



Abstimmungsbericht

1. Januar 2023 bis 31. Dezember 2023

Einführung

BANTLEON versteht sich als aktiver und nachhaltigkeitsbewusster Vermögensverwalter. Bei den von uns verwalteten Investmentvermögen legen wir grundsätzlich großen Wert auf die aktive Mitwirkung in den Portfoliogesellschaften in Form eines regelmäßigen Austauschs mit Unternehmensvertretern und der zielgerichteten Ausübung von Stimmrechten. Die Ausübung von Stimmrechten erfolgt auf Basis der Mitwirkungspolitik der BANTLEON GmbH, welche im Internet unter <https://www.bantleon.com/ueber-uns/mitwirkungspolitik> verfügbar ist.

Die Mitwirkungspolitik wird auf all diejenigen Portfoliogesellschaften angewendet, die (in Form von Aktien) in von der BANTLEON GmbH verwalteten Investmentvermögen enthalten sind, mit Ausnahme derjenigen Portfoliogesellschaften, die im Sinne des § 134b Abs. 3 AktG eine unbedeutende Beteiligung darstellen. Die BANTLEON GmbH definiert eine Beteiligung als unbedeutend, wenn dem insgesamt verwalteten Investmentvermögen weniger als 0,5% der ausstehenden Aktien einer Portfoliogesellschaft zuzurechnen sind. In diesen Fällen liegt die Ausübung der Stimmrechte im Ermessen der BANTLEON GmbH und wird insbesondere dann vorgenommen, wenn spezifische Merkmale einzelner Anlagestrategien, denen die Stimmrechte zuzuordnen sind, dies erforderlich machen (z.B. ESG-Konformität). Was den aktiven Austausch mit den Organen der Portfoliogesellschaften sowie wesentlichen Stakeholdern anbelangt, konzentriert sich die BANTLEON GmbH auf börsennotierte Gesellschaften innerhalb des Europäischen Wirtschaftsraums (EWR) sowie diejenigen Unternehmen außerhalb des EWR, bei denen diese Art der aktiven Einflussnahme angesichts des hohen Aufwands gerechtfertigt und gewichtig ist.

Überblick Abstimmungen im Geschäftsjahr 2023

Im Geschäftsjahr 2023 enthielt das von der BANTLEON GmbH verwaltete Investmentvermögen folgende bedeutende Beteiligungen im Sinne der Mitwirkungspolitik: *European Healthcare Acquisition & Growth Company B.V.* | ISIN: NL0015000K10; *468 SPAC II SE* | ISIN: LU2380748603; *Va-Q-tec AG* | ISIN: DE000A32VPJ3; *Essential Metals* | ISIN: AU0000096943; *Better Bed Holding* | ISIN: NL000039943. Im Berichtszeitraum wurden die Stimmrechte bei sämtlichen angefallenen Ereignissen ausgeübt. Zusätzlich wurde die Ausübung der Stimmrechte in folgenden ESG-konformen Publikumsfonds vorgenommen:

- BANTLEON SELECT INFRASTRUCTURE
- BANTLEON CHANGING WORLD
- BANTLEON EVENT DRIVEN EQUITIES

Einsatz von Stimmrechtsberatern

Die BANTLEON GmbH hat im Geschäftsjahr 2023 keine über die reine Bereitstellung der ProxyExchange-Plattform hinausgehenden Services von externen Stimmrechtsberatern in Anspruch genommen.

Zusammenarbeit mit anderen Aktionären

Im Geschäftsjahr 2023 fand keine Zusammenarbeit mit anderen Aktionären im Rahmen gemeinsamer Initiativen zur Verbesserung der Haltung der Portfoliogesellschaften zu Fragestellungen aus den Bereichen Umwelt, Soziales und Unternehmensführung (ESG) statt.

Board Statistics Report



Parameters Used:

Location(s): All locations
 Account Group(s): All account groups
 Institution Account(s): BANTLEON SELECT INFRASTRUCTURE
 Custodian Account(s): All custodian accounts
 Reporting Period: 12/31/22 to 12/31/23

Meeting Overview

Category	Number	Percentage
Number of votable meetings	42	
Number of meetings voted	26	61.90%
Number of meetings with at least 1 vote Against, Withhold or Abstain	20	47.62%

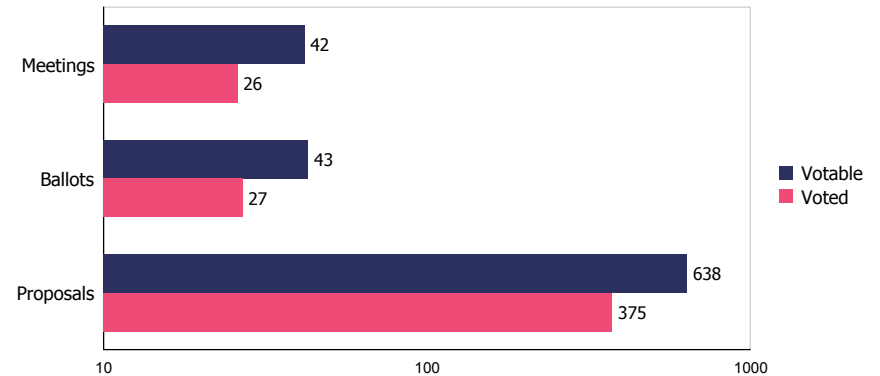
Ballot Overview

Category	Number	Percentage
Number of votable ballots	43	
Number of ballots voted	27	62.79%

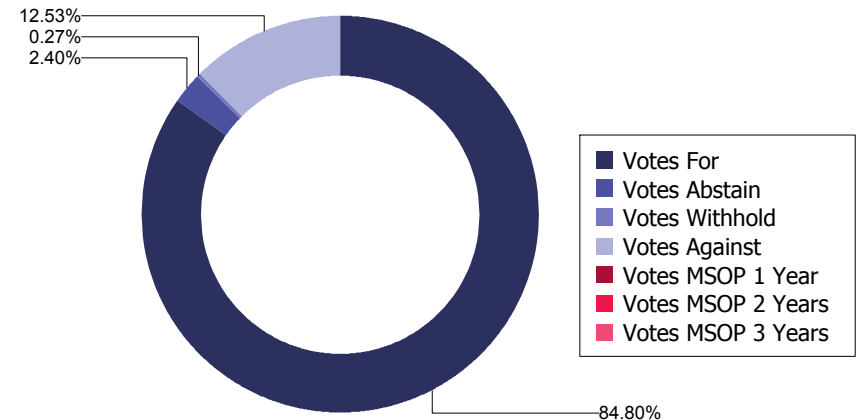
Proposal Overview

Category	Number	Percentage
Number of votable items	638	
Number of items voted	375	58.78%
Number of votes FOR	318	84.80%
Number of votes AGAINST	47	12.53%
Number of votes ABSTAIN	9	2.40%
Number of votes WITHHOLD	1	0.27%
Number of votes on MSOP Frequency 1 Year	0	0.00%
Number of votes on MSOP Frequency 2 Years	0	0.00%
Number of votes on MSOP Frequency 3 Years	0	0.00%
Number of votes With Policy	0	0.00%
Number of votes Against Policy	0	0.00%
Number of votes With Mgmt	325	86.67%
Number of votes Against Mgmt	50	13.33%
Number of votes on MSOP (exclude frequency)	26	6.93%
Number of votes on Shareholder Proposals	7	1.87%

Voting Statistics



Vote Cast Statistics

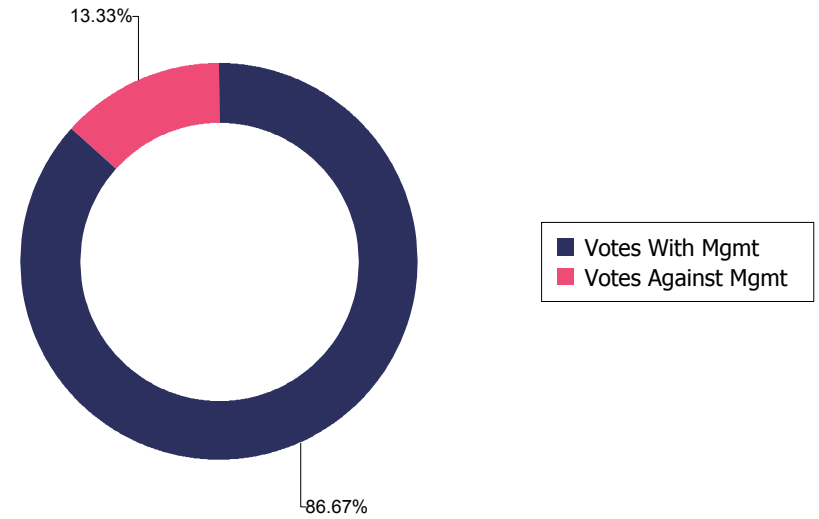


Note: "MSOP" frequency = Management Say On Pay frequency proposal votes allow shareholders to determine whether, going forward, the "say-on-pay" vote to approve compensation should occur every one, two, or three years. For all calculations in this report, only ballots in status Confirmed or Sent are considered voted. All other ballot statuses are considered unvoted. Do Not Vote instructions are not considered voted and re-registration events are not included. Notwithstanding the above, each unique vote cast is counted within all calculations. In cases of different votes submitted for an individual agenda item, votes cast are discretely counted by vote cast (For, Against, etc.) per proposal. This may result in voting totals exceeding the number of votable items. Withhold vote instructions, predominantly seen in the US market for companies using a plurality vote standard, denote a contrary vote opinion on director elections; for further information, please review ISS' policy guidelines : <https://www.issgovernance.com/policy-gateway/voting-policies>

Vote Alignment with Policy

No graphical representation provided.

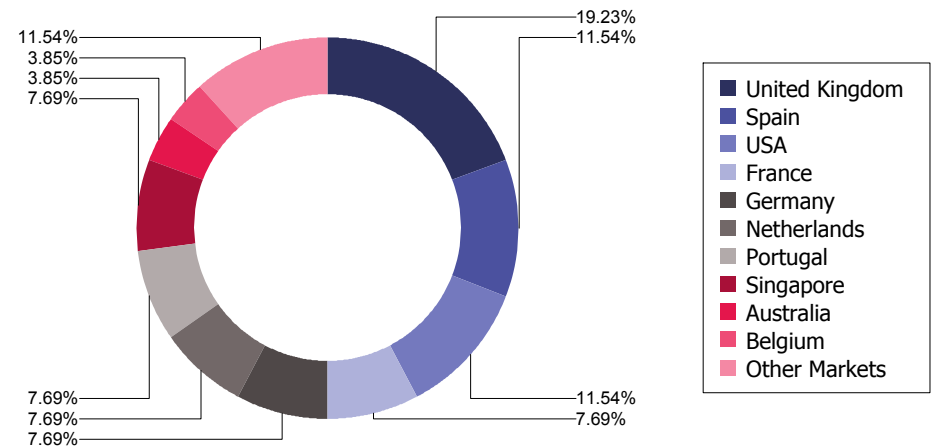
Vote Alignment with Management



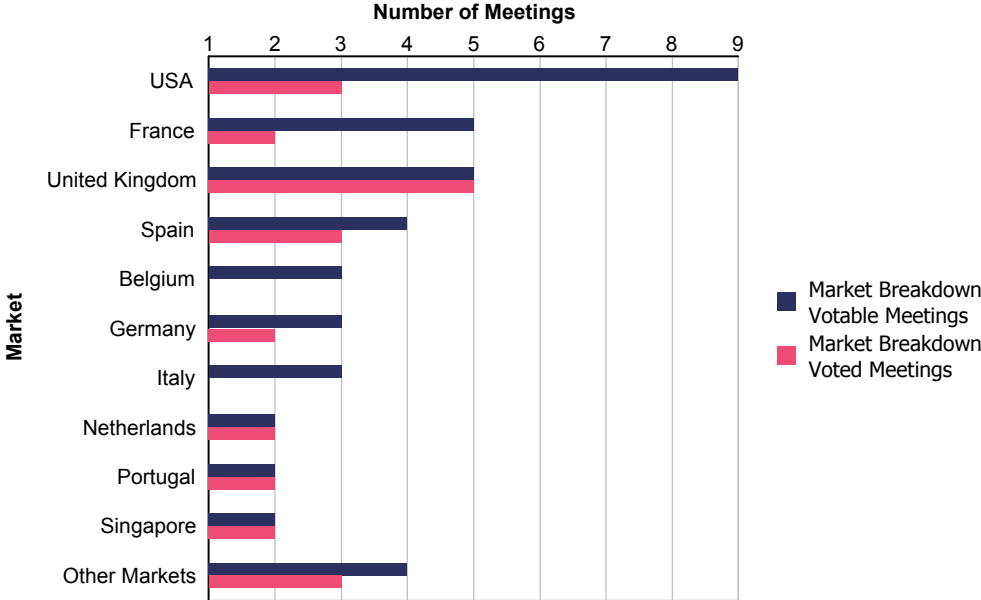
Market Breakdown

Market	Votable Meetings	Voted Meetings	Percentage
USA	9	3	33.33%
France	5	2	40.00%
United Kingdom	5	5	100.00%
Spain	4	3	75.00%
Belgium	3	1	33.33%
Germany	3	2	66.67%
Italy	3	1	33.33%
Netherlands	2	2	100.00%
Portugal	2	2	100.00%
Singapore	2	2	100.00%
Australia	1	1	100.00%
Canada	1	1	100.00%
Luxembourg	1	1	100.00%
Sweden	1	0	0.00%

Meetings Voted by Market



Market Voting Statistics



Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Deutsche Telekom AG	05-Apr-23	Germany	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	7. Approve Virtual-Only Shareholder Meetings Until 2025	Against
EDP-Energias de Portugal SA	12-Apr-23	Portugal	G	Director Related - Board Related	Approve Executive Appointment	8. Elect Pedro Collares Pereira de Vasconcelos as Executive Director for 2021-2023 Term	Against
Ferrovial SA	12-Apr-23	Spain	G	Audit Related - Auditor Related	Ratify Auditors	4. Renew Appointment of Ernst & Young as Auditor	Against
Atlantica Sustainable Infrastructure Plc	13-Apr-23	United Kingdom	G	Audit Related - Auditor Related	Ratify Auditors	13. Reappoint Ernst & Young LLP and Ernst & Young S.L. as Auditors	Against
Infrastrutture Wireless Italiane SpA	18-Apr-23	Italy	G	Audit Related - Auditor Related	Authorize Board to Fix Remuneration of External Auditor(s)	8. Adjust Remuneration of External Auditors	Abstain
Infrastrutture Wireless Italiane SpA	18-Apr-23	Italy	G	Director Related - Discharge	Deliberations on Possible Legal Action Against Directors/ (Internal) Auditors	A. Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against
Grenergy Renovables SA	24-Apr-23	Spain	G	Non-Routine Business - Related-Party Transactions	Allow Directors to Engage in Commercial Transactions with the Company and/or Be Involved with Other Companies	7.4. Allow Maria del Rocio Hortiguuela Esturillo to Be Involved in Other Companies	Against
Grenergy Renovables SA	24-Apr-23	Spain	G	Company Articles - Article Amendments	Amend Articles Board-Related	11. Amend Article 22 Re: Board Term	Against
Greenvolt Energias Renovaveis SA	28-Apr-23	Portugal	G	Director Election - Director Election	Elect Director	6. Elect Director	Against
Greenvolt Energias Renovaveis SA	28-Apr-23	Portugal	G	Director Related - Board Related	Fix Number of Directors	7. Increase Number of Directors	Against
Greenvolt Energias Renovaveis SA	28-Apr-23	Portugal	G	Director Election - Director Election	Elect Director	8. Elect Director	Against
Greenvolt Energias Renovaveis SA	28-Apr-23	Portugal	G	Capitalization - Capital Issuance	Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights	9. Approve Conversion of EUR 200 Million Bonds into Convertibles	Against
Greenvolt Energias Renovaveis SA	28-Apr-23	Portugal	G	Capitalization - Capital Structure Related	Eliminate Preemptive Rights	10. Eliminate Preemptive Rights Re: Item 9	Against
Greenvolt Energias Renovaveis SA	28-Apr-23	Portugal	G	Capitalization - Capital Structure Related	Approve/Amend Conversion of Securities	11. Approve Issuance of Shares upon Conversion of Convertible Debt Securities	Against
Orange SA	23-May-23	France	G	Non-Routine Business - Related-Party Transactions	Approve Special Auditors' Report Regarding Related-Party Transactions	4. Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Orange SA	23-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Compensation of Stephane Richard, Chairman and CEO until April 3, 2022	Against
Orange SA	23-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Approve Compensation of Stephane Richard, Chairman of the Board from April 4, 2022 to May 19, 2022	Against
Orange SA	23-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Compensation of Ramon Fernandez, Vice-CEO	Against
Orange SA	23-May-23	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	21. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 1 Billion	Against
Orange SA	23-May-23	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	22. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 1 Billion	Against
Orange SA	23-May-23	France	G	Capitalization - Capital Issuance	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	25. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against
Orange SA	23-May-23	France	G	Capitalization - Capital Issuance	Set Global Limit for Capital Increase to Result From All Issuance Requests	26. Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 20-25 at EUR 3 Billion	Against
Orange SA	23-May-23	France	G	Director Related - Board Related	Company-Specific Board-Related	A. Amend Article 13 of Bylaws Re: Plurality of Directorships	Against
Orange SA	23-May-23	France	S, G	Compensation - Compensation	Company-Specific-Compensation-Related	B. Amending Item 27 of Current Meeting to Decrease the Allocation of Free Shares to the Group Employees and Amend the ESG Performance Criteria	Against
Orange SA	23-May-23	France	S, G	Compensation - Compensation	Company-Specific-Compensation-Related	C. Amending Item 27 of Current Meeting to Amend the ESG Performance Criteria	Against
Orange SA	23-May-23	France	S, G	Compensation - Compensation	Company-Specific-Compensation-Related	D. Amending Item 27 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	Against
American Tower Corporation	24-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
American Tower Corporation	24-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote on Say on Pay Frequency	4. Advisory Vote on Say on Pay Frequency	Abstain

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Cellnex Telecom SA	31-May-23	Spain	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	10. Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 10 Percent	Against
Cellnex Telecom SA	31-May-23	Spain	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	13. Advisory Vote on Remuneration Report	Against
Casella Waste Systems, Inc.	01-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Casella Waste Systems, Inc.	01-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote on Say on Pay Frequency	4. Advisory Vote on Say on Pay Frequency	Abstain
Friedrich Vorwerk Group SE	01-Jun-23	Germany	G	Routine Business - Routine Business	Approve Allocation of Income and Dividends	2. Approve Allocation of Income and Dividends of EUR 0.12 per Share	Against
Friedrich Vorwerk Group SE	01-Jun-23	Germany	G	Director Related - Discharge	Approve Discharge of Management Board (Bundled)	3. Approve Discharge of Management Board for Fiscal Year 2022	Against
Friedrich Vorwerk Group SE	01-Jun-23	Germany	G	Director Related - Discharge	Approve Discharge of Supervisory Board (Bundled)	4. Approve Discharge of Supervisory Board for Fiscal Year 2022	Against
Friedrich Vorwerk Group SE	01-Jun-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Friedrich Vorwerk Group SE	01-Jun-23	Germany	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	7. Approve Virtual-Only Shareholder Meetings Until 2028; Amend Articles Re: Absentee Vote; Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Against
Digital Realty Trust, Inc.	08-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Digital Realty Trust, Inc.	08-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote on Say on Pay Frequency	4. Advisory Vote on Say on Pay Frequency	Abstain
Digital Realty Trust, Inc.	08-Jun-23	USA	S	Social - Diversity, Equity, & Inclusion	Labor Issues - Discrimination and Miscellaneous	5. Report on Risks Associated with Use of Concealment Clauses	Abstain
Digital Realty Trust, Inc.	08-Jun-23	USA	S	Social - Diversity, Equity, & Inclusion	Labor Issues - Discrimination and Miscellaneous	6. Report on Whether Company Policies Reinforce Racism in Company Culture	Abstain
Canadian Pacific Kansas City Limited	15-Jun-23	Canada	G	Audit Related - Auditor Related	Ratify Auditors	1. Ratify Ernst & Young LLP as Auditors	Withhold
Severn Trent Plc	06-Jul-23	United Kingdom	S	Social - Political Spending	Approve Political Donations	15. Authorise UK Political Donations and Expenditure	Abstain

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
NetLink NBN Trust	19-Jul-23	Singapore	G	Director Election - Director Election	Elect Director	5. Elect William Woo Siew Wing as Director of the Trustee-Manager	Against
Pennon Group Plc	20-Jul-23	United Kingdom	G	Audit Related - Auditor Related	Ratify Auditors	14. Reappoint Ernst & Young LLP as Auditors	Abstain
Pennon Group Plc	20-Jul-23	United Kingdom	G	Takeover Related - Takeover - Other	Authorize the Company to Call EGM with Two Weeks Notice	22. Authorise the Company to Call General Meeting with Two Weeks' Notice	Against
SSE Plc	20-Jul-23	United Kingdom	G	Audit Related - Auditor Related	Ratify Auditors	15. Reappoint Ernst & Young LLP as Auditors	Abstain
SSE Plc	20-Jul-23	United Kingdom	G	Takeover Related - Takeover - Other	Authorize the Company to Call EGM with Two Weeks Notice	22. Authorise the Company to Call General Meeting with Two Weeks' Notice	Against
Vodafone Group Plc	25-Jul-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy	Against
Vodafone Group Plc	25-Jul-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	14. Approve Remuneration Report	Against
Vodafone Group Plc	25-Jul-23	United Kingdom	S	Social - Political Spending	Approve Political Donations	21. Authorise UK Political Donations and Expenditure	Against
Vodafone Group Plc	25-Jul-23	United Kingdom	G	Takeover Related - Takeover - Other	Authorize the Company to Call EGM with Two Weeks Notice	22. Authorise the Company to Call General Meeting with Two Weeks' Notice	Against
Vodafone Group Plc	25-Jul-23	United Kingdom	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	23. Approve Global Incentive Plan	Against
Transurban Group	19-Oct-23	Australia	G	Director Election - Director Election	Elect Director	2b. Elect Mark Birrell as Director	Against
Transurban Group	19-Oct-23	Australia	G	Director Election - Director Election	Elect Director	2c. Elect Patricia Cross as Director	Against
Transurban Group	19-Oct-23	Australia	G	Compensation - Directors' Compensation	Approve Increase in Aggregate Compensation Ceiling for Directors	4. Approve Increase to the Non-Executive Director Fee Pool	Against
Transurban Group	19-Oct-23	Australia	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	5. Approve Grant of Performance Awards to Michelle Jablko	Against

Analysis of Votes Against Policy

There are no votes against policy.

Analysis of Votes Against Management

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
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Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Deutsche Telekom AG	05-Apr-23	Germany	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	7. Approve Virtual-Only Shareholder Meetings Until 2025	Against
Ferrovial SA	12-Apr-23	Spain	G	Audit Related - Auditor Related	Ratify Auditors	4. Renew Appointment of Ernst & Young as Auditor	Against
Atlantica Sustainable Infrastructure Plc	13-Apr-23	United Kingdom	G	Audit Related - Auditor Related	Ratify Auditors	13. Reappoint Ernst & Young LLP and Ernst & Young S.L. as Auditors	Against
Infrastrutture Wireless Italiane SpA	18-Apr-23	Italy	G	Audit Related - Auditor Related	Authorize Board to Fix Remuneration of External Auditor(s)	8. Adjust Remuneration of External Auditors	Abstain
Greenergy Renovables SA	24-Apr-23	Spain	G	Non-Routine Business - Related-Party Transactions	Allow Directors to Engage in Commercial Transactions with the Company and/or Be Involved with Other Companies	7.4. Allow Maria del Rocio Hortiguuela Esturillo to Be Involved in Other Companies	Against
Greenergy Renovables SA	24-Apr-23	Spain	G	Company Articles - Article Amendments	Amend Articles Board-Related	11. Amend Article 22 Re: Board Term	Against
Greenvolt Energias Renovaveis SA	28-Apr-23	Portugal	G	Director Election - Director Election	Elect Director	6. Elect Director	Against
Greenvolt Energias Renovaveis SA	28-Apr-23	Portugal	G	Director Related - Board Related	Fix Number of Directors	7. Increase Number of Directors	Against
Greenvolt Energias Renovaveis SA	28-Apr-23	Portugal	G	Director Election - Director Election	Elect Director	8. Elect Director	Against
Greenvolt Energias Renovaveis SA	28-Apr-23	Portugal	G	Capitalization - Capital Issuance	Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights	9. Approve Conversion of EUR 200 Million Bonds into Convertibles	Against
Greenvolt Energias Renovaveis SA	28-Apr-23	Portugal	G	Capitalization - Capital Structure Related	Eliminate Preemptive Rights	10. Eliminate Preemptive Rights Re: Item 9	Against
Greenvolt Energias Renovaveis SA	28-Apr-23	Portugal	G	Capitalization - Capital Structure Related	Approve/Amend Conversion of Securities	11. Approve Issuance of Shares upon Conversion of Convertible Debt Securities	Against
Orange SA	23-May-23	France	G	Non-Routine Business - Related-Party Transactions	Approve Special Auditors' Report Regarding Related-Party Transactions	4. Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Against
Orange SA	23-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	11. Approve Compensation of Stephane Richard, Chairman and CEO until April 3, 2022	Against
Orange SA	23-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	12. Approve Compensation of Stephane Richard, Chairman of the Board from April 4, 2022 to May 19, 2022	Against
Orange SA	23-May-23	France	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	15. Approve Compensation of Ramon Fernandez, Vice-CEO	Against
Orange SA	23-May-23	France	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	21. Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 1 Billion	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Orange SA	23-May-23	France	G	Capitalization - Capital Structure - Placement	Approve Issuance of Shares for a Private Placement	22. Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 1 Billion	Against
Orange SA	23-May-23	France	G	Capitalization - Capital Issuance	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Acquisitions	25. Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against
Orange SA	23-May-23	France	G	Capitalization - Capital Issuance	Set Global Limit for Capital Increase to Result From All Issuance Requests	26. Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 20-25 at EUR 3 Billion	Against
American Tower Corporation	24-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
American Tower Corporation	24-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote on Say on Pay Frequency	4. Advisory Vote on Say on Pay Frequency	Abstain
Cellnex Telecom SA	31-May-23	Spain	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	10. Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 10 Percent	Against
Cellnex Telecom SA	31-May-23	Spain	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	13. Advisory Vote on Remuneration Report	Against
Casella Waste Systems, Inc.	01-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Casella Waste Systems, Inc.	01-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote on Say on Pay Frequency	4. Advisory Vote on Say on Pay Frequency	Abstain
Friedrich Vorwerk Group SE	01-Jun-23	Germany	G	Routine Business - Routine Business	Approve Allocation of Income and Dividends	2. Approve Allocation of Income and Dividends of EUR 0.12 per Share	Against
Friedrich Vorwerk Group SE	01-Jun-23	Germany	G	Director Related - Discharge	Approve Discharge of Management Board (Bundled)	3. Approve Discharge of Management Board for Fiscal Year 2022	Against
Friedrich Vorwerk Group SE	01-Jun-23	Germany	G	Director Related - Discharge	Approve Discharge of Supervisory Board (Bundled)	4. Approve Discharge of Supervisory Board for Fiscal Year 2022	Against
Friedrich Vorwerk Group SE	01-Jun-23	Germany	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	6. Approve Remuneration Report	Against
Friedrich Vorwerk Group SE	01-Jun-23	Germany	G	Routine Business - Routine Business	Allow Shareholder Meetings to be Held in Virtual-Only Format	7. Approve Virtual-Only Shareholder Meetings Until 2028; Amend Articles Re: Absentee Vote; Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Digital Realty Trust, Inc.	08-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
Digital Realty Trust, Inc.	08-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote on Say on Pay Frequency	4. Advisory Vote on Say on Pay Frequency	Abstain
Digital Realty Trust, Inc.	08-Jun-23	USA	S	Social - Diversity, Equity, & Inclusion	Labor Issues - Discrimination and Miscellaneous	5. Report on Risks Associated with Use of Concealment Clauses	Abstain
Digital Realty Trust, Inc.	08-Jun-23	USA	S	Social - Diversity, Equity, & Inclusion	Labor Issues - Discrimination and Miscellaneous	6. Report on Whether Company Policies Reinforce Racism in Company Culture	Abstain
Canadian Pacific Kansas City Limited	15-Jun-23	Canada	G	Audit Related - Auditor Related	Ratify Auditors	1. Ratify Ernst & Young LLP as Auditors	Withhold
Severn Trent Plc	06-Jul-23	United Kingdom	S	Social - Political Spending	Approve Political Donations	15. Authorise UK Political Donations and Expenditure	Abstain
NetLink NBN Trust	19-Jul-23	Singapore	G	Director Election - Director Election	Elect Director	5. Elect William Woo Siew Wing as Director of the Trustee-Manager	Against
Pennon Group Plc	20-Jul-23	United Kingdom	G	Audit Related - Auditor Related	Ratify Auditors	14. Reappoint Ernst & Young LLP as Auditors	Abstain
Pennon Group Plc	20-Jul-23	United Kingdom	G	Takeover Related - Takeover - Other	Authorize the Company to Call EGM with Two Weeks Notice	22. Authorise the Company to Call General Meeting with Two Weeks' Notice	Against
SSE Plc	20-Jul-23	United Kingdom	G	Audit Related - Auditor Related	Ratify Auditors	15. Reappoint Ernst & Young LLP as Auditors	Abstain
SSE Plc	20-Jul-23	United Kingdom	G	Takeover Related - Takeover - Other	Authorize the Company to Call EGM with Two Weeks Notice	22. Authorise the Company to Call General Meeting with Two Weeks' Notice	Against
Vodafone Group Plc	25-Jul-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	13. Approve Remuneration Policy	Against
Vodafone Group Plc	25-Jul-23	United Kingdom	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	14. Approve Remuneration Report	Against
Vodafone Group Plc	25-Jul-23	United Kingdom	S	Social - Political Spending	Approve Political Donations	21. Authorise UK Political Donations and Expenditure	Against
Vodafone Group Plc	25-Jul-23	United Kingdom	G	Takeover Related - Takeover - Other	Authorize the Company to Call EGM with Two Weeks Notice	22. Authorise the Company to Call General Meeting with Two Weeks' Notice	Against
Vodafone Group Plc	25-Jul-23	United Kingdom	G	Compensation - Equity Compensation Plan	Approve Restricted Stock Plan	23. Approve Global Incentive Plan	Against
Transurban Group	19-Oct-23	Australia	G	Director Election - Director Election	Elect Director	2b. Elect Mark Birrell as Director	Against
Transurban Group	19-Oct-23	Australia	G	Director Election - Director Election	Elect Director	2c. Elect Patricia Cross as Director	Against
Transurban Group	19-Oct-23	Australia	G	Compensation - Equity Compensation Plan	Approve Share Plan Grant	5. Approve Grant of Performance Awards to Michelle Jablko	Against

Unvoted Meetings

Company Name	Meeting Date	Meeting Type	Market	Meeting ID
Elia Group SA/NV	16-May-23	Annual	Belgium	1711939
TERNA Rete Elettrica Nazionale SpA	09-May-23	Annual	Italy	1712997
Enel SpA	10-May-23	Annual	Italy	1713307
ENGIE SA	26-Apr-23	Annual/Special	France	1718557
Tele2 AB	15-May-23	Annual	Sweden	1720455
Iberdrola SA	28-Apr-23	Annual	Spain	1728609
Veolia Environnement SA	27-Apr-23	Annual/Special	France	1730957
CSX Corporation	10-May-23	Annual	USA	1733927
American Water Works Company, Inc.	10-May-23	Annual	USA	1735298
Republic Services, Inc.	12-May-23	Annual	USA	1736462
Norfolk Southern Corporation	11-May-23	Annual	USA	1737978
Crown Castle Inc.	17-May-23	Annual	USA	1739258
Volitalia	17-May-23	Annual/Special	France	1742724
Equinix, Inc.	25-May-23	Annual	USA	1743168
Elia Group SA/NV	21-Jun-23	Extraordinary Shareholders	Belgium	1743952
VERBIO Vereinigte BioEnergie AG	25-Aug-23	Extraordinary Shareholders	Germany	1777583

Geschäftsjahr 2023
Übersicht Abstimmungsaktivitäten
BANTLEON CHANGING WORLD



Board Statistics Report



Parameters Used:

Location(s): All locations
 Account Group(s): All account groups
 Institution Account(s): BANTLEON CHANGING WORLD
 Custodian Account(s): All custodian accounts
 Reporting Period: 12/31/22 to 12/31/23

Meeting Overview

Category	Number	Percentage
Number of votable meetings	84	
Number of meetings voted	77	91.67%
Number of meetings with at least 1 vote Against, Withhold or Abstain	38	45.24%

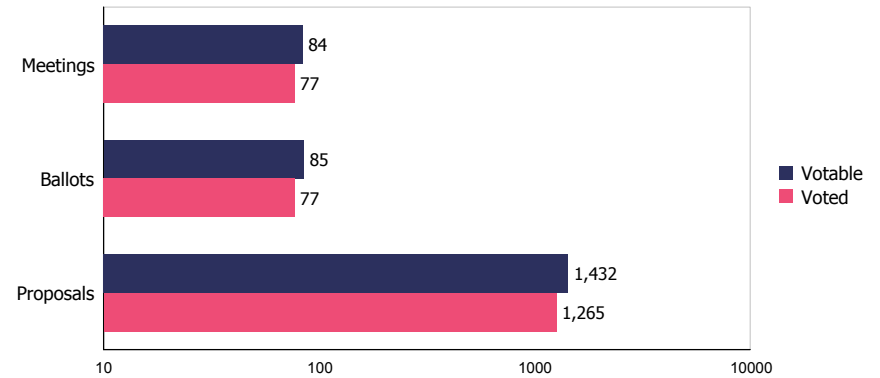
Ballot Overview

Category	Number	Percentage
Number of votable ballots	85	
Number of ballots voted	77	90.59%

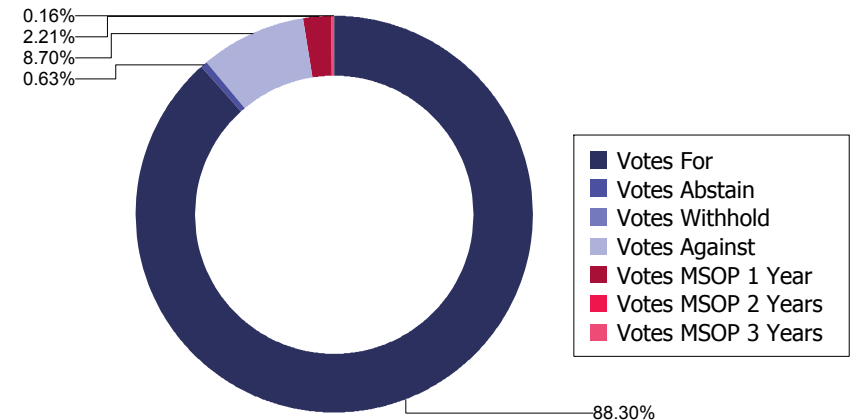
Proposal Overview

Category	Number	Percentage
Number of votable items	1,432	
Number of items voted	1,265	88.34%
Number of votes FOR	1,117	88.30%
Number of votes AGAINST	110	8.70%
Number of votes ABSTAIN	8	0.63%
Number of votes WITHHOLD	0	0.00%
Number of votes on MSOP Frequency 1 Year	28	2.21%
Number of votes on MSOP Frequency 2 Years	0	0.00%
Number of votes on MSOP Frequency 3 Years	2	0.16%
Number of votes With Policy	0	0.00%
Number of votes Against Policy	0	0.00%
Number of votes With Mgmt	1,210	95.65%
Number of votes Against Mgmt	55	4.35%
Number of votes on MSOP (exclude frequency)	75	5.93%
Number of votes on Shareholder Proposals	119	9.41%

Voting Statistics



Vote Cast Statistics

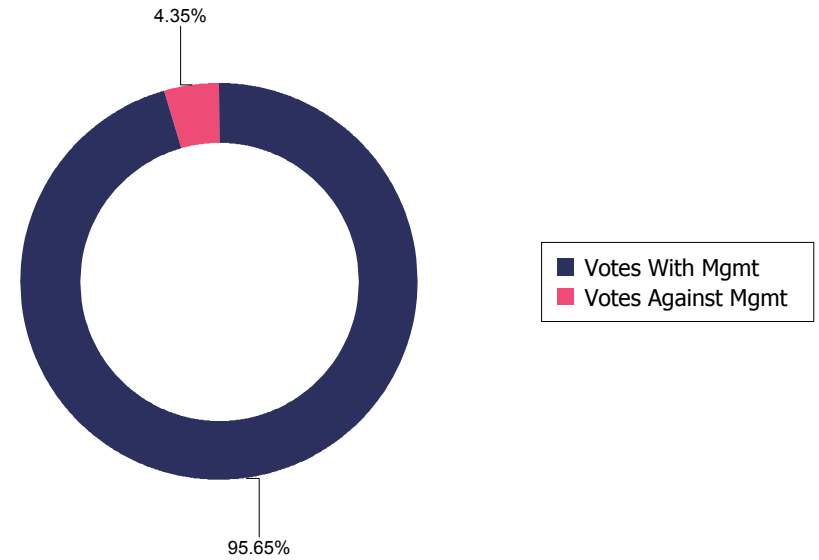


Note: "MSOP" frequency = Management Say On Pay frequency proposal votes allow shareholders to determine whether, going forward, the "say-on-pay" vote to approve compensation should occur every one, two, or three years. For all calculations in this report, only ballots in status Confirmed or Sent are considered voted. All other ballot statuses are considered unvoted. Do Not Vote instructions are not considered voted and re-registration events are not included. Notwithstanding the above, each unique vote cast is counted within all calculations. In cases of different votes submitted for an individual agenda item, votes cast are discretely counted by vote cast (For, Against, etc.) per proposal. This may result in voting totals exceeding the number of votable items. Withhold vote instructions, predominantly seen in the US market for companies using a plurality vote standard, denote a contrary vote opinion on director elections; for further information, please review ISS' policy guidelines : <https://www.issgovernance.com/policy-gateway/voting-policies>

Vote Alignment with Policy

No graphical representation provided.

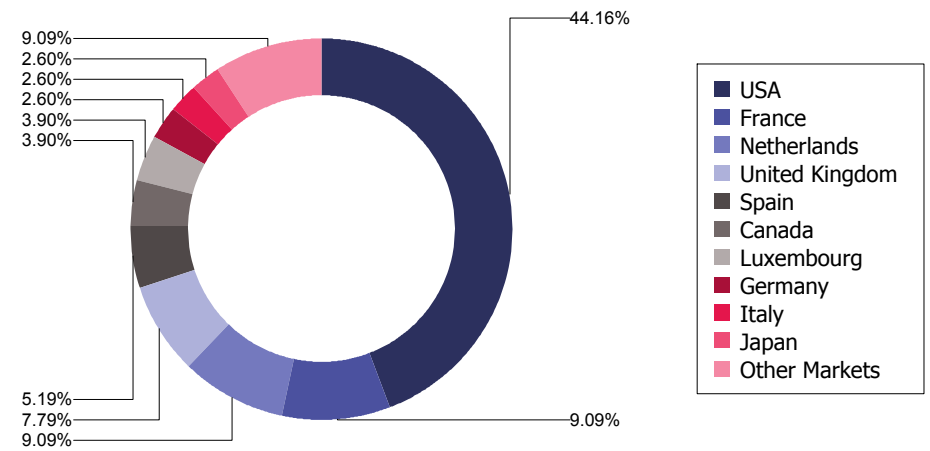
Vote Alignment with Management



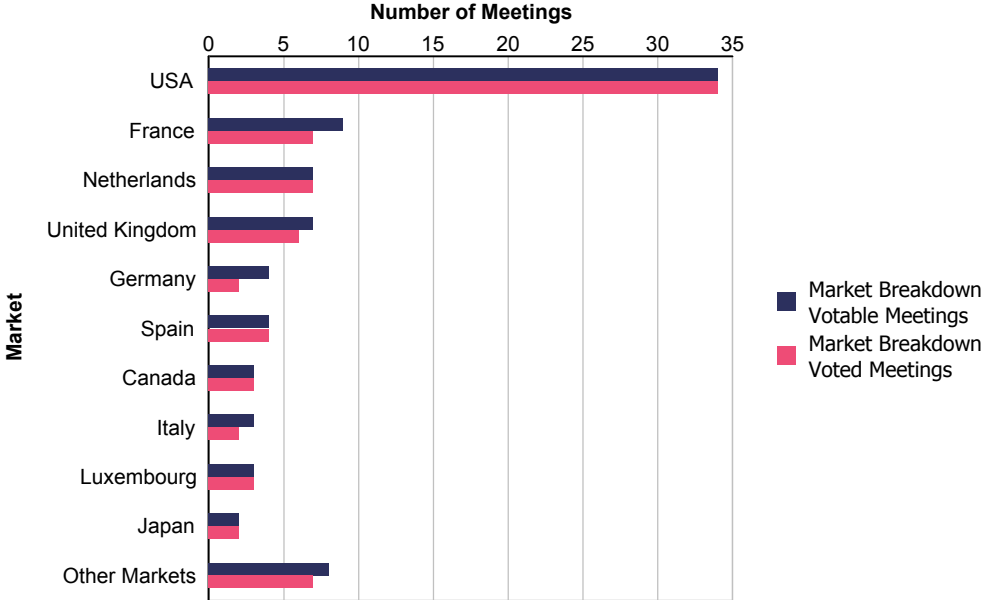
Market Breakdown

Market	Votable Meetings	Voted Meetings	Percentage
USA	34	34	100.00%
France	9	7	77.78%
Netherlands	7	7	100.00%
United Kingdom	7	6	85.71%
Germany	4	2	50.00%
Spain	4	4	100.00%
Canada	3	3	100.00%
Italy	3	2	66.67%
Luxembourg	3	3	100.00%
Japan	2	2	100.00%
Portugal	2	2	100.00%
Singapore	2	2	100.00%
Cayman Islands	1	1	100.00%
Denmark	1	1	100.00%
Guernsey	1	1	100.00%
Switzerland	1	0	0.00%

Meetings Voted by Market



Market Voting Statistics



Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Costco Wholesale Corporation	19-Jan-23	USA	S	Social - Health & Safety	Prepare Report on Health Care Reform	5. Report on Risk Due to Restrictions on Reproductive Rights	Against
Apple Inc.	10-Mar-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	5. Report on Civil Rights and Non-Discrimination Audit	Against
Apple Inc.	10-Mar-23	USA	S	Social - Human Rights	Operations in High Risk Countries	6. Report on Operations in Communist China	Against
Apple Inc.	10-Mar-23	USA	S	Social - Diversity, Equity, & Inclusion	Gender Pay Gap	8. Report on Median Gender/Racial Pay Gap	Against
Apple Inc.	10-Mar-23	USA	G	Director Related - Board Related	Amend Proxy Access Right	9. Amend Proxy Access Right	Against
Novo Nordisk A/S	23-Mar-23	Denmark	G	Miscellaneous - Miscellaneous	Company-Specific -- Shareholder Miscellaneous	8.4. Product Pricing Proposal	Against
Royal Bank of Canada	05-Apr-23	Canada	S	Social - Human Rights	Improve Human Rights Standards or Policies	B. SP 2: Revise the Bank's Human Rights Position Statement	Against
Royal Bank of Canada	05-Apr-23	Canada	S	Social - Diversity, Equity, & Inclusion	Racial Equity and/or Civil Rights Audit	C. SP 3: Publish a Third-Party Racial Equity Audit	Against
Royal Bank of Canada	05-Apr-23	Canada	E	Environmental - Climate	Restriction of Fossil Fuel Financing	E. SP 5: Adopt a Policy for a Time-Bound Phaseout of the Bank's Lending and Underwriting for Projects and Companies Engaging in Fossil Fuel Exploration	Against
EDP-Energias de Portugal SA	12-Apr-23	Portugal	G	Director Related - Board Related	Approve Executive Appointment	8. Elect Pedro Collares Pereira de Vasconcelos as Executive Director for 2021-2023 Term	Against
Ferrovial SA	12-Apr-23	Spain	G	Audit Related - Auditor Related	Ratify Auditors	4. Renew Appointment of Ernst & Young as Auditor	Against
Bank of Montreal	18-Apr-23	Canada	E	Environmental - Climate	Proposals Requesting Non-Binding Advisory Vote On Climate Action Plan	A. SP 1: Advisory Vote on Environmental Policies	Against
Bank of Montreal	18-Apr-23	Canada	E	Environmental - Climate	Restrict Spending on Climate Change-Related Analysis or Actions	B. SP 2: Continue to Invest in and Finance the Canadian Oil and Gas Sector	Against
Bank of Montreal	18-Apr-23	Canada	S	Social - Diversity, Equity, & Inclusion	Racial Equity and/or Civil Rights Audit	C. SP 3: Publish a Third-Party Racial Equity Audit	Against
Infrastrutture Wireless Italiane SpA	18-Apr-23	Italy	G	Audit Related - Auditor Related	Authorize Board to Fix Remuneration of External Auditor(s)	8. Adjust Remuneration of External Auditors	Abstain
Infrastrutture Wireless Italiane SpA	18-Apr-23	Italy	G	Director Related - Discharge	Deliberations on Possible Legal Action Against Directors/ (Internal) Auditors	A. Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
The Toronto-Dominion Bank	20-Apr-23	Canada	S	Social - Human Rights	Human Rights Risk Assessment	4. SP 1: Disclose Assessment on Human Rights Risk in Connection with Clients Owning Canadian Multi-Family Rental REITs in Canada	Against
The Toronto-Dominion Bank	20-Apr-23	Canada	E, S	E&S Blended - Other	Miscellaneous Proposal -- Environmental & Social	5. SP 2: Amend the Bank's Policy Guidelines for Sensitive Sectors and Activities	Against
The Toronto-Dominion Bank	20-Apr-23	Canada	E	Environmental - Climate	Proposals Requesting Non-Binding Advisory Vote On Climate Action Plan	6. SP 3: Advisory Vote on Environmental Policies	Against
The Toronto-Dominion Bank	20-Apr-23	Canada	E	Environmental - Climate	Restrict Spending on Climate Change-Related Analysis or Actions	7. SP 4: Invest in and Finance the Canadian Oil and Gas Sector	Against
The Toronto-Dominion Bank	20-Apr-23	Canada	G	Compensation - Compensation	Increase Disclosure of Executive/Non-Executive Compensation	8. SP 5: Disclose the CEO Compensation to Median Worker Pay Ratio on an Annual Basis	Against
Grenergy Renovables SA	24-Apr-23	Spain	G	Non-Routine Business - Related-Party Transactions	Allow Directors to Engage in Commercial Transactions with the Company and/or Be Involved with Other Companies	7.4. Allow Maria del Rocio Hortiguera Esturillo to Be Involved in Other Companies	Against
Grenergy Renovables SA	24-Apr-23	Spain	G	Company Articles - Article Amendments	Amend Articles Board-Related	11. Amend Article 22 Re: Board Term	Against
International Business Machines Corporation	25-Apr-23	USA	G	Director Related - Board Related	Require Independent Board Chair	5. Require Independent Board Chair	Against
International Business Machines Corporation	25-Apr-23	USA	S	Social - Political Spending	Political Lobbying Disclosure	6. Report on Lobbying Payments and Policy	Against
International Business Machines Corporation	25-Apr-23	USA	S	Social - Human Rights	Operations in High Risk Countries	7. Report on Risks Related to Operations in China	Against
International Business Machines Corporation	25-Apr-23	USA	S	Social - Diversity, Equity, & Inclusion	Labor Issues - Discrimination and Miscellaneous	8. Report on Efforts to Prevent Harassment and Discrimination in the Workplace	Against
The Goldman Sachs Group, Inc.	26-Apr-23	USA	S	Social - Human Rights	Operations in High Risk Countries	7. Publish Third-Party Review on Chinese Congruency of Certain ETFs	Against
The Goldman Sachs Group, Inc.	26-Apr-23	USA	S	Social - Diversity, Equity, & Inclusion	Racial Equity and/or Civil Rights Audit	8. Oversee and Report a Racial Equity Audit	Against
The Goldman Sachs Group, Inc.	26-Apr-23	USA	E	Environmental - Climate	Restriction of Fossil Fuel Financing	9. Adopt Time-Bound Policy to Phase Out Underwriting and Lending for New Fossil Fuel Development	Against
The Goldman Sachs Group, Inc.	26-Apr-23	USA	E	Environmental - Climate	Restriction of Fossil Fuel Financing	10. Disclose 2030 Absolute GHG Reduction Targets Associated with Lending and Underwriting	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
The Goldman Sachs Group, Inc.	26-Apr-23	USA	S	Social - Diversity, Equity, & Inclusion	Gender Pay Gap	12. Report on Median Gender/Racial Pay Gap	Against
Intuitive Surgical, Inc.	27-Apr-23	USA	S	Social - Diversity, Equity, & Inclusion	Gender Pay Gap	5. Report on Gender/Racial Pay Gap	Against
Intesa Sanpaolo SpA	28-Apr-23	Italy	G	Director Related - Discharge	Deliberations on Possible Legal Action Against Directors/ (Internal) Auditors	A. Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Abstain
Greenvolt Energias Renovaveis SA	28-Apr-23	Portugal	G	Director Election - Director Election	Elect Director	6. Elect Director	Against
Greenvolt Energias Renovaveis SA	28-Apr-23	Portugal	G	Director Related - Board Related	Fix Number of Directors	7. Increase Number of Directors	Against
Greenvolt Energias Renovaveis SA	28-Apr-23	Portugal	G	Director Election - Director Election	Elect Director	8. Elect Director	Against
Greenvolt Energias Renovaveis SA	28-Apr-23	Portugal	G	Capitalization - Capital Issuance	Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights	9. Approve Conversion of EUR 200 Million Bonds into Convertibles	Against
Greenvolt Energias Renovaveis SA	28-Apr-23	Portugal	G	Capitalization - Capital Structure Related	Eliminate Preemptive Rights	10. Eliminate Preemptive Rights Re: Item 9	Against
Greenvolt Energias Renovaveis SA	28-Apr-23	Portugal	G	Capitalization - Capital Structure Related	Approve/Amend Conversion of Securities	11. Approve Issuance of Shares upon Conversion of Convertible Debt Securities	Against
Gilead Sciences, Inc.	03-May-23	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	7. Amend Right to Call Special Meeting	Against
Gilead Sciences, Inc.	03-May-23	USA	S	Social - Health & Safety	Review Drug Pricing or Distribution	8. Report on Impact of Extended Patent Exclusivities on Product Access	Against
HSBC Holdings Plc	05-May-23	United Kingdom	S, G	Compensation - Compensation	Company-Specific--Compensation-Related	16. Revisit the "State Deduction" Applied to Members of the Post 1974 Section of the Midland Bank Pension Scheme by Introducing a "Safety Net"	Against
HSBC Holdings Plc	05-May-23	United Kingdom	G	Miscellaneous - Miscellaneous	Company-Specific -- Miscellaneous	17. Devise, Implement and Report Quarterly on a Plan and Strategy Aiming at Increasing Its Value by Structural Reforms Including But Not Limited to Spinning Off, Strategic Reorganisation and Restructuring Its Asia Businesses	Against
HSBC Holdings Plc	05-May-23	United Kingdom	S, G	Compensation - Compensation	Company-Specific--Compensation-Related	18. Devise and Implement a Long-Term and Stable Dividend Policy	Against
Danaher Corporation	09-May-23	USA	S	Social - Diversity, Equity, & Inclusion	Report on EEO	6. Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Elevance Health, Inc.	10-May-23	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	5. Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against
Elevance Health, Inc.	10-May-23	USA	S	Social - Political Spending	Political Contributions Disclosure	6. Annually Report Third Party Political Contributions	Against
Intel Corporation	11-May-23	USA	S	Social - Human Rights	Operations in High Risk Countries	7. Publish Third Party Review of Intel's China Business ESG Congruence	Against
Tesla, Inc.	16-May-23	USA	G	Compensation - Compensation	Adopt Policy on Succession Planning.	5. Report on Key-Person Risk and Efforts to Ameliorate It	Against
Morgan Stanley	19-May-23	USA	G	Corporate Governance - Shareholder Rights	Amend Articles/Bylaws/Charter - Call Special Meetings	5. Reduce Ownership Threshold for Shareholders to Call Special Meeting	Against
Merck & Co., Inc.	23-May-23	USA	S	Social - Human Rights	Operations in High Risk Countries	5. Report on Risks Related to Operations in China	Against
Merck & Co., Inc.	23-May-23	USA	S	Social - Health & Safety	Review Drug Pricing or Distribution	6. Report on Access to COVID-19 Products	Against
Merck & Co., Inc.	23-May-23	USA	S	Social - Political Spending	Political Contributions Disclosure	7. Adopt Policy to Require Third-Party Organizations to Annually Report Expenditures for Political Activities	Against
Merck & Co., Inc.	23-May-23	USA	S	Social - Health & Safety	Review Drug Pricing or Distribution	8. Report on Impact of Extended Patent Exclusivities on Product Access	Against
Merck & Co., Inc.	23-May-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	9. Publish a Congruency Report of Partnerships with Globalist Organizations	Against
Merck & Co., Inc.	23-May-23	USA	G	Director Related - Board Related	Require Independent Board Chair	10. Require Independent Board Chair	Against
BlackRock, Inc.	24-May-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	5. Report on Third-Party Civil Rights Audit	Against
BlackRock, Inc.	24-May-23	USA	S	Social - Weapons	Weapons - Related	7. Report on Societal Impacts of Aerospace & Defense Industry ETF	Against
Amazon.com, Inc.	24-May-23	USA	E	Environmental - Climate	Report on Climate Change	6. Report on Climate Risk in Retirement Plan Options	Abstain
Amazon.com, Inc.	24-May-23	USA	E	Environmental - Climate	Report on Climate Change	10. Report on Impact of Climate Change Strategy Consistent With Just Transition Guidelines	Abstain
Amazon.com, Inc.	24-May-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	11. Publish a Tax Transparency Report	Against
Amazon.com, Inc.	24-May-23	USA	E, S	E&S Blended - Climate	Climate Change Lobbying	12. Report on Climate Lobbying	Against
Amazon.com, Inc.	24-May-23	USA	S	Social - Diversity, Equity, & Inclusion	Gender Pay Gap	13. Report on Median and Adjusted Gender/Racial Pay Gaps	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Amazon.com, Inc.	24-May-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	14. Report on Cost/Benefit Analysis of Diversity, Equity and Inclusion Programs	Against
Amazon.com, Inc.	24-May-23	USA	G	Company Articles - Board Related Amendments	Amend Articles Board-Related	15. Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	Against
Amazon.com, Inc.	24-May-23	USA	S	Social - Human Rights	Improve Human Rights Standards or Policies	16. Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining	Against
Amazon.com, Inc.	24-May-23	USA	S	Social - Human Capital Management	Report on Pay Disparity	17. Consider Pay Disparity Between Executives and Other Employees	Against
Amazon.com, Inc.	24-May-23	USA	S	Social - Animal Welfare	Animal Welfare	18. Report on Animal Welfare Standards	Against
Amazon.com, Inc.	24-May-23	USA	E, S	E&S Blended - Board Related	Establish Environmental/Social Issue Board Committee	19. Establish a Public Policy Committee	Against
Amazon.com, Inc.	24-May-23	USA	G	Director Related - Board Related	Company-Specific Board-Related	20. Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	Against
Amazon.com, Inc.	24-May-23	USA	S	Social - Health & Safety	Facility Safety	21. Commission a Third Party Audit on Working Conditions	Against
Amazon.com, Inc.	24-May-23	USA	E	Environmental - Pollution	Recycling	22. Report on Efforts to Reduce Plastic Use	Against
Amazon.com, Inc.	24-May-23	USA	S	Social - Human Rights	Human Rights Risk Assessment	23. Commission Third Party Study and Report on Risks Associated with Use of Rekognition	Against
American Tower Corporation	24-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
American Tower Corporation	24-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote on Say on Pay Frequency	4. Advisory Vote on Say on Pay Frequency	Abstain
Lowe's Companies, Inc.	26-May-23	USA	G	Director Related - Board Related	Require Independent Board Chair	5. Require Independent Board Chair	Against
SolarEdge Technologies, Inc.	01-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
SolarEdge Technologies, Inc.	01-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote on Say on Pay Frequency	4. Advisory Vote on Say on Pay Frequency	Abstain
SolarEdge Technologies, Inc.	01-Jun-23	USA	G	Takeover Related - Takeover - Enhancing	Reduce Supermajority Vote Requirement	6. Eliminate Supermajority Vote Requirement	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Alphabet Inc.	02-Jun-23	USA	S	Social - Political Spending	Political Lobbying Disclosure	6. Report on Lobbying Payments and Policy	Against
Alphabet Inc.	02-Jun-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	7. Publish Congruency Report on Partnerships with Globalist Organizations and Company Fiduciary Duties	Against
Alphabet Inc.	02-Jun-23	USA	E, S	E&S Blended - Climate	Climate Change Lobbying	8. Report on Framework to Assess Company Lobbying Alignment with Climate Goals	Against
Alphabet Inc.	02-Jun-23	USA	S	Social - Data Security & Privacy	Data Security, Privacy, and Internet Issues	9. Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	Against
Alphabet Inc.	02-Jun-23	USA	S	Social - Human Rights	Human Rights Risk Assessment	10. Report on Risks of Doing Business in Countries with Significant Human Rights Concerns	Against
Alphabet Inc.	02-Jun-23	USA	S	Social - Human Rights	Human Rights Risk Assessment	11. Publish Independent Human Rights Impact Assessment of Targeted Advertising Technology	Against
Alphabet Inc.	02-Jun-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	12. Disclose More Quantitative and Qualitative Information on Algorithmic Systems	Against
Alphabet Inc.	02-Jun-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	13. Report on Alignment of YouTube Policies With Online Safety Regulations	Against
Comcast Corporation	07-Jun-23	USA	S	Social - Diversity, Equity, & Inclusion	Racial Equity and/or Civil Rights Audit	7. Oversee and Report on a Racial Equity Audit	Against
Comcast Corporation	07-Jun-23	USA	E	Environmental - Climate	Report on Climate Change	8. Report on Climate Risk in Retirement Plan Options	Against
Comcast Corporation	07-Jun-23	USA	E	Environmental - Climate	GHG Emissions	9. Report on GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	Against
Comcast Corporation	07-Jun-23	USA	S	Social - Political Spending	Political Spending Congruency	10. Report on Congruency of Political Spending with Company Values and Priorities	Against
Comcast Corporation	07-Jun-23	USA	S	Social - Human Rights	Operations in High Risk Countries	11. Report on Risks Related to Operations in China	Against
Caterpillar Inc.	14-Jun-23	USA	E, S	E&S Blended - Climate	Climate Change Lobbying	6. Report on Climate Lobbying	Against
Caterpillar Inc.	14-Jun-23	USA	S	Social - Political Spending	Political Lobbying Disclosure	7. Report on Lobbying Payments and Policy	Against
Caterpillar Inc.	14-Jun-23	USA	S	Social - Human Rights	Operations in High Risk Countries	8. Report on Due Diligence Process of Doing Business in Conflict Affected Areas	Against
Caterpillar Inc.	14-Jun-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	9. Report on Civil Rights and Non-Discrimination Audit	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Toyota Motor Corp.	14-Jun-23	Japan	E	Environmental - Climate	Report on Climate Change	4. Amend Articles to Report on Corporate Climate Lobbying Aligned with Paris Agreement	Against
Activision Blizzard, Inc.	21-Jun-23	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	5. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against
Activision Blizzard, Inc.	21-Jun-23	USA	S	Social - Human Rights	Improve Human Rights Standards or Policies	6. Adopt Policy on Freedom of Association and Collective Bargaining	Against
468 SPAC II SE	30-Jun-23	Luxembourg	G	Routine Business - Routine Business	Approve Allocation of Income and Dividends	4. Approve Allocation of Loss	Abstain
NetLink NBN Trust	19-Jul-23	Singapore	G	Director Election - Director Election	Elect Director	5. Elect William Woo Siew Wing as Director of the Trustee-Manager	Against
SSE Plc	20-Jul-23	United Kingdom	G	Audit Related - Auditor Related	Ratify Auditors	15. Reappoint Ernst & Young LLP as Auditors	Abstain
SSE Plc	20-Jul-23	United Kingdom	G	Takeover Related - Takeover - Other	Authorize the Company to Call EGM with Two Weeks Notice	22. Authorise the Company to Call General Meeting with Two Weeks' Notice	Against
StoneCo Ltd.	29-Aug-23	Cayman Islands	G	Director Election - Director Election	Elect Director	3. Elect Director Andre Street de Aguiar	Against
StoneCo Ltd.	29-Aug-23	Cayman Islands	G	Director Election - Director Election	Elect Director	4. Elect Director Conrado Engel	Against
StoneCo Ltd.	29-Aug-23	Cayman Islands	G	Director Election - Director Election	Elect Director	5. Elect Director Luciana Ibiapina Lira Aguiar	Against
StoneCo Ltd.	29-Aug-23	Cayman Islands	G	Director Election - Director Election	Elect Director	6. Elect Director Diego Fresco Gutierrez	Against
StoneCo Ltd.	29-Aug-23	Cayman Islands	G	Director Election - Director Election	Elect Director	7. Elect Director Mauricio Luis Luchetti	Against
StoneCo Ltd.	29-Aug-23	Cayman Islands	G	Director Election - Director Election	Elect Director	8. Elect Director Patricia Regina Verderesi Schindler	Against
Microsoft Corporation	07-Dec-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	5. Report on Gender-Based Compensation and Benefits Inequities	Against
Microsoft Corporation	07-Dec-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	6. Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	Against
Microsoft Corporation	07-Dec-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	7. Report on Government Take Down Requests	Against
Microsoft Corporation	07-Dec-23	USA	S	Social - Weapons	Weapons - Related	8. Report on Risks of Weapons Development	Against
Microsoft Corporation	07-Dec-23	USA	E	Environmental - Climate	Report on Climate Change	9. Report on Climate Risk in Retirement Plan Options	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Microsoft Corporation	07-Dec-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	10. Publish a Tax Transparency Report	Against
Microsoft Corporation	07-Dec-23	USA	S	Social - Human Rights	Operations in High Risk Countries	11. Report on Risks of Operating in Countries with Significant Human Rights Concerns	Against
Microsoft Corporation	07-Dec-23	USA	S	Social - Political Spending	Political Contributions Disclosure	12. Adopt a Policy Requiring Third Party Groups to Report Their Political Expenditures	Against

Analysis of Votes Against Policy

There are no votes against policy.

Analysis of Votes Against Management

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Apple Inc.	10-Mar-23	USA	G	Miscellaneous - Miscellaneous	Company-Specific -- Shareholder Miscellaneous	7. Adopt a Policy Establishing an Engagement Process with Proponents to Shareholder Proposals	For
Royal Bank of Canada	05-Apr-23	Canada	E, S	E&S Blended - Other	Miscellaneous Proposal -- Environmental & Social	A. SP 1: Amend the Bank's Policy Guidelines for Sensitive Sectors and Activities	For
Royal Bank of Canada	05-Apr-23	Canada	E	Environmental - Climate	GHG Emissions	D. SP 4: Report on 2030 Absolute Greenhouse Gas Reduction Goals	For
Royal Bank of Canada	05-Apr-23	Canada	G	Compensation - Compensation	Increase Disclosure of Executive/Non-Executive Compensation	F. SP 6: Disclose the CEO Compensation to Median Worker Pay Ratio on an Annual Basis	For
Royal Bank of Canada	05-Apr-23	Canada	E	Environmental - Climate	Proposals Requesting Non-Binding Advisory Vote On Climate Action Plan	G. SP 7: Advisory Vote on Environmental Policies	For
Royal Bank of Canada	05-Apr-23	Canada	E, S	E&S Blended - Other	Miscellaneous Proposal -- Environmental & Social	H. SP 8: Report on Loans Made by the Bank in Support of the Circular Economy	For
Ferrovial SA	12-Apr-23	Spain	G	Audit Related - Auditor Related	Ratify Auditors	4. Renew Appointment of Ernst & Young as Auditor	Against
Infrastrutture Wireless Italiane SpA	18-Apr-23	Italy	G	Audit Related - Auditor Related	Authorize Board to Fix Remuneration of External Auditor(s)	8. Adjust Remuneration of External Auditors	Abstain
The Toronto-Dominion Bank	20-Apr-23	Canada	E	Environmental - Climate	GHG Emissions	9. SP 6: Disclose Transition Plan Towards 2030 Emission Reduction Goals	For
Grenergy Renovables SA	24-Apr-23	Spain	G	Non-Routine Business - Related-Party Transactions	Allow Directors to Engage in Commercial Transactions with the Company and/or Be Involved with Other Companies	7.4. Allow Maria del Rocio Hortiguuela Esturillo to Be Involved in Other Companies	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Greenergy Renovables SA	24-Apr-23	Spain	G	Company Articles - Article Amendments	Amend Articles Board-Related	11. Amend Article 22 Re: Board Term	Against
The Goldman Sachs Group, Inc.	26-Apr-23	USA	S	Social - Political Spending	Political Lobbying Disclosure	5. Report on Lobbying Payments and Policy	For
The Goldman Sachs Group, Inc.	26-Apr-23	USA	G	Director Related - Board Related	Require Independent Board Chair	6. Require Independent Board Chair	For
The Goldman Sachs Group, Inc.	26-Apr-23	USA	E	Environmental - Climate	Disclosure of Fossil Fuel Financing	11. Report on Climate Transition Plan Describing Efforts to Align Financing Activities with GHG Targets	For
Greenvolt Energias Renovaveis SA	28-Apr-23	Portugal	G	Director Election - Director Election	Elect Director	6. Elect Director	Against
Greenvolt Energias Renovaveis SA	28-Apr-23	Portugal	G	Director Related - Board Related	Fix Number of Directors	7. Increase Number of Directors	Against
Greenvolt Energias Renovaveis SA	28-Apr-23	Portugal	G	Director Election - Director Election	Elect Director	8. Elect Director	Against
Greenvolt Energias Renovaveis SA	28-Apr-23	Portugal	G	Capitalization - Capital Issuance	Authorize Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights	9. Approve Conversion of EUR 200 Million Bonds into Convertibles	Against
Greenvolt Energias Renovaveis SA	28-Apr-23	Portugal	G	Capitalization - Capital Structure Related	Eliminate Preemptive Rights	10. Eliminate Preemptive Rights Re: Item 9	Against
Greenvolt Energias Renovaveis SA	28-Apr-23	Portugal	G	Capitalization - Capital Structure Related	Approve/Amend Conversion of Securities	11. Approve Issuance of Shares upon Conversion of Convertible Debt Securities	Against
Gilead Sciences, Inc.	03-May-23	USA	G	Director Related - Board Related	Require More Director Nominations Than Open Seats	6. Require More Director Nominations Than Open Seats	For
Danaher Corporation	09-May-23	USA	G	Director Related - Board Related	Require Independent Board Chair	5. Require Independent Board Chair	For
Intel Corporation	11-May-23	USA	G	Compensation - Compensation	Stock Retention/Holding Period	6. Adopt Share Retention Policy For Senior Executives	For
Colgate-Palmolive Company	12-May-23	USA	G	Director Related - Board Related	Require Independent Board Chair	5. Require Independent Board Chair	For
Colgate-Palmolive Company	12-May-23	USA	G	Compensation - Compensation	Stock Retention/Holding Period	6. Adopt Share Retention Policy For Senior Executives	For
Morgan Stanley	19-May-23	USA	E	Environmental - Climate	Restriction of Fossil Fuel Financing	6. Adopt Time-Bound Policy to Phase Out Underwriting and Lending for New Fossil Fuel Development	For
BlackRock, Inc.	24-May-23	USA	E	Environmental - Climate	Report on Climate Change	6. Report on Ability to Engineer Decarbonization in the Real Economy	For
Amazon.com, Inc.	24-May-23	USA	E	Environmental - Climate	Report on Climate Change	6. Report on Climate Risk in Retirement Plan Options	Abstain
Amazon.com, Inc.	24-May-23	USA	S	Social - Human Rights	Human Rights Risk Assessment	7. Report on Customer Due Diligence	For
Amazon.com, Inc.	24-May-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	8. Revise Transparency Report to Provide Greater Disclosure on Government Requests	For

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Amazon.com, Inc.	24-May-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	9. Report on Government Take Down Requests	For
Amazon.com, Inc.	24-May-23	USA	E	Environmental - Climate	Report on Climate Change	10. Report on Impact of Climate Change Strategy Consistent With Just Transition Guidelines	Abstain
American Tower Corporation	24-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
American Tower Corporation	24-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote on Say on Pay Frequency	4. Advisory Vote on Say on Pay Frequency	Abstain
SolarEdge Technologies, Inc.	01-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote to Ratify Named Executive Officers' Compensation	3. Advisory Vote to Ratify Named Executive Officers' Compensation	Against
SolarEdge Technologies, Inc.	01-Jun-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote on Say on Pay Frequency	4. Advisory Vote on Say on Pay Frequency	Abstain
SolarEdge Technologies, Inc.	01-Jun-23	USA	G	Takeover Related - Takeover - Enhancing	Reduce Supermajority Vote Requirement	6. Eliminate Supermajority Vote Requirement	Against
Alphabet Inc.	02-Jun-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	14. Report on Content Governance and Censorship	For
Alphabet Inc.	02-Jun-23	USA	E, S	E&S Blended - Other	Miscellaneous Proposal -- Environmental & Social	15. Commission Independent Assessment of Effectiveness of Audit and Compliance Committee	For
Alphabet Inc.	02-Jun-23	USA	G	Company Articles - Board Related Amendments	Amend Articles Board-Related	16. Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	For
Alphabet Inc.	02-Jun-23	USA	G	Compensation - Compensation	Stock Retention/Holding Period	17. Adopt Share Retention Policy For Senior Executives	For
Alphabet Inc.	02-Jun-23	USA	G	Non-Routine Business - Non-Routine Business	Approve Recapitalization Plan for all Stock to Have One-vote per Share	18. Approve Recapitalization Plan for all Stock to Have One-vote per Share	For
Salesforce, Inc.	08-Jun-23	USA	G	Director Related - Board Related	Require Independent Board Chair	6. Require Independent Board Chair	For
Salesforce, Inc.	08-Jun-23	USA	G	Director Related - Board Related	Company-Specific Board-Related	7. Adopt Policy Prohibiting Directors from Simultaneously Sitting on the Board of Directors of Any Other Company	For
468 SPAC II SE	30-Jun-23	Luxembourg	G	Routine Business - Routine Business	Approve Allocation of Income and Dividends	4. Approve Allocation of Loss	Abstain
NetLink NBN Trust	19-Jul-23	Singapore	G	Director Election - Director Election	Elect Director	5. Elect William Woo Siew Wing as Director of the Trustee-Manager	Against
SSE Plc	20-Jul-23	United Kingdom	G	Audit Related - Auditor Related	Ratify Auditors	15. Reappoint Ernst & Young LLP as Auditors	Abstain
SSE Plc	20-Jul-23	United Kingdom	G	Takeover Related - Takeover - Other	Authorize the Company to Call EGM with Two Weeks Notice	22. Authorise the Company to Call General Meeting with Two Weeks' Notice	Against

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
StoneCo Ltd.	29-Aug-23	Cayman Islands	G	Director Election - Director Election	Elect Director	3. Elect Director Andre Street de Aguiar	Against
StoneCo Ltd.	29-Aug-23	Cayman Islands	G	Director Election - Director Election	Elect Director	4. Elect Director Conrado Engel	Against
StoneCo Ltd.	29-Aug-23	Cayman Islands	G	Director Election - Director Election	Elect Director	5. Elect Director Luciana Ibiapina Lira Aguiar	Against
StoneCo Ltd.	29-Aug-23	Cayman Islands	G	Director Election - Director Election	Elect Director	6. Elect Director Diego Fresco Gutierrez	Against
StoneCo Ltd.	29-Aug-23	Cayman Islands	G	Director Election - Director Election	Elect Director	7. Elect Director Mauricio Luis Luchetti	Against
StoneCo Ltd.	29-Aug-23	Cayman Islands	G	Director Election - Director Election	Elect Director	8. Elect Director Patricia Regina Verderesi Schindler	Against
Microsoft Corporation	07-Dec-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	13. Report on Risks Related to AI Generated Misinformation and Disinformation	For

Unvoted Meetings

Company Name	Meeting Date	Meeting Type	Market	Meeting ID
AstraZeneca Plc	27-Apr-23	Annual	United Kingdom	1673636
Siemens AG	09-Feb-23	Annual	Germany	1692350
Bayer AG	28-Apr-23	Annual	Germany	1692353
Nestle SA	20-Apr-23	Annual	Switzerland	1707004
Enel SpA	10-May-23	Annual	Italy	1713307
BNP Paribas SA	16-May-23	Annual/Special	France	1719319
Volitalia	17-May-23	Annual/Special	France	1742724

Geschäftsjahr 2023
Übersicht Abstimmungsaktivitäten
BANTLEON EVENT DRIVEN EQUITIES



Board Statistics Report



Parameters Used:

Location(s): All locations
 Account Group(s): All account groups
 Institution Account(s): BANTLEON EVENT DRIVEN EQUITIES
 Custodian Account(s): All custodian accounts
 Reporting Period: 12/31/22 to 12/31/23

Meeting Overview

Category	Number	Percentage
Number of votable meetings	125	
Number of meetings voted	107	85.60%
Number of meetings with at least 1 vote Against, Withhold or Abstain	21	16.80%

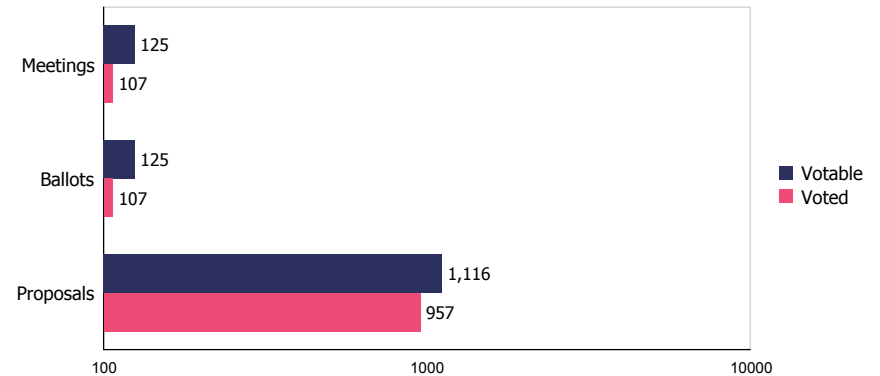
Ballot Overview

Category	Number	Percentage
Number of votable ballots	125	
Number of ballots voted	107	85.60%

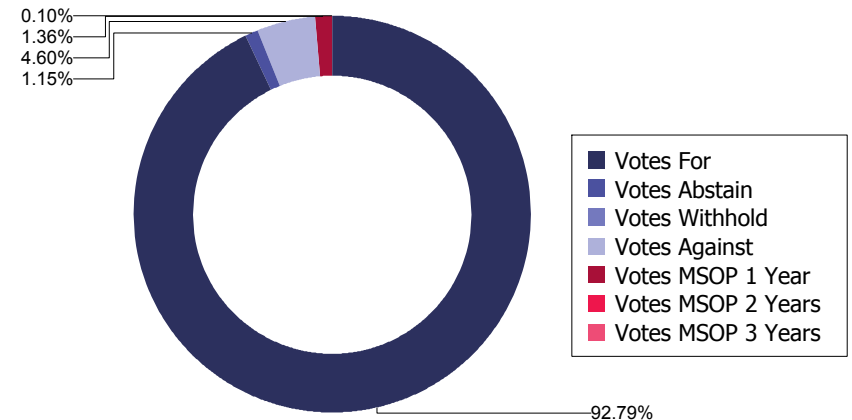
Proposal Overview

Category	Number	Percentage
Number of votable items	1,116	
Number of items voted	957	85.75%
Number of votes FOR	888	92.79%
Number of votes AGAINST	44	4.60%
Number of votes ABSTAIN	11	1.15%
Number of votes WITHHOLD	0	0.00%
Number of votes on MSOP Frequency 1 Year	13	1.36%
Number of votes on MSOP Frequency 2 Years	1	0.10%
Number of votes on MSOP Frequency 3 Years	0	0.00%
Number of votes With Policy	0	0.00%
Number of votes Against Policy	0	0.00%
Number of votes With Mgmt	929	97.07%
Number of votes Against Mgmt	28	2.93%
Number of votes on MSOP (exclude frequency)	74	7.73%
Number of votes on Shareholder Proposals	59	6.17%

Voting Statistics



Vote Cast Statistics

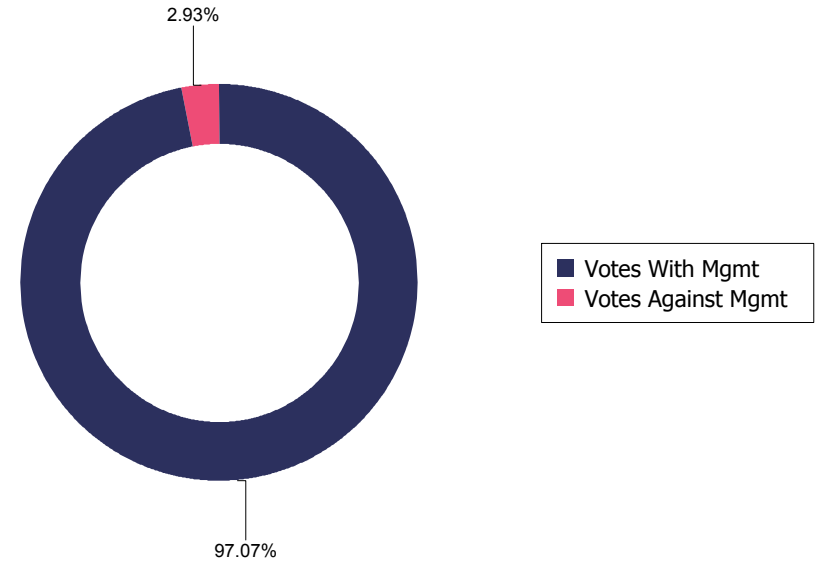


Note: "MSOP" frequency = Management Say On Pay frequency proposal votes allow shareholders to determine whether, going forward, the "say-on-pay" vote to approve compensation should occur every one, two, or three years. For all calculations in this report, only ballots in status Confirmed or Sent are considered voted. All other ballot statuses are considered unvoted. Do Not Vote instructions are not considered voted and re-registration events are not included. Notwithstanding the above, each unique vote cast is counted within all calculations. In cases of different votes submitted for an individual agenda item, votes cast are discretely counted by vote cast (For, Against, etc.) per proposal. This may result in voting totals exceeding the number of votable items. Withhold vote instructions, predominantly seen in the US market for companies using a plurality vote standard, denote a contrary vote opinion on director elections; for further information, please review ISS' policy guidelines : <https://www.issgovernance.com/policy-gateway/voting-policies>

Vote Alignment with Policy

No graphical representation provided.

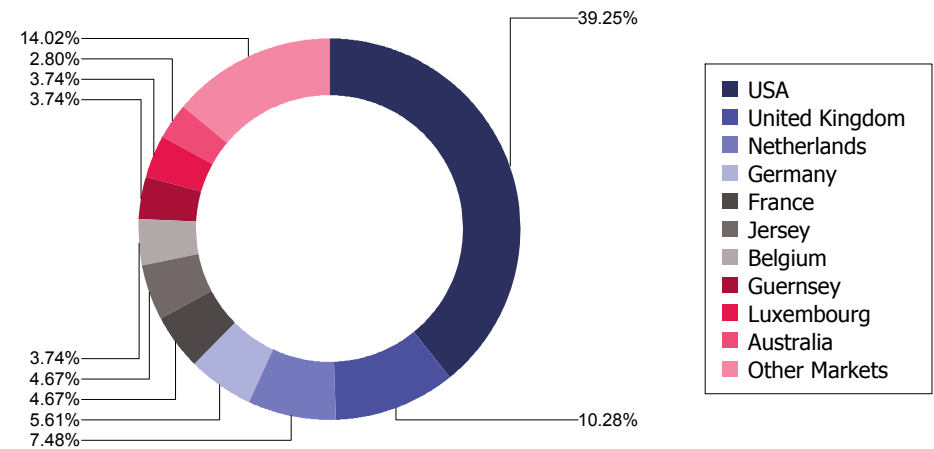
Vote Alignment with Management



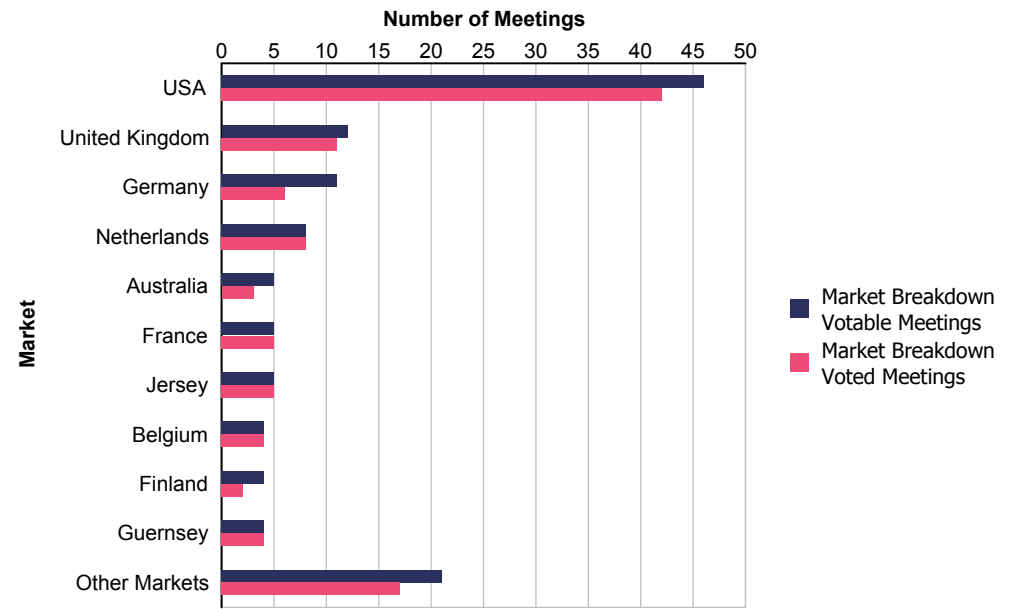
Market Breakdown

Market	Votable Meetings	Voted Meetings	Percentage
USA	46	42	91.30%
United Kingdom	12	11	91.67%
Germany	11	6	54.55%
Netherlands	8	8	100.00%
Australia	5	3	60.00%
France	5	5	100.00%
Jersey	5	5	100.00%
Belgium	4	4	100.00%
Finland	4	2	50.00%
Guernsey	4	4	100.00%
Ireland	4	3	75.00%
Luxembourg	4	4	100.00%
Canada	3	3	100.00%
Norway	3	2	66.67%
Switzerland	2	1	50.00%
Cayman Islands	1	1	100.00%
Denmark	1	1	100.00%
Israel	1	1	100.00%
Spain	1	0	0.00%
Virgin Isl (UK)	1	1	100.00%

Meetings Voted by Market



Market Voting Statistics



Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Apple Inc.	10-Mar-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	5. Report on Civil Rights and Non-Discrimination Audit	Against
Apple Inc.	10-Mar-23	USA	S	Social - Human Rights	Operations in High Risk Countries	6. Report on Operations in Communist China	Against
Apple Inc.	10-Mar-23	USA	S	Social - Diversity, Equity, & Inclusion	Gender Pay Gap	8. Report on Median Gender/Racial Pay Gap	Against
Apple Inc.	10-Mar-23	USA	G	Director Related - Board Related	Amend Proxy Access Right	9. Amend Proxy Access Right	Against
Novo Nordisk A/S	23-Mar-23	Denmark	G	Miscellaneous - Miscellaneous	Company-Specific -- Shareholder Miscellaneous	8.4. Product Pricing Proposal	Against
Essential Metals Limited	20-Apr-23	Australia	G	Strategic Transactions - Mergers & Acquisitions	Approve Scheme of Arrangement	1. Approve Scheme of Arrangement in Relation to the Proposed Acquisition of the Company by Tianqi Lithium Energy Australia Pty Ltd	Against
Telenet Group Holding NV	26-Apr-23	Belgium	G	Compensation - Severance Agreement	Approve or Amend Severance Agreements/Change-in-Control Agreements	10. Approve Change-of-Control Clause Re: Restricted Shares Plans	Abstain
Berkshire Hathaway Inc.	06-May-23	USA	E	Environmental - Climate	Disclosure of Fossil Fuel Financing	6. Report If and How Company Will Measure, Disclose and Reduce GHG Emissions	Against
Berkshire Hathaway Inc.	06-May-23	USA	S	Social - Diversity, Equity, & Inclusion	Report on EEO	7. Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	Against
Berkshire Hathaway Inc.	06-May-23	USA	G	Director Related - Board Related	Require Independent Board Chair	8. Require Independent Board Chair	Against
Berkshire Hathaway Inc.	06-May-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	9. Encourage Senior Management Commitment to Avoid Political Speech	Against
Biotest AG	09-May-23	Germany	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	7. Approve Creation of EUR 19.8 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Against
Biotest AG	09-May-23	Germany	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	2. Approve Creation of EUR 19.8 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Against
Cameco Corporation	10-May-23	Canada	G	No Research - No Recommendations Provided	The Undersigned Hereby Certifies that the Shares Represented by this Proxy are Owned and Controlled by a @ Citizen	D. The Undersigned Hereby Certifies that the Shares Represented by this Proxy are Owned and Controlled by a Resident of Canada. Vote FOR = Yes and ABSTAIN = No. A Vote Against will be treated as not voted.	Abstain
TravelCenters of America Inc.	10-May-23	USA	G	Compensation - Severance Agreement	Advisory Vote on Golden Parachutes	2. Advisory Vote on Golden Parachutes	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Shell Plc	23-May-23	United Kingdom	E	Environmental - Climate	GHG Emissions	26. Request Shell to Align its Existing 2030 Reduction Target Covering the Greenhouse Gas (GHG) Emissions of the Use of its Energy Products (Scope 3) with the Goal of the Paris Climate Agreement	Against
Amazon.com, Inc.	24-May-23	USA	E	Environmental - Climate	Report on Climate Change	6. Report on Climate Risk in Retirement Plan Options	Abstain
Amazon.com, Inc.	24-May-23	USA	E	Environmental - Climate	Report on Climate Change	10. Report on Impact of Climate Change Strategy Consistent With Just Transition Guidelines	Abstain
Amazon.com, Inc.	24-May-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	11. Publish a Tax Transparency Report	Against
Amazon.com, Inc.	24-May-23	USA	E, S	E&S Blended - Climate	Climate Change Lobbying	12. Report on Climate Lobbying	Against
Amazon.com, Inc.	24-May-23	USA	S	Social - Diversity, Equity, & Inclusion	Gender Pay Gap	13. Report on Median and Adjusted Gender/Racial Pay Gaps	Against
Amazon.com, Inc.	24-May-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	14. Report on Cost/Benefit Analysis of Diversity, Equity and Inclusion Programs	Against
Amazon.com, Inc.	24-May-23	USA	G	Company Articles - Board Related Amendments	Amend Articles Board-Related	15. Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	Against
Amazon.com, Inc.	24-May-23	USA	S	Social - Human Rights	Improve Human Rights Standards or Policies	16. Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining	Against
Amazon.com, Inc.	24-May-23	USA	S	Social - Human Capital Management	Report on Pay Disparity	17. Consider Pay Disparity Between Executives and Other Employees	Against
Amazon.com, Inc.	24-May-23	USA	S	Social - Animal Welfare	Animal Welfare	18. Report on Animal Welfare Standards	Against
Amazon.com, Inc.	24-May-23	USA	E, S	E&S Blended - Board Related	Establish Environmental/Social Issue Board Committee	19. Establish a Public Policy Committee	Against
Amazon.com, Inc.	24-May-23	USA	G	Director Related - Board Related	Company-Specific Board-Related	20. Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	Against
Amazon.com, Inc.	24-May-23	USA	S	Social - Health & Safety	Facility Safety	21. Commission a Third Party Audit on Working Conditions	Against
Amazon.com, Inc.	24-May-23	USA	E	Environmental - Pollution	Recycling	22. Report on Efforts to Reduce Plastic Use	Against
Amazon.com, Inc.	24-May-23	USA	S	Social - Human Rights	Human Rights Risk Assessment	23. Commission Third Party Study and Report on Risks Associated with Use of Rekognition	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
HolidayCheck Group AG	24-May-23	Germany	G	No Research - No Recommendations Provided	Private Company	7. Approve Domination Agreement with Burda Digital SE	Abstain
TotalEnergies SE	26-May-23	France	E	Environmental - Climate	GHG Emissions	A. Align Targets for Indirect Scope 3 Emissions with the Paris Climate Agreement (Advisory)	Against
Glencore Plc	26-May-23	Jersey	E	Environmental - Climate	GHG Emissions	19. Resolution in Respect of the Next Climate Action Transition Plan	Against
Meta Platforms, Inc.	31-May-23	USA	S	Social - Human Rights	Human Rights Risk Assessment	5. Report on Human Rights Impact Assessment of Targeted Advertising	Against
Meta Platforms, Inc.	31-May-23	USA	S	Social - Political Spending	Political Lobbying Disclosure	6. Report on Lobbying Payments and Policy	Abstain
Meta Platforms, Inc.	31-May-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	7. Report on Allegations of Political Entanglement and Content Management Biases in India	Abstain
Meta Platforms, Inc.	31-May-23	USA	E, S	E&S Blended - Climate	Climate Change Lobbying	8. Report on Framework to Assess Company Lobbying Alignment with Climate Goals	Abstain
Meta Platforms, Inc.	31-May-23	USA	S	Social - Data Security & Privacy	Data Security, Privacy, and Internet Issues	9. Report on Data Privacy regarding Reproductive Healthcare	Abstain
Meta Platforms, Inc.	31-May-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	11. Report on Child Safety and Harm Reduction	Abstain
Caesars Entertainment, Inc.	13-Jun-23	USA	S	Social - Political Spending	Political Contributions Disclosure	5. Report on Political Contributions and Expenditures	Against
Caesars Entertainment, Inc.	13-Jun-23	USA	S	Social - Board Diversity	Board Diversity	6. Disclose Board Skills and Diversity Matrix	Against
Activision Blizzard, Inc.	21-Jun-23	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	5. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against
Activision Blizzard, Inc.	21-Jun-23	USA	S	Social - Human Rights	Improve Human Rights Standards or Policies	6. Adopt Policy on Freedom of Association and Collective Bargaining	Against
468 SPAC II SE	30-Jun-23	Luxembourg	G	Routine Business - Routine Business	Approve Allocation of Income and Dividends	4. Approve Allocation of Loss	Abstain
Tower Semiconductor Ltd.	03-Jul-23	Israel	G	No Research - No Recommendations Provided	Indicate Personal Interest in Proposed Agenda Item	A. Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Against
TEGNA Inc.	17-Aug-23	USA	G	Compensation - Severance Agreement	Submit Severance Agreement to Shareholder Vote	5. Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against

Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Microsoft Corporation	07-Dec-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	5. Report on Gender-Based Compensation and Benefits Inequities	Against
Microsoft Corporation	07-Dec-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	6. Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	Against
Microsoft Corporation	07-Dec-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	7. Report on Government Take Down Requests	Against
Microsoft Corporation	07-Dec-23	USA	S	Social - Weapons	Weapons - Related	8. Report on Risks of Weapons Development	Against
Microsoft Corporation	07-Dec-23	USA	E	Environmental - Climate	Report on Climate Change	9. Report on Climate Risk in Retirement Plan Options	Against
Microsoft Corporation	07-Dec-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	10. Publish a Tax Transparency Report	Against
Microsoft Corporation	07-Dec-23	USA	S	Social - Human Rights	Operations in High Risk Countries	11. Report on Risks of Operating in Countries with Significant Human Rights Concerns	Against
Microsoft Corporation	07-Dec-23	USA	S	Social - Political Spending	Political Contributions Disclosure	12. Adopt a Policy Requiring Third Party Groups to Report Their Political Expenditures	Against

Analysis of Votes Against Policy

There are no votes against policy.

Analysis of Votes Against Management

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Apple Inc.	10-Mar-23	USA	G	Miscellaneous - Miscellaneous	Company-Specific -- Shareholder Miscellaneous	7. Adopt a Policy Establishing an Engagement Process with Proponents to Shareholder Proposals	For
Essential Metals Limited	20-Apr-23	Australia	G	Strategic Transactions - Mergers & Acquisitions	Approve Scheme of Arrangement	1. Approve Scheme of Arrangement in Relation to the Proposed Acquisition of the Company by Tianqi Lithium Energy Australia Pty Ltd	Against
Telenet Group Holding NV	26-Apr-23	Belgium	G	Compensation - Severance Agreement	Approve or Amend Severance Agreements/Change-in-Control Agreements	10. Approve Change-of-Control Clause Re: Restricted Shares Plans	Abstain
Occidental Petroleum Corporation	05-May-23	USA	G	Director Related - Board Related	Require Independent Board Chair	5. Require Independent Board Chair	For

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Berkshire Hathaway Inc.	06-May-23	USA	G	Compensation - Remuneration Policy & Implementation	Advisory Vote on Say on Pay Frequency	3. Advisory Vote on Say on Pay Frequency	Two Years
Berkshire Hathaway Inc.	06-May-23	USA	E	Environmental - Climate	Report on Climate Change	4. Report on Physical and Transitional Climate-Related Risks and Opportunities	For
Berkshire Hathaway Inc.	06-May-23	USA	E	Environmental - Climate	Report on Climate Change	5. Report on Audit Committee's Oversight on Climate Risks and Disclosures	For
Biotest AG	09-May-23	Germany	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	7. Approve Creation of EUR 19.8 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Against
Biotest AG	09-May-23	Germany	G	Capitalization - Capital Issuance	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	2. Approve Creation of EUR 19.8 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Against
TravelCenters of America Inc.	10-May-23	USA	G	Compensation - Severance Agreement	Advisory Vote on Golden Parachutes	2. Advisory Vote on Golden Parachutes	Against
Amazon.com, Inc.	24-May-23	USA	E	Environmental - Climate	Report on Climate Change	6. Report on Climate Risk in Retirement Plan Options	Abstain
Amazon.com, Inc.	24-May-23	USA	S	Social - Human Rights	Human Rights Risk Assessment	7. Report on Customer Due Diligence	For
Amazon.com, Inc.	24-May-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	8. Revise Transparency Report to Provide Greater Disclosure on Government Requests	For
Amazon.com, Inc.	24-May-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	9. Report on Government Take Down Requests	For
Amazon.com, Inc.	24-May-23	USA	E	Environmental - Climate	Report on Climate Change	10. Report on Impact of Climate Change Strategy Consistent With Just Transition Guidelines	Abstain
HolidayCheck Group AG	24-May-23	Germany	G	No Research - No Recommendations Provided	Private Company	7. Approve Domination Agreement with Burda Digital SE	Abstain
Meta Platforms, Inc.	31-May-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	3. Report on Government Take Down Requests	For
Meta Platforms, Inc.	31-May-23	USA	G	Non-Routine Business - Non-Routine Business	Approve Recapitalization Plan for all Stock to Have One-vote per Share	4. Approve Recapitalization Plan for all Stock to Have One-vote per Share	For
Meta Platforms, Inc.	31-May-23	USA	S	Social - Political Spending	Political Lobbying Disclosure	6. Report on Lobbying Payments and Policy	Abstain
Meta Platforms, Inc.	31-May-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	7. Report on Allegations of Political Entanglement and Content Management Biases in India	Abstain
Meta Platforms, Inc.	31-May-23	USA	E, S	E&S Blended - Climate	Climate Change Lobbying	8. Report on Framework to Assess Company Lobbying Alignment with Climate Goals	Abstain
Meta Platforms, Inc.	31-May-23	USA	S	Social - Data Security & Privacy	Data Security, Privacy, and Internet Issues	9. Report on Data Privacy regarding Reproductive Healthcare	Abstain

Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Meta Platforms, Inc.	31-May-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	10. Report on Enforcement of Community Standards and User Content	For
Meta Platforms, Inc.	31-May-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	11. Report on Child Safety and Harm Reduction	Abstain
Meta Platforms, Inc.	31-May-23	USA	E, S	E&S Blended - Compensation	Link Executive Pay to Social Criteria	12. Report on Executive Pay Calibration to Externalized Costs	For
Meta Platforms, Inc.	31-May-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	13. Commission Independent Review of Audit & Risk Oversight Committee	For
468 SPAC II SE	30-Jun-23	Luxembourg	G	Routine Business - Routine Business	Approve Allocation of Income and Dividends	4. Approve Allocation of Loss	Abstain
Microsoft Corporation	07-Dec-23	USA	S	Social - Miscellaneous	Miscellaneous Proposal - Social	13. Report on Risks Related to AI Generated Misinformation and Disinformation	For

Unvoted Meetings

Company Name	Meeting Date	Meeting Type	Market	Meeting ID
Rovio Entertainment Oyj	03-Apr-23	Annual	Finland	1694872
VT5 Acquisition Co. Ltd.	28-Feb-23	Annual	Switzerland	1713280
Caverion Oyj	27-Mar-23	Annual	Finland	1718553
McKesson Europe AG	06-Apr-23	Extraordinary Shareholders	Germany	1718703
Peabody Energy Corporation	04-May-23	Annual	USA	1733246
OSRAM Licht AG	16-Jun-23	Annual	Germany	1756640
Rocket Internet SE	22-Jun-23	Annual	Germany	1760044
Opdenenergy Holding SA	19-Jun-23	Annual	Spain	1760717
Hornbach-Baumarkt AG	06-Jul-23	Annual	Germany	1764046
Schaltbau Holding AG	12-Jul-23	Annual	Germany	1766645
EMIS Group Plc	29-Jun-23	Annual	United Kingdom	1769405
Arconic Corporation	25-Jul-23	Special	USA	1771768
Horizon Therapeutics Public Limited Company	27-Jul-23	Annual	Ireland	1774810
Froy ASA	24-Jul-23	Extraordinary Shareholders	Norway	1774883
Origin Energy Limited	18-Oct-23	Annual	Australia	1781498
United Malt Group Limited	12-Oct-23	Court	Australia	1789707
Sovos Brands, Inc.	16-Oct-23	Special	USA	1791408

Unvoted Meetings (Continued)

Company Name	Meeting Date	Meeting Type	Market	Meeting ID
Veritiv Corporation	17-Oct-23	Special	USA	1792031

Über BANTLEON

BANTLEON ist ein Spezialist für konjunkturbasiertes und regelbasiertes Asset Management mit Fokus auf Kapitalerhalt in Kombination mit attraktiven Erträgen sowie ein Anbieter erstklassiger Master-KVG-Dienstleistungen. Hinter den Anlagestrategien steht ein Team aus erfahrenen Portfoliomanagern und quantitativen Analysten sowie einigen der weltweit besten Konjunkturanalysten.

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Stand: Dezember 2023