

Riepilogo mensile delle votazioni espresse

2024

Nel documento si riepilogano le assemblee a cui Kairos Partners SGR ha partecipato e le votazioni espresse, in linea con la propria policy ESG, per ciascun punto degli ordini del giorno.

Kairos Partners SGR S.p.A.

Sede legale Via San Prospero 2, 20121 Milano - Tel +39 02 77 718 1 - Fax +39 02 77 718 220 - Pec kairospartnerssgr@legalmail.it

Unità Locali: Piazza di Spagna 20, 00187 Roma - Tel +39 06 69647 1 - Fax +39 06 69647 750;

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Socio unico Anima Holding S.p.A. - Capitale sociale euro 5.084.124 i.v. - Cod. Fisc./P.IVA e Reg. Imprese di Milano n. 12825720159 - R.E.A. 1590299

Iscritta all'Albo delle SGR ex art. 35 TUF al n. 21 Sezione Gestori OICVM e al n. 26 Sezione Gestori FIA - Aderente al Fondo Nazionale di Garanzia.

Appartenente al Gruppo Bancario Banco BPM e soggetta all'attività di direzione e coordinamento di Banco BPM S.p.A.

Riepilogo delle votazioni espresse

Gennaio 2024

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Investment Company Report

ABITARE IN S.P.A.

Security	T0R33G121	Meeting Type	MIX
Ticker Symbol		Meeting Date	23-Jan-2024
ISIN	IT0005445280	Agenda	718019688 - Management

Item	Proposal	Proposed by	Vote	Management Recommendation	For/Against Management	Preferred Provider Recommendation	For/Against Preferred Provider Recommendation
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CMMT VOTING MUST BE LODGED WITH BENEFICIAL OWNER DETAILS AS PROVIDED BY YOUR-CUSTODIAN BANK. IF NO BENEFICIAL OWNER DETAILS ARE PROVIDED, YOUR-INSTRUCTIONS MAY BE REJECTED.

Non-Voting

CMMT VOTING MUST BE LODGED WITH SHAREHOLDER DETAILS AS PROVIDED BY YOUR CUSTODIAN-BANK. IF NO SHAREHOLDER DETAILS ARE PROVIDED, YOUR INSTRUCTIONS MAY BE-REJECTED.

Non-Voting

0010	Management Proposal	Management	For	For	For
0020	Management Proposal	Management	For	For	For
0030	Management Proposal	Management	Against	For	Against
0040	Management Proposal	Management	Against	For	Against
0050	Management Proposal	Management	For	For	For
0060	Management Proposal	Management	For	For	For
0070	Management Proposal	Management	For	For	For
0080	Management Proposal	Management	For	For	For
0090	Management Proposal	Management	For	For	For
0100	Management Proposal	Management	For	For	For
0110	Management Pronosal	Management	For	For	For

Riepilogo delle votazioni espresse

Febbraio 2024

Nel documento si riepilogano le assemblee a cui Kairos Partners SGR ha partecipato e le votazioni espresse, in linea con la propria policy ESG, per ciascun punto degli ordini del giorno.

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Appartenente al Gruppo Bancario Banco BPM e soggetta all'attività di direzione e coordinamento di Banco BPM S.p.A.

Investment Company Report

KONE OYJ

Security	X4551T105	Meeting Type	Annual General Meeting
Ticker Symbol		Meeting Date	29-Feb-2024
ISIN	FI0009013403	Agenda	718141435 - Management

Item	Proposal	Proposed by	Vote	Management Recommendation	For/Against Management	Preferred Provider Recommendation	For/Against Preferred Provider Recommendation
CMMT	VOTING MUST BE LODGED WITH BENEFICIAL OWNER DETAILS AS PROVIDED BY YOUR-CUSTODIAN BANK. ACCOUNTS WITH MULTIPLE BENEFICIAL OWNERS WILL REQUIRE-DISCLOSURE OF EACH BENEFICIAL OWNER NAME, ADDRESS AND SHARE POSITION	Non-Voting					
CMMT	A POWER OF ATTORNEY (POA) IS REQUIRED TO APPOINT A REPRESENTATIVE TO ATTEND-THE MEETING AND LODGE YOUR VOTING INSTRUCTIONS. IF YOU APPOINT A FINNISH SUB-CUSTODIAN BANK, NO POA IS REQUIRED (UNLESS THE SHAREHOLDER IS FINNISH)	Non-Voting					
CMMT	VOTING MUST BE LODGED WITH SHAREHOLDER DETAILS AS PROVIDED BY YOUR CUSTODIAN-BANK. IF NO SHAREHOLDER DETAILS ARE PROVIDED, YOUR INSTRUCTIONS MAY BE-REJECTED	Non-Voting					
CMMT	PLEASE NOTE THAT THIS IS AN AMENDMENT TO MEETING ID 119393 DUE TO RECEIVED-CHANGE IN VOTING STATUS OF RESOLUTIONS 3 TO 5. ALL VOTES RECEIVED ON THE-PREVIOUS MEETING WILL BE DISREGARDED IF VOTE DEADLINE EXTENSIONS ARE GRANTED.-THEREFORE PLEASE REINSTRUCT ON THIS MEETING NOTICE ON THE NEW JOB. IF HOWEVER-VOTE DEADLINE EXTENSIONS ARE NOT GRANTED IN THE MARKET, THIS MEETING WILL BE-CLOSED AND YOUR VOTE INTENTIONS ON THE ORIGINAL MEETING WILL BE APPLICABLE.-PLEASE ENSURE VOTING IS SUBMITTED PRIOR TO CUTOFF ON THE ORIGINAL MEETING,-AND AS SOON AS POSSIBLE ON THIS NEW AMENDED MEETING. THANK YOU.	Non-Voting					

Investment Company Report

CMMT	INTERMEDIARY CLIENTS ONLY - PLEASE NOTE THAT IF YOU ARE CLASSIFIED AS AN-INTERMEDIARY CLIENT UNDER THE SHAREHOLDER RIGHTS DIRECTIVE II, YOU SHOULD BE- PROVIDING THE UNDERLYING SHAREHOLDER INFORMATION AT THE VOTE INSTRUCTION-LEVEL. IF YOU ARE UNSURE ON HOW TO PROVIDE THIS LEVEL OF DATA TO BROADRIDGE- OUTSIDE OF PROXYEDGE, PLEASE SPEAK TO YOUR DEDICATED CLIENT SERVICE-REPRESENTATIVE FOR ASSISTANCE	Non-Voting			
1	OPENING OF THE MEETING	Non-Voting			
2	CALLING THE MEETING TO ORDER	Non-Voting			
3	ELECTION OF PERSON TO SCRUTINIZE THE MINUTES AND PERSONS TO SUPERVISE THE-COUNTING OF VOTES	Non-Voting			
4	RECORDING THE LEGALITY OF THE MEETING	Non-Voting			
5	RECORDING THE ATTENDANCE AT THE MEETING AND ADOPTION OF THE LIST OF VOTES	Non-Voting			
6	PRESENTATION OF THE ANNUAL ACCOUNTS, THE REPORT OF THE BOARD OF DIRECTORS AND-THE AUDITOR'S REPORT FOR THE YEAR 2023	Non-Voting			
7	Management Proposal	Management	For	For	For
8	Management Proposal	Management	For	For	For
9	Management Proposal	Management	For	For	For
10	Management Proposal	Management	Against	For	Against
11	Management Proposal	Management	Against	For	Against
12	Management Proposal	Management	For	For	For
13	Management Proposal	Management	For	For	For
14A	Management Proposal	Management	Against	For	Against
14B	Management Proposal	Management	For	For	For
14C	Management Proposal	Management	For	For	For
14D	Management Proposal	Management	Against	For	Against
14E	Management Proposal	Management	For	For	For
14F	Management Proposal	Management	Against	For	Against
14G	Management Proposal	Management	For	For	For
14H	Management Proposal	Management	For	For	For
14I	Management Proposal	Management	For	For	For
15	Management Proposal	Management	For	For	For
16	Management Proposal	Management	For	For	For

Investment Company Report

17	Management Proposal	Management	For	For	For
18	Management Proposal	Management	For	For	For
19	Management Proposal	Management	Against	For	Against
20	CLOSING OF THE MEETING	Non-Voting			

Account Number	Account Name	Internal Account	Custodian	Ballot Shares	Unavailable Shares	Vote Date	Date Confirmed
975771053723530E	KIS ACTIVESG	975771053723530E	BNP PARIBAS SA	46,636	0	21-Feb-2024	21-Feb-2024

Riepilogo delle votazioni espresse

Marzo 2024

Nel documento si riepilogano le assemblee a cui Kairos Partners SGR ha partecipato e le votazioni espresse, in linea con la propria policy ESG, per ciascun punto degli ordini del giorno.

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Appartenente al Gruppo Bancario Banco BPM e soggetta all'attività di direzione e coordinamento di Banco BPM S.p.A.

VOTE SUMMARY REPORT

REPORTING PERIOD: 03/01/2024 to 03/31/2024

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): ALL INSTITUTION
ACCOUNTS

DSV A/S

Meeting Date: 03/14/2024

Country: Denmark

Ticker: DSV

Record Date: 03/07/2024

Meeting Type: Annual

Primary Security ID: K31864117

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of DKK 7 Per Share	Mgmt	For	For
4	Approve Remuneration of Directors	Mgmt	For	For
5	Approve Remuneration Report	Mgmt	For	Against
6.1	Reelect Thomas Plenborg as Director	Mgmt	For	For
6.2	Reelect Jorgen Moller as Director	Mgmt	For	For
6.3	Reelect Marie-Louise Aamund as Director	Mgmt	For	For
6.4	Reelect Beat Walti as Director	Mgmt	For	For
6.5	Reelect Niels Smedegaard as Director	Mgmt	For	For
6.6	Reelect Tarek Sultan Al-Essa as Director	Mgmt	For	For
6.7	Reelect Benedikte Leroy as Director	Mgmt	For	For
6.8	Reelect Helle Ostergaard Kristiansen as Director	Mgmt	For	For
7	Ratify PricewaterhouseCoopers as Auditor	Mgmt	For	For
8.1	Approve DKK 5 Million Reduction in Share Capital via Share Cancellation; Amend Articles	Mgmt	For	For
8.2	Authorize Share Repurchase Program	Mgmt	For	For
8.3.a	Approve Indemnification of Members of the Board of Directors and Executive Management	Mgmt	For	For
8.3.b	Amend Articles Re: Indemnification	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8.4	Report on Efforts and Risks Related to Human and Labor Rights	SH	For	For

CaixaBank SA

Meeting Date: 03/21/2024	Country: Spain	Ticker: CABK
Record Date: 03/15/2024	Meeting Type: Annual	
Primary Security ID: E2427M123		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For
1.2	Approve Non-Financial Information Statement	Mgmt	For	For
1.3	Approve Discharge of Board	Mgmt	For	For
2	Approve Allocation of Income and Dividends	Mgmt	For	For
3	Renew Appointment of PricewaterhouseCoopers as Auditor	Mgmt	For	For
4	Reelect Maria Veronica Fisas Verges as Director	Mgmt	For	For
5.1	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For
5.2	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For
5.3	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 10 Percent	Mgmt	For	For
5.4	Authorize Board to Issue Contingent Convertible Securities for up to EUR 3.5 Billion	Mgmt	For	For
6.1	Amend Remuneration Policy	Mgmt	For	For
6.2	Approve 2024 Variable Remuneration Scheme	Mgmt	For	For
6.3	Fix Maximum Variable Compensation Ratio	Mgmt	For	For
6.4	Advisory Vote on Remuneration Report	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For

Novo Nordisk A/S

Meeting Date: 03/21/2024	Country: Denmark	Ticker: NOVO.B
Record Date: 03/14/2024	Meeting Type: Annual	
Primary Security ID: K72807140		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of DKK 6.40 Per Share	Mgmt	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For
5.1	Approve Remuneration of Directors in the Amount of DKK 3.4 Million for the Chairman, DKK 1.7 Million for the Vice Chairman and DKK 840,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For
5.2a	Approve Indemnification of Board of Directors	Mgmt	For	For
5.2b	Approve Indemnification of Executive Management	Mgmt	For	For
5.2c	Amend Articles Re: Indemnification Scheme	Mgmt	For	For
5.3	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	For
6.1	Reelect Helge Lund (Chair) as Director	Mgmt	For	For
6.2	Reelect Henrik Poulsen (Vice Chair) as Director	Mgmt	For	Abstain
6.3a	Reelect Laurence Debroux as Director	Mgmt	For	For
6.3b	Reelect Andreas Fibig as Director	Mgmt	For	For
6.3c	Reelect Sylvie Gregoire as Director	Mgmt	For	For
6.3d	Reelect Kasim Kutay as Director	Mgmt	For	Abstain

Novo Nordisk A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6.3e	Reelect Christina Law as Director	Mgmt	For	For
6.3f	Reelect Martin Mackay as Director	Mgmt	For	For
7	Ratify Deloitte as Auditor	Mgmt	For	For
8.1	Approve DKK 4.5 Million Reduction in Share Capital via Share Cancellation of B Shares	Mgmt	For	For
8.2	Authorize Share Repurchase Program	Mgmt	For	For
8.3	Approve Creation of DKK 44.7 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 44.7 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 44.7 Million	Mgmt	For	For

Riepilogo delle votazioni espresse

Aprile 2024

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Appartenente al Gruppo Bancario Banco BPM e soggetta all'attività di direzione e coordinamento di Banco BPM S.p.A.

VOTE SUMMARY REPORT

REPORTING PERIOD: 04/01/2024 to 04/30/2024

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): ALL INSTITUTION ACCOUNTS

Banca Monte dei Paschi di Siena SpA

Meeting Date: 04/11/2024Country: ItalyTicker: BMPS

Record Date: 04/02/2024Meeting Type: Annual

Primary Security ID: T1188K429

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
1.2	Approve Allocation of Income	Mgmt	For	For
2.1	Approve Remuneration Policy	Mgmt	For	For
2.2	Approve Second Section of the Remuneration Report	Mgmt	For	For
3	Approve 2024 Incentive System	Mgmt	For	For
4	Elect Raffaele Oriani as Director	SH	None	For
5.1	Appoint Giacomo Granata as Internal Primary Statutory Auditor	SH	None	For
5.2	Appoint Paola Lucia Giordano as Alternate Internal Statutory Auditor	SH	None	For
5.3	Appoint Further Alternate Internal Statutory Auditor if Necessary	Mgmt	For	Against

Intercos SpA

Meeting Date: 04/11/2024Country: ItalyTicker: ICOS

Record Date: 04/02/2024Meeting Type: Annual/Special

Primary Security ID: T5R00Q176

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
1.2	Approve Allocation of Income	Mgmt	For	For
2.1	Approve Remuneration Policy	Mgmt	For	For
2.2	Approve Second Section of the Remuneration Report	Mgmt	For	For

Intercos SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3.1	Fix Board Terms for Directors	SH	None	For
3.2.1	Slate 1 Submitted by Dafe 4000 Srl and Dafe 5000 Srl	SH	None	Against
3.2.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For
3.3	Elect Dario Gianandrea Ferrari as Board Chair	SH	None	For
3.4	Approve Remuneration of Directors	SH	None	For
4.1.1	Slate 1 Submitted by Dafe 4000 Srl and Dafe 5000 Srl	SH	None	Against
4.1.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For
4.2	Approve Internal Auditors' Remuneration	SH	None	For
5	Approve Performance Shares Plan 2024-2026	Mgmt	For	For
6	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
1	Authorize Board to Increase Capital to Service Performance Shares Plan 2024-2026	Mgmt	For	For

Acea SpA

Meeting Date: 04/12/2024

Record Date: 04/03/2024

Primary Security ID: T0040K106

Country: Italy

Meeting Type: Annual

Ticker: ACE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Allocation of Income	Mgmt	For	For
3	Approve Remuneration Policy	Mgmt	For	Abstain
4	Approve Second Section of the Remuneration Report	Mgmt	For	For
5	Elect Yves Rannou as Director	SH	None	For

Meeting Date: 04/12/2024	Country: Italy	Ticker: UCG
Record Date: 04/03/2024	Meeting Type: Annual/Special	
Primary Security ID: T9T23L642		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Allocation of Income	Mgmt	For	For
3	Approve Elimination of Negative Reserves	Mgmt	For	For
4	Authorize Share Repurchase Program	Mgmt	For	For
5	Fix Number of Directors and Members of the Management Control Committee	Mgmt	For	For
6.1	Slate 1 Submitted by Management	Mgmt	For	Against
6.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For
7	Approve Remuneration of Directors and Members of the Management Control Committee	Mgmt	For	For
8	Approve Remuneration Policy	Mgmt	For	For
9	Approve Second Section of the Remuneration Report	Mgmt	For	For
10	Approve 2024 Group Incentive System	Mgmt	For	For
11	Approve Employees Share Ownership Plan	Mgmt	For	For
1	Authorize Board to Increase Capital to Service the 2022 Group Incentive System	Mgmt	For	For
2	Authorize Board to Increase Capital to Service the 2023 Group Incentive System	Mgmt	For	For
3	Authorize Board to Increase Capital to Service the Long Term Incentive Plan 2020-2023	Mgmt	For	For
4	Authorize Cancellation of Treasury Shares without Reduction of Share Capital; Amend Article 5	Mgmt	For	For

Stellantis NV

Meeting Date: 04/16/2024

Record Date: 03/19/2024

Primary Security ID: N82405106

Country: Netherlands

Meeting Type: Annual

Ticker: STLAM

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2.d	Approve Remuneration Report	Mgmt	For	Abstain
2.e	Adopt Financial Statements and Statutory Reports	Mgmt	For	For
2.f	Approve Dividends	Mgmt	For	For
2.g	Approve Discharge of Directors	Mgmt	For	For
3	Elect Claudia Parzani as Non-Executive Director	Mgmt	For	For
4.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For
4.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For
5	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
6.a	Approve Cancellation of Common Shares	Mgmt	For	For
6.b	Approve Cancellation of All Class B Special Voting Shares	Mgmt	For	For

Ferrari NV

Meeting Date: 04/17/2024

Record Date: 03/20/2024

Primary Security ID: N3167Y103

Country: Netherlands

Meeting Type: Annual

Ticker: RACE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2.d	Approve Remuneration Report	Mgmt	For	For
2.e	Adopt Financial Statements and Statutory Reports	Mgmt	For	For
2.f	Approve Dividends	Mgmt	For	For
2.g	Approve Discharge of Directors	Mgmt	For	For
3.a	Reelect John Elkann as Executive Director	Mgmt	For	For
3.b	Reelect Benedetto Vigna as Executive Director	Mgmt	For	For

Ferrari NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3.c	Reelect Piero Ferrari as Non-Executive Director	Mgmt	For	For
3.d	Reelect Delphine Arnault as Non-Executive Director	Mgmt	For	For
3.e	Reelect Francesca Bellettini as Non-Executive Director	Mgmt	For	For
3.f	Reelect Eduardo H. Cue as Non-Executive Director	Mgmt	For	For
3.g	Reelect Sergio Duca as Non-Executive Director	Mgmt	For	For
3.h	Reelect John Galantic as Non-Executive Director	Mgmt	For	For
3.i	Reelect Maria Patrizia Grieco as Non-Executive Director	Mgmt	For	For
3.j	Reelect Adam Keswick as Non-Executive Director	Mgmt	For	For
3.k	Reelect Michelangelo Volpi as Non-Executive Director	Mgmt	For	For
4.1	Grant Board Authority to Issue Shares	Mgmt	For	For
4.2	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For
5	Amend Remuneration Policy of Board of Directors	Mgmt	For	For
6	Authorize Repurchase of Up to 10 Percent of Issued Common Shares	Mgmt	For	For
7	Reappoint Auditors	Mgmt	For	For
8	Approve Awards to Executive Director	Mgmt	For	For

Aena S.M.E. SA

Meeting Date: 04/18/2024

Record Date: 04/12/2024

Primary Security ID: E526K0106

Country: Spain

Meeting Type: Annual

Ticker: AENA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Standalone Financial Statements	Mgmt	For	For
2	Approve Consolidated Financial Statements	Mgmt	For	For
3	Approve Allocation of Income and Dividends	Mgmt	For	For

Aena S.M.E. SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4	Approve Reclassification of Capitalization Reserves to Voluntary Reserves	Mgmt	For	For
5	Approve Non-Financial Information Statement	Mgmt	For	For
6	Approve Discharge of Board	Mgmt	For	For
7.1	Ratify Appointment of and Elect Beatriz Alcocer Pinilla as Director	Mgmt	For	For
7.2	Ratify Appointment of and Elect Angel Faus Alcaraz as Director	Mgmt	For	For
7.3	Ratify Appointment of and Elect Ainhoa Morondo Quintano as Director	Mgmt	For	For
8	Advisory Vote on Remuneration Report	Mgmt	For	For
9	Advisory Vote on Company's 2023 Updated Report on Climate Action Plan	Mgmt	For	For
10	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For

Banca Generali SpA

Meeting Date: 04/18/2024	Country: Italy	Ticker: BGN
Record Date: 04/09/2024	Meeting Type: Annual	
Primary Security ID: T3000G115		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
1.2	Approve Allocation of Income	Mgmt	For	For
2.1	Fix Number of Directors	SH	None	For
2.2.1	Slate 1 Submitted by Assicurazioni Generali SpA	SH	None	Against
2.2.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For
2.3	Approve Remuneration of Directors	SH	None	For
3.1.1	Slate 1 Submitted by Assicurazioni Generali SpA	SH	None	Against
3.1.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For

Banca Generali SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3.2	Approve Internal Auditors' Remuneration	SH	None	For
4	Approve Remuneration Policy	Mgmt	For	For
5	Approve Second Section of the Remuneration Report	Mgmt	For	For
6	Approve Fixed-Variable Compensation Ratio	Mgmt	For	For
7	Approve Long-Term Incentive Plan	Mgmt	For	For
8	Approve Incentive System and Other Share-based Variable Remunerations	Mgmt	For	For
9	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Long-term Incentive Plan and the Incentive System and Other Share-based Variable Remunerations	Mgmt	For	For

Banca Mediolanum SpA

Meeting Date: 04/18/2024	Country: Italy	Ticker: BMED
Record Date: 04/09/2024	Meeting Type: Annual	
Primary Security ID: T1R88K108		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
1.2	Approve Allocation of Income	Mgmt	For	For
2.1	Approve Remuneration Policy	Mgmt	For	For
2.2	Approve Second Section of the Remuneration Report	Mgmt	For	For
2.3	Approve Severance Payments Policy	Mgmt	For	Against
3	Approve Executive Incentive Bonus Plan	Mgmt	For	For
4	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service the Performance Share Plans	Mgmt	For	For
5.1	Fix Number of Directors	SH	None	For
5.2	Fix Board Terms for Directors	SH	None	For

Banca Mediolanum SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5.3.1	Slate 1 Submitted by Lina Tombolato, Massimo Doris, Annalisa Doris, and FINPROG ITALIA SpA	SH	None	Against
5.3.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For
5.4	Approve Remuneration of Directors	SH	None	For
6.1.1	Slate 1 Submitted by Lina Tombolato, Massimo Doris, Annalisa Doris, and FINPROG ITALIA SpA	SH	None	Against
6.1.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For
6.2	Approve Internal Auditors' Remuneration	SH	None	For

Prysmian SpA

Meeting Date: 04/18/2024	Country: Italy	Ticker: PRY
Record Date: 04/09/2024	Meeting Type: Annual	
Primary Security ID: T7630L105		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Allocation of Income	Mgmt	For	For
3	Fix Number of Directors	Mgmt	For	For
4	Fix Board Terms for Directors	Mgmt	For	For
5.1	Slate 1 Submitted by Management	Mgmt	For	Against
5.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For
6	Approve Remuneration of Directors	Mgmt	For	For
7	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
8	Approve Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
9	Approve Remuneration Policy	Mgmt	For	For

Prysmian SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
10	Approve Second Section of the Remuneration Report	Mgmt	For	For

BPER Banca SpA

Meeting Date: 04/19/2024	Country: Italy	Ticker: BPE
Record Date: 04/10/2024	Meeting Type: Annual/Special	
Primary Security ID: T1325T119		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Accept Financial Statements and Statutory Reports	Mgmt	For	For
1b	Approve Allocation of Income	Mgmt	For	For
2.1	Slate 1 Submitted by Institutional Investors (Assogestioni)	SH	None	For
2.2	Slate 2 Submitted by Unipol Gruppo SpA	SH	None	Against
2.3	Slate 3 Submitted by Fondazione di Sardegna	SH	None	Against
3	Approve Remuneration of Directors	Mgmt	For	For
4.1	Slate 1 Submitted by Institutional Investors (Assogestioni)	SH	None	For
4.2	Slate 2 Submitted by Unipol Gruppo SpA	SH	None	Against
4.3	Slate 3 Submitted by Fondazione di Sardegna	SH	None	Against
5	Approve Internal Auditors' Remuneration	Mgmt	For	For
6	Approve KPMG SpA as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
7a1	Approve Remuneration Policy	Mgmt	For	For
7a2	Approve Second Section of the Remuneration Report	Mgmt	For	For
7b	Approve Incentive Bonus Plan	Mgmt	For	For
7c	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service 2024 MBO Incentive Plan, 2022-2025 Long-Term Incentive Plan, and for Any Severance Payments	Mgmt	For	For

BPER Banca SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Capital Increase to Service the Conversion of Additional Tier 1 Bond	Mgmt	For	For

Aquafil SpA

Meeting Date: 04/23/2024	Country: Italy	Ticker: ECNL
Record Date: 04/12/2024	Meeting Type: Annual/Special	
Primary Security ID: T8T12G101		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Proposals Submitted by Board of Directors	Mgmt	For	For
1.2	Proposals Submitted by Aquafin Holding SpA	SH	For	For
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Treatment of Net Loss	Mgmt	For	For
3a	Approve Remuneration Policy	Mgmt	For	Against
3b	Approve Second Section of the Remuneration Report	Mgmt	For	For
4.1.1	Slate Submitted by Aquafin Holding SpA	SH	None	Against
4.1.2	Slate Submitted by Institutional Investors (Assogestioni)	SH	None	For
4.2	Appoint Chairman of Internal Statutory Auditors	SH	None	For
4.3	Approve Internal Auditors' Remuneration	Mgmt	For	For
5	Amend Company Bylaws Re: Article 3.4, 4.7, and 10.5	Mgmt	For	For

Assicurazioni Generali SpA

Meeting Date: 04/23/2024	Country: Italy	Ticker: G
Record Date: 04/12/2024	Meeting Type: Annual/Special	
Primary Security ID: T05040109		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Accept Financial Statements and Statutory Reports	Mgmt	For	For

Assicurazioni Generali SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1b	Approve Allocation of Income	Mgmt	For	For
2a	Authorize Share Repurchase Program	Mgmt	For	For
2b	Authorize Cancellation of Treasury Shares without Reduction of Share Capital	Mgmt	For	For
3a	Amend Company Bylaws Re: Article 7.2	Mgmt	For	For
3b	Amend Company Bylaws Re: Article 9.1	Mgmt	For	For
3c	Amend Company Bylaws Re: Article 16.1	Mgmt	For	For
3d	Amend Company Bylaws Re: Article 18	Mgmt	For	For
3e	Amend Company Bylaws Re: Article 19.1 letter h)	Mgmt	For	For
3f	Amend Company Bylaws Re: Articles 28.2, 28.7, 28.13, 37.2, and 37.9	Mgmt	For	For
3g	Amend Company Bylaws Re: Article 28.4	Mgmt	For	For
3h	Amend Company Bylaws Re: Article 29.4	Mgmt	For	For
3i	Amend Company Bylaws Re: Articles 30.1 and 30.2	Mgmt	For	For
3j	Amend Company Bylaws Re: Article 32.2 letters f) g) and h)	Mgmt	For	For
3k	Amend Company Bylaws Re: Articles 33.1 and 33.2	Mgmt	For	For
3l	Amend Company Bylaws Re: Article 34.1	Mgmt	For	For
4a	Approve Remuneration Policy	Mgmt	For	For
4b	Approve Second Section of the Remuneration Report	Mgmt	For	For
5a	Approve Group Long Term Incentive Plan	Mgmt	For	For
5b	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Group Long Term Incentive Plan	Mgmt	For	For

FILA - Fabbrica Italiana Lapis ed Affini SpA

Meeting Date: 04/23/2024	Country: Italy	Ticker: FILA
Record Date: 04/12/2024	Meeting Type: Annual	
Primary Security ID: T4R96P184		

FILA - Fabbrica Italiana Lapis ed Affini SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
1.2	Approve Allocation of Income	Mgmt	For	For
2.1	Approve Remuneration Policy	Mgmt	For	Against
2.2	Approve Second Section of the Remuneration Report	Mgmt	For	Against
3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
4.1	Fix Number of Directors	SH	None	For
4.2	Fix Board Terms for Directors	SH	None	For
4.3.1	Slate 1 Submitted by Pencil Srl	SH	None	Against
4.3.2	Slate 2 Submitted by Institutional Investors	SH	None	For
4.4	Approve Remuneration of Directors	SH	None	For
4.5	Elect Alberto Candela as Honorary Board Chair	SH	None	Abstain
5.1.1	Slate 1 Submitted by Pencil Srl	SH	None	Against
5.1.2	Slate 2 Submitted by Institutional Investors	SH	None	For
5.2	Appoint Chairman of Internal Statutory Auditors	SH	None	For
5.3	Approve Internal Auditors' Remuneration	SH	None	For

Infrastrutture Wireless Italiane SpA

Meeting Date: 04/23/2024	Country: Italy	Ticker: INW
Record Date: 04/12/2024	Meeting Type: Annual	
Primary Security ID: T6032P102		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Allocation of Income	Mgmt	For	For
3	Approve Remuneration Policy	Mgmt	For	For
4	Approve Second Section of the Remuneration Report	Mgmt	For	For

Infrastrutture Wireless Italiane SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Adjust Remuneration of External Auditors	Mgmt	For	For
6	Approve KPMG SpA as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
7.1	Slate Submitted by Central Tower Holding Company BV	SH	None	Against
7.2	Slate Submitted by Daphne 3 SpA	SH	None	Against
7.3	Slate Submitted by Privilege-Amber Event Europe and Institutional Investors (Assogestioni)	SH	None	For
7bis	Draw Female Candidates from Slate 2 to Allow Compliance with Gender Diversity Requirements	SH	None	For
8	Appoint Chairman of Internal Statutory Auditors	SH	None	For
9	Approve Internal Auditors' Remuneration	SH	None	For

Reply SpA

Meeting Date: 04/23/2024	Country: Italy	Ticker: REY
Record Date: 04/12/2024	Meeting Type: Annual	
Primary Security ID: T60326112		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Accept Financial Statements and Statutory Reports	Mgmt	For	For
1b	Approve Allocation of Income	Mgmt	For	For
2a	Fix Number of Directors and Duration of Their Term	SH	None	For
2b.1	Slate 1 Submitted by Alika Srl	SH	None	Against
2b.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For
2c	Elect Mario Rizzante as Board Chair	SH	None	Abstain
2d	Approve Remuneration of Directors	SH	None	For
3a.1	Slate 1 Submitted by Alika Srl	SH	None	Against
3a.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For

Reply SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3b	Approve Internal Auditors' Remuneration	SH	None	For
4	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
5a	Approve Remuneration Policy	Mgmt	For	Against
5b	Approve Second Section of the Remuneration Report	Mgmt	For	Against

SAES Getters SpA

Meeting Date: 04/23/2024	Country: Italy	Ticker: SG
Record Date: 04/12/2024	Meeting Type: Annual/Special	
Primary Security ID: T81241118		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
1.2	Approve Allocation of Income	Mgmt	For	For
2.1	Fix Number of Directors	SH	None	For
2.2.1	Slate 1 Submitted by SGG Holding SpA	SH	None	Against
2.2.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For
2.3	Approve Remuneration of Directors	SH	None	For
3.1.1	Slate 1 Submitted by SGG Holding SpA	SH	None	Against
3.1.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For
3.2	Approve Internal Auditors' Remuneration	SH	None	For
4.1	Approve Remuneration Policy	Mgmt	For	Against
4.2	Approve Second Section of the Remuneration Report	Mgmt	For	Against
5	Authorize Purchase of Own Shares via Voluntary Partial Tender Offer	Mgmt	For	For
1	Authorize Cancellation of Repurchased Shares	Mgmt	For	For

Telecom Italia SpA

Meeting Date: 04/23/2024	Country: Italy	Ticker: TIT
Record Date: 04/12/2024	Meeting Type: Annual/Special	
Primary Security ID: T92778108		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements, Statutory Reports, and Treatment of Net Loss	Mgmt	For	For
2.1	Approve Remuneration Policy	Mgmt	For	For
2.2	Approve Second Section of the Remuneration Report	Mgmt	For	For
3.1	Fix Number of Directors	Mgmt	For	For
3.2	Fix Board Terms for Directors	Mgmt	For	For
3.3.a	Slate 1 Submitted by Management	Mgmt	For	For
3.3.b	Slate 2 Submitted by Merlyn Partners SCSp	SH	None	Against
3.3.c	Slate 3 Submitted by Associati ASATI	SH	None	Against
3.3.d	Slate 4 Submitted by Bluebell Capital Partners Limited	SH	None	Against
3.4	Approve Remuneration of Directors	Mgmt	For	For
4.1.a	Slate 1 Submitted by Vivendi SE	SH	None	Against
4.1.b	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For
4.2	Appoint Chairman of Internal Statutory Auditors	SH	None	For
4.3	Approve Internal Auditors' Remuneration	SH	None	For
5	Amend Stock Option Plan 2022-2024	Mgmt	For	For
6	Deliberations Related to the Reduction of the Legal Reserve	Mgmt	For	For

Tinexta SpA

Meeting Date: 04/23/2024	Country: Italy	Ticker: TNXT
Record Date: 04/12/2024	Meeting Type: Annual	
Primary Security ID: T9277A103		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Allocation of Income and Dividend Distribution	Mgmt	For	For
3.1	Approve Remuneration Policy	Mgmt	For	For
3.2	Approve Second Section of the Remuneration Report	Mgmt	For	Against
4.1	Fix Number of Directors	SH	None	For
4.2	Fix Board Terms for Directors	SH	None	For
4.3.1	Slate 1 Submitted by Tecno Holding SpA	SH	None	Against
4.3.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For
4.4	Elect Enrico Salza as Board Chair	SH	None	For
4.5	Approve Remuneration of Directors	SH	None	For
5.1.1	Slate 1 Submitted by Tecno Holding SpA	SH	None	Against
5.1.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For
5.2	Appoint Chairman of Internal Statutory Auditors	SH	None	For
5.3	Approve Internal Auditors' Remuneration	SH	None	For
6	Approve PriceWaterhouseCoopers SpA as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
7	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For

Arnoldo Mondadori Editore SpA

Meeting Date: 04/24/2024

Record Date: 04/15/2024

Primary Security ID: T6901G126

Country: Italy

Meeting Type: Annual/Special

Ticker: MN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Allocation of Income	Mgmt	For	For
3	Approve Dividend Distribution	Mgmt	For	For
4	Approve Remuneration Policy	Mgmt	For	Against
5	Approve Second Section of the Remuneration Report	Mgmt	For	For
6	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
7	Approve Performance Share Plan	Mgmt	For	For
8	Approve Short-Term Incentive Plan	Mgmt	For	Against
9.1	Fix Number of Directors	SH	None	For
9.2	Fix Board Terms for Directors	SH	None	For
9.3	Approve Remuneration of Directors	SH	None	For
9.4a	Slate Submitted by Fininvest SpA	SH	None	Against
9.4b	Slate Submitted by Institutional Investors (Assogestioni)	SH	None	For
10.1	Approve Internal Auditors' Remuneration	SH	None	For
10.2a	Slate Submitted by Fininvest SpA	SH	None	Against
10.2b	Slate Submitted by Institutional Investors (Assogestioni)	SH	None	For
11.1	Approve Capital Increase with Preemptive Rights	Mgmt	For	Against
11.2	Authorize Issuance of Convertible Bonds with or without Preemptive Rights; Approve Capital Increase to Service Conversion of Bonds	Mgmt	For	Against
11.3	Approve Capital Increase without Preemptive Rights	Mgmt	For	For

Eiffage SA

Meeting Date: 04/24/2024

Record Date: 04/22/2024

Primary Security ID: F2924U106

Country: France

Meeting Type: Annual/Special

Ticker: FGR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 4.10 per Share	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For
5	Appoint KPMG Audit IS as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For
6	Appoint Mazars as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For
7	Elect Meka Brunel as Director	Mgmt	For	For
8	Approve Remuneration Policy of Directors	Mgmt	For	For
9	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For
10	Approve Compensation Report	Mgmt	For	For
11	Approve Compensation of Benoit de Ruffray, Chairman and CEO	Mgmt	For	For
12	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
13	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
14	Authorize Capitalization of Reserves of Up to EUR 80 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For
15	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 156.8 Million	Mgmt	For	For
16	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 39.2 Million	Mgmt	For	For

Eiffage SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
17	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 39.2 Million	Mgmt	For	For
18	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above Under Items 15, 16 and 17	Mgmt	For	For
19	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For
20	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 16, 17 and 19 at EUR 39.2 Million	Mgmt	For	For
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
22	Authorize up to 1.02 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For
23	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

Endesa SA

Meeting Date: 04/24/2024

Record Date: 04/19/2024

Primary Security ID: E41222113

Country: Spain

Meeting Type: Annual

Ticker: ELE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For
2	Approve Consolidated and Standalone Management Reports	Mgmt	For	For
3	Approve Non-Financial Information Statement	Mgmt	For	For
4	Approve Discharge of Board	Mgmt	For	For
5	Approve Allocation of Income and Dividends	Mgmt	For	For
6	Fix Number of Directors at 14	Mgmt	For	For

Endesa SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7	Ratify Appointment of and Elect Flavio Cattaneo as Director	Mgmt	For	For
8	Ratify Appointment of and Elect Stefano de Angelis as Director	Mgmt	For	For
9	Ratify Appointment of and Elect Gianni Vittorio Armani as Director	Mgmt	For	For
10	Reelect Eugenia Bieto Caubet as Director	Mgmt	For	For
11	Reelect Pilar Gonzalez de Frutos as Director	Mgmt	For	For
12	Elect Guillermo Alonso Olarra as Director	Mgmt	For	For
13	Elect Elisabetta Colacchia as Director	Mgmt	For	For
14	Elect Michela Mossini as Director	Mgmt	For	For
15	Approve Remuneration Report	Mgmt	For	For
16	Approve Remuneration Policy	Mgmt	For	For
17	Approve Strategic Incentive Plan	Mgmt	For	For
18	Authorize Share Repurchase Program	Mgmt	For	For
19	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For

FinecoBank SpA

Meeting Date: 04/24/2024	Country: Italy	Ticker: FBK
Record Date: 04/15/2024	Meeting Type: Annual/Special	
Primary Security ID: T4R999104		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Allocation of Income	Mgmt	For	For
3	Approve Remuneration Policy	Mgmt	For	For
4	Approve Second Section of the Remuneration Report	Mgmt	For	For
5	Approve 2024 Incentive System for Employees	Mgmt	For	For
6	Approve 2024-2026 Long Term Incentive Plan for Employees	Mgmt	For	For

FinecoBank SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7	Approve 2024 Incentive System for Personal Financial Advisors	Mgmt	For	For
8	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service 2024 Incentive System for Personal Financial Advisors	Mgmt	For	For
1	Authorize Board to Increase Capital to Service 2024 Incentive System for Employees	Mgmt	For	For
2	Authorize Board to Increase Capital to Service 2023 Incentive System	Mgmt	For	For
3	Authorize Board to Increase Capital to Service 2024-2026 Long Term Incentive Plan	Mgmt	For	For

Intesa Sanpaolo SpA

Meeting Date: 04/24/2024	Country: Italy	Ticker: ISP
Record Date: 04/15/2024	Meeting Type: Annual/Special	
Primary Security ID: T55067101		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Accept Financial Statements and Statutory Reports	Mgmt	For	For
1b	Approve Allocation of Income	Mgmt	For	For
2a	Approve Remuneration Policy	Mgmt	For	For
2b	Approve Second Section of the Remuneration Report	Mgmt	For	For
2c	Approve Annual Incentive Plan	Mgmt	For	For
3a	Authorize Share Repurchase Program	Mgmt	For	For
3b	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Incentive Plans	Mgmt	For	For
3c	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
1	Authorize Cancellation of Shares without Reduction of Share Capital; Amend Article 5	Mgmt	For	For

Meeting Date: 04/24/2024	Country: Italy	Ticker: TPRO
Record Date: 04/15/2024	Meeting Type: Annual/Special	
Primary Security ID: T9200M109		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
1.2	Approve Allocation of Income	Mgmt	For	For
2.1	Approve Remuneration Policy	Mgmt	For	Against
2.2	Approve Second Section of the Remuneration Report	Mgmt	For	For
3.1	Fix Number of Directors	SH	None	For
3.2	Fix Board Terms for Directors	SH	None	For
3.3.1	Slate 1 Submitted by T-Plus SpA	SH	None	Against
3.3.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For
3.4	Elect Cristiano Alessandro Crippa as Board Chair	SH	None	For
3.5	Approve Remuneration of Directors	SH	None	For
4.1.1	Slate 1 Submitted by T-Plus SpA	SH	None	Against
4.1.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For
4.2	Appoint Chairman of Internal Statutory Auditors	SH	None	For
4.3	Approve Internal Auditors' Remuneration	SH	None	For
5	Approve Restricted Shares Incentive Plan 2024-2026	Mgmt	For	Against
6	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
7	Approve Regulations on General Meetings	Mgmt	For	For
1	Approve Capital Increase and Convertible Bonds Issuance with or without Preemptive Rights	Mgmt	For	Against
2	Amend Company Bylaws Re: Article 16 and 19	Mgmt	For	Against

Cellnex Telecom SA

Meeting Date: 04/25/2024

Country: Spain

Ticker: CLNX

Record Date: 04/19/2024

Meeting Type: Annual

Primary Security ID: E2R41M104

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For
2	Approve Non-Financial Information Statement	Mgmt	For	For
3	Approve Allocation of Income	Mgmt	For	For
4	Approve Discharge of Board	Mgmt	For	For
5	Appoint Ernst & Young as Auditor	Mgmt	For	For
6	Reelect Alexandra Reich as Director	Mgmt	For	For
7	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 10 Percent	Mgmt	For	For
8	Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities with Exclusion of Preemptive Rights up to 10 Percent of Capital	Mgmt	For	For
9	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For
10	Advisory Vote on Remuneration Report	Mgmt	For	For

OCI NV

Meeting Date: 04/25/2024

Country: Netherlands

Ticker: OCI

Record Date: 03/28/2024

Meeting Type: Extraordinary Shareholders

Primary Security ID: N6667A111

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Approve Sale of Fertiglobe Plc Shares Owned by the Company to Abu Dhabi National Oil Company P.J.S.C.	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3	Amend Articles of Association Re: Reduction in Share Capital with Repayment to Shareholders	Mgmt	For	For

Banca Popolare di Sondrio SPA

Meeting Date: 04/27/2024	Country: Italy	Ticker: BPSO
Record Date: 04/18/2024	Meeting Type: Annual	
Primary Security ID: T1549L116		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Accept Financial Statements and Statutory Reports	Mgmt	For	For
1b	Approve Allocation of Income	Mgmt	For	For
2a1	Approve Remuneration Policy	Mgmt	For	For
2a2	Approve Second Section of the Remuneration Report	Mgmt	For	For
2b	Approve Compensation Plan	Mgmt	For	For
3a	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
3b	Authorize Reissuance of Repurchased Shares to Service the Compensation Plans	Mgmt	For	For
4.1	Approve KPMG SpA as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
4.2	Approve PricewaterhouseCoopers SpA as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For
5.1	Slate 1 Submitted by Board of Directors	Mgmt	For	Against
5.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For
6	Approve Remuneration of Directors	Mgmt	For	For
7.1	Slate 1 Submitted by 4 Shareholders	SH	None	Against
7.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For
8	Approve Internal Auditors' Remuneration	Mgmt	For	For

Biesse SpA

Meeting Date: 04/29/2024

Record Date: 04/18/2024

Primary Security ID: T2060S100

Country: Italy

Meeting Type: Annual

Ticker: BSS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Allocation of Income	Mgmt	For	For
3	Approve Remuneration Policy	Mgmt	For	Against
4	Approve Second Section of the Remuneration Report	Mgmt	For	Against
5	Fix Number of Directors	Mgmt	For	For
6.1	Slate Submitted by Bi.Fin SRL	SH	None	Against
6.2	Slate Submitted by Institutional Investors (Assogestioni)	SH	None	For
7	Approve Remuneration of Directors	Mgmt	For	For
8.1	Slate Submitted by Bi.Fin SRL	SH	None	Against
8.2	Slate Submitted by Institutional Investors (Assogestioni)	SH	None	For
9	Appoint Chairman of Internal Statutory Auditors	SH	None	For
10	Approve Internal Auditors' Remuneration	SH	None	For

El.En. SpA

Meeting Date: 04/29/2024

Record Date: 04/18/2024

Primary Security ID: T3598E126

Country: Italy

Meeting Type: Annual/Special

Ticker: ELN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
1.2	Approve Allocation of Income	Mgmt	For	For
2.1	Approve Remuneration Policy	Mgmt	For	Abstain
2.2	Approve Second Section of the Remuneration Report	Mgmt	For	Abstain
3.1	Fix Number of Directors	Mgmt	For	For
3.2	Fix Board Terms for Directors	Mgmt	For	For

El.En. SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3.3.1	Slate 1 Submitted by Andrea Cangioli	SH	None	Against
3.3.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For
3.4	Elect Gabriele Clementi as Board Chair	SH	None	Abstain
4	Approve Remuneration of Directors	Mgmt	For	For
5	Appoint Elisa Raoli as Alternate Internal Statutory Auditor	SH	None	For
6	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
1	Amend Company Bylaws Re: Article 14	Mgmt	For	Against

Garofalo Health Care SpA

Meeting Date: 04/29/2024	Country: Italy	Ticker: GHC
Record Date: 04/18/2024	Meeting Type: Annual/Special	
Primary Security ID: T48564115		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Allocation of Income	Mgmt	For	For
3.1	Approve Remuneration Policy	Mgmt	For	For
3.2	Approve Second Section of the Remuneration Report	Mgmt	For	For
4	Approve 2024-2026 Performance Share Plan	Mgmt	For	For
5	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
6.1	Fix Number of Directors	Mgmt	For	For
6.2	Fix Board Terms for Directors	Mgmt	For	For
6.3.1	Slate 1 Submitted by Larama 98 SpA, Maria Laura Garofalo, and Anrama SpA	SH	None	Against
6.3.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For
6.4	Elect Alessandro Maria Rinaldi as Board Chair	SH	None	For

Garofalo Health Care SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6.5	Approve Remuneration of Directors	Mgmt	For	For
7.1.1	Slate 1 Submitted by Larama 98 SpA, Maria Laura Garofalo, and Anrama SpA	SH	None	Against
7.1.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For
7.2	Appoint Chairman of Internal Statutory Auditors	SH	None	For
7.3	Approve Internal Auditors' Remuneration	Mgmt	For	For
1	Amend Company Bylaws Re: Articles 15, 19, 30, and 36	Mgmt	For	Against

GPI SpA

Meeting Date: 04/29/2024	Country: Italy	Ticker: GPI
Record Date: 04/18/2024	Meeting Type: Annual	
Primary Security ID: T5R66Z136		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Allocation of Income	Mgmt	For	For
3	Approve Remuneration Policy	Mgmt	For	For
4	Approve Second Section of the Remuneration Report	Mgmt	For	For
5	Fix Board Terms for Directors	SH	None	For
6.1	Slate 1 Submitted by FM SpA and CDP Equity SpA	SH	None	Against
6.3	Slate 3 Submitted by Institutional Investors (Assogestioni)	SH	None	For
7	Approve Remuneration of Directors	SH	None	For
8	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For

Philogen SpA

Meeting Date: 04/29/2024	Country: Italy	Ticker: PHIL
Record Date: 04/18/2024	Meeting Type: Annual/Special	
Primary Security ID: T7S23F160		

Philogen SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Treatment of Net Loss	Mgmt	For	For
3.1	Approve Remuneration Policy	Mgmt	For	Against
3.2	Approve Second Section of the Remuneration Report	Mgmt	For	Against
4.1.1	Slate 1 Submitted by Nerbio Srl	SH	None	Against
4.1.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For
4.2	Appoint Chairman of Internal Statutory Auditors	SH	None	For
4.3	Approve Internal Auditors' Remuneration	Mgmt	For	For
5	Approve Stock Grant Plan	Mgmt	For	Against
6	Approve Share Ownership Plan	Mgmt	For	Against
7	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
1	Amend Company Bylaws Re: Article 11	Mgmt	For	Against

Rai Way SpA

Meeting Date: 04/29/2024

Record Date: 04/18/2024

Primary Security ID: T7S1AC112

Country: Italy

Meeting Type: Annual

Ticker: RWAY

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Allocation of Income	Mgmt	For	For
3.1	Approve Remuneration Policy	Mgmt	For	Against
3.2	Approve Second Section of the Remuneration Report	Mgmt	For	Against
4	Approve Long-Term Incentive Plan	Mgmt	For	For
5	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For

Rai Way SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6.1	Slate 1 Submitted by RAI - Radiotelevisione Italiana SpA	SH	None	Against
6.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For
7	Approve Internal Auditors' Remuneration	SH	None	For

Saras SpA

Meeting Date: 04/29/2024	Country: Italy	Ticker: SRS
Record Date: 04/18/2024	Meeting Type: Annual	
Primary Security ID: T83058106		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
1.2	Approve Allocation of Income	Mgmt	For	For
2.1.1	Slate 1 Submitted by Massimo Moratti SapA, Stella Holding SpA and Angel Capital Management SpA	SH	None	Against
2.1.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For
2.2	Appoint Chairman of Internal Statutory Auditors	SH	None	For
2.3	Approve Internal Auditors' Remuneration	SH	None	For
3.1	Approve Remuneration Policy	Mgmt	For	Against
3.2	Approve Second Section of the Remuneration Report	Mgmt	For	Against

Vivendi SE

Meeting Date: 04/29/2024	Country: France	Ticker: VIV
Record Date: 04/25/2024	Meeting Type: Annual/Special	
Primary Security ID: F97982106		

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For
4	Approve Treatment of Losses and Dividends of EUR 0.25 per Share	Mgmt	For	For
5	Approve Compensation Report of Corporate Officers	Mgmt	For	Against
6	Approve Compensation of Yannick Bollore, Chairman of the Supervisory Board	Mgmt	For	Against
7	Approve Compensation of Arnaud de Puyfontaine, Chairman of the Management Board	Mgmt	For	For
8	Approve Compensation of Frederic Crepin, Management Board Member	Mgmt	For	For
9	Approve Compensation of Francois Laroze, Management Board Member	Mgmt	For	Against
10	Approve Compensation of Claire Leost, Management Board Member	Mgmt	For	Against
11	Approve Compensation of Celine Merle-Beral, Management Board Member	Mgmt	For	Against
12	Approve Compensation of Maxime Saada, Management Board Member	Mgmt	For	Against
13	Approve Remuneration Policy of Supervisory Board Members and Chairman	Mgmt	For	Against
14	Approve Remuneration Policy of Chairman of the Management Board	Mgmt	For	For
15	Approve Remuneration Policy of Management Board Members	Mgmt	For	Against
16	Reelect Yannick Bollore as Supervisory Board Member	Mgmt	For	For
17	Reelect Laurent Dassault as Supervisory Board Member	Mgmt	For	For
18	Appoint Grant Thornton as Auditor	Mgmt	For	For
19	Appoint Grant Thornton as Authorized Sustainability Auditors	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
20	Appoint Deloitte & Associates as Authorized Sustainability Auditors	Mgmt	For	For
21	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
22	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
24	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For
25	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

Datalogic SpA

Meeting Date: 04/30/2024

Record Date: 04/19/2024

Primary Security ID: T3480B123

Country: Italy

Meeting Type: Annual/Special

Ticker: DAL

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Allocation of Income	Mgmt	For	For
3.1	Fix Number of Directors	SH	None	For
3.2	Fix Board Terms for Directors	SH	None	For
3.3.1	Slate 1 Submitted by Hydra SpA	SH	None	Against
3.3.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For
3.4	Elect Romano Volta as Board Chair	SH	None	For
4	Approve Remuneration of Directors	SH	None	For
5.1	Approve Remuneration Policy	Mgmt	For	Against
5.2	Approve Second Section of the Remuneration Report	Mgmt	For	For

Datalogic SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
1	Amend Company Bylaws Re: Articles 5, 15, 17, 18 and 30	Mgmt	For	For

ProSiebenSat.1 Media SE

Meeting Date: 04/30/2024

Country: Germany

Ticker: PSM

Record Date: 04/23/2024

Meeting Type: Annual

Primary Security ID: D6216S143

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 0.05 per Share	Mgmt	For	For
3.1	Approve Discharge of Management Board Member Hubertus Habets (from Nov. 1, 2022) for Fiscal Year 2022	Mgmt	For	For
3.2	Approve Discharge of Management Board Member Wolfgang Link for Fiscal Year 2022	Mgmt	For	For
3.3	Postpone Discharge of Management Board Member Rainer Beaujean (until Oct. 3, 2022) for Fiscal Year 2022	Mgmt	For	For
3.4	Postpone Discharge of Management Board Member Ralf Gierig for Fiscal Year 2022	Mgmt	For	For
3.5	Postpone Discharge of Management Board Member Christine Scheffler for Fiscal Year 2022	Mgmt	For	For
4.1	Approve Discharge of Management Board Member Hubertus Habets for Fiscal Year 2023	Mgmt	For	For
4.2	Approve Discharge of Management Board Member Wolfgang Link (until July 15, 2023) for Fiscal Year 2023	Mgmt	For	For
4.3	Approve Discharge of Management Board Member Martin Mildner (from May 1, 2023) for Fiscal Year 2023	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.4	Postpone Discharge of Management Board Member Ralf Gierig (until April 27, 2023) for Fiscal Year 2023	Mgmt	For	For
4.5	Postpone Discharge of Management Board Member Christine Scheffler for Fiscal Year 2023	Mgmt	For	For
5.1	Approve Discharge of Supervisory Board Member Andreas Wiele for Fiscal Year 2023	Mgmt	For	For
5.2	Approve Discharge of Supervisory Board Member Rolf Nonnenmacher for Fiscal Year 2023	Mgmt	For	For
5.3	Approve Discharge of Supervisory Board Member Lawrence Aidem (until June 30, 2023) for Fiscal Year 2023	Mgmt	For	For
5.4	Approve Discharge of Supervisory Board Member Katharina Behrends (from June 30, 2023) for Fiscal Year 2023	Mgmt	For	For
5.5	Approve Discharge of Supervisory Board Member Klara Brachtlova (from Oct. 16, 2023) for Fiscal Year 2023	Mgmt	For	For
5.6	Approve Discharge of Supervisory Board Member Katrin Burkhardt (from June 30, 2023) for Fiscal Year 2023	Mgmt	For	For
5.7	Approve Discharge of Supervisory Board Member Marion Helmes (until June 30, 2023) for Fiscal Year 2023	Mgmt	For	For
5.8	Approve Discharge of Supervisory Board Member Erik Huggers (until June 30, 2023) for Fiscal Year 2023	Mgmt	For	For
5.9	Approve Discharge of Supervisory Board Member Thomas Ingelfinger (from June 30, 2023) for Fiscal Year 2023	Mgmt	For	For
5.10	Approve Discharge of Supervisory Board Member Marjorie Kaplan for Fiscal Year 2023	Mgmt	For	For
5.11	Approve Discharge of Supervisory Board Member Ketan Mehta for Fiscal Year 2023	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5.12	Approve Discharge of Supervisory Board Member Antonella Mei-Pochtler (until June 30, 2023) for Fiscal Year 2023	Mgmt	For	For
5.13	Approve Discharge of Supervisory Board Member Cai-Nicolas Ziegler (from June 30, 2023) for Fiscal Year 2023	Mgmt	For	For
6	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements Until 2025 AGM	Mgmt	For	For
7	Approve Remuneration Report	Mgmt	For	For
8.1	Elect Klara Brachtlova to the Supervisory Board	Mgmt	For	For
8.2	Elect Marjorie Kaplan to the Supervisory Board	Mgmt	For	For
8.3	Elect Pim Schmitz to the Supervisory Board	Mgmt	For	For
9	Approve Internal Reorganization and Contribution of All Shares in Seven.One Entertainment Group GmbH to Subsidiary Joyn GmbH	Mgmt	For	For
10	Approve Domination Agreement with Seven.One Entertainment Group GmbH	Mgmt	For	For
11	Approve Spin-Off and Transfer Agreement	SH	Against	For
12.1	Approve Cancellation of the Authorized Capital 2021	SH	Against	For
12.2	Approve Creation of EUR 46 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	SH	Against	For
13	Remove Supervisory Board Member Rolf Nonnenmacher; Elect Simone Scettri to the Supervisory Board	SH	Against	For
14	Amend Articles Re: Transactions Requiring Approval	SH	Against	For

Riepilogo delle votazioni espresse

Maggio 2024

Nel documento si riepilogano le assemblee a cui Kairos Partners SGR ha partecipato e le votazioni espresse, in linea con la propria policy ESG, per ciascun punto degli ordini del giorno.

Kairos Partners SGR S.p.A.

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Iscritta all'Albo delle SGR ex art. 35 TUF al n. 21 Sezione Gestori OICVM e al n. 26 Sezione Gestori FIA - Aderente al Fondo Nazionale di Garanzia.

Appartenente al Gruppo Bancario Banco BPM e soggetta all'attività di direzione e coordinamento di Banco BPM S.p.A.

VOTE SUMMARY REPORT

REPORTING PERIOD: 05/01/2024 to 05/31/2024

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): ALL INSTITUTION ACCOUNTS

RWE AG

Meeting Date: 05/03/2024Country: GermanyTicker: RWE

Record Date: 04/11/2024Meeting Type: Annual

Primary Security ID: D6629K109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 1.00 per Share	Mgmt	For	For
3.1	Approve Discharge of Management Board Member Markus Krebber for Fiscal Year 2023	Mgmt	For	For
3.2	Approve Discharge of Management Board Member Katja van Doren for Fiscal Year 2023	Mgmt	For	For
3.3	Approve Discharge of Management Board Member Michael Mueller for Fiscal Year 2023	Mgmt	For	For
3.4	Approve Discharge of Management Board Member Zvezdana Seeger for Fiscal Year 2023	Mgmt	For	For
4.1	Approve Discharge of Supervisory Board Member Werner Brandt for Fiscal Year 2023	Mgmt	For	For
4.2	Approve Discharge of Supervisory Board Member Ralf Sikorski for Fiscal Year 2023	Mgmt	For	For
4.3	Approve Discharge of Supervisory Board Member Michael Bochinsky for Fiscal Year 2023	Mgmt	For	For
4.4	Approve Discharge of Supervisory Board Member Sandra Bossemeyer for Fiscal Year 2023	Mgmt	For	For
4.5	Approve Discharge of Supervisory Board Member Hans Buenting for Fiscal Year 2023	Mgmt	For	For
4.6	Approve Discharge of Supervisory Board Member Matthias Duerbaum for Fiscal Year 2023	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4.7	Approve Discharge of Supervisory Board Member Ute Gerbaulet for Fiscal Year 2023	Mgmt	For	For
4.8	Approve Discharge of Supervisory Board Member Hans-Peter Keitel for Fiscal Year 2023	Mgmt	For	For
4.9	Approve Discharge of Supervisory Board Member Monika Kircher for Fiscal Year 2023	Mgmt	For	For
4.10	Approve Discharge of Supervisory Board Member Thomas Kufen for Fiscal Year 2023	Mgmt	For	For
4.11	Approve Discharge of Supervisory Board Member Reiner van Limbeck for Fiscal Year 2023	Mgmt	For	For
4.12	Approve Discharge of Supervisory Board Member Harald Louis for Fiscal Year 2023	Mgmt	For	For
4.13	Approve Discharge of Supervisory Board Member Dagmar Paasch for Fiscal Year 2023	Mgmt	For	For
4.14	Approve Discharge of Supervisory Board Member Erhard Schipporeit for Fiscal Year 2023	Mgmt	For	For
4.15	Approve Discharge of Supervisory Board Member Dirk Schumacher for Fiscal Year 2023	Mgmt	For	For
4.16	Approve Discharge of Supervisory Board Member Ullrich Sierau for Fiscal Year 2023	Mgmt	For	For
4.17	Approve Discharge of Supervisory Board Member Hauke Stars for Fiscal Year 2023	Mgmt	For	For
4.18	Approve Discharge of Supervisory Board Member Helle Valentin for Fiscal Year 2023	Mgmt	For	For
4.19	Approve Discharge of Supervisory Board Member Andreas Wagner for Fiscal Year 2023	Mgmt	For	For
4.20	Approve Discharge of Supervisory Board Member Marion Weckes for Fiscal Year 2023	Mgmt	For	For

RWE AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2024	Mgmt	For	For
6.1	Elect Frank Appel to the Supervisory Board	Mgmt	For	For
6.2	Elect Ute Gerbaulet to the Supervisory Board	Mgmt	For	For
6.3	Elect Joerg Rocholl to the Supervisory Board	Mgmt	For	For
6.4	Elect Thomas Westphal to the Supervisory Board	Mgmt	For	For
7	Approve Remuneration Report	Mgmt	For	For

SNAM SpA

Meeting Date: 05/07/2024

Record Date: 04/25/2024

Primary Security ID: T8578N103

Country: Italy

Meeting Type: Annual

Ticker: SRG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Allocation of Income	Mgmt	For	For
3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
4.1	Approve Remuneration Policy	Mgmt	For	For
4.2	Approve Second Section of the Remuneration Report	Mgmt	For	For

MERLIN Properties SOCIMI SA

Meeting Date: 05/08/2024

Record Date: 05/03/2024

Primary Security ID: E7390Z100

Country: Spain

Meeting Type: Annual

Ticker: MRL

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Approve Standalone Financial Statements	Mgmt	For	For
1.2	Approve Consolidated Financial Statements	Mgmt	For	For

MERLIN Properties SOCIMI SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.3	Approve Non-Financial Information Statement	Mgmt	For	For
2.1	Approve Allocation of Income and Dividends	Mgmt	For	For
2.2	Approve Distribution of Share Issuance Premium	Mgmt	For	For
3	Approve Discharge of Board	Mgmt	For	For
4.1	Fix Number of Directors at 14	Mgmt	For	For
4.2	Reelect Ismael Clemente Orrego as Director	Mgmt	For	For
4.3	Reelect Miguel Ollero Barrera as Director	Mgmt	For	For
4.4	Reelect Maria Luisa Jorda Castro as Director	Mgmt	For	For
4.5	Reelect Ana Maria Garcia Fau as Director	Mgmt	For	For
4.6	Reelect Fernando Javier Ortiz Vaamonde as Director	Mgmt	For	For
4.7	Reelect George Donald Johnston as Director	Mgmt	For	For
4.8	Reelect Emilio Novela Berlin as Director	Mgmt	For	For
4.9	Ratify Appointment of and Elect Juan Antonio Alcaraz Garcia as Director	Mgmt	For	For
4.10	Elect Ines Archer Toper as Director	Mgmt	For	For
4.11	Elect Julia Bayon Pedraza as Director	Mgmt	For	For
5	Advisory Vote on Remuneration Report	Mgmt	For	For
6	Amend Article 41	Mgmt	For	For
7	Authorize Company to Call EGM with 15 Days' Notice	Mgmt	For	For
8	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For

ENAV SpA

Meeting Date: 05/10/2024

Record Date: 04/30/2024

Primary Security ID: T3R4KN103

Country: Italy

Meeting Type: Annual/Special

Ticker: ENAV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Amend Company Bylaws Re: Article 8	Mgmt	For	Against
2	Amend Company Bylaws Re: Article 11-bis.1	Mgmt	For	For
3	Amend Company Bylaws Re: Article 21.2	Mgmt	For	For
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Allocation of Income	Mgmt	For	For
3	Approve Remuneration Policy	Mgmt	For	Against
4	Approve Second Section of the Remuneration Report	Mgmt	For	For
5	Approve Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For

Saipem SpA

Meeting Date: 05/14/2024

Record Date: 05/03/2024

Primary Security ID: T82000257

Country: Italy

Meeting Type: Annual

Ticker: SPM

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Allocation of Income	Mgmt	For	For
3.1	Fix Number of Directors	Mgmt	For	For
3.2	Fix Board Terms for Directors	Mgmt	For	For
3.3.1	Slate 1 Submitted by Eni SpA and CDP Equity SpA	SH	None	Against
3.3.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For
3.4	Elect Elisabetta Serafin as Board Chair	SH	None	For
3.5	Approve Remuneration of Directors	SH	None	For
4.1	Approve Remuneration Policy	Mgmt	For	For
4.2	Approve Second Section of the Remuneration Report	Mgmt	For	For

Saipem SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service 2023-2025 Long-Term Variable Incentive Plan	Mgmt	For	For

Eni SpA

Meeting Date: 05/15/2024	Country: Italy	Ticker: ENI
Record Date: 05/06/2024	Meeting Type: Annual/Special	
Primary Security ID: T3643A145		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Allocation of Income	Mgmt	For	For
3	Approve Employees Share Ownership Plan 2024-2026	Mgmt	For	For
4	Approve Remuneration Policy	Mgmt	For	For
5	Approve Second Section of the Remuneration Report	Mgmt	For	For
6	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
7	Authorize Use of Available Reserves for Dividend Distribution	Mgmt	For	For
8	Authorize Cancellation of Repurchased Shares without Reduction of Share Capital	Mgmt	For	For

Euronext NV

Meeting Date: 05/15/2024	Country: Netherlands	Ticker: ENX
Record Date: 04/17/2024	Meeting Type: Annual	
Primary Security ID: N3113K397		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3.c	Approve Remuneration Report	Mgmt	For	Against
3.d	Adopt Financial Statements and Statutory Reports	Mgmt	For	For
3.e	Approve Dividends	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3.f	Approve Discharge of Management Board	Mgmt	For	For
3.g	Approve Discharge of Supervisory Board	Mgmt	For	For
4.a	Reelect Dick Sluimers to Supervisory Board	Mgmt	For	For
4.b	Elect Fedra Ribeiro to Supervisory Board	Mgmt	For	For
4.c	Elect Muriel De Lathouwer to Supervisory Board	Mgmt	For	For
4.d	Elect Koen Van Loo to Supervisory Board	Mgmt	For	For
5.a	Reelect Oivind Amundsen to Management Board	Mgmt	For	For
5.b	Reelect Simone Huis in 't Veld to Management Board	Mgmt	For	For
5.c	Elect Simon Gallagher to Management Board	Mgmt	For	For
6	Ratify KPMG Accountants N.V. as Auditors	Mgmt	For	For
7	Approve Cancellation of Shares	Mgmt	For	For
8.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For
8.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For
9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For

E.ON SE

Meeting Date: 05/16/2024

Record Date: 05/09/2024

Primary Security ID: D24914133

Country: Germany

Meeting Type: Annual

Ticker: EOAN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 0.53 per Share	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For

E.ON SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5.1	Ratify KPMG AG as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements for the Fiscal Year 2024 and the First Quarter of Fiscal Year 2025	Mgmt	For	For
5.2	Ratify KPMG AG as Auditor for the Sustainability Reporting for Fiscal Year 2024	Mgmt	For	For
6	Approve Remuneration Report	Mgmt	For	For
7	Amend Articles Re: Transactions Requiring Supervisory Board Approval	Mgmt	For	For
8	Approve Creation of EUR 528 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For
9	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 6 Billion; Approve Creation of EUR 264 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For
10	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For
11	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For

WIIT SpA

Meeting Date: 05/16/2024	Country: Italy	Ticker: WIIT
Record Date: 05/07/2024	Meeting Type: Annual/Special	
Primary Security ID: T9814H140		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
1.2	Approve Allocation of Income	Mgmt	For	For
2.1	Fix Number of Directors	SH	None	For
2.2	Fix Board Terms for Directors	SH	None	For
2.3.1	Slate 1 Submitted by WIIT Fin Srl	SH	None	Against

WIIT SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2.3.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For
2.4	Approve Remuneration of Directors	SH	None	For
3.1.1	Slate 1 Submitted by WIIT Fin Srl	SH	None	Against
3.1.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For
3.2	Approve Internal Auditors' Remuneration	SH	None	For
4	Approve Monetary Incentive Plan	Mgmt	For	Against
5.1	Approve Remuneration Policy	Mgmt	For	Against
5.2	Approve Second Section of the Remuneration Report	Mgmt	For	Against
6	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	Against
1	Approve Capital Increase without Preemptive Rights	Mgmt	For	For
2	Amend Company Bylaws Re: Article 7	Mgmt	For	Against
3	Amend Company Bylaws Re: Article 11	Mgmt	For	Against
4	Approve Capital Increase and Convertible Bond Issuance Without Preemptive Rights	Mgmt	For	Against

United Internet AG

Meeting Date: 05/17/2024

Record Date: 05/10/2024

Primary Security ID: D8542B125

Country: Germany

Meeting Type: Annual

Ticker: UTDI

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 0.50 per Share	Mgmt	For	For
3.1	Approve Discharge of Management Board Member Ralph Dommermuth for Fiscal Year 2023	Mgmt	For	For

United Internet AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3.2	Approve Discharge of Management Board Member Martin Mildner for Fiscal Year 2023	Mgmt	For	For
3.3	Approve Discharge of Management Board Member Ralf Hartings for Fiscal Year 2023	Mgmt	For	For
3.4	Approve Discharge of Management Board Member Markus Huhn for Fiscal Year 2023	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements for the Fiscal Year 2024 and the First Quarter of Fiscal Year 2025	Mgmt	For	For
6	Approve Remuneration Report	Mgmt	For	Against

Bolloré SE

Meeting Date: 05/22/2024	Country: France	Ticker: BOL
Record Date: 05/20/2024	Meeting Type: Annual/Special	
Primary Security ID: F10659260		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Discharge Directors	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 0.07 per Share	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	Against
5	Reelect Sophie Johanna Kloosterman as Director	Mgmt	For	For
6	Reelect Alexandre Picciotto as Director	Mgmt	For	For

Bollore SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7	Appoint Deloitte & Associes as Authorized Sustainability Auditors	Mgmt	For	For
8	Appoint Grant Thornton as Authorized Sustainability Auditors	Mgmt	For	For
9	Authorize Repurchase of Up to 9.99 Percent of Issued Share Capital	Mgmt	For	Against
10	Approve Compensation Report	Mgmt	For	Against
11	Approve Compensation of Cyrille Bollore, Chairman and CEO	Mgmt	For	Against
12	Approve Remuneration Policy of Directors	Mgmt	For	For
13	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Against
14	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
15	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

Orange SA

Meeting Date: 05/22/2024	Country: France	Ticker: ORA
Record Date: 05/20/2024	Meeting Type: Annual/Special	
Primary Security ID: F6866T100		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 0.72 per Share	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Regarding One New Transaction	Mgmt	For	For
5	Reelect Christel Heydemann as Director	Mgmt	For	For
6	Reelect Frederic Sanchez as Director	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
7	Elect Thierry Chatelier as Representative of Employee Shareholders to the Board	Mgmt	For	For
8	Appoint Deloitte & Associates as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For
9	Appoint KPMG as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For
10	Approve Compensation Report	Mgmt	For	For
11	Approve Compensation of Christel Heydemann, CEO	Mgmt	For	For
12	Approve Compensation of Jacques Aschenbroich, Chairman of the Board	Mgmt	For	For
13	Approve Remuneration Policy of CEO	Mgmt	For	For
14	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For
15	Approve Remuneration Policy of Directors	Mgmt	For	For
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
17	Authorize up to 0.12 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Key Employees and Corporate Officers With Performance Conditions Attached	Mgmt	For	For
18	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For
19	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For
20	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For
A	Amending Item 17 of Current Meeting to either Align the Employees' Free Shares Plans to the Executives' LTIPs or Proceed to an Annual Issuance Reserved for Employees Aligned with the Terms of Issuances used in Employees Stock Purchase Plans	SH	Against	Against

Enel SpA

Meeting Date: 05/23/2024

Record Date: 05/14/2024

Primary Security ID: T3679P115

Country: Italy

Meeting Type: Annual

Ticker: ENEL

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Allocation of Income	Mgmt	For	For
3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
4	Approve Long Term Incentive Plan 2024	Mgmt	For	For
5.1	Approve Remuneration Policy	Mgmt	For	For
5.2	Approve Second Section of the Remuneration Report	Mgmt	For	For

Safran SA

Meeting Date: 05/23/2024

Record Date: 05/21/2024

Primary Security ID: F4035A557

Country: France

Meeting Type: Annual

Ticker: SAF

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 2.20 per Share	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Regarding Two New Transactions	Mgmt	For	For
5	Reelect Patricia Bellinger as Independent Director	Mgmt	For	For
6	Elect Pascale Dosda as Representative of Employee Shareholders to the Board	Mgmt	For	For
7	Reelect Anne Aubert as Representative of Employee Shareholders to the Board	Mgmt	For	For

Safran SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
8	Appoint Mazars as Auditor for the Sustainability Reporting	Mgmt	For	For
9	Appoint Ernst & Young et Autres as Auditor for the Sustainability Reporting	Mgmt	For	For
10	Approve Compensation of Ross McInnes, Chairman of the Board	Mgmt	For	For
11	Approve Compensation of Olivier Andries, CEO	Mgmt	For	For
12	Approve Compensation Report of Corporate Officers	Mgmt	For	For
13	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For
14	Approve Remuneration Policy of CEO	Mgmt	For	For
15	Approve Remuneration Policy of Directors	Mgmt	For	For
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
17	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

Leonardo SpA

Meeting Date: 05/24/2024

Record Date: 05/08/2024

Primary Security ID: T6S996112

Country: Italy

Meeting Type: Annual/Special

Ticker: LDO

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1a	Amend Company Bylaws Re: Article 2.2	Mgmt	For	For
1b	Amend Company Bylaws Re: Article 5.1	Mgmt	For	For
1c	Amend Company Bylaws Re: Articles 5.1-ter, 16.7 and 22.4	Mgmt	For	For
1d	Amend Company Bylaws Re: Articles 15.2 and 17.3	Mgmt	For	For
1e	Amend Company Bylaws Re: Articles 16.1, 16.2, 16.3, 18.3 and 28.3	Mgmt	For	For
1f	Amend Company Bylaws Re: Article 17.1	Mgmt	For	For
1g	Amend Company Bylaws Re: Article 18.4	Mgmt	For	Against

Leonardo SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1h	Amend Articles Re: Articles 28.1 and 28.3; Addition of Article 34 to Company Bylaws	Mgmt	For	For
1i	Amend Articles Re: Articles 20.3 and 28.4	Mgmt	For	For
1j	Amend Articles Re: Article 24.2	Mgmt	For	For
1k	Amend Company Bylaws	Mgmt	For	For
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Allocation of Income	Mgmt	For	For
3.1	Slate 1 Submitted by Ministry of Economy and Finance	SH	None	For
3.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	Against
4	Appoint Chairman of Internal Statutory Auditors	SH	None	For
5	Approve Internal Auditors' Remuneration	SH	None	For
6	Approve Long-Term Incentive Plan	Mgmt	For	For
7	Approve Remuneration Policy	Mgmt	For	For
8	Approve Second Section of the Remuneration Report	Mgmt	For	For

Fine Foods & Pharmaceuticals N.T.M. SpA

Meeting Date: 05/29/2024

Record Date: 05/20/2024

Primary Security ID: T5R98P106

Country: Italy

Meeting Type: Annual

Ticker: FF

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
1.2	Approve Treatment of Net Loss	Mgmt	For	For
2	Approve Dividend Distribution	Mgmt	For	For
3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
4.1	Approve Remuneration Policy	Mgmt	For	Against
4.2	Approve Second Section of the Remuneration Report	Mgmt	For	Against
5.1	Fix Number of Directors	SH	None	For

Fine Foods & Pharmaceuticals N.T.M. SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5.2	Fix Board Terms for Directors	SH	None	For
5.3.1	Slate 1 Submitted by Eigenfin Srl	SH	None	Against
5.3.2	Slate 2 Submitted by Inarcassa Cassa Nazionale di Previdenza ed Assistenza Forense e FONDOPOSTE	SH	None	Against
5.3.3	Slate 3 Submitted by Institutional Investors (Assogestioni)	SH	None	For
5.3.4	Slate 4 Submitted by Enerfin Srl, Avv. Francesco Gianni and Ing. Paolo Ferrario/ Augent Partners Srl	SH	None	Against
5.4	Elect Marco Francesco Eigenmann as Board Chair	SH	None	For
5.5	Approve Remuneration of Directors	SH	None	For
6.1.1	Slate 1 Submitted by Eigenfin Srl	SH	None	Against
6.1.2	Slate 2 Submitted by Inarcassa Cassa Nazionale di Previdenza ed Assistenza Forense e FONDOPOSTE	SH	None	Against
6.1.3	Slate 3 Submitted by Institutional Investors (Assogestioni)	SH	None	For
6.1.4	Slate 4 Submitted by Enerfin Srl, Avv. Francesco Gianni and Ing. Paolo Ferrario/ Augent Partners Srl	SH	None	Against
6.2	Appoint Chairman of Internal Statutory Auditors	SH	None	For
6.3	Approve Internal Auditors' Remuneration	SH	None	For

Investment Company Report

FINE FOODS & PHARMACEUTICALS N.T.M. S.P.A.

Security	T5R98P106	Meeting Type	Annual General Meeting
Ticker Symbol		Meeting Date	29-May-2024
ISIN	IT0005215329	Agenda	718593557 - Management

Item	Proposal	Proposed by	Vote	Management Recommendation	For/Against Management	Preferred Provider Recommendation	For/Against Preferred Provider Recommendation
CMMT	VOTING MUST BE LODGED WITH BENEFICIAL OWNER DETAILS AS PROVIDED BY YOUR-CUSTODIAN BANK. IF NO BENEFICIAL OWNER DETAILS ARE PROVIDED, YOUR-INSTRUCTIONS MAY BE REJECTED.	Non-Voting					
CMMT	VOTING MUST BE LODGED WITH SHAREHOLDER DETAILS AS PROVIDED BY YOUR CUSTODIAN-BANK. IF NO SHAREHOLDER DETAILS ARE PROVIDED, YOUR INSTRUCTIONS MAY BE-REJECTED.	Non-Voting					
CMMT	PLEASE NOTE THAT THIS IS AN AMENDMENT TO MEETING ID 162061 DUE TO RECEIVED-UPDATED AGENDA AS SLATES FOR RESOLUTION 9 AND 12. ALL VOTES RECEIVED ON THE-PREVIOUS MEETING WILL BE DISREGARDED AND YOU WILL NEED TO REINSTRUCT ON THIS-MEETING NOTICE. THANK YOU.	Non-Voting					
CMMT	INTERMEDIARY CLIENTS ONLY - PLEASE NOTE THAT IF YOU ARE CLASSIFIED AS AN-INTERMEDIARY CLIENT UNDER THE SHAREHOLDER RIGHTS DIRECTIVE II, YOU SHOULD BE-PROVIDING THE UNDERLYING SHAREHOLDER INFORMATION AT THE VOTE INSTRUCTION-LEVEL. IF YOU ARE UNSURE ON HOW TO PROVIDE THIS LEVEL OF DATA TO BROADRIDGE-OUTSIDE OF PROXYEDGE, PLEASE SPEAK TO YOUR DEDICATED CLIENT SERVICE-REPRESENTATIVE FOR ASSISTANCE	Non-Voting					
0010	Management Proposal	Management	For	For	For		
0020	Management Proposal	Management	For	For	For		
0030	Management Proposal	Management	For	For	For		
0040	Management Proposal	Management	For	For	For		
0050	Management Proposal	Management	Against	For	Against		
0060	Management Proposal	Management	Against	For	Against		
0070	Management Proposal	Management	For	For	For		
0080	Management Proposal	Management	For	For	For		

Investment Company Report

CMMT	PLEASE NOTE THAT ALTHOUGH THERE ARE 4 SLATES TO BE ELECTED AS DIRECTORS,-THERE IS ONLY 1 VACANCY AVAILABLE TO BE FILLED AT THE MEETING. THE STANDING-INSTRUCTIONS FOR THIS MEETING WILL BE DISABLED AND, IF YOU CHOOSE, YOU ARE-REQUIRED TO VOTE FOR, AGAINST OR ABSTAIN ON ONLY 1 OF THE 4 SLATES AND TO-SELECT 'CLEAR' FOR THE OTHERS. THANK YOU	Non-Voting				
009A	GPS S/H Director	Shareholder		None		
009B	GPS S/H Director	Shareholder		None		
009C	GPS S/H Director	Shareholder	For	None		
009D	GPS S/H Director	Shareholder		None		
0100	Management Proposal	Management	For	For	For	
0110	Management Proposal	Management	For	For	For	
CMMT	PLEASE NOTE THAT ALTHOUGH THERE ARE 4 OPTIONS TO INDICATE A PREFERENCE ON-THIS RESOLUTIONS, ONLY ONE CAN BE SELECTED. THE STANDING INSTRUCTIONS FOR-THIS MEETING WILL BE DISABLED AND, IF YOU CHOOSE, YOU ARE REQUIRED TO VOTE-FOR ONLY 1 OF THE 4 OPTIONS BELOW FOR RESOLUTIONS 012A TO 012D, YOUR OTHER-VOTES MUST BE EITHER AGAINST OR ABSTAIN THANK YOU	Non-Voting				
012A	Shareholder Proposal	Shareholder	Against	None		
012B	Shareholder Proposal	Shareholder	Against	None		
012C	Shareholder Proposal	Shareholder	For	None		
012D	Shareholder Proposal	Shareholder	Against	None		
0130	Management Proposal	Management	For	For	For	
0140	Management Proposal	Management	For	For	For	

Account Number	Account Name	Internal Account	Custodian	Ballot Shares	Unavailable Shares	Vote Date	Date Confirmed
975771053728070B	KAIROS AIS REN ELTIF - KAIROS ALT INV SA SICAV	975771053728070B	BNP PARIBAS SA	220,921	0	21-May-2024	21-May-2024

Riepilogo delle votazioni espresse

Giugno 2024

Nel documento si riepilogano le assemblee a cui Kairos Partners SGR ha partecipato e le votazioni espresse, in linea con la propria policy ESG, per ciascun punto degli ordini del giorno.

Kairos Partners SGR S.p.A.

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Socio unico Anima Holding S.p.A. - Capitale sociale euro 5.084.124 i.v. - Cod. Fisc./P.IVA e Reg. Imprese di Milano n. 12825720159 - R.E.A. 1590299

Iscritta all'Albo delle SGR ex art. 35 TUF al n. 21 Sezione Gestori OICVM e al n. 26 Sezione Gestori FIA - Aderente al Fondo Nazionale di Garanzia.

Appartenente al Gruppo Bancario Banco BPM e soggetta all'attività di direzione e coordinamento di Banco BPM S.p.A.

VOTE SUMMARY REPORT

REPORTING PERIOD: 06/01/2024 to 06/30/2024

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): ALL INSTITUTION ACCOUNTS

Digital Value SpA

Meeting Date: 06/05/2024Country: ItalyTicker: DGV

Record Date: 05/27/2024Meeting Type: Annual/Special

Primary Security ID: T3R2CE106

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
1.2	Approve Allocation of Income	Mgmt	For	For
2.1	Approve Remuneration Policy	Mgmt	For	Abstain
2.2	Approve Second Section of the Remuneration Report	Mgmt	For	For
3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
1	Approve Issuance of Shares for a Private Placement Reserved to In Holding SpA	Mgmt	For	For
2	Approve Issuance of Shares for a Private Placement Reserved to HTT Srl	Mgmt	For	For

Compagnie de Saint-Gobain SA

Meeting Date: 06/06/2024Country: FranceTicker: SGO

Record Date: 06/04/2024Meeting Type: Annual/Special

Primary Security ID: F80343100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 2.10 per Share	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For

Compagnie de Saint-Gobain SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
5	Reelect Jean-Francois Cirelli as Director	Mgmt	For	For
6	Elect Sophie Brochu as Director	Mgmt	For	For
7	Elect Helene de Tissot as Director	Mgmt	For	For
8	Elect Geoffroy Roux de Bezieux as Director	Mgmt	For	For
9	Approve Compensation of Pierre-Andre de Chalendar, Chairman of the Board	Mgmt	For	For
10	Approve Compensation of Benoit Bazin, CEO	Mgmt	For	For
11	Approve Compensation Report of Corporate Officers	Mgmt	For	For
12	Approve Remuneration Policy of Chairman of the Board from January 1, 2024 to June 6, 2024	Mgmt	For	For
13	Approve Remuneration Policy of CEO from January 1, 2024 to June 6, 2024	Mgmt	For	For
14	Approve Remuneration Policy of Chairman and CEO from June 7, 2024 to December 31, 2024	Mgmt	For	For
15	Approve Remuneration Policy of Directors	Mgmt	For	For
16	Approve Remuneration of Directors in the Aggregate Amount of EUR 1,600,000	Mgmt	For	For
17	Renew Appointment of KPMG SA as Auditor	Mgmt	For	For
18	Appoint Deloitte & Associes as Auditor for the Sustainability Reporting	Mgmt	For	For
19	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For
20	Amend Articles 11, 16 and 18 of Bylaws Re: Lead Director	Mgmt	For	For
21	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For

Iren SpA

Meeting Date: 06/27/2024	Country: Italy	Ticker: IRE
Record Date: 06/18/2024	Meeting Type: Annual	
Primary Security ID: T5551Y106		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Elect Paola Girdinio as Director	SH	None	For
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For
3	Approve Allocation of Income	Mgmt	For	For
4	Approve Remuneration Policy	Mgmt	For	For
5	Approve Second Section of the Remuneration Report	Mgmt	For	For
6	Approve Maximum Amount for the Remuneration of the Chair and Executive Deputy Chair for the Period of Vacancy of the Ceased CEO	Mgmt	For	For
7.1	Slate 1 Submitted by Finanziaria Sviluppo Utilities Srl, FCT Holding Spa Socio Unico Comune di Torino, and Comune di Reggio Emilia	SH	None	Against
7.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For
8	Approve Internal Auditors' Remuneration	SH	None	For

Riepilogo delle votazioni espresse

Luglio 2024

Nel documento si riepilogano le assemblee a cui Kairos Partners SGR ha partecipato e le votazioni espresse, in linea con la propria policy ESG, per ciascun punto degli ordini del giorno.

Kairos Partners SGR S.p.A.

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Socio unico Anima Holding S.p.A. - Capitale sociale euro 5.084.124 i.v. - Cod. Fisc./P.IVA e Reg. Imprese di Milano n. 12825720159 - R.E.A. 1590299

Iscritta all'Albo delle SGR ex art. 35 TUF al n. 21 Sezione Gestori OICVM e al n. 26 Sezione Gestori FIA - Aderente al Fondo Nazionale di Garanzia.

Appartenente al Gruppo Bancario Banco BPM e soggetta all'attività di direzione e coordinamento di Banco BPM S.p.A.

VOTE SUMMARY REPORT

REPORTING PERIOD: 07/01/2024 to 07/31/2024

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): ALL INSTITUTION ACCOUNTS

Antares Vision SpA

Meeting Date: 07/10/2024

Country: Italy

Ticker: AV

Record Date: 07/01/2024

Meeting Type: Annual/Special

Primary Security ID: TOR29B102

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Amend Company Bylaws Re: Articles 10 and 11	Mgmt	For	Abstain
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
2	Approve Treatment of Net Loss	Mgmt	For	For
3.1	Fix Number of Directors	SH	None	For
3.2	Fix Board Terms for Directors	SH	None	For
3.3.1	Slate 1 Submitted by Regolo SpA	SH	None	Against
3.3.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For
3.4	Elect Emidio Zorzella as Board Chair	SH	None	For
3.5	Approve Remuneration of Directors	SH	None	For
4.1.1	Slate 1 Submitted by Regolo SpA	SH	None	Against
4.1.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For
4.2	Appoint Chairman of Internal Statutory Auditors	SH	None	For
4.3	Approve Internal Auditors' Remuneration	SH	None	For
5	Approve Remuneration Policy	Mgmt	For	For
6	Approve Second Section of the Remuneration Report	Mgmt	For	For
7	Approve Share Incentive Plan	Mgmt	For	For
8	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For

Riepilogo delle votazioni espresse

Agosto 2024

Nel documento si riepilogano le assemblee a cui Kairos Partners SGR ha partecipato e le votazioni espresse, in linea con la propria policy ESG, per ciascun punto degli ordini del giorno.

Kairos Partners SGR S.p.A.

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Socio unico Anima Holding S.p.A. - Capitale sociale euro 5.084.124 i.v. - Cod. Fisc./P.IVA e Reg. Imprese di Milano n. 12825720159 - R.E.A. 1590299

Iscritta all'Albo delle SGR ex art. 35 TUF al n. 21 Sezione Gestori OICVM e al n. 26 Sezione Gestori FIA - Aderente al Fondo Nazionale di Garanzia.

Appartenente al Gruppo Bancario Banco BPM e soggetta all'attività di direzione e coordinamento di Banco BPM S.p.A.

VOTE SUMMARY REPORT

REPORTING PERIOD: 08/01/2024 to 08/31/2024

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): ALL INSTITUTION ACCOUNTS

Abitare In SpA

Meeting Date: 08/05/2024Country: ItalyTicker: ABT

Record Date: 07/25/2024Meeting Type: Ordinary Shareholders

Primary Security ID: T0R33G121

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Remuneration of Directors	Mgmt	For	Against
2	Approve Remuneration Policy	Mgmt	For	Against

SeSa SpA

Meeting Date: 08/28/2024Country: ItalyTicker: SES

Record Date: 08/19/2024Meeting Type: Annual/Special

Primary Security ID: T8T09M129

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For
1.2	Approve Allocation of Income	Mgmt	For	For
2.1	Approve Remuneration Policy	Mgmt	For	Against
2.2	Approve Second Section of the Remuneration Report	Mgmt	For	Against
3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For
4.1	Fix Number of Directors	SH	None	For
4.2	Fix Board Terms for Directors	SH	None	For
4.3.1	Slate 1 Submitted by ITH SpA	SH	None	Against
4.3.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For
4.4	Elect Paolo Castellacci as Board Chair	SH	None	For
4.5	Approve Remuneration of Directors	SH	None	For
1	Amend Company Bylaws Re: Articles 11, 12, 19, and 23	Mgmt	For	Against

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
2	Amend Company Bylaws Re: Article 7 to Amend the Matters to which Increased Voting Rights Apply	Mgmt	For	Against
3	Allow Additional Voting Right for Shares with Double Voting Rights	Mgmt	For	Against

Investment Company Report

ABITARE IN S.P.A.

Security	T0R33G121	Meeting Type	Annual General Meeting
Ticker Symbol		Meeting Date	05-Aug-2024
ISIN	IT0005445280	Agenda	718836123 - Management

Item	Proposal	Proposed by	Vote	Management Recommendation	For/Against Management	Preferred Provider Recommendation	For/Against Preferred Provider Recommendation
CMMT	VOTING MUST BE LODGED WITH BENEFICIAL OWNER DETAILS AS PROVIDED BY YOUR-CUSTODIAN BANK. IF NO BENEFICIAL OWNER DETAILS ARE PROVIDED, YOUR-INSTRUCTIONS MAY BE REJECTED.	Non-Voting					
CMMT	VOTING MUST BE LODGED WITH SHAREHOLDER DETAILS AS PROVIDED BY YOUR CUSTODIAN-BANK. IF NO SHAREHOLDER DETAILS ARE PROVIDED, YOUR INSTRUCTIONS MAY BE-REJECTED.	Non-Voting					
0010	Management Proposal	Management	Against	For	Against		
0020	Management Proposal	Management	Against	For	Against		
CMMT	10 JUL 2024: INTERMEDIARY CLIENTS ONLY - PLEASE NOTE THAT IF YOU ARE-CLASSIFIED AS AN INTERMEDIARY CLIENT UNDER THE SHAREHOLDER RIGHTS DIRECTIVE-II, YOU SHOULD BE PROVIDING THE UNDERLYING SHAREHOLDER INFORMATION AT THE-VOTE INSTRUCTION LEVEL. IF YOU ARE UNSURE ON HOW TO PROVIDE THIS LEVEL OF-DATA TO BROADRIDGE OUTSIDE OF PROXYEDGE, PLEASE SPEAK TO YOUR DEDICATED-CLIENT SERVICE REPRESENTATIVE FOR ASSISTANCE	Non-Voting					
CMMT	10 JUL 2024: PLEASE NOTE THAT THIS IS A REVISION DUE TO ADDITION OF COMMENT.-IF YOU HAVE ALREADY SENT IN YOUR VOTES, PLEASE DO NOT VOTE AGAIN UNLESS YOU-DECIDE TO AMEND YOUR ORIGINAL INSTRUCTIONS. THANK YOU	Non-Voting					

Account Number	Account Name	Internal Account	Custodian	Ballot Shares	Unavailable Shares	Vote Date	Date Confirmed
975771053728070B	KAIROS AIS REN ELTIF - KAIROS ALT INV SA SICAV	975771053728070B	BNP PARIBAS SA	536,104	0	25-Jul-2024	25-Jul-2024