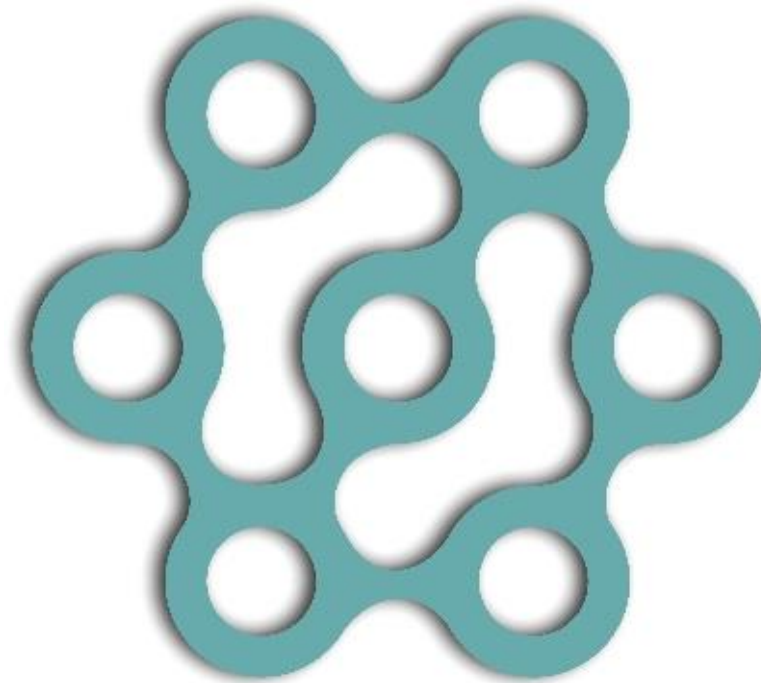


ELEVA Leaders Small & Mid Cap Europe



Votes relatifs aux résolutions présentées en Assemblées – Année 2021

Votes relating to resolutions presented at General Meetings - FY 2021

Introduction

Conformément aux critères du cahier des charges du label ISR français, ce document répertorie l'ensemble des votes que nous avons instruits pour chaque assemblée générale à laquelle nous avons été conviés à participer. La période couverte par ce document s'étend du 1^{er} janvier 2021 jusqu'au 31 décembre 2021.

Les valeurs citées dans ce document étaient présentes dans le fonds à la date à laquelle nous avons soumis nos votes. Ni leur présence dans le portefeuille géré, ni leur performance ne sont garanties.

Données au 31/12/2021

Source : ISS

Introduction

In accordance with the criteria of the French SRI label requirements, this document lists all the votes that we have instructed for each general meeting in which we have been invited to participate. The period covered by this document extends from January 1, 2021 until December 31, 2021.

The securities cited in this document were present in the fund on the date on which we submitted our votes. Neither their presence in the managed portfolio nor their performance is guaranteed.

Data as at 31/12/2021

Source: ISS

VOTE SUMMARY REPORT

REPORTING PERIOD: 01/01/2021 to 12/31/2021

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): ELEVA LEADERS SMALL
MIDCAP FUND

Trigano SA

Meeting Date: 01/08/2021

Country: France

Ticker: TRI

Record Date: 01/06/2021

Meeting Type: Annual/Special

Primary Security ID: F93488108

Shares Voted: 30,874

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends of EUR 2.20 per Share	Mgmt	For	For	For
5	Approve Remuneration Policy for Chairman of the Supervisory Board	Mgmt	For	For	For
6	Approve Remuneration Policy for Members of the Supervisory Board	Mgmt	For	For	For
7	Approve Remuneration Policy for Chairman of the Management Board	Mgmt	For	Against	Against
8	Approve Remuneration Policy for CEOs	Mgmt	For	Against	Against
9	Approve Remuneration Policy for Members of the Management Board	Mgmt	For	Against	Against
10	Approve Remuneration of Supervisory Board Members in the Aggregate Amount of EUR 214,500	Mgmt	For	For	For
11	Approve Compensation of Report of Corporate Officers	Mgmt	For	Against	Against
12	Approve Compensation of Alice Cavalier Feuillet, Chairman of the Supervisory Board	Mgmt	For	For	For
13	Approve Compensation of Francois Feuillet, Chairman of the Management Board	Mgmt	For	Against	Against
14	Approve Compensation of Marie-Helene Feuillet, CEO	Mgmt	For	Against	Against
15	Approve Compensation of Michel Freiche, CEO	Mgmt	For	Against	Against
16	Approve Compensation of Paolo Bicci, Management Board Member	Mgmt	For	Against	Against
17	Reelect Alice Cavalier Feuillet as Supervisory Board Member	Mgmt	For	For	For
18	Reelect Guido Carissimo as Supervisory Board Member	Mgmt	For	For	For
19	Reelect Jean-Luc Gerard as Supervisory Board Member	Mgmt	For	For	For

Trigano SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
20	Reelect Francois Feuillet as Supervisory Board Member	Mgmt	For	For	For
21	Elect Valerie Frohly as Supervisory Board Member	Mgmt	For	For	For
22	Authorize Repurchase of Up to 9.83 Percent of Issued Share Capital	Mgmt	For	Against	For
23	Renew Appointment of BM&A as Auditor	Mgmt	For	For	For
24	Acknowledge End of Mandate of Eric Blache as Alternate Auditor and Decision to Neither Replace Nor Renew	Mgmt	For	For	For
25	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
26	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For

Future Plc

Meeting Date: 01/14/2021 **Country:** United Kingdom **Ticker:** FUTR
Record Date: 01/12/2021 **Meeting Type:** Special
Primary Security ID: G37005132

Shares Voted: 142,265

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Matters Relating to the Acquisition of Goco Group Plc	Mgmt	For	For	For

Banca Farmafactoring SpA

Meeting Date: 01/28/2021 **Country:** Italy **Ticker:** BFF
Record Date: 01/19/2021 **Meeting Type:** Special
Primary Security ID: T1R288116

Shares Voted: 1,171,967

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Allocation of Income	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
2	Approve Merger by Incorporation of DEPObank SpA into Banca Farmafactoring SpA; Approve Change in Company Name	Mgmt	For	For	For

Future Plc

Meeting Date: 02/10/2021

Country: United Kingdom

Ticker: FUTR

Record Date: 02/08/2021

Meeting Type: Annual

Primary Security ID: G37005132

Shares Voted: 142,265

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	Against	Against
4	Approve Remuneration Report	Mgmt	For	Against	Against
5	Elect Richard Huntingford as Director	Mgmt	For	For	For
6	Re-elect Zillah Byng-Thorne as Director	Mgmt	For	For	For
7	Elect Rachel Addison as Director	Mgmt	For	For	For
8	Elect Meredith Amdur as Director	Mgmt	For	For	For
9	Elect Mark Brooker as Director	Mgmt	For	For	For
10	Re-elect Hugo Drayton as Director	Mgmt	For	For	For
11	Re-elect Rob Hattrell as Director	Mgmt	For	For	For
12	Re-elect Alan Newman as Director	Mgmt	For	For	For
13	Appoint Deloitte LLP as Auditors	Mgmt	For	For	For
14	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For
17	Approve US Employee Stock Purchase Plan	Mgmt	For	For	For
18	Approve Value Creation Plan	Mgmt	For	Against	Against
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
22	Adopt New Articles of Association	Mgmt	For	For	For

Netcompany Group A/S

Meeting Date: 03/09/2021

Country: Denmark

Ticker: NETC

Record Date: 03/02/2021

Meeting Type: Annual

Primary Security ID: K7020C102

Netcompany Group A/S

Shares Voted: 57,139

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of DKK 1.00 Per Share	Mgmt	For	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
5	Approve Remuneration of Directors in the Amount of DKK 1.05 Million for Chairman, DKK 700,000 for Vice Chair and DKK 350,000 for Other Directors; Approve Travel Fees	Mgmt	For	For	For
6a	Reelect Bo Rygaard (Chair) as Director	Mgmt	For	For	For
6b	Reelect Juha Christensen (Vice Chair) as Director	Mgmt	For	For	For
6c	Reelect Scanes Bentley as Director	Mgmt	For	For	For
6d	Reelect Hege Skryseth as Director	Mgmt	For	For	For
6e	Reelect Asa Riisberg as Director	Mgmt	For	For	For
7	Ratify Ernst & Young as Auditors	Mgmt	For	For	For
8	Authorize Share Repurchase Program (Not Submitted for Proposal)	Mgmt			
9	Other Proposals from Board or Shareholders (None Submitted)	Mgmt			
10	Other Business	Mgmt			

GN Store Nord A/S

Meeting Date: 03/17/2021

Country: Denmark

Ticker: GN

Record Date: 03/10/2021

Meeting Type: Annual

Primary Security ID: K4001S214

Shares Voted: 60,805

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Discharge of Management and Board	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends of DKK 1.45 Per Share	Mgmt	For	For	For
5	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For

GN Store Nord A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Approve Remuneration of Directors in the Amount of DKK 870,000 for Chairman, DKK 580,000 for Vice Chairman, and DKK 290,000 for Other Members; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For	For
7.1	Reelect Per Wold-Olsen as Director	Mgmt	For	For	For
7.2	Reelect Jukka Pekka Pertola as Director	Mgmt	For	Abstain	Abstain
7.3	Reelect Helene Barnekow as Director	Mgmt	For	For	For
7.4	Reelect Montserrat Maresch Pascual as Director	Mgmt	For	For	For
7.5	Reelect Wolfgang Reim as Director	Mgmt	For	For	For
7.6	Reelect Ronica Wang as Director	Mgmt	For	For	For
7.7	Reelect Anette Weber as New Director	Mgmt	For	For	For
8	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
9.1	Authorize Share Repurchase Program	Mgmt	For	For	For
9.2	Approve DKK 16.4 Million Reduction in Share Capital via Share Cancellation	Mgmt	For	For	For
9.3.a	Allow Shareholder Meetings to be Held Partially or Fully by Electronic Means	Mgmt	For	For	For
9.3.b	Amend Articles Re: Company Calendar	Mgmt	For	For	For
	Shareholder Proposal Submitted by AkademikerPension and LD Fonde	Mgmt			
10	Instruct Board to Complete an Assessment of the Ability of GN Store Nord to Publish Corporate Country-by-Country Tax Reporting in Line with the Global Reporting Initiative's Standard (GRI 207: Tax 2019)	SH	Against	For	For
11	Other Business (Non-Voting)	Mgmt			

Banca Farmafactoring SpA

Meeting Date: 03/25/2021 **Country:** Italy **Ticker:** BFF
Record Date: 03/16/2021 **Meeting Type:** Annual
Primary Security ID: T1R288116

Shares Voted: 1,123,545

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income	Mgmt	For	For	For
3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For

Banca Farmafactoring SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1	Approve Remuneration Policy	Mgmt	For	Against	Against
4.2	Approve Severance Payments Policy	Mgmt	For	Against	For
4.3	Approve Second Section of the Remuneration Report	Mgmt	For	Against	Against
5.1	Fix Number of Directors	Mgmt	For	For	For
5.2	Fix Board Terms for Directors	Mgmt	For	For	For
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt			
5.3.1	Slate 1 Submitted by Management	Mgmt	For	For	For
5.3.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	Against	Against
5.4	Elect Salvatore Messina as Board Chair	Mgmt	For	For	For
5.5	Approve Remuneration of Directors	Mgmt	For	For	For
	Appoint Internal Statutory Auditors (Slate Election)	Mgmt			
6.1	Slate Submitted by Institutional Investors (Assogestioni)	SH	None	For	For
6.2	Appoint Chairman of Internal Statutory Auditors	SH	None	For	For
6.3	Approve Internal Auditors' Remuneration	Mgmt	For	For	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Against	Against

Moncler SpA

Meeting Date: 03/25/2021

Country: Italy

Ticker: MONC

Record Date: 03/16/2021

Meeting Type: Special

Primary Security ID: T6730E110

Shares Voted: 123,503

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Business	Mgmt			
1	Approve Issuance of Shares for a Private Placement Reserved to Rivetex Srl, Mattia Rivetti Riccardi, Ginevra Alexandra Shapiro, Pietro Brando Shapiro, Alessandro Gilberti and Venezia Investments Pte Ltd	Mgmt	For	For	For
2	Amend Company Bylaws Re: Article 8, 12 and 13	Mgmt	For	For	For

Meeting Date: 04/13/2021

Country: Sweden

Ticker: INDТ

Record Date: 04/01/2021

Meeting Type: Annual

Primary Security ID: W4939U106

Shares Voted: 229,209

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For	For	For
2.1	Designate Henrik Didner as Inspector of Minutes of Meeting	Mgmt	For	For	For
2.2	Designate Anders Oscarsson as Inspector of Minutes of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt			
8.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8.b	Approve Allocation of Income and Dividends of SEK 1.80 Per Share	Mgmt	For	For	For
8.c	Approve Record Date for Dividend Payment	Mgmt	For	For	For
8.d.1	Approve Discharge of Bo Annvik	Mgmt	For	For	Against
8.d.2	Approve Discharge of Susanna Campbell	Mgmt	For	For	Against
8.d.3	Approve Discharge of Anders Jernhall	Mgmt	For	For	Against
8.d.4	Approve Discharge of Bengt Kjell	Mgmt	For	For	Against
8.d.5	Approve Discharge of Ulf Lundahl	Mgmt	For	For	Against
8.d.6	Approve Discharge of Katarina Martinson	Mgmt	For	For	Against
8.d.7	Approve Discharge of Krister Melive	Mgmt	For	For	Against
8.d.8	Approve Discharge of Lars Pettersson	Mgmt	For	For	Against
9.1	Determine Number of Members (8) and Deputy Members (0) of Board	Mgmt	For	For	For
9.2	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
10.1	Approve Remuneration of Directors in the Amount of SEK 620,000 for Chairman, SEK 465,000 for Deputy Chairman and SEK 310,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
10.2	Approve Remuneration of Auditors	Mgmt	For	For	For
11.1a	Reelect Bo Annvik as Director	Mgmt	For	For	For
11.1b	Reelect Susanna Campbell as Director	Mgmt	For	For	For

Indutrade AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11.1c	Reelect Anders Jernhall as Director	Mgmt	For	Against	Against
11.1d	Reelect Bengt Kjell as Director	Mgmt	For	Against	Against
11.1e	Reelect Ulf Lundahl as Director	Mgmt	For	Against	Against
11.1f	Reelect Katarina Martinson as Director	Mgmt	For	Against	Against
11.1g	Reelect Krister Mellve as Director	Mgmt	For	For	For
11.1h	Reelect Lars Pettersson as Director	Mgmt	For	Against	Against
11.2	Reelect Katarina Martinson as Board Chair	Mgmt	For	Against	Against
12	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
13	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
14	Approve Remuneration Report	Mgmt	For	For	For
15.a	Approve Performance Share Incentive Plan LTIP 2021 for Key Employees	Mgmt	For	For	For
15.b	Approve Equity Plan Financing	Mgmt	For	For	For
16	Amend Articles Re: Postal Voting	Mgmt	For	For	For

Bucher Industries AG

Meeting Date: 04/15/2021

Country: Switzerland

Ticker: BUCN

Record Date:

Meeting Type: Annual

Primary Security ID: H10914176

Shares Voted: 15,284

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 6.50 per Share	Mgmt	For	For	For
4.1	Amend Articles Re: Opting Out Clause	Mgmt	For	For	For
4.2	Amend Articles Re: Size of Compensation Committee	Mgmt	For	For	For
4.3	Amend Articles Re: Remuneration of Directors	Mgmt	For	For	For
5.1.1	Reelect Anita Hauser as Director	Mgmt	For	Against	Against
5.1.2	Reelect Michael Hauser as Director	Mgmt	For	Against	Against
5.1.3	Reelect Martin Hirzel as Director	Mgmt	For	For	For
5.1.4	Reelect Philip Mosimann as Director and Board Chairman	Mgmt	For	Against	Against

Bucher Industries AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.1.5	Reelect Heinrich Spoerry as Director	Mgmt	For	Against	Against
5.1.6	Reelect Valentin Vogt as Director	Mgmt	For	For	For
5.2.1	Reappoint Anita Hauser as Member of the Compensation Committee	Mgmt	For	Against	Against
5.2.2	Reappoint Valentin Vogt as Member of the Compensation Committee	Mgmt	For	For	For
5.3	Designate Keller KLG as Independent Proxy	Mgmt	For	For	For
5.4	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
6.1	Approve Variable Remuneration of Executive Committee in the Amount of CHF 2.2 Million	Mgmt	For	For	For
6.2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
6.3	Approve Remuneration of Directors in the Amount of CHF 1.3 Million	Mgmt	For	For	For
6.4	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 5 Million	Mgmt	For	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

Bucher Industries AG

Meeting Date: 04/15/2021

Country: Switzerland

Ticker: BUCN

Record Date:

Meeting Type: Annual

Primary Security ID: H10914176

Shares Voted: 15,284

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Share Re-registration Consent	Mgmt	For	For	For

Scatec Solar ASA

Meeting Date: 04/20/2021

Country: Norway

Ticker: SCATC

Record Date: 04/13/2021

Meeting Type: Annual

Primary Security ID: R7562P100

Shares Voted: 197,774

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Registration of Attending Shareholders and Proxies	Mgmt			
3	Elect Chairman of Meeting; Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
4	Approve Notice of Meeting and Agenda	Mgmt	For	For	For

Scatec Solar ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Receive Information on the Business	Mgmt			
6	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
7	Discuss Company's Corporate Governance Statement	Mgmt			
8	Approve Distribution of Dividends	Mgmt	For	For	For
9	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against	Against
10	Approve Remuneration of Directors	Mgmt	For	For	For
11.1	Elect Gisele Marchand as Director	Mgmt	For	For	Against
11.2	Elect Jorgen Kildahl as Director	Mgmt	For	For	Against
12	Approve Remuneration of Members of Nominating Committee	Mgmt	For	For	For
13	Amend Articles	Mgmt	For	For	For
14	Elect Members of Nominating Committee	Mgmt	For	For	For
15	Approve Remuneration of Auditors	Mgmt	For	For	For
16	Authorize Share Repurchase Program and Reissuance of Repurchased Shares in Connection with Acquisitions, Mergers, Demergers or Similar	Mgmt	For	Against	Against
17	Approve Equity Plan Financing Through Share Repurchase Program	Mgmt	For	Against	Against
18	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	Against	Against
19	Approve Creation of Pool of Capital without Preemptive Rights	Mgmt	For	For	For
20	Approve Equity Plan Financing Through Issuance of Shares	Mgmt	For	Against	Against

Sika AG

Meeting Date: 04/20/2021

Country: Switzerland

Ticker: SIKA

Record Date:

Meeting Type: Annual

Primary Security ID: H7631K273

Shares Voted: 22,971

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 2.50 per Share	Mgmt	For	For	For
3	Approve Discharge of Board of Directors	Mgmt	For	For	For

Sika AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1.1	Reelect Paul Haelg as Director	Mgmt	For	For	For
4.1.2	Reelect Monika Ribar as Director	Mgmt	For	For	For
4.1.3	Reelect Daniel Sauter as Director	Mgmt	For	For	For
4.1.4	Reelect Christoph Tobler as Director	Mgmt	For	For	Against
4.1.5	Reelect Justin Howell as Director	Mgmt	For	For	For
4.1.6	Reelect Thierry Vanlancker as Director	Mgmt	For	For	For
4.1.7	Reelect Viktor Balli as Director	Mgmt	For	For	For
4.2	Elect Paul Schuler as Director	Mgmt	For	For	For
4.3	Reelect Paul Haelg as Board Chairman	Mgmt	For	For	For
4.4.1	Appoint Daniel Sauter as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.4.2	Appoint Justin Howell as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.4.3	Appoint Thierry Vanlancker as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.5	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
4.6	Designate Jost Windlin as Independent Proxy	Mgmt	For	For	For
5.1	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
5.2	Approve Remuneration of Directors in the Amount of CHF 3.3 Million	Mgmt	For	For	For
5.3	Approve Remuneration of Executive Committee in the Amount of CHF 21.5 Million	Mgmt	For	For	For
6	Transact Other Business (Voting)	Mgmt	For	Against	Against

Sika AG

Meeting Date: 04/20/2021 **Country:** Switzerland **Ticker:** SIKA
Record Date: **Meeting Type:** Annual

Primary Security ID: H7631K273

Shares Voted: 22,971

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Share Re-registration Consent	Mgmt	For	For	For

Accell Group NV

Meeting Date: 04/21/2021 **Country:** Netherlands **Ticker:** ACCEL
Record Date: 03/24/2021 **Meeting Type:** Annual

Primary Security ID: N00432257

Accell Group NV

Shares Voted: 161,482

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2.a	Receive Report of Supervisory Board (Non-Voting)	Mgmt			
2.b	Approve Remuneration Report for Management Board	Mgmt	For	For	For
2.c	Approve Remuneration Report for Supervisory Board	Mgmt	For	For	For
3	Receive Report of Management Board (Non-Voting)	Mgmt			
4	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
5	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
6.a	Approve Discharge of Management Board	Mgmt	For	For	For
6.b	Approve Discharge of Supervisory Board	Mgmt	For	For	For
7.a	Discussion of Supervisory Board Profile	Mgmt			
7.b	Elect Luc Volatier to Supervisory Board	Mgmt	For	For	For
7.c	Elect Eugenie H. van Wiechen to Supervisory Board	Mgmt	For	For	For
7.d	Announce Vacancies on the Supervisory Board	Mgmt			
8	Ratify KPMG Accountants N.V as Auditors	Mgmt	For	For	For
9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
10.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For
10.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
11	Other Business (Non-Voting)	Mgmt			
12	Close Meeting	Mgmt			

Moncler SpA

Meeting Date: 04/22/2021

Country: Italy

Ticker: MONC

Record Date: 04/13/2021

Meeting Type: Annual

Primary Security ID: T6730E110

Shares Voted: 103,458

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			

Moncler SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Allocation of Income	Mgmt	For	For	For
2	Approve Second Section of the Remuneration Report	Mgmt	For	For	For
3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
4	Approve Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
5.1	Fix Number of Directors	Mgmt	For	For	For
5.2	Elect Director	Mgmt	For	For	For
5.3	Approve Remuneration of Directors	Mgmt	For	For	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Against	Against

SEGRO Plc

Meeting Date: 04/22/2021 **Country:** United Kingdom **Ticker:** SGRO
Record Date: 04/20/2021 **Meeting Type:** Annual
Primary Security ID: G80277141

Shares Voted: 477,098

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Re-elect Gerald Corbett as Director	Mgmt	For	For	For
5	Re-elect Mary Barnard as Director	Mgmt	For	For	For
6	Re-elect Sue Clayton as Director	Mgmt	For	For	For
7	Re-elect Soumen Das as Director	Mgmt	For	For	For
8	Re-elect Carol Fairweather as Director	Mgmt	For	For	For
9	Re-elect Christopher Fisher as Director	Mgmt	For	For	For
10	Re-elect Andy Gulliford as Director	Mgmt	For	For	For
11	Re-elect Martin Moore as Director	Mgmt	For	For	For
12	Re-elect David Sleath as Director	Mgmt	For	For	For
13	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For

SEGRO Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
21	Approve Savings-Related Share Option Plan	Mgmt	For	For	For
22	Approve Share Incentive Plan	Mgmt	For	For	For
23	Authorise Board to Offer Scrip Dividend	Mgmt	For	For	For

Teleperformance SE

Meeting Date: 04/22/2021

Country: France

Ticker: TEP

Record Date: 04/20/2021

Meeting Type: Annual/Special

Primary Security ID: F9120F106

Shares Voted: 35,249

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 2.40 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Approve Compensation of Corporate Officers	Mgmt	For	For	For
6	Approve Compensation of Daniel Julien, Chairman and CEO	Mgmt	For	Against	Abstain
7	Approve Compensation of Olivier Rigaudy, Vice-CEO	Mgmt	For	Against	Abstain
8	Approve Remuneration Policy of Directors	Mgmt	For	For	For
9	Approve Remuneration Policy of the Chairman and CEO	Mgmt	For	For	Abstain
10	Approve Remuneration Policy of the Vice-CEO	Mgmt	For	For	Abstain
11	Reelect Daniel Julien as Director	Mgmt	For	Against	For

Teleperformance SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Reelect Emily Abrera as Director	Mgmt	For	For	For
13	Reelect Alain Boulet as Director	Mgmt	For	For	For
14	Reelect Robert Paszczak as Director	Mgmt	For	For	For
15	Reelect Stephen Winningham as Director	Mgmt	For	For	For
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
17	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
18	Authorize Capitalization of Reserves of Up to EUR 142 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
19	Amend Article 21 of Bylaws Re: Transactions	Mgmt	For	For	For
20	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Thule Group AB

Meeting Date: 04/22/2021

Country: Sweden

Ticker: THULE

Record Date: 04/14/2021

Meeting Type: Annual

Primary Security ID: W9T18N112

Shares Voted: 180,856

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For	For	For
2.a	Designate John Hernander as Inspector of Minutes of Meeting	Mgmt	For	For	For
2.b	Designate Adam Gerge as Inspector of Minutes of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
6.a	Receive Financial Statements and Statutory Reports	Mgmt			
6.b	Receive Consolidated Accounts and Group Auditor's Report	Mgmt			
6.c	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt			
6.d	Receive Board's Report	Mgmt			
7.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For

Thule Group AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.b	Approve Allocation of Income and Dividends of SEK 15.50 Per Share	Mgmt	For	For	For
7.c1	Approve Discharge of Board Chairman Bengt Baron	Mgmt	For	For	For
7.c2	Approve Discharge of Board Member Mattias Ankarberg	Mgmt	For	For	For
7.c3	Approve Discharge of Board Member Hans Eckerstrom	Mgmt	For	For	For
7.c4	Approve Discharge of Board Member Helene Mellquist	Mgmt	For	For	For
7.c5	Approve Discharge of Board Member Therese Reutersward	Mgmt	For	For	For
7.c6	Approve Discharge of Board Member Helene Willberg	Mgmt	For	For	For
7.c7	Approve Discharge of President Magnus Welander	Mgmt	For	For	For
8	Determine Number of Members (6) and Deputy Members (0) of Board	Mgmt	For	For	For
9	Approve Remuneration of Directors in the Amount of SEK 1.15 Million for Chairman and SEK 400,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
10.1	Reelect Bengt Baron as Director	Mgmt	For	For	For
10.2	Reelect Mattias Ankarberg as Director	Mgmt	For	For	For
10.3	Reelect Hans Eckerstrom as Director	Mgmt	For	For	For
10.4	Reelect Helene Mellquist as Director	Mgmt	For	For	For
10.5	Reelect Therese Reutersward as Director	Mgmt	For	For	For
10.6	Reelect Helene Willberg as Director	Mgmt	For	For	For
10.7	Reelect Bengt Baron as Board Chairman	Mgmt	For	For	For
11	Approve Remuneration of Auditors	Mgmt	For	For	For
12	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
13	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
14	Approve Remuneration Report	Mgmt	For	For	For
15	Amend Articles Re: Postal Voting	Mgmt	For	For	For

Amplifon SpA

Meeting Date: 04/23/2021

Country: Italy

Ticker: AMP

Record Date: 04/14/2021

Meeting Type: Annual

Primary Security ID: T0388E118

Amplifon SpA

Shares Voted: 164,010

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Allocation of Income	Mgmt	For	For	For
2	Approve Remuneration of Directors	Mgmt	For	For	For
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt			
3.1.1	Slate 1 Submitted by Ampliter Srl	SH	None	Against	Against
3.1.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For	For
3.2	Approve Internal Auditors' Remuneration	Mgmt	For	For	For
4.1	Approve Remuneration Policy	Mgmt	For	Against	Against
4.2	Approve Second Section of the Remuneration Report	Mgmt	For	Against	Against
5	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	Against	Against

Cellink AB

Meeting Date: 04/26/2021

Country: Sweden

Ticker: CLNK.B

Record Date: 04/16/2021

Meeting Type: Annual

Primary Security ID: W2R67K123

Shares Voted: 74,617

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For	For	For
2	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt			
7.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
7.b	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
7.c1	Approve Discharge of Board Chairman Carsten Browall	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.c2	Approve Discharge of Board Member Aristotelis Nastos	Mgmt	For	For	For
7.c3	Approve Discharge of Board Member Bengt Sjöholm	Mgmt	For	For	For
7.c4	Approve Discharge of Board Member Christian Wildmoser	Mgmt	For	For	For
7.c5	Approve Discharge of Board Member Erik Gatenholm	Mgmt	For	For	For
7.c6	Approve Discharge of Board Member Helena Skantorp	Mgmt	For	For	For
7.c7	Approve Discharge of Board Member Ingela Hallberg	Mgmt	For	For	For
7.c8	Approve Discharge of President Erik Gatenholm	Mgmt	For	For	For
8	Determine Number of Members (6) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
9	Approve Remuneration of Directors in the Amount of SEK 475,000 for Chair and SEK 200,000 For Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors	Mgmt	For	For	For
10.1a	Reelect Carsten Browall as Director	Mgmt	For	For	For
10.1b	Reelect Aristotelis Nastos as Director	Mgmt	For	For	For
10.1c	Reelect Bengt Sjöholm as Director	Mgmt	For	For	For
10.1d	Reelect Christian Wildmoser as Director	Mgmt	For	For	For
10.1e	Reelect Erik Gatenholm as Director	Mgmt	For	For	For
10.1f	Reelect Helena Skantorp as Director	Mgmt	For	For	For
10.2	Reelect Carsten Browall as Board Chairman	Mgmt	For	For	For
10.3	Ratify Deloitte as Auditors	Mgmt	For	For	For
11	Authorize Chairman of Board and Representatives of Four of Company's Largest Shareholders to Serve on Nominating Committee	Mgmt	For	For	For
12	Approve Remuneration Report	Mgmt	For	For	For
13	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against	For
14	Approve Stock Option Plan for Key Employees	Mgmt	For	For	For
15	Approve Issuance of Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of SEK 1.5 Billion; Approve Creation of SEK 62.7 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For
16	Approve Issuance of up to 20 Percent of Share Capital without Preemptive Rights	Mgmt	For	Against	Against

Cellink AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	Amend Articles Re: Powers of Attorneys and Postal Ballots	Mgmt	For	For	For

Bachem Holding AG

Meeting Date: 04/28/2021 **Country:** Switzerland **Ticker:** BANB
Record Date: **Meeting Type:** Annual
Primary Security ID: H04002129

Shares Voted: 11,326

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 3.25 per Share	Mgmt	For	For	For
4.1	Approve Remuneration of Directors in the Amount of CHF 750,000	Mgmt	For	For	For
4.2	Approve Remuneration of Executive Committee in the Amount of CHF 2.5 Million	Mgmt	For	For	For
5.1	Reelect Kuno Sommer as Director and Board Chairman	Mgmt	For	Against	Against
5.2	Reelect Nicole Hoetzer as Director	Mgmt	For	Against	For
5.3	Reelect Helma Wennemers as Director	Mgmt	For	Against	For
5.4	Reelect Steffen Lang as Director	Mgmt	For	Against	For
5.5	Elect Alex Faessler as Director	Mgmt	For	Against	Against
6.1	Reappoint Kuno Sommer as Member of the Compensation Committee	Mgmt	For	Against	Against
6.2	Appoint Nicole Hoetzer as Member of the Compensation Committee	Mgmt	For	Against	For
6.3	Appoint Alex Faessler as Member of the Compensation Committee	Mgmt	For	Against	Against
7	Ratify MAZARS SA as Auditors	Mgmt	For	For	For
8	Designate Paul Wiesli as Independent Proxy	Mgmt	For	For	For
9	Transact Other Business (Voting)	Mgmt	For	Against	Against

Bachem Holding AG

Meeting Date: 04/28/2021 **Country:** Switzerland **Ticker:** BANB
Record Date: **Meeting Type:** Annual
Primary Security ID: H04002129

Bachem Holding AG

Shares Voted: 11,326

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Share Re-registration Consent	Mgmt	For	For	For

Eurazeo SE

Meeting Date: 04/28/2021

Country: France

Ticker: RF

Record Date: 04/26/2021

Meeting Type: Annual/Special

Primary Security ID: F3296A108

Shares Voted: 124,979

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Treatment of Losses and Dividends of EUR 1.50 per Share	Mgmt	For	For	For
3	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	Against	For
5	Reelect Stephane Pallez as Supervisory Board Member	Mgmt	For	For	For
6	Approve Remuneration Policy of Members of Supervisory Board	Mgmt	For	For	For
7	Approve Remuneration Policy of Members of Management Board	Mgmt	For	Against	Against
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
9	Approve Compensation of Michel David-Weill, Chairman of the Supervisory Board	Mgmt	For	For	For
10	Approve Compensation of Virginie Morgon, Chairman of the Management Board	Mgmt	For	Against	Against
11	Approve Compensation of Philippe Audouin, Member of Management Board	Mgmt	For	Against	Against
12	Approve Compensation of Nicolas Huet, Member of Management Board	Mgmt	For	Against	Against
13	Approve Compensation of Olivier Millet, Member of Management Board	Mgmt	For	Against	Against
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	Against	Against
	Extraordinary Business	Mgmt			
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For

Eurazeo SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
17	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
	Ordinary Business	Mgmt			
18	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Arcadis NV

Meeting Date: 04/29/2021 **Country:** Netherlands **Ticker:** ARCAD
Record Date: 04/01/2021 **Meeting Type:** Annual
Primary Security ID: N0605M147

Shares Voted: 238,143

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1.a	Open Meeting	Mgmt			
1.b	Receive Announcements (non-voting)	Mgmt			
2	Receive Report of Supervisory Board (Non-Voting)	Mgmt			
3	Receive Report of Management Board (Non-Voting)	Mgmt			
4.a	Adopt Financial Statements	Mgmt	For	For	For
4.b	Approve Dividends of EUR 0.60 Per Share	Mgmt	For	For	For
5.a	Approve Discharge of Management Board	Mgmt	For	For	Against
5.b	Approve Discharge of Supervisory Board	Mgmt	For	For	Against
6	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	Mgmt	For	For	For
7.a	Approve Remuneration Report for Management Board	Mgmt	For	For	For
7.b	Approve Remuneration Report for Supervisory Board	Mgmt	For	For	For
8	Approve Revisions to Remuneration Policy for Management Board	Mgmt	For	For	For
9	Reelect P.W.B (Peter) Oosterveer to Management Board	Mgmt	For	For	For
10.a	Elect C. (Carla) Mahieu to Supervisory Board	Mgmt	For	For	For
10.b	Reelect N.W (Niek) Hoek to Supervisory Board	Mgmt	For	For	For
10.c	Reelect Wee Gee Ang to Supervisory Board	Mgmt	For	For	For
10.d	Announce Vacancies on the Supervisory Board	Mgmt			

Arcadis NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11.a	Grant Board Authority to Issue Shares up to 10 Percent of Issued Capital Plus Additional 10 Percent in Case of Takeover/Merger	Mgmt	For	Against	Against
11.b	Authorize Board to Issue Shares as Dividend	Mgmt	For	For	For
11.c	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	Against	Against
12	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
13	Approve Reduction in Share Capital through Cancellation of Shares	Mgmt	For	For	For
14	Other Business (Non-Voting)	Mgmt			
15	Close Meeting	Mgmt			

The Weir Group Plc

Meeting Date: 04/29/2021 **Country:** United Kingdom **Ticker:** WEIR
Record Date: 04/27/2021 **Meeting Type:** Annual
Primary Security ID: G95248137

Shares Voted: 213,342

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Elect Ben Magara as Director	Mgmt	For	For	For
5	Elect Srinivasan Venkatakrishnan as Director	Mgmt	For	For	For
6	Re-elect Charles Berry as Director	Mgmt	For	For	For
7	Re-elect Jon Stanton as Director	Mgmt	For	For	For
8	Re-elect John Heasley as Director	Mgmt	For	For	For
9	Re-elect Barbara Jeremiah as Director	Mgmt	For	For	For
10	Re-elect Clare Chapman as Director	Mgmt	For	For	For
11	Re-elect Engelbert Haan as Director	Mgmt	For	For	For
12	Re-elect Mary Jo Jacobi as Director	Mgmt	For	For	For
13	Re-elect Sir Jim McDonald as Director	Mgmt	For	For	For
14	Re-elect Stephen Young as Director	Mgmt	For	For	For
15	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For

The Weir Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

BE Semiconductor Industries NV

Meeting Date: 04/30/2021

Country: Netherlands

Ticker: BESI

Record Date: 04/02/2021

Meeting Type: Annual

Primary Security ID: N13107144

Shares Voted: 142,992

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Receive Annual Report	Mgmt			
3	Approve Remuneration Report	Mgmt	For	Against	Against
4	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
5.a	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
5.b	Approve Dividends of EUR 1.70 Per Share	Mgmt	For	For	For
6.a	Approve Discharge of Management Board	Mgmt	For	For	For
6.b	Approve Discharge of Supervisory Board	Mgmt	For	For	For
7	Amend Remuneration Policy	Mgmt	For	Against	Against
8.a	Elect Laura Oliphant to Supervisory Board	Mgmt	For	For	For
8.b	Elect Elke Eckstein to Supervisory Board	Mgmt	For	For	For
9	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Pre-emptive Rights	Mgmt	For	For	For
10	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
11	Approve Reduction in Share Capital through Cancellation of Shares	Mgmt	For	For	For
12	Amend Articles Re: Mandatory Statutory Provision Regarding the Absence of All Members of the Supervisory Board	Mgmt	For	For	For
13	Other Business (Non-Voting)	Mgmt			

BE Semiconductor Industries NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Close Meeting	Mgmt			

Wienerberger AG

Meeting Date: 05/04/2021 **Country:** Austria **Ticker:** WIE
Record Date: 04/24/2021 **Meeting Type:** Annual
Primary Security ID: A95384110

Shares Voted: 255,243

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal 2020 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.60 Per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal 2020	Mgmt	For	For	Against
4	Approve Discharge of Supervisory Board for Fiscal 2020	Mgmt	For	For	Against
5	Ratify Deloitte GmbH as Auditors for Fiscal 2021	Mgmt	For	For	For
6.1	Approve Decrease in Size of Capital Representatives to Seven Members	Mgmt	For	For	For
6.2	Elect David Davies as Supervisory Board Member	Mgmt	For	For	For
6.3	Elect Peter Johnson as Supervisory Board Member	Mgmt	For	For	For
6.4	Elect Kati Ter Horst as Supervisory Board Member	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	For	For

Fluidra SA

Meeting Date: 05/06/2021 **Country:** Spain **Ticker:** FDR
Record Date: 04/30/2021 **Meeting Type:** Annual
Primary Security ID: E52619108

Shares Voted: 221,897

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For
2	Approve Non-Financial Information Statement	Mgmt	For	For	For
3	Approve Allocation of Income	Mgmt	For	For	For
4	Approve Discharge of Board	Mgmt	For	For	For

Fluidra SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Approve Dividends Charged Against Reserves	Mgmt	For	For	For
6.1	Reelect Eloy Planes Corts as Director	Mgmt	For	Against	For
6.2	Reelect Bernardo Corbera Serra as Director	Mgmt	For	For	For
6.3	Reelect Oscar Serra Duffo as Director	Mgmt	For	For	For
7.1	Amend Articles Re: Remote Attendance	Mgmt	For	For	For
7.2	Amend Article 45 Re: Board	Mgmt	For	For	For
8.1	Amend Articles of General Meeting Regulations Re: Remote Attendance	Mgmt	For	For	For
8.2	Amend Article 27 of General Meeting Regulations Re: Publicity of Resolutions	Mgmt	For	For	For
9	Approve Remuneration Policy	Mgmt	For	For	For
10	Advisory Vote on Remuneration Report	Mgmt	For	For	For
11	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Koninklijke DSM NV

Meeting Date: 05/06/2021

Country: Netherlands

Ticker: DSM

Record Date: 04/08/2021

Meeting Type: Annual

Primary Security ID: N5017D122

Shares Voted: 43,180

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Amend Articles of Association	Mgmt	For	For	For
3	Receive Report of Management Board (Non-Voting)	Mgmt			
4	Approve Remuneration Report	Mgmt	For	For	For
5	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
6.a	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
6.b	Approve Dividends of EUR 2.40 Per Share	Mgmt	For	For	For
7.a	Approve Discharge of Management Board	Mgmt	For	For	For
7.b	Approve Discharge of Supervisory Board	Mgmt	For	For	For
8	Reelect Dimitri de Vreeze to Management Board	Mgmt	For	For	For
9.a	Reelect Frits van Paasschen to Supervisory Board	Mgmt	For	For	For

Koninklijke DSM NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.b	Reelect John Ramsay to Supervisory Board	Mgmt	For	For	For
9.c	Elect Carla Mahieu to Supervisory Board	Mgmt	For	For	For
9.d	Elect Corien M. Wortmann-Kool to Supervisory Board	Mgmt	For	For	For
10	Ratify KPMG Accountants N.V as Auditors	Mgmt	For	For	For
11.a	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Pre-emptive Rights	Mgmt	For	For	For
11.b	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital in Connection with a Rights Issue	Mgmt	For	For	For
12	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
13	Approve Reduction in Share Capital through Cancellation of Shares	Mgmt	For	For	For
14	Other Business (Non-Voting)	Mgmt			
15	Discuss Voting Results	Mgmt			
16	Close Meeting	Mgmt			

MIPS AB

Meeting Date: 05/06/2021

Country: Sweden

Ticker: MIPS

Record Date: 04/28/2021

Meeting Type: Annual

Primary Security ID: W5648N127

Shares Voted: 40,620

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For	For	For
2	Prepare and Approve List of Shareholders	Mgmt	For	For	For
3.a	Designate Tomas Risbecker as Inspector of Minutes of Meeting	Mgmt	For	For	For
3.b	Designate Bengt Baron as Inspector of Minutes of Meeting	Mgmt	For	For	For
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
5	Approve Agenda of Meeting	Mgmt	For	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of SEK 3.50 Per Share	Mgmt	For	For	Against
9.a	Approve Discharge of Board Chairman Magnus Welander	Mgmt	For	For	Against

MIPS AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.b	Approve Discharge of Jonas Rahmn	Mgmt	For	For	Against
9.c	Approve Discharge of Jenny Rosberg	Mgmt	For	For	Against
9.d	Approve Discharge of Pernilla Wiberg	Mgmt	For	For	Against
9.e	Approve Discharge of Par Arvidsson	Mgmt	For	For	Against
9.f	Approve Discharge of CEO Max Strandwitz	Mgmt	For	For	Against
10	Approve Remuneration Report	Mgmt	For	For	For
11	Determine Number of Members (5) and Deputy Members (0) of Board	Mgmt	For	For	For
12	Approve Remuneration of Directors in the Amount of SEK 450,000 for Chairman and SEK 225,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors	Mgmt	For	For	For
13.a	Reelect Magnus Welander as Board Chairman	Mgmt	For	Against	For
13.b	Reelect Jonas Rahmn as Director	Mgmt	For	For	For
13.c	Reelect Jenny Rosberg as Director	Mgmt	For	For	For
13.d	Reelect Pernilla Wiberg as Director	Mgmt	For	For	For
13.e	Elect Thomas Brautigam as New Director	Mgmt	For	For	For
14	Ratify KPMG as Auditors	Mgmt	For	For	For
15	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
16	Amend Articles Re: Postal Voting	Mgmt	For	For	For

Aedifica SA

Meeting Date: 05/11/2021

Country: Belgium

Ticker: AED

Record Date: 04/27/2021

Meeting Type: Annual

Primary Security ID: B0130A108

Shares Voted: 82,309

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Receive Directors' Reports (Non-Voting)	Mgmt			
2	Receive Auditors' Reports (Non-Voting)	Mgmt			
3	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt			
4	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Approve Remuneration Policy	Mgmt	For	For	For
7.1	Approve Discharge Serge Wibaut as Director	Mgmt	For	For	Against
7.2	Approve Discharge Stefaan Gielens as Director	Mgmt	For	For	Against
7.3	Approve Discharge Jean Franken as Director	Mgmt	For	For	Against
7.4	Approve Discharge Katrien Kesteloot as Director	Mgmt	For	For	Against
7.5	Approve Discharge Elisabeth May-Roberti as Director	Mgmt	For	For	Against
7.6	Approve Discharge Luc Plasman as Director	Mgmt	For	For	Against
7.7	Approve Discharge Marleen Willekens as Director	Mgmt	For	For	Against
7.8	Approve Discharge Pertti Huuskonen as Director	Mgmt	For	For	Against
7.9	Approve Discharge Sven Bogaerts as Director	Mgmt	For	For	Against
7.10	Approve Discharge Ingrid Daerden as Director	Mgmt	For	For	Against
7.11	Approve Discharge Charles-Antoine Van Aelst as Director	Mgmt	For	For	Against
7.12	Approve Discharge Adeline Simont as Director	Mgmt	For	For	Against
7.13	Approve Discharge Eric Hohl as Director	Mgmt	For	For	Against
7.14	Approve Discharge Laurence Gacoïn as Director	Mgmt	For	For	Against
8	Approve Discharge of Auditors	Mgmt	For	For	Against
9.1	Elect Stefaan Gielens as Director	Mgmt	For	For	For
9.2	Elect Serge Wibaut as Independent Director	Mgmt	For	For	For
9.3	Elect Katrien Kesteloot as Independent Director	Mgmt	For	For	For
9.4	Elect Elisabeth May-Roberti as Independent Director	Mgmt	For	For	For
9.5	Approve Remuneration of Serge Wibaut, Katrien Kesteloot, and Elisabeth May-Roberti in the Way Proposed Under item 11	Mgmt	For	For	For
10.1	Ratify Ernst & Young as Auditors	Mgmt	For	For	For
10.2	Approve Auditors' Remuneration	Mgmt	For	For	For
11.1	Approve Remuneration of Chairperson of the Board of Directors	Mgmt	For	For	For
11.2	Approve Remuneration of Non-Executive Directors	Mgmt	For	For	For
12.1	Approve Change-of-Control Clause Re: Provisions of Credit between the Company and Belfius Banque SA	Mgmt	For	For	For
12.2	Approve Change-of-Control Clause Re: Provisions of Credit between the Company and Societe Generale	Mgmt	For	For	For

Aedifica SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12.3	Approve Change-of-Control Clause Re: Note Purchase Agreement	Mgmt	For	For	For
12.4	Approve Change-of-Control Clause Re: Credit Agreement between Hoivatilat, the Company and OP Corporate Bank	Mgmt	For	For	For
12.5	Approve Change-of-Control Clause Re: Credit Agreement between the Company and ABN AMRO Bank	Mgmt	For	For	For
13.1	Approve Discharge of Aedifica NV/SA as Director of Hof Van Bremdael NV/SA	Mgmt	For	For	Against
13.2	Approve Discharge of Sven Bogaerts as Director of Hof Van Bremdael NV/SA	Mgmt	For	For	Against
13.3	Approve Discharge of Ingrid Daerden as Director of Hof Van Bremdael NV/SA	Mgmt	For	For	Against
13.4	Approve Discharge of Charles-Antoine Van Aelst as Director of Hof Van Bremdael NV/SA	Mgmt	For	For	Against
13.5	Approve Discharge of Laurence Gacoin as Director of Hof Van Bremdael NV/SA	Mgmt	For	For	Against
14	Approve Discharge of Ernst & Young as Auditor of Hof Van Bremdael NV/SA	Mgmt	For	For	Against
15	Transact Other Business	Mgmt			

Aedifica SA

Meeting Date: 05/11/2021

Country: Belgium

Ticker: AED

Record Date: 04/27/2021

Meeting Type: Special

Primary Security ID: B0130A108

Shares Voted: 82,309

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Special Meeting Agenda	Mgmt			
1.1	Receive Special Board Report Re: Renewal of the Authorized Capital	Mgmt			
1.2a	Renew Authorization to Increase Share Capital by Various Means With or Without Preemptive Rights That is Set Within the Limits of the Proposed Sub-Authorizations	Mgmt	For	Against	Against
1.2b	If Item 1.2a is not Approved: Renew Authorization to Increase Share Capital by Various Means With or Without Preemptive Rights	Mgmt	For	For	For
2	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Mgmt	For	For	For

Meeting Date: 05/11/2021

Country: France

Ticker: EDEN

Record Date: 05/07/2021

Meeting Type: Annual/Special

Primary Security ID: F3192L109

Shares Voted: 120,966

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 0.75 per Share	Mgmt	For	For	For
4	Approve Stock Dividend Program	Mgmt	For	For	For
5	Reelect Sylvia Coutinho as Director	Mgmt	For	For	For
6	Reelect Françoise Gri as Director	Mgmt	For	For	For
7	Elect Angeles Garcia-Poveda as Director	Mgmt	For	For	For
8	Elect Monica Mondardini as Director	Mgmt	For	For	For
9	Elect Philippe Vallee as Director	Mgmt	For	For	For
10	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For
11	Approve Remuneration Policy of Directors	Mgmt	For	For	For
12	Approve Remuneration of Directors in the Aggregate Amount of EUR 800,000	Mgmt	For	For	For
13	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
14	Approve Compensation of Bertrand Dumazy, Chairman and CEO	Mgmt	For	Against	Against
15	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
17	Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans Under Performance Conditions Reserved for Employees, Corporate Officers and International Subsidiaries	Mgmt	For	For	For
18	Approve Change of Corporate Form to Societe Europeenne (SE) and Amend Bylaws Accordingly	Mgmt	For	For	For
19	Change Company Name to SE Edenred and Amend Article of Bylaws Accordingly	Mgmt	For	For	For
20	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Partners Group Holding AG

Meeting Date: 05/12/2021

Country: Switzerland

Ticker: PGHN

Record Date:

Meeting Type: Annual

Primary Security ID: H6120A101

Shares Voted: 3,655

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 27.50 per Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4	Amend Articles Re: External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	Against	For
6.1	Approve Short-Term Remuneration of Directors in the Amount of CHF 3 Million	Mgmt	For	For	For
6.2	Approve Long-Term Remuneration of Directors in the Amount of CHF 3.8 Million	Mgmt	For	For	For
6.3	Approve Technical Non-Financial Remuneration of Directors in the Amount of CHF 10.1 Million	Mgmt	For	For	For
6.4	Approve Short-Term Remuneration of Executive Committee in the Amount of CHF 9 Million for Fiscal Year 2021	Mgmt	For	For	For
6.5	Approve Short-Term Remuneration of Executive Committee in the Amount of CHF 9 Million for Fiscal Year 2022	Mgmt	For	For	For
6.6	Approve Long-Term Remuneration of Executive Committee in the Amount of CHF 15.1 Million	Mgmt	For	For	For
6.7	Approve Technical Non-Financial Remuneration of Executive Committee in the Amount of CHF 60,000	Mgmt	For	For	For
7.1.1	Elect Steffen Meister as Director and as Board Chairman	Mgmt	For	For	For
7.1.2	Elect Marcel Erni as Director	Mgmt	For	For	For
7.1.3	Elect Alfred Gantner as Director	Mgmt	For	For	For
7.1.4	Elect Lisa Hook as Director	Mgmt	For	For	For
7.1.5	Elect Joseph Landy as Director	Mgmt	For	For	For
7.1.6	Elect Grace del Rosario-Castano as Director	Mgmt	For	For	For
7.1.7	Elect Martin Strobel as Director	Mgmt	For	For	For
7.1.8	Elect Urs Wietlisbach as Director	Mgmt	For	For	For
7.2.1	Appoint Grace del Rosario-Castano as Member of the Nomination and Compensation Committee	Mgmt	For	For	For

Partners Group Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.2.2	Appoint Lisa Hook as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
7.2.3	Appoint Martin Strobel as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
7.3	Designate Hotz & Goldmann as Independent Proxy	Mgmt	For	For	For
7.4	Ratify KPMG AG as Auditors	Mgmt	For	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

Partners Group Holding AG

Meeting Date: 05/12/2021 **Country:** Switzerland **Ticker:** PGHN
Record Date: **Meeting Type:** Annual
Primary Security ID: H6120A101

Shares Voted: 3,655

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Share Re-registration Consent	Mgmt	For	For	For

Rentokil Initial Plc

Meeting Date: 05/12/2021 **Country:** United Kingdom **Ticker:** RTO
Record Date: 05/10/2021 **Meeting Type:** Annual
Primary Security ID: G7494G105

Shares Voted: 822,684

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Policy	Mgmt	For	Against	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Amend Performance Share Plan	Mgmt	For	Against	For
5	Approve Final Dividend	Mgmt	For	For	For
6	Elect Stuart Ingall-Tombs as Director	Mgmt	For	For	For
7	Elect Sarosh Mistry as Director	Mgmt	For	For	For
8	Re-elect John Pettigrew as Director	Mgmt	For	For	For
9	Re-elect Andy Ransom as Director	Mgmt	For	For	For
10	Re-elect Richard Solomons as Director	Mgmt	For	For	For
11	Re-elect Julie Southern as Director	Mgmt	For	For	For

Rentokil Initial Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Re-elect Cathy Turner as Director	Mgmt	For	For	For
13	Re-elect Linda Yueh as Director	Mgmt	For	For	For
14	Appoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
15	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

SPIE SA

Meeting Date: 05/12/2021

Country: France

Ticker: SPIE

Record Date: 05/10/2021

Meeting Type: Annual/Special

Primary Security ID: F8691R101

Shares Voted: 369,259

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 0.44 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
5	Ratify Appointment of Sandrine Teran as Director	Mgmt	For	For	For
6	Elect Sandrine Teran as Director	Mgmt	For	For	Against
7	Elect Patrick Jeantet as Director	Mgmt	For	For	For
8	Approve Compensation of Gauthier Louette, Chairman and CEO	Mgmt	For	For	For
9	Approve Remuneration Policy of Gauthier Louette, Chairman and CEO	Mgmt	For	For	For
10	Approve Compensation Report	Mgmt	For	For	For

SPIE SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Approve Remuneration Policy of Directors	Mgmt	For	For	For
12	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
13	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
14	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
15	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
16	Authorize up to 0.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
17	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Vesuvius Plc

Meeting Date: 05/12/2021 **Country:** United Kingdom **Ticker:** VSVS
Record Date: 05/10/2021 **Meeting Type:** Annual
Primary Security ID: G9339E105

Shares Voted: 836,252

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Elect Kath Durrant as Director	Mgmt	For	For	For
5	Elect Dinggui Gao as Director	Mgmt	For	For	For
6	Re-elect Patrick Andre as Director	Mgmt	For	For	For
7	Re-elect Friederike Helfer as Director	Mgmt	For	For	For
8	Re-elect Jane Hinkley as Director	Mgmt	For	For	For
9	Re-elect Douglas Hurt as Director	Mgmt	For	For	For
10	Re-elect John McDonough as Director	Mgmt	For	For	For
11	Re-elect Guy Young as Director	Mgmt	For	For	For
12	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
13	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For

Vesuvius Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
20	Adopt Amended Articles of Association	Mgmt	For	For	For

Elis SA

Meeting Date: 05/20/2021 **Country:** France **Ticker:** ELIS
Record Date: 05/18/2021 **Meeting Type:** Annual/Special
Primary Security ID: F2976F106

Shares Voted: 599,548

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Treatment of Losses	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Reelect Florence Noblot as Supervisory Board Member	Mgmt	For	For	For
6	Reelect Joy Verle as Supervisory Board Member	Mgmt	For	For	For
7	Reelect Anne-Laure Commault as Supervisory Board Member	Mgmt	For	For	For
8	Approve Remuneration Policy for 2020 of Chairman of the Management Board	Mgmt	For	For	For
9	Approve Remuneration Policy for 2020 of Management Board Members	Mgmt	For	For	For
10	Approve Remuneration Policy of Chairman of the Supervisory Board	Mgmt	For	For	For
11	Approve Remuneration Policy of Supervisory Board Members	Mgmt	For	For	For
12	Approve Remuneration Policy for 2021 of Chairman of the Management Board	Mgmt	For	For	For

Elis SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Approve Remuneration Policy for 2021 of Management Board Members	Mgmt	For	For	For
14	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
15	Approve Compensation of Thierry Morin, Chairman of the Supervisory Board	Mgmt	For	For	For
16	Approve Compensation of Xavier Martire, Chairman of the Management Board	Mgmt	For	For	For
17	Approve Compensation of Louis Guyot, Management Board Member	Mgmt	For	For	For
18	Approve Compensation of Matthieu Lecharny, Management Board Member	Mgmt	For	For	For
19	Approve Remuneration of Supervisory Board Members in the Aggregate Amount of EUR 800,000	Mgmt	For	For	For
20	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
22	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
23	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Gamma Communications Plc

Meeting Date: 05/20/2021 **Country:** United Kingdom **Ticker:** GAMA
Record Date: 05/18/2021 **Meeting Type:** Annual
Primary Security ID: G371B3109

Shares Voted: 224,498

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Reappoint Deloitte LLP as Auditors and Authorise Their Remuneration	Mgmt	For	For	For
5	Re-elect Richard Last as Director	Mgmt	For	For	For
6	Re-elect Andrew Taylor as Director	Mgmt	For	For	For
7	Re-elect Andrew Belshaw as Director	Mgmt	For	For	For
8	Elect Charlotta Ginman as Director	Mgmt	For	For	For
9	Re-elect Martin Lea as Director	Mgmt	For	For	For

Gamma Communications Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Re-elect Henrietta Marsh as Director	Mgmt	For	For	For
11	Re-elect Wu Long Peng as Director	Mgmt	For	Against	Against
12	Elect Xavier Robert as Director	Mgmt	For	For	For
13	Approve Increase in Limit on Aggregate Fees Payable to Directors	Mgmt	For	For	For
14	Authorise Issue of Equity	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

NORMA Group SE

Meeting Date: 05/20/2021

Country: Germany

Ticker: NOEJ

Record Date:

Meeting Type: Annual

Primary Security ID: D5813Z104

Shares Voted: 133,107

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.70 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Michael Schneider for Fiscal Year 2020	Mgmt	For	For	Against
3.2	Approve Discharge of Management Board Member Friedrich Klein for Fiscal Year 2020	Mgmt	For	For	Against
3.3	Approve Discharge of Management Board Member Annette Stieve for Fiscal Year 2020	Mgmt	For	For	Against
4.1	Approve Discharge of Supervisory Board Member Lars Berg for Fiscal Year 2020	Mgmt	For	For	Against
4.2	Approve Discharge of Supervisory Board Member Rita Forst for Fiscal Year 2020	Mgmt	For	For	Against
4.3	Approve Discharge of Supervisory Board Member Guenter Hauptmann for Fiscal Year 2020	Mgmt	For	For	Against
4.4	Approve Discharge of Supervisory Board Member Knut Michelberger for Fiscal Year 2020	Mgmt	For	For	Against
4.5	Approve Discharge of Supervisory Board Member Erika Schulte for Fiscal Year 2020	Mgmt	For	For	Against
4.6	Approve Discharge of Supervisory Board Member Mark Wilhelms for Fiscal Year 2020	Mgmt	For	For	Against

NORMA Group SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2021	Mgmt	For	For	For
6	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
7	Elect Miguel Borrego to the Supervisory Board	Mgmt	For	For	For
8	Amend Articles Re: Electronic Communication	Mgmt	For	For	For

Worldline SA

Meeting Date: 05/20/2021

Country: France

Ticker: WLN

Record Date: 05/18/2021

Meeting Type: Annual/Special

Primary Security ID: F9867T103

Shares Voted: 62,341

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Treatment of Losses	Mgmt	For	For	For
4	Approve Transaction with SIX Group AG Re: Second Settlement Agreement and Lock-up Agreement	Mgmt	For	For	For
5	Approve Transaction with Deutscher Sparkassen Verlag GmbH Re: Amendment to the Business Combination Agreement	Mgmt	For	For	For
6	Reelect Agnes Audier as Director	Mgmt	For	For	For
7	Reelect Nazan Somer Ozelgin as Director	Mgmt	For	For	For
8	Reelect Danielle Lagarde as Director	Mgmt	For	For	For
9	Reelect Lorenz von Habsburg Lothringen as Director	Mgmt	For	For	For
10	Reelect Daniel Schmucki as Director	Mgmt	For	For	Against
11	Renew Appointment of Johannes Dijsselhof as Censor	Mgmt	For	Against	Against
12	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
13	Approve Compensation of Gilles Grapinet, Chairman and CEO	Mgmt	For	Against	For
14	Approve Compensation of Marc-Henri Desportes, Vice-CEO	Mgmt	For	Against	For
15	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For
16	Approve Remuneration Policy of Vice-CEO	Mgmt	For	For	For

Worldline SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
18	Approve Remuneration Policy of Non-Executive Directors	Mgmt	For	For	For
19	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
20	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights Up to 50 Percent of Issued Capital	Mgmt	For	For	For
21	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights Up to 10 Percent of Issued Capital	Mgmt	For	For	For
22	Approve Issuance of Equity or Equity-Linked Securities for Up to 10 Percent of Issued Capital Per Year for Private Placements	Mgmt	For	For	For
23	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 20-22	Mgmt	For	For	For
24	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
25	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 1.5 Million	Mgmt	For	For	For
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For	For
28	Authorize up to 1.40 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	For	For	For
29	Authorize up to 0.50 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
30	Approve Acquisition of Worldline France SAS, its Valuation and Remuneration	Mgmt	For	For	For
31	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Croda International Plc

Meeting Date: 05/21/2021

Country: United Kingdom

Ticker: CRDA

Record Date: 05/19/2021

Meeting Type: Annual

Primary Security ID: G25536155

Croda International Plc

Shares Voted: 120,507

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Roberto Cirillo as Director	Mgmt	For	For	For
5	Re-elect Jacqui Ferguson as Director	Mgmt	For	For	For
6	Re-elect Steve Foots as Director	Mgmt	For	For	For
7	Re-elect Anita Frew as Director	Mgmt	For	For	For
8	Re-elect Helena Ganczakowski as Director	Mgmt	For	For	For
9	Re-elect Keith Layden as Director	Mgmt	For	For	Against
10	Re-elect Jez Maiden as Director	Mgmt	For	For	For
11	Re-elect John Ramsay as Director	Mgmt	For	For	For
12	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
13	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Authorise UK Political Donations and Expenditure	Mgmt	For	For	Against
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	Against
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
20	Adopt New Articles of Association	Mgmt	For	For	For

Dassault Systemes SA

Meeting Date: 05/26/2021

Country: France

Ticker: DSY

Record Date: 05/24/2021

Meeting Type: Annual/Special

Primary Security ID: F24571451

Shares Voted: 40,511

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 0.56 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Approve Remuneration Policy of Corporate Officers	Mgmt	For	Against	Against
6	Approve Compensation of Charles Edelstenne, Chairman of the Board	Mgmt	For	For	For
7	Approve Compensation of Bernard Charles, Vice Chairman of the Board and CEO	Mgmt	For	Against	Against
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
9	Reelect Odile Desforges as Director	Mgmt	For	For	For
10	Reelect Soumitra Dutta as Director	Mgmt	For	For	For
11	Ratify Appointment of Pascal Daloz as Interim Director	Mgmt	For	For	For
12	Authorize Repurchase of Up to 5 Million Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
13	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
14	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 12 Million	Mgmt	For	For	For
15	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 12 Million	Mgmt	For	For	Against
16	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 12 Million	Mgmt	For	For	Against
17	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 14-16	Mgmt	For	For	Against
18	Authorize Capitalization of Reserves of Up to EUR 12 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
19	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
20	Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For

Dassault Systemes SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For	For
23	Approve 5-for-1 Stock Split	Mgmt	For	For	For
24	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Aalberts NV

Meeting Date: 05/27/2021

Country: Netherlands

Ticker: AALB

Record Date: 04/29/2021

Meeting Type: Annual

Primary Security ID: N00089271

Shares Voted: 229,733

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Receive Annual Report	Mgmt			
3.a	Approve Remuneration Report	Mgmt	For	Against	Against
3.b	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
4.a	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
4.b	Approve Dividends of EUR 0.60 Per Share	Mgmt	For	For	For
5	Approve Discharge of Management Board	Mgmt	For	For	Against
6	Approve Discharge of Supervisory Board	Mgmt	For	For	Against
7	Elect L. (Lieve) Declercq to Supervisory Board	Mgmt	For	For	For
8	Reelect A.R. (Arno) Moninx to Management Board	Mgmt	For	For	For
9	Adopt Revised Remuneration Policy for Management Board	Mgmt	For	For	For
10	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For
11	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	Against
12	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
13	Ratify Deloitte Accountants B.V. as Auditors	Mgmt	For	For	For
14	Other Business (Non-Voting)	Mgmt			
15	Close Meeting	Mgmt			

D'Ieteren SA

Meeting Date: 05/27/2021

Country: Belgium

Ticker: DIE

Record Date: 05/13/2021

Meeting Type: Annual/Special

Primary Security ID: B49343187

Shares Voted: 83,534

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual/Special Meeting	Mgmt			
	Annual Meeting Agneda	Mgmt			
1	Receive Directors' and Auditors' Reports (Non-Voting)	Mgmt			
2	Approve Financial Statements, Allocation of Income, and Dividends of EUR 1.35 per Share	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	Against	For
4	Approve Remuneration Policy	Mgmt	For	Against	For
5	Approve Remuneration of Non-Executive Directors	Mgmt	For	For	For
6.1	Approve Discharge of Directors	Mgmt	For	For	Against
6.2	Approve Discharge of Auditors	Mgmt	For	For	Against
	Special Meeting Agenda	Mgmt			
1	Change Company Name to D'Ieteren Group	Mgmt	For	For	For
2	Authorize Implementation of Approved Resolutions	Mgmt	For	For	For
3	Approve Coordination of Articles of Association	Mgmt	For	For	For
4	Authorize Filing of Required Documents/Formalities at Trade Registry	Mgmt	For	For	For

Ipsos SA

Meeting Date: 05/27/2021

Country: France

Ticker: IPS

Record Date: 05/25/2021

Meeting Type: Annual/Special

Primary Security ID: F5310M109

Shares Voted: 158,725

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 0.90 per Share	Mgmt	For	For	For

Ipsos SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
5	Reelect Anne Marion-Bouchacourt as Director	Mgmt	For	For	For
6	Approve Compensation of Didier Truchot, Chairman and CEO	Mgmt	For	Against	Against
7	Approve Compensation of Pierre Le Manh, Vice-CEO	Mgmt	For	Against	Against
8	Approve Compensation of Laurence Stodet, Vice-CEO	Mgmt	For	Against	Against
9	Approve Compensation of Henri Wallard, Vice-CEO	Mgmt	For	Against	Against
10	Approve Remuneration Policy for Chairman and CEO	Mgmt	For	For	For
11	Approve Remuneration Policy for CEO	Mgmt	For	Against	For
12	Approve Remuneration Policy of Didier Truchot, Chairman of the Board	Mgmt	For	For	For
13	Approve Remuneration Policy for Vice-CEOs	Mgmt	For	Against	Against
14	Approve Remuneration Policy of Directors	Mgmt	For	For	For
15	Approve Compensation of Corporate Officers	Mgmt	For	For	For
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
17	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
18	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

S4 Capital Plc

Meeting Date: 06/07/2021

Country: United Kingdom

Ticker: SFOR

Record Date: 06/03/2021

Meeting Type: Annual

Primary Security ID: G8059H124

Shares Voted: 1,120,014

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Employee Stock Purchase Plan	Mgmt	For	For	For
4	Re-elect Sir Martin Sorrell as Director	Mgmt	For	Abstain	For
5	Re-elect Victor Knaap as Director	Mgmt	For	For	For
6	Re-elect Wesley ter Haar as Director	Mgmt	For	For	For

S4 Capital Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Re-elect Pete Kim as Director	Mgmt	For	For	For
8	Re-elect Christopher Martin as Director	Mgmt	For	For	For
9	Re-elect Peter Rademaker as Director	Mgmt	For	For	For
10	Re-elect Paul Roy as Director	Mgmt	For	For	For
11	Re-elect Rupert Walker as Director	Mgmt	For	For	For
12	Re-elect Susan Prevezer as Director	Mgmt	For	For	For
13	Re-elect Daniel Pinto as Director	Mgmt	For	For	For
14	Re-elect Scott Spirit as Director	Mgmt	For	For	For
15	Re-elect Elizabeth Buchanan as Director	Mgmt	For	For	For
16	Re-elect Margaret Ma Connolly as Director	Mgmt	For	For	For
17	Re-elect Naoko Okumoto as Director	Mgmt	For	For	For
18	Elect Miles Young as Director	Mgmt	For	For	For
19	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
20	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
21	Authorise Issue of Equity	Mgmt	For	For	For
22	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
23	Authorise Issue Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
24	Authorise Issue Equity without Pre-emptive Rights Reserved to Overseas Shareowners	Mgmt	For	For	For
25	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
26	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
27	Adopt New Articles of Association	Mgmt	For	For	For

CEWE Stiftung & Co. KGaA

Meeting Date: 06/09/2021

Country: Germany

Ticker: CWC

Record Date: 05/18/2021

Meeting Type: Annual

Primary Security ID: D1499B107

Shares Voted: 31,220

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for Fiscal Year 2020	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of EUR 2.30 per Share	Mgmt	For	For	For

CEWE Stiftung & Co. KGaA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Discharge of Personally Liable Partner Neumueller CEWE COLOR Stiftung for Fiscal Year 2020	Mgmt	For	For	Against
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	Mgmt	For	For	Against
5	Ratify BDO AG as Auditors for Fiscal Year 2021	Mgmt	For	For	For
6	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
7	Approve Creation of EUR 390,000 Pool of Capital for Employee Stock Purchase Plan	Mgmt	For	For	For

Instone Real Estate Group AG

Meeting Date: 06/09/2021 **Country:** Germany **Ticker:** INS
Record Date: 05/18/2021 **Meeting Type:** Annual
Primary Security ID: D3706C100

Shares Voted: 249,484

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.26 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2020	Mgmt	For	For	Against
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	Mgmt	For	For	Against
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2021	Mgmt	For	For	For
6	Approve Remuneration Policy	Mgmt	For	For	For
7	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
8	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 350 Million; Approve Creation of EUR 4.7 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For
9	Approve Creation of EUR 8 Million Pool of Capital with Partial Exclusion of Preemptive Rights	Mgmt	For	For	For
10	Change of Corporate Form to Societas Europaea (SE)	Mgmt	For	For	For

Brenntag SE

Meeting Date: 06/10/2021

Country: Germany

Ticker: BNR

Record Date:

Meeting Type: Annual

Primary Security ID: D12459117

Shares Voted: 114,275

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.35 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2020	Mgmt	For	For	Against
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	Mgmt	For	For	Against
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2021	Mgmt	For	For	For
6	Approve Remuneration Policy for the Management Board	Mgmt	For	For	For
7.1	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
7.2	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For

Verallia SA

Meeting Date: 06/15/2021

Country: France

Ticker: VRLA

Record Date: 06/11/2021

Meeting Type: Annual/Special

Primary Security ID: F96976117

Shares Voted: 239,874

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 0.95 per Share	Mgmt	For	For	For
4	Ratify Appointment of BW Gestao de Investimentos Ltda. as Director	Mgmt	For	For	For
5	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
6	Approve Compensation of Michel Giannuzzi, Chairman and CEO	Mgmt	For	For	For
7	Approve Remuneration Policy of Michel Giannuzzi, Chairman and CEO	Mgmt	For	For	For
8	Approve Compensation Report	Mgmt	For	For	For

Verallia SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Approve Remuneration Policy of Directors	Mgmt	For	For	For
10	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
11	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
12	Authorize Capitalization of Reserves of Up to EUR 83 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
13	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 208 Million	Mgmt	For	For	For
14	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 83 Million	Mgmt	For	Against	Against
15	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 83 Million	Mgmt	For	Against	Against
16	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	Against	Against
17	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above Under Items 13-15	Mgmt	For	Against	Against
18	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
20	Authorize Capital Issuances Reserved for Specific Beneficiaries	Mgmt	For	For	For
21	Amend Article 15 of Bylaws Re: Representative of Employee Shareholders to the Board	Mgmt	For	For	For
22	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Amadeus IT Group SA

Meeting Date: 06/16/2021

Country: Spain

Ticker: AMS

Record Date: 06/11/2021

Meeting Type: Annual

Primary Security ID: E04648114

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For
2	Approve Non-Financial Information Statement	Mgmt	For	For	For
3	Approve Treatment of Net Loss	Mgmt	For	For	For
4	Approve Discharge of Board	Mgmt	For	For	Against
5.1	Elect Jana Eggers as Director	Mgmt	For	For	Against
5.2	Elect Amanda Mesler as Director	Mgmt	For	For	For
5.3	Reelect Luis Maroto Camino as Director	Mgmt	For	For	For
5.4	Reelect David Webster as Director	Mgmt	For	For	Against
5.5	Reelect Clara Furse as Director	Mgmt	For	For	For
5.6	Reelect Nicolas Huss as Director	Mgmt	For	For	For
5.7	Reelect Stephan Gemkow as Director	Mgmt	For	For	For
5.8	Reelect Peter Kuerpick as Director	Mgmt	For	For	For
5.9	Reelect Pilar Garcia Ceballos-Zuniga as Director	Mgmt	For	For	For
5.10	Reelect Francesco Loredan as Director	Mgmt	For	For	For
6	Advisory Vote on Remuneration Report	Mgmt	For	Against	Against
7	Approve Remuneration of Directors	Mgmt	For	For	For
8	Approve Remuneration Policy	Mgmt	For	For	For
9	Approve Performance Share Plan	Mgmt	For	For	For
10.1	Amend Article 11 Re: Share Capital Increase	Mgmt	For	For	For
10.2	Amend Article 24 Re: Remote Voting	Mgmt	For	For	For
10.3	Add New Article 24 bis Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	Mgmt	For	For	For
10.4	Amend Articles Re: Board Functions and Remuneration	Mgmt	For	For	For
10.5	Amend Articles Re: Board Committees	Mgmt	For	For	For
11.1	Amend Articles of General Meeting Regulations Re: Company's Name and Corporate Website	Mgmt	For	For	For
11.2	Amend Article 7 of General Meeting Regulations Re: Right to Information	Mgmt	For	For	For
11.3	Amend Articles of General Meeting Regulations Re: Holding of the General Meeting	Mgmt	For	For	For
11.4	Amend Articles of General Meeting Regulations Re: Constitution and Start of the Session	Mgmt	For	For	For

Amadeus IT Group SA

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

La Francaise des Jeux SA

Meeting Date: 06/16/2021 **Country:** France **Ticker:** FDJ
Record Date: 06/14/2021 **Meeting Type:** Annual/Special
Primary Security ID: F55896108

Shares Voted: 127,002

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Discharge Directors	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 0.90 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Ratify Appointment of Francoise Gri as Director	Mgmt	For	For	For
6	Renew Appointment of Deloitte & Associates as Auditor	Mgmt	For	For	For
7	Acknowledge End of Mandate of BEAS as Alternate Auditor and Decision Not to Renew	Mgmt	For	For	For
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
9	Approve Compensation of Stephane Pallez, Chairman and CEO	Mgmt	For	For	For
10	Approve Compensation of Charles Lantieri, Vice-CEO	Mgmt	For	For	For
11	Approve Remuneration Policy of Corporate Officers	Mgmt	For	For	For
12	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
13	Amend Article 16 of Bylaws Re: Written Consultation	Mgmt	For	For	For
14	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 20 Percent of Issued Capital	Mgmt	For	For	For
15	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to 10 Percent of Issued Capital	Mgmt	For	For	For

La Francaise des Jeux SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16	Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to 10 Percent of Issued Capital	Mgmt	For	For	For
17	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	For	For
18	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	For	For
19	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
20	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
21	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Exchange Offers	Mgmt	For	For	For
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
23	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
	Ordinary Business	Mgmt			
24	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

STEICO SE

Meeting Date: 06/24/2021 **Country:** Germany **Ticker:** ST5
Record Date: 06/02/2021 **Meeting Type:** Annual
Primary Security ID: D7632P119

Shares Voted: 54,044

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.30 per Share	Mgmt	For	For	For
3	Approve Discharge of Board of Directors for Fiscal Year 2020	Mgmt	For	For	Against
4	Ratify Deloitte GmbH as Auditors for Fiscal Year 2021	Mgmt	For	For	For

Fielmann AG

Meeting Date: 07/08/2021 **Country:** Germany **Ticker:** FIE
Record Date: 06/16/2021 **Meeting Type:** Annual
Primary Security ID: D2617N114

Shares Voted: 102,320

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.20 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2020	Mgmt	For	For	Against
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	Mgmt	For	For	Against
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2021	Mgmt	For	For	For
6	Approve Creation of EUR 10 Million Pool of Capital without Preemptive Rights	Mgmt	For	Against	For
7	Approve Remuneration Policy	Mgmt	For	For	For
8	Approve Remuneration of Supervisory Board	Mgmt	For	For	For

Pets At Home Group Plc
Meeting Date: 07/08/2021

Country: United Kingdom

Ticker: PETS

Record Date: 07/06/2021

Meeting Type: Annual

Primary Security ID: G7041J107

Shares Voted: 1,232,988

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4A	Re-elect Peter Pritchard as Director	Mgmt	For	For	For
4B	Re-elect Mike Iddon as Director	Mgmt	For	For	For
4C	Re-elect Dennis Millard as Director	Mgmt	For	For	For
4D	Re-elect Sharon Flood as Director	Mgmt	For	For	For
4E	Re-elect Stanislas Laurent as Director	Mgmt	For	For	For
4F	Re-elect Susan Dawson as Director	Mgmt	For	For	For
4G	Re-elect Ian Burke as Director	Mgmt	For	For	For
5	Elect Zarin Patel as Director	Mgmt	For	For	For
6	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
7	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
8	Authorise Issue of Equity	Mgmt	For	For	For

Pets At Home Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
10	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
11	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
12	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
13	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

HomeServe Plc

Meeting Date: 07/16/2021

Country: United Kingdom

Ticker: HSV

Record Date: 07/14/2021

Meeting Type: Annual

Primary Security ID: G4639X119

Shares Voted: 342,699

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Elect Tommy Breen as Director	Mgmt	For	For	For
5	Elect Ross Clemmow as Director	Mgmt	For	For	For
6	Elect Roisin Donnelly as Director	Mgmt	For	For	For
7	Re-elect Richard Harpin as Director	Mgmt	For	For	For
8	Re-elect David Bower as Director	Mgmt	For	For	For
9	Re-elect Tom Rusin as Director	Mgmt	For	For	For
10	Re-elect Katrina Cliffe as Director	Mgmt	For	For	For
11	Re-elect Stella David as Director	Mgmt	For	For	For
12	Re-elect Edward Fitzmaurice as Director	Mgmt	For	For	For
13	Re-elect Olivier Gremillon as Director	Mgmt	For	For	For
14	Re-elect Ron McMillan as Director	Mgmt	For	For	For
15	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
16	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For

HomeServe Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Aedifica SA

Meeting Date: 07/30/2021 **Country:** Belgium **Ticker:** AED
Record Date: 07/16/2021 **Meeting Type:** Special
Primary Security ID: B0130A108

Shares Voted: 92,123

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Special Meeting Agenda	Mgmt			
1.1	Receive Special Board Report Re: Renewal of the Authorized Capital	Mgmt			
1.2a	Renew Authorization to Increase Share Capital by Various Means With or Without Preemptive Rights That is Set Within the Limits of the Proposed Sub-Authorizations	Mgmt	For	Against	Against
1.2b	If Item 1.2a is not Approved: Renew Authorization to Increase Share Capital by Various Means With or Without Preemptive Rights	Mgmt	For	For	For
2	Amend Article 23 of the Articles of Association	Mgmt	For	For	For
3	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Mgmt	For	For	For

Cellink AB

Meeting Date: 08/06/2021 **Country:** Sweden **Ticker:** CLNK.B
Record Date: 07/29/2021 **Meeting Type:** Extraordinary Shareholders
Primary Security ID: W2R45B104

Shares Voted: 74,123

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For	For	For
2	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For

Cellink AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
6	Amend Articles Re: Change Company Name to BICO AB; Amend Corporate Purpose	Mgmt	For	For	For

Games Workshop Group Plc

Meeting Date: 09/15/2021 **Country:** United Kingdom **Ticker:** GAW
Record Date: 09/13/2021 **Meeting Type:** Annual
Primary Security ID: G3715N102

Shares Voted: 52,220

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Re-elect Kevin Rountree as Director	Mgmt	For	For	For
3	Re-elect Rachel Tongue as Director	Mgmt	For	For	For
4	Re-elect Elaine O'Donnell as Director	Mgmt	For	For	For
5	Re-elect John Brewis as Director	Mgmt	For	For	For
6	Re-elect Kate Marsh as Director	Mgmt	For	For	For
7	Elect Sally Matthews as Director	Mgmt	For	For	For
8	Appoint KPMG LLP as Auditors	Mgmt	For	For	For
9	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
10	Approve Remuneration Report	Mgmt	For	Against	Abstain
11	Approve Remuneration Policy	Mgmt	For	For	For
12	Authorise Issue of Equity	Mgmt	For	For	For
13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
14	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Ipsos SA

Meeting Date: 09/21/2021 **Country:** France **Ticker:** IPS
Record Date: 09/17/2021 **Meeting Type:** Extraordinary Shareholders
Primary Security ID: F5310M109

Ipsos SA

Shares Voted: 220,286

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Remuneration Policy of CEO	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
2	Amend Item 19 of 28 May 2020 General Meeting	Mgmt	For	For	For
	Ordinary Business	Mgmt			
3	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Aalberts NV

Meeting Date: 09/30/2021

Country: Netherlands

Ticker: AALB

Record Date: 09/02/2021

Meeting Type: Extraordinary Shareholders

Primary Security ID: N00089271

Shares Voted: 228,306

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Elect P.A.M. (Peter) van Bommel to Supervisory Board	Mgmt	For	For	For
3	Other Business (Non-Voting)	Mgmt			
4	Close Meeting	Mgmt			

Befesa SA

Meeting Date: 10/05/2021

Country: Luxembourg

Ticker: BFS A

Record Date: 09/21/2021

Meeting Type: Extraordinary Shareholders

Primary Security ID: LOR30V103

Shares Voted: 101,232

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt			
1	Increase Authorized Share Capital and Amend Article 6 of the Articles of Association	Mgmt	For	For	For
2	Amend Article 28 Re: Representation	Mgmt	For	For	For
3	Amend Article 29 Re: Right to Ask Questions	Mgmt	For	For	For

Befesa SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Amend Article 30 Re: Proceedings	Mgmt	For	For	For
5	Amend Article 32 Re: Voting at General Meetings	Mgmt	For	For	For

BFF Bank SpA

Meeting Date: 10/07/2021 **Country:** Italy **Ticker:** BFF
Record Date: 09/28/2021 **Meeting Type:** Extraordinary Shareholders
Primary Security ID: T1R288116

Shares Voted: 676,478

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Dividend Distribution	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
2	Amend Company Bylaws	Mgmt	For	For	For

Bachem Holding AG

Meeting Date: 10/15/2021 **Country:** Switzerland **Ticker:** BANB
Record Date: **Meeting Type:** Extraordinary Shareholders
Primary Security ID: H04002129

Shares Voted: 8,532

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Creation of CHF 50,000 Pool of Capital without Preemptive Rights	Mgmt	For	For	For
2	Transact Other Business (Voting)	Mgmt	For	Against	Against

Bachem Holding AG

Meeting Date: 10/15/2021 **Country:** Switzerland **Ticker:** BANB
Record Date: **Meeting Type:** Extraordinary Shareholders
Primary Security ID: H04002129

Shares Voted: 8,966

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Share Re-registration Consent	Mgmt	For	For	For

Bico Group AB

Meeting Date: 11/17/2021

Country: Sweden

Ticker: BICO

Record Date: 11/09/2021

Meeting Type: Extraordinary Shareholders

Primary Security ID: W2R45B104

Shares Voted: 51,345

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For	For	For
2	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
6	Determine Number of Members (7) and Deputy Members (0) of Board; Elect Susan Tousi as New Director	Mgmt	For	For	For
7	Approve Creation of Pool of Capital without Preemptive Rights	Mgmt	For	Against	Against

Crayon Group Holding AS

Meeting Date: 11/23/2021

Country: Norway

Ticker: CRAYN

Record Date: 11/19/2021

Meeting Type: Extraordinary Shareholders

Primary Security ID: R1R93Q100

Shares Voted: 422,484

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For	For	For
2	Approve Notice of Meeting and Agenda	Mgmt	For	For	For
3	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
4	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
5	Approve Equity Plan Financing	Mgmt	For	For	For

CVS Group Plc

Meeting Date: 11/24/2021

Country: United Kingdom

Ticker: CVSG

Record Date: 11/22/2021

Meeting Type: Annual

Primary Security ID: G27234106

Shares Voted: 165,568

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Richard Connell as Director	Mgmt	For	For	For
5	Re-elect Deborah Kemp as Director	Mgmt	For	For	For
6	Re-elect Richard Gray as Director	Mgmt	For	For	For
7	Elect David Wilton as Director	Mgmt	For	For	For
8	Re-elect Richard Fairman as Director	Mgmt	For	For	For
9	Re-elect Ben Jacklin as Director	Mgmt	For	For	For
10	Re-elect Robin Alfonso as Director	Mgmt	For	For	For
11	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
12	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
13	Authorise Issue of Equity	Mgmt	For	For	For
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Accell Group NV

Meeting Date: 12/15/2021

Country: Netherlands

Ticker: ACCEL

Record Date: 11/17/2021

Meeting Type: Extraordinary Shareholders

Primary Security ID: N00432257

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Informational Meeting	Mgmt			
1	Open Meeting	Mgmt			
2	Announce Intention to Appoint Francesca Gamboni as Member of the Management Board	Mgmt			
3	Other Business (Non-Voting)	Mgmt			

Accell Group NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Close Meeting	Mgmt			

Fortnox AB

Meeting Date: 12/27/2021 **Country:** Sweden **Ticker:** FNOX
Record Date: 12/16/2021 **Meeting Type:** Extraordinary Shareholders
Primary Security ID: W3841J233

Shares Voted: 102,386

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For	For	For
2	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
6	Determine Number of Members (6) and Deputy Members (0) of Board	Mgmt	For	For	For
7	Approve Remuneration of New Elected Directors	Mgmt	For	For	For
8.1	Elect Per Bertland as New Director	Mgmt	For	For	For
8.2	Elect Lena Glader as New Director	Mgmt	For	For	For
9	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
10	Approve 10:1 Stock Split; Amend Articles Accordingly	Mgmt	For	For	For
11	Amend Articles	Mgmt	For	For	For



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