

BAILLIE GIFFORD

Baillie Gifford European Growth Trust plc Vote Disclosure*

Quarter 2: 1 April 2021 – 30 June 2021



**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 |
|------------|--------------|--------------|------------|----------------------------|---------------|-----------|--------|
| Addlife Ab | AGM | 05-May-21 | 7.A | Annual Report | Management | For | |
| Addlife Ab | AGM | 05-May-21 | 7.B | Allocation of Income | Management | For | |
| Addlife Ab | AGM | 05-May-21 | 7.C | Discharge of Board | Management | For | |
| Addlife Ab | AGM | 05-May-21 | 8 | Director Related | Management | For | |
| Addlife Ab | AGM | 05-May-21 | 9 | Appoint/Pay Auditors | Management | For | |
| Addlife Ab | AGM | 05-May-21 | 10 | Elect Director(s) | Management | For | |
| Addlife Ab | AGM | 05-May-21 | 11 | Appoint/Pay Auditors | Management | For | |
| Addlife Ab | AGM | 05-May-21 | 12 | Remuneration - Report | Management | For | |
| Addlife Ab | AGM | 05-May-21 | 13 | Employee Equity Plan | Management | For | |
| Addlife Ab | AGM | 05-May-21 | 14 | Share Repurchase | Management | For | |
| Addlife Ab | AGM | 05-May-21 | 15 | Amendment of Share Capital | Management | For | |
| Addlife Ab | AGM | 05-May-21 | 16 | Articles of Association | Management | For | |
| Adevinta | AGM | 29-Jun-21 | 1 | Routine Business | Management | For | |
| Adevinta | AGM | 29-Jun-21 | 2 | Routine Business | Management | For | |
| Adevinta | AGM | 29-Jun-21 | 3 | Routine Business | Management | For | |
| Adevinta | AGM | 29-Jun-21 | 4 | Annual Report | Management | For | |
| Adevinta | AGM | 29-Jun-21 | 5 | Report - Other | Management | For | |
| Adevinta | AGM | 29-Jun-21 | 6 | Remuneration - Other | Management | For | |
| Adevinta | AGM | 29-Jun-21 | 7 | Appoint/Pay Auditors | Management | For | |
| Adevinta | AGM | 29-Jun-21 | 8.A | Elect Director(s) | Management | For | |
| Adevinta | AGM | 29-Jun-21 | 8.B | Elect Director(s) | Management | For | |
| Adevinta | AGM | 29-Jun-21 | 8.C | Elect Director(s) | Management | For | |
| Adevinta | AGM | 29-Jun-21 | 8.D | Elect Director(s) | Management | For | |
| Adevinta | AGM | 29-Jun-21 | 8.E | Elect Director(s) | Management | For | |
| Adevinta | AGM | 29-Jun-21 | 8.F | Elect Director(s) | Management | For | |
| Adevinta | AGM | 29-Jun-21 | 8.G | Elect Director(s) | Management | For | |
| Adevinta | AGM | 29-Jun-21 | 9 | Remuneration - Other | Management | For | |
| Adevinta | AGM | 29-Jun-21 | 10.A | Elect Committee Member | Management | For | |
| Adevinta | AGM | 29-Jun-21 | 11 | Remuneration - Other | Management | For | |
| Adevinta | AGM | 29-Jun-21 | 12 | Amendment of Share Capital | Management | For | |
| Adevinta | AGM | 29-Jun-21 | 13 | Amendment of Share Capital | Management | For | |
| Adevinta | AGM | 29-Jun-21 | 14 | Share Repurchase | Management | For | |
| Adevinta | AGM | 29-Jun-21 | 15 | Articles of Association | Management | For | |
| adidas | AGM | 12-May-21 | 2 | Allocation of Income | Management | For | |

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| adidas | AGM | 12-May-21 | 3 | Discharge of Board | Management | For |
| adidas | AGM | 12-May-21 | 4 | Discharge of Board | Management | For |
| adidas | AGM | 12-May-21 | 5 | Elect Director(s) | Management | For |
| adidas | AGM | 12-May-21 | 6 | Remuneration - Policy | Management | For |
| adidas | AGM | 12-May-21 | 7 | Remuneration - Non-Executive | Management | For |
| adidas | AGM | 12-May-21 | 8 | Articles of Association | Management | For |
| adidas | AGM | 12-May-21 | 9 | Amendment of Share Capital | Management | For |
| adidas | AGM | 12-May-21 | 10 | Amendment of Share Capital | Management | For |
| adidas | AGM | 12-May-21 | 11 | Amendment of Share Capital | Management | For |
| adidas | AGM | 12-May-21 | 12 | Share Repurchase | Management | For |
| adidas | AGM | 12-May-21 | 13 | Share Repurchase | Management | For |
| adidas | AGM | 12-May-21 | 14 | Appoint/Pay Auditors | Management | For |
| Adyen Nv | AGM | 03-Jun-21 | 2.b. | Remuneration - Report | Management | For |
| Adyen Nv | AGM | 03-Jun-21 | 2.c. | Annual Report | Management | For |
| Adyen Nv | AGM | 03-Jun-21 | 3 | Discharge of Board | Management | For |
| Adyen Nv | AGM | 03-Jun-21 | 4 | Discharge of Board | Management | For |
| Adyen Nv | AGM | 03-Jun-21 | 5 | Elect Director(s) | Management | For |
| Adyen Nv | AGM | 03-Jun-21 | 6 | Elect Director(s) | Management | For |
| Adyen Nv | AGM | 03-Jun-21 | 7 | Amendment of Share Capital | Management | For |
| Adyen Nv | AGM | 03-Jun-21 | 8 | Amendment of Share Capital | Management | For |
| Adyen Nv | AGM | 03-Jun-21 | 9 | Share Repurchase | Management | For |
| Adyen Nv | AGM | 03-Jun-21 | 10 | Appoint/Pay Auditors | Management | For |
| Allegro.eu | AGM | 17-Jun-21 | 2 | Annual Report | Management | For |
| Allegro.eu | AGM | 17-Jun-21 | 4 | Annual Report | Management | For |
| Allegro.eu | AGM | 17-Jun-21 | 5 | Allocation of Income | Management | For |
| Allegro.eu | AGM | 17-Jun-21 | 6 | Remuneration - Report | Management | For |
| Allegro.eu | AGM | 17-Jun-21 | 7 | Discharge of Board | Management | For |
| Allegro.eu | AGM | 17-Jun-21 | 8 | Discharge of Board | Management | For |
| Allegro.eu | AGM | 17-Jun-21 | 9 | Discharge of Board | Management | For |
| Allegro.eu | AGM | 17-Jun-21 | 10 | Discharge of Board | Management | For |
| Allegro.eu | AGM | 17-Jun-21 | 11 | Discharge of Board | Management | For |
| Allegro.eu | AGM | 17-Jun-21 | 12 | Discharge of Board | Management | For |
| Allegro.eu | AGM | 17-Jun-21 | 13 | Discharge of Board | Management | For |
| Allegro.eu | AGM | 17-Jun-21 | 14 | Elect Director(s) | Management | For |
| Allegro.eu | AGM | 17-Jun-21 | 15 | Discharge of Board | Management | For |
| Allegro.eu | AGM | 17-Jun-21 | 16 | Discharge of Board | Management | For |
| Allegro.eu | AGM | 17-Jun-21 | 17 | Discharge of Board | Management | For |
| Allegro.eu | AGM | 17-Jun-21 | 18 | Discharge of Board | Management | For |
| Allegro.eu | AGM | 17-Jun-21 | 19 | Discharge of Board | Management | For |
| Allegro.eu | AGM | 17-Jun-21 | 20 | Appoint/Pay Auditors | Management | For |

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| Allegro.eu | AGM | 17-Jun-21 | 21 | Appoint/Pay Auditors | Management | For |
| ASML | AGM | 29-Apr-21 | 3.a | Remuneration - Report | Management | For |
| ASML | AGM | 29-Apr-21 | 3.b | Annual Report | Management | For |
| ASML | AGM | 29-Apr-21 | 3.d | Allocation of Income | Management | For |
| ASML | AGM | 29-Apr-21 | 4.a | Discharge of Board | Management | For |
| ASML | AGM | 29-Apr-21 | 4.b | Discharge of Board | Management | For |
| ASML | AGM | 29-Apr-21 | 5 | Amendment of Share Capital | Management | For |
| ASML | AGM | 29-Apr-21 | 6 | Remuneration - Policy | Management | For |
| ASML | AGM | 29-Apr-21 | 7 | Remuneration - Policy | Management | For |
| ASML | AGM | 29-Apr-21 | 9.a | Elect Director(s) | Management | For |
| ASML | AGM | 29-Apr-21 | 10 | Appoint/Pay Auditors | Management | For |
| ASML | AGM | 29-Apr-21 | 11.a | Amendment of Share Capital | Management | For |
| ASML | AGM | 29-Apr-21 | 11.b | Amendment of Share Capital | Management | For |
| ASML | AGM | 29-Apr-21 | 11.c | Amendment of Share Capital | Management | For |
| ASML | AGM | 29-Apr-21 | 11.d | Amendment of Share Capital | Management | For |
| ASML | AGM | 29-Apr-21 | 12.a | Share Repurchase | Management | For |
| ASML | AGM | 29-Apr-21 | 12.b | Share Repurchase | Management | For |
| ASML | AGM | 29-Apr-21 | 13 | Share Repurchase | Management | For |
| Atlas Copco B | AGM | 27-Apr-21 | 7.A | Annual Report | Management | For |
| Atlas Copco B | AGM | 27-Apr-21 | 7.B10 | Discharge of Board | Management | For |
| Atlas Copco B | AGM | 27-Apr-21 | 7.B11 | Discharge of Board | Management | For |
| Atlas Copco B | AGM | 27-Apr-21 | 7.B12 | Discharge of Board | Management | For |
| Atlas Copco B | AGM | 27-Apr-21 | 7.B.1 | Discharge of Board | Management | For |
| Atlas Copco B | AGM | 27-Apr-21 | 7.B.2 | Discharge of Board | Management | For |
| Atlas Copco B | AGM | 27-Apr-21 | 7.B.3 | Discharge of Board | Management | For |
| Atlas Copco B | AGM | 27-Apr-21 | 7.B.4 | Discharge of Board | Management | For |
| Atlas Copco B | AGM | 27-Apr-21 | 7.B.5 | Discharge of Board | Management | For |
| Atlas Copco B | AGM | 27-Apr-21 | 7.B.6 | Discharge of Board | Management | For |
| Atlas Copco B | AGM | 27-Apr-21 | 7.B.7 | Discharge of Board | Management | For |
| Atlas Copco B | AGM | 27-Apr-21 | 7.B.8 | Discharge of Board | Management | For |
| Atlas Copco B | AGM | 27-Apr-21 | 7.B.9 | Discharge of Board | Management | For |
| Atlas Copco B | AGM | 27-Apr-21 | 7.C | Allocation of Income | Management | For |
| Atlas Copco B | AGM | 27-Apr-21 | 7.D | Allocation of Income | Management | For |
| Atlas Copco B | AGM | 27-Apr-21 | 8.A | Director Related | Management | For |
| Atlas Copco B | AGM | 27-Apr-21 | 8.B | Appoint/Pay Auditors | Management | For |
| Atlas Copco B | AGM | 27-Apr-21 | 9.A.1 | Elect Director(s) | Management | For |
| Atlas Copco B | AGM | 27-Apr-21 | 9.A.2 | Elect Director(s) | Management | For |
| Atlas Copco B | AGM | 27-Apr-21 | 9.A.3 | Elect Director(s) | Management | For |
| Atlas Copco B | AGM | 27-Apr-21 | 9.A.4 | Elect Director(s) | Management | For |
| Atlas Copco B | AGM | 27-Apr-21 | 9.A.5 | Elect Director(s) | Management | For |

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| Atlas Copco B | AGM | 27-Apr-21 | 9.A.6 | Elect Director(s) | Management | For |
| Atlas Copco B | AGM | 27-Apr-21 | 9.A.7 | Elect Director(s) | Management | For |
| Atlas Copco B | AGM | 27-Apr-21 | 9.A.8 | Elect Director(s) | Management | For |
| Atlas Copco B | AGM | 27-Apr-21 | 9.B | Elect Director(s) | Management | For |
| Atlas Copco B | AGM | 27-Apr-21 | 9.C | Appoint/Pay Auditors | Management | For |
| Atlas Copco B | AGM | 27-Apr-21 | 10.A | Remuneration - Non-Executive | Management | For |
| Atlas Copco B | AGM | 27-Apr-21 | 10.B | Appoint/Pay Auditors | Management | For |
| Atlas Copco B | AGM | 27-Apr-21 | 11.A | Remuneration - Report | Management | For |
| Atlas Copco B | AGM | 27-Apr-21 | 11.B | Incentive Plan | Management | For |
| Atlas Copco B | AGM | 27-Apr-21 | 12.A | Employee Equity Plan | Management | For |
| Atlas Copco B | AGM | 27-Apr-21 | 12.B | Share Repurchase | Management | For |
| Atlas Copco B | AGM | 27-Apr-21 | 12.C | Employee Equity Plan | Management | For |
| Atlas Copco B | AGM | 27-Apr-21 | 12.D | Share Repurchase | Management | For |
| Atlas Copco B | AGM | 27-Apr-21 | 12.E | Employee Equity Plan | Management | For |
| Auto1 Group Se | AGM | 24-Jun-21 | 2 | Discharge of Board | Management | For |
| Auto1 Group Se | AGM | 24-Jun-21 | 3 | Discharge of Board | Management | For |
| Auto1 Group Se | AGM | 24-Jun-21 | 4 | Remuneration - Policy | Management | For |
| Auto1 Group Se | AGM | 24-Jun-21 | 5 | Remuneration - Non-Executive | Management | For |
| Bechtle AG | AGM | 15-Jun-21 | 2 | Allocation of Income | Management | For |
| Bechtle AG | AGM | 15-Jun-21 | 3 | Discharge of Board | Management | For |
| Bechtle AG | AGM | 15-Jun-21 | 4 | Discharge of Board | Management | For |
| Bechtle AG | AGM | 15-Jun-21 | 5 | Appoint/Pay Auditors | Management | For |
| Bechtle AG | AGM | 15-Jun-21 | 6 | Amendment of Share Capital | Management | For |
| Bechtle AG | AGM | 15-Jun-21 | 7 | Amendment of Share Capital | Management | For |
| Bechtle AG | AGM | 15-Jun-21 | 8 | Amendment of Share Capital | Management | For |
| Bechtle AG | AGM | 15-Jun-21 | 9 | Remuneration - Policy | Management | For |
| Bechtle AG | AGM | 15-Jun-21 | 10 | Remuneration - Non-Executive | Management | For |
| Bechtle AG | AGM | 15-Jun-21 | 11 | Routine Business | Management | For |
| Beijer Ref | AGM | 15-Apr-21 | 7.A | Annual Report | Management | For |
| Beijer Ref | AGM | 15-Apr-21 | 7.B | Allocation of Income | Management | For |
| Beijer Ref | AGM | 15-Apr-21 | 7.C | Remuneration - Report | Management | For |
| Beijer Ref | AGM | 15-Apr-21 | 7.D | Discharge of Board | Management | For |
| Beijer Ref | AGM | 15-Apr-21 | 8 | Director Related | Management | For |
| Beijer Ref | AGM | 15-Apr-21 | 9 | Remuneration - Report | Management | For |
| Beijer Ref | AGM | 15-Apr-21 | 10 | Appoint/Pay Auditors | Management | For |
| Beijer Ref | AGM | 15-Apr-21 | 11.A | Elect Director(s) | Management | For |
| Beijer Ref | AGM | 15-Apr-21 | 11.B | Elect Director(s) | Management | For |
| Beijer Ref | AGM | 15-Apr-21 | 11.C | Elect Director(s) | Management | For |
| Beijer Ref | AGM | 15-Apr-21 | 11.D | Elect Director(s) | Management | For |
| Beijer Ref | AGM | 15-Apr-21 | 11.E | Elect Director(s) | Management | For |

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| Beijer Ref | AGM | 15-Apr-21 | 11.F | Elect Director(s) | Management | For | |
| Beijer Ref | AGM | 15-Apr-21 | 11.G | Elect Director(s) | Management | Abstain | We abstained on the election of a director who is non-independent due to tenure because of low board independence. |
| Beijer Ref | AGM | 15-Apr-21 | 12 | Elect Director(s) | Management | For | |
| Beijer Ref | AGM | 15-Apr-21 | 13 | Appoint/Pay Auditors | Management | For | |
| Beijer Ref | AGM | 15-Apr-21 | 14 | Articles of Association | Management | For | |
| Beijer Ref | AGM | 15-Apr-21 | 15 | Articles of Association | Management | For | |
| Beijer Ref | AGM | 15-Apr-21 | 16 | Employee Equity Plan | Management | For | |
| Beijer Ref | AGM | 15-Apr-21 | 17.A | Incentive Plan | Management | Abstain | We abstained on three resolutions relating to the Executive Share Option Plan due to lack of performance metrics. |
| Beijer Ref | AGM | 15-Apr-21 | 17.B | Incentive Plan | Management | Abstain | We abstained on three resolutions relating to the Executive Share Option Plan due to lack of performance metrics. |
| Beijer Ref | AGM | 15-Apr-21 | 17.C | Incentive Plan | Management | Abstain | We abstained on three resolutions relating to the Executive Share Option Plan due to lack of performance metrics. |
| Carl Zeiss Meditec | AGM | 27-May-21 | 2 | Allocation of Income | Management | For | |
| Carl Zeiss Meditec | AGM | 27-May-21 | 3 | Discharge of Board | Management | For | |
| Carl Zeiss Meditec | AGM | 27-May-21 | 4 | Discharge of Board | Management | For | |
| Carl Zeiss Meditec | AGM | 27-May-21 | 5 | Appoint/Pay Auditors | Management | For | |
| Carl Zeiss Meditec | AGM | 27-May-21 | 6.1 | Elect Director(s) | Management | For | |
| Carl Zeiss Meditec | AGM | 27-May-21 | 6.2 | Elect Director(s) | Management | For | |
| Carl Zeiss Meditec | AGM | 27-May-21 | 6.3 | Elect Director(s) | Management | For | |
| Carl Zeiss Meditec | AGM | 27-May-21 | 7 | Remuneration - Policy | Management | For | |
| Carl Zeiss Meditec | AGM | 27-May-21 | 8 | Remuneration - Non-Executive | Management | For | |
| Collectis | MIX | 01-Jun-21 | 1 | Annual Report | Management | For | |
| Collectis | MIX | 01-Jun-21 | 2 | Annual Report | Management | For | |
| Collectis | MIX | 01-Jun-21 | 3 | Other | Management | For | |
| Collectis | MIX | 01-Jun-21 | 4 | Related Party Transactions | Management | For | |
| Collectis | MIX | 01-Jun-21 | 5 | Remuneration - Report | Management | For | |
| Collectis | MIX | 01-Jun-21 | 6 | Elect Director(s) | Management | For | |
| Collectis | MIX | 01-Jun-21 | 7 | Elect Director(s) | Management | For | |
| Collectis | MIX | 01-Jun-21 | 8 | Elect Director(s) | Management | For | |
| Collectis | MIX | 01-Jun-21 | 9 | Amendment of Share Capital | Management | For | |
| Collectis | MIX | 01-Jun-21 | 10 | Share Repurchase | Management | For | |

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| Collectis | MIX | 01-Jun-21 | 11 | Amendment of Share Capital | Management | For | |
| Collectis | MIX | 01-Jun-21 | 12 | Amendment of Share Capital | Management | For | |
| Collectis | MIX | 01-Jun-21 | 13 | Amendment of Share Capital | Management | For | |
| Collectis | MIX | 01-Jun-21 | 14 | Amendment of Share Capital | Management | For | |
| Collectis | MIX | 01-Jun-21 | 15 | Amendment of Share Capital | Management | For | |
| Collectis | MIX | 01-Jun-21 | 16 | Amendment of Share Capital | Management | For | |
| Collectis | MIX | 01-Jun-21 | 17 | Amendment of Share Capital | Management | For | |
| Collectis | MIX | 01-Jun-21 | 18 | Amendment of Share Capital | Management | For | |
| Collectis | MIX | 01-Jun-21 | 19 | Amendment of Share Capital | Management | For | |
| Collectis | MIX | 01-Jun-21 | 20 | Amendment of Share Capital | Management | For | |
| Collectis | MIX | 01-Jun-21 | 21 | Incentive Plan | Management | For | |
| Collectis | MIX | 01-Jun-21 | 22 | Incentive Plan | Management | For | |
| Collectis | MIX | 01-Jun-21 | 23 | Incentive Plan | Management | For | |
| Collectis | MIX | 01-Jun-21 | 24 | Articles of Association | Management | For | |
| Collectis | MIX | 01-Jun-21 | 25 | 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. |

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| Collectis ADR | Annual | 01-Jun-21 | E10 | Amendment of Share Capital | Management | For | |
| Collectis ADR | Annual | 01-Jun-21 | E10 | Share Repurchase | Management | For | |
| Collectis ADR | Annual | 01-Jun-21 | E11 | Amendment of Share Capital | Management | For | |
| Collectis ADR | Annual | 01-Jun-21 | E12 | Amendment of Share Capital | Management | For | |
| Collectis ADR | Annual | 01-Jun-21 | E13 | Amendment of Share Capital | Management | For | |
| Collectis ADR | Annual | 01-Jun-21 | E14 | Amendment of Share Capital | Management | For | |
| Collectis ADR | Annual | 01-Jun-21 | E15 | Amendment of Share Capital | Management | For | |
| Collectis ADR | Annual | 01-Jun-21 | E16 | Amendment of Share Capital | Management | For | |
| Collectis ADR | Annual | 01-Jun-21 | E17 | Amendment of Share Capital | Management | For | |
| Collectis ADR | Annual | 01-Jun-21 | E18 | Amendment of Share Capital | Management | For | |
| Collectis ADR | Annual | 01-Jun-21 | E19 | Amendment of Share Capital | Management | For | |
| Collectis ADR | Annual | 01-Jun-21 | E20 | Amendment of Share Capital | Management | For | |
| Collectis ADR | Annual | 01-Jun-21 | E20 | Incentive Plan | Management | For | |
| Collectis ADR | Annual | 01-Jun-21 | E21 | Employee Equity Plan | Management | For | |

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| Collectis ADR | Annual | 01-Jun-21 | E21 | Incentive Plan | Management | For | |
| Collectis ADR | Annual | 01-Jun-21 | E22 | Employee Equity Plan | Management | For | |
| Collectis ADR | Annual | 01-Jun-21 | E22 | Incentive Plan | Management | For | |
| Collectis ADR | Annual | 01-Jun-21 | E23 | Employee Equity Plan | Management | For | |
| Collectis ADR | Annual | 01-Jun-21 | E23 | Incentive Plan | Management | For | |
| Collectis ADR | Annual | 01-Jun-21 | E24 | Articles of Association | Management | For | |
| Collectis ADR | Annual | 01-Jun-21 | E24 | Routine Business | Management | For | |
| Collectis ADR | Annual | 01-Jun-21 | E25 | 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. |

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| Collectis ADR | Annual | 01-Jun-21 | O1 | Annual Report | Management | For | |
| Collectis ADR | Annual | 01-Jun-21 | O2 | Annual Report | Management | For | |
| Collectis ADR | Annual | 01-Jun-21 | O3 | Allocation of Income | Management | For | |
| Collectis ADR | Annual | 01-Jun-21 | O3 | Other | Management | For | |
| Collectis ADR | Annual | 01-Jun-21 | O4 | Related Party Transactions | Management | For | |
| Collectis ADR | Annual | 01-Jun-21 | O4 | Report - Other | Management | For | |
| Collectis ADR | Annual | 01-Jun-21 | O5 | Remuneration - Non-Executive | Management | For | |
| Collectis ADR | Annual | 01-Jun-21 | O5 | Remuneration - Report | Management | For | |
| Collectis ADR | Annual | 01-Jun-21 | O6 | Elect Director(s) | Management | For | |
| Collectis ADR | Annual | 01-Jun-21 | O7 | Elect Director(s) | Management | For | |
| Collectis ADR | Annual | 01-Jun-21 | O8 | Elect Director(s) | Management | For | |
| Collectis ADR | Annual | 01-Jun-21 | O9 | Amendment of Share Capital | Management | For | |
| Collectis ADR | Annual | 01-Jun-21 | O9 | Share Repurchase | Management | For | |
| Dassault Systemes | MIX | 26-May-21 | 1 | Annual Report | Management | For | |
| Dassault Systemes | MIX | 26-May-21 | 2 | Annual Report | Management | For | |
| Dassault Systemes | MIX | 26-May-21 | 3 | Allocation of Income | Management | For | |
| Dassault Systemes | MIX | 26-May-21 | 4 | Related Party Transactions | Management | For | |
| Dassault Systemes | MIX | 26-May-21 | 5 | Remuneration - Policy | Management | For | |
| Dassault Systemes | MIX | 26-May-21 | 6 | Remuneration - Other | Management | For | |
| Dassault Systemes | MIX | 26-May-21 | 7 | Remuneration - Policy | Management | For | |
| Dassault Systemes | MIX | 26-May-21 | 8 | Remuneration - Report | Management | For | |

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| Dassault Systemes | MIX | 26-May-21 | 9 | Elect Director(s) | Management | For |
| Dassault Systemes | MIX | 26-May-21 | 10 | Elect Director(s) | Management | For |
| Dassault Systemes | MIX | 26-May-21 | 11 | Elect Director(s) | Management | For |
| Dassault Systemes | MIX | 26-May-21 | 12 | Share Repurchase | Management | For |
| Dassault Systemes | MIX | 26-May-21 | 13 | Share Repurchase | Management | For |
| Dassault Systemes | MIX | 26-May-21 | 14 | Amendment of Share Capital | Management | For |
| Dassault Systemes | MIX | 26-May-21 | 15 | Amendment of Share Capital | Management | For |
| Dassault Systemes | MIX | 26-May-21 | 16 | Amendment of Share Capital | Management | For |
| Dassault Systemes | MIX | 26-May-21 | 17 | Amendment of Share Capital | Management | For |
| Dassault Systemes | MIX | 26-May-21 | 18 | Amendment of Share Capital | Management | For |
| Dassault Systemes | MIX | 26-May-21 | 19 | Amendment of Share Capital | Management | For |
| Dassault Systemes | MIX | 26-May-21 | 20 | Employee Equity Plan | Management | For |
| Dassault Systemes | MIX | 26-May-21 | 21 | Employee Equity Plan | Management | For |
| Dassault Systemes | MIX | 26-May-21 | 22 | Amendment of Share Capital | Management | For |
| Dassault Systemes | MIX | 26-May-21 | 23 | Other | Management | For |
| Dassault Systemes | MIX | 26-May-21 | 24 | Routine Business | Management | For |
| Delivery Hero AG | AGM | 16-Jun-21 | 2 | Discharge of Board | Management | For |
| Delivery Hero AG | AGM | 16-Jun-21 | 3.1 | Discharge of Board | Management | For |
| Delivery Hero AG | AGM | 16-Jun-21 | 3.2 | Discharge of Board | Management | For |
| Delivery Hero AG | AGM | 16-Jun-21 | 3.3 | Discharge of Board | Management | For |
| Delivery Hero AG | AGM | 16-Jun-21 | 3.4 | Discharge of Board | Management | For |
| Delivery Hero AG | AGM | 16-Jun-21 | 3.5 | Discharge of Board | Management | For |
| Delivery Hero AG | AGM | 16-Jun-21 | 3.6 | Discharge of Board | Management | For |
| Delivery Hero AG | AGM | 16-Jun-21 | 3.7 | Discharge of Board | Management | For |
| Delivery Hero AG | AGM | 16-Jun-21 | 3.8 | Discharge of Board | Management | For |
| Delivery Hero AG | AGM | 16-Jun-21 | 3.9 | Discharge of Board | Management | For |
| Delivery Hero AG | AGM | 16-Jun-21 | 3.1 | Discharge of Board | Management | For |
| Delivery Hero AG | AGM | 16-Jun-21 | 4 | Appoint/Pay Auditors | Management | For |
| Delivery Hero AG | AGM | 16-Jun-21 | 5 | Remuneration - Policy | Management | For |
| Delivery Hero AG | AGM | 16-Jun-21 | 6 | Remuneration - Non-Executive | Management | For |
| Delivery Hero AG | AGM | 16-Jun-21 | 7 | Amendment of Share Capital | Management | For |
| Delivery Hero AG | AGM | 16-Jun-21 | 8 | Amendment of Share Capital | Management | For |
| Delivery Hero AG | AGM | 16-Jun-21 | 9 | Employee Equity Plan | Management | For |
| Delivery Hero AG | AGM | 16-Jun-21 | 10 | Amendment of Share Capital | Management | For |
| Delivery Hero AG | AGM | 16-Jun-21 | 11 | Share Repurchase | Management | For |
| Delivery Hero AG | AGM | 16-Jun-21 | 12 | Share Repurchase | Management | For |
| Epiroc B | AGM | 28-Apr-21 | 7.A | Annual Report | Management | For |
| Epiroc B | AGM | 28-Apr-21 | 7.B10 | Discharge of Board | Management | For |
| Epiroc B | AGM | 28-Apr-21 | 7.B11 | Discharge of Board | Management | For |
| Epiroc B | AGM | 28-Apr-21 | 7.B12 | Discharge of Board | Management | For |

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| Epiroc B | AGM | 28-Apr-21 | 7.B13 | Discharge of Board | Management | For |
| Epiroc B | AGM | 28-Apr-21 | 7.B14 | Discharge of Board | Management | For |
| Epiroc B | AGM | 28-Apr-21 | 7.B15 | Discharge of Board | Management | For |
| Epiroc B | AGM | 28-Apr-21 | 7.B16 | Discharge of Board | Management | For |
| Epiroc B | AGM | 28-Apr-21 | 7.B17 | Discharge of Board | Management | For |
| Epiroc B | AGM | 28-Apr-21 | 7.B.1 | Discharge of Board | Management | For |
| Epiroc B | AGM | 28-Apr-21 | 7.B.2 | Discharge of Board | Management | For |
| Epiroc B | AGM | 28-Apr-21 | 7.B.3 | Discharge of Board | Management | For |
| Epiroc B | AGM | 28-Apr-21 | 7.B.4 | Discharge of Board | Management | For |
| Epiroc B | AGM | 28-Apr-21 | 7.B.5 | Discharge of Board | Management | For |
| Epiroc B | AGM | 28-Apr-21 | 7.B.6 | Discharge of Board | Management | For |
| Epiroc B | AGM | 28-Apr-21 | 7.B.7 | Discharge of Board | Management | For |
| Epiroc B | AGM | 28-Apr-21 | 7.B.8 | Discharge of Board | Management | For |
| Epiroc B | AGM | 28-Apr-21 | 7.B.9 | Discharge of Board | Management | For |
| Epiroc B | AGM | 28-Apr-21 | 7.C | Allocation of Income | Management | For |
| Epiroc B | AGM | 28-Apr-21 | 7.D | Remuneration - Report | Management | For |
| Epiroc B | AGM | 28-Apr-21 | 8.A | Director Related | Management | For |
| Epiroc B | AGM | 28-Apr-21 | 8.B | Appoint/Pay Auditors | Management | For |
| Epiroc B | AGM | 28-Apr-21 | 9.A.1 | Elect Director(s) | Management | For |
| Epiroc B | AGM | 28-Apr-21 | 9.A.2 | Elect Director(s) | Management | For |
| Epiroc B | AGM | 28-Apr-21 | 9.A.3 | Elect Director(s) | Management | For |
| Epiroc B | AGM | 28-Apr-21 | 9.A.4 | Elect Director(s) | Management | For |
| Epiroc B | AGM | 28-Apr-21 | 9.A.5 | Elect Director(s) | Management | For |
| Epiroc B | AGM | 28-Apr-21 | 9.A.6 | Elect Director(s) | Management | For |
| Epiroc B | AGM | 28-Apr-21 | 9.A.7 | Elect Director(s) | Management | For |
| Epiroc B | AGM | 28-Apr-21 | 9.A.8 | Elect Director(s) | Management | For |
| Epiroc B | AGM | 28-Apr-21 | 9.A.9 | Elect Director(s) | Management | For |
| Epiroc B | AGM | 28-Apr-21 | 9.B | Elect Director(s) | Management | For |
| Epiroc B | AGM | 28-Apr-21 | 9.C | Appoint/Pay Auditors | Management | For |
| Epiroc B | AGM | 28-Apr-21 | 10.A | Remuneration - Non-Executive | Management | For |
| Epiroc B | AGM | 28-Apr-21 | 10.B | Appoint/Pay Auditors | Management | For |
| Epiroc B | AGM | 28-Apr-21 | 11 | Employee Equity Plan | Management | For |
| Epiroc B | AGM | 28-Apr-21 | 12.A | Share Repurchase | Management | For |
| Epiroc B | AGM | 28-Apr-21 | 12.B | Share Repurchase | Management | For |
| Epiroc B | AGM | 28-Apr-21 | 12.C | Incentive Plan | Management | For |
| Epiroc B | AGM | 28-Apr-21 | 12.D | Remuneration - Other | Management | For |
| Epiroc B | AGM | 28-Apr-21 | 12.E | Employee Equity Plan | Management | For |
| Epiroc B | AGM | 28-Apr-21 | 13 | Amendment of Share Capital | Management | For |
| FinecoBank Banca Fineco S.p.A. | MIX | 28-Apr-21 | E.1 | Incentive Plan | Management | For |
| FinecoBank Banca Fineco S.p.A. | MIX | 28-Apr-21 | E.2 | Incentive Plan | Management | For |

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| FinecoBank Banca Fineco S.p.A. | MIX | 28-Apr-21 | E.3 | Incentive Plan | Management | For |
| FinecoBank Banca Fineco S.p.A. | MIX | 28-Apr-21 | O.1 | Annual Report | Management | For |
| FinecoBank Banca Fineco S.p.A. | MIX | 28-Apr-21 | O.2 | Allocation of Income | Management | For |
| FinecoBank Banca Fineco S.p.A. | MIX | 28-Apr-21 | O.3 | Director Related | Management | For |
| FinecoBank Banca Fineco S.p.A. | MIX | 28-Apr-21 | O.4 | Appoint/Pay Auditors | Management | For |
| FinecoBank Banca Fineco S.p.A. | MIX | 28-Apr-21 | O.5 | Appoint/Pay Auditors | Management | For |
| FinecoBank Banca Fineco S.p.A. | MIX | 28-Apr-21 | O.6 | Remuneration - Policy | Management | For |
| FinecoBank Banca Fineco S.p.A. | MIX | 28-Apr-21 | O.7 | Remuneration - Report | Management | For |
| FinecoBank Banca Fineco S.p.A. | MIX | 28-Apr-21 | O.8 | Incentive Plan | Management | For |
| FinecoBank Banca Fineco S.p.A. | MIX | 28-Apr-21 | O.9 | Incentive Plan | Management | For |
| FinecoBank Banca Fineco S.p.A. | MIX | 28-Apr-21 | O.10 | Incentive Plan | Management | For |
| FinecoBank Banca Fineco S.p.A. | MIX | 28-Apr-21 | O.11 | Share Repurchase | Management | For |
| HelloFresh SE Ordinary | AGM | 26-May-21 | 2 | Allocation of Income | Management | For |
| HelloFresh SE Ordinary | AGM | 26-May-21 | 3 | Discharge of Board | Management | For |
| HelloFresh SE Ordinary | AGM | 26-May-21 | 4 | Discharge of Board | Management | For |
| HelloFresh SE Ordinary | AGM | 26-May-21 | 5 | Appoint/Pay Auditors | Management | For |
| HelloFresh SE Ordinary | AGM | 26-May-21 | 6.1 | Elect Director(s) | Management | For |
| HelloFresh SE Ordinary | AGM | 26-May-21 | 6.2 | Elect Director(s) | Management | For |
| HelloFresh SE Ordinary | AGM | 26-May-21 | 6.3 | Elect Director(s) | Management | For |
| HelloFresh SE Ordinary | AGM | 26-May-21 | 6.4 | Elect Director(s) | Management | For |
| HelloFresh SE Ordinary | AGM | 26-May-21 | 6.5 | Elect Director(s) | Management | For |
| HelloFresh SE Ordinary | AGM | 26-May-21 | 7 | Articles of Association | Management | For |
| HelloFresh SE Ordinary | AGM | 26-May-21 | 8 | Remuneration - Policy | Management | For |
| HelloFresh SE Ordinary | AGM | 26-May-21 | 9 | Remuneration - Non-Executive | Management | For |
| HelloFresh SE Ordinary | AGM | 26-May-21 | 10 | Amendment of Share Capital | Management | For |
| HelloFresh SE Ordinary | AGM | 26-May-21 | 11 | Amendment of Share Capital | Management | For |
| HelloFresh SE Ordinary | AGM | 26-May-21 | 12 | Share Repurchase | Management | For |
| Hexpol AB | AGM | 28-Apr-21 | 7.A | Annual Report | Management | For |
| Hexpol AB | AGM | 28-Apr-21 | 7.B | Allocation of Income | Management | For |
| Hexpol AB | AGM | 28-Apr-21 | 7.C.1 | Discharge of Board | Management | For |
| Hexpol AB | AGM | 28-Apr-21 | 7.C.2 | Discharge of Board | Management | For |
| Hexpol AB | AGM | 28-Apr-21 | 7.C.3 | Discharge of Board | Management | For |
| Hexpol AB | AGM | 28-Apr-21 | 7.C.4 | Discharge of Board | Management | For |
| Hexpol AB | AGM | 28-Apr-21 | 7.C.5 | Discharge of Board | Management | For |
| Hexpol AB | AGM | 28-Apr-21 | 7.C.6 | Discharge of Board | Management | For |
| Hexpol AB | AGM | 28-Apr-21 | 7.C.7 | Discharge of Board | Management | For |
| Hexpol AB | AGM | 28-Apr-21 | 7.C.8 | Discharge of Board | Management | For |
| Hexpol AB | AGM | 28-Apr-21 | 7.C.9 | Discharge of Board | Management | For |
| Hexpol AB | AGM | 28-Apr-21 | 8 | Director Related | Management | For |
| Hexpol AB | AGM | 28-Apr-21 | 9.1 | Remuneration - Non-Executive | Management | For |

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| Hexpol AB | AGM | 28-Apr-21 | 9.2 | Appoint/Pay Auditors | Management | For |
| Hexpol AB | AGM | 28-Apr-21 | 10.1 | Elect Director(s) | Management | For |
| Hexpol AB | AGM | 28-Apr-21 | 10.2 | Elect Director(s) | Management | For |
| Hexpol AB | AGM | 28-Apr-21 | 11 | Appoint/Pay Auditors | Management | For |
| Hexpol AB | AGM | 28-Apr-21 | 12 | Shareholder Resolution - Governance | Management | For |
| Hexpol AB | AGM | 28-Apr-21 | 13 | Remuneration - Report | Management | For |
| Hexpol AB | AGM | 28-Apr-21 | 14 | Remuneration - Other | Management | For |
| IMCD Group NV | AGM | 22-Jun-21 | 2.c. | Remuneration - Report | Management | For |
| IMCD Group NV | AGM | 22-Jun-21 | 2.d. | Annual Report | Management | For |
| IMCD Group NV | AGM | 22-Jun-21 | 2.e. | Allocation of Income | Management | For |
| IMCD Group NV | AGM | 22-Jun-21 | 3.a. | Discharge of Board | Management | For |
| IMCD Group NV | AGM | 22-Jun-21 | 3.b. | Discharge of Board | Management | For |
| IMCD Group NV | AGM | 22-Jun-21 | 4 | Appoint/Pay Auditors | Management | For |
| IMCD Group NV | AGM | 22-Jun-21 | 5.a. | Amendment of Share Capital | Management | For |
| IMCD Group NV | AGM | 22-Jun-21 | 5.b. | Amendment of Share Capital | Management | For |
| IMCD Group NV | AGM | 22-Jun-21 | 6 | Share Repurchase | Management | For |
| Investor | AGM | 05-May-21 | 7 | Annual Report | Management | For |
| Investor | AGM | 05-May-21 | 8 | Remuneration - Report | Management | For |
| Investor | AGM | 05-May-21 | 9.A | Discharge of Board | Management | For |
| Investor | AGM | 05-May-21 | 9.B | Discharge of Board | Management | For |
| Investor | AGM | 05-May-21 | 9.C | Discharge of Board | Management | For |
| Investor | AGM | 05-May-21 | 9.D | Discharge of Board | Management | For |
| Investor | AGM | 05-May-21 | 9.E | Discharge of Board | Management | For |
| Investor | AGM | 05-May-21 | 9.F | Discharge of Board | Management | For |
| Investor | AGM | 05-May-21 | 9.G | Discharge of Board | Management | For |
| Investor | AGM | 05-May-21 | 9.H | Discharge of Board | Management | For |
| Investor | AGM | 05-May-21 | 9.I | Discharge of Board | Management | For |
| Investor | AGM | 05-May-21 | 9.J | Discharge of Board | Management | For |
| Investor | AGM | 05-May-21 | 10 | Allocation of Income | Management | For |
| Investor | AGM | 05-May-21 | 11.A | Director Related | Management | For |
| Investor | AGM | 05-May-21 | 11.B | Appoint/Pay Auditors | Management | For |
| Investor | AGM | 05-May-21 | 12.A | Remuneration - Non-Executive | Management | For |
| Investor | AGM | 05-May-21 | 12.B | Appoint/Pay Auditors | Management | For |
| Investor | AGM | 05-May-21 | 13.A | Elect Director(s) | Management | For |
| Investor | AGM | 05-May-21 | 13.B | Elect Director(s) | Management | For |
| Investor | AGM | 05-May-21 | 13.C | Elect Director(s) | Management | For |
| Investor | AGM | 05-May-21 | 13.D | Elect Director(s) | Management | For |
| Investor | AGM | 05-May-21 | 13.E | Elect Director(s) | Management | For |
| Investor | AGM | 05-May-21 | 13.F | Elect Director(s) | Management | For |
| Investor | AGM | 05-May-21 | 13.G | Elect Director(s) | Management | For |

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| Investor | AGM | 05-May-21 | 13.H | Elect Director(s) | Management | For | |
| Investor | AGM | 05-May-21 | 13.I | Elect Director(s) | Management | For | |
| Investor | AGM | 05-May-21 | 13.J | Elect Director(s) | Management | For | |
| Investor | AGM | 05-May-21 | 13.K | Elect Director(s) | Management | For | |
| Investor | AGM | 05-May-21 | 14 | Elect Director(s) | Management | For | |
| Investor | AGM | 05-May-21 | 15 | Appoint/Pay Auditors | Management | For | |
| Investor | AGM | 05-May-21 | 16.A | Remuneration - Other | Management | For | |
| Investor | AGM | 05-May-21 | 16.B | Remuneration - Other | Management | For | |
| Investor | AGM | 05-May-21 | 17.A | Share Repurchase | Management | For | |
| Investor | AGM | 05-May-21 | 17.B | Share Repurchase | Management | For | |
| Investor | AGM | 05-May-21 | 18 | Articles of Association | Management | For | |
| Kering | MIX | 22-Apr-21 | 1 | Annual Report | Management | For | |
| Kering | MIX | 22-Apr-21 | 2 | Annual Report | Management | For | |
| Kering | MIX | 22-Apr-21 | 3 | Allocation of Income | Management | For | |
| Kering | MIX | 22-Apr-21 | 4 | Elect Director(s) | Management | For | |
| Kering | MIX | 22-Apr-21 | 5 | Elect Director(s) | Management | For | |
| Kering | MIX | 22-Apr-21 | 6 | Elect Director(s) | Management | For | |
| Kering | MIX | 22-Apr-21 | 7 | Elect Director(s) | Management | For | |
| Kering | MIX | 22-Apr-21 | 8 | Remuneration - Report | Management | For | |
| Kering | MIX | 22-Apr-21 | 9 | Remuneration - Other | Management | For | |
| Kering | MIX | 22-Apr-21 | 10 | Remuneration - Other | Management | For | |
| Kering | MIX | 22-Apr-21 | 11 | Remuneration - Policy | Management | For | |
| Kering | MIX | 22-Apr-21 | 12 | Remuneration - Policy | Management | For | |
| Kering | MIX | 22-Apr-21 | 13 | Remuneration - Report | Management | For | |
| Kering | MIX | 22-Apr-21 | 14 | Share Repurchase | Management | For | |
| Kering | MIX | 22-Apr-21 | 15 | Amendment of Share Capital | Management | For | |
| Kering | MIX | 22-Apr-21 | 16 | Amendment of Share Capital | Management | Abstain | We abstained on a resolution which sought authority to issue equity because the potential dilution levels are not in the interests of shareholders. |
| Kering | MIX | 22-Apr-21 | 17 | Amendment of Share Capital | Management | For | |
| Kering | MIX | 22-Apr-21 | 18 | Amendment of Share Capital | Management | For | |
| Kering | MIX | 22-Apr-21 | 19 | Amendment of Share Capital | Management | Against | We opposed a resolution which sought authority to issue equity because the potential dilution levels are not in the interests of shareholders. |
| Kering | MIX | 22-Apr-21 | 20 | Amendment of Share Capital | Management | For | |
| Kering | MIX | 22-Apr-21 | 21 | Amendment of Share Capital | Management | For | |
| Kering | MIX | 22-Apr-21 | 22 | Amendment of Share Capital | Management | For | |
| Kering | MIX | 22-Apr-21 | 23 | Amendment of Share Capital | Management | For | |

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| Kering | MIX | 22-Apr-21 | 24 | Routine Business | Management | For | |
| Kingspan Group | AGM | 30-Apr-21 | 1 | Annual Report | Management | For | |
| Kingspan Group | AGM | 30-Apr-21 | 2 | Allocation of Income | Management | For | |
| Kingspan Group | AGM | 30-Apr-21 | 03A | Elect Director(s) | Management | For | |
| Kingspan Group | AGM | 30-Apr-21 | 03B | Elect Director(s) | Management | For | |
| Kingspan Group | AGM | 30-Apr-21 | 03C | Elect Director(s) | Management | For | |
| Kingspan Group | AGM | 30-Apr-21 | 03D | Elect Director(s) | Management | For | |
| Kingspan Group | AGM | 30-Apr-21 | 03E | Elect Director(s) | Management | For | |
| Kingspan Group | AGM | 30-Apr-21 | 03F | Elect Director(s) | Management | For | |
| Kingspan Group | AGM | 30-Apr-21 | 03G | Elect Director(s) | Management | For | |
| Kingspan Group | AGM | 30-Apr-21 | 03H | Elect Director(s) | Management | For | |
| Kingspan Group | AGM | 30-Apr-21 | 03I | Elect Director(s) | Management | For | |
| Kingspan Group | AGM | 30-Apr-21 | 4 | Appoint/Pay Auditors | Management | For | |
| Kingspan Group | AGM | 30-Apr-21 | 5 | Remuneration - Report | Management | Against | We opposed the resolution to approve the Remuneration Report due to concerns regarding the treatment of awards granted to a retiring director. |
| Kingspan Group | AGM | 30-Apr-21 | 6 | Remuneration - Non-Executive | Management | For | |
| Kingspan Group | AGM | 30-Apr-21 | 7 | Amendment of Share Capital | Management | For | |
| Kingspan Group | AGM | 30-Apr-21 | 8 | Amendment of Share Capital | Management | For | |
| Kingspan Group | AGM | 30-Apr-21 | 9 | Amendment of Share Capital | Management | For | |
| Kingspan Group | AGM | 30-Apr-21 | 10 | Share Repurchase | Management | For | |
| Kingspan Group | AGM | 30-Apr-21 | 11 | Share Repurchase | Management | For | |
| Kingspan Group | AGM | 30-Apr-21 | 12 | Routine Business | Management | For | |
| Kinnevik | AGM | 29-Apr-21 | 7 | Annual Report | Management | For | |
| Kinnevik | AGM | 29-Apr-21 | 8 | Allocation of Income | Management | For | |
| Kinnevik | AGM | 29-Apr-21 | 9.A | Discharge of Board | Management | For | |
| Kinnevik | AGM | 29-Apr-21 | 9.B | Discharge of Board | Management | For | |
| Kinnevik | AGM | 29-Apr-21 | 9.C | Discharge of Board | Management | For | |
| Kinnevik | AGM | 29-Apr-21 | 9.D | Discharge of Board | Management | For | |
| Kinnevik | AGM | 29-Apr-21 | 9.E | Discharge of Board | Management | For | |
| Kinnevik | AGM | 29-Apr-21 | 9.F | Discharge of Board | Management | For | |
| Kinnevik | AGM | 29-Apr-21 | 9.G | Discharge of Board | Management | For | |
| Kinnevik | AGM | 29-Apr-21 | 9.H | Discharge of Board | Management | For | |
| Kinnevik | AGM | 29-Apr-21 | 10 | Remuneration - Report | Management | For | |
| Kinnevik | AGM | 29-Apr-21 | 11 | Director Related | Management | For | |
| Kinnevik | AGM | 29-Apr-21 | 12.A | Appoint/Pay Auditors | Management | For | |
| Kinnevik | AGM | 29-Apr-21 | 12.B | Appoint/Pay Auditors | Management | For | |
| Kinnevik | AGM | 29-Apr-21 | 13.A | Elect Director(s) | Management | For | |
| Kinnevik | AGM | 29-Apr-21 | 13.B | Elect Director(s) | Management | For | |

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| Kinnevik | AGM | 29-Apr-21 | 13.C | Elect Director(s) | Management | For | |
| Kinnevik | AGM | 29-Apr-21 | 13.D | Elect Director(s) | Management | For | |
| Kinnevik | AGM | 29-Apr-21 | 13.E | Elect Director(s) | Management | Abstain | We abstained on the election of James Anderson as board chairman due to adherence with our conflict of interest policy. |
| Kinnevik | AGM | 29-Apr-21 | 13.F | Elect Director(s) | Management | For | |
| Kinnevik | AGM | 29-Apr-21 | 14 | Elect Director(s) | Management | Abstain | We abstained on the election of James Anderson as board chairman due to adherence with our conflict of interest policy. |
| Kinnevik | AGM | 29-Apr-21 | 15.A | Articles of Association | Management | For | |
| Kinnevik | AGM | 29-Apr-21 | 15.B | Appoint/Pay Auditors | Management | For | |
| Kinnevik | AGM | 29-Apr-21 | 16.A | Routine Business | Management | For | |
| Kinnevik | AGM | 29-Apr-21 | 16.B | Elect Director(s) | Management | For | |
| Kinnevik | AGM | 29-Apr-21 | 17.A | Other | Management | For | |
| Kinnevik | AGM | 29-Apr-21 | 17.B | Other | Management | For | |
| Kinnevik | AGM | 29-Apr-21 | 17.C | Other | Management | For | |
| Kinnevik | AGM | 29-Apr-21 | 17.D | Other | Management | For | |
| Kinnevik | AGM | 29-Apr-21 | 17.E | Amendment of Share Capital | Management | For | |
| Kinnevik | AGM | 29-Apr-21 | 17.F | Other | Management | For | |
| Kinnevik | AGM | 29-Apr-21 | 18 | Allocation of Income | Management | For | |
| Kinnevik | AGM | 29-Apr-21 | 19 | Incentive Plan | Management | For | |
| Kinnevik | AGM | 29-Apr-21 | 20.A | Articles of Association | Management | For | |
| Kinnevik | AGM | 29-Apr-21 | 20.B | Incentive Plan | Management | For | |
| Kinnevik | AGM | 29-Apr-21 | 20.C | Incentive Plan | Management | For | |
| Kuehne & Nagel | AGM | 04-May-21 | 1 | Annual Report | Management | For | |
| Kuehne & Nagel | AGM | 04-May-21 | 2 | Allocation of Income | Management | For | |
| Kuehne & Nagel | AGM | 04-May-21 | 3 | Discharge of Board | Management | For | |
| Kuehne & Nagel | AGM | 04-May-21 | 4.1.A | Elect Director(s) | Management | For | |
| Kuehne & Nagel | AGM | 04-May-21 | 4.1.B | Elect Director(s) | Management | For | |
| Kuehne & Nagel | AGM | 04-May-21 | 4.1.C | Elect Director(s) | Management | For | |
| Kuehne & Nagel | AGM | 04-May-21 | 4.1.D | Elect Director(s) | Management | For | |
| Kuehne & Nagel | AGM | 04-May-21 | 4.1.E | Elect Director(s) | Management | For | |
| Kuehne & Nagel | AGM | 04-May-21 | 4.1.F | Elect Director(s) | Management | For | |
| Kuehne & Nagel | AGM | 04-May-21 | 4.1.G | Elect Director(s) | Management | For | |
| Kuehne & Nagel | AGM | 04-May-21 | 4.1.H | Elect Director(s) | Management | For | |
| Kuehne & Nagel | AGM | 04-May-21 | 4.2 | Elect Director(s) | Management | For | |
| Kuehne & Nagel | AGM | 04-May-21 | 4.3 | Elect Director(s) | Management | For | |
| Kuehne & Nagel | AGM | 04-May-21 | 4.4.A | Elect Director(s) | Management | For | |

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| Kuehne & Nagel | AGM | 04-May-21 | 4.4.B | Elect Director(s) | Management | For | |
| Kuehne & Nagel | AGM | 04-May-21 | 4.4.C | Elect Director(s) | Management | For | |
| Kuehne & Nagel | AGM | 04-May-21 | 4.5 | Elect Director(s) | Management | For | |
| Kuehne & Nagel | AGM | 04-May-21 | 4.6 | Appoint/Pay Auditors | Management | For | |
| Kuehne & Nagel | AGM | 04-May-21 | 5 | Remuneration - Report | Management | For | |
| Kuehne & Nagel | AGM | 04-May-21 | 6.1 | Remuneration - Non-Executive | Management | For | |
| Kuehne & Nagel | AGM | 04-May-21 | 6.2 | Remuneration - Report | Management | For | |
| L'Oreal | MIX | 20-Apr-21 | 1 | Annual Report | Management | For | |
| L'Oreal | MIX | 20-Apr-21 | 2 | Report - Other | Management | For | |
| L'Oreal | MIX | 20-Apr-21 | 3 | Allocation of Income | Management | For | |
| L'Oreal | MIX | 20-Apr-21 | 4 | Elect Director(s) | Management | For | |
| L'Oreal | MIX | 20-Apr-21 | 5 | Elect Director(s) | Management | For | |
| L'Oreal | MIX | 20-Apr-21 | 6 | Elect Director(s) | Management | For | |
| L'Oreal | MIX | 20-Apr-21 | 7 | Elect Director(s) | Management | For | |
| L'Oreal | MIX | 20-Apr-21 | 8 | Elect Director(s) | Management | For | |
| L'Oreal | MIX | 20-Apr-21 | 9 | Remuneration - Report | Management | For | |
| L'Oreal | MIX | 20-Apr-21 | 10 | Remuneration - Other | Management | For | |
| L'Oreal | MIX | 20-Apr-21 | 11 | Remuneration - Policy | Management | For | |
| L'Oreal | MIX | 20-Apr-21 | 12 | Remuneration - Policy | Management | For | |
| L'Oreal | MIX | 20-Apr-21 | 13 | Remuneration - Policy | Management | For | |
| L'Oreal | MIX | 20-Apr-21 | 14 | Remuneration - Policy | Management | For | |
| L'Oreal | MIX | 20-Apr-21 | 15 | Articles of Association | Management | For | |
| L'Oreal | MIX | 20-Apr-21 | 16 | Amendment of Share Capital | Management | For | |
| L'Oreal | MIX | 20-Apr-21 | 17 | Amendment of Share Capital | Management | Abstain | We abstained on a resolution which sought authority to issue equity because the potential dilution levels are not in the interests of shareholders. |
| L'Oreal | MIX | 20-Apr-21 | 18 | Amendment of Share Capital | Management | For | |
| L'Oreal | MIX | 20-Apr-21 | 19 | Amendment of Share Capital | Management | For | |
| L'Oreal | MIX | 20-Apr-21 | 20 | Employee Equity Plan | Management | For | |
| L'Oreal | MIX | 20-Apr-21 | 21 | Amendment of Share Capital | Management | For | |
| L'Oreal | MIX | 20-Apr-21 | 22 | Articles of Association | Management | For | |
| L'Oreal | MIX | 20-Apr-21 | 23 | Routine Business | Management | For | |
| Mettler-Toledo | Annual | 06-May-21 | 1.1 | Elect Director(s) | Management | For | |
| Mettler-Toledo | Annual | 06-May-21 | 1.2 | Elect Director(s) | Management | For | |
| Mettler-Toledo | Annual | 06-May-21 | 1.3 | Elect Director(s) | Management | For | |
| Mettler-Toledo | Annual | 06-May-21 | 1.4 | Elect Director(s) | Management | For | |
| Mettler-Toledo | Annual | 06-May-21 | 1.5 | Elect Director(s) | Management | For | |
| Mettler-Toledo | Annual | 06-May-21 | 1.6 | Elect Director(s) | Management | For | |
| Mettler-Toledo | Annual | 06-May-21 | 1.7 | Elect Director(s) | Management | For | |

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| Mettler-Toledo | Annual | 06-May-21 | 1.8 | Elect Director(s) | Management | For |
| Mettler-Toledo | Annual | 06-May-21 | 2 | Appoint/Pay Auditors | Management | For |
| Mettler-Toledo | Annual | 06-May-21 | 3 | Remuneration - Say on Pay | Management | For |
| Mettler-Toledo | Annual | 06-May-21 | 4 | Incentive Plan | Management | For |
| MorphoSys AG | AGM | 19-May-21 | 2 | Discharge of Board | Management | For |
| MorphoSys AG | AGM | 19-May-21 | 3 | Discharge of Board | Management | For |
| MorphoSys AG | AGM | 19-May-21 | 4 | Appoint/Pay Auditors | Management | For |
| MorphoSys AG | AGM | 19-May-21 | 5.1 | Elect Director(s) | Management | For |
| MorphoSys AG | AGM | 19-May-21 | 5.2 | Elect Director(s) | Management | For |
| MorphoSys AG | AGM | 19-May-21 | 5.3 | Elect Director(s) | Management | For |
| MorphoSys AG | AGM | 19-May-21 | 6 | Amendment of Share Capital | Management | For |
| MorphoSys AG | AGM | 19-May-21 | 7 | Amendment of Share Capital | Management | For |
| MorphoSys AG | AGM | 19-May-21 | 8 | Incentive Plan | Management | For |
| MorphoSys AG | AGM | 19-May-21 | 9 | Amendment of Share Capital | Management | For |
| MorphoSys AG | AGM | 19-May-21 | 10 | Amendment of Share Capital | Management | For |
| MorphoSys AG | AGM | 19-May-21 | 11 | Remuneration - Policy | Management | For |
| MorphoSys AG | AGM | 19-May-21 | 12 | Remuneration - Non-Executive | Management | For |
| MorphoSys AG | AGM | 19-May-21 | 13 | Articles of Association | Management | For |
| Nibe Industrier AB 'B' Shares | AGM | 11-May-21 | 8.A | Annual Report | Management | For |
| Nibe Industrier AB 'B' Shares | AGM | 11-May-21 | 8.B | Allocation of Income | Management | For |
| Nibe Industrier AB 'B' Shares | AGM | 11-May-21 | 8.C | Discharge of Board | Management | For |
| Nibe Industrier AB 'B' Shares | AGM | 11-May-21 | 9 | Director Related | Management | For |
| Nibe Industrier AB 'B' Shares | AGM | 11-May-21 | 10 | Appoint/Pay Auditors | Management | For |
| Nibe Industrier AB 'B' Shares | AGM | 11-May-21 | 11 | Appoint/Pay Auditors | Management | For |
| Nibe Industrier AB 'B' Shares | AGM | 11-May-21 | 12 | Elect Director(s) | Management | For |
| Nibe Industrier AB 'B' Shares | AGM | 11-May-21 | 13 | Appoint/Pay Auditors | Management | For |
| Nibe Industrier AB 'B' Shares | AGM | 11-May-21 | 14 | Remuneration - Report | Management | For |
| Nibe Industrier AB 'B' Shares | AGM | 11-May-21 | 15 | Articles of Association | Management | For |
| Nibe Industrier AB 'B' Shares | AGM | 11-May-21 | 16 | M&A Activity | Management | For |
| Nibe Industrier AB 'B' Shares | AGM | 11-May-21 | 17 | Remuneration - Policy | Management | For |
| Northvolt AB Preference E1 | AGM | 29-Jun-21 | 1 | Elect Director(s) | Management | For |
| Northvolt AB Preference E1 | AGM | 29-Jun-21 | 2 | Routine Business | Management | For |
| Northvolt AB Preference E1 | AGM | 29-Jun-21 | 3 | Routine Business | Management | For |
| Northvolt AB Preference E1 | AGM | 29-Jun-21 | 4 | Routine Business | Management | For |
| Northvolt AB Preference E1 | AGM | 29-Jun-21 | 5 | Routine Business | Management | For |
| Northvolt AB Preference E1 | AGM | 29-Jun-21 | 6 | Annual Report | Management | For |
| Northvolt AB Preference E1 | AGM | 29-Jun-21 | 7.a | Annual Report | Management | For |
| Northvolt AB Preference E1 | AGM | 29-Jun-21 | 7.b | Other | Management | For |
| Northvolt AB Preference E1 | AGM | 29-Jun-21 | 7.c | Discharge of Board | Management | For |
| Northvolt AB Preference E1 | AGM | 29-Jun-21 | 8 | Appoint/Pay Auditors | Management | For |

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| Northvolt AB Preference E1 | AGM | 29-Jun-21 | 9 | Elect Director(s) | Management | For | |
| Northvolt AB Preference E1 | AGM | 29-Jun-21 | 10 | Amendment of Share Capital | Management | For | |
| Northvolt AB Preference E1 | AGM | 29-Jun-21 | 11 | Amendment of Share Capital | Management | For | |
| Northvolt AB Preference E1 | AGM | 29-Jun-21 | 12 | Routine Business | Management | For | |
| Northvolt AB Preference E2 | AGM | 29-Jun-21 | 1 | Routine Business | Management | For | |
| Northvolt AB Preference E2 | AGM | 29-Jun-21 | 2 | Routine Business | Management | For | |
| Northvolt AB Preference E2 | AGM | 29-Jun-21 | 3 | Routine Business | Management | For | |
| Northvolt AB Preference E2 | AGM | 29-Jun-21 | 4 | Routine Business | Management | For | |
| Northvolt AB Preference E2 | AGM | 29-Jun-21 | 5 | Routine Business | Management | For | |
| Northvolt AB Preference E2 | AGM | 29-Jun-21 | 6 | Annual Report | Management | For | |
| Northvolt AB Preference E2 | AGM | 29-Jun-21 | 7a | Annual Report | Management | For | |
| Northvolt AB Preference E2 | AGM | 29-Jun-21 | 7b | Other | Management | For | |
| Northvolt AB Preference E2 | AGM | 29-Jun-21 | 7c | Discharge of Board | Management | For | |
| Northvolt AB Preference E2 | AGM | 29-Jun-21 | 8 | Appoint/Pay Auditors | Management | For | |
| Northvolt AB Preference E2 | AGM | 29-Jun-21 | 9 | Elect Director(s) | Management | For | |
| Northvolt AB Preference E2 | AGM | 29-Jun-21 | 10 | Amendment of Share Capital | Management | For | |
| Northvolt AB Preference E2 | AGM | 29-Jun-21 | 11 | Amendment of Share Capital | Management | For | |
| Northvolt AB Preference E2 | AGM | 29-Jun-21 | 12 | Routine Business | Management | For | |
| Rational | AGM | 12-May-21 | 2 | Allocation of Income | Management | For | |
| Rational | AGM | 12-May-21 | 3 | Discharge of Board | Management | For | |
| Rational | AGM | 12-May-21 | 4 | Discharge of Board | Management | For | |
| Rational | AGM | 12-May-21 | 5 | Appoint/Pay Auditors | Management | For | |
| Rational | AGM | 12-May-21 | 6 | Remuneration - Policy | Management | For | |
| Rational | AGM | 12-May-21 | 7 | Remuneration - Non-Executive | Management | For | |
| Rational | AGM | 12-May-21 | 8 | Articles of Association | Management | For | |
| Reply Spa | MIX | 26-Apr-21 | E.1 | Amendment of Share Capital | Management | For | |
| Reply Spa | MIX | 26-Apr-21 | O2.b1 | Shareholder Resolution - Governance | Management | For | |
| Reply Spa | MIX | 26-Apr-21 | O2.b2 | Shareholder Resolution - Governance | Shareholder | No Vote | Italian governance allows shareholders to submit 'slates' of directors for election at the AGM. We voted in favour of the 'slate' where the majority of existing board members. This is routine and non-contentious. |
| Reply Spa | MIX | 26-Apr-21 | O.1.a | Annual Report | Management | For | |
| Reply Spa | MIX | 26-Apr-21 | O.1.b | Allocation of Income | Management | For | |
| Reply Spa | MIX | 26-Apr-21 | O.2.a | Director Related | Management | For | |
| Reply Spa | MIX | 26-Apr-21 | O.2.c | Elect Director(s) | Management | For | |
| Reply Spa | MIX | 26-Apr-21 | O.2.d | Remuneration - Other | Management | For | |
| Reply Spa | MIX | 26-Apr-21 | O.3.b | Appoint/Pay Auditors | Management | For | |
| Reply Spa | MIX | 26-Apr-21 | O.3a1 | Shareholder Resolution - Governance | Management | For | |

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| Reply Spa | MIX | 26-Apr-21 | O.3a2 | Shareholder Resolution - Governance | Shareholder | Abstain | Italian governance allows shareholders to submit 'slates' of auditors for election at the AGM. We voted in favour of the 'slate' where the majority of auditors currently sit on the statutory auditors' board. This is routine and non-contentious. |
| Reply Spa | MIX | 26-Apr-21 | O.4 | Share Repurchase | Management | For | |
| Reply Spa | MIX | 26-Apr-21 | O.5 | Remuneration - Report | Management | For | |
| Schibsted B | AGM | 06-May-21 | 1 | Routine Business | Management | For | |
| Schibsted B | AGM | 06-May-21 | 2 | Routine Business | Management | For | |
| Schibsted B | AGM | 06-May-21 | 3 | Routine Business | Management | For | |
| Schibsted B | AGM | 06-May-21 | 4 | Annual Report | Management | For | |
| Schibsted B | AGM | 06-May-21 | 5 | Appoint/Pay Auditors | Management | For | |
| Schibsted B | AGM | 06-May-21 | 6 | Appoint/Pay Auditors | Management | For | |
| Schibsted B | AGM | 06-May-21 | 7 | Remuneration - Policy | Management | For | |
| Schibsted B | AGM | 06-May-21 | 9a | Elect Director(s) | Management | For | |
| Schibsted B | AGM | 06-May-21 | 9b | Elect Director(s) | Management | For | |
| Schibsted B | AGM | 06-May-21 | 9c | Elect Director(s) | Management | For | |
| Schibsted B | AGM | 06-May-21 | 9d | Elect Director(s) | Management | For | |
| Schibsted B | AGM | 06-May-21 | 9e | Elect Director(s) | Management | For | |
| Schibsted B | AGM | 06-May-21 | 9f | Elect Director(s) | Management | For | |
| Schibsted B | AGM | 06-May-21 | 9g | Elect Director(s) | Management | For | |
| Schibsted B | AGM | 06-May-21 | 9h | Elect Director(s) | Management | For | |
| Schibsted B | AGM | 06-May-21 | 10 | Remuneration - Non-Executive | Management | For | |
| Schibsted B | AGM | 06-May-21 | 11 | Remuneration - Non-Executive | Management | For | |
| Schibsted B | AGM | 06-May-21 | 12a | Elect Committee Member | Management | For | |
| Schibsted B | AGM | 06-May-21 | 12b | Elect Committee Member | Management | For | |
| Schibsted B | AGM | 06-May-21 | 12c | Elect Committee Member | Management | For | |
| Schibsted B | AGM | 06-May-21 | 13 | Articles of Association | Management | For | |
| Schibsted B | AGM | 06-May-21 | 14 | Share Repurchase | Management | For | |
| Schibsted B | AGM | 06-May-21 | 15 | Amendment of Share Capital | Management | For | |
| Spotify Technology SA | Annual | 21-Apr-21 | 1 | Annual Report | Management | For | |
| Spotify Technology SA | Annual | 21-Apr-21 | 2 | Allocation of Income | Management | For | |
| Spotify Technology SA | Annual | 21-Apr-21 | 3 | Discharge of Board | Management | For | |
| Spotify Technology SA | Annual | 21-Apr-21 | 4A. | Elect Director(s) | Management | For | |
| Spotify Technology SA | Annual | 21-Apr-21 | 4B. | Elect Director(s) | Management | For | |
| Spotify Technology SA | Annual | 21-Apr-21 | 4C. | Elect Director(s) | Management | For | |
| Spotify Technology SA | Annual | 21-Apr-21 | 4D. | Elect Director(s) | Management | For | |
| Spotify Technology SA | Annual | 21-Apr-21 | 4E. | Elect Director(s) | Management | For | |
| Spotify Technology SA | Annual | 21-Apr-21 | 4F. | Elect Director(s) | Management | For | |

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| Spotify Technology SA | Annual | 21-Apr-21 | 4G. | Elect Director(s) | Management | For |
| Spotify Technology SA | Annual | 21-Apr-21 | 4H. | Elect Director(s) | Management | For |
| Spotify Technology SA | Annual | 21-Apr-21 | 4I. | Elect Director(s) | Management | For |
| Spotify Technology SA | Annual | 21-Apr-21 | 4J. | Elect Director(s) | Management | For |
| Spotify Technology SA | Annual | 21-Apr-21 | 4K. | Elect Director(s) | Management | For |
| Spotify Technology SA | Annual | 21-Apr-21 | 5 | Appoint/Pay Auditors | Management | For |
| Spotify Technology SA | Annual | 21-Apr-21 | 6 | Remuneration - Report | Management | For |
| Spotify Technology SA | Annual | 21-Apr-21 | 7 | Share Repurchase | Management | For |
| Spotify Technology SA | Annual | 21-Apr-21 | 8 | Routine Business | Management | For |
| Takeaway.com | AGM | 12-May-21 | 2b. | Remuneration - Report | Management | For |
| Takeaway.com | AGM | 12-May-21 | 2c | Annual Report | Management | For |
| Takeaway.com | AGM | 12-May-21 | 3a. | Discharge of Board | Management | For |
| Takeaway.com | AGM | 12-May-21 | 3b. | Discharge of Board | Management | For |
| Takeaway.com | AGM | 12-May-21 | 4a. | Elect Director(s) | Management | For |
| Takeaway.com | AGM | 12-May-21 | 4b. | Elect Director(s) | Management | For |
| Takeaway.com | AGM | 12-May-21 | 4c. | Elect Director(s) | Management | For |
| Takeaway.com | AGM | 12-May-21 | 4d. | Elect Director(s) | Management | For |
| Takeaway.com | AGM | 12-May-21 | 5a. | Elect Director(s) | Management | For |
| Takeaway.com | AGM | 12-May-21 | 5b. | Elect Director(s) | Management | For |
| Takeaway.com | AGM | 12-May-21 | 5c. | Elect Director(s) | Management | For |
| Takeaway.com | AGM | 12-May-21 | 5d. | Elect Director(s) | Management | For |
| Takeaway.com | AGM | 12-May-21 | 5e. | Elect Director(s) | Management | For |
| Takeaway.com | AGM | 12-May-21 | 5f. | Elect Director(s) | Management | For |
| Takeaway.com | AGM | 12-May-21 | 5g. | Elect Director(s) | Management | For |
| Takeaway.com | AGM | 12-May-21 | 6 | Appoint/Pay Auditors | Management | For |
| Takeaway.com | AGM | 12-May-21 | 7 | Amendment of Share Capital | Management | For |
| Takeaway.com | AGM | 12-May-21 | 8 | Amendment of Share Capital | Management | For |
| Takeaway.com | AGM | 12-May-21 | 9 | Share Repurchase | Management | For |
| Zalando SE | AGM | 19-May-21 | 2 | Allocation of Income | Management | For |
| Zalando SE | AGM | 19-May-21 | 3 | Discharge of Board | Management | For |
| Zalando SE | AGM | 19-May-21 | 4 | Discharge of Board | Management | For |
| Zalando SE | AGM | 19-May-21 | 5.1 | Appoint/Pay Auditors | Management | For |
| Zalando SE | AGM | 19-May-21 | 5.2 | Appoint/Pay Auditors | Management | For |
| Zalando SE | AGM | 19-May-21 | 6.1 | Elect Director(s) | Management | For |
| Zalando SE | AGM | 19-May-21 | 6.2 | Elect Director(s) | Management | For |
| Zalando SE | AGM | 19-May-21 | 6.3 | Elect Director(s) | Management | For |
| Zalando SE | AGM | 19-May-21 | 6.4 | Elect Director(s) | Management | For |
| Zalando SE | AGM | 19-May-21 | 6.5 | Elect Director(s) | Management | For |
| Zalando SE | AGM | 19-May-21 | 6.6 | Elect Director(s) | Management | For |
| Zalando SE | AGM | 19-May-21 | 7 | Remuneration - Policy | Management | For |

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| Zalando SE | AGM | 19-May-21 | 8 | Remuneration - Non-Executive | Management | For |
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