

Vote Summary Report

Reporting Period: 01/01/2020 to 01/01/2021
Location(s): All Locations
Institution Account(s): All Institution Accounts

Diploma Plc

Meeting Date: 01/15/2020 **Country:** United Kingdom **Primary Security ID:** G27664112
Record Date: 01/13/2020 **Meeting Type:** Annual **Ticker:** DPLM

Shares Voted: 426,139

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Re-elect John Nicholas as Director	Mgmt	For	For	For
4	Elect Johnny Thomson as Director	Mgmt	For	For	For
5	Re-elect Nigel Lingwood as Director	Mgmt	For	For	For
6	Re-elect Charles Packshaw as Director	Mgmt	For	For	For
7	Re-elect Andy Smith as Director	Mgmt	For	For	For
8	Re-elect Anne Thorburn as Director	Mgmt	For	For	For
9	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
10	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
11	Approve Remuneration Policy	Mgmt	For	Refer	Against
12	Approve Remuneration Report	Mgmt	For	Refer	Against
13	Approve 2020 Performance Share Plan	Mgmt	For	Refer	For
14	Authorise Issue of Equity	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Bachem Holding AG

Meeting Date: 04/22/2020 **Country:** Switzerland **Primary Security ID:** H04002129
Record Date: **Meeting Type:** Annual **Ticker:** BANB

Vote Summary Report

Reporting Period: 01/01/2020 to 01/01/2021

Location(s): All Locations

Institution Account(s): All Institution Accounts

Bachem Holding AG

Shares Voted: 34,297

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 3 per Share	Mgmt	For	For	For
4.1	Approve Remuneration of Directors in the Amount of CHF 750,000	Mgmt	For	For	For
4.2	Approve Remuneration of Executive Committee in the Amount of CHF 2 Million	Mgmt	For	For	For
5.1	Reelect Kuno Sommer as Director and Board Chairman	Mgmt	For	Against	Against
5.2	Reelect Nicole Hoetzer as Director	Mgmt	For	Against	Against
5.3	Reelect Helma Wennemers as Director	Mgmt	For	Against	Against
5.4	Reelect Juergen Brokatzky-Geiger as Director	Mgmt	For	Against	Against
5.5	Elect Thomas Frueh as Director	Mgmt	For	Against	Against
5.6	Elect Steffen Lang as Director	Mgmt	For	Against	Against
6.1	Reappoint Kuno Sommer as Member of the Compensation Committee	Mgmt	For	Against	Against
6.2	Reappoint Juergen Brokatzky-Geiger as Member of the Compensation Committee	Mgmt	For	Against	Against
6.3	Appoint Thomas Frueh as Member of the Compensation Committee	Mgmt	For	Against	Against
7	Ratify MAZARS SA as Auditors	Mgmt	For	For	For
8	Designate Paul Wiesli as Independent Proxy	Mgmt	For	For	For
9	Transact Other Business (Voting)	Mgmt	For	Against	Against

Kesko Oyj

Meeting Date: 04/28/2020

Country: Finland

Primary Security ID: X44874109

Record Date: 04/16/2020

Meeting Type: Annual

Ticker: KESKOB

Vote Summary Report

Reporting Period: 01/01/2020 to 01/01/2021

Location(s): All Locations

Institution Account(s): All Institution Accounts

Kesko Oyj

Shares Voted: 201,025

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt	For	For	For
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
5	Prepare and Approve List of Shareholders	Mgmt	For	For	For
6	Receive CEO's Review	Mgmt			
7	Receive Financial Statements and Statutory Reports; Receive the Board's Report; Receive the Auditor's Report	Mgmt			
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9	Approve Allocation of Income and Dividends of EUR 2.52 Per Share	Mgmt	For	For	For
10	Approve Discharge of Board and President	Mgmt	For	For	For
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against	Against
12	Approve Remuneration of Directors in the Amount of EUR 97,000 for Chairman; EUR 60,000 for Vice Chairman, and EUR 45,000 for Other Directors; Approve Meeting Fees; Approve Remuneration for Committee Work	Mgmt	For	For	For
13	Approve Remuneration of Auditors	Mgmt	For	For	For
14	Ratify Deloitte as Auditors	Mgmt	For	For	For
15	Approve Share Issue to the Shareholders without Payment in Proportion to their Holdings	Mgmt	For	For	For
16	Approve Issuance of up to 40 Million Class B Shares without Preemptive Rights	Mgmt	For	For	For
17	Establish Nominating Committee	Mgmt	For	For	For
18	Approve Charitable Donations of up to EUR 300,000	Mgmt	For	For	For
19	Close Meeting	Mgmt			

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Synthomer Plc

Meeting Date: 04/29/2020 **Country:** United Kingdom **Primary Security ID:** G8650C102
Record Date: 04/27/2020 **Meeting Type:** Annual **Ticker:** SYNT

Shares Voted: 1,671,541

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Policy	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	Abstain	Abstain
5	Re-elect Calum MacLean as Director	Mgmt	For	For	For
6	Re-elect Stephen Bennett as Director	Mgmt	For	For	For
7	Re-elect Alex Catto as Director	Mgmt	For	For	For
8	Re-elect Dato' Lee Hau Hian as Director	Mgmt	For	Against	Against
9	Re-elect Dr Just Jansz as Director	Mgmt	For	For	For
10	Re-elect Brendan Connolly as Director	Mgmt	For	For	For
11	Re-elect Caroline Johnstone as Director	Mgmt	For	For	For
12	Re-elect Holly Van Deursen as Director	Mgmt	For	For	For
13	Re-elect Neil Johnson as Director	Mgmt	For	Against	Against
14	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
21	Approve Performance Share Plan	Mgmt	For	For	For

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Interpump Group SpA

Meeting Date: 04/30/2020 **Country:** Italy **Primary Security ID:** T5513W107
Record Date: 04/21/2020 **Meeting Type:** Annual/Special **Ticker:** IP

Shares Voted: 119,551

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
	Management Proposals	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Receive Consolidated Non-Financial Statements and Statutory Reports (Non-Voting)	Mgmt			
3	Approve Allocation of Income	Mgmt	For	For	For
4.1	Approve Remuneration Policy	Mgmt	For	Against	Against
4.2	Approve Second Section of the Remuneration Report	Mgmt	For	Against	Against
	Shareholder Proposals Submitted by Gruppo IPG Holding SpA	Mgmt			
5.1	Fix Number of Directors	SH	None	Refer	For
5.2	Fix Board Terms for Directors	SH	None	Refer	For
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt			
5.3.1	Slate 1 Submitted by Gruppo IPG Holding SpA	SH	None	Against	Against
5.3.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For	For
	Shareholder Proposal Submitted by Gruppo IPG Holding SpA	Mgmt			
5.4	Elect Fulvio Montipo as Board Chair	SH	None	Refer	For
	Management Proposal	Mgmt			
6	Approve Remuneration of Directors	Mgmt	For	For	For
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt			
7.1.1	Slate 1 Submitted by Gruppo IPG Holding SpA	SH	None	Refer	For
7.1.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	Refer	Against
	Shareholder Proposal Submitted by Gruppo IPG Holding SpA	Mgmt			

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Interpump Group SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.2	Approve Internal Auditors' Remuneration Management Proposals	SH Mgmt	None	Refer	For
8	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	Against	Against
	Extraordinary Business	Mgmt			
1	Approve Capital Increase without Preemptive Rights	Mgmt	For	For	For

Morgan Sindall Group plc

Meeting Date: 05/07/2020 **Country:** United Kingdom **Primary Security ID:** G81560107
Record Date: 05/05/2020 **Meeting Type:** Annual **Ticker:** MGNS

Shares Voted: 367,180

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Re-elect Michael Findlay as Director	Mgmt	For	Against	For
3	Re-elect John Morgan as Director	Mgmt	For	For	For
4	Re-elect Steve Crummett as Director	Mgmt	For	For	For
5	Re-elect Malcolm Cooper as Director	Mgmt	For	For	For
6	Re-elect Tracey Killen as Director	Mgmt	For	For	For
7	Re-elect David Lowden as Director	Mgmt	For	For	For
8	Elect Jen Tippin as Director	Mgmt	For	For	For
9	Approve Remuneration Policy	Mgmt	For	For	For
10	Approve Remuneration Report	Mgmt	For	For	For
11	Reappoint Deloitte LLP as Auditors	Mgmt	For	Against	For
12	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	Against	For
13	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For
14	Authorise Issue of Equity	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For

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Morgan Sindall Group plc

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

Fagron NV

Meeting Date: 05/11/2020

Country: Belgium

Primary Security ID: B3921R108

Record Date: 04/27/2020

Meeting Type: Annual

Ticker: FAGR

Shares Voted: 159,802

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Receive Directors' and Auditors' Reports (Non-Voting)	Mgmt			
2	Adopt Financial Statements	Mgmt	For	For	For
3	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For
4	Approve Remuneration Report	Mgmt	For	Against	Against
5	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt			
6	Approve Discharge of Directors	Mgmt	For	For	For
7	Approve Discharge of Auditor	Mgmt	For	For	For
8	Discussion on Company's Corporate Governance Policy	Mgmt			
9	Approve Remuneration of Directors	Mgmt	For	For	For
10	Approve Auditors' Remuneration	Mgmt	For	For	For
11	Approve Change-of-Control Clause Re: ISDA Agreements	Mgmt	For	For	For
12	Approve Change-of-Control Clause Re: Term and Revolving Facilities Agreements	Mgmt	For	For	For
13	Approve Co-optation of Robert (Rob) ten Hoedt as Independent Non-Executive Director	Mgmt	For	For	For
14	Reelect Robert (Rob) ten Hoedt as Independent Non-Executive Director	Mgmt	For	Against	Against

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Fagron NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Reelect Alychlo NV, Permanently Represented by Marc Coucke, as Director	Mgmt	For	For	For
16	Reelect Michael Schenck BVBA, Permanently Represented by Michael Schenck, as Director	Mgmt	For	Against	Against
17	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Mgmt	For	For	For
18	Transact Other Business	Mgmt			

Komax Holding AG

Meeting Date: 05/11/2020 **Country:** Switzerland **Primary Security ID:** H4614U113
Record Date: **Meeting Type:** Annual **Ticker:** KOMN

Shares Voted: 12,641

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
4.1.1	Reelect Beat Kaelin as Director and Board Chairman	Mgmt	For	For	For
4.1.2	Reelect David Dean as Director	Mgmt	For	For	For
4.1.3	Reelect Andreas Haerberli as Director	Mgmt	For	For	For
4.1.4	Reelect Kurt Haerri as Director	Mgmt	For	For	For
4.1.5	Reelect Mariel Hoch as Director	Mgmt	For	For	For
4.1.6	Reelect Roland Siegwart as Director	Mgmt	For	For	For
4.2.1	Reappoint Andreas Haerberli as Member of the Compensation Committee	Mgmt	For	For	For
4.2.2	Reappoint Beat Kaelin as Member of the Compensation Committee	Mgmt	For	For	For
4.2.3	Reappoint Roland Siegwart as Member of the Compensation Committee	Mgmt	For	For	For
4.3	Designate Thomas Tschuemperlin as Independent Proxy	Mgmt	For	For	For

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Komax Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.4	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
5.1	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
5.2	Approve Remuneration of Directors in the Amount of CHF 1.1 Million	Mgmt	For	For	For
5.3	Approve Remuneration of Executive Committee in the Amount of CHF 4.2 Million	Mgmt	For	For	For
6	Transact Other Business (Voting)	Mgmt	For	Against	Against

Marshalls Plc

Meeting Date: 05/13/2020 **Country:** United Kingdom **Primary Security ID:** G58718100
Record Date: 05/11/2020 **Meeting Type:** Annual **Ticker:** MSLH

Shares Voted: 1,202,385

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
3	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
4	Re-elect Vanda Murray as Director	Mgmt	For	For	For
5	Re-elect Janet Ashdown as Director	Mgmt	For	Refer	For
6	Re-elect Jack Clarke as Director	Mgmt	For	For	For
7	Re-elect Martyn Coffey as Director	Mgmt	For	For	For
8	Re-elect Graham Prothero as Director	Mgmt	For	For	For
9	Re-elect Tim Pile as Director	Mgmt	For	For	For
10	Elect Angela Bromfield as Director	Mgmt	For	For	For
11	Approve Remuneration Policy	Mgmt	For	Against	Against
12	Approve Remuneration Report	Mgmt	For	Against	Against
13	Approve Management Incentive Plan	Mgmt	For	Against	Against
14	Authorise Issue of Equity	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For

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Institution Account(s): All Institution Accounts

Marshalls Plc

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

TERNA Rete Elettrica Nazionale SpA

Meeting Date: 05/18/2020 **Country:** Italy **Primary Security ID:** T9471R100
Record Date: 05/07/2020 **Meeting Type:** Annual/Special **Ticker:** TRN

Shares Voted: 332,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
	Management Proposals	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income	Mgmt	For	For	For
	Shareholder Proposals Submitted by CDP Reti SpA	Mgmt			
3	Fix Number of Directors	SH	None	Refer	For
4	Fix Board Terms for Directors	SH	None	Refer	For
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt			
5.1	Slate 1 Submitted by CDP Reti SpA	SH	None	Against	Against
5.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For	For
	Shareholder Proposals Submitted by CDP Reti SpA	Mgmt			
6	Elect Valentina Bosetti as Board Chair	SH	None	Refer	Against
7	Approve Remuneration of Directors	SH	None	Refer	For
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt			
8.1	Slate 1 Submitted by CDP Reti SpA	SH	None	Refer	For

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Reporting Period: 01/01/2020 to 01/01/2021

Location(s): All Locations

Institution Account(s): All Institution Accounts

TERNA Rete Elettrica Nazionale SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	Refer	Against
	Shareholder Proposal Submitted by CDP Reti SpA	Mgmt			
9	Approve Internal Auditors' Remuneration	SH	None	Refer	For
	Management Proposals	Mgmt			
10	Approve Long Term Incentive Plan	Mgmt	For	For	For
11	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
12.1	Approve Remuneration Policy	Mgmt	For	Against	Against
12.2	Approve Second Section of the Remuneration Report	Mgmt	For	Against	Against
	Extraordinary Business	Mgmt			
1	Amend Company Bylaws Re: Article 31	Mgmt	For	For	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Against	Against

Nokia Oyj

Meeting Date: 05/27/2020

Country: Finland

Primary Security ID: X61873133

Record Date: 05/14/2020

Meeting Type: Annual

Ticker: NOKIA

Shares Voted: 293,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt			
5	Prepare and Approve List of Shareholders	Mgmt			
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For

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Location(s): All Locations

Institution Account(s): All Institution Accounts

Nokia Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Approve Discharge of Board and President	Mgmt	For	For	For
10	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against	Against
11	Approve Remuneration of Directors in the Amount of EUR 440,000 to Chair, EUR 185,000 to Vice Chair and EUR 160,000 to Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For	For
12	Fix Number of Directors at Nine	Mgmt	For	For	For
13	Reelect Sari Baldauf, Bruce Brown, Jeanette Horan, Edward Kozel, Elizabeth Nelson, Soren Skou, Carla Smits-Nusteling and Kari Stadigh as Directors, Elect Thomas Dannenfeldt as New Director	Mgmt	For	For	For
14	Ratify Deloitte as Auditors for Financial Year 2021	Mgmt	For	Against	Against
15	Approve Remuneration of Auditors	Mgmt	For	Against	Against
16	Authorize Share Repurchase Program	Mgmt	For	For	For
17	Authorize Issuance of up to 550 Million Shares without Preemptive Rights	Mgmt	For	For	For
	Shareholder Proposal	Mgmt			
18	Amend Articles Re: Number of Directors; Age Limit of Directors; Strict Gender Balance in Board	SH	Against	Against	Against
19	Close Meeting	Mgmt			

Hill & Smith Holdings Plc

Meeting Date: 06/23/2020

Country: United Kingdom

Primary Security ID: G45080101

Record Date: 06/19/2020

Meeting Type: Annual

Ticker: HILS

Shares Voted: 349,967

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Policy	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Re-elect Alan Giddins as Director	Mgmt	For	Against	Against

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Hill & Smith Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Re-elect Derek Muir as Director	Mgmt	For	For	For
6	Re-elect Annette Kelleher as Director	Mgmt	For	For	For
7	Re-elect Mark Reckitt as Director	Mgmt	For	For	For
8	Elect Tony Quinlan as Director	Mgmt	For	For	For
9	Elect Pete Raby as Director	Mgmt	For	For	For
10	Elect Hannah Nichols as Director	Mgmt	For	For	For
11	Appoint EY LLP as Auditors	Mgmt	For	For	For
12	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
13	Authorise Issue of Equity	Mgmt	For	For	For
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
15	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
17	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For

Interparfums

Meeting Date: 06/24/2020

Country: France

Primary Security ID: F5262B119

Record Date: 06/22/2020

Meeting Type: Annual/Special

Ticker: ITP

Shares Voted: 212,311

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Absence of Dividends	Mgmt	For	For	For
4	Receive Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Reelect Dominique Cyrot as Director	Mgmt	For	For	For

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Interparfums

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Approve Remuneration Policy of Board Members	Mgmt	For	For	For
7	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Against	Against
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
9	Approve Compensation of Philippe Benacin, Chairman and CEO	Mgmt	For	Against	Against
10	Authorize Repurchase of Up to 5 Percent of Issued Share Capital	Mgmt	For	Against	Against
	Extraordinary Business	Mgmt			
11	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
12	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 30 Million	Mgmt	For	Against	Against
13	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 9 Million	Mgmt	For	Against	Against
14	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 9 Million	Mgmt	For	Against	Against
15	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	Against	Against
16	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	Against	Against
17	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Against	Against
18	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	Against	Against
19	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 13, 14, 17 and 18 at 10 Percent of Issued Share Capital	Mgmt	For	For	For
20	Amend Article 14 of Bylaws Re: Written Consultation	Mgmt	For	For	For
21	Amend Article 14 of Bylaws Re: General Meetings	Mgmt	For	For	For
22	Amend Article 16 of Bylaws Re: Management	Mgmt	For	For	For
23	Amend Articles of Bylaws to Comply with Legal Changes	Mgmt	For	For	For

Vote Summary Report

Reporting Period: 01/01/2020 to 01/01/2021

Location(s): All Locations

Institution Account(s): All Institution Accounts

Interparfums

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
24	Textual References Regarding Change of Codification	Mgmt	For	Against	Against
25	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Teleperformance SE

Meeting Date: 06/26/2020

Country: France

Primary Security ID: F9120F106

Record Date: 06/24/2020

Meeting Type: Annual/Special

Ticker: TEP

Shares Voted: 75,366

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 2.40 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Approve Compensation of Corporate Officers	Mgmt	For	For	For
6	Approve Compensation of Daniel Julien, Chairman and CEO	Mgmt	For	Against	Against
7	Approve Compensation of Olivier Rigaudy, Vice-CEO	Mgmt	For	Against	Against
8	Approve Remuneration Policy of Directors	Mgmt	For	For	For
9	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Against	Against
10	Approve Remuneration Policy of Vice-CEO	Mgmt	For	Against	Against
11	Reelect Christobel Selecky as Director	Mgmt	For	For	For
12	Reelect Angela Maria Sierra-Moreno as Director	Mgmt	For	For	For
13	Reelect Jean Guez as Director	Mgmt	For	Against	Against
14	Reelect Bernard Canetti as Director	Mgmt	For	For	Against
15	Reelect Philippe Dominati as Director	Mgmt	For	For	For

Vote Summary Report

Reporting Period: 01/01/2020 to 01/01/2021

Location(s): All Locations

Institution Account(s): All Institution Accounts

Teleperformance SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 50 Million	Mgmt	For	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 14.5 Million	Mgmt	For	For	For
19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 7.2 Million	Mgmt	For	For	For
20	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above Under Items 17-19	Mgmt	For	For	For
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	Against	Against
22	Amend Article 14 of Bylaws Re: Employee Representatives	Mgmt	For	For	For
23	Amend Article 11 of Bylaws Re: Shareholding Disclosure Thresholds	Mgmt	For	For	For
24	Amend Article 13 of Bylaws Re: Shareholders Identification	Mgmt	For	For	For
25	Amend Article 14 of Bylaws Re: Shares Hold by Board Members	Mgmt	For	For	For
26	Amend Article 20 of Bylaws Re: Corporate Officers Remuneration	Mgmt	For	For	For
27	Amend Article 27 of Bylaws Re: Corporate Officers Remuneration	Mgmt	For	For	For
28	Amend Article 21 of Bylaws Re: Agreement Between Company and Corporate Officer	Mgmt	For	For	For
29	Amend Article 23 of Bylaws Re: Deadline of Notice of Meeting	Mgmt	For	For	For
30	Textual References Regarding Change of Codification	Mgmt	For	Against	Against
31	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Vote Summary Report

Reporting Period: 01/01/2020 to 01/01/2021
Location(s): All Locations
Institution Account(s): All Institution Accounts

Interpump Group SpA

Meeting Date: 11/16/2020 **Country:** Italy **Primary Security ID:** T5513W107
Record Date: 11/05/2020 **Meeting Type:** Special **Ticker:** IP

Shares Voted: 119,551

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
O.1	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For

YouGov Plc

Meeting Date: 12/10/2020 **Country:** United Kingdom **Primary Security ID:** G9875S112
Record Date: 12/08/2020 **Meeting Type:** Annual **Ticker:** YOU

Shares Voted: 571,413

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
5	Re-elect Roger Parry as Director	Mgmt	For	Against	Against
6	Re-elect Stephan Shakespeare as Director	Mgmt	For	For	For
7	Re-elect Alexander McIntosh as Director	Mgmt	For	For	For
8	Re-elect Sundip Chahal as Director	Mgmt	For	For	For
9	Re-elect Rosemary Leith as Director	Mgmt	For	For	For
10	Re-elect Andrea Newman as Director	Mgmt	For	For	For
11	Re-elect Ashley Martin as Director	Mgmt	For	For	For
12	Approve Final Dividend	Mgmt	For	For	For
13	Authorise Issue of Equity	Mgmt	For	For	For
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
15	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Vote Summary Report

Reporting Period: 01/01/2020 to 01/01/2021
Location(s): All Locations
Institution Account(s): All Institution Accounts

Aroundtown SA

Meeting Date: 05/06/2020 **Country:** Luxembourg **Primary Security ID:** L0269F109
Record Date: 04/22/2020 **Meeting Type:** Special **Ticker:** AT1

Shares Voted: 1,357,906

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Special Meeting Agenda	Mgmt			
1	Authorize Repurchase of Up to 20 Percent of Issued Share Capital	Mgmt	For	Against	Against

Orion Oyj

Meeting Date: 05/06/2020 **Country:** Finland **Primary Security ID:** X6002Y112
Record Date: 04/23/2020 **Meeting Type:** Annual **Ticker:** ORNBV

Shares Voted: 14,823

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt	For	For	For
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
5	Prepare and Approve List of Shareholders	Mgmt	For	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of EUR 1.50 Per Share; Authorize Board to Donate up to EUR 250,000	Mgmt	For	For	For
9	Approve Discharge of Board and President	Mgmt	For	For	For
10	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against	Against
11	Approve Remuneration of Directors in the Amount of EUR 84,000 for Chairman, EUR 55,000 for Vice Chairman, and EUR 42,000 for Other Directors; Approve Meeting Fees	Mgmt	For	For	For
12	Fix Number of Directors at Seven	Mgmt	For	For	For

Vote Summary Report

Reporting Period: 01/01/2020 to 01/01/2021
Location(s): All Locations
Institution Account(s): All Institution Accounts

Orion Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Reelect Pia Kalsta, Ari Lehtoranta, Timo Maasilta, Hilpi Rautelin, Eija Ronkainen and Mikael Silvennoinen (Chairman) as Directors; Elect Kari Jussi Aho as New Director	Mgmt	For	For	For
14	Approve Remuneration of Auditors	Mgmt	For	For	For
15	Ratify KPMG as Auditors	Mgmt	For	For	For
16	Approve Forfeiture of Shares in Orion Corporation on Joint Account	Mgmt	For	For	For
17	Close Meeting	Mgmt			

ACS Actividades de Construccion y Servicios SA

Meeting Date: 05/07/2020 **Country:** Spain **Primary Security ID:** E7813W163
Record Date: 04/30/2020 **Meeting Type:** Annual **Ticker:** ACS

Shares Voted: 60,916

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For
1.2	Approve Allocation of Income	Mgmt	For	For	For
2	Approve Non-Financial Information Statement	Mgmt	For	For	For
3	Approve Discharge of Board	Mgmt	For	For	For
4.1	Reelect Javier Echenique Landiribar as Director	Mgmt	For	Against	Against
4.2	Reelect Mariano Hernandez Herreros as Director	Mgmt	For	Against	Against
4.3	Fix Number of Directors at 16	Mgmt	For	For	For
5	Approve Remuneration Policy	Mgmt	For	For	For
6	Advisory Vote on Remuneration Report	Mgmt	For	For	For
7.1	Amend Articles of General Meeting Regulations Re: Preliminary Title	Mgmt	For	For	For
7.2	Amend Articles of General Meeting Regulations Re: Title I	Mgmt	For	For	For
7.3	Amend Articles of General Meeting Regulations Re: Chapter I of Title II	Mgmt	For	For	For
7.4	Amend Articles of General Meeting Regulations Re: Chapter II of Title II	Mgmt	For	For	For

Vote Summary Report

Reporting Period: 01/01/2020 to 01/01/2021

Location(s): All Locations

Institution Account(s): All Institution Accounts

ACS Actividades de Construccion y Servicios SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.5	Amend Articles of General Meeting Regulations Re: Chapter I of Title III	Mgmt	For	For	For
7.6	Amend Articles of General Meeting Regulations Re: Chapter II of Title III	Mgmt	For	For	For
7.7	Amend Articles of General Meeting Regulations Re: Chapter III of Title III	Mgmt	For	For	For
7.8	Add Articles of General Meeting Regulations Re: Title VI	Mgmt	For	For	For
7.9	Approve Restated General Meeting Regulations	Mgmt	For	For	For
8	Approve Scrip Dividends and Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For	For
9	Authorize Share Repurchase and Capital Reduction via Amortization of Repurchased Shares	Mgmt	For	For	For
10	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 20 Percent	Mgmt	For	Against	Against
11	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For
12	Receive Amendments to Board of Directors Regulations	Mgmt			

Repsol SA

Meeting Date: 05/07/2020

Country: Spain

Primary Security ID: E8471S130

Record Date: 05/01/2020

Meeting Type: Annual

Ticker: REP

Shares Voted: 1,705,378

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For
2	Approve Non-Financial Information Statement	Mgmt	For	For	For
3	Approve Treatment of Net Loss	Mgmt	For	For	For
4	Approve Creation of Reserves Not Arising from Profits and Approve Transfer of Reserves for the Transition to the 2007 Spanish General Accounting Plan Account to Voluntary Reserves	Mgmt	For	For	For

Vote Summary Report

Reporting Period: 01/01/2020 to 01/01/2021
Location(s): All Locations
Institution Account(s): All Institution Accounts

Repsol SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Approve Discharge of Board	Mgmt	For	Against	Against
6	Approve Scrip Dividends	Mgmt	For	For	For
7	Approve Scrip Dividends	Mgmt	For	For	For
8	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For	For
9	Approve Share Matching Program	Mgmt	For	For	For
10	Approve Long-Term Incentive Plan	Mgmt	For	For	For
11	Advisory Vote on Remuneration Report	Mgmt	For	For	For
12	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Red Electrica Corp. SA

Meeting Date: 05/13/2020 **Country:** Spain **Primary Security ID:** E42807110
Record Date: 05/08/2020 **Meeting Type:** Annual **Ticker:** REE

Shares Voted: 598,289

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Standalone Financial Statements	Mgmt	For	For	For
2	Approve Consolidated Financial Statements	Mgmt	For	For	For
3	Approve Allocation of Income	Mgmt	For	For	For
4	Approve Non-Financial Information Statement	Mgmt	For	For	For
5	Approve Discharge of Board	Mgmt	For	For	For
6.1	Ratify Appointment of and Elect Beatriz Corredor Sierra as Director	Mgmt	For	For	For
6.2	Ratify Appointment of and Elect Roberto Garcia Merino as Director	Mgmt	For	For	For
6.3	Reelect Carmen Gomez de Barreda Tous de Monsalve as Director	Mgmt	For	For	For
7	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 10 Percent	Mgmt	For	For	For

Vote Summary Report

Reporting Period: 01/01/2020 to 01/01/2021

Location(s): All Locations

Institution Account(s): All Institution Accounts

Red Electrica Corp. SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Authorize Issuance of Non-Convertible and/or Convertible Bonds, Debentures, Warrants, and Other Debt Securities up to EUR 5 Billion with Exclusion of Preemptive Rights up to 10 Percent of Capital	Mgmt	For	For	For
9.1	Authorize Share Repurchase Program	Mgmt	For	For	For
9.2	Approve Stock-for-Salary Plan	Mgmt	For	For	For
9.3	Revoke All Previous Authorizations	Mgmt	For	For	For
10.1	Approve Remuneration Report	Mgmt	For	For	For
10.2	Approve Remuneration of Directors	Mgmt	For	For	For
11	Renew Appointment of KPMG Auditores as Auditor	Mgmt	For	For	For
12	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For
13	Receive Corporate Governance Report	Mgmt			
14	Receive Amendments to Board of Directors Regulations	Mgmt			

TERNA Rete Elettrica Nazionale SpA

Meeting Date: 05/18/2020

Country: Italy

Primary Security ID: T9471R100

Record Date: 05/07/2020

Meeting Type: Annual/Special

Ticker: TRN

Shares Voted: 2,061,868

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
	Management Proposals	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income	Mgmt	For	For	For
	Shareholder Proposals Submitted by CDP Reti SpA	Mgmt			
3	Fix Number of Directors	SH	None	For	For
4	Fix Board Terms for Directors	SH	None	For	For
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt			

Vote Summary Report

Reporting Period: 01/01/2020 to 01/01/2021
Location(s): All Locations
Institution Account(s): All Institution Accounts

TERNA Rete Elettrica Nazionale SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.1	Slate 1 Submitted by CDP Reti SpA	SH	None	Against	Against
5.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For	For
	Shareholder Proposals Submitted by CDP Reti SpA	Mgmt			
6	Elect Valentina Bosetti as Board Chair	SH	None	For	For
7	Approve Remuneration of Directors	SH	None	For	For
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt			
8.1	Slate 1 Submitted by CDP Reti SpA	SH	None	For	For
8.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	Against	Against
	Shareholder Proposal Submitted by CDP Reti SpA	Mgmt			
9	Approve Internal Auditors' Remuneration	SH	None	For	For
	Management Proposals	Mgmt			
10	Approve Long Term Incentive Plan	Mgmt	For	For	For
11	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
12.1	Approve Remuneration Policy	Mgmt	For	For	For
12.2	Approve Second Section of the Remuneration Report	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
1	Amend Company Bylaws Re: Article 31	Mgmt	For	For	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Against	Against

Orange SA

Meeting Date: 05/19/2020

Country: France

Primary Security ID: F6866T100

Record Date: 05/15/2020

Meeting Type: Annual/Special

Ticker: ORA

Shares Voted: 0

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

Vote Summary Report

Reporting Period: 01/01/2020 to 01/01/2021

Location(s): All Locations

Institution Account(s): All Institution Accounts

Orange SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	
3	Approve Allocation of Income and Dividends of EUR 0.50 per Share	Mgmt	For	For	
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	
5	Elect Frederic Sanchez as Director	Mgmt	For	For	
6	Reelect Christel Heydemann as Director	Mgmt	For	For	
7	Reelect Bernard Ramanantsoa as Director	Mgmt	For	For	
8	Elect Laurence Dalbousiere as Director	Mgmt	For	For	
9	Approve Compensation Report for Corporate Officers	Mgmt	For	For	
10	Approve Compensation of Stephane Richard, Chairman and CEO	Mgmt	For	For	
11	Approve Compensation of Ramon Fernandez, Vice-CEO	Mgmt	For	For	
12	Approve Compensation of Gervais Pellissier, Vice-CEO	Mgmt	For	For	
13	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	
14	Approve Remuneration Policy of Vice-CEOs	Mgmt	For	For	
15	Approve Remuneration Policy of Non-Executive Directors	Mgmt	For	For	
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	
	Extraordinary Business	Mgmt			
17	Amend Article 2 of Bylaws Re: Corporate Purpose	Mgmt	For	For	
18	Amend Article 13 of Bylaws Re: Employee Representative	Mgmt	For	For	
19	Authorize up to 0.07 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Key Employees and Corporate Officers With Performance Conditions Attached	Mgmt	For	For	
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	
21	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	

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Reporting Period: 01/01/2020 to 01/01/2021

Location(s): All Locations

Institution Account(s): All Institution Accounts

Orange SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
22	Amend Article 13 of Bylaws Re: Employee Shareholders	Mgmt	For	For	
	Ordinary Business	Mgmt			
23	Approve Stock Dividend Program	Mgmt	For	For	
24	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	
	Shareholder Proposals Submitted by Fonds Commun de Placement d Entreprise Orange Actions	Mgmt			
A	Amend Item 16: Authorize Repurchase of Shares	SH	Against	Against	
B	Amend Article 13 of Bylaws Re: Plurality of Directorships	SH	Against	Against	
C	Amend Item 19: Authorize Shares for Use in Restricted Stock Plans Reserved for Key Employees and Corporate Officers With Performance Conditions Attached	SH	Against	Against	
D	Amend Employee Stock Purchase Plans in Favor of Employees	SH	Against	Against	

Shares Voted: 2,623,213

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 0.50 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
5	Elect Frederic Sanchez as Director	Mgmt	For	For	For
6	Reelect Christel Heydemann as Director	Mgmt	For	For	For
7	Reelect Bernard Ramanantsoa as Director	Mgmt	For	For	For
8	Elect Laurence Dalbousiere as Director	Mgmt	For	For	For
9	Approve Compensation Report for Corporate Officers	Mgmt	For	For	For
10	Approve Compensation of Stephane Richard, Chairman and CEO	Mgmt	For	For	For

Vote Summary Report

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Location(s): All Locations

Institution Account(s): All Institution Accounts

Orange SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Approve Compensation of Ramon Fernandez, Vice-CEO	Mgmt	For	For	For
12	Approve Compensation of Gervais Pellissier, Vice-CEO	Mgmt	For	For	For
13	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For
14	Approve Remuneration Policy of Vice-CEOs	Mgmt	For	For	For
15	Approve Remuneration Policy of Non-Executive Directors	Mgmt	For	For	For
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
17	Amend Article 2 of Bylaws Re: Corporate Purpose	Mgmt	For	For	For
18	Amend Article 13 of Bylaws Re: Employee Representative	Mgmt	For	For	For
19	Authorize up to 0.07 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Key Employees and Corporate Officers With Performance Conditions Attached	Mgmt	For	For	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
21	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
22	Amend Article 13 of Bylaws Re: Employee Shareholders	Mgmt	For	For	For
	Ordinary Business	Mgmt			
23	Approve Stock Dividend Program	Mgmt	For	For	For
24	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For
	Shareholder Proposals Submitted by Fonds Commun de Placement d'Entreprise Orange Actions	Mgmt			
A	Amend Item 16: Authorize Repurchase of Shares	SH	Against	Against	Against
B	Amend Article 13 of Bylaws Re: Plurality of Directorships	SH	Against	Against	Against
C	Amend Item 19: Authorize Shares for Use in Restricted Stock Plans Reserved for Key Employees and Corporate Officers With Performance Conditions Attached	SH	Against	Against	Against
D	Amend Employee Stock Purchase Plans in Favor of Employees	SH	Against	Against	Against

Vote Summary Report

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Location(s): All Locations
Institution Account(s): All Institution Accounts

SEB SA

Meeting Date: 05/19/2020 **Country:** France **Primary Security ID:** F82059100
Record Date: 05/15/2020 **Meeting Type:** Annual/Special **Ticker:** SK

Shares Voted: 1,832

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 1.43 per Share	Mgmt	For	For	For
4	Reelect Thierry de La Tour d Artaise as Director	Mgmt	For	Against	Against
5	Reelect Fonds Strategique de Participations as Director	Mgmt	For	For	For
6	Reelect Venelle Investissement as Director	Mgmt	For	Against	Against
7	Reelect Jerome Lescure as Director	Mgmt	For	Against	Against
8	Approve Termination Package of Thierry de La Tour d Artaise, Chairman and CEO	Mgmt	For	Against	Against
9	Approve Remuneration Policy of Corporate Officers	Mgmt	For	Against	Against
10	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
11	Approve Compensation of Chairman and CEO	Mgmt	For	Against	Against
12	Approve Compensation of Vice-CEO	Mgmt	For	Against	Against
13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	Against	Against
	Extraordinary Business	Mgmt			
14	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
15	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 5 Million	Mgmt	For	Against	Against
16	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 5 Million	Mgmt	For	Against	Against
17	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 5 Million	Mgmt	For	Against	Against

Vote Summary Report

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Location(s): All Locations

Institution Account(s): All Institution Accounts

SEB SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
18	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 16-18 at EUR 10 Million	Mgmt	For	For	For
19	Authorize Capitalization of Reserves of Up to EUR 10 Million for Bonus Issue or Increase in Par Value	Mgmt	For	Against	Against
20	Authorize up to 200,000 Shares for Use in Restricted Stock Plans with Performance Conditions Attached	Mgmt	For	Against	Against
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
22	Amend Article 46 of Bylaws Re: Distribution of Free Shares	Mgmt	For	Against	Against
23	Amend Article 16 of Bylaws Re: Board Parity	Mgmt	For	For	For
24	Amend Article 16 of Bylaws Re: Shareholder Employee Representatives	Mgmt	For	For	For
25	Amend Article 24 of Bylaws Re: Directors Remuneration	Mgmt	For	For	For
26	Amend Articles 33, 39, 41 of Bylaws to Comply with Legal Changes	Mgmt	For	For	For
27	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

ageas SA/NV

Meeting Date: 05/20/2020

Country: Belgium

Primary Security ID: B0148L138

Record Date: 05/06/2020

Meeting Type: Annual/Special

Ticker: AGS

Shares Voted: 521,813

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual/Special Meeting Agenda	Mgmt			
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2.1.1	Receive Directors' and Auditors' Reports (Non-Voting)	Mgmt			
2.1.2	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt			
2.1.3	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For

Vote Summary Report

Reporting Period: 01/01/2020 to 01/01/2021

Location(s): All Locations

Institution Account(s): All Institution Accounts

ageas SA/NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.2.1	Receive Information on Company's Dividend Policy	Mgmt			
2.2.2	Approve Dividends of EUR 0.27 Per Share	Mgmt	For	For	For
2.3.1	Approve Discharge of Directors	Mgmt	For	For	For
2.3.2	Approve Discharge of Auditor	Mgmt	For	For	For
3.1	Approve Remuneration Report	Mgmt	For	For	For
3.2	Approve Remuneration Policy	Mgmt	For	For	For
4.1	Reelect Jane Murphy as Independent Director	Mgmt	For	For	For
4.2	Reelect Lucrezia Reichlin as Independent Director	Mgmt	For	For	For
4.3	Reelect Yvonne Lang Ketterer as Independent Director	Mgmt	For	For	For
4.4	Reelect Richard Jackson as Independent Director	Mgmt	For	For	For
4.5	Reelect Antonio Cano as Director	Mgmt	For	For	For
	Special Meeting Agenda	Mgmt			
5.1.1	Amend Article 1 Re: Definitions	Mgmt	For	For	For
5.1.2	Amend Article 2 Re: Name - Form	Mgmt	For	For	For
5.1.3	Amend Article 3 Re: Registered Office	Mgmt	For	For	For
5.1.4	Delete Article 6bis Re: Issue Premiums	Mgmt	For	For	For
5.1.5	Amend Article 7 Re: Form of the Shares	Mgmt	For	For	For
5.1.6	Amend Article 9 Re: Acquisition of Own Shares	Mgmt	For	For	For
5.1.7	Amend Article 10 Re: Board of Directors	Mgmt	For	For	For
5.1.8	Amend Article 11 Re: Board Deliberation and Decisions	Mgmt	For	For	For
5.1.9	Amend Article 12 Re: Executive Committee	Mgmt	For	For	For
5.1.10	Amend Article 13 Re: Representation	Mgmt	For	For	For
5.1.11	Amend Article 14 Re: Remuneration	Mgmt	For	For	For
5.1.12	Amend Article 15 Re: Ordinary Meeting of Shareholders	Mgmt	For	For	For
5.1.13	Amend Article 17 Re: Convocations	Mgmt	For	For	For
5.1.14	Amend Article 18 Re: Record Day and Proxies	Mgmt	For	For	For
5.1.15	Amend Article 19 Re: Procedure - Minutes of the Meeting	Mgmt	For	For	For

Vote Summary Report

Reporting Period: 01/01/2020 to 01/01/2021
Location(s): All Locations
Institution Account(s): All Institution Accounts

ageas SA/NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
51.16	Amend Article 20 Re: Votes	Mgmt	For	For	For
51.17	Amend Article 22 Re: Annual Accounts	Mgmt	For	For	For
51.18	Amend Article 23 Re: Dividend	Mgmt	For	For	For
5.2	Approve Cancellation of Repurchased Shares	Mgmt	For	For	For
5.3.1	Receive Special Board Report Re: Authorized Capital	Mgmt			
5.3.2	Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	Mgmt	For	For	For
6	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
7	Close Meeting	Mgmt			

Nokia Oyj

Meeting Date: 05/27/2020 **Country:** Finland **Primary Security ID:** X61873133
Record Date: 05/14/2020 **Meeting Type:** Annual **Ticker:** NOKIA
Shares Voted: 471,521

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt			
5	Prepare and Approve List of Shareholders	Mgmt			
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
9	Approve Discharge of Board and President	Mgmt	For	For	For
10	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For

Vote Summary Report

Reporting Period: 01/01/2020 to 01/01/2021

Location(s): All Locations

Institution Account(s): All Institution Accounts

Nokia Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Approve Remuneration of Directors in the Amount of EUR 440,000 to Chair, EUR 185,000 to Vice Chair and EUR 160,000 to Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For	For
12	Fix Number of Directors at Nine	Mgmt	For	For	For
13	Reelect Sari Baldauf, Bruce Brown, Jeanette Horan, Edward Kozel, Elizabeth Nelson, Soren Skou, Carla Smits-Nusteling and Kari Stadigh as Directors, Elect Thomas Dannenfeldt as New Director	Mgmt	For	For	For
14	Ratify Deloitte as Auditors for Financial Year 2021	Mgmt	For	For	For
15	Approve Remuneration of Auditors	Mgmt	For	For	For
16	Authorize Share Repurchase Program	Mgmt	For	For	For
17	Authorize Issuance of up to 550 Million Shares without Preemptive Rights	Mgmt	For	For	For
	Shareholder Proposal	Mgmt			
18	Amend Articles Re: Number of Directors; Age Limit of Directors; Strict Gender Balance in Board	SH	Against	Against	Against
19	Close Meeting	Mgmt			

Publicis Groupe SA

Meeting Date: 05/27/2020

Country: France

Primary Security ID: F7607Z165

Record Date: 05/25/2020

Meeting Type: Annual/Special

Ticker: PUB

Shares Voted: 158,604

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 1.15 per Share	Mgmt	For	For	For
4	Approve Stock Dividend Program	Mgmt	For	For	For

Vote Summary Report

Reporting Period: 01/01/2020 to 01/01/2021

Location(s): All Locations

Institution Account(s): All Institution Accounts

Publicis Groupe SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
6	Approve Remuneration Policy of Chairman of Supervisory Board	Mgmt	For	For	For
7	Approve Remuneration Policy of Supervisory Board Members	Mgmt	For	For	For
8	Approve Remuneration Policy of Chairman of Management Board	Mgmt	For	For	For
9	Approve Remuneration Policy of Management Board Members	Mgmt	For	For	For
10	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
11	Approve Compensation of Maurice Levy, Chairman of Supervisory Board	Mgmt	For	For	For
12	Approve Compensation of Arthur Sadoun, Chairman of the Management Board	Mgmt	For	For	For
13	Approve Compensation of Jean-Michel Etienne, Management Board Member	Mgmt	For	For	For
14	Approve Compensation of Anne-Gabrielle Heilbronner, Management Board Member	Mgmt	For	For	For
15	Approve Compensation of Steve King, Management Board Member	Mgmt	For	For	For
16	Reelect Sophie Dulac as Supervisory Board Member	Mgmt	For	For	For
17	Reelect Thomas H. Glocer as Supervisory Board Member	Mgmt	For	For	For
18	Reelect Marie-Josée Kravis as Supervisory Board Member	Mgmt	For	For	For
19	Reelect Andre Kudelski as Supervisory Board Member	Mgmt	For	For	For
20	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
21	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 30 Million	Mgmt	For	For	For
22	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 9 Million	Mgmt	For	For	For
23	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 9 Million	Mgmt	For	For	For

Vote Summary Report

Reporting Period: 01/01/2020 to 01/01/2021

Location(s): All Locations

Institution Account(s): All Institution Accounts

Publicis Groupe SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
24	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	For	For
25	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	For	For
26	Authorize Capitalization of Reserves of Up to EUR 30 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
27	Authorize Capital Increase of Up to EUR 9 Million for Future Exchange Offers	Mgmt	For	For	For
28	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
29	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
30	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
31	Amend Articles 6, 7 and 17 of Bylaws to Comply with Legal Changes	Mgmt	For	For	For
32	Amend Article 13 of Bylaws Re: Employee Representatives	Mgmt	For	For	For
33	Amend Article 15 of Bylaws Re: Board Members Deliberation via Written Consultation	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
34	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

NN Group NV

Meeting Date: 05/28/2020

Country: Netherlands

Primary Security ID: N64038107

Record Date: 04/30/2020

Meeting Type: Annual

Ticker: NN

Shares Voted: 556,805

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Receive Annual Report	Mgmt			

Vote Summary Report

Reporting Period: 01/01/2020 to 01/01/2021

Location(s): All Locations

Institution Account(s): All Institution Accounts

NN Group NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.A	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
3.B	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
4.A	Approve Discharge of Management Board	Mgmt	For	For	For
4.B	Approve Discharge of Supervisory Board	Mgmt	For	For	For
5	Discussion of Supervisory Board Profile	Mgmt			
6.A	Reelect Clara Streit to Supervisory Board	Mgmt	For	For	For
6.B	Reelect Robert Jenkins to Supervisory Board	Mgmt	For	For	For
7.A	Approve Remuneration Report	Mgmt	For	For	For
7.B	Approve Remuneration Policy for Management Board	Mgmt	For	For	For
7.C	Approve Remuneration Policy for Supervisory Board	Mgmt	For	For	For
7.D	Amend Articles of Association	Mgmt	For	For	For
8.A.1	Grant Board Authority to Issue Ordinary Shares Up To 10 Percent of Issued Capital	Mgmt	For	For	For
8.A.2	Authorize Board to Exclude Preemptive Rights from Share Issuances Under Item 8.A.1	Mgmt	For	For	For
8.B	Grant Board Authority to Issue Shares Up To 20 Percent of Issued Capital in Connection with a Rights Issue	Mgmt	For	For	For
9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
10	Approve Reduction in Share Capital through Cancellation of Shares	Mgmt	For	For	For
11	Close Meeting	Mgmt			

Rubis SCA

Meeting Date: 06/11/2020

Country: France

Primary Security ID: F7686C152

Record Date: 06/09/2020

Meeting Type: Annual

Ticker: RUI

Shares Voted: 32,071

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

Vote Summary Report

Reporting Period: 01/01/2020 to 01/01/2021

Location(s): All Locations

Institution Account(s): All Institution Accounts

Rubis SCA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 1.75 per Share and of EUR 0.87 per Preferred Share	Mgmt	For	For	For
4	Approve Stock Dividend Program	Mgmt	For	For	For
5	Reelect Olivier Heckenroth as Supervisory Board Member	Mgmt	For	For	For
6	Appoint PricewaterhouseCoopers Audit as Auditor	Mgmt	For	For	For
7	Appoint Patrice Morot as Alternate Auditor	Mgmt	For	For	For
8	Approve Compensation of Corporate Officers	Mgmt	For	For	For
9	Approve Compensation of Gilles Gobin, General Manager	Mgmt	For	For	For
10	Approve Compensation of Sorgema SARL, General Manager	Mgmt	For	For	For
11	Approve Compensation of Agena SAS, General Manager	Mgmt	For	For	For
12	Approve Compensation of Olivier Heckenroth, Chairman of the Supervisory Board	Mgmt	For	For	For
13	Approve Remuneration Policy of General Management	Mgmt	For	For	For
14	Approve Remuneration Policy of Supervisory Board Members	Mgmt	For	For	For
15	Authorize Repurchase of Up to 1 Percent of Issued Share Capital	Mgmt	For	For	For
16	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
17	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Metso Oyj

Meeting Date: 06/16/2020

Country: Finland

Primary Security ID: X6000X108

Record Date: 06/04/2020

Meeting Type: Annual

Ticker: METSO

Vote Summary Report

Reporting Period: 01/01/2020 to 01/01/2021

Location(s): All Locations

Institution Account(s): All Institution Accounts

Metso Oyj

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt	For	For	
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For	
5	Prepare and Approve List of Shareholders	Mgmt	For	For	
6	Receive Financial Statements and Statutory Reports; Receive Board's Report; Receive Auditor's Report	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	
8	Approve Allocation of Income and Dividends of EUR 1.47 Per Share	Mgmt	For	For	
9	Approve Discharge of Board and President	Mgmt	For	For	
10	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	
11	Approve Remuneration of Directors in the Amount of EUR 120,000 for Chairman, EUR 66,000 for Vice Chairman and EUR 53,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Board of Neles Corporation; Approve Meeting Fees	Mgmt	For	For	
12	Fix Number of Directors at Seven; Fix Number of Directors of Neles Corporation at Seven	Mgmt	For	For	
13	Reelect Mikael Lilius (Chairman), Christer Gardell (Deputy Chairman), Lars Josefsson, Antti Makinen, Kari Stadigh and Arja Talma as Directors; Elect Emanuela Speranza as New Director; Elect Board of Directors of Neles Corporation	Mgmt	For	For	
14	Approve Remuneration of Auditors	Mgmt	For	For	
15	Ratify Ernst & Young as Auditors	Mgmt	For	For	
16	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	
17	Approve Issuance of up to 10 Million Shares without Preemptive Rights	Mgmt	For	For	
18	Close Meeting	Mgmt			

Vote Summary Report

Reporting Period: 01/01/2020 to 01/01/2021

Location(s): All Locations

Institution Account(s): All Institution Accounts

SCOR SE

Meeting Date: 06/16/2020

Country: France

Primary Security ID: F15561677

Record Date: 06/12/2020

Meeting Type: Annual/Special

Ticker: SCR

Shares Voted: 312,688

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income and Absence of Dividends	Mgmt	For	For	For
3	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
4	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
5	Approve Compensation of Denis Kessler, Chairman and CEO	Mgmt	For	For	For
6	Approve Remuneration Policy of Directors	Mgmt	For	For	For
7	Approve Remuneration Policy of Denis Kessler, Chairman and CEO	Mgmt	For	For	For
8	Reelect Vanessa Marquette as Director	Mgmt	For	For	For
9	Reelect Holding Malakoff Humanis as Director	Mgmt	For	For	For
10	Reelect Zhen Wang as Director	Mgmt	For	For	For
11	Elect Natacha Valla as Director	Mgmt	For	For	For
12	Appoint KPMG as Auditor	Mgmt	For	For	For
13	Renew Appointment of Mazars as Auditor	Mgmt	For	For	For
14	Acknowledge End of Mandate of Olivier Drion as Alternate Auditor and Decision Not to Replace	Mgmt	For	For	For
15	Acknowledge End of Mandate of Lionel Gotlib as Alternate Auditor and Decision Not to Replace	Mgmt	For	For	For
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
17	Authorize Capitalization of Reserves of Up to EUR 200 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For

Vote Summary Report

Reporting Period: 01/01/2020 to 01/01/2021

Location(s): All Locations

Institution Account(s): All Institution Accounts

SCOR SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 589,353,524	Mgmt	For	For	For
19	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 147,338,381	Mgmt	For	For	For
20	Approve Issuance of Equity or Equity-Linked Securities for up to 10 Percent of Issued Capital Per Year for Qualified Investors	Mgmt	For	For	For
21	Authorize Capital Increase of Up to EUR 147,338,381 for Future Exchange Offers	Mgmt	For	For	For
22	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
23	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	For	For
24	Authorize Issuance of Warrants (Bons 2020 Contingents) without Preemptive Rights Reserved for Specific Beneficiaries up to Aggregate Nominal Amount of EUR 300 Million	Mgmt	For	For	For
25	Authorize Issuance of Warrants (Bons 2020 AOF) without Preemptive Rights Reserved for Specific Beneficiaries up to Aggregate Nominal Amount of EUR 300 Million	Mgmt	For	For	For
26	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
27	Authorize up to 1.5 Million Shares for Use in Stock Option Plans	Mgmt	For	For	For
28	Authorize up to 3 Million Shares for Use in Restricted Stock Plans	Mgmt	For	For	For
29	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
30	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 18-25, 27 and 29 at EUR 772,138,280	Mgmt	For	For	For
31	Amend Article 7 of Bylaws Re: Shareholding Disclosure Thresholds	Mgmt	For	For	For
32	Amend Articles 7, 10, 11, 13, 15, 18 of Bylaws to Comply with Legal Changes	Mgmt	For	For	For
33	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Vote Summary Report

Reporting Period: 01/01/2020 to 01/01/2021

Location(s): All Locations

Institution Account(s): All Institution Accounts

Aroundtown SA

Meeting Date: 06/24/2020 **Country:** Luxembourg **Primary Security ID:** L0269F109
Record Date: 06/10/2020 **Meeting Type:** Annual **Ticker:** AT1

Shares Voted: 1,324,906

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Receive Special Board Report Re: Statutory Financial Statements and Consolidated Financial Statements	Mgmt			
2	Receive Special Auditor Report Re: Statutory Financial Statements and Consolidated Financial Statements	Mgmt			
3	Approve Financial Statements	Mgmt	For	For	For
4	Approve Consolidated Financial Statements	Mgmt	For	For	For
5	Approve Allocation of Income	Mgmt	For	For	For
6	Approve Discharge of Directors	Mgmt	For	For	For
7	Renew Appointment of KPMG Luxembourg as Auditor	Mgmt	For	For	For
8	Approve Remuneration Report	Mgmt	For	Against	Against
9	Approve Remuneration Policy	Mgmt	For	Against	Against

Valeo SA

Meeting Date: 06/25/2020 **Country:** France **Primary Security ID:** F96221340
Record Date: 06/23/2020 **Meeting Type:** Annual/Special **Ticker:** FR

Shares Voted: 13,405

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 0.20 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For

Vote Summary Report

Reporting Period: 01/01/2020 to 01/01/2021

Location(s): All Locations

Institution Account(s): All Institution Accounts

Valeo SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Ratify Appointment of Bpifrance Participations as Director	Mgmt	For	For	For
6	Ratify Appointment of Fonds Strategique de Participation as Director	Mgmt	For	For	For
7	Reelect Thierry Moulounguet as Director	Mgmt	For	For	For
8	Reelect Ulrike Steinhorst as Director	Mgmt	For	For	For
9	Reelect Fonds Strategique de Participation as Director	Mgmt	For	For	For
10	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
11	Approve Compensation of Jacques Aschenbroich, Chairman and CEO	Mgmt	For	For	For
12	Approve Remuneration Policy of Directors	Mgmt	For	For	For
13	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
15	Delegate Powers to the Board to Amend Bylaws to Comply with Legal Changes	Mgmt	For	Against	Against
16	Amend Articles 14, 16, 18 and 23 of Bylaws to Comply with Legal Changes	Mgmt	For	For	For
17	Approve Change of Corporate Form to Societe Europeenne (SE)	Mgmt	For	For	For
18	Pursuant to Item 17 Above, Adopt New Bylaws	Mgmt	For	For	For
	Ordinary Business	Mgmt			
19	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Danone SA

Meeting Date: 06/26/2020

Country: France

Primary Security ID: F12033134

Record Date: 06/24/2020

Meeting Type: Annual/Special

Ticker: BN

Shares Voted: 0

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

Vote Summary Report

Reporting Period: 01/01/2020 to 01/01/2021

Location(s): All Locations

Institution Account(s): All Institution Accounts

Danone SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	
3	Approve Allocation of Income and Dividends of EUR 2.10 per Share	Mgmt	For	For	
4	Reelect Gregg L. Engles as Director	Mgmt	For	For	
5	Reelect Gaelle Olivier as Director	Mgmt	For	For	
6	Reelect Isabelle Seillier as Director	Mgmt	For	For	
7	Reelect Jean-Michel Severino as Director	Mgmt	For	For	
8	Reelect Lionel Zinsou-Derlin as Director	Mgmt	For	For	
9	Approve Compensation Report of Corporate Officers	Mgmt	For	For	
10	Approve Compensation of Emmanuel Faber, Chairman and CEO	Mgmt	For	For	
11	Approve Remuneration Policy of Corporate Officers	Mgmt	For	For	
12	Approve Remuneration Policy of Directors	Mgmt	For	For	
13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	
	Extraordinary Business	Mgmt			
14	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	
15	Authorize up to 0.2 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	
16	Amend Article 15 of Bylaws Re: Employee Representatives	Mgmt	For	For	
17	Amend Article 19 of Bylaws Re: Related Parties Agreements	Mgmt	For	For	
18	Amend Article 21 of Bylaws Re: Alternate Auditors	Mgmt	For	For	
19	Amend Articles 20 and 27 of Bylaws Re: Directors Remuneration and Powers of General Meeting	Mgmt	For	For	
20	Amend Article 1 of Bylaws Re: Adopt the French (Societe a Mission) Status	Mgmt	For	For	
21	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	

Vote Summary Report

Reporting Period: 01/01/2020 to 01/01/2021

Location(s): All Locations

Institution Account(s): All Institution Accounts

Danone SA

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	
3	Approve Allocation of Income and Dividends of EUR 2.10 per Share	Mgmt	For	For	
4	Reelect Gregg L. Engles as Director	Mgmt	For	For	
5	Reelect Gaelle Olivier as Director	Mgmt	For	For	
6	Reelect Isabelle Seillier as Director	Mgmt	For	For	
7	Reelect Jean-Michel Severino as Director	Mgmt	For	For	
8	Reelect Lionel Zinsou-Derlin as Director	Mgmt	For	For	
9	Approve Compensation Report of Corporate Officers	Mgmt	For	For	
10	Approve Compensation of Emmanuel Faber, Chairman and CEO	Mgmt	For	For	
11	Approve Remuneration Policy of Corporate Officers	Mgmt	For	For	
12	Approve Remuneration Policy of Directors	Mgmt	For	For	
13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	
	Extraordinary Business	Mgmt			
14	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	
15	Authorize up to 0.2 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	
16	Amend Article 15 of Bylaws Re: Employee Representatives	Mgmt	For	For	
17	Amend Article 19 of Bylaws Re: Related Parties Agreements	Mgmt	For	For	
18	Amend Article 21 of Bylaws Re: Alternate Auditors	Mgmt	For	For	
19	Amend Articles 20 and 27 of Bylaws Re: Directors Remuneration and Powers of General Meeting	Mgmt	For	For	
20	Amend Article 1 of Bylaws Re: Adopt the French (Societe a Mission) Status	Mgmt	For	For	

Vote Summary Report

Reporting Period: 01/01/2020 to 01/01/2021

Location(s): All Locations

Institution Account(s): All Institution Accounts

Danone SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
21	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	

Teleperformance SE

Meeting Date: 06/26/2020

Country: France

Primary Security ID: F9120F106

Record Date: 06/24/2020

Meeting Type: Annual/Special

Ticker: TEP

Shares Voted: 4,262

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 2.40 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Approve Compensation of Corporate Officers	Mgmt	For	For	For
6	Approve Compensation of Daniel Julien, Chairman and CEO	Mgmt	For	For	For
7	Approve Compensation of Olivier Rigaudy, Vice-CEO	Mgmt	For	For	For
8	Approve Remuneration Policy of Directors	Mgmt	For	For	For
9	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For
10	Approve Remuneration Policy of Vice-CEO	Mgmt	For	For	For
11	Reelect Christobel Selecky as Director	Mgmt	For	For	For
12	Reelect Angela Maria Sierra-Moreno as Director	Mgmt	For	For	For
13	Reelect Jean Guez as Director	Mgmt	For	For	For
14	Reelect Bernard Canetti as Director	Mgmt	For	For	For
15	Reelect Philippe Dominati as Director	Mgmt	For	For	For
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For

Vote Summary Report

Reporting Period: 01/01/2020 to 01/01/2021

Location(s): All Locations

Institution Account(s): All Institution Accounts

Teleperformance SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Business	Mgmt			
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 50 Million	Mgmt	For	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 14.5 Million	Mgmt	For	For	For
19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 7.2 Million	Mgmt	For	For	For
20	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above Under Items 17-19	Mgmt	For	For	For
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
22	Amend Article 14 of Bylaws Re: Employee Representatives	Mgmt	For	For	For
23	Amend Article 11 of Bylaws Re: Shareholding Disclosure Thresholds	Mgmt	For	For	For
24	Amend Article 13 of Bylaws Re: Shareholders Identification	Mgmt	For	For	For
25	Amend Article 14 of Bylaws Re: Shares Hold by Board Members	Mgmt	For	For	For
26	Amend Article 20 of Bylaws Re: Corporate Officers Remuneration	Mgmt	For	For	For
27	Amend Article 27 of Bylaws Re: Corporate Officers Remuneration	Mgmt	For	For	For
28	Amend Article 21 of Bylaws Re: Agreement Between Company and Corporate Officer	Mgmt	For	For	For
29	Amend Article 23 of Bylaws Re: Deadline of Notice of Meeting	Mgmt	For	For	For
30	Textual References Regarding Change of Codification	Mgmt	For	Against	Against
31	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Enagas SA

Meeting Date: 06/29/2020

Country: Spain

Primary Security ID: E41759106

Record Date: 06/24/2020

Meeting Type: Annual

Ticker: ENG

Vote Summary Report

Reporting Period: 01/01/2020 to 01/01/2021

Location(s): All Locations

Institution Account(s): All Institution Accounts

Enagas SA

Shares Voted: 729,119

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For
2	Approve Non-Financial Information Statement	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends	Mgmt	For	For	For
4	Approve Dividends Charged Against Unrestricted Reserves	Mgmt	For	For	For
5	Approve Discharge of Board	Mgmt	For	For	For
6.1	Amend Article 27 Re: Meeting Attendance by Telematic Means	Mgmt	For	For	For
6.2	Amend Article 35 Re: Board Composition	Mgmt	For	For	For
6.3	Amend Article 39 Re: Board Meetings by Telematic Means	Mgmt	For	For	For
6.4	Amend Article 44 Re: Audit and Compliance Committee	Mgmt	For	For	For
6.5	Amend Articles Re: Appointments, Remuneration and Corporate Social Responsibility Committee	Mgmt	For	For	For
6.6	Add Article 53.bis Re: Dividend in Kind	Mgmt	For	For	For
7	Amend Articles of General Meeting Regulations Re: Attendance by Telematic Means	Mgmt	For	For	For
8.1	Reelect Sociedad Estatal de Participaciones Industriales (SEPI) as Director	Mgmt	For	For	For
8.2	Elect Jose Blanco Lopez as Director	Mgmt	For	For	For
8.3	Elect Jose Montilla Aguilera as Director	Mgmt	For	For	For
8.4	Elect Cristobal Jose Gallego Castillo as Director	Mgmt	For	For	For
9	Authorize Share Repurchase Program	Mgmt	For	For	For
10	Amend Remuneration Policy	Mgmt	For	For	For
11	Advisory Vote on Remuneration Report	Mgmt	For	For	For
12	Receive Amendments to Board of Directors Regulations	Mgmt			
13	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Vote Summary Report

Reporting Period: 01/01/2020 to 01/01/2021

Location(s): All Locations

Institution Account(s): All Institution Accounts

Colruyt SA

Meeting Date: 09/30/2020

Country: Belgium

Primary Security ID: B26882231

Record Date: 09/16/2020

Meeting Type: Annual

Ticker: COLR

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Receive and Approve Directors' and Auditors' Reports, and Report of the Works Council	Mgmt	For	For	
2	Approve Remuneration Report	Mgmt	For	Against	
3a	Adopt Financial Statements	Mgmt	For	For	
3b	Accept Consolidated Financial Statements	Mgmt	For	For	
4	Approve Dividends of EUR 1.35 Per Share	Mgmt	For	For	
5	Approve Allocation of Income	Mgmt	For	For	
6	Reelect Korys NV, Permanently Represented by Dries Colpaert, as Director	Mgmt	For	For	
7	Approve Discharge of Directors	Mgmt	For	For	
8	Approve Discharge of Auditors	Mgmt	For	For	
9	Transact Other Business	Mgmt			

Colruyt SA

Meeting Date: 10/08/2020

Country: Belgium

Primary Security ID: B26882231

Record Date: 09/24/2020

Meeting Type: Special

Ticker: COLR

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Special Meeting Agenda	Mgmt			
i	Amend Articles of Association Re: Object of the Company, and Alignment on Companies and Associations Code	Mgmt	For	For	
ii.1	Receive Special Board Report Re: Capital Increase with Waiver of Preemptive Rights	Mgmt			
ii.2	Receive Special Auditor Report Re: Article 7: 191 of the Companies and Associations Code	Mgmt			
ii.3	Approve Employee Stock Purchase Plan Up To 1,000,000 Shares	Mgmt	For	For	

Vote Summary Report

Reporting Period: 01/01/2020 to 01/01/2021

Location(s): All Locations

Institution Account(s): All Institution Accounts

Colruyt SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
ii.4	Approve Determination of Issue Price Based on Average Stock Price of Ordinary Shares	Mgmt	For	For	
ii.5	Eliminate Preemptive Rights Re: Shares in Favor of Shareholders by Article 7: 190 et seq. of the Companies and Associations Code	Mgmt	For	For	
ii.6	Approve Increase in Share Capital by Issuance of New Shares to the Stipulated Modalities and to the Determined Issue Price	Mgmt	For	For	
ii.7	Approve Subscription Period	Mgmt	For	For	
ii.8	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Mgmt	For	For	
iii.1	Authorize Board to Repurchase Shares in the Event of a Serious and Imminent Harm and Under Normal Conditions	Mgmt	For	Against	
iii.2	Authorize Board to Reissue Shares in the Event of a Serious and Imminent Harm	Mgmt	For	Against	
iv	Approve Cancellation of Repurchased Shares and Unavailable Reserves	Mgmt	For	For	
v	Authorize Implementation of Approved Resolutions	Mgmt	For	For	

BHP Group Limited

Meeting Date: 10/14/2020

Country: Australia

Primary Security ID: Q1498M100

Record Date: 10/12/2020

Meeting Type: Annual

Ticker: BHP

Shares Voted: 45,074

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Appoint Ernst & Young as Auditor of the Company	Mgmt	For	For	For
3	Authorize the Risk and Audit Committee to Fix Remuneration of the Auditors	Mgmt	For	For	For
4	Approve General Authority to Issue Shares in BHP Group Plc	Mgmt	For	For	For
5	Approve General Authority to Issue Shares in BHP Group Plc for Cash	Mgmt	For	For	For
6	Approve the Repurchase of Shares in BHP Group Plc	Mgmt	For	For	For

Vote Summary Report

Reporting Period: 01/01/2020 to 01/01/2021

Location(s): All Locations

Institution Account(s): All Institution Accounts

BHP Group Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Approve Remuneration Report for UK Law Purposes	Mgmt	For	For	For
8	Approve Remuneration Report for Australian Law Purposes	Mgmt	For	For	For
9	Approve Grant of Awards to Mike Henry	Mgmt	For	For	For
10	Approve Leaving Entitlements	Mgmt	For	For	For
11	Elect Xiaoqun Clever as Director	Mgmt	For	For	For
12	Elect Gary Goldberg as Director	Mgmt	For	For	For
13	Elect Mike Henry as Director	Mgmt	For	For	For
14	Elect Christine O'Reilly as Director	Mgmt	For	For	For
15	Elect Dion Weisler as Director	Mgmt	For	For	For
16	Elect Terry Bowen as Director	Mgmt	For	For	For
17	Elect Malcolm Broomhead as Director	Mgmt	For	For	For
18	Elect Ian Cockerill as Director	Mgmt	For	For	For
19	Elect Anita Frew as Director	Mgmt	For	For	For
20	Elect Susan Kilsby as Director	Mgmt	For	For	For
21	Elect John Mogford as Director	Mgmt	For	For	For
22	Elect Ken MacKenzie as Director	Mgmt	For	Against	Against
23	Amend Constitution of BHP Group Limited	SH	Against	Against	Against
24	Adopt Interim Cultural Heritage Protection Measures	SH	Against	For	For
25	Approve Suspension of Memberships of Industry Associations where COVID-19 Related Advocacy is Inconsistent with Paris Agreement Goals	SH	Against	For	For

ageas SA/NV

Meeting Date: 10/22/2020

Country: Belgium

Primary Security ID: B0148L138

Record Date: 10/08/2020

Meeting Type: Special

Ticker: AGS

Shares Voted: 526,733

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Special Meeting Agenda	Mgmt			

Vote Summary Report

Reporting Period: 01/01/2020 to 01/01/2021
Location(s): All Locations
Institution Account(s): All Institution Accounts

ageas SA/NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Approve Dividends of EUR 2.38 Per Share	Mgmt	For	For	For
3	Elect Hans De Cuyper as Director	Mgmt	For	For	For
4	Approve Remuneration of the CEO	Mgmt	For	For	For
5	Approve Transition Fee of Jozef De Mey	Mgmt	For	For	For
6	Close Meeting	Mgmt			

ASR Nederland NV

Meeting Date: 10/28/2020 **Country:** Netherlands **Primary Security ID:** N0709G103
Record Date: 09/30/2020 **Meeting Type:** Special **Ticker:** ASRNL

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Special Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2a	Announce Intention to Appoint Joop Wijn as Supervisory Board Member	Mgmt			
2b	Elect Joop Wijn to Supervisory Board	Mgmt	For	For	
3	Allow Questions	Mgmt			
4	Close Meeting	Mgmt			

Eutelsat Communications SA

Meeting Date: 11/05/2020 **Country:** France **Primary Security ID:** F3692M128
Record Date: 11/03/2020 **Meeting Type:** Annual/Special **Ticker:** ETL

Shares Voted: 0

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

Vote Summary Report

Reporting Period: 01/01/2020 to 01/01/2021

Location(s): All Locations

Institution Account(s): All Institution Accounts

Eutelsat Communications SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	
3	Approve Allocation of Income and Dividends of EUR 0.89 per Share	Mgmt	For	For	
4	Approve Transfer From Legal Reserve Account to Other Reserve Account	Mgmt	For	For	
5	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	
6	Reelect Rodolphe Belmer as Director	Mgmt	For	For	
7	Reelect Fonds Strategique de Participations as Director	Mgmt	For	For	
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For	
9	Approve Compensation of Dominique D Hinnin, Chairman of the Board	Mgmt	For	For	
10	Approve Compensation of Rodolphe Belmer, CEO	Mgmt	For	For	
11	Approve Compensation of Michel Azibert, Vice-CEO	Mgmt	For	For	
12	Approve Compensation of Yohann Leroy, Vice-CEO	Mgmt	For	For	
13	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	
14	Approve Remuneration Policy of CEO	Mgmt	For	For	
15	Approve Remuneration Policy of Vice-CEOs	Mgmt	For	For	
16	Approve Remuneration Policy of Directors	Mgmt	For	For	
17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	
	Extraordinary Business	Mgmt			
18	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	
19	Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to Aggregate Nominal Amount of EUR 22 Million	Mgmt	For	For	
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	
21	Amend Article 15 of Bylaws Re: Board Deliberation	Mgmt	For	For	
	Ordinary Business	Mgmt			

Vote Summary Report

Reporting Period: 01/01/2020 to 01/01/2021

Location(s): All Locations

Institution Account(s): All Institution Accounts

Eutelsat Communications SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
22	Ratify Change Location of Registered Office to 32 Boulevard Gallieni, 92130 Issy-les-Moulineaux and Amend Article 4 of Bylaws Accordingly	Mgmt	For	For	
23	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	

Rubis SCA

Meeting Date: 12/09/2020

Country: France

Primary Security ID: F7686C152

Record Date: 12/07/2020

Meeting Type: Special

Ticker: RUI

Shares Voted: 1,415

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
2	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
3	Amend Article 56 of Bylaws Re: General Management Rights on Company Income	Mgmt	For	For	For
4	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Aroundtown SA

Meeting Date: 12/15/2020

Country: Luxembourg

Primary Security ID: L0269F109

Record Date: 12/01/2020

Meeting Type: Special

Ticker: AT1

Shares Voted: 331,851

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Special Meeting Agenda	Mgmt			
1	Approve Dividends	Mgmt	For	For	For

Vote Summary Report

Reporting Period: 01/01/2020 to 01/01/2021

Location(s): All Locations

Institution Account(s): All Institution Accounts