0	06/2024	Total Ballots: 1		_		Additional Policy:			
Votable Shares: 2,489	Votable Shares: 2,489 *Shares on Loan: 0			5	hares Instructed: 2,489	Shares Voted			
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 Remunerati	on Report	Mgmt	Yes	For	Against	Yes		
	peers The total sho of base salary. Blended Rationale: A The total short-term	rt-term remuneration is more vote AGAINST is warranted	e than 150% of because:- Total	base salary I remunerati	eration is more than two times the median of - Total variable remuneration is more than 35 ion is more than two times the median of peer variable remuneration is more than 350% of L	0% 5			
3	<i>salary.</i> 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: P	lease note the dividend payo	ut ratio is below	v 30 percent	t of earnings (i.e. 15.37 percent).				
4	Re-elect Simon Borro Director	ows as	Mgmt	Yes	For	For	No		
5	Re-elect Stephen Da Director	intith as	Mgmt	Yes	For	For	No		
6	Re-elect Jasi Halai a	s Director	Mgmt	Yes	For	For	No		
7	Re-elect James Hatc Director	hley as	Mgmt	Yes	For	For	No		
8	Re-elect David Hutch Director	nison as	Mgmt	Yes	For	For	No		
9	Re-elect Lesley Knox Director	as as	Mgmt	Yes	For	For	No		
10	Re-elect Coline McCo Director	onville as	Mgmt	Yes	For	For	No		
11	Re-elect Peter McKel Director	lar as	Mgmt	Yes	For	Against	Yes		
	Voting Policy Rationa	le: A vote AGAINST is warrai	nted as:- The ne	ominee hold	ls more than four equivalent directorships.				

Blended Rationale: A vote AGAINST is warranted as:- The nominee holds more than four equivalent directorships.

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 wa	rranted because:- This	s proposed is	suance with preemptive rights exceeds 50	percent			
	of issued capital.							
17	<i>of issued capital.</i> Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Yes	For	For	No		
17 18	Authorise Issue of Equity	Mgmt Mgmt	Yes	For	For For	No No		
	Authorise Issue of Equity without Pre-emptive Rights Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition	-						
18	Authorise Issue of Equity without Pre-emptive Rights Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment Authorise Market Purchase of	Mgmt	Yes	For	For	No		

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:	2,489	2,489

BOC Hong Kong (Holdings) Limited

Meeting Date: 27	7/06/2024	Country: Hong Kon	g	т	icker: 2388	Proxy Level:	: N/A
Record Date: 21/	/06/2024	Meeting Type: Anr	nual	M	feeting ID: 1842013		
Primary Security	ID: Y0920U103	Primary CUSIP: Y	0920U103	Р	rimary ISIN: HK2388011192	Primary SED	OL: 6536112
Earliest Cutoff Date	e: 20/06/2024	Total Ballots: 1				Additional Pol	icy:
Votable Shares: 49,	,000	*Shares on Loan: 0		S	hares Instructed: 49,000	Shares Voted:	49,000
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial and Statutory Re		Mgmt	Yes	For	For	No

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
3с	Elect Law Yee Kwan Quinn as Director		Mgmt	Yes	For		For	No
3d	Elect Lip Sai Wo as Director		Mgmt	Yes	For		For	No
Зе	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 St	ares Shares Voted

(IA Name, IA Number)	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		49,000	49,000
,			17/06/2024	17/06/2024			
					Total Shares:	49,000	49,000

Mitsui Fudosan Co., Ltd.

Meeting Date: 27/0	Meeting Date: 27/06/2024 Country: Japan			т	Ticker: 8801		Proxy Level: N/A	
Record Date: 31/03	/2024	Meeting Type: Annual		Meeting ID: 1868695				
Primary Security II	D: J4509L101	Primary CUSIP: J4509L1	01	P	rimary ISIN: JP3893200000	F	Primary SEDOL: 6597603	
Earliest Cutoff Date: 2	25/06/2024	Total Ballots: 1				I	Additional Policy:	
Votable Shares: 23,20	0	*Shares on Loan: 0		Shares Instructed: 23,200		5	Shares Voted: 23,200	
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec		Vote Instruction	Vote Against Mgmt
1	Approve Allocation of with a Final Dividen		Mgmt	Yes	For	F	For	No
2	Amend Articles to R Directors' Term	educe	Mgmt	Yes	For	F	For	No
3.1	Elect Director Saito,	Yutaka	Mgmt	Yes	For	F	For	No
3.2	Elect Director Mochi Nobuhiko	maru,	Mgmt	Yes	For	F	For	No

Mitsui Fudosan Co., Ltd.

Proposal Number	Proposal	Text		Proponent	Votable Proposal	Mgmt Rec		Vote Instruction	Vote Against Mgmt	
3.3	Elect Dire	ctor Hibino, Takashi		Mgmt	Yes	For		For	No	
4.1		itatutory Auditor , Yoshihiro		Mgmt	Yes	For		For	No	
4.2	Appoint S Chiba, Mi	itatutory Auditor chiko		Mgmt	Yes	For		For	No	
5	Approve /	Annual Bonus		Mgmt	Yes	For		For	No	
6	Approve I	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 S	hares	Shares Voted
Candriam Sustainable Global Equit Fund, AXSUGE	ity	614868021	Confirmed	Auto-Instructed		Auto-Approved		23,20	0	23,200
,				22/06/2024		22/06/2024				
							Total Shares	23,20	00	23,200

Nintendo Co., Ltd.

Record Date: 31/03 Primary Security I	3/2024	Country: Japan Meeting Type: Annual Primary CUSIP: J51699	9106	٣	ricker: 7974 Meeting ID: 1873977 Yrimary ISIN: JP3756600007	Proxy Level Primary SEI	: N/A DOL: 6639550
arliest Cutoff Date:	25/06/2024	Total Ballots: 1				Additional Po	licy:
/otable Shares: 8,200	0 *	*Shares on Loan: 0		s	hares Instructed: 8,200	Shares Voted	: 8,200
roposal umber Proposal Text			Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of I with a Final Dividend o 131		Mgmt	Yes	For	For	No
2.1	Elect Director Furukawa, Shuntaro		Mgmt	Yes	For	For	No
	Voting Policy Rationale: Given the disclosure practise. roles are clearly separated at companies which raises Therefore, we encourage the company to provide cle investors to make informed decisions.						
	Therefore, we encourage	ge the company to provid					
	Therefore, we encourage investors to make inform Blended Rationale: Give roles are clearly separa	ge the company to provid med decisions. en the disclosure practise ted at companies which ge the company to provid	de clear and trans es in Japan, it is n raises questions c	sparent discl ot possible i on the mana		le EO ses.	
2.2	Therefore, we encourage investors to make inform Blended Rationale: Give roles are clearly separa Therefore, we encourage	ge the company to provid med decisions. en the disclosure practise ted at companies which ge the company to provid med decisions.	de clear and trans es in Japan, it is n raises questions c	sparent discl ot possible i on the mana	to assess whether or not chairperson and C gement of potential conflict of interests cas	le EO ses.	No
2.2 2.3	Therefore, we encourage investors to make information Blended Rationale: Give roles are clearly separa Therefore, we encourage investors to make information Elect Director Miyamot	ge the company to provid med decisions. en the disclosure practise ited at companies which ge the company to provid med decisions.	de clear and trans es in Japan, it is n raises questions c de clear and trans	parent discl ot possible i on the mana sparent discl	losure on persons in such positions to enable to assess whether or not chairperson and C ogement of potential conflict of interests cas losure on persons in such positions to enable	le EO ses. le	No No
	Therefore, we encourage investors to make information Blended Rationale: Give roles are clearly separa Therefore, we encourage investors to make information Elect Director Miyamott Shigeru Elect Director Takahas	ge the company to provid med decisions. en the disclosure practise ted at companies which ge the company to provid med decisions. to, hi,	de clear and trans es in Japan, it is n raises questions c de clear and trans Mgmt	parent discl ot possible t on the mana parent discl Yes	losure on persons in such positions to enable to assess whether or not chairperson and C agement of potential conflict of interests cas losure on persons in such positions to enable For	le TEO Ses. le For	
2.3	Therefore, we encourag investors to make infor- Blended Rationale: Give roles are clearly separa Therefore, we encourag investors to make infor- Elect Director Miyamot Shigeru Elect Director Takahasi Shinya	ge the company to provid med decisions. en the disclosure practise ted at companies which ge the company to provid med decisions. 20, hi, Satoru	de clear and trans es in Japan, it is n raises questions c de clear and trans Mgmt Mgmt	<i>parent discl</i> ot possible to on the mana sparent discl Yes Yes	losure on persons in such positions to enable to assess whether or not chairperson and C agement of potential conflict of interests cas losure on persons in such positions to enable For For	le EO Ses. le For For	No
2.3 2.4	Therefore, we encourage investors to make information Blended Rationale: Give roles are clearly separa Therefore, we encourage investors to make information Elect Director Miyamot Shigeru Elect Director Takahasi Shinya Elect Director Shibata,	ge the company to provid med decisions. en the disclosure practise ted at companies which ge the company to provid med decisions. 20, hi, Satoru Ko	de clear and trans es in Japan, it is n raises questions c de clear and trans Mgmt Mgmt Mgmt	<i>parent discl</i> ot possible to on the mana sparent discl Yes Yes Yes	For For For For For For	le FO For 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.

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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 Sh	nares	Shares Voted
Candriam Sustainable Global Equ Fund, AXSUGE	iity 614868021	Confirmed	Auto-Instructed 22/06/2024		Auto-Approved 22/06/2024		8,200		8,200

Obayashi Corp.

Record Date: 31/0	Terring Date: 27/06/2024 Country: Japan cord Date: 31/03/2024 Meeting Type: Annual mary Security ID: J59826107 Primary CUSIP: J59826107			M	Ticker: 1802 Meeting ID: 1871834 Primary ISIN: JP3190000004		: N/A DOL: 6656407
Earliest Cutoff Date Votable Shares: 9,70		Total Ballots: 1 *Shares on Loan: 0		s	hares Instructed: 9,700	licy:	
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation with a Final Divide		Mgmt	Yes	For	For	No
2.1	Elect Director Oba	vashi, Takeo	Mgmt	Yes	For	Against	Yes
	Voting Policy Ration company's capital r		director nominee is	warranted L	necause: * Top management is respo	nsible for the	
	Blended Rationale:	A vote AGAINST this direct	tor nominee is warr	anted becau	ise: * Top management is responsible	e for the	

Total Shares:

8,200

8,200

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

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 voi company's capital misallocation		ector nominee is	warranted L	because: * Top m	anagement is responsible for a	the		
	Blended Rationale: A vote AG company's capital misallocation		nominee is warr	anted becau	ise: * Top manag	ement is responsible for the			
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, Hiroyul	ĸi	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 S	hares	Shares Voted
Candriam Sustainable Global Equi Fund, AXSUGE	ity 614868021	Confirmed	Auto-Instructed		Auto-Approved		9,70	D	9,700
			22/06/2024		22/06/2024				
						Total Shares	9,70	0	9,700

Banco Bilbao Vizcaya Argentaria SA

Meeting Date: 04/07/2		Country: Spain		-	icker: BBVA	Proxy Level	: N/A
Record Date: 30/06/20 Primary Security ID:		Meeting Type: Extraordinar Shareholders Primary CUSIP: E11805103	,		Aeeting ID: 1873233 Primary ISIN: ES0113211835	Primary SEI	DOL: 5501906
Earliest Cutoff Date: 28/0	06/2024	Total Ballots: 1				Additional Po	licy:
Votable Shares: 29,089		*Shares on Loan: 0		S	hares Instructed: 29,089	Shares Voted	: 29,089
Proposal				Votable	Mgmt	W-L-	Vote
Number	Proposal Text		Proponent	Proposal	Rec	Vote Instruction	Against Mgmt

Banco Bilbao Vizcaya Argentaria SA

Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec		Vote Instruction	Vote Against Mgmt	
	Voter Rationale: A vote FOR to more developed countries, giv and Colombia. Although the a the joint ventures established reduce BBVA's cost of equity. on the market environment, p necessitating the sale of some composition. However, BBVA Regarding employment, it is c Environmentally, Banco Sabao unchanged.	ven that 60% of th leal itself is not pai by Sabadell's mar Sabadell has limito particularly interest branches, we hav has assured that t rucial that job red	eir profits come i rticularly attractiv pagement, there a ed prospects on i r rates. While the re some reservat he interests of m undancies are ma	from Mexico re due to the are significa. ts own, and combined e ions about t inority share anaged with	, with 5-10% from e substantial costs nt cost synergies the profitability o entity may become he impact on gove cholders will be re programs to supp	m Turkey and 5-10% from Per s associated with disentangling to be realized. This should her f both banks will heavily depe e too large in Catalonia, ernance structure and board presented at the board level. port affected employees.	u i p nd		
	Blended Rationale: A vote FO towards more developed cour from Peru and Colombia. Alth disentangling the joint ventur should help reduce BBVA's co. heavily depend on the market Catalonia, necessitating the sa board composition. However, level. Regarding employment, Environmentally, Banco Sabao unchanged.	ntries, given that 6 ough the deal itse es established by 5 st of equity. Sabac environment, par ale of some branch BBVA has assured it is crucial that jo	0% of their profi f is not particular Sabadell's manag fell has limited pr ticularly interest ines, we have som that the interest ob redundancies o	ts come froi ement, ther cospects on a rates. While ne reservation s of minority are managed	n Mexico, with 5 e due to the substa e are significant c its own, and the p the combined en ons about the impo v shareholders wii d with programs t	10% from Turkey and 5-10% antial costs associated with ost synergies to be realized. T profitability of both banks will tity may become too large in act on governance structure a Il be represented at the board to support affected employees	nd		
2	Authorize Board to Ratify and Execute Approved Resolution		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 Equi Fund, AXSUGE	ity 614868021	Confirmed	Auto-Instructed		Auto-Approved		29,0	89	29,089
			25/06/2024		25/06/2024				
							: 29.0		

United Utilities Group Plc

Meeting Date: 19/07/2	2024	Country: United Kingdom		т	Ticker: UU	Proxy Level	: N/A
Record Date: 17/07/20)24	Meeting Type: Annual		N	feeting ID: 1817322		
Primary Security ID:	G92755100	Primary CUSIP: G9275510	0	P	Primary ISIN: GB00B39J2M42	Primary SEDOL: B39J2M4	
Earliest Cutoff Date: 15/0)7/2024	Total Ballots: 1				Additional Pol	licy:
Votable Shares: 19,018		*Shares on Loan: 0		s	shares Instructed: 19,018	Shares Voted	: 19,018
Proposal Number	•		Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Stat and Statutory Repor		Mgmt	Yes	For	For	No
2	Approve Final Divide	nd	Mgmt	Yes	For	For	No
	Voting Policy Rationa	le: Please note the dividend pa	ayout ratio is a	above 100 p	percent of earnings (i.e. 149.49 percent).		
	Blended Rationale: P	lease note the dividend payout	t ratio is above	e 100 percei	nt of earnings (i.e. 149.49 percent).		
3	Approve Remuneration Report		Mgmt	Yes	For	For	No
4	Re-elect Sir David Higgins as Director		Mgmt	Yes	For	For	No

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 A	GAINST is warran	ted as:- The cu	irrent audito	or tenure exceeds 10 ;	vears (i.e. 13 years).			
	Blended Rationale: A vote AGAII	IST is warranted a	s:- The curren	t auditor ter	oure 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 A percent of issued capital.	GAINST is warran	ted because:-	This propose	ed issuance with pree	mptive rights exceeds 50			
	Blended Rationale: A vote AGAII of issued capital.	IST is warranted b	ecause:- This	proposed is	suance with preemptiv	re rights exceeds 50 perce	nt		
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 A	GAINST the autho	ority to reduce	the notice to	o convene a sharehold	lers' meeting is warranted.			
	Blended Rationale: A vote AGAII	IST the authority i	to reduce the n	otice to con	vene 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 Si	hares	Shares Voted
Candriam Sustainable Global Equi	ty 614868021	Confirmed	Auto-Instructed		Auto-Approved		19,01	8	19,018
			12/07/2024		12/07/2024				

Vodafone Group Plc

leeting Date: 30/07/2 lecord Date: 26/07/20	24	Country: United Kingd Meeting Type: Annua	I	M	icker: VOD leeting ID: 1865531	Proxy Level	-
rimary Security ID: (G93882192	Primary CUSIP: G938	82192	P	rimary ISIN: GB00BH4HKS39	Primary SEE	DOL: BH4HKS3
arliest Cutoff Date: 24/0	7/2024	Total Ballots: 1				Additional Policy:	
otable Shares: 535,265		*Shares on Loan: 0		S	hares Instructed: 535,265	Shares Voted	: 535,265
roposal lumber	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Stat and Statutory Report		Mgmt	Yes	For	For	No
2	Re-elect Jean-Franco Boxmeer as Director		Mgmt	Yes	For	For	No
3	Re-elect Margherita I as Director	Della Valle	Mgmt	Yes	For	For	No
4	Elect Luka Mucic as I	Director	Mgmt	Yes	For	For	No
5	Re-elect Stephen Car Director	rter as	Mgmt	Yes	For	For	No
6	Re-elect Michel Dem Director	are as	Mgmt	Yes	For	For	No
7	Elect Hatem Dowidar Director	r as	Mgmt	Yes	For	Against	Yes
	Voting Policy Rational	le: A vote AGAINST is wa	arranted as:- The no	ominee hold	ls more than four directorships.		
	Blended Rationale: A	vote AGAINST is warran	ted as:- The nomine	ee holds mo	re than four directorships.		
8	Re-elect Delphine En Cunci as Director	notte	Mgmt	Yes	For	For	No
9	Re-elect Deborah Ke Director	rr as	Mgmt	Yes	For	For	No
10	Re-elect Maria Ampa Moraleda Martinez as		Mgmt	Yes	For	For	No
11	Re-elect David Nish a	as Director	Mgmt	Yes	For	For	No
12	Re-elect Christine Ra Director	imon as	Mgmt	Yes	For	For	No
13	Re-elect Simon Sega Director	rs as	Mgmt	Yes	For	For	No
14	Approve Final Divide	nd	Mgmt	Yes	For	For	No
	Voting Policy Rational	le: Please note the divide	end payout ratio is a	above 100 p	ercent of earnings (i.e. 120.48 percent).		
	Blended Rationale: Pl	lease note the dividend p	ayout ratio is above	e 100 percer	nt of earnings (i.e. 120.48 percent).		
15	Approve Remunerati	on Report	Mgmt	Yes	For	Against	Yes
					ioined the Board as CFO on 1 Septembe portunity of 450% of base salary.	r 2023 and	

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 percent of issued capital.	AGAINST is warrai	nted because:-	This propose	ed issuance with p	eemptive rights exceeds 50			
	Blended Rationale: A vote AGA of issued capital.	INST is warranted	because:- This ,	proposed is	suance with preem	ptive rights exceeds 50 perce	nt		
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 percent of the shares outstand		nted as:- The m	naximum nui	mber of shares to l	be repurchased exceeds 10			
	Blended Rationale: A vote AGA of the shares outstanding.	INST is warranted	as:- The maxim	num number	of shares to be re	purchased exceeds 10 percen	nt -		
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 auth	ority to reduce	the notice to	o convene a sharel	olders' meeting is warranted			
	Blended Rationale: A vote AGA	INST the authority	to reduce the r	notice to con	vene a shareholde	rs' meeting is warranted.			
Ballot Details									
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed		Approved	Ballot Voting Status	Votable S	hares	Shares Voted
Candriam Sustainable Global Equ Fund, AXSUGE	ity 614868021	Confirmed	Auto-Instructed		Auto-Approved		535,20	65	535,265
			21/07/2024		21/07/2024				
						Total Shares:	535,2	65	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

Link Real Estate Investment Trust

Earliest Cutoff Date: 24/0 Votable Shares: 68,100	7/2024	Total Ballots: 1 *Shares on Loan: 0		s	hares Instructed:	58,100	Additional Po Shares Voted	-
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec		Vote Instruction	Vote Against Mgmt
3.1	Elect Ian Keith Griffitl Director	ns as	Mgmt	Yes	For		For	No
3.2	Elect Ed Chan Yiu Che Director	eong as	Mgmt	Yes	For		For	No
3.3	Elect Jenny Gu Jialin Director	as	Mgmt	Yes	For		For	No
3.4	Elect Blair Chilton Pic Director	kerell as	Mgmt	Yes	For		For	No
4.1	Elect Barry David Bra Director	key as	Mgmt	Yes	For		For	No
4.2	Elect Duncan Gareth Director	Owen as	Mgmt	Yes	For		For	No
5	Authorize Repurchase Issued Units	e of	Mgmt	Yes	For		For	No
Ballot Details								
Institutional Account Detail (IA Name, IA Number)	Custodian Account Numb	er Ballot Stat	us Instructed		Approved	Ballot Voting Status	Votable S	hares Shares Vote
Candriam Sustainable Global Equ Fund, AXSUGE	ity 614868021	Confirmed	Auto-Instructed	i	Auto-Approved		68,10	0 68,100
,			21/07/2024		21/07/2024			
						Total Share	s: 68,10	00 68,100

Wise Plc

Record Date: 16/09	ing Date: 18/09/2024 Country: United Kingdo rd Date: 16/09/2024 Meeting Type: Annual ary Security ID: G97229101 Primary CUSIP: G9722		Jal	M	icker: WISE leeting ID: 1888325 rimary ISIN: GB00BL9YR756	Proxy Level: N/A Primary SEDOL: BL9YR75		
Earliest Cutoff Date: Votable Shares: 6,625		Total Ballots: 1 *Shares on Loan: 0			Shares Instructed: 6,625		licy: : 6,625	
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt	
1	Accept Financial S and Statutory Rep		Mgmt	Yes	For	For	No	
2	Approve Remuner	ation Report	Mgmt	Yes	For	For	No	
3	Approve Remuner	ation 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.

Wise Plc

12

13

14

15

						Vote
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	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
	Voting Policy Rationale: The election of the considered as a breach of recognized good governance practices and to push the man judgment or discontent with current mana	d governance practices. nagement to deliver this	This oppos s change. Th	ition is to flag the company's corporate his note shall not be viewed as an expre		
	Blended Rationale: The election of the nor considered as a breach of recognized good governance practices and to push the mar judgment or discontent with current mana	d governance practices. nagement to deliver this	This oppos s change. Ti	ition is to flag the company's corporate his note shall not be viewed as an expre		
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

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 Mgmt For For No Yes without Pre-emptive Rights 17 Authorise Issue of Equity Mgmt Yes For For No without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment 18 Authorise Market Purchase of A Mgmt Yes For For No Shares 19 Authorise the Company to Call Mgmt Yes For Against Yes General Meeting with Two Weeks' Notice Voting Policy Rationale: A vote AGAINST the authority to reduce the notice to convene a shareholders' meeting is warranted.

Mgmt

Mgmt

Mgmt

Mgmt

Voting Policy Rationale: A vote AGAINST is warranted because: - This proposed issuance with preemptive rights exceeds 50

Yes

Yes

Yes

Yes

For

For

For

For

For

For

For

Against

No

No

No

Yes

Blended Rationale: A vote AGAINST the authority to reduce the notice to convene a shareholders' meeting is warranted.

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

Re-elect Hooi Ling Tan as

Re-elect Ingo Uytdehaage as

Authorise UK Political

Donations and Expenditure

Authorise Issue of Equity

Director

Director

Wise 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		6,625	6,625
			09/09/2024	09/09/2024			
					Total Shares:	6,625	6,625

BOC Hong Kong (Holdings) Limited

Meeting Date: 2	24/09/2024	Country: Hong Kong		т	icker: 2388	Proxy Level	: N/A
Record Date: 13	3/09/2024	Meeting Type: Extrac Shareholders	ordinary	M	leeting ID: 1893024		
Primary Securit	ty ID: Y0920U103	Primary CUSIP: Y09	20U103	Р	rimary ISIN: HK2388011192	Primary SED	DOL: 6536112
Earliest Cutoff Da	te: 18/09/2024	Total Ballots: 1				Additional Po	licy:
Votable Shares: 26	6,500	*Shares on Loan: 0		s	hares Instructed: 26,500	Shares Voted	: 26,500
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Approve Ernst & Auditor and Auth Audit Committee Remuneration	orize Board or	Mgmt	Yes	For	For	No
	Voting Policy Rati	ionale: The company is prop	osing a new audit fi	rm.			
		-	111 6				

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:	26,500	26,500

Royal KPN NV

Meeting Date: 0	1/10/2024	Country: Netherlands			Ticker: KPN	Proxy Level	: N/A
Record Date: 03	/09/2024	Meeting Type: Extraordina Shareholders	ry	I	Meeting ID: 1890305		
Primary Security	y ID: N4297B146	Primary CUSIP: N4297B14	16		Primary ISIN: NL0000009082	Primary SEI	DOL: 5956078
Earliest Cutoff Dat	tutoff Date: 23/09/2024 Total Ballots: 1					Additional Po	licy:
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
	Extraordinary Meetin	g Agenda	Mgmt	No			
1	Open Meeting and Announcements		Mgmt	No			

Royal KPN NV

Proposal Number	Proposal	Text		Proponent	Votable Proposal	Mgmt Rec		Vote Instruction	Vote Against Mgmt	
2		nity to Make endations		Mgmt	No					
3		o Shuter to ory Board		Mgmt	Yes	For		For	No	
4	Close Me	eeting		Mgmt	No					
Ballot Details										
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructed		Approved	Ballot Voting Status	Votable Sł	ares	Shares Voted
Candriam Sustainable Global Equ Fund, AXSUGE	uity	614868021	Confirmed	Auto-Instructed		Auto-Approved	Issuer Confirmed	90,784	1	90,784
				20/09/2024		20/09/2024				
							Total Shares:	90,78	4	90,784

REA Group Ltd

Meeting Date: 0 Record Date: 07 Primary Security		Country: Australia Meeting Type: Annual Primary CUSIP: Q805		M	icker: REA leeting ID: 1886099 'rimary ISIN: AU000000REA9	Proxy Level Primary SEL	: N/A DOL: 6198578	
Earliest Cutoff Dat		Total Ballots: 1				Additional Po	-	
/otable Shares: 26	69	*Shares on Loan: 0		S	Shares Instructed: 269		: 269	
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt	
2	Approve Remunerat	tion Report	Mgmt	Yes	For	Against	Yes	
	particularly with the these in the STI, and	Voting Policy Rationale: A vote AGAINST is warran particularly with the absence of targets for non-fin these in the STI, and the absence of disclosure of exercised by the board to increase STI bonuses by Board discretionary adjustments to LTI vesting out restricted shares, which falls below market expecta		es and more nd EPS CAGE	complete discussion of achievements ag R targets in the LTI Some upward disc ent clarity of disclosure regarding the ext	gainst cretion was tent of the		
	,			-		rred into		
	restricted shares, wi Blended Rationale: A with the absence of and the absence of board to increase S discretionary adjusti	hich falls below market exp A vote AGAINST is warrant targets for non-financial n disclosure of the revenue a TI bonuses by 6.5%, - The	pectations of at lea ted as: - Ongoing a measures and more and EPS CAGR targ ere is insufficient cla pome for the FY22 L	st 50 percent bsence of co complete du tets in the Li arity of disclo TI grant C	nt of the STI award being deferred. omplete disclosure in the STI and LTI, p liscussion of achievements against these TI Some upward discretion was exerci- osure regarding the extent of the Board Only 30 percent of the STI is deferred int	particularly • in the STI, ised by the •		
3a	restricted shares, wi Blended Rationale: A with the absence of and the absence of board to increase S discretionary adjusti	hich falls below market exp A vote AGAINST is warrant targets for non-financial m disclosure of the revenue a TI bonuses by 6.5%, - The ments to LTI vesting outco relow market expectations	pectations of at lea ted as: - Ongoing a measures and more and EPS CAGR targ ere is insufficient cla pome for the FY22 L	st 50 percent bsence of co complete du tets in the Li arity of disclo TI grant C	nt of the STI award being deferred. omplete disclosure in the STI and LTI, p liscussion of achievements against these TI Some upward discretion was exerci- osure regarding the extent of the Board Only 30 percent of the STI is deferred int	particularly • in the STI, ised by the •	Yes	
3a	restricted shares, wi Blended Rationale: , with the absence of and the absence of board to increase Si discretionary adjust shares, which falls t Elect Jennifer Lamb Director Voting Policy Ration	hich falls below market exp A vote AGAINST is warrant targets for non-financial n disclosure of the revenue a T bonuses by 6.5%, - The ments to LTI vesting outco below market expectations ert as ale: A vote AGAINST is wa	pectations of at lea ted as: - Ongoing a measures and more and EPS CAGR targ ere is insufficient cla ome for the FY22 L of at least 50 perco Mgmt arranted as the non	st 50 percer bsence of co complete di ets in the L' nrity of discle TI grant C ent of the S Yes	nt of the STI award being deferred. omplete disclosure in the STI and LTI, p liscussion of achievements against these TI Some upward discretion was exerci. osure regarding the extent of the Board Dnly 30 percent of the STI is deferred int TI award being deferred.	particularly e in the STI, issed by the to restricted Against	Yes	
3a	restricted shares, wi Blended Rationale: A with the absence of and the absence of board to increase St discretionary adjust shares, which falls b Elect Jennifer Lamb Director Voting Policy Ration the chairperson of n board. Blended Rationale: A	hich falls below market exp A vote AGAINST is warrant i targets for non-financial n disclosure of the revenue a TI bonuses by 6.5%, - The ments to LTI vesting outco below market expectations ert as ale: A vote AGAINST is wa ominating committee is no A vote AGAINST is warrant	pectations of at lea ted as: - Ongoing a measures and more and EPS CAGR targ ere is insufficient cla one for the FY22 L of at least 50 perco Mgmt arranted as the non ot up for election an ted as the nominee	st 50 percer bsence of co complete di ets in the Li arity of discli TI grant C ent of the S Yes hinee is an ii nod there is m	nt of the STI award being deferred. omplete disclosure in the STI and LTI, p liscussion of achievements against these TI Some upward discretion was exerci osure regarding the extent of the Board Dnly 30 percent of the STI is deferred int TI award being deferred. For ncumbent member of the nominating co	particularly e in the STI, ised by the to restricted Against ommittee, ig on the	Yes	
3a 3b	restricted shares, wi Blended Rationale: / with the absence of and the absence of board to increase St discretionary adjust shares, which falls b Elect Jennifer Lamb Director Voting Policy Ration the chairperson of n board. Blended Rationale: / chairperson of nomi	hich falls below market exp A vote AGAINST is warrant targets for non-financial m disclosure of the revenue a TI bonuses by 6.5%, - The ments to LTI vesting outco lelow market expectations ert as ale: A vote AGAINST is war ominating committee is no A vote AGAINST is warrant nating committee is not up	pectations of at lea ted as: - Ongoing a measures and more and EPS CAGR targ ere is insufficient cla one for the FY22 L of at least 50 perco Mgmt arranted as the non ot up for election an ted as the nominee	st 50 percer bsence of co complete di ets in the Li arity of discli TI grant C ent of the S Yes ninee is an ii nind there is m is an incum	nt of the STI award being deferred. complete disclosure in the STI and LTI, p liscussion of achievements against these TI Some upward discretion was exerci- cosure regarding the extent of the Board Dnly 30 percent of the STI is deferred int TI award being deferred. For no director from an ethnic minority sitting other member of the nominating commit other the momber of the nominating commit	particularly e in the STI, ised by the to restricted Against ommittee, ig on the	Yes	

REA Group Ltd

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	
	Voting Policy Rationale: A vote AGAINST is way sufficient transparency for shareholders to eva four or more years seen in large ASX-listed ent against a peer group if absolute TSR is negativ rights.	luate the rigor of t tities Absence of	argets A t a positive T	SR 'gateway' may result in misaligned vesting)		
	Blended Rationale: A vote AGAINST is warrants sufficient transparency for shareholders to eva four or more years seen in large ASX-listed ent against a peer group if absolute TSR is negativ rights.	luate the rigor of t tities Absence of	argets A t a positive T	hree-year performance period is now inferior to 'SR 'gateway' may result in misaligned vesting			
Ballot Details							
Institutional Account Deta	il Custodian						

(IA Name, IA Number)	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	269

InPost SA

Record Date: 26/09/20	024	Meeting Type: Extraord	linany	M	eeting ID: 1897	1635					
Record Date: 20/09/20		Shareholders	undi y	P	eeting ID: 1897	000					
Primary Security ID:		Primary CUSIP: L5125	Z108	Р	rimary ISIN: LU	2290522684	Primary SE	EDOL: BN4N9C0			
Earliest Cutoff Date: 08/	10/2024	Total Ballots: 1	tal Ballote: 1						Additional Policy:		
	,				nares Instructed:						
Votable Shares: 2,320		*Shares on Loan: 0	nares on Loan: 0			2,320	Shares Voted	1: 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 Me		Mgmt	Yes	For		Against	Yes			
	Committee and the con Remuneration Commit	mmittee is less than 100	percent independe less than 100 per	ent The ne	, ominee is a non-ii	endent member of the Audit ndependent member of the inee is a non-independent bo	pard				
	Committee and the co Remuneration Commit		percent independe less than 100 per	ent The ne	ominee is a non-ii	nt member of the Audit ndependent member of the inee is a non-independent bo	pard				
3	Elect Didier Stoessel a Supervisory Board Me		Mgmt	Yes	For		For	No			
			Mgmt	No							
4	Close Meeting		-								
	Close Meeting		-								

InPost SA

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	2,320

Brambles Limited

• • • •					icker: BXB leeting ID: 1889	Proxy Level	: N/A				
Primary Security ID: Q	6634U106 P i	r imary CUSIP: Q6634	U106	J106 Primary ISIN: AU000000BXB1				Primary SEDOL: B1FJ0C0			
Earliest Cutoff Date: 18/10)/2024 Tc	tal Ballots: 1					Additional Po	licy:			
Votable Shares: 21,314 *Shares on Loa		Shares on Loan: 0		s	hares Instructed:	21,314	Shares Voted	: 21,314			
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec		Vote Instruction	Vote Against Mgmt			
2	Approve Remuneration I	Report	Mgmt	Yes	For		Against	Yes			
	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.										
	Blended Rationale: A vot adjust STI scorecard out performance measures a	comes by a factor of 0.	8 to 1.2 percent.	The modifie	er appears to be ba	rformance Modifier which may ased on non-financial	/				
3	Elect Elizabeth Fagan as Director		Mgmt	Yes	For		For	No			
4	Approve Amendments to Issue of Shares under th Brambles Limited Perfor Share Plan	ne	Mgmt	Yes	For		For	No			
5	Approve Participation of Graham Chipchase in th Performance Share Plan Amended Performance S Plan	e or the	Mgmt	Yes	For		For	No			
6	Approve Issue of Shares the Brambles Limited My 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 S	hares	Shares Voted		
Candriam Sustainable Global Equit Fund, AXSUGE	y 614868021	Confirmed	Auto-Instructed		Auto-Approved		21,31	4	21,314		
			15/10/2024		15/10/2024						
						Total Shares:	21,3		21,314		

Dexus

	Meeting Date: 30/10/2024 Country: Australia			Ticker: DXS		Proxy Leve	I: N/A		
Record Date: 28/10/2024 Meeting Type: Annual			, I	Meeting ID: 18334	192				
Primary Security ID: Q318A1104 Primary CUSIP: Q318A11			1104	F	Primary ISIN: AUG	00000DXS1	Primary SE	DOL: B033YN	6
Earliest Cutoff Date: 24/10	1/2024 To	tal Ballots: 1					Additional Po	olicy:	
/otable Shares: 23,114	*S	hares on Loan: 0		s	Shares Instructed: 2	3,114	Shares Voted	l: 23,114	
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec		Vote Instruction	Vote Against Mgmt	
	Approve Remuneration R	Report	Mgmt	Yes	For		Against	Yes	
	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 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 t								
	Withdrawn Resolution	n	<i>esently significant</i> Mgmt	<i>tly in-the-m</i> No	oney with a substa	ntial windfall gain for the CE	Э.		
	Approve Grant of Long-T Incentive Options to Ros Vernet								
3	Incentive Options to Ros	s Du	Mgmt	Yes	For		For	No	
3	Incentive Options to Ros Vernet Appoint KPMG as Auditor	s Du r of			For		For	No	
3	Incentive Options to Ros Vernet Appoint KPMG as Auditor the Company	s Du r of The company is proposi	ing a new audit fi		For		For	No	
3 4.1	Incentive Options to Ros Vernet Appoint KPMG as Auditor the Company Voting Policy Rationale: 7	s Du r of The company is proposi	ing a new audit fi		For		For	No	
3 4.1 4.2	Incentive Options to Ros Vernet Appoint KPMG as Auditor the Company <i>Voting Policy Rationale: 1</i> <i>Blended Rationale: The co</i> Elect Peeyush Gupta as	s Du r of The company is proposi	ing a new audit fi new audit firm.	rm.					
3 4.1 4.2	Incentive Options to Ros Vernet Appoint KPMG as Auditor the Company <i>Voting Policy Rationale: The Company</i> <i>Voting Policy Rationale: The Company</i> Elect Peeyush Gupta as Director Elect Warwick Negus as	s Du r of The company is proposi ompany is proposing a	ing a new audit fi new audit firm. Mgmt	rm. Yes	For		For	No	
3 4.1 4.2 4.3 5	Incentive Options to Ros Vernet Appoint KPMG as Auditor the Company <i>Voting Policy Rationale: T</i> <i>Blended Rationale: The C</i> Elect Peeyush Gupta as Director Elect Warwick Negus as Director	s Du r of <i>The company is proposi</i> <i>ompany is proposing a</i> tor	ing a new audit fi new audit firm. Mgmt Mgmt	rm. Yes Yes	For For		For For	No	
3 4.1 4.2 4.3 5	Incentive Options to Ros Vernet Appoint KPMG as Auditor the Company <i>Voting Policy Rationale: The Company</i> <i>Voting Policy Rationale: The Company</i> <i>Elect Peeyush Gupta as</i> Director Elect Warwick Negus as Director Elect Mark Ford as Direct Approve Conditional Spill	s Du r of <i>The company is proposi</i> <i>ompany is proposing a</i> tor	ing a new audit fi new audit firm. Mgmt Mgmt Mgmt	rm. Yes Yes Yes	For For For		For For For	No No No	
3 4.1 4.2 4.3 5	Incentive Options to Ros Vernet Appoint KPMG as Auditor the Company <i>Voting Policy Rationale: The Company</i> <i>Voting Policy Rationale: The Company</i> <i>Elect Peeyush Gupta as</i> Director Elect Warwick Negus as Director Elect Mark Ford as Direct Approve Conditional Spill	s Du r of <i>The company is proposi</i> <i>ompany is proposing a</i> tor	ing a new audit fi new audit firm. Mgmt Mgmt Mgmt	rm. Yes Yes Yes	For For For	Ballot Voting Status	For For For	No No No	Shares Voted
3 4.1 4.2 4.3 5 Ballot Details (TA Name, TA Number) Candriam Sustainable Global Equity	Incentive Options to Ros Vernet Appoint KPMG as Auditor the Company <i>Voting Policy Rationale: The Company</i> <i>Voting Policy Rationale: The Company</i> <i>Blended Rationale: The Company</i> Elect Peeyush Gupta as Director Elect Warwick Negus as Director Elect Mark Ford as Direct Approve Conditional Spill Resolution Custodian Account Number	s Du r of <i>The company is proposi</i> <i>ompany is proposing a</i> tor	ing a new audit fi new audit firm. Mgmt Mgmt Mgmt Mgmt	rm. Yes Yes Yes	For For Against	Bailot Voting Status	For For Against	No No No No	Shares Voted 23,114
3 4.1 4.2 4.3 5 Ballot Details (Institutional Account Detail (IA Name, IA Number)	Incentive Options to Ros Vernet Appoint KPMG as Auditor the Company <i>Voting Policy Rationale: The Company</i> <i>Voting Policy Rationale: The Company</i> <i>Blended Rationale: The Company</i> Elect Peeyush Gupta as Director Elect Warwick Negus as Director Elect Mark Ford as Direct Approve Conditional Spill Resolution Custodian Account Number	s Du r of <i>The company is proposing a</i> <i>ompany is proposing a</i> tor Ballot Status	ing a new audit fi new audit firm. Mgmt Mgmt Mgmt Mgmt Mgmt	rm. Yes Yes Yes	For For For Against	Ballot Voting Status	For For Against Votable S	No No No No	

Ambu A/S

Record Date: 27/11/2024 Me		Country: Denmark Meeting Type: Annual Primary CUSIP: K032931	147	Ν	Ticker: AMBU.B Meeting ID: 1909209 Primary ISIN: DK0060946788	-	Proxy Level: N/A Primary SEDOL: BD9G333				
Earliest Cutoff Date:	27/11/2024	Total Ballots: 1				Additional Poli	licy:				
/otable Shares: 3,391	1	*Shares on Loan: 0		5	Shares Instructed: 3,391	Shares Voted:	3,391				
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt				
1	Receive Managemen	nt's Report	Mgmt	No							
2	Accept Financial Stat and Statutory Repor		Mgmt	Yes	For	For	No				
3	Approve Remunerati	tion Report	Mgmt	Yes	For	Against	Yes				
	market standards, pa performance targets peers. Blended Rationale: A market standards, pa	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. 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 peers.	allu Illuiviuuai acmevemene.	evers. 111 autor.)//: - 10tai .	remuneration is more than two times the r	Teulan u					
4	Approve Allocation o and Dividends of DK Share		Mgmt	Yes	For	For	No				
5	Approve Remunerati Directors in the Amo 1.2 Million for Chair, 800,000 for Vice Cha DKK 400,000 for Oth Directors; Approve Compensation for Co Work	iount of DKK r, DKK nair and ther	Mgmt	Yes	For	For	No				
6	Reelect Jorgen Jense as Director	en (Chair)	Mgmt	Yes	For	For	No				
7	Reelect Shacey Petro (Vice-Chair) as New		Mgmt	Yes	For	For	No				
8.a	Reelect Michael del I Director	Prado as	Mgmt	Yes	For	For	No				
8.b	Reelect Susanne Lar Director	rsson as	Mgmt	Yes	For	For	No				
8.c	Reelect Simon Hesse as Director	e Hoffmann	Mgmt	Yes	For	Abstain	Yes				
	- /	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.									
		A vote ABSTAIN for candidate nequal voting rights structure.		offmann is	warranted because he represents and is a	primary					
8.d	Elect David Hale as I Director	New	Mgmt	Yes	For	For	No				
9	Ratify Ernst & Young Auditors	g as	Mgmt	Yes	For	For	No				
10	Authorize Editorial C Adopted Resolutions Connection with Reg with Danish Authorit	ns in egistration	Mgmt	Yes	For	For	No				

Ambu A/S

Proposal Number	Proposal T	ext		Proponent	Votable Proposal	Mgmt Rec		Vote Instruction	Vote Against Mgmt	
11	Other Busi	iness		Mgmt	No					
Ballot Details										
Institutional Account Detail (IA Name, IA Number)		Custodian Account Number	Ballot Status	Instructed		Approved	Ballot Voting Status	Votable S	hares	Shares Voted
Candriam Sustainable Global Equi Fund, AXSUGE	ity 6	14868021	Confirmed	Auto-Instructed		Auto-Approved		3,391		3,391
				24/11/2024		24/11/2024				
							Total Shares:	3,39	1	3,391

Associated British Foods Plc

Meeting Date: 06/12/2024Country: United KingdoRecord Date: 04/12/2024Meeting Type: AnnualPrimary Security ID: G05600138Primary CUSIP: G0560		-	-		icker: ABF	Proxy Level	: N/A
			Meeting ID: 1909198			067212	
Primary Security	D: G05600138		15000138	٢	rimary ISIN: GB0006731235	Primary SEL	DOL: 0673123
Earliest Cutoff Date: 02/12/2024 Total Ballots: 1					Additional Po	licy:	
Votable Shares: 9,81	2	*Shares on Loan: 0		s	hares Instructed: 9,812	Shares Voted	: 9,812
Proposal Number	Proposal Text		Proponent	Votable Proposal	Mgmt Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Si and Statutory Rep		Mgmt	Yes	For	For	No
2	Approve Remunera	ation Report	Mgmt	Yes	For	Against	Yes
	- /	nale: A vote AGAINST is able remuneration is mor			hort-term remuneration is more than	150% of base	
		A vote AGAINST is warra able remuneration is more			term remuneration is more than 150	% of base	
3	Approve Final Divi	Approve Final Dividend		Yes	For	For	No
4	Re-elect Emma Ad Director	Re-elect Emma Adamo as Director		Yes	For	For	No
5	Re-elect Graham A Director	Illan as	Mgmt	Yes	For	For	No
6	Re-elect Kumsal B Director	ayazit as	Mgmt	Yes	For	For	No
7	Re-elect Michael M Director	IcLintock as	Mgmt	Yes	For	For	No
8	Re-elect Annie Mu Director	rphy as	Mgmt	Yes	For	For	No
9	Re-elect Dame He Rabbatts as Direct		Mgmt	Yes	For	For	No
10	Re-elect Richard R Director	eid as	Mgmt	Yes	For	For	No
11	Re-elect Eoin Tong Director	je as	Mgmt	Yes	For	For	No
12	Re-elect George W Director	leston as	Mgmt	Yes	For	For	No

Associated British Foods Plc

Fund, AXSUGE

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 AGAI of issued capital.	NST is warranted b	ecause: - This	s proposed is	suance with preemp	tive rights exceeds 50 perce	ent				
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 AGAI	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 S	hares	Shares Voted		
Candriam Sustainable Global Equ	ity 614868021	Confirmed	Auto-Instructed		Auto-Approved		9,812	2	9,812		

29/11/2024

Total Shares:

9,812

9,812

29/11/2024

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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