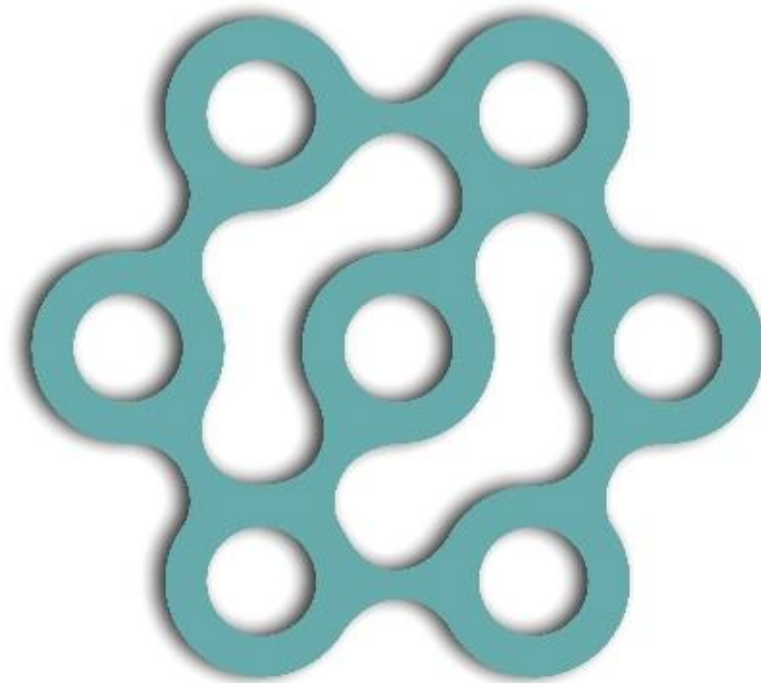


# ELEVA Sustainable Impact Europe



Votes relatifs aux résolutions présentées en Assemblées – Année 2021

Votes relating to resolutions presented at General Meetings - FY 2021

## Introduction

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

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

Les instructions de vote ont été envoyées par ELEVA Capital pour toutes les AG mentionnées dans le document mais certaines n'ont pas été prises en compte pour des raisons techniques. Il s'agit des AG suivantes :

- Atlas Copco AB
- BNP Paribas SA

**Données au 31/12/2021**

**Source : ISS**

## Introduction

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

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

Voting instructions were sent by ELEVA Capital for all AGMs mentioned in the document but some were not taken into account for technical reasons. It concerns the following AGMs:

- Atlas Copco AB
- BNP Paris SA

**Data as at 31/12/2021**

**Source: ISS**

# VOTE SUMMARY REPORT

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

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): ELEVA SUSTAINABLE  
IMPACT FUND

## Carbios SA

**Meeting Date:** 01/08/2021      **Country:** France      **Ticker:** ALCRB  
**Record Date:** 01/06/2021      **Meeting Type:** Special  
**Primary Security ID:** F1374G104

Shares Voted: 5,050

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Appoint Business Opportunities for L Oreal Development as Censor	Mgmt	For	Against	For
2	Appoint Michelin Ventures as Censor	Mgmt	For	Against	For
3	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	Against	Against
	Extraordinary Business	Mgmt			
4	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 2.1 Million	Mgmt	For	Against	For
5	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 2.1 Million	Mgmt	For	Against	Against
6	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to 20 Percent of Issued Capital	Mgmt	For	Against	Against
7	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 2.1 Million	Mgmt	For	Against	Against
8	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	Against	Against
9	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
10	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 4 to 9 at EUR 2.1 Million	Mgmt	For	For	For
11	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
12	Amend Article 11 of Bylaws Re: Shareholding Disclosure Thresholds	Mgmt	For	For	For
13	Amend Article 15 of Bylaws Re: Censors	Mgmt	For	For	For
14	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

## Kerry Group Plc

Meeting Date: 01/28/2021

Country: Ireland

Ticker: KRZ

Record Date: 01/26/2021

Meeting Type: Special

Primary Security ID: G52416107

Shares Voted: 3,807

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Migration of the Participating Securities to Euroclear Bank's Central Securities Depository	Mgmt	For	For	For
2	Amend Articles of Association	Mgmt	For	For	For
3	Authorise Company to Take All Actions to Implement the Migration	Mgmt	For	For	For

## Infineon Technologies AG

Meeting Date: 02/25/2021

Country: Germany

Ticker: IFX

Record Date:

Meeting Type: Annual

Primary Security ID: D35415104

Shares Voted: 12,665

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal 2020 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.22 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Reinhard Ploss for Fiscal 2020	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Helmut Gassel for Fiscal 2020	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Jochen Hanebeck for Fiscal 2020	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Sven Schneider for Fiscal 2020	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Wolfgang Eder for Fiscal 2020	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Peter Bauer (until Feb. 20, 2020) for Fiscal 2020	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Xiaoqun Clever (from Feb. 20, 2020) for Fiscal 2020	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Johann Dechant for Fiscal 2020	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Herbert Diess (until Feb. 20, 2020) for Fiscal 2020	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.6	Approve Discharge of Supervisory Board Member Friedrich Eichiner (from Feb. 20, 2020) for Fiscal 2020	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Annette Engelfried for Fiscal 2020	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Peter Gruber for Fiscal 2020	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Gerhard Hobbach (until Feb. 20, 2020) for Fiscal 2020	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Hans-Ulrich Holdenried for Fiscal 2020	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Renate Koecher (until Feb. 20, 2020) for Fiscal 2020	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Susanne Lachenmann for Fiscal 2020	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Geraldine Picaud for Fiscal 2020	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Manfred Puffer for Fiscal 2020	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Melanie Riedl (from Feb. 20, 2020) for Fiscal 2020	Mgmt	For	For	For
4.16	Approve Discharge of Supervisory Board Member Kerstin Schulzendorf for Fiscal 2020	Mgmt	For	For	For
4.17	Approve Discharge of Supervisory Board Member Juergen Scholz for Fiscal 2020	Mgmt	For	For	For
4.18	Approve Discharge of Supervisory Board Member Ulrich Spiesshofer (from Feb. 20, 2020) for Fiscal 2020	Mgmt	For	For	For
4.19	Approve Discharge of Supervisory Board Member Margret Suckale (from Feb. 20, 2020) for Fiscal 2020	Mgmt	For	For	For
4.20	Approve Discharge of Supervisory Board Member Eckart Suenner (until Feb. 20, 2020) for Fiscal 2020	Mgmt	For	For	For
4.21	Approve Discharge of Supervisory Board Member Diana Vitale for Fiscal 2020	Mgmt	For	For	For
5	Ratify KPMG AG as Auditors for Fiscal 2021	Mgmt	For	For	For
6	Approve Remuneration Policy	Mgmt	For	For	For
7	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
8	Approve Creation of EUR 30 Million Pool of Capital for Employee Stock Purchase Plan	Mgmt	For	For	For
9	Amend Articles Re: Information for Registration in the Share Register	Mgmt	For	For	For
10	Amend Articles Re: Supervisory Board's Rules of Procedure	Mgmt	For	For	For

# GN Store Nord A/S

Meeting Date: 03/17/2021

Country: Denmark

Ticker: GN

Record Date: 03/10/2021

Meeting Type: Annual

Primary Security ID: K4001S214

Shares Voted: 8,872

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Discharge of Management and Board	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends of DKK 1.45 Per Share	Mgmt	For	For	For
5	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
6	Approve Remuneration of Directors in the Amount of DKK 870,000 for Chairman, DKK 580,000 for Vice Chairman, and DKK 290,000 for Other Members; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For	For
7.1	Reelect Per Wold-Olsen as Director	Mgmt	For	For	For
7.2	Reelect Jukka Pekka Pertola as Director	Mgmt	For	Abstain	Abstain
7.3	Reelect Helene Barnekow as Director	Mgmt	For	For	For
7.4	Reelect Montserrat Maresch Pascual as Director	Mgmt	For	For	For
7.5	Reelect Wolfgang Reim as Director	Mgmt	For	For	For
7.6	Reelect Ronica Wang as Director	Mgmt	For	For	For
7.7	Reelect Anette Weber as New Director	Mgmt	For	For	For
8	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
9.1	Authorize Share Repurchase Program	Mgmt	For	For	For
9.2	Approve DKK 16.4 Million Reduction in Share Capital via Share Cancellation	Mgmt	For	For	For
9.3.a	Allow Shareholder Meetings to be Held Partially or Fully by Electronic Means	Mgmt	For	For	For
9.3.b	Amend Articles Re: Company Calendar	Mgmt	For	For	For
	Shareholder Proposal Submitted by AkademikerPension and LD Fonde	Mgmt			
10	Instruct Board to Complete an Assessment of the Ability of GN Store Nord to Publish Corporate Country-by-Country Tax Reporting in Line with the Global Reporting Initiative's Standard (GRI 207: Tax 2019)	SH	Against	For	For
11	Other Business (Non-Voting)	Mgmt			

**Meeting Date:** 03/19/2021

**Country:** Finland

**Ticker:** STERV

**Record Date:** 03/09/2021

**Meeting Type:** Annual

**Primary Security ID:** X8T9CM113

**Shares Voted:** 28,905

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt			
5	Prepare and Approve List of Shareholders	Mgmt			
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of EUR 0.30 Per Share	Mgmt	For	For	For
8A	Demand Minority Dividend	Mgmt	Abstain	Abstain	Abstain
9	Approve Discharge of Board and President	Mgmt	For	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	Against
11	Approve Remuneration of Directors in the Amount of EUR 197,000 for Chairman, EUR 112,000 for Vice Chairman, and EUR 76,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
12	Fix Number of Directors at Nine	Mgmt	For	For	For
13	Reelect Elisabeth Fleuriot, Hock Goh, Mikko Helander, Christiane Kuehne, Antti Makinen (Chair), Richard Nilsson and Hakan Buskheand (Vice Chair) as Directors; Elect Helena Hedblom and Hans Sohlstrom as New Directors	Mgmt	For	Against	Against
14	Approve Remuneration of Auditors	Mgmt	For	For	For
15	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
16	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
17	Approve Issuance of up to 2 Million Class R Shares without Preemptive Rights	Mgmt	For	For	For
18	Decision Making Order	Mgmt			
19	Close Meeting	Mgmt			

# Zurich Insurance Group AG

**Meeting Date:** 04/07/2021

**Country:** Switzerland

**Ticker:** ZURN

**Record Date:**

**Meeting Type:** Annual

**Primary Security ID:** H9870Y105

**Shares Voted:** 1,839

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	For	For
2	Approve Allocation of Income and Dividends of CHF 20.00 per Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1a	Reelect Michel Lies as Director and Board Chairman	Mgmt	For	For	For
4.1b	Reelect Joan Amble as Director	Mgmt	For	For	For
4.1c	Reelect Catherine Bessant as Director	Mgmt	For	For	For
4.1d	Reelect Dame Carnwath as Director	Mgmt	For	For	For
4.1e	Reelect Christoph Franz as Director	Mgmt	For	For	For
4.1f	Reelect Michael Halbherr as Director	Mgmt	For	For	For
4.1g	Reelect Jeffrey Hayman as Director (pro-forma vote as Jeffrey Hayman is not available for appointment)	Mgmt	For	For	For
4.1h	Reelect Monica Maechler as Director	Mgmt	For	For	Against
4.1i	Reelect Kishore Mahbubani as Director	Mgmt	For	For	For
4.1j	Reelect Jasmin Staiblin as Director	Mgmt	For	For	For
4.1k	Reelect Barry Stowe as Director	Mgmt	For	For	For
4.1l	Elect Sabine Keller-Busse as Director	Mgmt	For	For	For
4.2.1	Reappoint Michel Lies as Member of the Compensation Committee	Mgmt	For	For	For
4.2.2	Reappoint Catherine Bessant as Member of the Compensation Committee	Mgmt	For	For	For
4.2.3	Reappoint Christoph Franz as Member of the Compensation Committee	Mgmt	For	For	For
4.2.4	Reappoint Kishore Mahbubani as Member of the Compensation Committee	Mgmt	For	For	For
4.2.5	Reappoint Jasmin Staiblin as Member of the Compensation Committee	Mgmt	For	For	For
4.2.6	Appoint Sabine Keller-Busse as Member of the Compensation Committee	Mgmt	For	For	For
4.3	Designate Keller KLG as Independent Proxy	Mgmt	For	For	For
4.4	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 5.9 Million	Mgmt	For	For	For



## Zurich Insurance Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 79.8 Million	Mgmt	For	For	For
6	Approve Extension of Existing Authorized Capital Pool of CHF 4.5 Million with Partial Exclusion of Preemptive Rights and Approve Amendment to Existing Conditional Capital Pool	Mgmt	For	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

## Zurich Insurance Group AG

**Meeting Date:** 04/07/2021      **Country:** Switzerland      **Ticker:** ZURN  
**Record Date:**      **Meeting Type:** Annual  
**Primary Security ID:** H9870Y105

Shares Voted: 1,839

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

## L'Oreal SA

**Meeting Date:** 04/20/2021      **Country:** France      **Ticker:** OR  
**Record Date:** 04/16/2021      **Meeting Type:** Annual/Special  
**Primary Security ID:** F58149133

Shares Voted: 1,730

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 4 per Share and an Extra of EUR 0.40 per Share to Long Term Registered Shares	Mgmt	For	For	For
4	Elect Nicolas Hieronimus as Director	Mgmt	For	For	For
5	Elect Alexandre Ricard as Director	Mgmt	For	For	For
6	Reelect Francoise Bettencourt Meyers as Director	Mgmt	For	For	For
7	Reelect Paul Bulcke as Director	Mgmt	For	For	For
8	Reelect Virginie Morgon as Director	Mgmt	For	For	For

## L'Oreal SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
10	Approve Compensation of Jean-Paul Agon, Chairman and CEO	Mgmt	For	For	For
11	Approve Remuneration Policy of Directors	Mgmt	For	For	For
12	Approve Remuneration Policy of Jean-Paul Agon, Chairman and CEO Until April 30, 2021	Mgmt	For	For	For
13	Approve Remuneration Policy of Nicolas Hieronimus, CEO Since May 1, 2021	Mgmt	For	For	For
14	Approve Remuneration Policy of Jean-Paul Agon, Chairman of the Board Since May 1, 2021	Mgmt	For	Against	Against
15	Approve Amendment of Employment Contract of Nicolas Hieronimus, CEO Since May 1, 2021	Mgmt	For	Against	For
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up a Maximum Nominal Share Capital value of EUR 156,764,042.40	Mgmt	For	For	For
18	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
19	Authorize Capital Increase of up to 2 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
22	Amend Article 9.2 of Bylaws Re: Written Consultation	Mgmt	For	For	For
23	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

## Scatec Solar ASA

**Meeting Date:** 04/20/2021

**Country:** Norway

**Ticker:** SCATC

**Record Date:** 04/13/2021

**Meeting Type:** Annual

**Primary Security ID:** R7562P100

**Shares Voted:** 22,181

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Registration of Attending Shareholders and Proxies	Mgmt			

## Scatec Solar ASA

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

## Sika AG

**Meeting Date:** 04/20/2021

**Country:** Switzerland

**Ticker:** SIKA

**Record Date:**

**Meeting Type:** Annual

**Primary Security ID:** H7631K273

**Shares Voted:** 1,814

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of CHF 2.50 per Share	Mgmt	For	For	For
3	Approve Discharge of Board of Directors	Mgmt	For	For	For
4.1.1	Reelect Paul Haelg as Director	Mgmt	For	For	For
4.1.2	Reelect Monika Ribar as Director	Mgmt	For	For	For
4.1.3	Reelect Daniel Sauter as Director	Mgmt	For	For	For
4.1.4	Reelect Christoph Tobler as Director	Mgmt	For	For	Against
4.1.5	Reelect Justin Howell as Director	Mgmt	For	For	For
4.1.6	Reelect Thierry Vanlancker as Director	Mgmt	For	For	For
4.1.7	Reelect Viktor Balli as Director	Mgmt	For	For	For
4.2	Elect Paul Schuler as Director	Mgmt	For	For	For
4.3	Reelect Paul Haelg as Board Chairman	Mgmt	For	For	For
4.4.1	Appoint Daniel Sauter as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.4.2	Appoint Justin Howell as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.4.3	Appoint Thierry Vanlancker as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.5	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
4.6	Designate Jost Windlin as Independent Proxy	Mgmt	For	For	For
5.1	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
5.2	Approve Remuneration of Directors in the Amount of CHF 3.3 Million	Mgmt	For	For	For
5.3	Approve Remuneration of Executive Committee in the Amount of CHF 21.5 Million	Mgmt	For	For	For
6	Transact Other Business (Voting)	Mgmt	For	Against	Against

Meeting Date: 04/20/2021

Country: Switzerland

Ticker: SIKA

Record Date:

Meeting Type: Annual

Primary Security ID: H7631K273

Shares Voted: 1,814

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

## Akzo Nobel NV

Meeting Date: 04/22/2021

Country: Netherlands

Ticker: AKZA

Record Date: 03/25/2021

Meeting Type: Annual

Primary Security ID: N01803308

Shares Voted: 7,030

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			
3.a	Adopt Financial Statements	Mgmt	For	For	For
3.b	Discuss on the Company's Dividend Policy	Mgmt			
3.c	Approve Dividends of EUR 1.95 Per Share	Mgmt	For	For	For
3.d	Approve Remuneration Report	Mgmt	For	Against	Abstain
4.a	Approve Discharge of Management Board	Mgmt	For	For	For
4.b	Approve Discharge of Supervisory Board	Mgmt	For	For	For
5.a	Amend Remuneration Policy for Management Board	Mgmt	For	For	For
5.b	Amend Remuneration Policy for Supervisory Board	Mgmt	For	For	For
6.a	Reelect T.F.J. Vanlancker to Management Board	Mgmt	For	For	For
7.a	Reelect P.W. Thomas to Supervisory Board	Mgmt	For	For	For
8.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	Against
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	Authorize Cancellation of Repurchased Shares	Mgmt	For	For	For
11	Close Meeting	Mgmt			

## Atlas Copco AB

Meeting Date: 04/27/2021

Country: Sweden

Ticker: ATCO.A

Record Date: 04/19/2021

Meeting Type: Annual

Primary Security ID: W1R924161

Shares Voted: 7,779

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

# Atlas Copco AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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	For	For	For
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt			
7.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
7.b1	Approve Discharge of Staffan Bohman	Mgmt	For	For	For
7.b2	Approve Discharge of Tina Donikowski	Mgmt	For	For	For
7.b3	Approve Discharge of Johan Forssell	Mgmt	For	For	For
7.b4	Approve Discharge of Anna Ohlsson-Leijon	Mgmt	For	For	For
7.b5	Approve Discharge of Mats Rahmstrom	Mgmt	For	For	For
7.b6	Approve Discharge of Gordon Riske	Mgmt	For	For	For
7.b7	Approve Discharge of Hans Straberg	Mgmt	For	For	For
7.b8	Approve Discharge of Peter Wallenberg Jr	Mgmt	For	For	For
7.b9	Approve Discharge of Sabine Neuss	Mgmt	For	For	For
7.b10	Approve Discharge of Mikael Bergstedt	Mgmt	For	For	For
7.b11	Approve Discharge of Benny Larsson	Mgmt	For	For	For
7.b12	Approve Discharge of President Mats Rahmstrom	Mgmt	For	For	For
7.c	Approve Allocation of Income and Dividends of SEK 7.30 Per Share	Mgmt	For	For	For
7.d	Approve Record Date for Dividend Payment	Mgmt	For	For	For
8.a	Determine Number of Members (8) and Deputy Members of Board (0)	Mgmt	For	For	For
8.b	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
9.a1	Reelect Staffan Bohman as Director	Mgmt	For	Against	Against
9.a2	Reelect Tina Donikowski as Director	Mgmt	For	For	For
9.a3	Reelect Johan Forssell as Director	Mgmt	For	Against	Against
9.a4	Reelect Anna Ohlsson-Leijon as Director	Mgmt	For	For	For
9.a5	Reelect Mats Rahmstrom as Director	Mgmt	For	For	For
9.a6	Reelect Gordon Riske as Director	Mgmt	For	For	For
9.a7	Reelect Hans Straberg as Director	Mgmt	For	Against	For
9.a8	Reelect Peter Wallenberg Jr as Director	Mgmt	For	Against	For
9.b	Reelect Hans Straberg as Board Chairman	Mgmt	For	Against	Against
9.c	Ratify Ernst & Young as Auditors	Mgmt	For	For	For

## Atlas Copco AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10.a	Approve Remuneration of Directors in the Amount of SEK 2.6 Million to Chair and SEK 825,000 to Other Directors; Approve Remuneration for Committee Work; Approve Delivering Part of Remuneration in form of Synthetic Shares	Mgmt	For	For	For
10.b	Approve Remuneration of Auditors	Mgmt	For	For	For
11.a	Approve Remuneration Report	Mgmt	For	Against	Against
11.b	Approve Stock Option Plan 2021 for Key Employees	Mgmt	For	For	For
12.a	Acquire Class A Shares Related to Personnel Option Plan for 2021	Mgmt	For	For	For
12.b	Acquire Class A Shares Related to Remuneration of Directors in the Form of Synthetic Shares	Mgmt	For	For	For
12.c	Transfer Class A Shares Related to Personnel Option Plan for 2021	Mgmt	For	For	For
12.d	Sell Class A Shares to Cover Costs Related to Synthetic Shares to the Board	Mgmt	For	For	For
12.e	Sell Class A to Cover Costs in Relation to the Personnel Option Plans for 2016, 2017 and 2018	Mgmt	For	For	For
13	Close Meeting	Mgmt			

## Prysmian SpA

**Meeting Date:** 04/28/2021

**Country:** Italy

**Ticker:** PRY

**Record Date:** 04/19/2021

**Meeting Type:** Annual/Special

**Primary Security ID:** T7630L105

**Shares Voted:** 13,172

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	Fix Number of Directors	Mgmt	For	For	For
4	Fix Board Terms for Directors	Mgmt	For	For	For
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt			
5.1	Slate 1 Submitted by Management	Mgmt	For	For	For
5.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	Against	Against
6	Approve Remuneration of Directors	Mgmt	For	For	For

## Prysmian SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
8	Amend Employee Stock Purchase Plan	Mgmt	For	For	For
9	Approve Remuneration Policy	Mgmt	For	For	For
10	Approve Second Section of the Remuneration Report	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
1	Authorize the Convertibility of the Equity-Linked Bond; Approve Capital Increase Without Preemptive Rights to the Service the Conversion of Bonds	Mgmt	For	For	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Against	Against

## Schneider Electric SE

**Meeting Date:** 04/28/2021      **Country:** France      **Ticker:** SU  
**Record Date:** 04/26/2021      **Meeting Type:** Annual/Special  
**Primary Security ID:** F86921107

Shares Voted: 5,158

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 2.60 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
6	Approve Compensation of Jean-Pascal Tricoire, Chairman and CEO	Mgmt	For	For	For
7	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For
8	Approve Remuneration Policy of Directors	Mgmt	For	For	For
9	Reelect Jean-Pascal Tricoire as Director	Mgmt	For	For	For
10	Elect Anna Ohlsson-Leijon as Director	Mgmt	For	For	Against
11	Elect Thierry Jacquet as Representative of Employee Shareholders to the Board	Mgmt	Against	Against	Against
12	Elect Zennia Csikos as Representative of Employee Shareholders to the Board	Mgmt	Against	Against	Against



## Schneider Electric SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Reelect Xiaoyun Ma as Representative of Employee Shareholders to the Board	Mgmt	For	For	For
14	Elect Malene Kvist Kristensen as Representative of Employee Shareholders to the Board	Mgmt	Against	Against	Against
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
16	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 800 Million	Mgmt	For	For	For
17	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 224 Million	Mgmt	For	For	Against
18	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 120 Million	Mgmt	For	For	Against
19	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 16-18	Mgmt	For	For	For
20	Authorize Capital Increase of up to 9.88 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
21	Authorize Capitalization of Reserves of Up to EUR 800 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
24	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
25	Amend Article 13 of Bylaws Re: Editorial Change	Mgmt	For	For	For
26	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

## ASML Holding NV

**Meeting Date:** 04/29/2021

**Country:** Netherlands

**Ticker:** ASML

**Record Date:** 04/01/2021

**Meeting Type:** Annual

**Primary Security ID:** N07059202

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Voting Policy Rec</b>	<b>Vote Instruction</b>
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Discuss the Company's Business, Financial Situation and Sustainability	Mgmt			
3.a	Approve Remuneration Report	Mgmt	For	For	For
3.b	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
3.c	Receive Clarification on Company's Reserves and Dividend Policy	Mgmt			
3.d	Approve Dividends of EUR 2.75 Per Share	Mgmt	For	For	For
4.a	Approve Discharge of Management Board	Mgmt	For	For	For
4.b	Approve Discharge of Supervisory Board	Mgmt	For	For	For
5	Approve Number of Shares for Management Board	Mgmt	For	For	For
6	Approve Certain Adjustments to the Remuneration Policy for Management Board	Mgmt	For	For	For
7	Approve Certain Adjustments to the Remuneration Policy for Supervisory Board	Mgmt	For	For	For
8	Receive Information on the Composition of the Management Board	Mgmt			
9.a	Elect B. Conix to Supervisory Board	Mgmt	For	For	For
9.b	Receive Information on the Composition of the Supervisory Board	Mgmt			
10	Ratify KPMG Accountants N.V. as Auditors	Mgmt	For	For	For
11.a	Grant Board Authority to Issue Shares Up to 5 Percent of Issued Capital for General Purposes	Mgmt	For	For	For
11.b	Authorize Board to Exclude Preemptive Rights from Share Issuances under Item 11.a	Mgmt	For	For	Against
11.c	Grant Board Authority to Issue or Grant Rights to Subscribe for Ordinary Shares Up to 5 Percent in Case of Merger or Acquisition	Mgmt	For	For	For
11.d	Authorize Board to Exclude Preemptive Rights from Share Issuances under 11.c	Mgmt	For	For	Against
12.a	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
12.b	Authorize Additional Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
13	Authorize Cancellation of Repurchased Shares	Mgmt	For	For	For
14	Other Business (Non-Voting)	Mgmt			
15	Close Meeting	Mgmt			

## Kerry Group Plc

**Meeting Date:** 04/29/2021

**Country:** Ireland

**Ticker:** KRZ

**Record Date:** 04/25/2021

**Meeting Type:** Annual

**Primary Security ID:** G52416107

**Shares Voted:** 4,783

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	Elect Emer Gilvarry as Director	Mgmt	For	For	For
3b	Elect Jinlong Wang as Director	Mgmt	For	For	For
4a	Re-elect Gerry Behan as Director	Mgmt	For	For	For
4b	Re-elect Dr Hugh Brady as Director	Mgmt	For	For	Against
4c	Re-elect Gerard Culligan as Director	Mgmt	For	For	For
4d	Re-elect Dr Karin Dorrepaal as Director	Mgmt	For	For	For
4e	Re-elect Marguerite Larkin as Director	Mgmt	For	For	For
4f	Re-elect Tom Moran as Director	Mgmt	For	For	For
4g	Re-elect Con Murphy as Director	Mgmt	For	For	For
4h	Re-elect Christopher Rogers as Director	Mgmt	For	For	For
4i	Re-elect Edmond Scanlon as Director	Mgmt	For	For	For
4j	Re-elect Philip Toomey as Director	Mgmt	For	For	For
5	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Remuneration Policy	Mgmt	For	For	For
8	Authorise Issue of Equity	Mgmt	For	For	Against
9	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	Against
10	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Specified Capital Investment	Mgmt	For	For	For
11	Authorise Market Purchase of A Ordinary Shares	Mgmt	For	For	For
12	Approve Long Term Incentive Plan	Mgmt	For	For	For

## Air Liquide SA

**Meeting Date:** 05/04/2021

**Country:** France

**Ticker:** AI

**Record Date:** 04/30/2021

**Meeting Type:** Annual/Special

**Primary Security ID:** F01764103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 2.75 per Share and an Extra of EUR 0.27 per Share to Long Term Registered Shares	Mgmt	For	For	For
4	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
5	Reelect Xavier Huillard as Director	Mgmt	For	For	For
6	Elect Pierre Breber as Director	Mgmt	For	For	For
7	Elect Aiman Ezzat as Director	Mgmt	For	For	For
8	Elect Bertrand Dumazy as Director	Mgmt	For	For	Against
9	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of the New Transactions	Mgmt	For	For	For
10	Approve Compensation of Benoit Potier	Mgmt	For	For	For
11	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
12	Approve Remuneration Policy of Corporate Officers	Mgmt	For	For	For
13	Approve Remuneration Policy of Directors	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
14	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
15	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 470 Million	Mgmt	For	For	For
16	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	For	For
17	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
18	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
	Ordinary Business	Mgmt			
19	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

# Allianz SE

**Meeting Date:** 05/05/2021

**Country:** Germany

**Ticker:** ALV

**Record Date:**

**Meeting Type:** Annual

**Primary Security ID:** D03080112

**Shares Voted:** 3,742

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 9.60 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2020	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	Mgmt	For	For	For
5	Approve Remuneration Policy	Mgmt	For	For	For
6	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
7	Amend Articles Re: Supervisory Board Term of Office	Mgmt	For	For	For

# Symrise AG

**Meeting Date:** 05/05/2021

**Country:** Germany

**Ticker:** SY1

**Record Date:** 04/13/2021

**Meeting Type:** Annual

**Primary Security ID:** D827A1108

**Shares Voted:** 4,139

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2020 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.97 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2020	Mgmt	For	For	Against
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	Mgmt	For	For	Against
5	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2021	Mgmt	For	For	For
6.1	Elect Michael Koenig to the Supervisory Board	Mgmt	For	Against	For
6.2	Elect Ursula Buck to the Supervisory Board	Mgmt	For	For	For
6.3	Elect Bernd Hirsch to the Supervisory Board	Mgmt	For	For	Against
6.4	Elect Horst-Otto Gerberding to the Supervisory Board	Mgmt	For	For	For
6.5	Elect Andrea Pfeifer to the Supervisory Board	Mgmt	For	For	For

## Symrise AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.6	Elect Peter Vanacker to the Supervisory Board	Mgmt	For	For	For
7	Amend Articles Re: Online Participation; Absentee Vote; Virtual General Meeting	Mgmt	For	Against	For
8	Approve Remuneration Policy	Mgmt	For	For	For
9	Approve Remuneration of Supervisory Board	Mgmt	For	For	For

## Koninklijke DSM NV

**Meeting Date:** 05/06/2021      **Country:** Netherlands      **Ticker:** DSM  
**Record Date:** 04/08/2021      **Meeting Type:** Annual  
**Primary Security ID:** N5017D122

**Shares Voted:** 4,449

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Amend Articles of Association	Mgmt	For	For	For
3	Receive Report of Management Board (Non-Voting)	Mgmt			
4	Approve Remuneration Report	Mgmt	For	For	For
5	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
6.a	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
6.b	Approve Dividends of EUR 2.40 Per Share	Mgmt	For	For	For
7.a	Approve Discharge of Management Board	Mgmt	For	For	For
7.b	Approve Discharge of Supervisory Board	Mgmt	For	For	For
8	Reelect Dimitri de Vreeze to Management Board	Mgmt	For	For	For
9.a	Reelect Frits van Paasschen to Supervisory Board	Mgmt	For	For	For
9.b	Reelect John Ramsay to Supervisory Board	Mgmt	For	For	For
9.c	Elect Carla Mahieu to Supervisory Board	Mgmt	For	For	For
9.d	Elect Corien M. Wortmann-Kool to Supervisory Board	Mgmt	For	For	For
10	Ratify KPMG Accountants N.V as Auditors	Mgmt	For	For	For
11.a	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Pre-emptive Rights	Mgmt	For	For	For
11.b	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital in Connection with a Rights Issue	Mgmt	For	For	For

## Koninklijke DSM NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
13	Approve Reduction in Share Capital through Cancellation of Shares	Mgmt	For	For	For
14	Other Business (Non-Voting)	Mgmt			
15	Discuss Voting Results	Mgmt			
16	Close Meeting	Mgmt			

## Lonza Group AG

**Meeting Date:** 05/06/2021

**Country:** Switzerland

**Ticker:** LONN

**Record Date:**

**Meeting Type:** Annual

**Primary Security ID:** H50524133

**Shares Voted:** 1,310

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	Against
4	Approve Allocation of Income and Dividends of CHF 3.00 per Share	Mgmt	For	For	For
5.1.1	Reelect Werner Bauer as Director	Mgmt	For	For	For
5.1.2	Reelect Albert Baehny as Director	Mgmt	For	For	For
5.1.3	Reelect Dorothee Deuring as Director	Mgmt	For	For	For
5.1.4	Reelect Angelica Kohlmann as Director	Mgmt	For	For	For
5.1.5	Reelect Christoph Maeder as Director	Mgmt	For	For	For
5.1.6	Reelect Barbara Richmond as Director	Mgmt	For	For	For
5.1.7	Reelect Juergen Steinemann as Director	Mgmt	For	For	For
5.1.8	Reelect Olivier Verscheure as Director	Mgmt	For	For	For
5.2	Reelect Albert Baehny as Board Chairman	Mgmt	For	For	For
5.3.1	Reappoint Angelica Kohlmann as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
5.3.2	Reappoint Christoph Maeder as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
5.3.3	Reappoint Juergen Steinemann as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
6	Ratify KPMG Ltd as Auditors	Mgmt	For	For	For

## Lonza Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Designate ThomannFischer as Independent Proxy	Mgmt	For	For	For
8	Approve Remuneration of Directors in the Amount of CHF 2.7 Million	Mgmt	For	For	For
9.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 5.6 Million for the Period July 1, 2021 - June 30, 2022	Mgmt	For	For	For
9.2	Approve Variable Short-Term Remuneration of Executive Committee in the Amount of CHF 3.3 Million for Fiscal Year 2020	Mgmt	For	For	For
9.3	Approve Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 10.5 Million for Fiscal Year 2021	Mgmt	For	For	For
10	Approve Renewal of CHF 7.5 Million Pool of Authorized Capital without Preemptive Rights	Mgmt	For	For	For
11	Transact Other Business (Voting)	Mgmt	For	Against	Against

## Lonza Group AG

**Meeting Date:** 05/06/2021      **Country:** Switzerland      **Ticker:** LONN  
**Record Date:**      **Meeting Type:** Annual  
**Primary Security ID:** H50524133

**Shares Voted:** 1,310

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

## AstraZeneca Plc

**Meeting Date:** 05/11/2021      **Country:** United Kingdom      **Ticker:** AZN  
**Record Date:** 05/07/2021      **Meeting Type:** Annual  
**Primary Security ID:** G0593M107

**Shares Voted:** 10,279

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 Dividends	Mgmt	For	For	For
3	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
5a	Re-elect Leif Johansson as Director	Mgmt	For	For	For



## AstraZeneca Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5b	Re-elect Pascal Soriot as Director	Mgmt	For	For	For
5c	Re-elect Marc Dunoyer as Director	Mgmt	For	For	For
5d	Re-elect Philip Broadley as Director	Mgmt	For	For	For
5e	Elect Euan Ashley as Director	Mgmt	For	For	For
5f	Re-elect Michel Demare as Director	Mgmt	For	For	For
5g	Re-elect Deborah DiSanzo as Director	Mgmt	For	For	For
5h	Elect Diana Layfield as Director	Mgmt	For	For	For
5i	Re-elect Sheri McCoy as Director	Mgmt	For	For	Against
5j	Re-elect Tony Mok as Director	Mgmt	For	For	For
5k	Re-elect Nazneen Rahman as Director	Mgmt	For	For	For
5l	Re-elect Marcus Wallenberg as Director	Mgmt	For	For	Against
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Remuneration Policy	Mgmt	For	Against	Against
8	Authorise UK Political Donations and Expenditure	Mgmt	For	For	Against
9	Authorise Issue of Equity	Mgmt	For	For	For
10	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	Against
11	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
12	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
13	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
14	Amend Performance Share Plan	Mgmt	For	Against	Against

## AstraZeneca Plc

**Meeting Date:** 05/11/2021

**Country:** United Kingdom

**Ticker:** AZN

**Record Date:** 05/07/2021

**Meeting Type:** Special

**Primary Security ID:** G0593M107

**Shares Voted:** 10,279

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Acquisition of Alexion Pharmaceuticals, Inc.	Mgmt	For	For	For

## SPIE SA

**Meeting Date:** 05/12/2021

**Country:** France

**Ticker:** SPIE

**Record Date:** 05/10/2021

**Meeting Type:** Annual/Special

**Primary Security ID:** F8691R101

**Shares Voted:** 31,794

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 0.44 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
5	Ratify Appointment of Sandrine Teran as Director	Mgmt	For	For	For
6	Elect Sandrine Teran as Director	Mgmt	For	For	Against
7	Elect Patrick Jeantet as Director	Mgmt	For	For	For
8	Approve Compensation of Gauthier Louette, Chairman and CEO	Mgmt	For	For	For
9	Approve Remuneration Policy of Gauthier Louette, Chairman and CEO	Mgmt	For	For	For
10	Approve Compensation Report	Mgmt	For	For	For
11	Approve Remuneration Policy of Directors	Mgmt	For	For	For
12	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
13	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
14	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
15	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
16	Authorize up to 0.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
17	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

## BNP Paribas SA

**Meeting Date:** 05/18/2021

**Country:** France

**Ticker:** BNP

**Record Date:** 05/16/2021

**Meeting Type:** Annual/Special

**Primary Security ID:** F1058Q238

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Voting Policy Rec</b>	<b>Vote Instruction</b>
	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 1.11 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
5	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
6	Reelect Pierre Andre de Chalendar as Director	Mgmt	For	For	For
7	Reelect Rajna Gibson Brandon as Director	Mgmt	For	For	For
8	Elect Christian Noyer as Director	Mgmt	For	For	For
9	Elect Juliette Brisac as Representative of Employee Shareholders to the Board	Mgmt	For	For	For
A	Elect Isabelle Coron as Representative of Employee Shareholders to the Board	Mgmt	Against	Against	Against
B	Elect Cecile Besse Advani as Representative of Employee Shareholders to the Board	Mgmt	Against	Against	Against
C	Elect Dominique Potier as Representative of Employee Shareholders to the Board	Mgmt	Against	Against	Against
10	Approve Remuneration Policy of Directors	Mgmt	For	For	For
11	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
12	Approve Remuneration Policy of CEO and Vice-CEO	Mgmt	For	For	For
13	Approve Compensation of Corporate Officers	Mgmt	For	For	For
14	Approve Compensation of Jean Lemierre, Chairman of the Board	Mgmt	For	For	For
15	Approve Compensation of Jean-Laurent Bonnafe, CEO	Mgmt	For	For	For
16	Approve Compensation of Philippe Bordenave, Vice-CEO	Mgmt	For	For	For
17	Approve the Overall Envelope of Compensation of Certain Senior Management, Responsible Officers and the Risk-takers	Mgmt	For	For	For
18	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.4 Million	Mgmt	For	For	For
19	Set Limit for the Variable Remuneration of Executives and Specific Employees	Mgmt	For	For	For
	Extraordinary Business	Mgmt			

## BNP Paribas SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
20	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
21	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

## Capgemini SE

**Meeting Date:** 05/20/2021      **Country:** France      **Ticker:** CAP  
**Record Date:** 05/18/2021      **Meeting Type:** Annual/Special  
**Primary Security ID:** F4973Q101

Shares Voted: 5,120

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 1.95 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
5	Approve Compensation of Paul Hermelin, Chairman and CEO Until 20 May 2020	Mgmt	For	For	For
6	Approve Compensation of Aiman Ezzat, Vice-CEO Until 20 May 2020	Mgmt	For	For	For
7	Approve Compensation of Paul Hermelin, Chairman of the Board Since 20 May 2020	Mgmt	For	For	For
8	Approve Compensation of Aiman Ezzat, CEO Since 20 May 2020	Mgmt	For	For	For
9	Approve Compensation of Corporate Officers	Mgmt	For	For	For
10	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
11	Approve Remuneration Policy of CEO	Mgmt	For	For	For
12	Approve Remuneration Policy of Directors	Mgmt	For	For	For
13	Reelect Patrick Pouyanne as Director	Mgmt	For	For	For
14	Elect Tanja Rueckert as Director	Mgmt	For	For	For
15	Elect Kurt Sievers as Director	Mgmt	For	For	For
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
17	Amend Articles 12 of Bylaws to Comply with Legal Changes	Mgmt	For	For	For

## Capgemini SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
18	Authorize up to 1.2 Percent of Issued Capital for Use in Restricted Stock Plans Under Performance Conditions Reserved for Employees and Executive Officers	Mgmt	For	For	For
19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
21	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

## Elis SA

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

Shares Voted: 34,921

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

## Elis SA

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

## Worldline SA

**Meeting Date:** 05/20/2021

**Country:** France

**Ticker:** WLN

**Record Date:** 05/18/2021

**Meeting Type:** Annual/Special

**Primary Security ID:** F9867T103

**Shares Voted:** 8,545

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Treatment of Losses	Mgmt	For	For	For
4	Approve Transaction with SIX Group AG Re: Second Settlement Agreement and Lock-up Agreement	Mgmt	For	For	For
5	Approve Transaction with Deutscher Sparkassen Verlag GmbH Re: Amendment to the Business Combination Agreement	Mgmt	For	For	For
6	Reelect Agnes Audier as Director	Mgmt	For	For	For
7	Reelect Nazan Somer Ozelgin as Director	Mgmt	For	For	For
8	Reelect Danielle Lagarde as Director	Mgmt	For	For	For

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Voting Policy Rec</b>	<b>Vote Instruction</b>
9	Reelect Lorenz von Habsburg Lothringen as Director	Mgmt	For	For	For
10	Reelect Daniel Schmucki as Director	Mgmt	For	For	Against
11	Renew Appointment of Johannes Dijsselhof as Censor	Mgmt	For	Against	Against
12	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
13	Approve Compensation of Gilles Grapinet, Chairman and CEO	Mgmt	For	Against	For
14	Approve Compensation of Marc-Henri Desportes, Vice-CEO	Mgmt	For	Against	For
15	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For
16	Approve Remuneration Policy of Vice-CEO	Mgmt	For	For	For
17	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
18	Approve Remuneration Policy of Non-Executive Directors	Mgmt	For	For	For
19	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
20	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights Up to 50 Percent of Issued Capital	Mgmt	For	For	For
21	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights Up to 10 Percent of Issued Capital	Mgmt	For	For	For
22	Approve Issuance of Equity or Equity-Linked Securities for Up to 10 Percent of Issued Capital Per Year for Private Placements	Mgmt	For	For	For
23	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 20-22	Mgmt	For	For	For
24	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
25	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 1.5 Million	Mgmt	For	For	For
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For	For
28	Authorize up to 1.40 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	For	For	For
29	Authorize up to 0.50 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For

## Worldline SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
30	Approve Acquisition of Worldline France SAS, its Valuation and Remuneration	Mgmt	For	For	For
31	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

## Compagnie Generale des Etablissements Michelin SCA

**Meeting Date:** 05/21/2021      **Country:** France      **Ticker:** ML  
**Record Date:** 05/19/2021      **Meeting Type:** Annual/Special  
**Primary Security ID:** F61824144

**Shares Voted:** 4,460

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 2.30 per Share	Mgmt	For	For	For
3	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
6	Approve Remuneration Policy of General Managers	Mgmt	For	For	For
7	Approve Remuneration Policy of Supervisory Board Members	Mgmt	For	For	For
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
9	Approve Compensation of Florent Menegaux, General Manager	Mgmt	For	For	For
10	Approve Compensation of Yves Chapo, Manager	Mgmt	For	For	For
11	Approve Compensation of Michel Rollier, Chairman of Supervisory Board	Mgmt	For	For	For
12	Ratify Appointment of Jean-Michel Severino as Supervisory Board Member	Mgmt	For	For	For
13	Elect Wolf-Henning Scheider as Supervisory Board Member	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
14	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
15	Amend Article 30 of Bylaws Re: Financial Rights of General Partners	Mgmt	For	For	For



## Compagnie Generale des Etablissements Michelin SCA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16	Amend Article 12 of Bylaws Re: Manager Remuneration	Mgmt	For	For	For
17	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

## Croda International Plc

**Meeting Date:** 05/21/2021      **Country:** United Kingdom      **Ticker:** CRDA  
**Record Date:** 05/19/2021      **Meeting Type:** Annual  
**Primary Security ID:** G25536155

**Shares Voted:** 5,897

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

Meeting Date: 05/26/2021

Country: France

Ticker: DSY

Record Date: 05/24/2021

Meeting Type: Annual/Special

Primary Security ID: F24571451

Shares Voted: 1,809

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 0.56 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Approve Remuneration Policy of Corporate Officers	Mgmt	For	Against	Against
6	Approve Compensation of Charles Edelstenne, Chairman of the Board	Mgmt	For	For	For
7	Approve Compensation of Bernard Charles, Vice Chairman of the Board and CEO	Mgmt	For	Against	Against
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
9	Reelect Odile Desforges as Director	Mgmt	For	For	For
10	Reelect Soumitra Dutta as Director	Mgmt	For	For	For
11	Ratify Appointment of Pascal Daloz as Interim Director	Mgmt	For	For	For
12	Authorize Repurchase of Up to 5 Million Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
13	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
14	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 12 Million	Mgmt	For	For	For
15	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 12 Million	Mgmt	For	For	Against
16	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 12 Million	Mgmt	For	For	Against
17	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 14-16	Mgmt	For	For	Against

## Dassault Systemes SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
18	Authorize Capitalization of Reserves of Up to EUR 12 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
19	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
20	Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For	For
23	Approve 5-for-1 Stock Split	Mgmt	For	For	For
24	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

## Intertek Group Plc

**Meeting Date:** 05/26/2021

**Country:** United Kingdom

**Ticker:** ITRK

**Record Date:** 05/24/2021

**Meeting Type:** Annual

**Primary Security ID:** G4911B108

**Shares Voted:** 8,392

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Policy	Mgmt	For	Against	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Elect Lynda Clarizio as Director	Mgmt	For	For	For
6	Elect Tamara Ingram as Director	Mgmt	For	For	For
7	Elect Jonathan Timmis as Director	Mgmt	For	For	For
8	Re-elect Andrew Martin as Director	Mgmt	For	For	For
9	Re-elect Andre Lacroix as Director	Mgmt	For	For	For
10	Re-elect Graham Allan as Director	Mgmt	For	For	For
11	Re-elect Gurnek Bains as Director	Mgmt	For	For	For
12	Re-elect Dame Makin as Director	Mgmt	For	For	For
13	Re-elect Gill Rider as Director	Mgmt	For	For	For
14	Re-elect Jean-Michel Valette as Director	Mgmt	For	For	For
15	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

## Intertek Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16	Authorise the Audit Committee 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	For	For
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
23	Amend Articles of Association	Mgmt	For	For	For

## Aalberts NV

**Meeting Date:** 05/27/2021

**Country:** Netherlands

**Ticker:** AALB

**Record Date:** 04/29/2021

**Meeting Type:** Annual

**Primary Security ID:** N00089271

**Shares Voted:** 14,894

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Receive Annual Report	Mgmt			
3.a	Approve Remuneration Report	Mgmt	For	Against	Against
3.b	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
4.a	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
4.b	Approve Dividends of EUR 0.60 Per Share	Mgmt	For	For	For
5	Approve Discharge of Management Board	Mgmt	For	For	Against
6	Approve Discharge of Supervisory Board	Mgmt	For	For	Against
7	Elect L. (Lieve) Declercq to Supervisory Board	Mgmt	For	For	For
8	Reelect A.R. (Arno) Moninx to Management Board	Mgmt	For	For	For
9	Adopt Revised Remuneration Policy for Management Board	Mgmt	For	For	For
10	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For

## Aalberts NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	Against
12	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
13	Ratify Deloitte Accountants B.V. as Auditors	Mgmt	For	For	For
14	Other Business (Non-Voting)	Mgmt			
15	Close Meeting	Mgmt			

## STMicroelectronics NV

**Meeting Date:** 05/27/2021      **Country:** Netherlands      **Ticker:** STM  
**Record Date:** 04/29/2021      **Meeting Type:** Annual  
**Primary Security ID:** N83574108

**Shares Voted:** 13,615

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Receive Report of Management Board (Non-Voting)	Mgmt			
2	Receive Report of Supervisory Board (Non-Voting)	Mgmt			
3	Approve Remuneration Report	Mgmt	For	Against	Against
4	Approve Remuneration Policy for Management Board	Mgmt	For	For	For
5	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
6	Approve Dividends	Mgmt	For	For	For
7	Approve Discharge of Management Board	Mgmt	For	For	Against
8	Approve Discharge of Supervisory Board	Mgmt	For	For	Against
9	Reelect Jean-Marc Chery to Management Board	Mgmt	For	For	For
10	Approve Grant of Unvested Stock Awards to Jean-Marc Chery as President and CEO	Mgmt	For	For	For
11	Approve Unvested Stock Award Plan for Management and Key Employees	Mgmt	For	For	For
12	Reelect Nicolas Dufourcq to Supervisory Board	Mgmt	For	For	For
13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
14	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Pre-emptive Rights	Mgmt	For	For	Against
15	Allow Questions	Mgmt			

**Meeting Date:** 05/31/2021

**Country:** France

**Ticker:** EO

**Record Date:** 05/27/2021

**Meeting Type:** Annual/Special

**Primary Security ID:** F3445A108

**Shares Voted:** 12,467

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 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Ratify Appointment of Jean-Bernard Levy as Director	Mgmt	For	For	For
6	Reelect Patrick Koller as Director	Mgmt	For	For	For
7	Reelect Penelope Herscher as Director	Mgmt	For	For	For
8	Reelect Valerie Landon as Director	Mgmt	For	For	For
9	Reelect Peugeot 1810 as Director	Mgmt	For	For	For
10	Approve Compensation Report	Mgmt	For	For	For
11	Approve Compensation of Michel de Rosen, Chairman of the Board	Mgmt	For	For	For
12	Approve Compensation of Patrick Koller, CEO	Mgmt	For	For	For
13	Approve Remuneration Policy of Directors	Mgmt	For	For	For
14	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
15	Approve Remuneration Policy of CEO	Mgmt	For	For	For
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 290 Million	Mgmt	For	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 95 Million	Mgmt	For	For	For
19	Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Investors, up to Aggregate Nominal Amount of EUR 95 Million	Mgmt	For	For	For

## Faurecia SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
20	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Item 17 to 19	Mgmt	For	For	For
21	Authorize Capital Increase of up to Aggregate Nominal Amount of EUR 95 Million for Contributions in Kind	Mgmt	For	For	For
22	Authorize up to 2 Million Shares for Use in Restricted Stock Plans	Mgmt	For	For	For
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
24	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
25	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
26	Amend Article 30 of Bylaws Re: Shareholding Disclosure Thresholds	Mgmt	For	For	For
27	Amend Article 16 and 23 of Bylaws to Comply with Legal Changes	Mgmt	For	For	For
	Ordinary Business	Mgmt			
28	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

## Hoffmann Green Cement Technologies SA

**Meeting Date:** 06/04/2021

**Country:** France

**Ticker:** ALHGR

**Record Date:** 06/02/2021

**Meeting Type:** Annual/Special

**Primary Security ID:** F4R43X103

**Shares Voted:** 7,913

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Treatment of Losses	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Reelect Alessandra Gaudio as Supervisory Board Member	Mgmt	For	For	For
6	Reelect Thierry Didelon as Supervisory Board Member	Mgmt	For	For	For
7	Elect Isabelle Mommessin as Supervisory Board Member	Mgmt	For	For	For

## Hoffmann Green Cement Technologies SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Approve Remuneration of Supervisory Board Members in the Aggregate Amount of EUR 10,000	Mgmt	For	For	For
9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital Extraordinary Business	Mgmt Mgmt	For	Against	Against
10	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 1 Million	Mgmt	For	For	For
11	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 1 Million	Mgmt	For	For	Against
12	Approve Issuance of Equity or Equity-Linked Securities for Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 1 Million	Mgmt	For	For	For
13	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Item 15	Mgmt	For	For	For
14	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
15	Set Total Limit for Capital Increase to Result from all Issuance Requests Under Items 10 to 14 at EUR 1 Million	Mgmt	For	For	For
16	Authorize Capital Increase of Up to 10 Percent of Issued Capital for Future Exchange Offers	Mgmt	For	Against	Against
17	Authorize up to 10 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Against	Against
18	Authorize up to 10 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	For	Against	Against
19	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
20	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For

## Amadeus IT Group SA

**Meeting Date:** 06/16/2021      **Country:** Spain      **Ticker:** AMS  
**Record Date:** 06/11/2021      **Meeting Type:** Annual  
**Primary Security ID:** E04648114

Shares Voted: 11,237

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For



# Amadeus IT Group SA

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

Meeting Date: 06/23/2021

Country: France

Ticker: ALCRB

Record Date: 06/21/2021

Meeting Type: Annual/Special

Primary Security ID: F1374G104

Shares Voted: 12,770

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Discharge Directors	Mgmt	For	For	For
2	Approve Non-Deductible Expenses	Mgmt	For	For	For
3	Approve Treatment of Losses	Mgmt	For	For	For
4	Approve Transfer From Carry Forward Account to Issuance Premium Account	Mgmt	For	For	For
5	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
6	Reelect Jean-Claude Lumaret as Director	Mgmt	For	Against	Against
7	Reelect Ian Hudson as Director	Mgmt	For	Against	Against
8	Reelect Alain Chevallier as Director	Mgmt	For	Against	Against
9	Reelect Jacques Breuil as Director	Mgmt	For	For	For
10	Reelect Jacqueline Lecourtier as Director	Mgmt	For	Against	Against
11	Reelect Truffle Capital as Director	Mgmt	For	Against	Against
12	Elect Business Opportunities for L Oreal Development as Director	Mgmt	For	Against	Against
13	Elect Michelin Ventures as Director	Mgmt	For	Against	Against
14	Elect Vincent Kamel as Director	Mgmt	For	Against	Against
15	Elect Mieke Jacobs as Director	Mgmt	For	Against	Against
16	Approve Remuneration of Directors in the Aggregate Amount of EUR 220,000	Mgmt	For	For	For
17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	Against	Against
	Extraordinary Business	Mgmt			
18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 2.1 Million	Mgmt	For	Against	Against
19	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 2.1 Million	Mgmt	For	Against	Against
20	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 2.1 Million	Mgmt	For	Against	Against

## Carbios SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
21	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 2.1 Million	Mgmt	For	Against	Against
22	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 18 to 21	Mgmt	For	Against	Against
23	Approve Issuance of up to 700,000 Warrants (BSA) Reserved for Directors, Consultants, and Managers	Mgmt	For	Against	Against
24	Approve Issuance of up to 700,000 Warrants (BSPCE) Reserved for Employees and Executives	Mgmt	For	Against	Against
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
26	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 18 to 24 at EUR 2.1 Million	Mgmt	For	For	For
27	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
28	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

## STEICO SE

**Meeting Date:** 06/24/2021

**Country:** Germany

**Ticker:** ST5

**Record Date:** 06/02/2021

**Meeting Type:** Annual

**Primary Security ID:** D7632P119

**Shares Voted:** 4,226

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

## Alstom SA

**Meeting Date:** 07/28/2021

**Country:** France

**Ticker:** ALO

**Record Date:** 07/26/2021

**Meeting Type:** Annual/Special

**Primary Security ID:** F0259M475

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 0.25 per Share With an Option for Payment of Dividends in Cash or in Shares	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Renew Appointment of PricewaterhouseCoopers Audit as Auditor	Mgmt	For	For	For
6	Acknowledge End of Mandate of Jean-Christophe Georghiou as Alternate Auditor and Decision Not to Replace and Renew	Mgmt	For	For	For
7	Renew Appointment of Mazars as Auditor	Mgmt	For	For	For
8	Acknowledge End of Mandate of Jean-Maurice El Nouchi as Alternate Auditor and Decision Not to Replace and Renew	Mgmt	For	For	For
9	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For
10	Approve Remuneration Policy of Directors	Mgmt	For	For	For
11	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
12	Approve Compensation of Henri Poupart-Lafarge, Chairman and CEO	Mgmt	For	For	For
13	Authorize Repurchase of Up to 5 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
14	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
15	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
16	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
17	Authorize up to 5 Million Shares for Use in Restricted Stock Plans	Mgmt	For	For	For
18	Remove Articles Related to Preferred Stock	Mgmt	For	For	For
19	Amend Articles of Bylaws to Comply with Legal Changes	Mgmt	For	For	For
20	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 911 Million	Mgmt	For	For	For

## Alstom SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
21	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 260 Million	Mgmt	For	For	For
22	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 260 Million	Mgmt	For	For	For
23	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
24	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	For	For
25	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	For	For
26	Authorize Capital Increase of Up to EUR 260 Million for Future Exchange Offers	Mgmt	For	For	For
27	Approve Issuance of Equity or Equity-Linked Securities for Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 260 Million	Mgmt	For	For	For
	Ordinary Business	Mgmt			
28	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

## Ashtead Group Plc

**Meeting Date:** 09/16/2021      **Country:** United Kingdom      **Ticker:** AHT  
**Record Date:** 09/14/2021      **Meeting Type:** Annual  
**Primary Security ID:** G05320109

**Shares Voted:** 13,256

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	Against	For
3	Approve Remuneration Policy	Mgmt	For	Against	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Re-elect Paul Walker as Director	Mgmt	For	For	For
6	Re-elect Brendan Horgan as Director	Mgmt	For	For	For
7	Re-elect Michael Pratt as Director	Mgmt	For	For	For
8	Re-elect Angus Cockburn as Director	Mgmt	For	For	For
9	Re-elect Lucinda Riches as Director	Mgmt	For	For	For

## Ashtead Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Re-elect Tanya Fratto as Director	Mgmt	For	For	For
11	Re-elect Lindsley Ruth as Director	Mgmt	For	For	For
12	Re-elect Jill Easterbrook as Director	Mgmt	For	For	For
13	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
14	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Approve Long-Term Incentive Plan	Mgmt	For	Against	For
16	Authorise Issue of Equity	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
21	Adopt New Articles of Association	Mgmt	For	For	For

## BNP Paribas SA

**Meeting Date:** 09/24/2021

**Country:** France

**Ticker:** BNP

**Record Date:** 09/22/2021

**Meeting Type:** Ordinary Shareholders

**Primary Security ID:** F1058Q238

**Shares Voted:** 20,170

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Allocation of Income and Additional Dividend of EUR 1.55 per Share	Mgmt	For	For	For
2	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

## Aalberts NV

**Meeting Date:** 09/30/2021

**Country:** Netherlands

**Ticker:** AALB

**Record Date:** 09/02/2021

**Meeting Type:** Extraordinary Shareholders

**Primary Security ID:** N00089271

Shares Voted: 26,027

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

## Barratt Developments Plc

Meeting Date: 10/13/2021

Country: United Kingdom

Ticker: BDEV

Record Date: 10/11/2021

Meeting Type: Annual

Primary Security ID: G08288105

Shares Voted: 66,728

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Elect Katie Bickerstaffe as Director	Mgmt	For	For	For
5	Elect Chris Weston as Director	Mgmt	For	For	For
6	Re-elect John Allan as Director	Mgmt	For	For	For
7	Re-elect David Thomas as Director	Mgmt	For	For	For
8	Re-elect Steven Boyes as Director	Mgmt	For	For	For
9	Re-elect Nina Bibby as Director	Mgmt	For	For	For
10	Re-elect Jock Lennox as Director	Mgmt	For	For	For
11	Re-elect Sharon White as Director	Mgmt	For	For	For
12	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
13	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Authorise EU Political Donations and Expenditure	Mgmt	For	For	Against
15	Approve Increase to the Annual Aggregate Limit on Directors' Fees	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For

## Barratt Developments Plc

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

## Intesa Sanpaolo SpA

**Meeting Date:** 10/14/2021      **Country:** Italy      **Ticker:** ISP  
**Record Date:** 10/05/2021      **Meeting Type:** Ordinary Shareholders  
**Primary Security ID:** T55067101

**Shares Voted:** 548,175

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Partial Distribution of Reserves	Mgmt	For	For	For
2	Place Tax Suspension Constraint on Part of the Share Premium Reserve	Mgmt	For	For	For

## AcadeMedia AB

**Meeting Date:** 11/30/2021      **Country:** Sweden      **Ticker:** ACAD  
**Record Date:** 11/22/2021      **Meeting Type:** Annual  
**Primary Security ID:** W1202M266

**Shares Voted:** 94,068

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			
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	Mgmt			
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
10	Approve Allocation of Income and Dividends of SEK 1.75 Per Share	Mgmt	For	For	For
11.a	Approve Discharge of Anders Bulow	Mgmt	For	For	For



Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11.b	Approve Discharge of Johan Andersson	Mgmt	For	For	For
11.c	Approve Discharge of Ann-Marie Begler	Mgmt	For	For	For
11.d	Approve Discharge of Anki Bystedt	Mgmt	For	For	For
11.e	Approve Discharge of Pia Rudengren	Mgmt	For	For	For
11.f	Approve Discharge of Silvija Seres	Mgmt	For	For	For
11.g	Approve Discharge of Hakan Sorman	Mgmt	For	For	For
11.h	Approve Discharge of Marcus Stromberg	Mgmt	For	For	For
11.i	Approve Discharge of Fredrik Astin	Mgmt	For	For	For
11.j	Approve Discharge of Anna Lundmark Boman	Mgmt	For	For	For
11.k	Approve Discharge of Sofia Lundstrom	Mgmt	For	For	For
11.l	Approve Discharge of Anders Lovgren	Mgmt	For	For	For
11.m	Approve Discharge of Pernilla Larsson	Mgmt	For	For	For
11.n	Approve Discharge of Christian Liljeros	Mgmt	For	For	For
12.a	Determine Number of Members (7) and Deputy Members (0) of Board	Mgmt	For	For	For
12.b	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
13.a	Approve Remuneration of Directors in the Aggregate Amount of SEK 3 Million	Mgmt	For	For	For
13.b	Approve Remuneration of Auditors	Mgmt	For	For	For
14.a	Reelect Johan Andersson as Director	Mgmt	For	For	For
14.b	Reelect Anders Bulow as Director	Mgmt	For	For	For
14.c	Reelect Ann-Marie Begler as Director	Mgmt	For	For	For
14.d	Reelect Pia Rudengren as Director	Mgmt	For	For	For
14.e	Reelect Silvija Seres as Director	Mgmt	For	For	For
14.f	Reelect Hakan Sorman as Director	Mgmt	For	For	For
14.g	Elect Jan Bernhardsson as New Director	Mgmt	For	For	For
14.h	Elect Anders Bulow as Board Chair	Mgmt	For	For	For
14.i	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
15	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
16	Approve Remuneration Report	Mgmt	For	Against	Against
17.a	Approve Share Matching Plan 2021	Mgmt	For	For	For
17.b	Approve Equity Plan Financing	Mgmt	For	For	For
17.c	Approve Alternative Equity Plan Financing	Mgmt	For	Against	Against
18	Approve Warrant Plan for Key Employees	Mgmt	For	For	For

## AcadeMedia AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
19	Approve Creation of Pool of Capital without Preemptive Rights	Mgmt	For	For	For
20	Close Meeting	Mgmt			

## Coloplast A/S

**Meeting Date:** 12/02/2021      **Country:** Denmark      **Ticker:** COLO.B  
**Record Date:** 11/25/2021      **Meeting Type:** Annual  
**Primary Security ID:** K16018192

Shares Voted: 2,648

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income	Mgmt	For	For	For
4	Approve Remuneration Report	Mgmt	For	For	For
5	Approve Remuneration of Directors in the Amount of DKK 1.35 Million for Chairman, DKK 787,500 for Deputy Chairman, and DKK 450,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
6	Approve Update of the Company's Overall Guidelines for Incentive Pay to the Executive Management	Mgmt	For	For	For
7.1	Reelect Lars Soren Rasmussen as Director	Mgmt	For	Abstain	Abstain
7.2	Reelect Niels Peter Louis-Hansen as Director	Mgmt	For	Abstain	For
7.3	Reelect Jette Nygaard-Andersen as Director	Mgmt	For	For	For
7.4	Reelect Carsten Hellmann as Director	Mgmt	For	For	For
7.5	Reelect Marianne Wiinholt as Director	Mgmt	For	For	For
7.6	Elect Annette Bruls as New Director	Mgmt	For	For	For
8	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
9	Other Business	Mgmt			



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