

VOTE SUMMARY REPORT

REPORTING PERIOD: 01/01/2024 to 12/31/2024

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): ELEVA LEADERS SMALL MIDCAP FUND

WH Smith Plc

Meeting Date: 01/26/2024Country: United KingdomTicker: SMWH

Record Date: 01/24/2024Meeting Type: Annual

Primary Security ID: G8927V149

Shares Voted: 207,027

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	Refer	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Elect Colette Burke as Director	Mgmt	For	Refer	For
5	Re-elect Annette Court as Director	Mgmt	For	Refer	For
6	Re-elect Carl Cowling as Director	Mgmt	For	Refer	For
7	Re-elect Nicky Dulieu as Director	Mgmt	For	Refer	For
8	Re-elect Simon Emeny as Director	Mgmt	For	Refer	For
9	Re-elect Robert Moorhead as Director	Mgmt	For	Refer	For
10	Re-elect Marion Sears as Director	Mgmt	For	Refer	Against
11	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
12	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
13	Authorise UK Political Donations and Expenditure	Mgmt	For	Against	Against
14	Authorise Issue of Equity	Mgmt	For	Against	Against
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Against	Against
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	Against	Against
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
18	Adopt New Articles of Association	Mgmt	For	For	For

WH Smith Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

ALK-Abello A/S

Meeting Date: 03/14/2024	Country: Denmark	Ticker: ALK.B
Record Date: 03/07/2024	Meeting Type: Annual	
Primary Security ID: K03294137		

Shares Voted: 161,336

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; Approve Discharge of Management and Board	Mgmt	For	Against	Against
3	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Refer	Against
5	Approve Remuneration of Directors in the Amount of DKK 1.05 Million for Chairman, DKK 700,000 for Vice Chairman and DKK 350,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
6.a	Reelect Anders Hedegaard (Chair) as Director	Mgmt	For	Abstain	Abstain
7.a	Reelect Lene Skole (Vice Chair) as Director	Mgmt	For	Refer	For
8.a	Reelect Gitte Aabo as Director	Mgmt	For	Refer	For
8.b	Reelect Lars Holmqvist as Director	Mgmt	For	Abstain	Abstain
8.c	Reelect Jesper Hoiland as Director	Mgmt	For	Refer	For
8.d	Reelect Bertil Lindmark as Director	Mgmt	For	Refer	For
8.e	Reelect Alan Main as Director	Mgmt	For	Refer	For
9	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
10.a	Approve Indemnification of Members of the Board of Directors and Executive Management	Mgmt	For	For	For

ALK-Abello A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10.b	Amend Articles Re: Indemnification	Mgmt	For	For	For
10.c	Amend Remuneration Policy	Mgmt	For	Refer	Against
10.d	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For
11	Other Business	Mgmt			

NKT A/S

Meeting Date: 03/20/2024Country: DenmarkTicker: NKT

Record Date: 03/13/2024Meeting Type: Annual

Primary Security ID: K7037A107

Shares Voted: 103,786

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Receive Annual Report	Mgmt			
3	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
4	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
5	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Refer	For
6	Approve Discharge of Management and Board	Mgmt	For	Against	Against
7	Approve Remuneration of Directors in the Amount of DKK 1.12 Million for Chairman, DKK 750,000 for Deputy Chairman and DKK 375,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
8.a	Reelect Jens Due Olsen as Director	Mgmt	For	Refer	For
8.b	Reelect Rene Svendsen-Tune as Director	Mgmt	For	Abstain	Abstain
8.c	Reelect Nebahat Albayrak as Director	Mgmt	For	Refer	For
8.d	Reelect Karla Marianne Lindahl as Director	Mgmt	For	Refer	For
8.e	Reelect Andreas Nauen as Director	Mgmt	For	Refer	For
8.f	Reelect Anne Vedel as Director	Mgmt	For	Refer	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.1	Ratify PWC as Auditors	Mgmt	For	For	For
9.2	Ratify PWC as Authorized Sustainability Auditor	Mgmt	For	For	For
10.1	Amend Remuneration Policy (Indemnification Scheme)	Mgmt	For	Refer	For
11	Other Business	Mgmt			

BELIMO Holding AG

Meeting Date: 03/25/2024

Record Date: 03/14/2024

Primary Security ID: H07171129

Country: Switzerland

Meeting Type: Annual

Ticker: BEAN

Shares Voted: 6,460

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 8.50 per Share	Mgmt	For	For	For
3	Approve Non-Financial Report	Mgmt	For	For	For
4	Approve Remuneration Report	Mgmt	For	Refer	For
5	Approve Discharge of Board of Directors	Mgmt	For	Against	Against
6.1	Amend Articles Re: General Meetings	Mgmt	For	For	For
6.2	Amend Articles Re: Board Composition; Term of Office and External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For	For
6.3	Amend Articles Re: Remuneration of Board and Senior Management	Mgmt	For	For	For
6.4	Amend Articles of Association	Mgmt	For	For	For
7.1	Approve Remuneration of Directors in the Amount of CHF 350,000 for the Period from Jan 1, 2024 until 2024 AGM, if Item 6.3 is Approved	Mgmt	For	For	For
7.2	Approve Remuneration of Directors in the Amount of CHF 1.4 Million for the Period from 2024 AGM until 2025 AGM, if Item 6.3 is Approved	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.3	Approve Remuneration of Directors in the Amount of CHF 1.4 Million for Fiscal Year 2024, if Item 6.3 is Rejected	Mgmt	For	For	For
8.1	Approve Remuneration of Executive Committee in the Amount of CHF 7.3 Million for Fiscal Year 2024	Mgmt	For	Refer	For
8.2	Approve Remuneration of Executive Committee in the Amount of CHF 7.5 Million for Fiscal Year 2025, if Item 6.3 is Approved	Mgmt	For	Refer	For
9.1.1	Reelect Adrian Altenburger as Director	Mgmt	For	Refer	For
9.1.2	Reelect Patrick Burkhalter as Director	Mgmt	For	Against	Against
9.1.3	Reelect Sandra Emme as Director	Mgmt	For	Refer	For
9.1.4	Reelect Urban Linsi as Director	Mgmt	For	Against	Against
9.1.5	Reelect Ines Poeschel as Director	Mgmt	For	Refer	For
9.1.6	Reelect Stefan Ranstrand as Director	Mgmt	For	Against	Against
9.1.7	Reelect Martin Zwyssig as Director	Mgmt	For	Against	Against
9.2.1	Reelect Patrick Burkhalter as Board Chair	Mgmt	For	Against	Against
9.2.2	Reelect Martin Zwyssig as Deputy Chair	Mgmt	For	Against	Against
9.3.1	Reappoint Sandra Emme as Member of the Nomination and Compensation Committee	Mgmt	For	Refer	Against
9.3.2	Reappoint Urban Linsi as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
9.3.3	Reappoint Ines Poeschel as Member of the Nomination and Compensation Committee	Mgmt	For	Refer	For
9.3.4	Reappoint Stefan Ranstrand as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
9.4	Designate Proxy Voting Services GmbH as Independent Proxy	Mgmt	For	Against	Against
9.5	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
10	Transact Other Business (Voting)	Mgmt	For	Against	Against

BELIMO Holding AG

Meeting Date: 03/25/2024Country: SwitzerlandTicker: BEAN

Record Date:Meeting Type: Annual

Primary Security ID: H07171129

Shares Voted: 6,460

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

DKSH Holding AG

Meeting Date: 03/26/2024Country: SwitzerlandTicker: DKSH

Record Date:Meeting Type: Annual

Primary Security ID: H2012M121

Shares Voted: 58,458

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 Sustainability Report	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 2.25 per Share	Mgmt	For	Refer	For
4	Approve Discharge of Board and Senior Management	Mgmt	For	Against	Against
5.1	Approve Remuneration of Directors in the Amount of CHF 2.8 Million	Mgmt	For	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 19.5 Million	Mgmt	For	Refer	For
5.3	Approve Remuneration Report	Mgmt	For	Refer	For
6.1.1	Reelect Gabriel Baertschi as Director	Mgmt	For	Against	For
6.1.2	Reelect Wolfgang Baier as Director	Mgmt	For	Refer	For
6.1.3	Reelect Jack Clemons as Director	Mgmt	For	Refer	For
6.1.4	Reelect Adrian Keller as Director	Mgmt	For	Against	For
6.1.5	Reelect Andreas Keller as Director	Mgmt	For	Refer	For
6.1.6	Reelect Annette Koehler as Director	Mgmt	For	Refer	For
6.1.7	Reelect Hans Tanner as Director	Mgmt	For	Refer	Against

DKSH Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.1.8	Reelect Eunice Zehnder-Lai as Director	Mgmt	For	Refer	For
6.1.9	Reelect Marco Gadola as Director and Board Chair	Mgmt	For	Refer	For
6.2.1	Reappoint Gabriel Baertschi as Member of the Nomination and Compensation Committee	Mgmt	For	Against	For
6.2.2	Reappoint Adrian Keller as Member of the Nomination and Compensation Committee	Mgmt	For	Against	For
6.2.3	Reappoint Eunice Zehnder-Lai as Member of the Nomination and Compensation Committee	Mgmt	For	Refer	Against
7	Ratify Ernst and Young AG as Auditors	Mgmt	For	Refer	Against
8	Designate Ernst Widmer as Independent Proxy	Mgmt	For	Against	Against
9	Transact Other Business (Voting)	Mgmt	For	Against	Against

DKSH Holding AG

Meeting Date: 03/26/2024Country: SwitzerlandTicker: DKSH

Record Date: Meeting Type: Annual

Primary Security ID: H2012M121

Shares Voted: 58,458

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

Sartorius Stedim Biotech SA

Meeting Date: 03/26/2024Country: FranceTicker: DIM

Record Date: 03/22/2024Meeting Type: Annual/Special

Primary Security ID: F8005V210

Shares Voted: 15,846

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Discharge Directors	Mgmt	For	Against	Against
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For

Sartorius Stedim Biotech SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Allocation of Income and Dividends of EUR 0.69 per Share	Mgmt	For	For	For
4	Approve Remuneration Policy of Directors; Approve Remuneration of Directors in the Aggregate Amount of EUR 600,000	Mgmt	For	For	For
5	Approve Compensation Report of Corporate Officers	Mgmt	For	Refer	Against
6	Approve Compensation of Joachim Kreuzburg, Chairman and CEO from January 1, 2023 to March 27, 2023	Mgmt	For	Refer	For
7	Approve Compensation of Rene Faber, Vice-CEO from January 1, 2023 to March 27, 2023	Mgmt	For	Refer	For
8	Approve Compensation of Joachim Kreuzburg, Chairman of the Board from March 28, 2023 to December 31, 2023	Mgmt	For	For	For
9	Approve Compensation of Rene Faber, CEO from March 28, 2023 to December 31, 2023	Mgmt	For	Refer	Against
10	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
11	Approve Remuneration Policy of CEO	Mgmt	For	Against	Against
12	Reelect Susan Dexter as Director	Mgmt	For	Refer	For
13	Reelect Anne-Marie Graffin as Director	Mgmt	For	Against	Against
14	Appoint PricewaterhouseCoopers Audit as Auditor	Mgmt	For	For	For
15	Appoint PricewaterhouseCoopers Audit as Sustainability Auditor	Mgmt	For	For	For
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
17	Amend Articles 17 and 22 of Bylaws Re: General Meetings	Mgmt	For	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 6 Million	Mgmt	For	Against	Against

Sartorius Stedim Biotech SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
19	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 6 Million	Mgmt	For	Against	Against
20	Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Investors, up to Aggregate Nominal Amount of EUR 6 Million	Mgmt	For	Against	Against
21	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 18 to 19	Mgmt	For	Against	Against
22	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Against	Against
23	Authorize Capitalization of Reserves of Up to EUR 6 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
24	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	Against	Against
25	Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Against	Against
26	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For

Sika AG

Meeting Date: 03/26/2024	Country: Switzerland	Ticker: SIKA
Record Date:	Meeting Type: Annual	
Primary Security ID: H7631K273		

Shares Voted: 9,333

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 3.30 per Share	Mgmt	For	For	For
3	Approve Discharge of Board of Directors	Mgmt	For	Against	Against
4.1.1	Reelect Viktor Balli as Director	Mgmt	For	Refer	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1.2	Reelect Lucrece Foufopoulos-De Ridder as Director	Mgmt	For	Refer	For
4.1.3	Reelect Justin Howell as Director	Mgmt	For	Refer	For
4.1.4	Reelect Gordana Landen as Director	Mgmt	For	Refer	For
4.1.5	Reelect Monika Ribar as Director	Mgmt	For	Refer	For
4.1.6	Reelect Paul Schuler as Director	Mgmt	For	Refer	For
4.1.7	Reelect Thierry Vanlancker as Director	Mgmt	For	Refer	For
4.2	Elect Thomas Aebischer as Director	Mgmt	For	Refer	For
4.3	Elect Thierry Vanlancker as Board Chair	Mgmt	For	Refer	For
4.4.1	Reappoint Justin Howell as Member of the Nomination and Compensation Committee	Mgmt	For	Refer	For
4.4.2	Reappoint Gordana Landen as Member of the Nomination and Compensation Committee	Mgmt	For	Refer	For
4.4.3	Appoint Paul Schuler as Member of the Nomination and Compensation Committee	Mgmt	For	Refer	For
4.5	Ratify KPMG AG as Auditors	Mgmt	For	For	For
4.6	Designate Jost Windlin as Independent Proxy	Mgmt	For	Against	Against
5	Approve Sustainability Report	Mgmt	For	For	For
6.1	Approve Remuneration Report	Mgmt	For	Refer	For
6.2	Approve Remuneration of Directors in the Amount of CHF 3.4 Million	Mgmt	For	For	For
6.3	Approve Remuneration of Executive Committee in the Amount of CHF 23 Million	Mgmt	For	Refer	Against
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

Meeting Date: 03/26/2024	Country: Switzerland	Ticker: SIKA
Record Date:	Meeting Type: Annual	
Primary Security ID: H7631K273		

Shares Voted: 9,333

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

Storebrand ASA

Meeting Date: 04/04/2024Country: NorwayTicker: STB

Record Date: 03/25/2024Meeting Type: Annual

Primary Security ID: R85746106

Shares Voted: 710,833

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting; Registration of Attending Shareholders and Proxies	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Approve Notice of Meeting and Agenda	Mgmt	For	For	For
4	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
5	Receive Report on Company's Activities	Mgmt			
6	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 4.10 Per Share	Mgmt	For	For	For
7	Discuss Company's Corporate Governance Statement	Mgmt			
8	Approve Remuneration Statement (Advisory Vote)	Mgmt	For	Refer	For
9	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Refer	For
10	Approve NOK 87.6 Million Reduction in Share Capital via Share Cancellation	Mgmt	For	For	For
11	Amend Articles Re: Annual General Meeting; Nomination Committee	Mgmt	For	For	For
12.1	Authorize Share Repurchase Program	Mgmt	For	For	For
12.2	Approve Creation of NOK 224 Million Pool of Capital without Preemptive Rights	Mgmt	For	For	For

Storebrand ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12.3	Authorize Board to Raise Subordinated Loans	Mgmt	For	For	For
13.1	Elect Jarle Roth as Director	Mgmt	For	Refer	For
13.2	Elect Martin Skancke as Director	Mgmt	For	Refer	For
13.3	Elect Christel Elise Borge as Director	Mgmt	For	Refer	For
13.4	Elect Marianne Bergmann Roren as Director	Mgmt	For	Refer	For
13.5	Elect Viveka Ekberg as Director	Mgmt	For	Refer	For
13.6	Elect Benjamin Kristoffer Golding as Director	Mgmt	For	Refer	For
13.7	Elect Jaan Ivar Semlitsch as Director	Mgmt	For	Refer	For
13.8	Elect Jarle Roth as Board Chairman	Mgmt	For	Refer	For
13.9	Elect Martin Skancke as Vice Chairman	Mgmt	For	Refer	For
14.1	Elect Nils Bastiansen as Member of the Nomination Committee	Mgmt	For	For	For
14.2	Elect Liv Monica Stubholt as Member of the Nomination Committee	Mgmt	For	For	For
14.3	Elect Lars Jansen Viste as Member of the Nomination Committee	Mgmt	For	For	For
14.4	Elect Fridtjof Berents as Member of the Nomination Committee	Mgmt	For	For	For
14.5	Elect Nils Bastiansen as Chair of Nominating Committee	Mgmt	For	For	For
15.1	Approve Remuneration of Directors	Mgmt	For	For	For
15.2	Approve Remuneration of Board Committees	Mgmt	For	For	For
15.3	Approve Remuneration of Nominating Committee	Mgmt	For	For	For
16	Approve Remuneration of Auditors	Mgmt	For	For	For
17	Close Meeting	Mgmt			

Viscofan SA

Meeting Date: 04/17/2024	Country: Spain	Ticker: VIS
Record Date: 04/12/2024	Meeting Type: Annual	
Primary Security ID: E97579192		

Shares Voted: 46,538

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Standalone Financial Statements	Mgmt	For	For	For
2	Approve Consolidated Financial Statements	Mgmt	For	For	For
3	Approve Non-Financial Information Statement	Mgmt	For	For	For
4	Approve Discharge of Board	Mgmt	For	Abstain	Abstain
5	Approve Allocation of Income and Dividends	Mgmt	For	For	For
6	Approve Scrip Dividends	Mgmt	For	For	For
7	Approve Scrip Dividends	Mgmt	For	For	For
8	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For	For
9	Renew Appointment of PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
10	Fix Number of Directors at 10	Mgmt	For	For	For
11	Reelect Santiago Domecq Bohorquez as Director	Mgmt	For	Refer	For
12	Ratify Appointment of and Elect Veronica Pascual Boe as Director	Mgmt	For	Refer	For
13	Advisory Vote on Remuneration Report	Mgmt	For	Refer	For
14	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Meeting Date: 04/18/2024Country: ItalyTicker: BFF

Record Date: 04/09/2024Meeting Type: Annual/Special

Primary Security ID: T1R288116

Shares Voted: 484,435

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	Approve Remuneration Policy	Mgmt	For	Refer	For

BFF Bank SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Severance Payments Policy	Mgmt	For	Against	Against
5	Approve Second Section of the Remuneration Report	Mgmt	For	Refer	Against
6	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
7.1	Fix Number of Directors	Mgmt	For	For	For
7.2	Fix Board Terms for Directors	Mgmt	For	For	For
7.3.1	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt			
	Slate 1 Submitted by Management	Mgmt	For	Refer	For
	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	Refer	Against
7.4	Elect Ranieri de Marchis as Board Chair	Mgmt	For	Refer	For
7.5	Approve Remuneration of Directors	Mgmt	For	For	For
8.1	Appoint Internal Statutory Auditors (Slate Election)	Mgmt			
	Slate Submitted by Institutional Investors (Assogestioni)	SH	None	Refer	Against
	Appoint Chairman of Internal Statutory Auditors	SH			
8.3	Approve Internal Auditors' Remuneration	Mgmt	For	For	For
1	Extraordinary Business	Mgmt			
	Amend Company Bylaws Re: Articles 15, 18, 20, and 25	Mgmt	For	For	For

Beijer Ref AB

Meeting Date: 04/23/2024	Country: Sweden	Ticker: BEIJ.B
Record Date: 04/15/2024	Meeting Type: Annual	
Primary Security ID: W14029123		

Shares Voted: 472,475

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Madeleine Rydberger as Chairman of Meeting	Mgmt	For	For	For
2	Prepare and Approve List of Shareholders	Mgmt	For	For	For
3	Approve Agenda of Meeting	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Designate Inspector(s) of Minutes of Meeting	Mgmt			
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
6	Receive CEO's Report	Mgmt			
7	Receive Financial Statements and Statutory Reports	Mgmt			
8.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8.b	Approve Allocation of Income and Dividends of SEK 1.30 Per Share	Mgmt	For	For	For
8.c	Approve Remuneration Report	Mgmt	For	Refer	For
8.d.1	Approve Discharge of Kate Swann	Mgmt	For	Abstain	Abstain
8.d.2	Approve Discharge of Per Bertland	Mgmt	For	Abstain	Abstain
8.d.3	Approve Discharge of Nathalie Delbreuves	Mgmt	For	Abstain	Abstain
8.d.4	Approve Discharge of Albert Gustafsson	Mgmt	For	Abstain	Abstain
8.d.5	Approve Discharge of Kerstin Lindvall	Mgmt	For	Abstain	Abstain
8.d.6	Approve Discharge of Joen Magnusson	Mgmt	For	Abstain	Abstain
8.d.7	Approve Discharge of Frida Norrbom Sams	Mgmt	For	Abstain	Abstain
8.d.8	Approve Discharge of William Striebe	Mgmt	For	Abstain	Abstain
8.d.9	Approve Discharge of Christopher Norbye	Mgmt	For	Abstain	Abstain
9	Determine Number of Members (8) and Deputy Members of Board (0)	Mgmt	For	For	For
10	Approve Remuneration of Directors in the Amount of SEK 925,000 for Chairman andSEK 450,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
11	Approve Remuneration of Auditors	Mgmt	For	For	For
12.a	Reelect Per Bertland as Director	Mgmt	For	Against	Against
12.b	Reelect Nathalie Delbreuve as Director	Mgmt	For	Against	Against
12.c	Reelect Albert Gustafsson as Director	Mgmt	For	Against	Against
12.d	Reelect Kerstin Lindvall as Director	Mgmt	For	Refer	For

Beijer Ref AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12.e	Reelect Joen Magnusson as Director	Mgmt	For	Against	Against
12.f	Reelect Frida Norrbom Sams as Director	Mgmt	For	Refer	For
12.g	Reelect William Striebe as Director	Mgmt	For	Against	Against
12.h	Reelect Kate Swann as Director	Mgmt	For	Against	Against
12.i	Reelect Kate Swann as Board Chair	Mgmt	For	Against	Against
13	Ratify Deloitte as Auditors	Mgmt	For	For	For
14	Approve Nomination Committee Procedures	Mgmt	For	Against	Against
15	Approve Creation of Pool of Capital without Preemptive Rights	Mgmt	For	For	For
16.A	Approve Performance Share Matching Plan LTI 2024 for Key Employees	Mgmt	For	Against	Against
16.B	Approve Equity Plan Financing Through Acquisition and Transfer of Shares	Mgmt	For	Against	Against
16.C	Approve Alternative Equity Plan Financing of LTI 2024, if Item 16.B is Not Approved	Mgmt	For	Against	Against
17	Close Meeting	Mgmt			

CTP NV

Meeting Date: 04/23/2024

Record Date: 03/26/2024

Primary Security ID: N2368S105

Country: Netherlands

Meeting Type: Annual

Ticker: CTPNV

Shares Voted: 283,847

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2a	Receive Board Report (Non-Voting)	Mgmt			
2b	Approve Remuneration Report	Mgmt	For	Refer	Against
2c	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
2d	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2e	Discussion on Company's Corporate Governance Structure and Compliance with the Corporate Governance Code	Mgmt			
2f	Approve Final Dividend	Mgmt	For	For	For
3a	Approve Discharge of Executive Directors	Mgmt	For	Against	Against
3b	Approve Discharge of Non-Executive Directors	Mgmt	For	Against	Against
4	Approve Remuneration Policy of Executive Directors and the Non-Executive Directors	Mgmt	For	Refer	For
5a	Reelect Barbara Knoflach as Non-Executive Director	Mgmt	For	Refer	For
5b	Reelect Susanne Eickermann-Riepe as Non-Executive Director	Mgmt	For	Refer	For
5c	Elect Rodolphe Schoettel as Non-Executive Director	Mgmt	For	Refer	For
5d	Elect Kari Pitkin as Non-Executive Director	Mgmt	For	Refer	For
6a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital for General Purposes and Additional 10 Percent of Issued Capital in Case of Mergers, Acquisitions, or Strategic Alliances	Mgmt	For	Against	Against
6b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	Against	Against
6c	Grant Board Authority to Issue Shares or Grant Rights to Subscribe for Shares Pursuant to an Interim Scrip Dividend	Mgmt	For	For	For
6d	Authorize Board to Exclude Preemptive Rights from Share Issuances in Relation to an Interim Scrip Dividend	Mgmt	For	For	For
6e	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
7	Close Meeting	Mgmt			

Infrastrutture Wireless Italiane SpA

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

Shares Voted: 270,811

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Ordinary Business	Mgmt			
	Management Proposals	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income	Mgmt	For	Refer	For
3	Approve Remuneration Policy	Mgmt	For	Refer	For
4	Approve Second Section of the Remuneration Report	Mgmt	For	Refer	For
5	Adjust Remuneration of External Auditors	Mgmt	For	For	For
6	Approve KPMG SpA as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
7.1	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt			
	Slate Submitted by Central Tower Holding Company BV	SH	None	Refer	Against
	Slate Submitted by Daphne 3 SpA	SH	None	Refer	Against
	Slate Submitted by Priviledge-Amber Event Europe and Institutional Investors (Assogestioni)	SH	None	Refer	For
7bis	Shareholder Proposal Submitted by Daphne 3 SpA	Mgmt			
	Draw Female Candidates from Slate 2 to Allow Compliance with Gender Diversity Requirements	SH	None	Refer	For
8	Appoint Chairman of Internal Statutory Auditors	SH	None	For	For
9	Shareholder Proposal Submitted by Daphne 3 SpA	Mgmt			
	Approve Internal Auditors' Remuneration	SH	None	For	For

Shares Voted: 183,835

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

ASML Holding NV

Meeting Date: 04/24/2024

Record Date: 03/27/2024

Primary Security ID: N07059202

Country: Netherlands

Meeting Type: Annual

Ticker: ASML

Shares Voted: 4,544

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Annual Meeting Agenda	Mgmt			
	Open Meeting	Mgmt			
	Discuss the Company's Business, Financial Situation and ESG Sustainability	Mgmt			
3a	Approve Remuneration Report	Mgmt	For	Refer	For

ASML Holding NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3b	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
3c	Discussion on Company's Corporate Governance Structure and Compliance with the Corporate Governance Code	Mgmt			
3d	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
3e	Approve Dividends	Mgmt	For	For	For
4a	Approve Discharge of Management Board	Mgmt	For	Against	Against
4b	Approve Discharge of Supervisory Board	Mgmt	For	Against	Against
5	Approve Number of Shares for Management Board	Mgmt	For	For	For
6a	Announce Intention to Reappoint C.D. Fouquet to Management Board	Mgmt			
6b	Announce Intention to Reappoint J.P. Koonmen to Management Board	Mgmt			
7a	Discuss Updated Profile of the Supervisory Board	Mgmt			
7b	Reelect A.P. Aris to Supervisory Board	Mgmt	For	Refer	For
7c	Reelect D.M. Durcan to Supervisory Board	Mgmt	For	Refer	For
7d	Reelect D.W.A. East to Supervisory Board	Mgmt	For	Refer	For
7e	Discuss Composition of the Supervisory Board	Mgmt			
8a	Grant Board Authority to Issue Shares Up to 5 Percent of Issued Capital Plus Additional 5 Percent in Case of Merger or Acquisition	Mgmt	For	For	For
8b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
10	Authorize Cancellation of Repurchased Shares	Mgmt	For	For	For
11	Other Business (Non-Voting)	Mgmt			
12	Close Meeting	Mgmt			

Moncler SpA

Meeting Date: 04/24/2024

Record Date: 04/15/2024

Primary Security ID: T6730E110

Country: Italy

Meeting Type: Annual

Ticker: MONC

Shares Voted: 48,142

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 Second Section of the Remuneration Report	Mgmt	For	Refer	For
3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
4	Approve 2024 Performance Shares Plan	Mgmt	For	Refer	Against

BE Semiconductor Industries NV

Meeting Date: 04/25/2024

Record Date: 03/28/2024

Primary Security ID: N13107144

Country: Netherlands

Meeting Type: Annual

Ticker: BESI

Shares Voted: 11,563

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 Management Board (Non-Voting)	Mgmt			
2.b	Discussion on Company's Corporate Governance Structure	Mgmt			
3	Adopt 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	Mgmt	For	Refer	For
5.a	Approve Discharge of Management Board	Mgmt	For	Against	Against
5.b	Approve Discharge of Supervisory Board	Mgmt	For	Against	Against
6	Approve Remuneration Report	Mgmt	For	Against	Against

BE Semiconductor Industries NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
8.a	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	Mgmt	For	For	For
8.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
10	Approve Reduction in Share Capital through Cancellation of Shares	Mgmt	For	For	For
11	Other Business (Non-Voting)	Mgmt			
12	Close Meeting	Mgmt			

Electrolux Professional AB

Meeting Date: 04/25/2024

Record Date: 04/17/2024

Primary Security ID: W2457W116

Country: Sweden

Meeting Type: Annual

Ticker: EPRO.B

Shares Voted: 440,054

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	Approve Agenda of Meeting	Mgmt	For	For	For
4	Designate Inspector(s) of Minutes of Meeting	Mgmt			
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Receive President's Report	Mgmt			
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9	Approve Allocation of Income and Dividends of SEK 0.80 Per Share	Mgmt	For	For	For
10.1	Approve Discharge of Kai Warn	Mgmt	For	Against	Against
10.2	Approve Discharge of Katharine Clark	Mgmt	For	Against	Against

Electrolux Professional AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10.3	Approve Discharge of Lorna Donatone	Mgmt	For	Against	Against
10.4	Approve Discharge of Hans Ola Meyer	Mgmt	For	Against	Against
10.5	Approve Discharge of Daniel Nodhall	Mgmt	For	Against	Against
10.6	Approve Discharge of Martine Snels	Mgmt	For	Against	Against
10.7	Approve Discharge of Carsten Voigtlander	Mgmt	For	Against	Against
10.8	Approve Discharge of Josef Matosevic	Mgmt	For	Against	Against
10.9	Approve Discharge of Joachim Nord (Employee Representative)	Mgmt	For	Against	Against
10.10	Approve Discharge of Jens Pierard (Employee Representative)	Mgmt	For	Against	Against
10.11	Approve Discharge of Per Magnusson (Deputy Employee Representative)	Mgmt	For	Against	Against
10.12	Approve Discharge of Alberto Zanata (CEO)	Mgmt	For	Against	Against
11	Determine Number of Members (8) and Deputy Members (0) of Board	Mgmt	For	For	For
12.1	Approve Remuneration of Directors in the Amount of SEK 1.76 Million to Chair and SEK 585,000 to Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
12.2	Approve Remuneration of Auditors	Mgmt	For	For	For
13.1	Reelect Kai Warn as Director	Mgmt	For	Refer	For
13.2	Reelect Katharine Clark as Director	Mgmt	For	Refer	For
13.3	Reelect Lorna Donatone as Director	Mgmt	For	Refer	For
13.4	Reelect Hans Ola Meyer as Director	Mgmt	For	Refer	For
13.5	Reelect Daniel Nodhall as Director	Mgmt	For	Against	Against
13.6	Reelect Martine Snels as Director	Mgmt	For	Refer	For
13.7	Reelect Carsten Voigtlander as Director	Mgmt	For	Refer	For
13.8	Reelect Josef Matosevic as New Director	Mgmt	For	Refer	For
13.9	Reelect Kai Warn as Board Chair	Mgmt	For	Refer	For

Electrolux Professional AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Ratify Deloitte as Auditors	Mgmt	For	For	For
15	Approve Remuneration Report	Mgmt	For	Refer	For
16	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Refer	Against
17.1	Approve Performance Share Plan for Key Employees	Mgmt	For	Refer	Against
17.2	Approve Equity Plan Financing	Mgmt	For	Refer	Against
18	Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	Mgmt	For	For	For
19	Close Meeting	Mgmt			

Kardex Holding AG

Meeting Date: 04/25/2024

Record Date: 04/17/2024

Primary Security ID: H44577189

Country: Switzerland

Meeting Type: Annual

Ticker: KARN

Shares Voted: 13,587

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 Remuneration Report (Non-Binding)	Mgmt	For	Refer	Against
1.3	Approve Non-Financial Report (Non-Binding)	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 5.00 per Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	Against	Against
4.1.1	Reelect Philipp Buhofer as Director	Mgmt	For	Refer	For
4.1.2	Reelect Eugen Elmiger as Director	Mgmt	For	Refer	For
4.1.3	Reelect Andreas Haeblerli as Director	Mgmt	For	Refer	For
4.1.4	Reelect Jennifer Maag as Director	Mgmt	For	Refer	For
4.1.5	Reelect Maria Vacalli as Director	Mgmt	For	Refer	For
4.1.6	Reelect Felix Thoeni as Director	Mgmt	For	Refer	For

Kardex Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.2	Reelect Felix Thoeni as Board Chair	Mgmt	For	Refer	For
4.3.1	Reappoint Philipp Buhofer as Member of the Compensation and Nomination Committee	Mgmt	For	Refer	For
4.3.2	Reappoint Maria Vacalli as Member of the Compensation and Nomination Committee	Mgmt	For	Refer	For
4.3.3	Appoint Eugen Elmiger as Member of the Compensation and Nomination Committee	Mgmt	For	Refer	For
4.4	Designate Wenger Vieli AG as Independent Proxy	Mgmt	For	Against	Against
4.5	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 1.2 Million	Mgmt	For	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 3 Million	Mgmt	For	Refer	For
6	Transact Other Business (Voting)	Mgmt	For	Against	Against

Kardex Holding AG

Meeting Date: 04/25/2024Country: SwitzerlandTicker: KARN

Record Date:Meeting Type: Annual

Primary Security ID: H44577189

Shares Voted: 13,587

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

The Weir Group Plc

Meeting Date: 04/25/2024Country: United KingdomTicker: WEIR

Record Date: 04/23/2024Meeting Type: Annual

Primary Security ID: G95248137

Shares Voted: 195,925

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

The Weir Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Remuneration Report	Mgmt	For	Refer	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Barbara Jeremiah as Director	Mgmt	For	Refer	For
5	Re-elect Jon Stanton as Director	Mgmt	For	Refer	For
6	Elect Brian Puffer as Director	Mgmt	For	Refer	For
7	Elect Andrew Agg as Director	Mgmt	For	Refer	For
8	Re-elect Dame Nicola Brewer as Director	Mgmt	For	Refer	For
9	Elect Penelope Freer as Director	Mgmt	For	Refer	For
10	Re-elect Tracey Kerr as Director	Mgmt	For	Refer	For
11	Re-elect Ben Magara as Director	Mgmt	For	Refer	For
12	Re-elect Stephen Young as Director	Mgmt	For	Refer	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
15	Authorise Issue of Equity	Mgmt	For	Against	Against
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Against	Against
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	Against	Against
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

Kingspan Group Plc

Meeting Date: 04/26/2024	Country: Ireland	Ticker: KRX
Record Date: 04/22/2024	Meeting Type: Annual	
Primary Security ID: G52654103		

Shares Voted: 78,720

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
3a	Re-elect Jost Massenberg as Director	Mgmt	For	Refer	For
3b	Re-elect Gene Murtagh as Director	Mgmt	For	Refer	For
3c	Re-elect Geoff Doherty as Director	Mgmt	For	Refer	For
3d	Re-elect Russell Shiels as Director	Mgmt	For	Refer	For
3e	Re-elect Gilbert McCarthy as Director	Mgmt	For	Refer	For
3f	Re-elect Linda Hickey as Director	Mgmt	For	Refer	For
3g	Re-elect Anne Heraty as Director	Mgmt	For	Refer	For
3h	Re-elect Eimear Moloney as Director	Mgmt	For	Refer	For
3i	Re-elect Paul Murtagh as Director	Mgmt	For	Refer	For
3j	Re-elect Senan Murphy as Director	Mgmt	For	Refer	For
3k	Elect Louise Phelan as Director	Mgmt	For	Refer	For
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	Refer	For
6	Authorise Issue of Equity	Mgmt	For	For	For
7	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
8	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	Against	Against
9	Authorise Market Purchase of Shares	Mgmt	For	For	For
10	Authorise Reissuance of Treasury Shares	Mgmt	For	For	For
11	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Thule Group AB

Meeting Date: 04/26/2024

Record Date: 04/18/2024

Primary Security ID: W9T18N112

Country: Sweden

Meeting Type: Annual

Ticker: THULE

Shares Voted: 188,677

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Hans Eckerstrom as Chairman 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	Designate Inspector(s) of Minutes of Meeting	Mgmt			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive CEO's Report	Mgmt			
8	Receive Board's and Board Committee's Reports	Mgmt			
9.a	Receive Financial Statements and Statutory Reports	Mgmt			
9.b	Receive Consolidated Accounts and Group Auditor's Report	Mgmt			
9.c	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt			
9.d	Receive Board's Report	Mgmt			
10.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
10.b	Approve Allocation of Income and Dividends of SEK 9.50 Per Share	Mgmt	For	Refer	For
10c1	Approve Discharge of Hans Eckerstrom	Mgmt	For	Against	Against
10c2	Approve Discharge of Mattias Ankarberg as CEO	Mgmt	For	Against	Against
10c3	Approve Discharge of Mattias Ankarberg as Board Member	Mgmt	For	Against	Against
10c4	Approve Discharge of Anders Jensen	Mgmt	For	Against	Against
10c5	Approve Discharge of Sarah McPhee	Mgmt	For	Against	Against
10c6	Approve Discharge of Helene Mellquist	Mgmt	For	Against	Against
10c7	Approve Discharge of Johan Westman	Mgmt	For	Against	Against

Thule Group AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10c8	Approve Discharge of Helene Willberg	Mgmt	For	Against	Against
10c9	Approve Discharge of Therese Reutersward	Mgmt	For	Against	Against
10c10	Approve Discharge of Magnus Welanders	Mgmt	For	Against	Against
10.d	Approve Remuneration Report	Mgmt	For	Refer	Against
11	Determine Number of Members (7) and Deputy Members (0) of Board	Mgmt	For	For	For
12	Approve Remuneration of Directors in the Amount of SEK 1.4 Million for Chairman and SEK 455,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
13.1	Reelect Hans Eckerstrom as Director	Mgmt	For	Against	Against
13.2	Reelect Anders Jensen as Director	Mgmt	For	Refer	For
13.3	Reelect Sarah McPhee as Director	Mgmt	For	Refer	For
13.4	Reelect Johan Westman as Director	Mgmt	For	Against	Against
13.5	Reelect Helene Willberg as Director	Mgmt	For	Against	Against
13.6	Elect Sandra Finer as New Director	Mgmt	For	Refer	For
13.7	Elect Paul Gustavsson as New Director	Mgmt	For	Refer	For
13.8	Reelect Hans Eckerstrom as Board Chair	Mgmt	For	Against	Against
14	Approve Remuneration of Auditor	Mgmt	For	For	For
15	Ratify PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
16	Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights	Mgmt	For	For	For
17	Close Meeting	Mgmt			

Amplifon SpA

Meeting Date: 04/30/2024	Country: Italy	Ticker: AMP
Record Date: 04/19/2024	Meeting Type: Extraordinary Shareholders	
Primary Security ID: T0388E118		

Shares Voted: 193,762

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Business	Mgmt			
1	Amend Company Bylaws Re: Article 13	Mgmt	For	Against	Against
2	Amend Company Bylaws Re: Article 10	Mgmt	For	Against	Against
3	Approve Capital Increase and Convertible Bond Issuance Without Preemptive Rights	Mgmt	For	Against	Against
4	Amend Company Bylaws	Mgmt	For	Against	Against

Subsea 7 SA

Meeting Date: 05/02/2024Country: LuxembourgTicker: SUBC

Record Date: 04/18/2024Meeting Type: Annual

Primary Security ID: L8882U106

Shares Voted: 468,844

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Receive Board's and Auditor's Reports	Mgmt			
2	Approve Financial Statements	Mgmt	For	For	For
3	Approve Consolidated Financial Statements	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends	Mgmt	For	Refer	For
5	Approve Remuneration Report	Mgmt	For	Refer	For
6	Approve Discharge of Directors	Mgmt	For	Abstain	Abstain
7	Renew Appointment of Ernst & Young S.A., Luxembourg as Auditor	Mgmt	For	For	For
8	Reelect David Mullen as Non-Executive Director	Mgmt	For	Against	Against
9	Reelect Niels Kirk as Non-Executive Director	Mgmt	For	Refer	For
10	Reelect Jean Cahuzac as Non-Executive Director	Mgmt	For	Against	Against

Meeting Date: 05/03/2024	Country: France	Ticker: SPIE
Record Date: 04/30/2024	Meeting Type: Annual/Special	
Primary Security ID: F8691R101		

Shares Voted: 397,782

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 0.83 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	Appoint PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting	Mgmt	For	For	For
6	Approve Compensation of Chairman and CEO	Mgmt	For	Refer	For
7	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Refer	For
8	Approve Compensation Report	Mgmt	For	Refer	For
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 15 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 39 Million	Mgmt	For	For	For
14	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 7.8 Million	Mgmt	For	For	For

SPIE SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 7.8 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 Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
18	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For	For
20	Authorize up to 0.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
21	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Eurazeo SE

Meeting Date: 05/07/2024	Country: France	Ticker: RF
Record Date: 05/03/2024	Meeting Type: Annual/Special	
Primary Security ID: F3296A108		

Shares Voted: 65,652

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 Allocation of Income and Dividends of EUR 2.42 per Share and an Extra of EUR 0.24 per Share to Long Term Registered Shares	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	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Approve Transaction with JCDecaux Holding SAS	Mgmt	For	For	For
6	Elect Isabelle Ealet as Supervisory Board Member	Mgmt	For	Refer	For
7	Elect Cathia Lawson-Hall as Supervisory Board Member	Mgmt	For	Refer	Against
8	Elect Louis Stern as Supervisory Board Member	Mgmt	For	Refer	Against
9	Reelect Jean-Charles Decaux as Supervisory Board Member	Mgmt	For	Refer	For
10	Approve Remuneration Policy of Supervisory Board Members	Mgmt	For	For	For
11	Approve Remuneration Policy of Management Board Members	Mgmt	For	Refer	Against
12	Approve Compensation Report of Corporate Officers	Mgmt	For	Refer	Against
13	Approve Compensation of Jean-Charles Decaux, Chairman of the Supervisory Board	Mgmt	For	For	For
14	Approve Compensation of Christophe Baviere, Management Board Member	Mgmt	For	Refer	For
15	Approve Compensation of William Kadouch-Chassaing, Management Board Member	Mgmt	For	Refer	For
16	Approve Compensation of Sophie Flak, Management Board Member	Mgmt	For	Refer	Against
17	Approve Compensation of Olivier Millet, Management Board Member	Mgmt	For	Refer	Against
18	Approve Compensation of Virginie Morgon, Management Board Member Until February 5, 2023	Mgmt	For	Refer	For
19	Approve Compensation of Marc Frappier, Management Board Member Until February 5, 2023	Mgmt	For	Refer	For
20	Approve Compensation of Nicolas Huet, Management Board Member Until February 5, 2023	Mgmt	For	Refer	For
21	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
22	Extraordinary Business	Mgmt			
	Authorize Capitalization of Reserves of Up to EUR 2 Billion for Bonus Issue or Increase in Par Value	Mgmt	For	For	For

Eurazeo SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
23	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 115 Million	Mgmt	For	For	For
24	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 23 Million	Mgmt	For	For	For
25	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to 10 Percent of Issued Capital	Mgmt	For	Against	Against
26	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
27	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	Against	Against
28	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
29	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
30	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 23-28 at EUR 115 Million	Mgmt	For	For	For
31	Ordinary Business	Mgmt			
	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Mips AB

Meeting Date: 05/07/2024	Country: Sweden	Ticker: MIPS
Record Date: 04/26/2024	Meeting Type: Annual	
Primary Security ID: W5648N127		

Shares Voted: 45,313

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Prepare and Approve List of Shareholders	Mgmt			
4	Designate Inspector(s) of Minutes of Meeting	Mgmt			
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
6	Approve Agenda of Meeting	Mgmt	For	For	For
7	Receive Financial Statements and Statutory Reports	Mgmt			
8	Receive Board Chair Report	Mgmt			
9	Receive CEO's Report	Mgmt			
10	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
11	Approve Allocation of Income and Dividends of SEK 6.00 Per Share	Mgmt	For	Against	For
12.a	Approve Discharge of Magnus Welander	Mgmt	For	Against	Against
12.b	Approve Discharge of Jonas Rahmn	Mgmt	For	Against	Against
12.c	Approve Discharge of Jenny Rosberg	Mgmt	For	Against	Against
12.d	Approve Discharge of Thomas Brautigam	Mgmt	For	Against	Against
12.e	Approve Discharge of Anna Hallov	Mgmt	For	Against	Against
12.f	Approve Discharge of Maria Hedengren	Mgmt	For	Against	Against
12.g	Approve Discharge of CEO Max Strandwitz	Mgmt	For	Against	Against
13	Approve Remuneration Report	Mgmt	For	Refer	For
14	Determine Number of Members (6) and Deputy Members (0) of Board	Mgmt	For	For	For
15.a	Approve Remuneration of Directors in the Amount of SEK 700,000 for Chairman and SEK 315,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
15.b	Approve Remuneration of Auditors	Mgmt	For	For	For
16.1a	Reelect Magnus Welander as Director	Mgmt	For	Refer	For
16.1b	Reelect Thomas Brautigam as Director	Mgmt	For	Refer	For
16.1c	Reelect Maria Hedengren as Director	Mgmt	For	Refer	For

Mips AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16.1d	Reelect Anna Hallov as Director	Mgmt	For	Refer	For
16.1e	Reelect Jonas Rahmn as Director	Mgmt	For	Against	Against
16.1f	Reelect Jenny Rosberg as Director	Mgmt	For	Refer	For
16.2	Reelect Magnus Welander as Board Chair	Mgmt	For	Refer	For
17	Ratify KPMG AB as Auditors	Mgmt	For	For	For
18	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Refer	For
19	Approve Creation of Pool of Capital without Preemptive Rights	Mgmt	For	For	For
20	Authorize Share Repurchase Program	Mgmt	For	For	For
21	Approve SEK 215.10 Reduction in Share Capital via Share Cancellation	Mgmt	For	For	For
22	Close Meeting	Mgmt			

Wienerberger AG

Meeting Date: 05/07/2024

Record Date: 04/27/2024

Primary Security ID: A95384110

Country: Austria

Meeting Type: Annual

Ticker: WIE

Shares Voted: 172,709

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.90 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
5	Ratify Deloitte Audit as Auditors and as Auditor for the Sustainability Reporting for Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	Refer	For

Wienerberger AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Approve Remuneration Policy for the Management Board	Mgmt	For	Refer	For
8.1	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
8.2	Approve Remuneration of Supervisory Board Members	Mgmt	For	For	For
9	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
10	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	For
11	Approve Creation of EUR 16.8 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For	For

AAK AB

Meeting Date: 05/08/2024

Record Date: 04/29/2024

Primary Security ID: W9609S117

Country: Sweden

Meeting Type: Annual

Ticker: AAK

Shares Voted: 90,616

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman 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	Designate Inspector(s) of Minutes of Meeting	Mgmt			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive President's Report	Mgmt			
8	Receive Financial Statements and Statutory Reports; Receive Auditor Report on Guidelines for Remuneration of Senior Executives	Mgmt			
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9.b	Approve Allocation of Income and Dividends of SEK 3.70 Per Share	Mgmt	For	For	For
9.c1	Approve Discharge of Patrik Andersson	Mgmt	For	Against	Against

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.c2	Approve Discharge of Marianne Kirkegaard	Mgmt	For	Against	Against
9.c3	Approve Discharge of Marta Schorling Andreen	Mgmt	For	Against	Against
9.c4	Approve Discharge of Nils-Johan Andersson	Mgmt	For	Against	Against
9.c5	Approve Discharge of Fabienne Saadane-Oaks	Mgmt	For	Against	Against
9.c6	Approve Discharge of Ian Roberts	Mgmt	For	Against	Against
9.c7	Approve Discharge of David Alfredsson	Mgmt	For	Against	Against
9.c8	Approve Discharge of Lena Nilsson	Mgmt	For	Against	Against
9.c9	Approve Discharge of Mikael Myhre	Mgmt	For	Against	Against
9.c10	Approve Discharge of Annica Edvardsson	Mgmt	For	Against	Against
9.c11	Approve Discharge of Johan Westman	Mgmt	For	Against	Against
9.c12	Approve Discharge of Georg Brunstam	Mgmt	For	Against	Against
9.c13	Approve Discharge of Gun Nilsson	Mgmt	For	Against	Against
9.c14	Approve Discharge of Andreas Thoresson	Mgmt	For	Against	Against
10	Determine Number of Members (6) and Deputy Members (0) of Board	Mgmt	For	For	For
11.1	Approve Remuneration of Directors in the Amount of SEK 1 Million for Chairman and SEK 455,000 for Other Directors	Mgmt	For	For	For
11.2	Approve Remuneration of Auditors	Mgmt	For	Against	Against
12.1	Reelect Marianne Kirkegaard as Director	Mgmt	For	Against	Against
12.2	Reelect Marta Schorling Andreen as Director	Mgmt	For	Against	Against
12.3	Reelect Patrik Andersson as Director	Mgmt	For	Refer	For
12.4	Reelect Nils-Johan Andersson as Director	Mgmt	For	Against	Against
12.5	Reelect Fabienne Saadane-Oaks as Director	Mgmt	For	Refer	For
12.6	Reelect Ian Roberts as Director	Mgmt	For	Refer	For
12.7	Elect Patrik Andersson as Board Chairman	Mgmt	For	Refer	For
12.8	Ratify KPMG AB as Auditors	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Reelect Marta Schorling Andreen (Chair), Henrik Didner, Daniel Kristiansson and Elisabet Jamal Bergstrom as Members of Nominating Committee	Mgmt	For	For	For
14	Approve Remuneration Report	Mgmt	For	Against	Against
15	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Refer	For
16	Approve Long-Term Incentive Program 2024/2027	Mgmt	For	Against	Against
17	Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights	Mgmt	For	For	For
18	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
19	Close Meeting	Mgmt			

Arcadis NV

Meeting Date: 05/08/2024Country: NetherlandsTicker: ARCAD

Record Date: 04/10/2024Meeting Type: Annual

Primary Security ID: N0605M147

Shares Voted: 181,706

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	Mgmt			
2	Receive Report of Supervisory Board (Non-Voting)	Mgmt			
3	Receive Report of Executive Board (Non-Voting)	Mgmt			
4.a	Adopt Financial Statements	Mgmt	For	For	For
4.b	Approve Dividends	Mgmt	For	For	For
5.a	Approve Discharge of Executive Board	Mgmt	For	Against	Against
5.b	Approve Discharge of Supervisory Board	Mgmt	For	Against	Against
6	Ratify KPMG Accountants N.V as Auditors	Mgmt	For	For	For

Arcadis NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Discussion on Company's Corporate Governance Structure	Mgmt			
8.a	Approve Remuneration Report for Executive Board	Mgmt	For	Refer	For
8.b	Approve Remuneration Report for Supervisory Board	Mgmt	For	For	For
9.a	Approve Remuneration Policy for the Executive Board	Mgmt	For	Refer	For
9.b	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
10	Reelect V.J.H. Duperat-Vergne to Executive Board	Mgmt	For	For	For
11.a	Reelect D.L.M. Goodwin to Supervisory Board	Mgmt	For	Refer	For
11.b	Announce Vacancies on the Supervisory Board	Mgmt			
12.a	Grant Board Authority to Issue Shares up to 10 Percent of Issued Capital	Mgmt	For	For	For
12.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
14	Other Business (Non-Voting)	Mgmt			
15	Close Meeting	Mgmt			

Fluidra SA

Meeting Date: 05/08/2024

Record Date: 05/03/2024

Primary Security ID: E52619108

Country: Spain

Meeting Type: Annual

Ticker: FDR

Shares Voted: 162,044

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 and Dividends	Mgmt	For	Refer	For
4	Approve Discharge of Board	Mgmt	For	Abstain	Abstain

Fluidra SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Renew Appointment of Ernst & Young as Auditor	Mgmt	For	For	For
6	Amend Article 36 Re: Increase in Board Size to 14	Mgmt	For	Against	Against
7	Elect Olatz Urroz Garcia as Director	Mgmt	For	Refer	For
8.1	Reelect Esther Berrozpe Galindo as Director	Mgmt	For	Refer	For
8.2	Reelect Brian McDonald as Director	Mgmt	For	Against	Against
9	Advisory Vote on Remuneration Report	Mgmt	For	Refer	For
10	Approve Remuneration Policy	Mgmt	For	Refer	For
11	Approve Annual Maximum Remuneration	Mgmt	For	For	For
12	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

FUCHS SE

Meeting Date: 05/08/2024

Record Date: 04/30/2024

Primary Security ID: D27462379

Country: Germany

Meeting Type: Annual

Ticker: FPE3

Shares Voted: 0					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for Preferred Shareholders	Mgmt			
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.10 per Ordinary Share and EUR 1.11 per Preferred Share	Mgmt			
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt			
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt			
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024	Mgmt			
6	Ratify PricewaterhouseCoopers GmbH as Authorized Sustainability Auditors for Fiscal Year 2024	Mgmt			

FUCHS SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Approve Remuneration Report	Mgmt			
8	Approve Remuneration Policy	Mgmt			

MERLIN Properties SOCIMI SA

Meeting Date: 05/08/2024Country: SpainTicker: MRL

Record Date: 05/03/2024Meeting Type: Annual

Primary Security ID: E7390Z100

Shares Voted: 543,554

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Approve Standalone Financial Statements	Mgmt	For	For	For
1.2	Approve Consolidated Financial Statements	Mgmt	For	For	For
1.3	Approve Non-Financial Information Statement	Mgmt	For	For	For
2.1	Approve Allocation of Income and Dividends	Mgmt	For	Refer	For
2.2	Approve Distribution of Share Issuance Premium	Mgmt	For	Refer	For
3	Approve Discharge of Board	Mgmt	For	Abstain	Abstain
4.1	Fix Number of Directors at 14	Mgmt	For	For	For
4.2	Reelect Ismael Clemente Orrego as Director	Mgmt	For	Refer	For
4.3	Reelect Miguel Ollero Barrera as Director	Mgmt	For	Refer	For
4.4	Reelect Maria Luisa Jorda Castro as Director	Mgmt	For	Refer	For
4.5	Reelect Ana Maria Garcia Fau as Director	Mgmt	For	Refer	For
4.6	Reelect Fernando Javier Ortiz Vaamonde as Director	Mgmt	For	Refer	For
4.7	Reelect George Donald Johnston as Director	Mgmt	For	Refer	For
4.8	Reelect Emilio Novela Berlin as Director	Mgmt	For	Refer	For
4.9	Ratify Appointment of and Elect Juan Antonio Alcaraz Garcia as Director	Mgmt	For	Refer	For
4.10	Elect Ines Archer Toper as Director	Mgmt	For	Refer	For
4.11	Elect Julia Bayon Pedraza as Director	Mgmt	For	Refer	For

MERLIN Properties SOCIMI SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Advisory Vote on Remuneration Report	Mgmt	For	Refer	For
6	Amend Article 41	Mgmt	For	For	For
7	Authorize Company to Call EGM with 15 Days' Notice	Mgmt	For	For	For
8	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Rational AG

Meeting Date: 05/08/2024

Record Date: 04/16/2024

Primary Security ID: D6349P107

Country: Germany

Meeting Type: Annual

Ticker: RAA

Shares Voted: 6,558

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 13.50 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
5	Approve Remuneration Report	Mgmt	For	Refer	For
6	Ratify Deloitte GmbH as Auditors for Fiscal Year 2024	Mgmt	For	For	For
7	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For
8.1	Elect Erich Baumgaertner to the Supervisory Board	Mgmt	For	Refer	Against
8.2	Elect Johannes Wuerbser to the Supervisory Board	Mgmt	For	Against	Against
8.3	Elect Werner Schwind to the Supervisory Board	Mgmt	For	Against	For
8.4	Elect Clarissa Kaefer to the Supervisory Board	Mgmt	For	Refer	For
8.5	Elect Christoph Lintz to the Supervisory Board	Mgmt	For	Against	Against

Swissquote Group Holding Ltd.

Meeting Date: 05/08/2024

Record Date: 05/03/2024

Primary Security ID: H8403Y103

Country: Switzerland

Meeting Type: Annual

Ticker: SQN

Shares Voted: 5,326

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 Remuneration Report (Non-Binding)	Mgmt	For	Refer	Against
3	Approve Sustainability Report	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends of CHF 4.30 per Share	Mgmt	For	For	For
5	Approve Discharge of Board and Senior Management	Mgmt	For	Against	Against
6.1.1	Reelect Markus Dennler as Director and Board Chair	Mgmt	For	Refer	Against
6.1.2	Reelect Jean-Christophe Pernollet as Director	Mgmt	For	Refer	For
6.1.3	Reelect Beat Oberlin as Director	Mgmt	For	Refer	For
6.1.4	Reelect Monica Dell'Anna as Director	Mgmt	For	Refer	For
6.1.5	Reelect Michael Ploog as Director	Mgmt	For	Refer	For
6.1.6	Reelect Paolo Buzzi as Director	Mgmt	For	Refer	For
6.1.7	Reelect Demetra Kalogerou as Director	Mgmt	For	Refer	For
6.1.8	Reelect Esther Finidor as Director	Mgmt	For	Refer	For
6.2.1	Reappoint Beat Oberlin as Member of the Nomination and Compensation Committee	Mgmt	For	Refer	For
6.2.2	Reappoint Monica Dell'Anna as Member of the Nomination and Compensation Committee	Mgmt	For	Refer	For
6.2.3	Reappoint Paolo Buzzi as Member of the Nomination and Compensation Committee	Mgmt	For	Refer	For
6.3	Ratify PricewaterhouseCoopers Ltd as Auditors	Mgmt	For	Refer	For
6.4	Designate Juan Gil as Independent Proxy	Mgmt	For	Against	Against
7.1	Approve Remuneration of Directors in the Amount of CHF 1.5 Million	Mgmt	For	For	For

Swissquote Group Holding Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.2	Approve Remuneration of Executive Committee in the Amount of CHF 8.5 Million	Mgmt	For	Refer	For
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

Swissquote Group Holding Ltd.

Meeting Date: 05/08/2024Country: SwitzerlandTicker: SQN

Record Date:Meeting Type: Annual

Primary Security ID: H8403Y103

Shares Voted: 5,326

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

TERNA Rete Elettrica Nazionale SpA

Meeting Date: 05/10/2024Country: ItalyTicker: TRN

Record Date: 04/30/2024Meeting Type: Annual

Primary Security ID: T9471R100

Shares Voted: 720,262

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	Approve 2024-2028 Performance Share Plan	Mgmt	For	For	For
4	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service 2024-2028 Performance Share Plan	Mgmt	For	For	For
5.1	Approve Remuneration Policy	Mgmt	For	Refer	Against
5.2	Approve Second Section of the Remuneration Report	Mgmt	For	Against	Against

Meeting Date: 05/13/2024

Record Date: 04/15/2024

Primary Security ID: N07045201

Country: Netherlands

Meeting Type: Annual

Ticker: ASM

Shares Voted: 9,199

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Annual General Meeting	Mgmt			
	Open Meeting	Mgmt			
	Receive Report of Management Board (Non-Voting)	Mgmt			
2a					
2b	Discussion on Company's Corporate Governance Structure and Compliance with the Corporate Governance Code	Mgmt			
3a	Approve Remuneration Report	Mgmt	For	Refer	For
3b	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
3c	Approve Dividends	Mgmt	For	For	For
4a	Approve Discharge of Management Board	Mgmt	For	Against	Against
4b	Approve Discharge of Supervisory Board	Mgmt	For	Against	Against
5a	Amend Remuneration Policy for Supervisory Board	Mgmt	For	For	For
5b	Amend Remuneration of Supervisory Board	Mgmt	For	For	For
6a	Reelect Didier Lamouche to Supervisory Board	Mgmt	For	Refer	For
6b	Elect Tania Micki to Supervisory Board	Mgmt	For	Refer	For
6c	Elect Van den Brink to Supervisory Board	Mgmt	For	Refer	For
7	Ratify Ernst & Young Accountants LLP as Auditors	Mgmt	For	For	For
8a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For
8b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
10	Approve Cancellation of Shares	Mgmt	For	For	For
11	Amend Articles Re: Indemnity for the members of the Management Board and Supervisory Board	Mgmt	For	For	For

ASM International NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Other Business (Non-Voting)	Mgmt			
13	Close Meeting	Mgmt			

Computacenter Plc

Meeting Date: 05/14/2024	Country: United Kingdom	Ticker: CCC
Record Date: 05/10/2024	Meeting Type: Annual	
Primary Security ID: G23356150		

Shares Voted: 107,361

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	Refer	For
3	Approve Final Dividend	Mgmt	For	For	For
4a	Re-elect Pauline Campbell as Director	Mgmt	For	Refer	For
4b	Re-elect Rene Carayol as Director	Mgmt	For	Against	Against
4c	Re-elect Philip Hulme as Director	Mgmt	For	Refer	For
4d	Elect Christian Jehle as Director	Mgmt	For	Refer	For
4e	Re-elect Ljiljana Mitic as Director	Mgmt	For	Refer	For
4f	Re-elect Mike Norris as Director	Mgmt	For	Refer	For
4g	Re-elect Peter Ogden as Director	Mgmt	For	Refer	For
4h	Re-elect Ros Rivaz as Director	Mgmt	For	Refer	For
5	Reappoint Grant Thornton UK LLP as Auditors	Mgmt	For	For	For
6	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
7	Authorise Issue of Equity	Mgmt	For	For	For
8	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
9	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
10	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Computacenter Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Imerys SA

Meeting Date: 05/14/2024	Country: France	Ticker: NK
Record Date: 05/10/2024	Meeting Type: Annual	
Primary Security ID: F49644101		

Shares Voted: 78,933

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 1.35 per Share	Mgmt	For	Refer	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 Chairman of the Board	Mgmt	For	For	For
6	Approve Remuneration Policy of CEO	Mgmt	For	Refer	Against
7	Approve Remuneration Policy of Directors	Mgmt	For	For	For
8	Approve Compensation Report of Corporate Officers	Mgmt	For	Refer	For
9	Approve Compensation of Chairman of the Board	Mgmt	For	For	For
10	Approve Compensation of CEO	Mgmt	For	Refer	For
11	Reelect Patrick Kron as Director	Mgmt	For	Refer	Against
12	Reelect Paris Kyriacopoulos as Director	Mgmt	For	Refer	For
13	Elect Laurent Favre as Director	Mgmt	For	Refer	For
14	Appoint Deloitte & Associes as Auditor for the Sustainability Reporting	Mgmt	For	For	For
15	Appoint PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting	Mgmt	For	For	For

Imerys SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
17	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Ipsos SA

Meeting Date: 05/14/2024

Country: France

Ticker: IPS

Record Date: 05/10/2024

Meeting Type: Annual/Special

Primary Security ID: F5310M109

Shares Voted: 69,896

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 1.65 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	Reelect Filippo Lo Franco as Director	Mgmt	For	Refer	For
6	Reelect Didier Truchot as Director	Mgmt	For	Refer	For
7	Appoint Mazars S.A. as Auditor for the Sustainability Reporting	Mgmt	For	For	For
8	Appoint Grant Thornton as Auditor for the Sustainability Reporting	Mgmt	For	For	For
9	Approve Remuneration of Directors in the Aggregate Amount of EUR 666,000	Mgmt	For	For	For
10	Approve Compensation of Ben Page, CEO	Mgmt	For	Refer	For
11	Approve Compensation of Didier Truchot, Chairman of the Board	Mgmt	For	Refer	For
12	Approve Remuneration Policy of CEO	Mgmt	For	Refer	Against
13	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Approve Remuneration Policy of Directors	Mgmt	For	For	For
15	Approve Compensation Report of Corporate Officers	Mgmt	For	Refer	For
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
17	Extraordinary Business	Mgmt	For	For	For
	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt			
18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 5.4 Million	Mgmt	For	For	For
19	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 1.08 Million	Mgmt	For	For	For
20	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 1.08 Million	Mgmt	For	Against	Against
21	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
22	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	Against	Against
23	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
24	Authorize Capital Increase of Up to EUR 1.08 Million for Future Exchange Offers	Mgmt	For	For	For
25	Authorize Capitalization of Reserves of Up to EUR 1.08 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
27	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 19-20, 22-24 and 26 at EUR 1.08 Million; Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 18-20, 22-24 and 26 at EUR 5.4 Million	Mgmt	For	For	For
28	Amend Article 16 of Bylaws Re: Age Limit of Chairman of the Board	Mgmt	For	Against	Against
29	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

AIXTRON SE

Meeting Date: 05/15/2024

Record Date: 05/08/2024

Primary Security ID: D0257Y135

Country: Germany

Meeting Type: Annual

Ticker: AIXA

Shares Voted: 64,744

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.40 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
5	Approve Remuneration Report	Mgmt	For	Refer	For
6.1	Reelect Frits van Hout to the Supervisory Board	Mgmt	For	Refer	For
6.2	Reelect Anna Weber to the Supervisory Board	Mgmt	For	Refer	For
6.3	Elect Karen Florschuetz to the Supervisory Board	Mgmt	For	Refer	For
6.4	Elect Alexander Everke to the Supervisory Board	Mgmt	For	Refer	Against
7	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
8	Approve Remuneration Policy for the Management Board	Mgmt	For	Refer	For

AIXTRON SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.1	Ratify KPMG AG as Auditors for Fiscal Year 2024	Mgmt	For	For	For
9.2	Ratify KPMG AG as Auditor for the Sustainability Reporting for Fiscal Year 2024	Mgmt	For	For	For

Euronext NV

Meeting Date: 05/15/2024

Country: Netherlands

Ticker: ENX

Record Date: 04/17/2024

Meeting Type: Annual

Primary Security ID: N3113K397

Shares Voted: 100,837

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Presentation by CEO	Mgmt			
3.a	Discussion on Company's Corporate Governance Structure	Mgmt			
3.b	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
3.c	Approve Remuneration Report	Mgmt	For	Refer	Against
3.d	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
3.e	Approve Dividends	Mgmt	For	For	For
3.f	Approve Discharge of Management Board	Mgmt	For	Against	Against
3.g	Approve Discharge of Supervisory Board	Mgmt	For	Against	Against
4.a	Reelect Dick Sluimers to Supervisory Board	Mgmt	For	Refer	Against
4.b	Elect Fedra Ribeiro to Supervisory Board	Mgmt	For	Refer	For
4.c	Elect Muriel De Lathouwer to Supervisory Board	Mgmt	For	Refer	For
4.d	Elect Koen Van Loo to Supervisory Board	Mgmt	For	Refer	For
5.a	Reelect Oivind Amundsen to Management Board	Mgmt	For	For	For
5.b	Reelect Simone Huis in 't Veld to Management Board	Mgmt	For	For	For
5.c	Elect Simon Gallagher to Management Board	Mgmt	For	For	For

Euronext NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Ratify KPMG Accountants N.V. as Auditors	Mgmt	For	For	For
7	Approve Cancellation of Shares	Mgmt	For	For	For
8.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For
8.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
10	Other Business (Non-Voting)	Mgmt			
11	Close Meeting	Mgmt			

HENSOLDT AG

Meeting Date: 05/17/2024

Record Date: 04/25/2024

Primary Security ID: D3R14P109

Country: Germany

Meeting Type: Annual

Ticker: HAG

Shares Voted: 81,237					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.40 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
5	Approve Remuneration Report	Mgmt	For	Refer	For
6	Ratify KPMG AG as Auditors and as Auditor for the Sustainability Reporting for Fiscal Year 2024	Mgmt	For	For	For
7	Elect Giuseppe Panizzardi to the Supervisory Board	Mgmt	For	Against	Against
8	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
9	Approve Affiliation Agreement with HENSOLDT Holding GmbH	Mgmt	For	Refer	For

Beijer Ref AB

Meeting Date: 05/22/2024

Record Date: 05/14/2024

Primary Security ID: W14029123

Country: Sweden

Meeting Type: Extraordinary Shareholders

Ticker: BEIJ.B

Shares Voted: 367,892

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Madeleine Rydberger as Chairman of Meeting	Mgmt	For	For	For
2	Prepare and Approve List of Shareholders	Mgmt	For	For	For
3	Approve Agenda of Meeting	Mgmt	For	For	For
4	Designate Inspector(s) of Minutes of Meeting	Mgmt			
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
6	Authorize the Board to Repurchase Call Options from Participants in the LTIP 2021/2024	Mgmt	For	For	For

Partners Group Holding AG

Meeting Date: 05/22/2024

Record Date:

Primary Security ID: H6120A101

Country: Switzerland

Meeting Type: Annual

Ticker: PGHN

Shares Voted: 2,275

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 Non-Financial Report	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 39.00 per Share	Mgmt	For	Refer	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	Against	Against
4	Approve Creation of Capital Band within the Upper Limit of CHF 293,700 with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	Refer	Against
6.1	Approve Fixed Remuneration of Directors in the Amount of CHF 3.5 Million	Mgmt	For	For	For

Partners Group Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.2	Approve Variable Long-Term Remuneration of Directors in the Amount of CHF 4.8 Million	Mgmt	For	For	For
6.3	Approve Technical Non-Financial Remuneration of Directors in the Amount of CHF 16.3 Million	Mgmt	For	For	For
6.4	Approve Remuneration Budget of Executive Committee in the Amount of CHF 13 Million	Mgmt	For	Refer	Against
6.5	Approve Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 19 Million	Mgmt	For	Refer	Against
6.6	Approve Performance-Based Remuneration for Former Executive Committee Members in the Amount of CHF 3 Million	Mgmt	For	Refer	Against
6.7	Approve Technical Non-Financial Remuneration of Executive Committee in the Amount of CHF 110,000	Mgmt	For	Refer	Against
7.1.1	Reelect Steffen Meister as Director and Board Chair	Mgmt	For	Refer	For
7.1.2	Reelect Marcel Erni as Director	Mgmt	For	Against	Against
7.1.3	Reelect Alfred Gantner as Director	Mgmt	For	Refer	For
7.1.4	Reelect Anne Lester as Director	Mgmt	For	Refer	For
7.1.5	Reelect Gaelle Olivier as Director	Mgmt	For	Refer	For
7.1.6	Reelect Urs Wietlisbach as Director	Mgmt	For	Refer	For
7.1.7	Reelect Flora Zhao as Director	Mgmt	For	Refer	For
7.2.1	Reappoint Flora Zhao as Member of the Nomination and Compensation Committee	Mgmt	For	Refer	For
7.2.2	Reappoint Anne Lester as Member of the Nomination and Compensation Committee	Mgmt	For	Refer	For
7.2.3	Appoint Gaelle Olivier as Member of the Nomination and Compensation Committee	Mgmt	For	Refer	For
7.3	Designate HotzGoldmann Advokatur/Notariat as Independent Proxy	Mgmt	For	Against	Against
7.4	Ratify KPMG AG as Auditors	Mgmt	For	Refer	Against
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

Partners Group Holding AG

Meeting Date: 05/22/2024Country: SwitzerlandTicker: PGHN

Record Date:Meeting Type: Annual

Primary Security ID: H6120A101

Shares Voted: 2,275

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

bioMerieux SA

Meeting Date: 05/23/2024Country: FranceTicker: BIM

Record Date: 05/19/2024Meeting Type: Annual/Special

Primary Security ID: F1149Y232

Shares Voted: 72,099

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 Discharge of Directors	Mgmt	For	Against	Against
4	Approve Allocation of Income and Dividends of EUR 0.85 per Share	Mgmt	For	For	For
5	Reelect Harold Boel as Director	Mgmt	For	Against	Against
6	Elect Groupe Industriel Marcel Dassault as Director	Mgmt	For	Refer	Against
7	Elect Viviane Monges as Director	Mgmt	For	Refer	For
8	Appoint Benoit Ribadeau-Dumas as Censor	Mgmt	For	Against	Against
9	Renew Appointment of Ernst & Young et Autres as Auditor	Mgmt	For	For	For
10	Appoint Ernst & Young et Autres as Authorized Sustainability Auditors	Mgmt	For	For	For
11	Approve Remuneration of Directors in the Aggregate Amount of EUR 600,000	Mgmt	For	For	For
12	Approve Remuneration Policy of Corporate Officers	Mgmt	For	Refer	Against
13	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	Against	Against

bioMerieux SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Approve Remuneration Policy of CEO	Mgmt	For	Against	Against
15	Approve Remuneration Policy of Directors	Mgmt	For	For	For
16	Approve Compensation Report of Corporate Officers	Mgmt	For	Refer	Against
17	Approve Compensation of Alexandre Merieux, Chairman and CEO from January 1, 2023 to June 30, 2023 and Chairman of the Board since July 1, 2023	Mgmt	For	Refer	Against
18	Approve Compensation of Pierre Boulud, Vice-CEO from January 1, 2023 to June 30, 2023 and CEO since July 1, 2023	Mgmt	For	Against	Against
19	Approve Amended Share Purchase Program (MyShare 2023) Reserved for Beneficiaries Employed in the State of California, USA	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 Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
22	Authorize up to 15 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Against	Against
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
24	Eliminate Preemptive Rights Pursuant to Item 23 Above, in Favor of Employees	Mgmt	For	For	For
25	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 22 and 23 at EUR 4,210,280	Mgmt	For	For	For
26	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Elis SA

Meeting Date: 05/23/2024	Country: France	Ticker: ELIS
Record Date: 05/21/2024	Meeting Type: Annual/Special	
Primary Security ID: F2976F106		

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 and Dividends of EUR 0.43 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	Reelect Amy Flikerski as Supervisory Board Member	Mgmt	For	Refer	For
6	Reelect Fabrice Barthelemy as Supervisory Board Member	Mgmt	For	Refer	For
7	Ratify Appointment of BW Gestao de Investimentos Ltda as Supervisory Board Member Following Resignation of Magali Chesse	Mgmt	For	Refer	For
8	Appoint PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting	Mgmt	For	For	For
9	Appoint Mazars as Auditor for the Sustainability Reporting	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 of Chairman of the Management Board	Mgmt	For	For	For
13	Approve Remuneration Policy of Management Board Members	Mgmt	For	Refer	For
14	Approve Compensation Report of Corporate Officers	Mgmt	For	Refer	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	Refer	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	Approve Compensation of Louis Guyot, Management Board Member	Mgmt	For	Refer	For
18	Approve Compensation of Matthieu Lecharny, Management Board Member	Mgmt	For	Refer	For
19	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
20	Extraordinary Business	Mgmt			
	Authorize Capitalization of Reserves of Up to EUR 130 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
21	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 115 Million	Mgmt	For	For	For
22	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights with a Binding Priority Right up to Aggregate Nominal Amount of EUR 23 Million	Mgmt	For	For	For
23	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 23 Million	Mgmt	For	Against	Against
24	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
25	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	Against	Against
26	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
28	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
29	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 21-23 and 25-26 at EUR 115 Million	Mgmt	For	For	For
30	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
31	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Nemetschek SE

Meeting Date: 05/23/2024

Record Date: 04/30/2024

Primary Security ID: D56134105

Country: Germany

Meeting Type: Annual

Ticker: NEM

Shares Voted: 54,399

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.48 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Yves Padrines for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
3.2	Approve Discharge of Management Board Member Louise Ofverstrom for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
3.3	Approve Discharge of Management Board Member Viktor Varkonyi (until June 30, 2023) for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
3.4	Approve Discharge of Management Board Member Jon Elliott (until Sep. 5, 2023) for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
4.1	Approve Discharge of Supervisory Board Member Kurt Dobitsch for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
4.2	Approve Discharge of Supervisory Board Member Bill Krouch for Fiscal Year 2023	Mgmt	For	Abstain	Abstain

Nemetschek SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.3	Approve Discharge of Supervisory Board Member Patricia Geibel-Conrad (until June 30, 2023) for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
4.4	Approve Discharge of Supervisory Board Member Christine Schoeneweis for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
4.5	Approve Discharge of Supervisory Board Member Andreas Soeffing for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
4.6	Approve Discharge of Supervisory Board Member Gernot Strube for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
4.7	Approve Discharge of Supervisory Board Member Iris Helke (from July 1, 2023) for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2024	Mgmt	For	For	For
6	Elect Iris Helke to the Supervisory Board	Mgmt	For	Against	Against
7	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
8	Approve Remuneration Report	Mgmt	For	Against	Against

B&M European Value Retail SA

Meeting Date: 05/29/2024

Record Date: 05/15/2024

Primary Security ID: L1175H106

Country: Luxembourg

Meeting Type: Ordinary Shareholders

Ticker: BME

Shares Voted: 498,634

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Nadia Shouraboura as Director	Mgmt	For	Refer	For

D'Ieteren Group

Meeting Date: 05/30/2024

Record Date: 05/16/2024

Primary Security ID: B49343187

Country: Belgium

Meeting Type: Annual

Ticker: DIE

Shares Voted: 42,603

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Receive Directors' and Auditors' Reports (Non-Voting)	Mgmt			
2	Approve Financial Statements, Allocation of Income, and Dividends of EUR 3.75 per Share	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	Refer	Against
4.1	Approve Discharge of Directors	Mgmt	For	Abstain	Abstain
4.2	Approve Discharge of Auditors	Mgmt	For	Abstain	Abstain
5	Reelect Nicolas D'Ieteren as Director	Mgmt	For	Against	For
6	Appoint KPMG as Auditors for the Sustainability Reporting	Mgmt	For	For	For
7	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Mgmt	For	For	For

D'Ieteren Group

Meeting Date: 05/30/2024

Record Date: 05/16/2024

Primary Security ID: B49343187

Country: Belgium

Meeting Type: Extraordinary Shareholders

Ticker: DIE

Shares Voted: 42,603

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Shareholders' Meeting Agenda	Mgmt			
1.1	Receive Special Board Report Re: Renewal of the Authorized Capital	Mgmt			
1.2	Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	Mgmt	For	Against	Against
1.3	Amend Article 8bis of the Articles of Association	Mgmt	For	Against	Against

D'Ieteren Group

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Coordination of Articles of Association	Mgmt	For	Against	Against
3	Authorize Implementation of Approved Resolutions	Mgmt	For	Against	Against

ID Logistics Group

Meeting Date: 05/30/2024

Record Date: 05/28/2024

Primary Security ID: F50685100

Country: France

Meeting Type: Annual/Special

Ticker: IDL

Shares Voted: 16,212

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 Absence of Dividends	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	Against	Against
5	Reelect Gerard Lavinay as Director	Mgmt	For	Refer	For
6	Reelect Eleonore de Lacharriere as Director	Mgmt	For	Refer	For
7	Reelect Malgorzata Hornig as Director	Mgmt	For	Refer	For
8	Reelect Herve Montjotin as Director	Mgmt	For	Refer	For
9	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Against	Against
10	Approve Remuneration Policy of Vice-CEO	Mgmt	For	Against	Against
11	Approve Remuneration Policy of Directors	Mgmt	For	For	For
12	Approve Compensation Report of Corporate Officers	Mgmt	For	Refer	Against
13	Approve Compensation of Eric Hemar, Chairman and CEO	Mgmt	For	Refer	Against
14	Approve Compensation of Christophe Satin, Vice-CEO	Mgmt	For	Refer	Against

ID Logistics Group

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Appoint Alce Expertise as Auditor for the Sustainability Reporting	Mgmt	For	For	For
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
17	Extraordinary Business	Mgmt			
	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
18	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 1.4 Million	Mgmt	For	Against	Against
19	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	Against	Against
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
21	Approve Issuance of Warrants (BSA, BSAANE, or BSAAR) without Preemptive Rights Reserved for Employees and/or Corporate Officers and Consultants, up to Aggregate Nominal Amount of EUR 290,000	Mgmt	For	Against	Against
22	Amend Article 14 of Bylaws Re: Staggering of Directors' Terms of Office	Mgmt	For	For	For
23	Delegate Powers to the Board to Amend Bylaws to Comply with Legal Changes	Mgmt	For	Against	Against
24	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Scout24 SE

Meeting Date: 06/05/2024	Country: Germany	Ticker: G24
Record Date: 05/29/2024	Meeting Type: Annual	
Primary Security ID: D345XT105		

Shares Voted: 52,305

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (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 2023	Mgmt	For	Abstain	Abstain
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements until 2025 AGM	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	Refer	For
7.1	Elect Hans-Holger Albrecht to the Supervisory Board	Mgmt	For	Refer	For
7.2	Elect Andrea Euenheim to the Supervisory Board	Mgmt	For	Refer	For
7.3	Elect Frank Lutz to the Supervisory Board	Mgmt	For	Refer	For
7.4	Elect Maya Miteva to the Supervisory Board	Mgmt	For	Refer	For
7.5	Elect Sohaila Ouffata to the Supervisory Board	Mgmt	For	Refer	For
7.6	Elect Andre Schwaemmlein to the Supervisory Board	Mgmt	For	Refer	For
8	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For

Gaztransport & Technigaz SA

Meeting Date: 06/12/2024Country: FranceTicker: GTT

Record Date: 06/10/2024Meeting Type: Annual/Special

Primary Security ID: F42674113

Shares Voted: 44,824

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

Gaztransport & Technigaz SA

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 4.36 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	Reelect Carolle Foissaud as Director	Mgmt	For	Refer	For
6	Ratify Appointment of Domitille Doat Le Bigot as Director Following Resignation of Sandra Roche-Vu Quang	Mgmt	For	Against	Against
7	Appoint Ernst & Young Audit as Auditor for the Sustainability Reporting	Mgmt	For	For	For
8	Approve Compensation Report	Mgmt	For	Refer	For
9	Approve Compensation of Philippe Berterottiere, Chairman and CEO	Mgmt	For	Refer	For
10	Approve Remuneration Policy of Chairman and CEO from January 1, 2024 to June 12, 2024	Mgmt	For	Refer	For
11	Approve Remuneration Policy of CEO since June 12, 2024	Mgmt	For	Refer	For
12	Approve Remuneration Policy of Chairman of the Board since June 12, 2024	Mgmt	For	For	For
13	Approve Remuneration Policy of Directors	Mgmt	For	For	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
15	Extraordinary Business	Mgmt			
	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
16	Ordinary Business	Mgmt			
	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Meeting Date: 06/19/2024	Country: France	Ticker: ALESK
Record Date: 06/17/2024	Meeting Type: Annual/Special	
Primary Security ID: F3164D101		

Shares Voted: 28,878

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 0.65 per Share and an Extra of EUR 0.06 per Share to Long Term Registered Shares	Mgmt	For	For	For
4	Approve Remuneration of Supervisory Board Members in the Aggregate Amount of EUR 134,000	Mgmt	For	For	For
5	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
6	Elect Ameeta Soni as Supervisory Board Member	Mgmt	For	Refer	For
7	Renew Appointment of Cabinet Deloitte & Associes as Auditor	Mgmt	For	For	For
8	Approve Compensation of Management Board Members	Mgmt	For	Refer	Against
9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
10	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
11	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
12	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 1.5 Million	Mgmt	For	Against	Against
13	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 1.5 Million	Mgmt	For	Against	Against

Esker SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 1.5 Million	Mgmt	For	For	For
15	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	Against	Against
16	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
17	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Befesa SA

Meeting Date: 06/20/2024Country: LuxembourgTicker: BFSA

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

Primary Security ID: LOR30V103

Shares Voted: 132,698

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Receive Board's and Auditor's Reports	Mgmt			
2	Approve Consolidated Financial Statements	Mgmt	For	For	For
3	Approve Financial Statements	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends	Mgmt	For	For	For
5	Approve Discharge of Directors	Mgmt	For	Abstain	Against
6	Approve Remuneration of Non-Executive Directors	Mgmt	For	For	For
7	Elect Soledad Luca de Tena as Non-Executive Director	Mgmt	For	Refer	For
8	Approve Remuneration Report	Mgmt	For	Refer	Against
9	Renew Appointment of KPMG as Auditor	Mgmt	For	For	For

Halma Plc

Meeting Date: 07/25/2024Country: United KingdomTicker: HLMA

Record Date: 07/23/2024Meeting Type: Annual

Primary Security ID: G42504103

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	Refer	For
4	Approve Remuneration Policy	Mgmt	For	Refer	For
5	Elect Liam Condon as Director	Mgmt	For	Refer	For
6	Elect Giles Kerr as Director	Mgmt	For	Refer	For
7	Re-elect Dame Louise Makin as Director	Mgmt	For	Refer	For
8	Re-elect Marc Ronchetti as Director	Mgmt	For	Refer	For
9	Re-elect Steve Gunning as Director	Mgmt	For	Refer	For
10	Re-elect Jennifer Ward as Director	Mgmt	For	Refer	For
11	Re-elect Carole Cran as Director	Mgmt	For	Refer	For
12	Re-elect Jo Harlow as Director	Mgmt	For	Refer	For
13	Re-elect Dharmash Mistry as Director	Mgmt	For	Refer	For
14	Re-elect Sharmila Nebhrajani as Director	Mgmt	For	Refer	For
15	Reappoint PricewaterhouseCoopers 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 UK Political Donations and Expenditure	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 Market Purchase of Ordinary Shares	Mgmt	For	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Royal KPN NV

Meeting Date: 10/01/2024

Record Date: 09/03/2024

Primary Security ID: N4297B146

Country: Netherlands

Meeting Type: Extraordinary Shareholders

Ticker: KPN

Shares Voted: 2,131,315

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt			
1	Open Meeting and Announcements	Mgmt			
2	Opportunity to Make Recommendations	Mgmt			
3	Elect Rob Shuter to Supervisory Board	Mgmt	For	Refer	For
4	Close Meeting	Mgmt			

D'Ieteren Group

Meeting Date: 12/06/2024

Record Date: 11/22/2024

Primary Security ID: B49343187

Country: Belgium

Meeting Type: Special

Ticker: DIE

Shares Voted: 44,085

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Dividends	Mgmt	For	Refer	Against
2	Receive Directors' Reports in Accordance with Article 7:151/1 of the CSA (Non-Voting)	Mgmt			
3.1	Approve Change-of-Control Clause Re: Senior Facilities Agreement	Mgmt	For	Refer	Against
3.2	Approve Change-of-Control Clause Re: Potential Transfer of Pledged Assets	Mgmt	For	Refer	Against
4	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Mgmt	For	Refer	Against