

**BILAN DE L'EXERCICE DES
DROITS DE VOTE AUX
ASSEMBLÉES GÉNÉRALES
2022**

BRED SELECTION ISR

SOMMAIRE

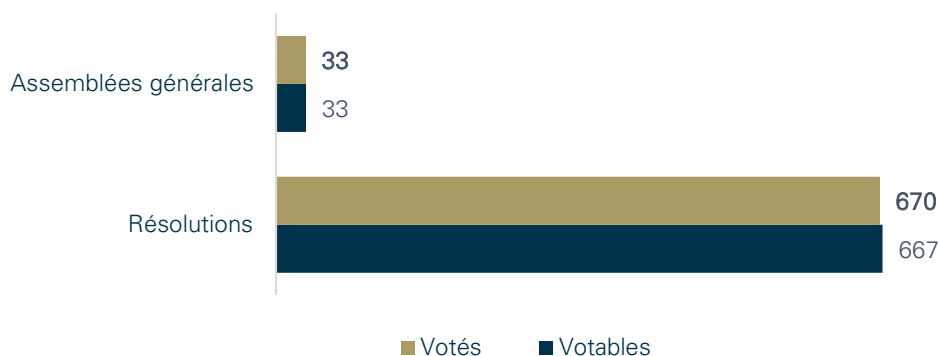
- 1. Périmètre de l'exercice des droits de vote**
- 2. Répartition géographique des AG**
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- 4. Focus sur certaines résolutions fortement contestées ou rejetées**
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1. PÉRIMÈTRE DE L'EXERCICE DES DROITS DE VOTE

L'exercice des droits de vote a été réalisé sur l'ensemble des titres détenus dans Bred Sélection ISRE.

La politique de vote appliquée est celle de Proxinvest

| | Exercice 2022 | | Exercice 2021 | |
|---|---------------|-------|---------------|-------|
| | En nombre | En % | En nombre | En % |
| Assemblées générales totales | 33 | | 26 | |
| Assemblées générales suivies | 33 | 100% | 24 | 92% |
| Nombre de résolutions | 670 | | 453 | |
| Nombre de résolutions votées | 667 | 99.5% | 437 | 96.5% |
| Nombre d'AG avec au moins 1 vote négatif | 31 | 93.9% | 22 | 91.6% |

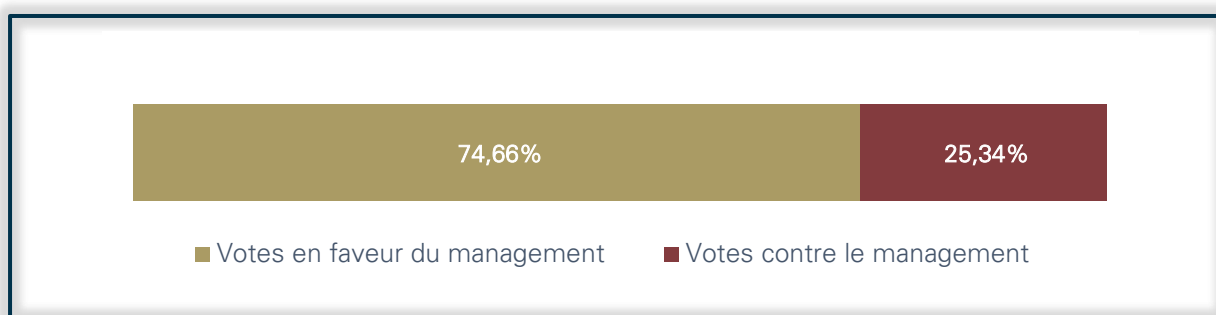
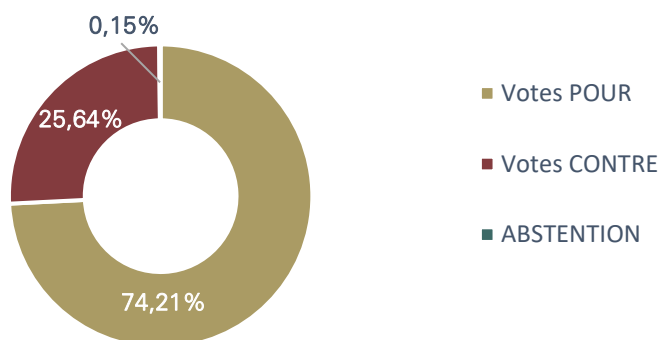


2. REPARTITION GEOGRAPHIQUE DES AG

| Marchés | Nombre d'AG | Nombre d'AG votées | % AG votées |
|------------------|-------------|--------------------|-------------|
| France | 18 | 18 | 100% |
| Pays-Bas | 6 | 6 | 100% |
| Allemagne | 3 | 3 | 100% |
| Finlande | 2 | 2 | 100% |
| Italie | 2 | 2 | 100% |
| Irlande | 1 | 1 | 100% |
| Espagne | 1 | 1 | 100% |

3. REPARTITION DES VOTES

| | Résolutions du management | | Résolutions des actionnaires | | Toutes Résolutions | |
|--|---------------------------|-------------|------------------------------|-------------|--------------------|-------------|
| | Total | Pourcentage | Total | Pourcentage | Total | Pourcentage |
| Résolutions totales | 661 | - | 9 | - | 670 | |
| Résolutions votées | 661 | 100% | 6 | 71,9% | 667 | 99,55% |
| Votes POUR | 490 | 74.13 | 5 | 65,7% | 495 | 74,21% |
| Votes CONTRE | 170 | 25.72 | 1 | 6,3% | 171 | 25,64% |
| Votes ABSTENTION | 1 | | 0 | 0% | 1 | 0,15% |
| Votes en ligne avec le management | 493 | 74.58% | 5 | 50% | 498 | 74,66% |
| Votes contre le management | 168 | 25.42% | 1 | 21,9% | 169 | 25,34% |



4. FOCUS SUR CERTAINES RESOLUTIONS FORTEMENT CONTESTEES OU REJETEES

AXA

- Promepar AM s'est opposée à la résolution 6 sur la rémunération ex-post du DG d'AXA : si la transparence est satisfaisante et la structure globalement acceptable, la part de critères qualitatifs dans le bonus restait trop importante et non vérifiable. De plus, les montants attribués pour l'exercice 2021 excédaient les pratiques de marché : 133% de la médiane des rémunérations totales des dirigeants du CAC 40 - 158% de la médiane des rémunérations totales des dirigeants du secteur Insurance du MSCI Europe ou encore 240 SMIC. Enfin, l'exigence des critères utilisés pour les actions de performance ne semble pas suffisante
- Cette résolution n'a reçu que 77,7% de votes positifs de la part des actionnaires, ce qui est un signal négatif qui devrait conduire l'entreprise à réagir et à réviser ses montants de rémunération du Directeur Général au cours de l'AG 2023.

STELLANTIS

- Promepar AM s'est opposé à la résolution 2c sur la rémunération ex post de Carlos Tavares. Nous considérons cette rémunération plus qu'excessive et fortement influencée par les pratiques américaines, tant par les montants que par ses caractéristiques. Annoncée à 19 153 507 € selon la société, elle s'élève en fait à 66 650 518€, en prenant en compte la même méthodologie que les autres sociétés – en se basant sur la juste valeur des actions au moment de l'attribution. Par ailleurs, cette rémunération comporte différents instruments de long terme pour partie non soumis à des conditions de performance ou peu exigeantes quand elles existent. Autre point de mécontentement, bien que l'entreprise soit cotée au CAC40 et se réclamant du code Afep/Medef, son siège social étant basé aux Pays Bas, elle s'autorise à ne pas suivre les règles des entreprises françaises : le vote de cette résolution était consultatif, (vs contraignant en France), dispensant ainsi l'entreprise de toute réaction obligatoire.
- Cette résolution n'a reçu que 47.88% d'approbation. Même si le vote n'était pas contraignant nous espérons que le management en tiendra compte.

VEOLIA

- Promepar AM s'est opposé à la résolution 12 proposant une prime exceptionnelle d'actions gratuites sans condition de performance à M. Frérot « afin de prendre en compte le succès lié à l'acquisition du groupe Suez ». L'intégration de Suez dans le groupe n'étant pas finie au moment de l'AG, il nous a semblé préférable d'attendre que l'opération soit passée avant de récompenser le dirigeant. Par ailleurs, il nous semble indispensable que des conditions de performance soient mises en place. Or, ce n'est pas le cas et cette prime reviendrait à verser une rémunération quasi-garantie représentant 77% du fixe (au cours au moment de l'AG).
- Cette résolution n'a reçu que 39.65% de votes positifs de la part des actionnaires.

5. DETAIL DES VOTES DE CHAQUE ASSEMBLEE GENERALE

| Entreprises | Pays | Date de l'AG | Type d'AG | Page |
|------------------------------|-----------|--------------|-------------------|------|
| ACCOR SA | France | 20/05/2022 | Annuelle/spéciale | 23 |
| AEROPORT DE PARIS SA | France | 17/05/2022 | Annuelle/spéciale | 19 |
| AIRBUS SE | Pays-Bas | 12/04/2022 | Annuelle | 10 |
| AKZO NOBEL NV | Pays-Bas | 22/04/2022 | Annuelle/spéciale | 13 |
| AKZO NOBEL NV | Pays-Bas | 06/09/2022 | Extraordinaire | 29 |
| ALLIANZ SA | Allemagne | 04/05/2022 | Annuelle | 17 |
| ALSTOM SA | France | 12/07/2022 | Annuelle/spéciale | 28 |
| AMUNDI SA | France | 18/05/2022 | Annuelle | 20 |
| ASML HOLDING NV | Pays-Bas | 29/04/2022 | Annuelle | 16 |
| ASSICURAZIONI GENERALI SPA | Italie | 27/04/2022 | Annuelle/spéciale | 14 |
| AXA SA | France | 28/04/2022 | Annuelle/spéciale | 15 |
| BUREAU VERITAS SA | France | 24/06/2022 | Annuelle | 27 |
| CAPGEMINI SE | France | 19/05/2022 | Annuelle/spéciale | 20 |
| COMPAGNIE DE SAINT-GOBAIN SA | France | 02/06/2022 | Annuelle/spéciale | 26 |
| CRH Plc | Irlande | 28/04/2022 | Annuelle | 16 |
| DEUTSCHE TELEKOM AG | Allemagne | 07/04/2022 | Annuelle | 9 |
| ELIS SA | France | 19/05/2022 | Annuelle/spéciale | 21 |
| ENGIE SA | France | 21/04/2022 | Annuelle/spéciale | 12 |
| FAURECIA SE | France | 01/06/2022 | Annuelle/spéciale | 24 |
| GRIFOLS | Espagne | 09/06/2022 | Annuelle | 26 |
| NOKIA OYJ | Finlande | 05/04/2022 | Annuelle | 9 |
| PRYSMIAN SPA | Italie | 12/04/2022 | Annuelle/spéciale | 10 |
| REXEL SA | France | 21/04/2022 | Annuelle/spéciale | 13 |
| SCHNEIDER ELECTRIC SE | France | 05/05/2022 | Annuelle/spéciale | 18 |
| SEB SA | France | 19/05/2022 | Annuelle/spéciale | 22 |
| SIEMENS AG | Allemagne | 10/02/2022 | Annuelle | 7 |
| SOPRA STERIA GROUP SA | France | 01/06/2022 | Annuelle/spéciale | 25 |
| SPIE SA | France | 11/05/2022 | Annuelle/spéciale | 18 |
| STELLANTIS NV | Pays-Bas | 13/04/2022 | Annuelle | 11 |
| STMICROELECTRONICS NV | Pays-Bas | 25/05/2022 | Annuelle | 24 |
| STORA ENSO OYJ | Finlande | 15/03/2022 | Annuelle | 8 |
| VEOLIA ENVIRONNEMENT SA | France | 15/06/2022 | Annuelle/spéciale | 27 |
| VINCI SA | France | 12/04/2022 | Annuelle/spéciale | 11 |

SIEMENS AG (Allemagne), assemblée générale annuelle du 10/02/2022.

| Proposal Number | Proposal Text | Vote Instruction | Vote Against Mgmt |
|-----------------|---|------------------|-------------------|
| 1 | Receive Financial Statements and Statutory Reports for Fiscal Year 2020/21 (Non-Voting) | | |
| 2 | Approve Allocation of Income and Dividends of EUR 4.00 per Share | For | No |
| 3.1 | Approve Discharge of Management Board Member Roland Busch for Fiscal Year 2020/21 | For | No |
| 3.2 | Approve Discharge of Management Board Member Klaus Helmrich (until March 31, 2021) for Fiscal Year 2020/21 | For | No |
| 3.3 | Approve Discharge of Management Board Member Joe Kaeser (until Feb. 3, 2021) for Fiscal Year 2020/21 | For | No |
| 3.4 | Approve Discharge of Management Board Member Cedrik Neike for Fiscal Year 2020/21 | For | No |
| 3.5 | Approve Discharge of Management Board Member Matthias Rebellius for Fiscal Year 2020/21 | For | No |
| 3.6 | Approve Discharge of Management Board Member Ralf Thomas for Fiscal Year 2020/21 | For | No |
| 3.7 | Approve Discharge of Management Board Member Judith Wiese for Fiscal Year 2020/21 | For | No |
| 4.1 | Approve Discharge of Supervisory Board Member Jim Snabe for Fiscal Year 2020/21 | For | No |
| 4.2 | Approve Discharge of Supervisory Board Member Birgit Steinborn for Fiscal Year 2020/21 | For | No |
| 4.3 | Approve Discharge of Supervisory Board Member Werner Brandt for Fiscal Year 2020/21 | For | No |
| 4.4 | Approve Discharge of Supervisory Board Member Tobias Baeumlner (from Oct. 16, 2020) for Fiscal Year 2020/21 | For | No |
| 4.5 | Approve Discharge of Supervisory Board Member Michael Diekmann for Fiscal Year 2020/21 | For | No |
| 4.6 | Approve Discharge of Supervisory Board Member Andrea Fehrmann for Fiscal Year 2020/21 | For | No |
| 4.7 | Approve Discharge of Supervisory Board Member Bettina Haller for Fiscal Year 2020/21 | For | No |
| 4.8 | Approve Discharge of Supervisory Board Member Harald Kern for Fiscal Year 2020/21 | For | No |
| 4.9 | Approve Discharge of Supervisory Board Member Juergen Kerner for Fiscal Year 2020/21 | For | No |
| 4.10 | Approve Discharge of Supervisory Board Member Nicola Leibinger-Kammuller (until Feb. 3, 2021) for Fiscal Year 2020/21 | For | No |
| 4.11 | Approve Discharge of Supervisory Board Member Benoit Potier for Fiscal Year 2020/21 | For | No |
| 4.12 | Approve Discharge of Supervisory Board Member Hagen Reimer for Fiscal Year 2020/21 | For | No |
| 4.13 | Approve Discharge of Supervisory Board Member Norbert Reithofer for Fiscal Year 2020/21 | For | No |
| 4.14 | Approve Discharge of Supervisory Board Member Kasper Roersted for Fiscal Year 2020/21 | For | No |
| 4.15 | Approve Discharge of Supervisory Board Member Nemat Shafik for Fiscal Year 2020/21 | For | No |
| 4.16 | Approve Discharge of Supervisory Board Member Nathalie von Siemens for Fiscal Year 2020/21 | For | No |
| 4.17 | Approve Discharge of Supervisory Board Member Michael Sigmund for Fiscal Year 2020/21 | For | No |
| 4.18 | Approve Discharge of Supervisory Board Member Dorothea Simon for Fiscal Year 2020/21 | For | No |
| 4.19 | Approve Discharge of Supervisory Board Member Grazia Vittadini (from Feb. 3, 2021) for Fiscal Year 2020/21 | For | No |
| 4.20 | Approve Discharge of Supervisory Board Member Werner Wenning (until Feb. 3, 2021) for Fiscal Year 2020/21 | For | No |
| 4.21 | Approve Discharge of Supervisory Board Member Matthias Zachert for Fiscal Year 2020/21 | For | No |
| 4.22 | Approve Discharge of Supervisory Board Member Gunnar Zukunft for Fiscal Year 2020/21 | For | No |
| 5 | Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2021/22 | Against | Yes |
| 6 | Approve Remuneration Report | Against | Yes |

STORA ENZO OYJ (Finlande), assemblée générale annuelle du 15/03/2022.

| Proposal Number | Proposal Text | Vote Instruction | Vote Against Mgmt |
|-----------------|---|------------------|-------------------|
| 1 | Open Meeting | | |
| 2 | Call the Meeting to Order | | |
| 3 | Designate Inspector or Shareholder Representative(s) of Minutes of Meeting | | |
| 4 | Acknowledge Proper Convening of Meeting | | |
| 5 | Prepare and Approve List of Shareholders | | |
| 6 | Receive Financial Statements and Statutory Reports | | |
| 7 | Accept Financial Statements and Statutory Reports | For | No |
| 8 | Approve Allocation of Income and Dividends of EUR 0.55 Per Share | For | No |
| 9 | Approve Discharge of Board and President | For | No |
| 10 | Approve Remuneration Report (Advisory Vote) | For | No |
| 11 | Amend Remuneration Policy And Other Terms of Employment For Executive Management | For | No |
| 12 | Approve Remuneration of Directors in the Amount of EUR 203,000 for Chairman, EUR 115,000 for Vice Chairman, and EUR 79,000 for Other Directors; Approve Remuneration for Committee Work | For | No |
| 13 | Fix Number of Directors at Nine | For | No |
| 14 | Reelect Elisabeth Fleuriot, Hock Goh, Christiane Kuehne, Antti Makinen (Chair), Richard Nilsson, Hakan Buskhe (Vice Chair), Helena Hedblom and Hans Sohlstrom as Directors; Elect Kari Jordan as New Director | Against | Yes |
| 15 | Approve Remuneration of Auditors | For | No |
| 16 | Ratify PricewaterhouseCoopers as Auditors | For | No |
| 17 | Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares | For | No |
| 18 | Approve Issuance of up to 2 Million Class R Shares without Preemptive Rights | For | No |
| 19 | Decision Making Order | | |
| 20 | Close Meeting | | |

NOKIA OYJ (Finlande), assemblée générale annuelle du 05/04/2022.

| Proposal Number | Proposal Text | Vote Instruction | Vote Against Mgmt |
|-----------------|---|------------------|-------------------|
| 1 | Open Meeting | | |
| 2 | Call the Meeting to Order | | |
| 3 | Designate Inspector or Shareholder Representative(s) of Minutes of Meeting | | |
| 4 | Acknowledge Proper Convening of Meeting | | |
| 5 | Prepare and Approve List of Shareholders | | |
| 6 | Receive Financial Statements and Statutory Reports | | |
| 7 | Accept Financial Statements and Statutory Reports | For | No |
| 8 | Approve Allocation of Income and Dividends of EUR 0.08 Per Share | For | No |
| 8A | Demand Minority Dividend | Abstain | No |
| 9 | Approve Discharge of Board and President | For | No |
| 10 | Approve Remuneration Report (Advisory Vote) | Against | Yes |
| 11 | Approve Remuneration of Directors in the Amount of EUR 440,000 to Chair, EUR 195,000 to Vice Chair and EUR 170,000 to Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees | Against | Yes |
| 12 | Fix Number of Directors at Ten | For | No |
| 13 | Reelect Sari Baldauf, Bruce Brown, Thomas Dannenfeldt, Jeanette Horan, Edward Kozel, Soren Skou and Carla Smits-Nusteling as Directors; Elect Lisa Hook, Thomas Saueressig and Kai Oistamo as New Directors | For | No |
| 14 | Approve Remuneration of Auditor | For | No |
| 15 | Ratify Deloitte as Auditor | For | No |
| 16 | Authorize Share Repurchase Program | For | No |
| 17 | Approve Issuance of up to 550 Million Shares without Preemptive Rights | For | No |
| 18 | Close Meeting | | |

DEUTSCHE TELEKOM (Allemagne), assemblée générale annuelle du 07/04/2022.

| Proposal Number | Proposal Text | Vote Instruction | Vote Against Mgmt |
|-----------------|---|------------------|-------------------|
| 1 | Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting) | | |
| 2 | Approve Allocation of Income and Dividends of EUR 0.64 per Share | For | No |
| 3 | Approve Discharge of Management Board for Fiscal Year 2021 | For | No |
| 4 | Approve Discharge of Supervisory Board for Fiscal Year 2021 | For | No |
| 5 | Ratify Deloitte GmbH as Auditors for Fiscal Year 2022 and for the Review of the Interim Financial Statements for Fiscal Year 2022 and First Quarter of Fiscal Year 2023 | For | No |
| 6.1 | Elect Frank Appel to the Supervisory Board | Against | Yes |
| 6.2 | Elect Katja Hessel to the Supervisory Board | For | No |
| 6.3 | Elect Dagmar Kollmann to the Supervisory Board | For | No |
| 6.4 | Elect Stefan Wintels to the Supervisory Board | Against | Yes |
| 7 | Approve Creation of EUR 3.8 Billion Pool of Authorized Capital with or without Exclusion of Preemptive Rights | For | No |
| 8 | Approve Remuneration Policy | Against | Yes |
| 9 | Approve Remuneration of Supervisory Board | For | No |
| 10 | Approve Remuneration Report | Against | Yes |

AIRBUS (Pays-Bas), assemblée générale annuelle du 12/04/2022.

| Proposal Number | Proposal Text | Vote Instruction | Vote Against Mgmt |
|-----------------|--|------------------|-------------------|
| | Annual Meeting Agenda | | |
| 1 | Open Meeting | | |
| 2.1 | Discussion on Company's Corporate Governance Structure | | |
| 2.2 | Receive Report on Business and Financial Statements | | |
| 2.3 | Receive Explanation on Company's Dividend Policy | | |
| 3 | Discussion of Agenda Items | | |
| 4.1 | Adopt Financial Statements | For | No |
| 4.2 | Approve Allocation of Income and Dividends | For | No |
| 4.3 | Approve Discharge of Non-Executive Members of the Board of Directors | Against | Yes |
| 4.4 | Approve Discharge of Executive Member of the Board of Directors | Against | Yes |
| 4.5 | Ratify Ernst & Young Accountants LLP as Auditors | For | No |
| 4.6 | Approve Implementation of Remuneration Policy | Against | Yes |
| 4.7 | Reelect Guillaume Faury as Executive Director | For | No |
| 4.8 | Reelect Catherine Guillouard as Non-Executive Director | Against | Yes |
| 4.9 | Reelect Claudia Nemat as Non-Executive Director | Against | Yes |
| 4.10 | Elect Irene Rummelhoff as Non-Executive Director | For | No |
| 4.11 | Grant Board Authority to Issue Shares Up To 0.51 Percent of Issued Capital and Exclude Preemptive Rights for the Purpose of Employee Share Ownership Plans and Share-Related Long-Term Incentive Plans | Against | Yes |
| 4.12 | Grant Board Authority to Issue Shares Up To 1.14 Percent of Issued Capital and Exclude Preemptive Rights for the Purpose of Company Funding | For | No |
| 4.13 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Against | Yes |
| 4.14 | Approve Cancellation of Repurchased Shares | For | No |

PRYSMIAN SPA (Italie), assemblée générale annuelle/spéciale du 12/04/2022.

| Proposal Number | Proposal Text | Vote Instruction | Vote Against Mgmt |
|-----------------|---|------------------|-------------------|
| | Ordinary Business | | |
| | Management Proposals | | |
| 1 | Accept Financial Statements and Statutory Reports | For | No |
| 2 | Approve Allocation of Income | For | No |
| | Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates | | |
| 3.1 | Slate 1 Submitted by Clubtre Srl, Albas Srl, and Angelini Partecipazioni Finanziarie Srl | For | No |
| 3.2 | Slate 2 Submitted by Institutional Investors (Assogestioni) | Do Not Vote | No |
| | Shareholder Proposal Submitted by Clubtre Srl, Albas Srl, and Angelini Partecipazioni Finanziarie Srl | | |
| 4 | Approve Internal Auditors' Remuneration | For | No |
| | Management Proposals | | |
| 5 | Authorize Share Repurchase Program and Reissuance of Repurchased Shares | For | No |
| 6 | Approve Stock Grant Plan | For | No |
| 7 | Approve Second Section of the Remuneration Report | For | No |
| | Extraordinary Business | | |
| 1 | Authorize Board to Increase Capital to Service the Long-term Incentive Plan | For | No |
| 2 | Authorize Board to Increase Capital to Service the Stock Grant Plan | For | No |
| A | Deliberations on Possible Legal Action Against Directors if Presented by Shareholders | Against | No |

VINCI SA (France), assemblée générale annuelle/spéciale du 12/04/2022.

| Proposal Number | Proposal Text | Vote Instruction | Vote Against Mgmt |
|-----------------|---|------------------|-------------------|
| | Ordinary Business | | |
| 1 | Approve Consolidated Financial Statements and Statutory Reports | For | No |
| 2 | Approve Financial Statements and Statutory Reports | For | No |
| 3 | Approve Allocation of Income and Dividends of EUR 2.90 per Share | For | No |
| 4 | Reelect Xavier Huillard as Director | Against | Yes |
| 5 | Reelect Marie-Christine Lombard as Director | For | No |
| 6 | Reelect Rene Medori as Director | For | No |
| 7 | Reelect Qatar Holding LLC as Director | For | No |
| 8 | Elect Claude Laruelle as Director | For | No |
| 9 | Ratify Change Location of Registered Office to 1973 boulevard de La Defense, Nanterre (92000) and Amend Article of Bylaws Accordingly | For | No |
| 10 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | For | No |
| 11 | Approve Remuneration Policy of Directors | For | No |
| 12 | Approve Remuneration Policy of Xavier Huillard, Chairman and CEO | Against | Yes |
| 13 | Approve Compensation Report | For | No |
| 14 | Approve Compensation of Xavier Huillard, Chairman and CEO | Against | Yes |
| | Extraordinary Business | | |
| 15 | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares | For | No |
| 16 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans | For | No |
| 17 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries | For | No |
| 18 | Authorize Filing of Required Documents/Other Formalities | For | No |

STELLANTIS NV (Pays-Bas), assemblée générale annuelle du 13/04/2022.

| Proposal Number | Proposal Text | Vote Instruction | Vote Against Mgmt |
|-----------------|--|------------------|-------------------|
| | Annual Meeting Agenda | | |
| 1 | Open Meeting | | |
| 2.a | Receive Report of Board of Directors (Non-Voting) | | |
| 2.b | Receive Explanation on Company's Reserves and Dividend Policy | | |
| 2.c | Approve Remuneration Report | Against | Yes |
| 2.d | Adopt Financial Statements and Statutory Reports | For | No |
| 2.e | Approve Dividends of EUR 1.04 Per Share | For | No |
| 2.f | Approve Discharge of Directors | Against | Yes |
| 3 | Ratify Ernst & Young Accountants LLP as Auditors | For | No |
| 4 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Against | Yes |
| 5 | Close Meeting | | |

ENGIE SA (France), assemblée générale annuelle/spéciale du 21/04/2022.

| Proposal Number | Proposal Text | Vote Instruction | Vote Against Mgmt |
|-----------------|---|------------------|-------------------|
| | Ordinary Business | | |
| 1 | Approve Financial Statements and Statutory Reports | For | No |
| 2 | Approve Consolidated Financial Statements and Statutory Reports | For | No |
| 3 | Approve Allocation of Income and Dividends of EUR 0.85 per Share | For | No |
| 4 | Approve Auditors' Special Report on Related-Party Transactions | For | No |
| 5 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | For | No |
| 6 | Reelect Jean-Pierre Clamadieu as Director | For | No |
| 7 | Reelect Ross McInnes as Director | Against | Yes |
| 8 | Elect Marie-Claire Daveu as Director | Against | Yes |
| 9 | Approve Compensation Report of Corporate Officers | For | No |
| 10 | Approve Compensation of Jean-Pierre Clamadieu, Chairman of the Board | For | No |
| 11 | Approve Compensation of Catherine MacGregor, CEO | Against | Yes |
| 12 | Approve Remuneration Policy of Directors | For | No |
| 13 | Approve Remuneration Policy of Chairman of the Board | For | No |
| 14 | Approve Remuneration Policy of CEO | For | No |
| 15 | Approve Company's Climate Transition Plan | For | No |
| | Extraordinary Business | | |
| 16 | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 225 Million | For | No |
| 17 | Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 225 Million | Against | Yes |
| 18 | Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 225 Million | Against | Yes |
| 19 | Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Item 15, 16 and 17 | Against | Yes |
| 20 | Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind | Against | Yes |
| 21 | Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 15-19 and 23-24 at EUR 265 Million | For | No |
| 22 | Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value | For | No |
| 23 | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares | For | No |
| 24 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans | For | No |
| 25 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries | For | No |
| 26 | Authorize up to 0.75 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees, Corporate Officers and Employees of International Subsidiaries from Groupe Engie | For | No |
| 27 | Authorize up to 0.75 Percent of Issued Capital for Use in Restricted Stock Plans | Against | Yes |
| 28 | Authorize Filing of Required Documents/Other Formalities | For | No |
| | Shareholder Proposals Submitted by FCP Link France | | |
| A | Approve Allocation of Income and Dividends of EUR 0.45 per Share | Against | No |
| B | Subject to Approval of Item 3, Approve Allocation of Income 2023 and 2024 | For | Yes |

REXEL SA (France), assemblée générale annuelle/spéciale du 21/04/2022.

| Proposal Number | Proposal Text | Vote Instruction | Vote Against Mgmt |
|-----------------|--|------------------|-------------------|
| | Ordinary Business | | |
| 1 | Approve Financial Statements and Statutory Reports | For | No |
| 2 | Approve Consolidated Financial Statements and Statutory Reports | For | No |
| 3 | Approve Treatment of Losses and Dividends of EUR 0.75 per Share | For | No |
| 4 | Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions | For | No |
| 5 | Approve Remuneration Policy of Chairman of the Board | For | No |
| 6 | Approve Remuneration Policy of Directors | Against | Yes |
| 7 | Approve Remuneration Policy of CEO | For | No |
| 8 | Approve Compensation Report of Corporate Officers | Against | Yes |
| 9 | Approve Compensation of Ian Meakins, Chairman of the Board | For | No |
| 10 | Approve Compensation of Patrick Berard, CEO Until 1 September 2021 | Against | Yes |
| 11 | Approve Compensation of Guillaume Texier, CEO Since 1 September 2021 | Against | Yes |
| 12 | Ratify Appointment of Barbara Dalibard as Director | For | No |
| 13 | Reelect Barbara Dalibard as Director | For | No |
| 14 | Reelect Francois Auque as Director | For | No |
| 15 | Reelect Agnes Touraine as Director | Against | Yes |
| 16 | Renew Appointment of KPMG SA as Auditor | For | No |
| 17 | Renew Appointment of Salustro Reydel as Alternate Auditor | Against | Yes |
| 18 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | For | No |
| | Extraordinary Business | | |
| 19 | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares | For | No |
| 20 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans | For | No |
| 21 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans for International Employees | For | No |
| 22 | Authorize up to 1.4 Percent of Issued Capital for Use in Restricted Stock Plans With Performance Conditions Attached | Against | Yes |
| 23 | Authorize up to 0.3 Percent of Issued Capital for Use in Restricted Stock Plans | For | No |
| 24 | Authorize Filing of Required Documents/Other Formalities | For | No |

AKZO NOBEL NV (Pays-Bas), assemblée générale annuelle du 22/04/2022.

| Proposal Number | Proposal Text | Vote Instruction | Vote Against Mgmt |
|-----------------|---|------------------|-------------------|
| | Annual Meeting Agenda | | |
| 1 | Open Meeting | | |
| 2.a | Receive Report of Management Board (Non-Voting) | | |
| 3.a | Adopt Financial Statements | For | No |
| 3.b | Discuss on the Company's Dividend Policy | | |
| 3.c | Approve Allocation of Income and Dividends | For | No |
| 3.d | Approve Remuneration Report | Against | Yes |
| 4.a | Approve Discharge of Management Board | For | No |
| 4.b | Approve Discharge of Supervisory Board | Against | Yes |
| 5.a | Amend Remuneration Policy for Management Board | For | No |
| 6.a | Reelect M.J. de Vries to Management Board | For | No |
| 7.a | Elect E. Baiget to Supervisory Board | For | No |
| 7.b | Elect H. van Bylen to Supervisory Board | For | No |
| 7.c | Reelect N.S. Andersen to Supervisory Board | For | No |

| | | | |
|-----|--|-----|----|
| 7.d | Reelect B.E. Grote to Supervisory Board | For | No |
| 8.a | Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital | For | No |
| 8.b | Authorize Board to Exclude Preemptive Rights from Share Issuances | For | No |
| 9 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | For | No |
| 10 | Authorize Cancellation of Repurchased Shares | For | No |
| 11 | Close Meeting | | |

ASSICURAZIONI GENERALI SPA (Italie), assemblée générale annuelle/spéciale du 27/04/2022.

| Proposal Number | Proposal Text | Vote Instruction | Vote Against Mgmt |
|-----------------|--|------------------|-------------------|
| | Ordinary Business | | |
| 1 | Accept Financial Statements and Statutory Reports | For | No |
| 2 | Approve Allocation of Income | For | No |
| | Extraordinary Business | | |
| 3 | Amend Company Bylaws Re: Article 9.1 | For | No |
| | Ordinary Business | | |
| 4 | Authorize Share Repurchase Program | For | No |
| | Extraordinary Business | | |
| 5 | Authorize Cancellation of Treasury Shares without Reduction of Share Capital | For | No |
| | Ordinary Business | | |
| 6 | Approve Remuneration Policy | For | No |
| 7 | Approve Second Section of the Remuneration Report | Against | Yes |
| 8 | Approve Group Long Term Incentive Plan | For | No |
| 9 | Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Group Long Term Incentive Plan | For | No |
| 10 | Approve Share Plan for Generali Group Employees | For | No |
| 11 | Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Share Plan for Generali Group Employees | For | No |
| | Fix Number of Directors - Choose One of the Following Proposals | | |
| 12.1 | Approve Board Proposal to Fix the Board Size at 13 | Against | Yes |
| 12.2 | Approve VM 2006 Proposal to Fix the Board Size at 15 | For | No |
| | Appoint Directors (Slate Election) - Choose One of the Following Slates | | |
| 13.1 | Slate 1 Submitted by Board of Directors | For | No |
| 13.2 | Slate 2 Submitted by VM 2006 Srl | Do Not Vote | No |
| 13.3 | Slate 3 Submitted by Institutional Investors (Assogestioni) | Do Not Vote | No |
| | Approve Remuneration of Directors - Choose One of the Following Proposals | | |
| 14.1 | Approve Board Fees Proposed by the Board | Against | Yes |
| 14.2 | Approve Board Fees Proposed by VM 2006 | For | No |
| A | Deliberations on Possible Legal Action Against Directors if Presented by Shareholders | Against | No |

AXA SA (France), assemblée générale annuelle/spéciale du 28/04/2022.

| Proposal Number | Proposal Text | Vote Instruction | Vote Against Mgmt |
|-----------------|---|------------------|-------------------|
| | Ordinary Business | | |
| 1 | Approve Financial Statements and Statutory Reports | For | No |
| 2 | Approve Consolidated Financial Statements and Statutory Reports | For | No |
| 3 | Approve Allocation of Income and Dividends of EUR 1.54 per Share | For | No |
| 4 | Approve Compensation Report of Corporate Officers | For | No |
| 5 | Approve Compensation of Denis Duverne, Chairman of the Board | Against | Yes |
| 6 | Approve Compensation of Thomas Buberl, CEO | Against | Yes |
| 7 | Approve Remuneration Policy of CEO | Against | Yes |
| 8 | Approve Remuneration Policy of Chairman of the Board | For | No |
| 9 | Approve Remuneration Policy of Directors | For | No |
| 10 | Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions | For | No |
| 11 | Reelect Thomas Buberl as Director | For | No |
| 12 | Reelect Rachel Duan as Director | For | No |
| 13 | Reelect Andre Francois-Poncet as Director | For | No |
| 14 | Ratify Appointment of Clotilde Delbos as Director | Against | Yes |
| 15 | Elect Gerald Harlin as Director | For | No |
| 16 | Elect Rachel Picard as Director | For | No |
| 17 | Appoint Ernst & Young Audit as Auditor | For | No |
| 18 | Appoint Picarle et Associes as Alternate Auditor | Against | Yes |
| 19 | Approve Remuneration of Directors in the Aggregate Amount of EUR 2.1 Million | For | No |
| 20 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | For | No |
| | Extraordinary Business | | |
| 21 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans | For | No |
| 22 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of the Group's Subsidiaries | For | No |
| 23 | Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans with Performance Conditions Attached | Against | Yes |
| 24 | Authorize up to 0.40 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Pension Contribution | For | No |
| 25 | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares | For | No |
| 26 | Amend Article 10 of Bylaws Re: Directors Length of Term | For | No |
| 27 | Amend Article 3 of Bylaws Re: Corporate Purpose | For | No |
| 28 | Authorize Filing of Required Documents/Other Formalities | For | No |

CRH Plc (Irlande), assemblée générale annuelle du 28/04/2022.

| Proposal Number | Proposal Text | Vote Instruction | Vote Against Mgmt |
|-----------------|--|------------------|-------------------|
| 1 | Accept Financial Statements and Statutory Reports | For | No |
| 2 | Approve Final Dividend | For | No |
| 3 | Approve Remuneration Report | Against | Yes |
| 4 | Approve Remuneration Policy | Against | Yes |
| 5 | Approve Increase in Limit on the Aggregate Amount of Fees Payable to Directors | Against | Yes |
| 6a | Re-elect Richie Boucher as Director | For | No |
| 6b | Re-elect Caroline Dowling as Director | For | No |
| 6c | Re-elect Richard Fearon as Director | For | No |
| 6d | Re-elect Johan Karlstrom as Director | For | No |
| 6e | Re-elect Shaun Kelly as Director | For | No |
| 6f | Elect Badar Khan as Director | For | No |
| 6g | Re-elect Lamar McKay as Director | For | No |
| 6h | Re-elect Albert Manifold as Director | For | No |
| 6i | Elect Jim Mintern as Director | For | No |
| 6j | Re-elect Gillian Platt as Director | For | No |
| 6k | Re-elect Mary Rhinehart as Director | For | No |
| 6l | Re-elect Siobhan Talbot as Director | For | No |
| 7 | Authorise Board to Fix Remuneration of Auditors | For | No |
| 8 | Ratify Deloitte Ireland LLP as Auditors | For | No |
| 9 | Authorise Issue of Equity | For | No |
| 10 | Authorise Issue of Equity without Pre-emptive Rights | For | No |
| 11 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | For | No |
| 12 | Authorise Market Purchase of Ordinary Shares | For | No |
| 13 | Authorise Reissuance of Treasury Shares | For | No |

ASML Holding (Pays Bas), assemblée générale annuelle du 29/04/2022.

| Proposal Number | Proposal Text | Vote Instruction | Vote Against Mgmt |
|-----------------|--|------------------|-------------------|
| | Annual Meeting Agenda | | |
| 1 | Open Meeting | | |
| 2 | Discuss the Company's Business, Financial Situation and Sustainability | | |
| 3a | Approve Remuneration Report | For | No |
| 3b | Adopt Financial Statements and Statutory Reports | For | No |
| 3c | Receive Explanation on Company's Reserves and Dividend Policy | | |
| 3d | Approve Dividends of EUR 5.50 Per Share | For | No |
| 4a | Approve Discharge of Management Board | For | No |
| 4b | Approve Discharge of Supervisory Board | For | No |
| 5 | Approve Number of Shares for Management Board | Against | Yes |
| 6 | Amend Remuneration Policy for Management Board | Against | Yes |
| 7a | Announce Intention to Reappoint P.T.F.M. Wennink to Management Board | | |
| 7b | Announce Intention to Reappoint M.A. van den Brink to Management Board | | |
| 7c | Announce Intention to Reappoint F.J.M. Schneider-Maunoury to Management Board | | |
| 7d | Announce Intention to Reappoint C.D. Fouquet to Management Board | | |
| 7e | Announce Intention to Reappoint R.J.M. Dassen to Management Board | | |
| 8a | Announce Vacancies on the Supervisory Board | | |
| 8b | Opportunity to Make Recommendations | | |
| 8c | Announce Recommendation to Reappoint T.L. Kelly and Appoint A.F.M. Everke and A.L. Steegen as Members of the Supervisory Board | | |

| | | | |
|-----|--|-----|----|
| 8d | Reelect T.L. Kelly to Supervisory Board | For | No |
| 8e | Elect A.F.M. Everke to Supervisory Board | For | No |
| 8f | Elect A.L. Steegen to Supervisory Board | For | No |
| 8g | Discuss Composition of the Supervisory Board | | |
| 9 | Ratify KPMG Accountants N.V. as Auditors for the Reporting Years 2023 and 2024 | For | No |
| 10 | Ratify Deloitte Accountants B.V. as Auditors for the Reporting Year 2025 | | |
| 11 | Amend Articles of Association | For | No |
| 12a | Grant Board Authority to Issue Shares Up to 5 Percent of Issued Capital Plus Additional 5 Percent in Case of Merger or Acquisition | For | No |
| 12b | Authorize Board to Exclude Preemptive Rights from Share Issuances | For | No |
| 13 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | For | No |
| 14 | Authorize Cancellation of Repurchased Shares | For | No |
| 15 | Other Business (Non-Voting) | | |
| 16 | Close Meeting | | |

ALLIANZ SE (Allemagne), assemblée générale annuelle du 04/05/2022.

| Proposal Number | Proposal Text | Vote Instruction | Vote Against Mgmt |
|-----------------|--|------------------|-------------------|
| 1 | Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting) | | |
| 2 | Approve Allocation of Income and Dividends of EUR 10.80 per Share | For | No |
| 3 | Approve Discharge of Management Board for Fiscal Year 2021 | For | No |
| 4 | Approve Discharge of Supervisory Board for Fiscal Year 2021 | For | No |
| 5 | Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2022 | For | No |
| 6 | Approve Remuneration Report | Against | Yes |
| 7.1 | Elect Sophie Boissard to the Supervisory Board | For | No |
| 7.2 | Elect Christine Bosse to the Supervisory Board | For | No |
| 7.3 | Elect Rashmy Chatterjee to the Supervisory Board | For | No |
| 7.4 | Elect Michael Diekmann to the Supervisory Board | For | No |
| 7.5 | Elect Friedrich Eichiner to the Supervisory Board | For | No |
| 7.6 | Elect Herbert Hainer to the Supervisory Board | For | No |
| 8 | Approve Creation of EUR 468 Million Pool of Authorized Capital 2022/I with or without Exclusion of Preemptive Rights | For | No |
| 9 | Approve Creation of EUR 15 Million Pool of Capital for Employee Stock Purchase Plan | For | No |
| 10 | Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 15 Billion; Approve Creation of EUR 117 Million Pool of Capital to Guarantee Conversion Rights | For | No |
| 11 | Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares | For | No |
| 12 | Authorize Use of Financial Derivatives when Repurchasing Shares | For | No |
| 13 | Amend Affiliation Agreements with Allianz Finanzbeteiligungs GmbH and IDS GmbH | For | No |
| 14 | Amend Affiliation Agreement with Allianz Asset Management GmbH | For | No |

SCHNEIDER ELECTRIC SE (France), assemblée générale annuelle/spéciale du 05/05/2022.

| Proposal Number | Proposal Text | Vote Instruction | Vote Against Mgmt |
|-----------------|---|------------------|-------------------|
| | Ordinary Business | | |
| 1 | Approve Financial Statements and Statutory Reports | For | No |
| 2 | Approve Consolidated Financial Statements and Statutory Reports | For | No |
| 3 | Approve Allocation of Income and Dividends of EUR 2.90 per Share | For | No |
| 4 | Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions | Against | Yes |
| 5 | Renew Appointment of Mazars as Auditor | For | No |
| 6 | Appoint PricewaterhouseCoopers Audit as Auditor | For | No |
| 7 | Approve Compensation Report of Corporate Officers | For | No |
| 8 | Approve Compensation of Jean-Pascal Tricoire, Chairman and CEO | Against | Yes |
| 9 | Approve Remuneration Policy of Chairman and CEO | For | No |
| 10 | Approve Remuneration Policy of Directors | Against | Yes |
| 11 | Reelect Linda Knoll as Director | For | No |
| 12 | Reelect Anders Runevad as Director | For | No |
| 13 | Elect Nivedita Krishnamurthy (Nive) Bhagat as Director | For | No |
| 14 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | For | No |
| | Extraordinary Business | | |
| 15 | Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans | Against | Yes |
| 16 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans | For | No |
| 17 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries | For | No |
| 18 | Approve Merger by Absorption of IGE+XAO by Schneider | For | No |
| | Ordinary Business | | |
| 19 | Authorize Filing of Required Documents/Other Formalities | For | No |

SPIE SA (France), assemblée générale annuelle/spéciale du 11/05/2022.

| Proposal Number | Proposal Text | Vote Instruction | Vote Against Mgmt |
|-----------------|---|------------------|-------------------|
| | Ordinary Business | | |
| 1 | Approve Financial Statements and Statutory Reports | For | No |
| 2 | Approve Consolidated Financial Statements and Statutory Reports | For | No |
| 3 | Approve Allocation of Income and Dividends of EUR 0.60 per Share | For | No |
| 4 | Approve Auditors' Special Report on Related-Party Transactions | Against | Yes |
| 5 | Ratify Appointment of Geertrui Schoolenberg as Director | For | No |
| 6 | Reelect Geertrui Schoolenberg as Director | For | No |
| 7 | Ratify Appointment of Bpifrance Investissement as Director | For | No |
| 8 | Reelect Gauthier Louette as Director | For | No |
| 9 | Reelect Regine Stachelhaus as Director | For | No |
| 10 | Reelect Peugeot Invest Assets as Director | For | No |
| 11 | Elect Christopher Delbruck as Director | For | No |
| 12 | Renew Appointment of EY as Auditor | Against | Yes |
| 13 | Approve Compensation of Gauthier Louette, Chairman and CEO | For | No |
| 14 | Approve Remuneration Policy of Gauthier Louette, Chairman and CEO | Against | Yes |
| 15 | Approve Compensation Report | For | No |
| 16 | Approve Remuneration Policy of Directors | For | No |
| 17 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | For | No |
| | Extraordinary Business | | |

| | | | |
|----|---|---------|-----|
| 18 | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares | For | No |
| 19 | Authorize Capitalization of Reserves of Up to EUR 14.5 Million for Bonus Issue or Increase in Par Value | For | No |
| 20 | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 36 Million | For | No |
| 21 | Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 7.4 Million | Against | Yes |
| 22 | Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 7.4 Million | Against | Yes |
| 23 | Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights | Against | Yes |
| 24 | Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 20, 21 and 22 | Against | Yes |
| 25 | Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind | Against | Yes |
| 26 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans | For | No |
| 27 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries | For | No |
| 28 | Authorize up to 0.5 Percent of Issued Capital for Use in Restricted Stock Plans | For | No |
| 29 | Amend Article 15 of Bylaws Re: Shareholding Requirements for Directors | For | No |
| 30 | Authorize Filing of Required Documents/Other Formalities | For | No |

AEROPORTS DE PARIS SA (France), assemblée générale annuelle/spéciale du 17/05/2022.

| Proposal Number | Proposal Text | Vote Instruction | Vote Against Mgmt |
|-----------------|---|------------------|-------------------|
| | Ordinary Business | | |
| 1 | Approve Financial Statements and Statutory Reports | For | No |
| 2 | Approve Consolidated Financial Statements and Statutory Reports | For | No |
| 3 | Approve Treatment of Losses | For | No |
| 4 | Approve Transactions with the French State | For | No |
| 5 | Approve Transaction with Region Ile-de-France | For | No |
| 6 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | For | No |
| 7 | Approve Compensation Report of Corporate Officers | For | No |
| 8 | Approve Compensation of Augustin de Romanet, Chairman and CEO | For | No |
| 9 | Approve Remuneration Policy of Directors | For | No |
| 10 | Approve Remuneration Policy of Chairman and CEO | For | No |
| 11 | Ratify Appointment of Olivier Grunberg as Director | For | No |
| 12 | Ratify Appointment of Sylvia Metayer as Director | For | No |
| 13 | Elect Pierre Cuneo as Director | Against | Yes |
| 14 | Elect Cecile de Guillebon as Director | For | No |
| 15 | Reelect Perrine Vidalenche as Director | Against | Yes |
| 16 | Reelect Jean-Benoit Albertini as Director | Against | Yes |
| | Extraordinary Business | | |
| 17 | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 97 Million | Against | Yes |
| 18 | Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 29 Million | Against | Yes |
| 19 | Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 29 Million | Against | Yes |
| 20 | Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above Under Items 23-25 | Against | Yes |
| 21 | Authorize Capitalization of Reserves of Up to EUR 97 Million for Bonus Issue or Increase in Par Value | For | No |
| 22 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans | For | No |
| 23 | Authorize Capital Increase of Up to EUR 29 Million for Future Exchange Offers | Against | Yes |
| 24 | Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind | Against | Yes |

| | | | |
|----|---|---------|-----|
| 25 | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares | Against | Yes |
| 26 | Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 17-20 and 22-24 at EUR 97 Million | For | No |
| 27 | Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 17-20 at EUR 29 Million | For | No |
| | Ordinary Business | | |
| 28 | Authorize Filing of Required Documents/Other Formalities | For | No |

AMUNDI SA (France), assemblée générale annuelle du 18/05/2022.

| Proposal Number | Proposal Text | Vote Instruction | Vote Against Mgmt |
|-----------------|--|------------------|-------------------|
| | Ordinary Business | | |
| 1 | Approve Financial Statements and Statutory Reports | For | No |
| 2 | Approve Consolidated Financial Statements and Statutory Reports | For | No |
| 3 | Approve Allocation of Income and Dividends of EUR 4.10 per Share | For | No |
| 4 | Approve Transaction with Valerie Baudson and Amundi Asset Management | For | No |
| 5 | Approve Transaction with Credit Agricole SA | For | No |
| 6 | Approve Compensation Report | For | No |
| 7 | Approve Compensation of Yves Perrier, CEO From 1 January 2021 to 10 May 2021 | For | No |
| 8 | Approve Compensation of Yves Perrier, Chairman of the Board Since 11 May 2021 | For | No |
| 9 | Approve Compensation of Valerie Baudson, CEO Since 11 May 2021 | For | No |
| 10 | Approve Remuneration Policy of Directors | For | No |
| 11 | Approve Remuneration Policy of Chairman of the Board | For | No |
| 12 | Approve Remuneration Policy of CEO | For | No |
| 13 | Approve Remuneration Policy of Vice-CEO | For | No |
| 14 | Advisory Vote on the Aggregate Remuneration Granted in 2021 to Senior Management, Responsible Officers and Regulated Risk-Takers | For | No |
| 15 | Ratify Appointment of Christine Gandon as Director | Against | Yes |
| 16 | Reelect Yves Perrier as Director | For | No |
| 17 | Reelect Xavier Musca as Director | For | No |
| 18 | Reelect Virginie Cayatte as Director | For | No |
| 19 | Reelect Robert Leblanc as Director | For | No |
| 20 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | For | No |
| 21 | Approve Company's Climate Transition Plan | For | No |
| 22 | Authorize Filing of Required Documents/Other Formalities | For | No |

CAPGEMINI SA (France), assemblée générale annuelle/spéciale du 19/05/2022.

| Proposal Number | Proposal Text | Vote Instruction | Vote Against Mgmt |
|-----------------|---|------------------|-------------------|
| | Ordinary Business | | |
| 1 | Approve Financial Statements and Statutory Reports | For | No |
| 2 | Approve Consolidated Financial Statements and Statutory Reports | For | No |
| 3 | Approve Allocation of Income and Dividends of EUR 2.40 per Share | For | No |
| 4 | Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions | For | No |

| | | | |
|----|--|---------|-----|
| 5 | Approve Compensation Report of Corporate Officers | For | No |
| 6 | Approve Compensation of Paul Hermelin, Chairman of the Board | Against | Yes |
| 7 | Approve Compensation of Aiman Ezzat, CEO | Against | Yes |
| 8 | Approve Remuneration Policy of Chairman of the Board Until 19 May 2022 | Against | Yes |
| 9 | Approve Remuneration Policy of Chairman of the Board From 20 May 2022 | For | No |
| 10 | Approve Remuneration Policy of CEO | Against | Yes |
| 11 | Approve Remuneration Policy of Directors | Against | Yes |
| 12 | Approve Remuneration of Directors in the Aggregate Amount of EUR 1.7 Million | Against | Yes |
| 13 | Elect Maria Ferraro as Director | For | No |
| 14 | Elect Olivier Roussat as Director | For | No |
| 15 | Reelect Paul Hermelin as Director | For | No |
| 16 | Reelect Xavier Musca as Director | For | No |
| 17 | Elect Frederic Oudea as Director | For | No |
| 18 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | For | No |
| | Extraordinary Business | | |
| 19 | Amend Article 11 of Bylaws Re: Shares Held by Directors | Against | Yes |
| 20 | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares | For | No |
| 21 | Authorize Capitalization of Reserves of Up to EUR 1.5 Billion for Bonus Issue or Increase in Par Value | For | No |
| 22 | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 540 Million | For | No |
| 23 | Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 135 Million | Against | Yes |
| 24 | Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 135 Million | Against | Yes |
| 25 | Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights Under Items 23 and 24 | Against | Yes |
| 26 | Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above | Against | Yes |
| 27 | Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind | Against | Yes |
| 28 | Authorize up to 1.2 Percent of Issued Capital for Use in Restricted Stock Plans Under Performance Conditions Reserved for Employees and Executive Officers | Against | Yes |
| 29 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans | Against | Yes |
| 30 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries | Against | Yes |
| 31 | Authorize Filing of Required Documents/Other Formalities | For | No |

ELIS SA (France), assemblée générale annuelle/spéciale du 19/05/2022.

| Proposal Number | Proposal Text | Vote Instruction | Vote Against Mgmt |
|-----------------|--|------------------|-------------------|
| | Ordinary Business | | |
| 1 | Approve Financial Statements and Statutory Reports | For | No |
| 2 | Approve Consolidated Financial Statements and Statutory Reports | For | No |
| 3 | Approve Treatment of Losses and Dividends of EUR 0.37 per Share | For | No |
| 4 | Approve Stock Dividend Program | Against | Yes |
| 5 | Approve Transaction with Predica | Against | Yes |
| 6 | Reelect Antoine Burel as Supervisory Board Member | For | No |
| 7 | Approve Remuneration Policy of Chairman of the Supervisory Board | For | No |
| 8 | Approve Remuneration Policy of Supervisory Board Members | For | No |
| 9 | Approve Remuneration Policy of Chairman of the Management Board | Against | Yes |
| 10 | Approve Remuneration Policy of Management Board Members | Against | Yes |

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|----|---|---------|-----|
| 11 | Approve Compensation Report of Corporate Officers | Against | Yes |
| 12 | Approve Compensation of Thierry Morin, Chairman of the Supervisory Board | For | No |
| 13 | Approve Compensation of Xavier Martire, Chairman of the Management Board | Against | Yes |
| 14 | Approve Compensation of Louis Guyot, Management Board Member | Against | Yes |
| 15 | Approve Compensation of Matthieu Lecharny, Management Board Member | Against | Yes |
| 16 | Approve the Company's Commitment to define its Climate Transition Plan | For | No |
| 17 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | For | No |
| | Extraordinary Business | | |
| 18 | Authorize Capitalization of Reserves of Up to EUR 130 Million for Bonus Issue or Increase in Par Value | For | No |
| 19 | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 110 Million | For | No |
| 20 | Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights with a Binding Priority Right up to Aggregate Nominal Amount of EUR 22 Million | Against | Yes |
| 21 | Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 22 Million | Against | Yes |
| 22 | Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights | For | No |
| 23 | Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above | Against | Yes |
| 24 | Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind | Against | Yes |
| 25 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans | For | No |
| 26 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries | For | No |
| 27 | Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 19-21 and 23-24 at EUR 110 Million | For | No |
| 28 | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares | For | No |
| 29 | Authorize Filing of Required Documents/Other Formalities | For | No |

SEB SA (France), assemblée générale annuelle/spéciale du 19/05/2022.

| Proposal Number | Proposal Text | Vote Instruction | Vote Against Mgmt |
|-----------------|---|------------------|-------------------|
| | Ordinary Business | | |
| 1 | Approve Financial Statements and Statutory Reports | For | No |
| 2 | Approve Consolidated Financial Statements and Statutory Reports | For | No |
| 3 | Approve Allocation of Income and Dividends of EUR 2.45 per Share and an Extra of EUR 0.245 per Share to Long Term Registered Shares | For | No |
| 4 | Approve Remuneration of Directors in the Aggregate Amount of EUR 820,000 | For | No |
| 5 | Reelect Delphine Bertrand as Director | For | No |
| 6 | Elect BPIFRANCE Investissement as Director | For | No |
| 7 | Approve Compensation Report of Corporate Officers | For | No |
| 8 | Approve Compensation of Chairman and CEO | Against | Yes |
| 9 | Approve Compensation of Vice-CEO | Against | Yes |
| 10 | Approve Remuneration Policy of Chairman and CEO Until 30 June 2022 | Against | Yes |
| 11 | Approve Remuneration Policy of Vice-CEO Until 30 June 2022 | Against | Yes |
| 12 | Approve Remuneration Policy of Chairman of the Board Since 1 July 2022 | Against | Yes |
| 13 | Approve Remuneration Policy of CEO Since 1 July 2022 | For | No |
| 14 | Approve Remuneration Policy of Directors | For | No |
| 15 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Against | Yes |
| | Extraordinary Business | | |
| 16 | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares | For | No |
| 17 | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 5.5 Million | Against | Yes |

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|----|--|---------|-----|
| 18 | Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 5.5 Million | Against | Yes |
| 19 | Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 5.5 Million | Against | Yes |
| 20 | Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 17-19 at EUR 11 Million | For | No |
| 21 | Authorize Capitalization of Reserves of Up to EUR 11 Million for Bonus Issue or Increase in Par Value | For | No |
| 22 | Authorize up to 220,000 Shares for Use in Restricted Stock Plans with Performance Conditions Attached | Against | Yes |
| 23 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans | For | No |
| 24 | Approve 2-for-1 Stock Split and Amend Bylaws Accordingly | For | No |
| 25 | Authorize Filing of Required Documents/Other Formalities | For | No |

ACCOR SA (France), assemblée générale annuelle/spéciale du 20/05/2022.

| Proposal Number | Proposal Text | Vote Instruction | Vote Against Mgmt |
|-----------------|--|------------------|-------------------|
| | Ordinary Business | | |
| 1 | Approve Financial Statements and Statutory Reports | For | No |
| 2 | Approve Consolidated Financial Statements and Statutory Reports | For | No |
| 3 | Approve Treatment of Losses | For | No |
| 4 | Elect Asma Abdulrahman Al-Khulaifi as Director | For | No |
| 5 | Elect Ugo Arzani as Director | For | No |
| 6 | Elect Helene Auriol Potier as Director | For | No |
| 7 | Reelect Qionger Jiang as Director | Against | Yes |
| 8 | Reelect Nicolas Sarkozy as Director | For | No |
| 9 | Reelect Isabelle Simon as Director | For | No |
| 10 | Reelect Sarmad Zok as Director | For | No |
| 11 | Approve Compensation Report of Corporate Officers | Against | Yes |
| 12 | Approve Compensation of Sebastien Bazin, Chairman and CEO | Against | Yes |
| 13 | Approve Remuneration Policy of Chairman and CEO | For | No |
| 14 | Approve Remuneration Policy of Directors | For | No |
| 15 | Approve Transaction with Worklib SAS | For | No |
| 16 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | For | No |
| | Extraordinary Business | | |
| 17 | Authorize up to 2.5 Percent of Issued Capital for Use in Restricted Stock Plans Under Performance Conditions Reserved for Employees and Corporate Executive Officers | Against | Yes |
| 18 | Pursuant to Item 17 Above, Set Limit of Shares Reserved for Corporate Executive Officers at 15 Percent of Restricted Stock Plans | For | No |
| 19 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans | For | No |
| | Ordinary Business | | |
| 20 | Authorize Board to Issue Free Warrants with Preemptive Rights During a Public Tender Offer | Against | Yes |
| 21 | Authorize Filing of Required Documents/Other Formalities | For | No |

STMICROELECTRONICS NV (Pays-Bas), assemblée générale annuelle du 25/05/2022.

| Proposal Number | Proposal Text | Vote Instruction | Vote Against Mgmt |
|-----------------|---|------------------|-------------------|
| | Annual Meeting Agenda | | |
| 1 | Receive Report of Management Board (Non-Voting) | | |
| 2 | Receive Report of Supervisory Board (Non-Voting) | | |
| 3 | Approve Remuneration Report | Against | Yes |
| 4 | Adopt Financial Statements and Statutory Reports | For | No |
| 5 | Approve Dividends | For | No |
| 6 | Approve Discharge of Management Board | Against | Yes |
| 7 | Approve Discharge of Supervisory Board | Against | Yes |
| 8 | Approve Grant of Unvested Stock Awards to Jean-Marc Chery as President and CEO | For | No |
| 9 | Reelect Janet Davidson to Supervisory Board | Against | Yes |
| 10 | Elect Donatella Sciuto to Supervisory Board | For | No |
| 11 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | For | No |
| 12 | Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Pre-emptive Rights | For | No |
| 13 | Allow Questions | | |

FAURECIA SE (France), assemblée générale annuelle/spéciale du 01/06/2022.

| Proposal Number | Proposal Text | Vote Instruction | Vote Against Mgmt |
|-----------------|--|------------------|-------------------|
| | Ordinary Business | | |
| 1 | Approve Financial Statements and Statutory Reports | For | No |
| 2 | Approve Consolidated Financial Statements and Statutory Reports | For | No |
| 3 | Approve Allocation of Income and Absence of Dividends | For | No |
| 4 | Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions | For | No |
| 5 | Ratify Appointment of Judith Curran as Director | For | No |
| 6 | Reelect Jurgen Behrend as Director | For | No |
| 7 | Approve Compensation Report of Corporate Officers | For | No |
| 8 | Approve Compensation of Michel de Rosen, Chairman of the Board | For | No |
| 9 | Approve Compensation of Patrick Koller, CEO | Against | Yes |
| 10 | Approve Remuneration Policy of Directors | For | No |
| 11 | Approve Remuneration Policy of Chairman of the Board | For | No |
| 12 | Approve Remuneration Policy of CEO | Against | Yes |
| 13 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | For | No |
| | Extraordinary Business | | |
| 14 | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 40 Percent of Issued Capital | For | No |
| 15 | Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to 10 Percent of Issued Capital | Against | Yes |
| 16 | Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to 10 Percent of Issued Capital | Against | Yes |
| 17 | Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 14 to 16 | Against | Yes |
| 18 | Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind | Against | Yes |
| 19 | Authorize Capitalization of Reserves of Up to EUR 175 Million for Bonus Issue or Increase in Par Value | For | No |
| 20 | Authorize up to 3 Million Shares for Use in Restricted Stock Plans | Against | Yes |
| 21 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans | For | No |

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|----|--|---------|-----|
| 22 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries | For | No |
| 23 | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares | Against | Yes |
| 24 | Amend Article 15 of Bylaws Re: Board Powers | For | No |
| | Ordinary Business | | |
| 25 | Authorize Filing of Required Documents/Other Formalities | For | No |

SOPRA STERIA GROUP SA (France), assemblée générale annuelle/spéciale du 01/06/2022.

| Proposal Number | Proposal Text | Vote Instruction | Vote Against Mgmt |
|-----------------|--|------------------|-------------------|
| | Ordinary Business | | |
| 1 | Approve Financial Statements and Statutory Reports | For | No |
| 2 | Approve Consolidated Financial Statements and Statutory Reports | For | No |
| 3 | Approve Allocation of Income and Dividends of EUR 3.20 per Share | For | No |
| 4 | Approve Compensation Report of Corporate Officers | For | No |
| 5 | Approve Compensation of Pierre Pasquier, Chairman of the Board | Against | Yes |
| 6 | Approve Compensation of Vincent Paris, CEO | For | No |
| 7 | Approve Remuneration Policy of Chairman of the Board | Against | Yes |
| 8 | Approve Remuneration Policy of CEO | Against | Yes |
| 9 | Approve Remuneration Policy of Directors | For | No |
| 10 | Approve Remuneration of Directors in the Aggregate Amount of EUR 500,000 | For | No |
| 11 | Reelect Andre Einaudi as Director | For | No |
| 12 | Reelect Michael Gollner as Director | For | No |
| 13 | Reelect Noelle Lenoir as Director | For | No |
| 14 | Reelect Jean-Luc Placet as Director | For | No |
| 15 | Elect Yves de Talhouet as Director | For | No |
| 16 | Renew Appointment of ACA Nexia as Auditor | Against | Yes |
| 17 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | For | No |
| | Extraordinary Business | | |
| 18 | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares | For | No |
| 19 | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 50 Percent of Issued Capital | For | No |
| 20 | Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to 20 Percent of Issued Capital | Against | Yes |
| 21 | Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to 10 Percent of Issued Capital | Against | Yes |
| 22 | Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights | Against | Yes |
| 23 | Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above | Against | Yes |
| 24 | Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind | Against | Yes |
| 25 | Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Exchange Offers | For | No |
| 26 | Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value | For | No |
| 27 | Authorize up to 1.1 Percent of Issued Capital for Use in Restricted Stock Plans | Against | Yes |
| 28 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans | For | No |
| | Ordinary Business | | |
| 29 | Authorize Filing of Required Documents/Other Formalities | For | No |

COMPAGNIE DE SAINT-GOBAIN SA (France), assemblée générale annuelle/spéciale du 02/06/2022.

| Proposal Number | Proposal Text | Vote Instruction | Vote Against Mgmt |
|-----------------|--|------------------|-------------------|
| | Ordinary Business | | |
| 1 | Approve Financial Statements and Statutory Reports | For | No |
| 2 | Approve Consolidated Financial Statements and Statutory Reports | For | No |
| 3 | Approve Allocation of Income and Dividends of EUR 1.63 per Share | For | No |
| 4 | Reelect Pierre-Andre de Chalandar as Director | For | No |
| 5 | Ratify Appointment of Lina Ghotmeh as Director | For | No |
| 6 | Elect Thierry Delaporte as Director | For | No |
| 7 | Approve Compensation of Pierre-Andre de Chalandar, Chairman and CEO Until 30 June 2021 | Against | Yes |
| 8 | Approve Compensation of Benoit Bazin, Vice-CEO Until 30 June 2021 | For | No |
| 9 | Approve Compensation of Pierre-Andre de Chalandar, Chairman of the Board Since 1 July 2021 | For | No |
| 10 | Approve Compensation of Benoit Bazin, CEO Since 1 July 2021 | Against | Yes |
| 11 | Approve Compensation Report of Corporate Officers | For | No |
| 12 | Approve Remuneration Policy of Chairman of the Board | For | No |
| 13 | Approve Remuneration Policy of CEO | Against | Yes |
| 14 | Approve Remuneration Policy of Directors | For | No |
| 15 | Appoint Deloitte & Associates as Auditor | For | No |
| 16 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | For | No |
| | Extraordinary Business | | |
| 17 | Authorize up to 1.5 Percent of Issued Capital for Use in Stock Option Plans | For | No |
| 18 | Authorize up to 1.2 Percent of Issued Capital for Use in Restricted Stock Plans | Against | Yes |
| 19 | Authorize Filing of Required Documents/Other Formalities | For | No |

GRIFOLS (Espagne), assemblée générale annuelle du 09/06/2022.

| Proposal Number | Proposal Text | Vote Instruction | Vote Against Mgmt |
|-----------------|--|------------------|-------------------|
| 1 | Approve Standalone Financial Statements and Allocation of Income | For | No |
| 2 | Approve Consolidated Financial Statements | For | No |
| 3 | Approve Non-Financial Information Statement | For | No |
| 4 | Approve Discharge of Board | For | No |
| 5 | Renew Appointment of KPMG Auditores as Auditor of Consolidated Financial Statements | Against | Yes |
| 6.1 | Dismiss Belen Villalonga Morenes as Director | For | No |
| 6.2 | Dismiss Marla E. Salmon as Director | For | No |
| 6.3 | Elect Montserrat Munoz Abellana as Director | For | No |
| 6.4 | Elect Susana Gonzalez Rodriguez as Director | For | No |
| 7.1 | Amend Article 16 and 17.bis Re: Allow Shareholder Meetings to be Held in Virtual-Only Format | For | No |
| 7.2 | Amend Article 20.bis Re: Director Remuneration | For | No |
| 7.3 | Amend Article 24.ter Re: Audit Committee | For | No |
| 7.4 | Amend Article 25 Re: Annual Accounts | For | No |
| 8.1 | Amend Article 9 of General Meeting Regulations Re: Right to Information Prior to the Meeting | For | No |
| 8.2 | Amend Articles of General Meeting Regulations Re: Allow Shareholder Meetings to be Held in Virtual-Only Format | For | No |
| 9 | Receive Amendments to Board of Directors Regulations | | |
| 10 | Advisory Vote on Remuneration Report | Against | Yes |
| 11 | Approve Remuneration Policy | For | No |
| 12 | Authorize Company to Call EGM with 15 Days' Notice | Against | Yes |
| 13 | Authorize Board to Ratify and Execute Approved Resolutions | For | No |

VEOLIA ENVIRONNEMENT SA (France), assemblée générale annuelle/spéciale du 15/06/2022.

| Proposal Number | Proposal Text | Vote Instruction | Vote Against Mgmt |
|-----------------|--|------------------|-------------------|
| | Ordinary Business | | |
| 1 | Approve Financial Statements and Statutory Reports | For | No |
| 2 | Approve Consolidated Financial Statements and Statutory Reports | For | No |
| 3 | Approve Non-Deductible Expenses | For | No |
| 4 | Approve Allocation of Income and Dividends of EUR 1 per Share | For | No |
| 5 | Approve Auditors' Special Report on Related-Party Transactions | For | No |
| 6 | Reelect Antoine Frerot as Director | For | No |
| 7 | Elect Estelle Brachlianoff as Director | For | No |
| 8 | Elect Agata Mazurek-Bak as Director | For | No |
| 9 | Approve Compensation of Antoine Frerot, Chairman and CEO | For | No |
| 10 | Approve Compensation Report of Corporate Officers | Against | Yes |
| 11 | Approve Remuneration Policy of Chairman and CEO From 1 January 2022 to 30 June 2022 | For | No |
| 12 | Approve Remuneration Policy of Chairman and CEO From 1 January 2022 to 30 June 2022 (Stock Bonus) | Against | Yes |
| 13 | Approve Remuneration Policy of Chairman of the Board From 1 July to 31 December 2022 | Against | Yes |
| 14 | Approve Remuneration Policy of CEO From 1 July to 31 December 2022 | For | No |
| 15 | Approve Remuneration Policy of Corporate Officers | For | No |
| 16 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | For | No |
| | Extraordinary Business | | |
| 17 | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 1,049,587,899 | For | No |
| 18 | Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 349,862,633 | For | No |
| 19 | Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 349,862,633 | For | No |
| 20 | Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind | Against | Yes |
| 21 | Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 17 and 18 | Against | Yes |
| 22 | Authorize Capitalization of Reserves of Up to EUR 400 Million for Bonus Issue or Increase in Par Value | For | No |
| 23 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans | For | No |
| 24 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries | For | No |
| 25 | Authorize up to 0.35 Percent of Issued Capital for Use in Restricted Stock Plans | For | No |
| 26 | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares | For | No |
| 27 | Authorize Filing of Required Documents/Other Formalities | For | No |

BUREAU VERITAS SA (France), assemblée générale annuelle du 24/06/2022.

| Proposal Number | Proposal Text | Vote Instruction | Vote Against Mgmt |
|-----------------|---|------------------|-------------------|
| | Ordinary Business | | |
| 1 | Approve Financial Statements and Statutory Reports | For | No |
| 2 | Approve Consolidated Financial Statements and Statutory Reports | For | No |
| 3 | Approve Allocation of Income and Dividends of EUR 0.53 per Share | For | No |
| 4 | Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions | For | No |
| 5 | Reelect Aldo Cardoso as Director | For | No |
| 6 | Reelect Pascal Lebard as Director | For | No |
| 7 | Elect Jean-Francois Palus as Director | For | No |
| 8 | Approve Compensation Report of Corporate Officers | Against | Yes |

| | | | |
|----|---|---------|-----|
| 9 | Approve Compensation of Aldo Cardoso, Chairman of the board | Against | Yes |
| 10 | Approve Compensation of Didier Michaud-Daniel, CEO | Against | Yes |
| 11 | Approve Remuneration Policy of Directors | For | No |
| 12 | Approve Remuneration Policy of Chairman of the Board | Against | Yes |
| 13 | Approve Remuneration Policy of CEO | Against | Yes |
| 14 | Renew Appointment of PricewaterhouseCoopers as Auditor | Against | Yes |
| 15 | Renew Appointment of Ernst & Young Audit as Auditor | For | No |
| 16 | Acknowledge End of Mandate of Jean-Christophe Georghiou as Alternate Auditor and Decision Not to Replace or Renew | For | No |
| 17 | Acknowledge End of Mandate of Auditex as Alternate Auditor and Decision Not to Replace or Renew | For | No |
| 18 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | For | No |
| 19 | Authorize Filing of Required Documents/Other Formalities | For | No |

ALSTOM SA (France), assemblée générale annuelle/spéciale du 12/07/2022.

| Proposal Number | Proposal Text | Vote Instruction | Vote Against Mgmt |
|-----------------|--|------------------|-------------------|
| | Ordinary Business | | |
| 1 | Approve Financial Statements and Statutory Reports | For | No |
| 2 | Approve Consolidated Financial Statements and Statutory Reports | For | No |
| 3 | Approve Allocation of Income and Dividends of EUR 0.25 per Share With an Option for Payment of Dividends in Cash or in Shares | Against | Yes |
| 4 | Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions | For | No |
| 5 | Reelect Bi Yong Chungunco as Director | Against | Yes |
| 6 | Reelect Clotilde Delbos as Director | Against | Yes |
| 7 | Reelect Baudouin Prot as Director | For | No |
| 8 | Approve Remuneration Policy of Chairman and CEO | For | No |
| 9 | Approve Remuneration Policy of Directors | For | No |
| 10 | Approve Compensation Report of Corporate Officers | For | No |
| 11 | Approve Compensation of Henri Poupart-Lafarge, Chairman and CEO | For | No |
| 12 | Authorize Repurchase of Up to 5 Percent of Issued Share Capital | For | No |
| | Extraordinary Business | | |
| 13 | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares | For | No |
| 14 | Authorize Capitalization of Reserves of Up to EUR 911 Million for Bonus Issue or Increase in Par Value | For | No |
| 15 | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 911 Million | For | No |
| 16 | Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 260 Million | Against | Yes |
| 17 | Authorize Capital Increase of Up to EUR 260 Million for Future Exchange Offers | For | No |
| 18 | Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 260 Million | Against | Yes |
| 19 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans | For | No |
| 20 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries | For | No |
| 21 | Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights | Against | Yes |
| 22 | Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 15 to 20 | Against | Yes |
| 23 | Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind | Against | Yes |
| 24 | Authorize Issuance of Equity upon Conversion of a Subsidiary's Equity-Linked Securities without Preemptive Rights for Up to EUR 260 Million | Against | Yes |
| | Ordinary Business | | |
| 25 | Authorize Filing of Required Documents/Other Formalities | For | No |

AKZO NOBEL NV (Pays-Bas), assemblée générale extraordinaire du 06/09/2022.

| Proposal Number | Proposal Text | Vote Instruction | Vote Against Mgmt |
|-----------------|---|------------------|-------------------|
| | Extraordinary Meeting Agenda | | |
| 1 | Open Meeting | | |
| 2 | Elect G. Poux-Guillaume to Management Board | For | No |
| 3 | Close Meeting | | |

Les informations contenues dans ce document vous sont communiquées à titre purement indicatif et ne sauraient donc être considérées comme un conseil en investissement, une recommandation de conclure une opération ou une offre de souscription. Les points de vue et stratégies décrits peuvent ne pas être adéquats pour tous les investisseurs. Les équipes de Promepar Asset Management sont à votre disposition afin de vous permettre d'obtenir une recommandation personnalisée.

PROMEPAR

ASSET MANAGEMENT

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Société de gestion de portefeuilles du Groupe BRED Banque Populaire
Titulaire de l'agrément n° GP 92-17 délivré le 7 octobre 1992
Société Anonyme au capital de 2 000 000 euros, immatriculée 311 888 010 au RCS Paris, TVA
intercommunautaire : FR 053 11 888 010
Siège Social : 18 quai de la Rapée – 75012 Paris.