

# **BAILLIE GIFFORD**

## Baillie Gifford European Growth Trust plc Vote Disclosure\*

Quarter 2: 1 April 2023 – 30 June 2023



*\*This voting report reflects the votes cast by Baillie Gifford during the quarter on behalf of the investment trust. No verification is undertaken as to whether all such votes have been accepted. Resolutions not listed are non-voting resolutions that are not put before shareholders*

\*\* AGM = Annual General Meeting; EGM = Extraordinary General Meeting; SGM = Special General Meeting; CRT = Court Meeting; OTH = Other Meeting;  
 CLS = Class Meeting

Company	Meeting Type	Meeting Date	Resolution	Proposal	Proposal Type	Vote Cast	Reason
ASML	Annual General Meeting	26-Apr-23	3.a.	Remuneration	Management	For	
ASML	Annual General Meeting	26-Apr-23	3.b.	Annual Report	Management	For	
ASML	Annual General Meeting	26-Apr-23	3.d.	Annual Report	Management	For	
ASML	Annual General Meeting	26-Apr-23	4.a.	Discharge of Board	Management	For	
ASML	Annual General Meeting	26-Apr-23	4.b.	Discharge of Board	Management	For	
ASML	Annual General Meeting	26-Apr-23	5	Remuneration	Management	For	
ASML	Annual General Meeting	26-Apr-23	6.a.	Non-Executive Remuneration	Management	For	
ASML	Annual General Meeting	26-Apr-23	6.b.	Non-Executive Remuneration	Management	For	
ASML	Annual General Meeting	26-Apr-23	8.a.	Elect Director(s)	Management	For	
ASML	Annual General Meeting	26-Apr-23	8.b.	Elect Director(s)	Management	For	
ASML	Annual General Meeting	26-Apr-23	9	Appoint/Pay Auditors	Management	For	
ASML	Annual General Meeting	26-Apr-23	10.a.	Amendment of Share Capital	Management	For	
ASML	Annual General Meeting	26-Apr-23	10.b.	Amendment of Share Capital	Management	For	
ASML	Annual General Meeting	26-Apr-23	11	Share Repurchase	Management	For	
ASML	Annual General Meeting	26-Apr-23	12	Share Repurchase	Management	For	
Adevinta	Annual General Meeting	29-Jun-23	1	Routine Business	Management	For	
Adevinta	Annual General Meeting	29-Jun-23	2	Routine Business	Management	For	
Adevinta	Annual General Meeting	29-Jun-23	3	Routine Business	Management	For	
Adevinta	Annual General Meeting	29-Jun-23	4	Annual Report	Management	For	
Adevinta	Annual General Meeting	29-Jun-23	6	Remuneration	Management	For	
Adevinta	Annual General Meeting	29-Jun-23	7	Remuneration	Management	Against	We opposed the remuneration report due to concerns with the use of discretion to allow long term awards to vest when the performance condition was not met.
Adevinta	Annual General Meeting	29-Jun-23	8	Appoint/Pay Auditors	Management	For	
Adevinta	Annual General Meeting	29-Jun-23	9	Elect Director(s)	Management	For	
Adevinta	Annual General Meeting	29-Jun-23	10	Non-Executive Remuneration	Management	For	
Adevinta	Annual General Meeting	29-Jun-23	11	Elect Committee Member	Management	For	
Adevinta	Annual General Meeting	29-Jun-23	12	Non-Executive Remuneration	Management	For	
Adevinta	Annual General Meeting	29-Jun-23	13	Amendment of Share Capital	Management	For	
Adevinta	Annual General Meeting	29-Jun-23	14	Share Repurchase	Management	For	
Adevinta	Annual General Meeting	29-Jun-23	15	Articles of Association	Management	For	
Adyen NV	Annual General Meeting	11-May-23	2.b.	Annual Report	Management	For	

Adyen NV	Annual General Meeting	11-May-23	2.d.	Remuneration	Management	For
Adyen NV	Annual General Meeting	11-May-23	2.e.	Remuneration	Management	For
Adyen NV	Annual General Meeting	11-May-23	2.f.	Remuneration	Management	For
Adyen NV	Annual General Meeting	11-May-23	2.g.	Non-Executive Remuneration	Management	For
Adyen NV	Annual General Meeting	11-May-23	3	Discharge of Board	Management	For
Adyen NV	Annual General Meeting	11-May-23	4	Discharge of Board	Management	For
Adyen NV	Annual General Meeting	11-May-23	5	Elect Director(s)	Management	For
Adyen NV	Annual General Meeting	11-May-23	6	Elect Director(s)	Management	For
Adyen NV	Annual General Meeting	11-May-23	7	Elect Director(s)	Management	For
Adyen NV	Annual General Meeting	11-May-23	8	Elect Director(s)	Management	For
Adyen NV	Annual General Meeting	11-May-23	9	Elect Director(s)	Management	For
Adyen NV	Annual General Meeting	11-May-23	10	Elect Director(s)	Management	For
Adyen NV	Annual General Meeting	11-May-23	11	Articles of Association	Management	For
Adyen NV	Annual General Meeting	11-May-23	12	Amendment of Share Capital	Management	For
Adyen NV	Annual General Meeting	11-May-23	13	Amendment of Share Capital	Management	For
Adyen NV	Annual General Meeting	11-May-23	14	Share Repurchase	Management	For
Adyen NV	Annual General Meeting	11-May-23	15	Appoint/Pay Auditors	Management	For
Aker Horizons	Annual General Meeting	21-Apr-23	2	Routine Business	Management	For
Aker Horizons	Annual General Meeting	21-Apr-23	3	Routine Business	Management	For
Aker Horizons	Annual General Meeting	21-Apr-23	4	Annual Report	Management	For
Aker Horizons	Annual General Meeting	21-Apr-23	6	Appoint/Pay Auditors	Management	For
Aker Horizons	Annual General Meeting	21-Apr-23	7	Remuneration	Management	For
Aker Horizons	Annual General Meeting	21-Apr-23	8	Non-Executive Remuneration	Management	For
Aker Horizons	Annual General Meeting	21-Apr-23	9	Non-Executive Remuneration	Management	For
Aker Horizons	Annual General Meeting	21-Apr-23	10	Elect Director(s)	Management	For
Aker Horizons	Annual General Meeting	21-Apr-23	11	Elect Committee Member	Management	For
Aker Horizons	Annual General Meeting	21-Apr-23	12	Routine Business	Management	For
Aker Horizons	Annual General Meeting	21-Apr-23	13	Articles of Association	Management	For
Aker Horizons	Annual General Meeting	21-Apr-23	14	Amendment of Share Capital	Management	For
Aker Horizons	Annual General Meeting	21-Apr-23	15	Share Repurchase	Management	For
Aker Horizons	Annual General Meeting	21-Apr-23	16	Share Repurchase	Management	For
Aker Horizons	Annual General Meeting	21-Apr-23	17	Share Repurchase	Management	For
Allegro.eu	Annual General Meeting	12-May-23	2	Annual Report	Management	For
Allegro.eu	Annual General Meeting	12-May-23	3	Annual Report	Management	For
Allegro.eu	Annual General Meeting	12-May-23	4	Annual Report	Management	For
Allegro.eu	Annual General Meeting	12-May-23	5	Allocation of Income	Management	For
Allegro.eu	Annual General Meeting	12-May-23	6	Remuneration	Management	For
Allegro.eu	Annual General Meeting	12-May-23	7	Discharge of Board	Management	For
Allegro.eu	Annual General Meeting	12-May-23	8	Discharge of Board	Management	For

Allegro.eu	Annual General Meeting	12-May-23	9	Discharge of Board	Management	For	
Allegro.eu	Annual General Meeting	12-May-23	10	Discharge of Board	Management	For	
Allegro.eu	Annual General Meeting	12-May-23	11	Discharge of Board	Management	For	
Allegro.eu	Annual General Meeting	12-May-23	12	Discharge of Board	Management	For	
Allegro.eu	Annual General Meeting	12-May-23	13	Discharge of Board	Management	For	
Allegro.eu	Annual General Meeting	12-May-23	14	Discharge of Board	Management	For	
Allegro.eu	Annual General Meeting	12-May-23	15	Discharge of Board	Management	For	
Allegro.eu	Annual General Meeting	12-May-23	16	Discharge of Board	Management	For	
Allegro.eu	Annual General Meeting	12-May-23	17	Elect Director(s)	Management	For	
Allegro.eu	Annual General Meeting	12-May-23	18	Elect Director(s)	Management	For	
Allegro.eu	Annual General Meeting	12-May-23	19	Appoint/Pay Auditors	Management	For	
Allegro.eu	Annual General Meeting	12-May-23	20	Appoint/Pay Auditors	Management	For	
Allegro.eu	Extraordinary General	12-May-23	1	Articles of Association	Management	For	
Allegro.eu	Extraordinary General Meeting	12-May-23	2	Articles of Association	Management	Against	We opposed the resolution which sought authority to issue equity because the potential dilution levels are not in the interests of shareholders.
Allegro.eu	Extraordinary General	12-May-23	3	Articles of Association	Management	For	
Allegro.eu	Extraordinary General	12-May-23	4	Articles of Association	Management	For	
Allegro.eu	Extraordinary General	12-May-23	5	Articles of Association	Management	For	
Atlas Copco B	Annual General Meeting	27-Apr-23	1	Routine Business	Management	For	
Atlas Copco B	Annual General Meeting	27-Apr-23	2	Routine Business	Management	For	
Atlas Copco B	Annual General Meeting	27-Apr-23	3	Routine Business	Management	For	
Atlas Copco B	Annual General Meeting	27-Apr-23	4	Routine Business	Management	For	
Atlas Copco B	Annual General Meeting	27-Apr-23	5	Routine Business	Management	For	
Atlas Copco B	Annual General Meeting	27-Apr-23	8.A	Annual Report	Management	For	
Atlas Copco B	Annual General Meeting	27-Apr-23	8.B1	Discharge of Board	Management	For	
Atlas Copco B	Annual General Meeting	27-Apr-23	8.B2	Discharge of Board	Management	For	
Atlas Copco B	Annual General Meeting	27-Apr-23	8.B3	Discharge of Board	Management	For	
Atlas Copco B	Annual General Meeting	27-Apr-23	8.B4	Discharge of Board	Management	For	
Atlas Copco B	Annual General Meeting	27-Apr-23	8.B5	Discharge of Board	Management	For	
Atlas Copco B	Annual General Meeting	27-Apr-23	8.B6	Discharge of Board	Management	For	
Atlas Copco B	Annual General Meeting	27-Apr-23	8.B7	Discharge of Board	Management	For	
Atlas Copco B	Annual General Meeting	27-Apr-23	8.B8	Discharge of Board	Management	For	
Atlas Copco B	Annual General Meeting	27-Apr-23	8.B9	Discharge of Board	Management	For	
Atlas Copco B	Annual General Meeting	27-Apr-23	8.B10	Discharge of Board	Management	For	
Atlas Copco B	Annual General Meeting	27-Apr-23	8.B11	Discharge of Board	Management	For	
Atlas Copco B	Annual General Meeting	27-Apr-23	8.C	Allocation of Income	Management	For	
Atlas Copco B	Annual General Meeting	27-Apr-23	8.D	Allocation of Income	Management	For	

Atlas Copco B	Annual General Meeting	27-Apr-23	9.A	Director Related	Management	For	
Atlas Copco B	Annual General Meeting	27-Apr-23	9.B	Appoint/Pay Auditors	Management	For	
Atlas Copco B	Annual General Meeting	27-Apr-23	10.A1	Elect Director(s)	Management	For	
Atlas Copco B	Annual General Meeting	27-Apr-23	10.A2	Elect Director(s)	Management	For	
Atlas Copco B	Annual General Meeting	27-Apr-23	10.A3	Elect Director(s)	Management	For	
Atlas Copco B	Annual General Meeting	27-Apr-23	10.A4	Elect Director(s)	Management	For	
Atlas Copco B	Annual General Meeting	27-Apr-23	10.A5	Elect Director(s)	Management	For	
Atlas Copco B	Annual General Meeting	27-Apr-23	10.A6	Elect Director(s)	Management	For	
Atlas Copco B	Annual General Meeting	27-Apr-23	10.A7	Elect Director(s)	Management	For	
Atlas Copco B	Annual General Meeting	27-Apr-23	10B11	Elect Director(s)	Management	For	
Atlas Copco B	Annual General Meeting	27-Apr-23	10.C	Elect Director(s)	Management	For	
Atlas Copco B	Annual General Meeting	27-Apr-23	10.D	Appoint/Pay Auditors	Management	For	
Atlas Copco B	Annual General Meeting	27-Apr-23	11.A	Non-Executive Remuneration	Management	For	
Atlas Copco B	Annual General Meeting	27-Apr-23	11.B	Appoint/Pay Auditors	Management	For	
Atlas Copco B	Annual General Meeting	27-Apr-23	12.A	Remuneration	Management	For	
Atlas Copco B	Annual General Meeting	27-Apr-23	12.B	Employee Equity Plan	Management	For	
Atlas Copco B	Annual General Meeting	27-Apr-23	13.A	Employee Equity Plan	Management	For	
Atlas Copco B	Annual General Meeting	27-Apr-23	13.B	Employee Equity Plan	Management	For	
Atlas Copco B	Annual General Meeting	27-Apr-23	13.C	Employee Equity Plan	Management	For	
Atlas Copco B	Annual General Meeting	27-Apr-23	13.D	Employee Equity Plan	Management	For	
Atlas Copco B	Annual General Meeting	27-Apr-23	13.E	Employee Equity Plan	Management	For	
Atlas Copco B	Annual General Meeting	27-Apr-23	14	Articles of Association	Management	For	
Auto1 Group SE	Annual General Meeting	07-Jun-23	2	Discharge of Board	Management	For	
Auto1 Group SE	Annual General Meeting	07-Jun-23	3	Discharge of Board	Management	For	
Auto1 Group SE	Annual General Meeting	07-Jun-23	4	Annual Report	Management	For	
Auto1 Group SE	Annual General Meeting	07-Jun-23	5	Remuneration	Management	For	
Auto1 Group SE	Annual General Meeting	07-Jun-23	6	Elect Director(s)	Management	For	
Auto1 Group SE	Annual General Meeting	07-Jun-23	7	Articles of Association	Management	For	
Auto1 Group SE	Annual General Meeting	07-Jun-23	8	Remuneration	Management	Against	We opposed the remuneration policy due to concerns with the overall structure and stringency of the terms of the 2020 share option grant to the chief executive officer.
Auto1 Group SE	Annual General Meeting	07-Jun-23	9	Incentive Plan	Management	Against	We opposed the amendment to the terms of the 2020 share option grant to the chief executive officer, due to concerns with the overall structure and appropriateness and stringency of operational targets.
AutoStore Hdgs	Annual General Meeting	23-May-23	1	Routine Business	Management	For	
AutoStore Hdgs	Annual General Meeting	23-May-23	2	Routine Business	Management	For	

AutoStore Hdgs	Annual General Meeting	23-May-23	3	Routine Business	Management	For
AutoStore Hdgs	Annual General Meeting	23-May-23	4	Annual Report	Management	For
AutoStore Hdgs	Annual General Meeting	23-May-23	5	Appoint/Pay Auditors	Management	For
AutoStore Hdgs	Annual General Meeting	23-May-23	7	Remuneration	Management	For
AutoStore Hdgs	Annual General Meeting	23-May-23	8	Discharge of Board	Management	For
Beijer Ref	Annual General Meeting	25-Apr-23	1.1	Routine Business	Management	For
Beijer Ref	Annual General Meeting	25-Apr-23	2	Routine Business	Management	For
Beijer Ref	Annual General Meeting	25-Apr-23	3	Routine Business	Management	For
Beijer Ref	Annual General Meeting	25-Apr-23	5	Routine Business	Management	For
Beijer Ref	Annual General Meeting	25-Apr-23	8.A	Annual Report	Management	For
Beijer Ref	Annual General Meeting	25-Apr-23	8.B	Allocation of Income	Management	For
Beijer Ref	Annual General Meeting	25-Apr-23	8.C	Remuneration	Management	For
Beijer Ref	Annual General Meeting	25-Apr-23	8.D.1	Discharge of Board	Management	For
Beijer Ref	Annual General Meeting	25-Apr-23	8.D.2	Discharge of Board	Management	For
Beijer Ref	Annual General Meeting	25-Apr-23	8.D.3	Discharge of Board	Management	For
Beijer Ref	Annual General Meeting	25-Apr-23	8.D.4	Discharge of Board	Management	For
Beijer Ref	Annual General Meeting	25-Apr-23	8.D.5	Discharge of Board	Management	For
Beijer Ref	Annual General Meeting	25-Apr-23	8.D.6	Discharge of Board	Management	For
Beijer Ref	Annual General Meeting	25-Apr-23	8.D.7	Discharge of Board	Management	For
Beijer Ref	Annual General Meeting	25-Apr-23	8.D.8	Discharge of Board	Management	For
Beijer Ref	Annual General Meeting	25-Apr-23	8.D.9	Discharge of Board	Management	For
Beijer Ref	Annual General Meeting	25-Apr-23		9 Director Related	Management	For
Beijer Ref	Annual General Meeting	25-Apr-23		10 Non-Executive Remuneration	Management	For
Beijer Ref	Annual General Meeting	25-Apr-23		11 Appoint/Pay Auditors	Management	For
Beijer Ref	Annual General Meeting	25-Apr-23	12.A	Elect Director(s)	Management	For
Beijer Ref	Annual General Meeting	25-Apr-23	12.B	Elect Director(s)	Management	For
Beijer Ref	Annual General Meeting	25-Apr-23	12.C	Elect Director(s)	Management	For
Beijer Ref	Annual General Meeting	25-Apr-23	12.D	Elect Director(s)	Management	For
Beijer Ref	Annual General Meeting	25-Apr-23	12.E	Elect Director(s)	Management	For
Beijer Ref	Annual General Meeting	25-Apr-23	12.F	Elect Director(s)	Management	For
Beijer Ref	Annual General Meeting	25-Apr-23	12.G	Elect Director(s)	Management	For
Beijer Ref	Annual General Meeting	25-Apr-23	12.H	Elect Director(s)	Management	For
Beijer Ref	Annual General Meeting	25-Apr-23	12.I	Elect Director(s)	Management	For
Beijer Ref	Annual General Meeting	25-Apr-23		13 Appoint/Pay Auditors	Management	For
Beijer Ref	Annual General Meeting	25-Apr-23		14 Amendment of Share Capital	Management	For
Beijer Ref	Annual General Meeting	25-Apr-23		15 Incentive Plan	Management	For
Beijer Ref	Annual General Meeting	25-Apr-23		16 Remuneration	Management	For
AG	Annual General Meeting	08-Jun-23		1 Annual Report	Management	For
AG	Annual General Meeting	08-Jun-23		2 Annual Report	Management	For

AG	Annual General Meeting	08-Jun-23		3 Discharge of Board	Management	For	
AG	Annual General Meeting	08-Jun-23	4.a	Elect Committee Member	Management	For	
AG	Annual General Meeting	08-Jun-23	4.b	Elect Committee Member	Management	For	
AG	Annual General Meeting	08-Jun-23	4.c	Elect Committee Member	Management	For	
AG	Annual General Meeting	08-Jun-23	4.d	Elect Committee Member	Management	For	
AG	Annual General Meeting	08-Jun-23	4.e	Elect Committee Member	Management	For	
AG	Annual General Meeting	08-Jun-23	4.f	Elect Committee Member	Management	For	
AG	Annual General Meeting	08-Jun-23	4.g	Elect Committee Member	Management	For	
AG	Annual General Meeting	08-Jun-23	4.h	Elect Committee Member	Management	For	
AG	Annual General Meeting	08-Jun-23	4.i	Elect Committee Member	Management	For	
AG	Annual General Meeting	08-Jun-23	5.a	Elect Committee Member	Management	For	
AG	Annual General Meeting	08-Jun-23	5.b	Elect Committee Member	Management	For	
AG	Annual General Meeting	08-Jun-23	5.c	Elect Committee Member	Management	For	
AG	Annual General Meeting	08-Jun-23	5.d	Elect Committee Member	Management	For	
AG	Annual General Meeting	08-Jun-23	6.a	Remuneration	Management	For	
AG	Annual General Meeting	08-Jun-23	6.b	Remuneration	Management	For	
AG	Annual General Meeting	08-Jun-23	6.c	Remuneration	Management	For	
AG	Annual General Meeting	08-Jun-23	6.d	Remuneration	Management	For	
CRISPR Therapeutics AG	Annual General Meeting	08-Jun-23	6.e	Remuneration	Management	Against	We opposed the executive compensation policy as we do not believe the performance conditions are sufficiently stretching.
CRISPR Therapeutics AG	Annual General Meeting	08-Jun-23	6.f	Remuneration	Management	Against	We opposed the executive compensation policy as we do not believe the performance conditions are sufficiently stretching.
CRISPR Therapeutics AG	Annual General Meeting	08-Jun-23		7 Remuneration	Management	Against	We opposed the executive compensation policy as we do not believe the performance conditions are sufficiently stretching.
CRISPR Therapeutics AG	Annual General Meeting	08-Jun-23		8 Amendment of Share Capital	Management	Against	We opposed an anti-takeover device because we do not believe it to be in our clients' best interests.
CRISPR Therapeutics AG	Annual General Meeting	08-Jun-23		9 Amendment of Share Capital	Management	Against	We opposed the resolution which sought authority to issue equity because the potential dilution levels are not in the interests of shareholders.
AG	Annual General Meeting	08-Jun-23		10 Incentive Plan	Management	For	
AG	Annual General Meeting	08-Jun-23		11 Director Related	Management	For	
AG	Annual General Meeting	08-Jun-23	12a	Articles of Association	Management	For	
AG	Annual General Meeting	08-Jun-23	12b	Articles of Association	Management	For	
AG	Annual General Meeting	08-Jun-23	12c	Articles of Association	Management	For	

AG	Annual General Meeting	08-Jun-23	12d	Articles of Association	Management	For
AG	Annual General Meeting	08-Jun-23	12e	Articles of Association	Management	For
AG	Annual General Meeting	08-Jun-23		13 Routine Business	Management	For
AG	Annual General Meeting	08-Jun-23		14 Appoint/Pay Auditors	Management	For
CRISPR Therapeutics						We opposed the request to authorise other business. We do not believe this is in the best interests of clients who vote by proxy.
AG	Annual General Meeting	08-Jun-23		15 Routine Business	Management	Against
Collectis	AGM/EGM	27-Jun-23		1 Annual Report	Management	For
Collectis	AGM/EGM	27-Jun-23		2 Annual Report	Management	For
Collectis	AGM/EGM	27-Jun-23		3 Allocation of Income	Management	For
Collectis	AGM/EGM	27-Jun-23		4 Routine Business	Management	For
Collectis	AGM/EGM	27-Jun-23		5 Related Party Transactions	Management	For
Collectis	AGM/EGM	27-Jun-23		6 Elect Director(s)	Management	For
Collectis	AGM/EGM	27-Jun-23		7 Elect Director(s)	Management	For
Collectis	AGM/EGM	27-Jun-23		8 Elect Director(s)	Management	For
Collectis	AGM/EGM	27-Jun-23		9 Elect Director(s)	Management	For
Collectis	AGM/EGM	27-Jun-23		10 Elect Director(s)	Management	For
Collectis	AGM/EGM	27-Jun-23		11 Share Repurchase	Management	For
Collectis	AGM/EGM	27-Jun-23		12 Share Repurchase	Management	For
Collectis	AGM/EGM	27-Jun-23		13 Articles of Association	Management	For
Collectis	AGM/EGM	27-Jun-23		14 Amendment of Share Capital	Management	For
Collectis	AGM/EGM	27-Jun-23		15 Amendment of Share Capital	Management	For
Collectis	AGM/EGM	27-Jun-23		16 Amendment of Share Capital	Management	For
Collectis	AGM/EGM	27-Jun-23		17 Amendment of Share Capital	Management	For
Collectis	AGM/EGM	27-Jun-23		18 Amendment of Share Capital	Management	For
Collectis	AGM/EGM	27-Jun-23		19 Amendment of Share Capital	Management	For
Collectis	AGM/EGM	27-Jun-23		20 Amendment of Share Capital	Management	For
Collectis	AGM/EGM	27-Jun-23		21 Amendment of Share Capital	Management	For
Collectis	AGM/EGM	27-Jun-23		22 Amendment of Share Capital	Management	For
Collectis	AGM/EGM	27-Jun-23		23 Amendment of Share Capital	Management	For
Collectis	AGM/EGM	27-Jun-23		24 Amendment of Share Capital	Management	For
Collectis	AGM/EGM	27-Jun-23		25 Amendment of Share Capital	Management	For
Collectis	AGM/EGM	27-Jun-23		26 Incentive Plan	Management	For
Collectis	AGM/EGM	27-Jun-23		27 Incentive Plan	Management	For
Collectis	AGM/EGM	27-Jun-23		28 Incentive Plan	Management	For

We voted against this pro-forma resolution in line with Management's recommendation. There is a legal obligation under the French Commercial Code for companies to propose retirement-account share purchase plans at a discount for employees. However, this plan is currently not included within the framework of the Company's existing employee stock-based compensation policy.

Collectis	AGM/EGM	27-Jun-23		29 Employee Equity Plan	Management	Against
Collectis ADR	Annual General Meeting	27-Jun-23	O1	Annual Report	Management	For
Collectis ADR	Annual General Meeting	27-Jun-23	O2	Annual Report	Management	For
Collectis ADR	Annual General Meeting	27-Jun-23	O3	Allocation of Income	Management	For
Collectis ADR	Annual General Meeting	27-Jun-23	O4	Routine Business	Management	For
Collectis ADR	Annual General Meeting	27-Jun-23	O5	Related Party Transactions	Management	For
Collectis ADR	Annual General Meeting	27-Jun-23	O6	Elect Director(s)	Management	For
Collectis ADR	Annual General Meeting	27-Jun-23	O7	Elect Director(s)	Management	For
Collectis ADR	Annual General Meeting	27-Jun-23	O8	Elect Director(s)	Management	For
Collectis ADR	Annual General Meeting	27-Jun-23	O9	Elect Director(s)	Management	For
Collectis ADR	Annual General Meeting	27-Jun-23	O10	Elect Director(s)	Management	For
Collectis ADR	Annual General Meeting	27-Jun-23	O11	Share Repurchase	Management	For
Collectis ADR	Annual General Meeting	27-Jun-23	E12	Share Repurchase	Management	For
Collectis ADR	Annual General Meeting	27-Jun-23	E13	Articles of Association	Management	For
Collectis ADR	Annual General Meeting	27-Jun-23	E14	Amendment of Share Capital	Management	For
Collectis ADR	Annual General Meeting	27-Jun-23	E15	Amendment of Share Capital	Management	For
Collectis ADR	Annual General Meeting	27-Jun-23	E16	Amendment of Share Capital	Management	For
Collectis ADR	Annual General Meeting	27-Jun-23	E17	Amendment of Share Capital	Management	For
Collectis ADR	Annual General Meeting	27-Jun-23	E18	Amendment of Share Capital	Management	For
Collectis ADR	Annual General Meeting	27-Jun-23	E19	Amendment of Share Capital	Management	For
Collectis ADR	Annual General Meeting	27-Jun-23	E20	Amendment of Share Capital	Management	For
Collectis ADR	Annual General Meeting	27-Jun-23	E21	Amendment of Share Capital	Management	For
Collectis ADR	Annual General Meeting	27-Jun-23	E22	Amendment of Share Capital	Management	For
Collectis ADR	Annual General Meeting	27-Jun-23	E23	Amendment of Share Capital	Management	For
Collectis ADR	Annual General Meeting	27-Jun-23	E24	Amendment of Share Capital	Management	For
Collectis ADR	Annual General Meeting	27-Jun-23	E25	Amendment of Share Capital	Management	For
Collectis ADR	Annual General Meeting	27-Jun-23	E26	Incentive Plan	Management	For
Collectis ADR	Annual General Meeting	27-Jun-23	E27	Incentive Plan	Management	For
Collectis ADR	Annual General Meeting	27-Jun-23	E28	Incentive Plan	Management	For

Collectis ADR	Annual General Meeting	27-Jun-23	E29	Employee Equity Plan	Management	Against	We voted against this pro-forma resolution in line with Management's recommendation. There is a legal obligation under the French Commercial Code for companies to propose retirement-account share purchase plans at a discount for employees. However, this plan is currently not included within the framework of the Company's existing employee stock-based compensation policy.
Dassault Systemes	AGM/EGM	24-May-23		1 Annual Report	Management	For	
Dassault Systemes	AGM/EGM	24-May-23		2 Annual Report	Management	For	
Dassault Systemes	AGM/EGM	24-May-23		3 Allocation of Income	Management	For	
Dassault Systemes	AGM/EGM	24-May-23		4 Related Party Transactions	Management	For	
Dassault Systemes	AGM/EGM	24-May-23		5 Appoint/Pay Auditors	Management	For	
Dassault Systemes	AGM/EGM	24-May-23		6 Remuneration	Management	For	
Dassault Systemes	AGM/EGM	24-May-23		7 Non-Executive Remuneration	Management	For	
Dassault Systemes	AGM/EGM	24-May-23		8 Remuneration	Management	For	
Dassault Systemes	AGM/EGM	24-May-23		9 Remuneration	Management	For	
Dassault Systemes	AGM/EGM	24-May-23		10 Elect Director(s)	Management	For	
Dassault Systemes	AGM/EGM	24-May-23		11 Elect Director(s)	Management	For	
Dassault Systemes	AGM/EGM	24-May-23		12 Share Repurchase	Management	For	
Dassault Systemes	AGM/EGM	24-May-23		13 Amendment of Share Capital	Management	For	
Dassault Systemes	AGM/EGM	24-May-23		14 Amendment of Share Capital	Management	For	
Dassault Systemes	AGM/EGM	24-May-23		15 Amendment of Share Capital	Management	For	
Dassault Systemes	AGM/EGM	24-May-23		16 Amendment of Share Capital	Management	Against	We opposed the authority to issue shares under private placement as we do not believe that this general authority is in the best interests of our clients.
Dassault Systemes	AGM/EGM	24-May-23		17 Amendment of Share Capital	Management	For	
Dassault Systemes	AGM/EGM	24-May-23		18 Amendment of Share Capital	Management	For	
Dassault Systemes	AGM/EGM	24-May-23		19 Amendment of Share Capital	Management	For	
Dassault Systemes	AGM/EGM	24-May-23		20 Employee Equity Plan	Management	For	
Dassault Systemes	AGM/EGM	24-May-23		21 Employee Equity Plan	Management	For	
Dassault Systemes	AGM/EGM	24-May-23		22 Employee Equity Plan	Management	For	
Dassault Systemes	AGM/EGM	24-May-23		23 Employee Equity Plan	Management	For	
Dassault Systemes	AGM/EGM	24-May-23		24 Routine Business	Management	For	
Delivery Hero AG	Annual General Meeting	14-Jun-23		2 Discharge of Board	Management	For	
Delivery Hero AG	Annual General Meeting	14-Jun-23		3.1 Discharge of Board	Management	For	
Delivery Hero AG	Annual General Meeting	14-Jun-23		3.2 Discharge of Board	Management	For	

Delivery Hero AG	Annual General Meeting	14-Jun-23	3.3 Discharge of Board	Management	For
Delivery Hero AG	Annual General Meeting	14-Jun-23	3.4 Discharge of Board	Management	For
Delivery Hero AG	Annual General Meeting	14-Jun-23	3.5 Discharge of Board	Management	For
Delivery Hero AG	Annual General Meeting	14-Jun-23	3.6 Discharge of Board	Management	For
Delivery Hero AG	Annual General Meeting	14-Jun-23	4 Appoint/Pay Auditors	Management	For
Delivery Hero AG	Annual General Meeting	14-Jun-23	5 Remuneration	Management	For
Delivery Hero AG	Annual General Meeting	14-Jun-23	6 Articles of Association	Management	For
Delivery Hero AG	Annual General Meeting	14-Jun-23	7 Articles of Association	Management	For
Delivery Hero AG	Annual General Meeting	14-Jun-23	8 Articles of Association	Management	For
Delivery Hero AG	Annual General Meeting	14-Jun-23	9 Amendment of Share Capital	Management	For
Delivery Hero AG	Annual General Meeting	14-Jun-23	10 Amendment of Share Capital	Management	For
Delivery Hero AG	Annual General Meeting	14-Jun-23	11 Employee Equity Plan	Management	For
Delivery Hero AG	Annual General Meeting	14-Jun-23	12 Amendment of Share Capital	Management	For
Delivery Hero AG	Annual General Meeting	14-Jun-23	13 Amendment of Share Capital	Management	For
Delivery Hero AG	Annual General Meeting	14-Jun-23	14 Share Repurchase	Management	For
Delivery Hero AG	Annual General Meeting	14-Jun-23	15 Share Repurchase	Management	For
Delivery Hero AG	Annual General Meeting	14-Jun-23	16 Approval of Agreements/Consents	Management	For
Delivery Hero AG	Annual General Meeting	14-Jun-23	17 Approval of Agreements/Consents	Management	For
Delivery Hero AG	Annual General Meeting	14-Jun-23	18 Employee Equity Plan	Management	For

We abstained on the remuneration policy as we feel the relative TSR metric allows payment for underperformance against the index, which results in a misalignment between management and our clients' outcomes.

Delivery Hero AG	Annual General Meeting	14-Jun-23	19 Remuneration	Management	Abstain
EXOR	Annual General Meeting	31-May-23	10 Remuneration	Management	For
EXOR	Annual General Meeting	31-May-23	20 Annual Report	Management	For
EXOR	Annual General Meeting	31-May-23	30 Allocation of Income	Management	For
EXOR	Annual General Meeting	31-May-23	40 Appoint/Pay Auditors	Management	For
EXOR	Annual General Meeting	31-May-23	50 Remuneration	Management	For
EXOR	Annual General Meeting	31-May-23	60 Director Related	Management	For
EXOR	Annual General Meeting	31-May-23	70 Director Related	Management	For
EXOR	Annual General Meeting	31-May-23	80 Elect Director(s)	Management	For
EXOR	Annual General Meeting	31-May-23	90 Elect Director(s)	Management	For
EXOR	Annual General Meeting	31-May-23	100 Elect Director(s)	Management	For
EXOR	Annual General Meeting	31-May-23	110 Elect Director(s)	Management	For
EXOR	Annual General Meeting	31-May-23	120 Elect Director(s)	Management	For
EXOR	Annual General Meeting	31-May-23	130 Elect Director(s)	Management	For
EXOR	Annual General Meeting	31-May-23	140 Elect Director(s)	Management	For
EXOR	Annual General Meeting	31-May-23	150 Elect Director(s)	Management	For

EXOR	Annual General Meeting	31-May-23	160	Elect Director(s)	Management	For
EXOR	Annual General Meeting	31-May-23	170	Elect Director(s)	Management	For
EXOR	Annual General Meeting	31-May-23	180	Share Repurchase	Management	For
EXOR	Annual General Meeting	31-May-23	190	Share Repurchase	Management	For
Epiroc B	Annual General Meeting	23-May-23	1	Routine Business	Management	For
Epiroc B	Annual General Meeting	23-May-23	4	Routine Business	Management	For
Epiroc B	Annual General Meeting	23-May-23	5	Routine Business	Management	For
Epiroc B	Annual General Meeting	23-May-23	8.A	Annual Report	Management	For
Epiroc B	Annual General Meeting	23-May-23	8.B.1	Discharge of Board	Management	For
Epiroc B	Annual General Meeting	23-May-23	8.B.2	Discharge of Board	Management	For
Epiroc B	Annual General Meeting	23-May-23	8.B.3	Discharge of Board	Management	For
Epiroc B	Annual General Meeting	23-May-23	8.B.4	Discharge of Board	Management	For
Epiroc B	Annual General Meeting	23-May-23	8.B.5	Discharge of Board	Management	For
Epiroc B	Annual General Meeting	23-May-23	8.B.6	Discharge of Board	Management	For
Epiroc B	Annual General Meeting	23-May-23	8.B.7	Discharge of Board	Management	For
Epiroc B	Annual General Meeting	23-May-23	8.B.8	Discharge of Board	Management	For
Epiroc B	Annual General Meeting	23-May-23	8.B.9	Discharge of Board	Management	For
Epiroc B	Annual General Meeting	23-May-23	8.B10	Discharge of Board	Management	For
Epiroc B	Annual General Meeting	23-May-23	8.B11	Discharge of Board	Management	For
Epiroc B	Annual General Meeting	23-May-23	8.B12	Discharge of Board	Management	For
Epiroc B	Annual General Meeting	23-May-23	8.B13	Discharge of Board	Management	For
Epiroc B	Annual General Meeting	23-May-23	8.C	Allocation of Income	Management	For
Epiroc B	Annual General Meeting	23-May-23	8.D	Remuneration	Management	For
Epiroc B	Annual General Meeting	23-May-23	9.A	Director Related	Management	For
Epiroc B	Annual General Meeting	23-May-23	9.B	Appoint/Pay Auditors	Management	For
Epiroc B	Annual General Meeting	23-May-23	10.A1	Elect Director(s)	Management	For
Epiroc B	Annual General Meeting	23-May-23	10.A2	Elect Director(s)	Management	For
Epiroc B	Annual General Meeting	23-May-23	10.A3	Elect Director(s)	Management	For
Epiroc B	Annual General Meeting	23-May-23	10.A4	Elect Director(s)	Management	For
Epiroc B	Annual General Meeting	23-May-23	10.A5	Elect Director(s)	Management	For
Epiroc B	Annual General Meeting	23-May-23	10.A6	Elect Director(s)	Management	For
Epiroc B	Annual General Meeting	23-May-23	10.A7	Elect Director(s)	Management	For
Epiroc B	Annual General Meeting	23-May-23	10.A8	Elect Director(s)	Management	For
Epiroc B	Annual General Meeting	23-May-23	10.A9	Elect Director(s)	Management	For
Epiroc B	Annual General Meeting	23-May-23	10.B	Elect Director(s)	Management	For
Epiroc B	Annual General Meeting	23-May-23	10.C	Appoint/Pay Auditors	Management	For
Epiroc B	Annual General Meeting	23-May-23	11.A	Remuneration	Management	For
Epiroc B	Annual General Meeting	23-May-23	11.B	Appoint/Pay Auditors	Management	For
Epiroc B	Annual General Meeting	23-May-23	12	Employee Equity Plan	Management	For

Epiroc B	Annual General Meeting	23-May-23	13.A	Share Repurchase	Management	For
Epiroc B	Annual General Meeting	23-May-23	13.B	Share Repurchase	Management	For
Epiroc B	Annual General Meeting	23-May-23	13.C	Incentive Plan	Management	For
Epiroc B	Annual General Meeting	23-May-23	13.D	Share Repurchase	Management	For
Epiroc B	Annual General Meeting	23-May-23	13.E	Employee Equity Plan	Management	For
Evotec	Annual General Meeting	20-Jun-23		2 Discharge of Board	Management	For
Evotec	Annual General Meeting	20-Jun-23		3 Discharge of Board	Management	For
Evotec	Annual General Meeting	20-Jun-23		4 Appoint/Pay Auditors	Management	For
Evotec	Annual General Meeting	20-Jun-23		5 Amendment of Share Capital	Management	For
Evotec	Annual General Meeting	20-Jun-23		6 Remuneration	Management	For
Evotec	Annual General Meeting	20-Jun-23		7.1 Articles of Association	Management	For
Evotec	Annual General Meeting	20-Jun-23		7.2 Articles of Association	Management	For
HelloFresh SE Ordinary	Annual General Meeting	12-May-23		2 Allocation of Income	Management	For
HelloFresh SE Ordinary	Annual General Meeting	12-May-23		3 Discharge of Board	Management	For
HelloFresh SE Ordinary	Annual General Meeting	12-May-23		4 Discharge of Board	Management	For
HelloFresh SE Ordinary	Annual General Meeting	12-May-23		5 Appoint/Pay Auditors	Management	For
HelloFresh SE Ordinary	Annual General Meeting	12-May-23		6.1 Elect Director(s)	Management	For
HelloFresh SE Ordinary	Annual General Meeting	12-May-23		6.2 Elect Director(s)	Management	For
HelloFresh SE Ordinary	Annual General Meeting	12-May-23		6.3 Elect Director(s)	Management	For
HelloFresh SE Ordinary	Annual General Meeting	12-May-23		6.4 Elect Director(s)	Management	For
HelloFresh SE Ordinary	Annual General Meeting	12-May-23		6.5 Elect Director(s)	Management	For
HelloFresh SE Ordinary	Annual General Meeting	12-May-23		7 Remuneration	Management	For

HelloFresh SE Ordinary	Annual General Meeting	12-May-23		8 Articles of Association	Management	Against
HelloFresh SE Ordinary	Annual General Meeting	12-May-23		9 Articles of Association	Management	For
HelloFresh SE Ordinary	Annual General Meeting	12-May-23		10 Articles of Association	Management	For
Hemnet Group AB	Annual General Meeting	27-Apr-23		1 Elect Director(s)	Management	For
Hemnet Group AB	Annual General Meeting	27-Apr-23		3 Routine Business	Management	For
Hemnet Group AB	Annual General Meeting	27-Apr-23		4.1 Routine Business	Management	For
Hemnet Group AB	Annual General Meeting	27-Apr-23		4.2 Routine Business	Management	For
Hemnet Group AB	Annual General Meeting	27-Apr-23		5 Routine Business	Management	For
Hemnet Group AB	Annual General Meeting	27-Apr-23		8 Annual Report	Management	For
Hemnet Group AB	Annual General Meeting	27-Apr-23		9 Remuneration	Management	For
Hemnet Group AB	Annual General Meeting	27-Apr-23		10 Allocation of Income	Management	For
Hemnet Group AB	Annual General Meeting	27-Apr-23	11.A	Discharge of Board	Management	For

We opposed an amendment to the articles of association to increase director terms from two to four years. We believe that the current provisions under the articles are appropriate and that this change is not in the best interest of shareholders.

Hemnet Group AB	Annual General Meeting	27-Apr-23	11.B	Discharge of Board	Management	For
Hemnet Group AB	Annual General Meeting	27-Apr-23	11.C	Discharge of Board	Management	For
Hemnet Group AB	Annual General Meeting	27-Apr-23	11.D	Discharge of Board	Management	For
Hemnet Group AB	Annual General Meeting	27-Apr-23	11.E	Discharge of Board	Management	For
Hemnet Group AB	Annual General Meeting	27-Apr-23	11.F	Discharge of Board	Management	For
Hemnet Group AB	Annual General Meeting	27-Apr-23	11.G	Discharge of Board	Management	For
Hemnet Group AB	Annual General Meeting	27-Apr-23	11.H	Discharge of Board	Management	For
Hemnet Group AB	Annual General Meeting	27-Apr-23	11.I	Discharge of Board	Management	For
Hemnet Group AB	Annual General Meeting	27-Apr-23	12.A	Director Related	Management	For
Hemnet Group AB	Annual General Meeting	27-Apr-23	12.B	Appoint/Pay Auditors	Management	For
Hemnet Group AB	Annual General Meeting	27-Apr-23	13.A	Remuneration	Management	For
Hemnet Group AB	Annual General Meeting	27-Apr-23	13.B	Appoint/Pay Auditors	Management	For
Hemnet Group AB	Annual General Meeting	27-Apr-23	14.A	Elect Director(s)	Management	For
Hemnet Group AB	Annual General Meeting	27-Apr-23	14.B	Elect Director(s)	Management	For
Hemnet Group AB	Annual General Meeting	27-Apr-23	14.C	Elect Director(s)	Management	For
Hemnet Group AB	Annual General Meeting	27-Apr-23	14.D	Elect Director(s)	Management	For
Hemnet Group AB	Annual General Meeting	27-Apr-23	14.E	Elect Director(s)	Management	For
Hemnet Group AB	Annual General Meeting	27-Apr-23	14.F	Elect Director(s)	Management	For
Hemnet Group AB	Annual General Meeting	27-Apr-23	14.G	Elect Director(s)	Management	For
Hemnet Group AB	Annual General Meeting	27-Apr-23	15	Elect Director(s)	Management	For
Hemnet Group AB	Annual General Meeting	27-Apr-23	16	Appoint/Pay Auditors	Management	For
Hemnet Group AB	Annual General Meeting	27-Apr-23	17	Amendment of Share Capital	Management	For
Hemnet Group AB	Annual General Meeting	27-Apr-23	18	Incentive Plan	Management	For
Hemnet Group AB	Annual General Meeting	27-Apr-23	19.A	Amendment of Share Capital	Management	For
Hemnet Group AB	Annual General Meeting	27-Apr-23	19.B	Amendment of Share Capital	Management	For
Hemnet Group AB	Annual General Meeting	27-Apr-23	20	Employee Equity Plan	Management	For
Hemnet Group AB	Annual General Meeting	27-Apr-23	21	Share Repurchase	Management	For
Hexpol AB	Annual General Meeting	28-Apr-23	2	Routine Business	Management	For
Hexpol AB	Annual General Meeting	28-Apr-23	4	Routine Business	Management	For
Hexpol AB	Annual General Meeting	28-Apr-23	6	Routine Business	Management	For
Hexpol AB	Annual General Meeting	28-Apr-23	9.A	Annual Report	Management	For
Hexpol AB	Annual General Meeting	28-Apr-23	9.B	Allocation of Income	Management	For
Hexpol AB	Annual General Meeting	28-Apr-23	9.C.1	Discharge of Board	Management	For
Hexpol AB	Annual General Meeting	28-Apr-23	9.C.2	Discharge of Board	Management	For
Hexpol AB	Annual General Meeting	28-Apr-23	9.C.3	Discharge of Board	Management	For
Hexpol AB	Annual General Meeting	28-Apr-23	9.C.4	Discharge of Board	Management	For
Hexpol AB	Annual General Meeting	28-Apr-23	9.C.5	Discharge of Board	Management	For
Hexpol AB	Annual General Meeting	28-Apr-23	9.C.6	Discharge of Board	Management	For
Hexpol AB	Annual General Meeting	28-Apr-23	9.C.7	Discharge of Board	Management	For

Hexpol AB	Annual General Meeting	28-Apr-23	10	Director Related	Management	For
Hexpol AB	Annual General Meeting	28-Apr-23	11.1	Remuneration	Management	For
Hexpol AB	Annual General Meeting	28-Apr-23	11.2	Appoint/Pay Auditors	Management	For
Hexpol AB	Annual General Meeting	28-Apr-23	12.1	Elect Director(s)	Management	For
Hexpol AB	Annual General Meeting	28-Apr-23	12.2	Elect Director(s)	Management	For
Hexpol AB	Annual General Meeting	28-Apr-23	13	Appoint/Pay Auditors	Management	For
Hexpol AB	Annual General Meeting	28-Apr-23	14	Elect Director(s)	Management	For
Hexpol AB	Annual General Meeting	28-Apr-23	15	Remuneration	Management	For
Hypoport	Annual General Meeting	02-Jun-23	2	Allocation of Income	Management	For
Hypoport	Annual General Meeting	02-Jun-23	3.1	Discharge of Board	Management	For
Hypoport	Annual General Meeting	02-Jun-23	3.2	Discharge of Board	Management	For
Hypoport	Annual General Meeting	02-Jun-23	4.1	Discharge of Board	Management	For
Hypoport	Annual General Meeting	02-Jun-23	4.2	Discharge of Board	Management	For
Hypoport	Annual General Meeting	02-Jun-23	4.3	Discharge of Board	Management	For
Hypoport	Annual General Meeting	02-Jun-23	5	Appoint/Pay Auditors	Management	For
Hypoport	Annual General Meeting	02-Jun-23	6	Remuneration	Management	For
Hypoport	Annual General Meeting	02-Jun-23	7	Articles of Association	Management	For
Hypoport	Annual General Meeting	02-Jun-23	8	Articles of Association	Management	For
Hypoport	Annual General Meeting	02-Jun-23	9	Amendment of Share Capital	Management	For
IMCD Group NV	Annual General Meeting	26-Apr-23	2.b.	Remuneration	Management	For
IMCD Group NV	Annual General Meeting	26-Apr-23	3.b.	Annual Report	Management	For
IMCD Group NV	Annual General Meeting	26-Apr-23	3.d.	Allocation of Income	Management	For
IMCD Group NV	Annual General Meeting	26-Apr-23	4.a.	Discharge of Board	Management	For
IMCD Group NV	Annual General Meeting	26-Apr-23	4.b.	Discharge of Board	Management	For
IMCD Group NV	Annual General Meeting	26-Apr-23	5	Elect Director(s)	Management	For
IMCD Group NV	Annual General Meeting	26-Apr-23	6	Appoint/Pay Auditors	Management	For
IMCD Group NV	Annual General Meeting	26-Apr-23	7	Appoint/Pay Auditors	Management	For
IMCD Group NV	Annual General Meeting	26-Apr-23	8.a.	Amendment of Share Capital	Management	For
IMCD Group NV	Annual General Meeting	26-Apr-23	8.b.	Amendment of Share Capital	Management	For
IMCD Group NV	Annual General Meeting	26-Apr-23	9	Share Repurchase	Management	For
Kering	AGM/EGM	27-Apr-23	1	Annual Report	Management	For
Kering	AGM/EGM	27-Apr-23	2	Annual Report	Management	For
Kering	AGM/EGM	27-Apr-23	3	Allocation of Income	Management	For

Kering	AGM/EGM	27-Apr-23	4	Remuneration	Management	Against	We opposed three resolutions on executive remuneration reports due to concerns with the stretch of ESG performance targets, and lack of downward discretion to reflect the Balenciaga scandal.
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Kering	AGM/EGM	27-Apr-23	5 Remuneration	Management	Against	We opposed three resolutions on executive remuneration reports due to concerns with the stretch of ESG performance targets, and lack of downward discretion to reflect the Balenciaga scandal.
Kering	AGM/EGM	27-Apr-23	6 Remuneration	Management	Against	We opposed three resolutions on executive remuneration reports due to concerns with the stretch of ESG performance targets, and lack of downward discretion to reflect the Balenciaga scandal.
Kering	AGM/EGM	27-Apr-23	7 Remuneration	Management	For	
Kering	AGM/EGM	27-Apr-23	8 Non-Executive Remuneration	Management	For	
Kering	AGM/EGM	27-Apr-23	9 Share Repurchase	Management	For	
Kering	AGM/EGM	27-Apr-23	10 Amendment of Share Capital	Management	For	
Kering	AGM/EGM	27-Apr-23	11 Amendment of Share Capital	Management	Abstain	We abstained on the resolution which sought authority to issue equity because the potential dilution levels are not in the interests of shareholders.
Kering	AGM/EGM	27-Apr-23	12 Amendment of Share Capital	Management	For	
Kering	AGM/EGM	27-Apr-23	13 Amendment of Share Capital	Management	For	
Kering	AGM/EGM	27-Apr-23	14 Amendment of Share Capital	Management	Against	We opposed the resolution which sought authority to issue equity because the potential dilution levels are not in the interests of shareholders.
Kering	AGM/EGM	27-Apr-23	15 Amendment of Share Capital	Management	For	
Kering	AGM/EGM	27-Apr-23	16 Amendment of Share Capital	Management	Against	We opposed the resolution which sought authority to issue equity because the potential dilution levels are not in the interests of shareholders.
Kering	AGM/EGM	27-Apr-23	17 Amendment of Share Capital	Management	For	
Kering	AGM/EGM	27-Apr-23	18 Employee Equity Plan	Management	For	
Kering	AGM/EGM	27-Apr-23	19 Employee Equity Plan	Management	For	
Kering	AGM/EGM	27-Apr-23	20 Routine Business	Management	For	
Kingspan Group	Annual General Meeting	28-Apr-23	1 Annual Report	Management	For	
Kingspan Group	Annual General Meeting	28-Apr-23	2 Allocation of Income	Management	For	
Kingspan Group	Annual General Meeting	28-Apr-23	3.A Elect Director(s)	Management	For	
Kingspan Group	Annual General Meeting	28-Apr-23	3.B Elect Director(s)	Management	For	
Kingspan Group	Annual General Meeting	28-Apr-23	3.C Elect Director(s)	Management	For	
Kingspan Group	Annual General Meeting	28-Apr-23	3.D Elect Director(s)	Management	For	

Kingspan Group	Annual General Meeting	28-Apr-23	3.E	Elect Director(s)	Management	For
Kingspan Group	Annual General Meeting	28-Apr-23	3.F	Elect Director(s)	Management	For
Kingspan Group	Annual General Meeting	28-Apr-23	3.G	Elect Director(s)	Management	For
Kingspan Group	Annual General Meeting	28-Apr-23	3.H	Elect Director(s)	Management	For
Kingspan Group	Annual General Meeting	28-Apr-23	3.I	Elect Director(s)	Management	For
Kingspan Group	Annual General Meeting	28-Apr-23	3.J	Elect Director(s)	Management	For
Kingspan Group	Annual General Meeting	28-Apr-23		4 Appoint/Pay Auditors	Management	For
Kingspan Group	Annual General Meeting	28-Apr-23		5 Annual Report	Management	For
Kingspan Group	Annual General Meeting	28-Apr-23		6 Remuneration	Management	For
Kingspan Group	Annual General Meeting	28-Apr-23		7 Amendment of Share Capital	Management	For
Kingspan Group	Annual General Meeting	28-Apr-23		8 Amendment of Share Capital	Management	For
Kingspan Group	Annual General Meeting	28-Apr-23		9 Amendment of Share Capital	Management	For
Kingspan Group	Annual General Meeting	28-Apr-23		10 Share Repurchase	Management	For
Kingspan Group	Annual General Meeting	28-Apr-23		11 Amendment of Share Capital	Management	For
Kingspan Group	Annual General Meeting	28-Apr-23		12 Routine Business	Management	For
Kinnevik	Annual General Meeting	08-May-23		2 Routine Business	Management	For
Kinnevik	Annual General Meeting	08-May-23		4 Routine Business	Management	For
Kinnevik	Annual General Meeting	08-May-23		6 Routine Business	Management	For
Kinnevik	Annual General Meeting	08-May-23		10 Annual Report	Management	For
Kinnevik	Annual General Meeting	08-May-23		11 Allocation of Income	Management	For
Kinnevik	Annual General Meeting	08-May-23	12A	Discharge of Board	Management	For
Kinnevik	Annual General Meeting	08-May-23	12B	Discharge of Board	Management	For
Kinnevik	Annual General Meeting	08-May-23	12C	Discharge of Board	Management	For
Kinnevik	Annual General Meeting	08-May-23	12D	Discharge of Board	Management	For
Kinnevik	Annual General Meeting	08-May-23	12E	Discharge of Board	Management	For
Kinnevik	Annual General Meeting	08-May-23	12F	Discharge of Board	Management	For
Kinnevik	Annual General Meeting	08-May-23		13 Remuneration	Management	For
Kinnevik	Annual General Meeting	08-May-23		14 Director Related	Management	For
Kinnevik	Annual General Meeting	08-May-23		15 Remuneration	Management	For
Kinnevik	Annual General Meeting	08-May-23	16A	Elect Committee Member	Management	For
Kinnevik	Annual General Meeting	08-May-23	16B	Elect Committee Member	Management	For
Kinnevik	Annual General Meeting	08-May-23	16C	Elect Committee Member	Management	For
Kinnevik	Annual General Meeting	08-May-23	16D	Elect Committee Member	Management	For
Kinnevik	Annual General Meeting	08-May-23	16E	Elect Committee Member	Management	For
Kinnevik	Annual General Meeting	08-May-23		17 Elect Director(s)	Management	For
Kinnevik	Annual General Meeting	08-May-23		18 Appoint/Pay Auditors	Management	For
Kinnevik	Annual General Meeting	08-May-23		19 Elect Committee Member	Management	For
Kinnevik	Annual General Meeting	08-May-23		20 Elect Committee Member	Management	For
Kinnevik	Annual General Meeting	08-May-23	21A	Incentive Plan	Management	For

Kinnevik	Annual General Meeting	08-May-23	21B	Articles of Association	Management	For
Kinnevik	Annual General Meeting	08-May-23	21C	Incentive Plan	Management	For
Kinnevik	Annual General Meeting	08-May-23	21D	Incentive Plan	Management	For
Kinnevik	Annual General Meeting	08-May-23	21E	Incentive Plan	Management	For
Kinnevik	Annual General Meeting	08-May-23	21F	Incentive Plan	Management	For
Kinnevik	Annual General Meeting	08-May-23	22A	Incentive Plan	Management	For
Kinnevik	Annual General Meeting	08-May-23	22B	Incentive Plan	Management	For
Kinnevik	Annual General Meeting	08-May-23	22C	Incentive Plan	Management	For

Kinnevik	Annual General Meeting	08-May-23	23	Shareholder Resolution - Governance	Shareholder	Against	We opposed a shareholder resolution requesting the implementation of a cash dividend as we believe any such decision should sit with the board of directors.
Mettler-Toledo	Annual General Meeting	04-May-23	1.1	Elect Director(s)	Management	For	
Mettler-Toledo	Annual General Meeting	04-May-23	1.2	Elect Director(s)	Management	For	
Mettler-Toledo	Annual General Meeting	04-May-23	1.3	Elect Director(s)	Management	For	
Mettler-Toledo	Annual General Meeting	04-May-23	1.4	Elect Director(s)	Management	For	
Mettler-Toledo	Annual General Meeting	04-May-23	1.5	Elect Director(s)	Management	For	
Mettler-Toledo	Annual General Meeting	04-May-23	1.6	Elect Director(s)	Management	For	
Mettler-Toledo	Annual General Meeting	04-May-23	1.7	Elect Director(s)	Management	For	
Mettler-Toledo	Annual General Meeting	04-May-23	1.8	Elect Director(s)	Management	For	
Mettler-Toledo	Annual General Meeting	04-May-23	2	Appoint/Pay Auditors	Management	For	

Mettler-Toledo	Annual General Meeting	04-May-23	3	Remuneration	Management	Against	We opposed the executive compensation resolution as we do not consider the stringency of the long-term targets to be appropriate.
Mettler-Toledo	Annual General Meeting	04-May-23	4	Say on Pay Frequency	Management	1 Year	
Nexans	AGM/EGM	11-May-23	1	Annual Report	Management	For	
Nexans	AGM/EGM	11-May-23	2	Annual Report	Management	For	
Nexans	AGM/EGM	11-May-23	3	Allocation of Income	Management	For	
Nexans	AGM/EGM	11-May-23	4	Elect Director(s)	Management	For	
Nexans	AGM/EGM	11-May-23	5	Elect Director(s)	Management	For	
Nexans	AGM/EGM	11-May-23	6	Elect Director(s)	Management	For	
Nexans	AGM/EGM	11-May-23	7	Elect Director(s)	Management	For	
Nexans	AGM/EGM	11-May-23	8	Remuneration	Management	For	
Nexans	AGM/EGM	11-May-23	9	Non-Executive Remuneration	Management	For	
Nexans	AGM/EGM	11-May-23	10	Remuneration	Management	For	
Nexans	AGM/EGM	11-May-23	11	Non-Executive Remuneration	Management	For	
Nexans	AGM/EGM	11-May-23	12	Remuneration	Management	For	
Nexans	AGM/EGM	11-May-23	13	Non-Executive Remuneration	Management	For	
Nexans	AGM/EGM	11-May-23	14	Remuneration	Management	For	

Nexans	AGM/EGM	11-May-23	15	Related Party Transactions	Management	For
Nexans	AGM/EGM	11-May-23	16	Report - Other	Management	For
Nexans	AGM/EGM	11-May-23	17	Related Party Transactions	Management	For
Nexans	AGM/EGM	11-May-23	18	Amendment of Share Capital	Management	For
Nexans	AGM/EGM	11-May-23	19	Amendment of Share Capital	Management	For
Nexans	AGM/EGM	11-May-23	20	Amendment of Share Capital	Management	For
Nexans	AGM/EGM	11-May-23	21	Amendment of Share Capital	Management	For
Nexans	AGM/EGM	11-May-23	22	Amendment of Share Capital	Management	For
Nexans	AGM/EGM	11-May-23	23	Amendment of Share Capital	Management	For
Nexans	AGM/EGM	11-May-23	24	Amendment of Share Capital	Management	For
Nexans	AGM/EGM	11-May-23	25	Amendment of Share Capital	Management	For
Nexans	AGM/EGM	11-May-23	26	Employee Equity Plan	Management	For
Nexans	AGM/EGM	11-May-23	27	Employee Equity Plan	Management	For
Nexans	AGM/EGM	11-May-23	28	Employee Equity Plan	Management	For
Nexans	AGM/EGM	11-May-23	29	Routine Business	Management	For
Shares	Annual General Meeting	16-May-23	2	Routine Business	Management	For
Shares	Annual General Meeting	16-May-23	3	Routine Business	Management	For
Shares	Annual General Meeting	16-May-23	4	Routine Business	Management	For
Shares	Annual General Meeting	16-May-23	5	Routine Business	Management	For
Shares	Annual General Meeting	16-May-23	6	Routine Business	Management	For
Shares	Annual General Meeting	16-May-23	9.A	Annual Report	Management	For
Shares	Annual General Meeting	16-May-23	9.B	Allocation of Income	Management	For
Shares	Annual General Meeting	16-May-23	9.C	Discharge of Board	Management	For
Shares	Annual General Meeting	16-May-23	10	Director Related	Management	For
Shares	Annual General Meeting	16-May-23	11	Appoint/Pay Auditors	Management	For
Shares	Annual General Meeting	16-May-23	12	Remuneration	Management	For
Shares	Annual General Meeting	16-May-23	13	Elect Director(s)	Management	For
Shares	Annual General Meeting	16-May-23	14	Appoint/Pay Auditors	Management	For
Shares	Annual General Meeting	16-May-23	15	Remuneration	Management	For
Shares	Annual General Meeting	16-May-23	16	Amendment of Share Capital	Management	For
Shares	Annual General Meeting	16-May-23	17	Remuneration	Management	For
Reply Spa	Annual General Meeting	20-Apr-23	10	Annual Report	Management	For
Reply Spa	Annual General Meeting	20-Apr-23	20	Allocation of Income	Management	For
Reply Spa	Annual General Meeting	20-Apr-23	30	Amendment of Share Capital	Management	For
Reply Spa	Annual General Meeting	20-Apr-23	40	Non-Executive Remuneration	Management	For
Reply Spa	Annual General Meeting	20-Apr-23	50	Remuneration	Management	Abstain
Reply Spa	Annual General Meeting	20-Apr-23	60	Remuneration	Management	For
Royal Unibrew A/S	Annual General Meeting	27-Apr-23	2	Annual Report	Management	For

We abstained on the remuneration policy due to a lack of disclosure.

Royal Unibrew A/S	Annual General Meeting	27-Apr-23		3 Discharge of Board	Management	For
Royal Unibrew A/S	Annual General Meeting	27-Apr-23		4 Allocation of Income	Management	For
Royal Unibrew A/S	Annual General Meeting	27-Apr-23		5 Remuneration	Management	For
Royal Unibrew A/S	Annual General Meeting	27-Apr-23		6 Remuneration	Management	For
Royal Unibrew A/S	Annual General Meeting	27-Apr-23		7.1 Share Repurchase	Management	For
Royal Unibrew A/S	Annual General Meeting	27-Apr-23		7.2 Remuneration	Management	For
Royal Unibrew A/S	Annual General Meeting	27-Apr-23	8.A	Elect Director(s)	Management	For
Royal Unibrew A/S	Annual General Meeting	27-Apr-23	8.B	Elect Director(s)	Management	For
Royal Unibrew A/S	Annual General Meeting	27-Apr-23	8.C	Elect Director(s)	Management	For
Royal Unibrew A/S	Annual General Meeting	27-Apr-23	8.D	Elect Director(s)	Management	For
Royal Unibrew A/S	Annual General Meeting	27-Apr-23	8.E	Elect Director(s)	Management	For
Royal Unibrew A/S	Annual General Meeting	27-Apr-23	8.F	Elect Director(s)	Management	For
Royal Unibrew A/S	Annual General Meeting	27-Apr-23		9 Appoint/Pay Auditors	Management	For
Schibsted B	Annual General Meeting	28-Apr-23		1 Routine Business	Management	For
Schibsted B	Annual General Meeting	28-Apr-23		2 Routine Business	Management	For
Schibsted B	Annual General Meeting	28-Apr-23		3 Routine Business	Management	For
Schibsted B	Annual General Meeting	28-Apr-23		4 Annual Report	Management	For
Schibsted B	Annual General Meeting	28-Apr-23		5 Allocation of Income	Management	For
Schibsted B	Annual General Meeting	28-Apr-23		6 Appoint/Pay Auditors	Management	For
Schibsted B	Annual General Meeting	28-Apr-23		7 Remuneration	Management	For
Schibsted B	Annual General Meeting	28-Apr-23		8 Remuneration	Management	For
Schibsted B	Annual General Meeting	28-Apr-23	10.A	Elect Director(s)	Management	For
Schibsted B	Annual General Meeting	28-Apr-23	10.B	Elect Director(s)	Management	For
Schibsted B	Annual General Meeting	28-Apr-23	10.C	Elect Director(s)	Management	For
Schibsted B	Annual General Meeting	28-Apr-23	10.D	Elect Director(s)	Management	For
Schibsted B	Annual General Meeting	28-Apr-23	10.E	Elect Director(s)	Management	For
Schibsted B	Annual General Meeting	28-Apr-23	10.F	Elect Director(s)	Management	For
Schibsted B	Annual General Meeting	28-Apr-23	11.A	Routine Business	Management	For
Schibsted B	Annual General Meeting	28-Apr-23	11.B	Elect Director(s)	Management	For
Schibsted B	Annual General Meeting	28-Apr-23		12 Non-Executive Remuneration	Management	For
Schibsted B	Annual General Meeting	28-Apr-23		13 Non-Executive Remuneration	Management	For
Schibsted B	Annual General Meeting	28-Apr-23	14.A	Elect Committee Member	Management	For
Schibsted B	Annual General Meeting	28-Apr-23	14.B	Elect Committee Member	Management	For
Schibsted B	Annual General Meeting	28-Apr-23	14.C	Elect Committee Member	Management	For
Schibsted B	Annual General Meeting	28-Apr-23		15 Articles of Association	Management	For
Schibsted B	Annual General Meeting	28-Apr-23		16 Amendment of Share Capital	Management	For
Schibsted B	Annual General Meeting	28-Apr-23		17 Share Repurchase	Management	For
Schibsted B	Annual General Meeting	28-Apr-23		18 Amendment of Share Capital	Management	For
Schibsted B	Annual General Meeting	28-Apr-23		19 Articles of Association	Management	For

Tonies SE	Annual General Meeting	24-May-23	3 Annual Report	Management	For
Tonies SE	Annual General Meeting	24-May-23	4 Annual Report	Management	For
Tonies SE	Annual General Meeting	24-May-23	5 Annual Report	Management	For
Tonies SE	Annual General Meeting	24-May-23	6 Discharge of Board	Management	For
Tonies SE	Annual General Meeting	24-May-23	7 Discharge of Board	Management	For
Tonies SE	Annual General Meeting	24-May-23	8 Discharge of Board	Management	For
Tonies SE	Annual General Meeting	24-May-23	9 Discharge of Board	Management	For
Tonies SE	Annual General Meeting	24-May-23	10 Discharge of Board	Management	For
Tonies SE	Annual General Meeting	24-May-23	11 Discharge of Board	Management	For
Tonies SE	Annual General Meeting	24-May-23	12 Discharge of Board	Management	For
Tonies SE	Annual General Meeting	24-May-23	13 Discharge of Board	Management	For
Tonies SE	Annual General Meeting	24-May-23	14 Discharge of Board	Management	For
Tonies SE	Annual General Meeting	24-May-23	15 Appoint/Pay Auditors	Management	For
Tonies SE	Annual General Meeting	24-May-23	16 Remuneration	Management	For
Tonies SE	Annual General Meeting	24-May-23	17 Incentive Plan	Management	For
Tonies SE	Annual General Meeting	24-May-23	3 Annual Report	Management	For
Tonies SE	Annual General Meeting	24-May-23	4 Annual Report	Management	For
Tonies SE	Annual General Meeting	24-May-23	5 Annual Report	Management	For
Tonies SE	Annual General Meeting	24-May-23	6 Discharge of Board	Management	For
Tonies SE	Annual General Meeting	24-May-23	7 Discharge of Board	Management	For
Tonies SE	Annual General Meeting	24-May-23	8 Discharge of Board	Management	For
Tonies SE	Annual General Meeting	24-May-23	9 Discharge of Board	Management	For
Tonies SE	Annual General Meeting	24-May-23	10 Discharge of Board	Management	For
Tonies SE	Annual General Meeting	24-May-23	11 Discharge of Board	Management	For
Tonies SE	Annual General Meeting	24-May-23	12 Discharge of Board	Management	For
Tonies SE	Annual General Meeting	24-May-23	13 Discharge of Board	Management	For
Tonies SE	Annual General Meeting	24-May-23	14 Discharge of Board	Management	For
Tonies SE	Annual General Meeting	24-May-23	15 Appoint/Pay Auditors	Management	For
Tonies SE	Annual General Meeting	24-May-23	16 Remuneration	Management	For
Tonies SE	Annual General Meeting	24-May-23	17 Incentive Plan	Management	For
Topicus.Com Inc	Annual General Meeting	08-May-23	1.1 Elect Director(s)	Management	For
Topicus.Com Inc	Annual General Meeting	08-May-23	1.2 Elect Director(s)	Management	For
Topicus.Com Inc	Annual General Meeting	08-May-23	1.3 Elect Director(s)	Management	For
Topicus.Com Inc	Annual General Meeting	08-May-23	1.4 Elect Director(s)	Management	For
Topicus.Com Inc	Annual General Meeting	08-May-23	1.5 Elect Director(s)	Management	For
Topicus.Com Inc	Annual General Meeting	08-May-23	2 Appoint/Pay Auditors	Management	For
Vostok New Ventures	Annual General Meeting	04-May-23	2 Routine Business	Management	For
Vostok New Ventures	Annual General Meeting	04-May-23	3 Routine Business	Management	For
Vostok New Ventures	Annual General Meeting	04-May-23	4 Routine Business	Management	For

Vostok New Ventures	Annual General Meeting	04-May-23		5 Routine Business	Management	For
Vostok New Ventures	Annual General Meeting	04-May-23		6 Routine Business	Management	For
Vostok New Ventures	Annual General Meeting	04-May-23	9.A	Annual Report	Management	For
Vostok New Ventures	Annual General Meeting	04-May-23	9.B	Allocation of Income	Management	For
Vostok New Ventures	Annual General Meeting	04-May-23	9.C	Discharge of Board	Management	For
Vostok New Ventures	Annual General Meeting	04-May-23	10.A	Director Related	Management	For
Vostok New Ventures	Annual General Meeting	04-May-23	10.B	Appoint/Pay Auditors	Management	For
Vostok New Ventures	Annual General Meeting	04-May-23	11.A	Non-Executive Remuneration	Management	For
Vostok New Ventures	Annual General Meeting	04-May-23	11.B	Appoint/Pay Auditors	Management	For
Vostok New Ventures	Annual General Meeting	04-May-23	12.1A	Elect Director(s)	Management	For
Vostok New Ventures	Annual General Meeting	04-May-23	12.1B	Elect Director(s)	Management	For
Vostok New Ventures	Annual General Meeting	04-May-23	12.1C	Elect Director(s)	Management	For
Vostok New Ventures	Annual General Meeting	04-May-23	12.1D	Elect Director(s)	Management	For
Vostok New Ventures	Annual General Meeting	04-May-23	12.1E	Elect Director(s)	Management	For
Vostok New Ventures	Annual General Meeting	04-May-23	12.1F	Elect Director(s)	Management	For
Vostok New Ventures	Annual General Meeting	04-May-23		12.2 Elect Director(s)	Management	For
Vostok New Ventures	Annual General Meeting	04-May-23		12.3 Appoint/Pay Auditors	Management	For
Vostok New Ventures	Annual General Meeting	04-May-23		13 Elect Committee Member	Management	For
Vostok New Ventures	Annual General Meeting	04-May-23		14 Remuneration	Management	For
Vostok New Ventures	Annual General Meeting	04-May-23		15 Articles of Association	Management	For
Vostok New Ventures	Annual General Meeting	04-May-23	16.A	Amendment of Share Capital	Management	For
Vostok New Ventures	Annual General Meeting	04-May-23	16.B	Amendment of Share Capital	Management	For
Vostok New Ventures	Annual General Meeting	04-May-23	17.A	Incentive Plan	Management	For
Vostok New Ventures	Annual General Meeting	04-May-23	17.B	Articles of Association	Management	For
Vostok New Ventures	Annual General Meeting	04-May-23	17.C	Incentive Plan	Management	For
Vostok New Ventures	Annual General Meeting	04-May-23		18 Amendment of Share Capital	Management	For
Vostok New Ventures	Annual General Meeting	04-May-23		19 Share Repurchase	Management	For
Zalando SE	Annual General Meeting	24-May-23		2 Allocation of Income	Management	For
Zalando SE	Annual General Meeting	24-May-23		3 Discharge of Board	Management	For
Zalando SE	Annual General Meeting	24-May-23		4 Discharge of Board	Management	For
Zalando SE	Annual General Meeting	24-May-23	5.1	Appoint/Pay Auditors	Management	For
Zalando SE	Annual General Meeting	24-May-23	5.2	Appoint/Pay Auditors	Management	For
Zalando SE	Annual General Meeting	24-May-23		6 Remuneration	Management	For
Zalando SE	Annual General Meeting	24-May-23	7.1	Elect Director(s)	Management	For
Zalando SE	Annual General Meeting	24-May-23	7.2	Elect Director(s)	Management	For
Zalando SE	Annual General Meeting	24-May-23	7.3	Elect Director(s)	Management	For
Zalando SE	Annual General Meeting	24-May-23	7.4	Elect Director(s)	Management	For
Zalando SE	Annual General Meeting	24-May-23	7.5	Elect Director(s)	Management	For
Zalando SE	Annual General Meeting	24-May-23	7.6	Elect Director(s)	Management	For

Zalando SE	Annual General Meeting	24-May-23	8 Articles of Association	Management	For
Zalando SE	Annual General Meeting	24-May-23	9 Articles of Association	Management	For
Zalando SE	Annual General Meeting	24-May-23	10 Articles of Association	Management	For
adidas	Annual General Meeting	11-May-23	2 Allocation of Income	Management	For
adidas	Annual General Meeting	11-May-23	3 Discharge of Board	Management	For
adidas	Annual General Meeting	11-May-23	4 Discharge of Board	Management	For
adidas	Annual General Meeting	11-May-23	5 Remuneration	Management	For
adidas	Annual General Meeting	11-May-23	6 Articles of Association	Management	For
adidas	Annual General Meeting	11-May-23	7 Articles of Association	Management	For
adidas	Annual General Meeting	11-May-23	8 Share Repurchase	Management	For
adidas	Annual General Meeting	11-May-23	9 Share Repurchase	Management	For