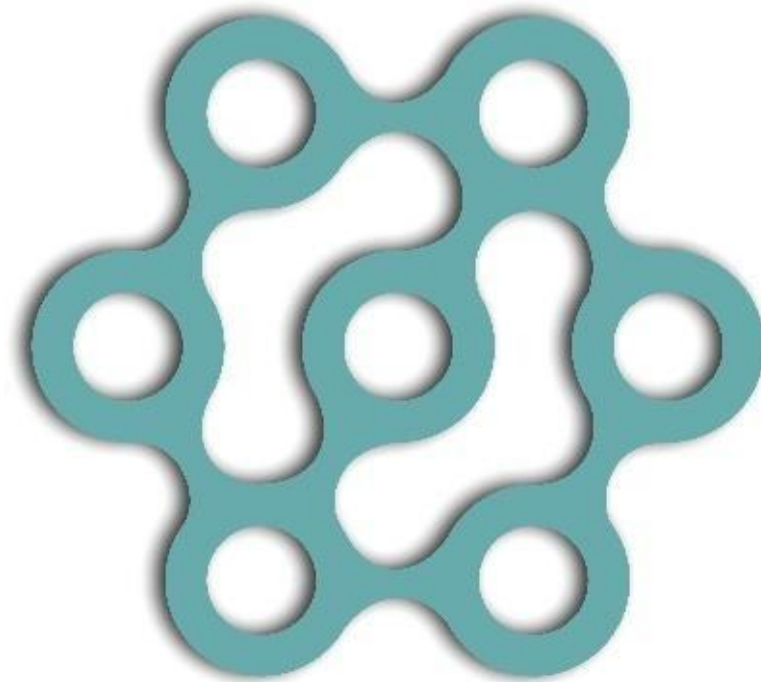


ELEVA Sustainable Impact Europe



Votes relatifs aux résolutions présentées en Assemblées – Année 2023

Votes relating to resolutions presented at General Meetings - FY 2023

Introduction

Conformément aux critères du cahier des charges du label ISR français, ce document répertorie l'ensemble des votes que nous avons instruits pour chaque assemblée générale à laquelle nous avons été conviés à participer. La période couverte par ce document s'étend du 1^{er} janvier 2023 jusqu'au 31 décembre 2023.

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

Données au 31/12/2023

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, 2023, until December 31, 2023.

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

Data as at 31/12/2023

Source: ISS

VOTE SUMMARY REPORT

REPORTING PERIOD: 01/01/2023 to 12/31/2023

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): ELEVA SUSTAINABLE
IMPACT FUND

Koninklijke DSM NV

Meeting Date: 01/23/2023 **Country:** Netherlands **Ticker:** DSM
Record Date: 12/26/2022 **Meeting Type:** Extraordinary
Shareholders
Primary Security ID: N5017D122

Shares Voted: 8,643

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Presentation on the Transaction	Mgmt			
3	Approve Transaction, the Exchange Offer, Conditional Statutory Triangular Merger and Authorize Managing Board to Repurchase the DSM Preference Shares A and Conditional Cancellation of the DSM Preference Shares A	Mgmt	For	Refer	For
4	Approve Discharge of Management Board	Mgmt	For	Against	Against
5	Approve Discharge of Supervisory Board	Mgmt	For	Against	Against
6	Close Meeting	Mgmt			

Aalberts NV

Meeting Date: 03/09/2023 **Country:** Netherlands **Ticker:** AALB
Record Date: 02/09/2023 **Meeting Type:** Extraordinary
Shareholders
Primary Security ID: N00089271

Shares Voted: 28,960

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Elect T. (Thessa) Menssen to Supervisory Board	Mgmt	For	Refer	For
3	Elect F. (Frank) Melzer to Supervisory Board	Mgmt	For	Refer	For
4	Other Business (Non-Voting)	Mgmt			
5	Close Meeting	Mgmt			

Meeting Date: 03/23/2023

Record Date: 03/16/2023

Primary Security ID: K72807132

Country: Denmark

Meeting Type: Annual

Ticker: NOVO.B

Shares Voted: 22,674

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of DKK 8.15 Per Share	Mgmt	For	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Refer	For
5.1	Approve Remuneration of Directors in the Aggregate Amount of DKK 20.2 Million	Mgmt	For	For	For
5.2	Approve Remuneration of Directors in the Amount of DKK 3.1 Million for the Chairman, DKK 1.56 Million for the Vice Chairman, and DKK 784,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
5.3	Amendment to Remuneration Policy for Board of Directors and Executive Management	Mgmt	For	Refer	For
6.1	Reelect Helge Lund as Board Chairman	Mgmt	For	Refer	For
6.2	Reelect Henrik Poulsen as Vice Chairman	Mgmt	For	Refer	For
6.3a	Reelect Laurence Debroux as Director	Mgmt	For	Refer	For
6.3b	Reelect Andreas Fibig as Director	Mgmt	For	Refer	For
6.3c	Reelect Sylvie Gregoire as Director	Mgmt	For	Refer	For
6.3d	Reelect Kasim Kutay as Director	Mgmt	For	Refer	For
6.3e	Reelect Christina Law as Director	Mgmt	For	Refer	For
6.3f	Reelect Martin Mackay as Director	Mgmt	For	Abstain	Abstain
7	Ratify Deloitte as Auditor	Mgmt	For	For	For
8.1	Approve DKK 5 Million Reduction in Share Capital via Share Cancellation of B Shares	Mgmt	For	For	For
8.2	Authorize Share Repurchase Program	Mgmt	For	For	For
8.3	Approve Creation of DKK 45.1 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 45.1 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 45.1 Million	Mgmt	For	For	For
	Shareholder Proposals Submitted by Kritiske Aktionaerer	Mgmt			

Novo Nordisk A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.4	Product Pricing Proposal	SH	Against	Refer	Abstain
9	Other Business	Mgmt			

Sartorius Stedim Biotech SA

Meeting Date: 03/27/2023Country: FranceTicker: DIM

Record Date: 03/23/2023Meeting Type: Annual/Special

Primary Security ID: F8005V210

Shares Voted: 3,281

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Discharge Directors	Mgmt	For	Against	Abstain
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 1.44 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 Directors; Approve Remuneration of Directors in the Aggregate Amount of EUR 325,800	Mgmt	For	For	For
6	Approve Compensation Report of Corporate Officers	Mgmt	For	Refer	For
7	Approve Compensation of Joachim Kreuzburg, Chairman and CEO	Mgmt	For	Refer	For
8	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Against	Against
9	Approve Compensation of Rene Faber, Vice-CEO	Mgmt	For	Refer	For
10	Approve Remuneration Policy of Vice-CEO	Mgmt	For	Against	Against
11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
12	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
13	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 133,980	Mgmt	For	Against	Against
14	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For

Sartorius Stedim Biotech SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	Against	Against	Against
16	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Sika AG

Meeting Date: 03/28/2023

Country: Switzerland

Ticker: SIKA

Record Date:

Meeting Type: Annual

Primary Security ID: H7631K273

Shares Voted: 3,370

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 3.20 per Share	Mgmt	For	For	For
3	Approve Discharge of Board of Directors	Mgmt	For	Against	Against
4.1.1	Reelect Paul Haelg as Director	Mgmt	For	Refer	For
4.1.2	Reelect Viktor Balli as Director	Mgmt	For	Refer	Against
4.1.3	Reelect Lucrece Foufopoulos-De Ridder as Director	Mgmt	For	Refer	For
4.1.4	Reelect Justin Howell as Director	Mgmt	For	Refer	For
4.1.5	Reelect Gordana Landen as Director	Mgmt	For	Refer	For
4.1.6	Reelect Monika Ribar as Director	Mgmt	For	Against	Against
4.1.7	Reelect Paul Schuler as Director	Mgmt	For	Refer	Against
4.1.8	Reelect Thierry Vanlancker as Director	Mgmt	For	Refer	For
4.2	Reelect Paul Haelg as Board Chair	Mgmt	For	Refer	Against
4.3.1	Reappoint Justin Howell as Member of the Nomination and Compensation Committee	Mgmt	For	Refer	For
4.3.2	Reappoint Gordana Landen as Member of the Nomination and Compensation Committee	Mgmt	For	Refer	For
4.3.3	Reappoint Thierry Vanlancker as Member of the Nomination and Compensation Committee	Mgmt	For	Refer	For
4.4	Ratify KPMG AG as Auditors	Mgmt	For	For	For
4.5	Designate Jost Windlin as Independent Proxy	Mgmt	For	Against	Against
5.1	Approve Remuneration Report (Non-Binding)	Mgmt	For	Refer	For
5.2	Approve Remuneration of Directors in the Amount of CHF 3.4 Million	Mgmt	For	For	For

Sika AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.3	Approve Remuneration of Executive Committee in the Amount of CHF 21.5 Million	Mgmt	For	Refer	For
6	Approve Creation of Capital Band within the Upper Limit of CHF 1.6 Million and the Lower Limit of CHF 1.5 Million with or without Exclusion of Preemptive Rights; Approve Creation of CHF 76,867.52 Pool of Conditional Capital Within the Capital Band	Mgmt	For	For	For
7.1	Amend Articles of Association	Mgmt	For	For	For
7.2	Amend Articles Re: Editorial Changes	Mgmt	For	For	For
7.3	Amend Articles Re: Share Register	Mgmt	For	For	For
7.4	Approve Virtual-Only Shareholder Meetings	Mgmt	For	For	For
7.5	Amend Articles Re: Board Meetings; Electronic Communication	Mgmt	For	For	For
7.6	Amend Articles Re: External Mandates for Members of the Board of Directors	Mgmt	For	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

Sika AG

Meeting Date: 03/28/2023

Record Date:

Primary Security ID: H7631K273

Country: Switzerland

Meeting Type: Annual

Ticker: SIKA

Shares Voted: 3,370

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

BAWAG Group AG

Meeting Date: 03/31/2023

Record Date: 03/21/2023

Primary Security ID: A0997C107

Country: Austria

Meeting Type: Annual

Ticker: BG

Shares Voted: 17,650

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 3.70 per Share	Mgmt	For	Refer	For

BAWAG Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	Abstain	Abstain
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	Abstain	Abstain
5	Ratify KPMG Austria GmbH as Auditors for Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	Refer	Against
7	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
8	Approve Virtual-Only or Hybrid Shareholder Meetings	Mgmt	For	Against	Against
9.1	New/Amended Proposals from Management and Supervisory Board	Mgmt	None	Against	Against
9.2	New/Amended Proposals from Shareholders	Mgmt	None	Against	Against

EDP Renovaveis SA

Meeting Date: 04/04/2023

Record Date: 03/28/2023

Primary Security ID: E3847K101

Country: Spain

Meeting Type: Annual

Ticker: EDPR

Shares Voted: 92,970

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For
2	Approve Treatment of Net Loss	Mgmt	For	For	For
3	Approve Scrip Dividends	Mgmt	For	For	For
4	Approve Consolidated and Standalone Management Reports, Corporate Governance Report and Management Report	Mgmt	For	For	For
5	Approve Non-Financial Information Statement	Mgmt	For	For	For
6	Appraise Management of Company and Approve Vote of Confidence to Board of Directors	Mgmt	For	Abstain	Abstain
7	Ratify Appointment of and Elect Cynthia Kay Mc Call as Director	Mgmt	For	Refer	For
8.A	Approve Financing Agreement between EDP Renovaveis SA and EDP Energias de Portugal SA	Mgmt	For	For	For
8.B	Grant Board Powers for the Execution and Development of the Financing Agreement between EDP Renovaveis SA and EDP Energias de Portugal SA	Mgmt	For	For	For
9	Amend Remuneration Policy	Mgmt	For	Refer	Against

EDP Renovaveis SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10.A	Add New Article 30 Re: Environmental, Social and Corporate Governance Committee	Mgmt	For	For	For
10.B	Amend Articles Re: Governing Bodies, Remuneration of Directors and Appointments and Remunerations Committee	Mgmt	For	For	For
11	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Alfen NV

Meeting Date: 04/06/2023

Record Date: 03/09/2023

Primary Security ID: N0227W101

Country: Netherlands

Meeting Type: Annual

Ticker: ALFEN

Shares Voted: 13,347

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2.a	Receive Report of Management Board (Non-Voting)	Mgmt			
2.b	Approve Remuneration Report	Mgmt	For	Refer	For
2.c	Adopt Financial Statements	Mgmt	For	For	For
3.a	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
3.b	Discuss Allocation of Income	Mgmt			
4.a	Approve Discharge of Management Board	Mgmt	For	Against	Against
4.b	Approve Discharge of Supervisory Board	Mgmt	For	Against	Against
5	Amend Remuneration Policy of Supervisory Board	Mgmt	For	For	For
6	Discussion on Company's Corporate Governance	Mgmt			
7.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital and Exclude Preemptive Rights	Mgmt	For	For	For
7.b	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
8	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	Mgmt	For	For	For
9	Other Business (Non-Voting)	Mgmt			
10	Close Meeting	Mgmt			

Zurich Insurance Group AG

Meeting Date: 04/06/2023Country: SwitzerlandTicker: ZURN

Record Date:Meeting Type: Annual

Primary Security ID: H9870Y105

Shares Voted: 3,605

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	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 24.00 per Share	Mgmt	For	Refer	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	Against	Against
4.1a	Reelect Michel Lies as Director and Board Chair	Mgmt	For	Refer	For
4.1b	Reelect Joan Amble as Director	Mgmt	For	Refer	For
4.1c	Reelect Catherine Bessant as Director	Mgmt	For	Refer	For
4.1d	Reelect Dame Carnwath as Director	Mgmt	For	Refer	For
4.1e	Reelect Christoph Franz as Director	Mgmt	For	Refer	For
4.1f	Reelect Michael Halbherr as Director	Mgmt	For	Refer	For
4.1g	Reelect Sabine Keller-Busse as Director	Mgmt	For	Refer	For
4.1h	Reelect Monica Maechler as Director	Mgmt	For	Refer	For
4.1i	Reelect Kishore Mahbubani as Director	Mgmt	For	Refer	For
4.1j	Reelect Peter Maurer as Director	Mgmt	For	Refer	For
4.1k	Reelect Jasmin Staiblin as Director	Mgmt	For	Refer	For
4.1l	Reelect Barry Stowe as Director	Mgmt	For	Refer	For
4.2.1	Reappoint Michel Lies as Member of the Compensation Committee	Mgmt	For	Refer	For
4.2.2	Reappoint Catherine Bessant as Member of the Compensation Committee	Mgmt	For	Refer	For
4.2.3	Reappoint Christoph Franz as Member of the Compensation Committee	Mgmt	For	Refer	For
4.2.4	Reappoint Sabine Keller-Busse as Member of the Compensation Committee	Mgmt	For	Refer	For
4.2.5	Reappoint Kishore Mahbubani as Member of the Compensation Committee	Mgmt	For	Refer	For
4.2.6	Reappoint Jasmin Staiblin as Member of the Compensation Committee	Mgmt	For	Refer	For
4.3	Designate Keller AG as Independent Proxy	Mgmt	For	Against	Against
4.4	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For

Zurich Insurance Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.1	Approve Remuneration of Directors in the Amount of CHF 6 Million	Mgmt	For	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 83 Million	Mgmt	For	Refer	For
6.1	Approve Creation of Capital Band within the Upper Limit of CHF 18.9 Million and the Lower Limit of CHF 13.5 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
6.2	Amend Articles Re: Share Register	Mgmt	For	For	For
6.3	Approve Virtual-Only Shareholder Meetings	Mgmt	For	For	For
6.4	Amend Articles of Association	Mgmt	For	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

Zurich Insurance Group AG

Meeting Date: 04/06/2023Country: SwitzerlandTicker: ZURN

Record Date:Meeting Type: Annual

Primary Security ID: H9870Y105

Shares Voted: 3,902

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

Royal KPN NV

Meeting Date: 04/12/2023Country: NetherlandsTicker: KPN

Record Date: 03/15/2023Meeting Type: Annual

Primary Security ID: N4297B146

Shares Voted: 757,694

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting and Announcements	Mgmt			
2	Receive Report of Management Board (Non-Voting)	Mgmt			
3	Adopt Financial Statements	Mgmt	For	For	For
4	Approve Remuneration Report	Mgmt	For	Refer	For
5	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			

Royal KPN NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Approve Dividends	Mgmt	For	For	For
7	Approve Discharge of Management Board	Mgmt	For	Against	Against
8	Approve Discharge of Supervisory Board	Mgmt	For	Against	Against
9	Ratify Ernst & Young Accountants LLP as Auditors	Mgmt	For	For	For
10	Opportunity to Make Recommendations	Mgmt			
11	Reelect Jolande Sap to Supervisory Board	Mgmt	For	Refer	For
12	Elect Ben Noteboom to Supervisory Board	Mgmt	For	Refer	For
13	Elect Frank Heemskerk to Supervisory Board	Mgmt	For	Refer	For
14	Elect Herman Dijkhuizen to Supervisory Board	Mgmt	For	Refer	For
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
16	Approve Reduction in Share Capital through Cancellation of Shares	Mgmt	For	For	For
17	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For
18	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
19	Other Business (Non-Voting)	Mgmt			
20	Close Meeting	Mgmt			

Aker Carbon Capture AS

Meeting Date: 04/18/2023

Record Date: 04/17/2023

Primary Security ID: R00762113

Country: Norway

Meeting Type: Annual

Ticker: ACC

Shares Voted: 124,139

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting; Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
3	Approve Notice of Meeting and Agenda	Mgmt	For	For	For
4	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
5	Discuss Company's Corporate Governance Statement	Mgmt			
6	Approve Remuneration of Auditors	Mgmt	For	For	For

Aker Carbon Capture AS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Approve Remuneration Statement	Mgmt	For	Against	Against
8	Approve Instructions for Nominating Committee	Mgmt	For	For	For
9	Elect Members of Nominating Committee	Mgmt	For	For	For
10	Reelect Oscar Fredrik Graff, Nina Kristine Jensen, Liv Monica Bargem Stubholtand Linda Litlekalsoy Aase as Directors	Mgmt	For	Refer	For
11	Approve Remuneration of Directors in the Amount of NOK 630,000 for Chairman and NOK 325,000 for Other Directors; Approve Meeting Fees; Approve Remuneration for Committee Work	Mgmt	For	For	For
12	Approve Remuneration of Nominating Committee	Mgmt	For	For	For
13	Amend Articles Re: Registration Deadline for Attending General Meetings	Mgmt	For	For	For
14	Approve Creation of Pool of Capital without Preemptive Rights	Mgmt	For	Against	Against
15	Authorize Share Repurchase Program in Connection with Acquisitions, Mergers, Demergers or Other Transactions	Mgmt	For	Against	Against
16	Authorize Share Repurchase Program in Connection with Incentive Plans	Mgmt	For	Against	Against
17	Authorize Share Repurchase Program for the Purpose of Investment or for Subsequent Sale or Deletion of Shares	Mgmt	For	Against	Against

RELX Plc

Meeting Date: 04/20/2023

Record Date: 04/18/2023

Primary Security ID: G7493L105

Country: United Kingdom

Meeting Type: Annual

Ticker: REL

Shares Voted: 67,604

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	Refer	For
3	Approve Remuneration Report	Mgmt	For	Refer	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
7	Elect Alistair Cox as Director	Mgmt	For	Refer	For
8	Re-elect Paul Walker as Director	Mgmt	For	Refer	For
9	Re-elect June Felix as Director	Mgmt	For	Refer	For
10	Re-elect Erik Engstrom as Director	Mgmt	For	Refer	For
11	Re-elect Charlotte Hogg as Director	Mgmt	For	Refer	For
12	Re-elect Marike van Lier Lels as Director	Mgmt	For	Refer	For
13	Re-elect Nick Luff as Director	Mgmt	For	Refer	For
14	Re-elect Robert MacLeod as Director	Mgmt	For	Refer	For
15	Re-elect Andrew Sukawaty as Director	Mgmt	For	Refer	For
16	Re-elect Suzanne Wood as Director	Mgmt	For	Refer	For
17	Approve Long-Term Incentive Plan	Mgmt	For	For	For
18	Approve Executive Share Ownership Scheme	Mgmt	For	For	For
19	Approve Sharesave Plan	Mgmt	For	For	For
20	Approve Employee Share Purchase Plan	Mgmt	For	For	For
21	Authorise Issue of Equity	Mgmt	For	Against	Against
22	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Against	Against
23	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	Against	Against
24	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
25	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Amplifon SpA

Meeting Date: 04/21/2023

Record Date: 04/12/2023

Primary Security ID: T0388E118

Country: Italy

Meeting Type: Annual

Ticker: AMP

Shares Voted: 80,747

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

Amplifon SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Approve Allocation of Income	Mgmt	For	For	For
2	Approve Remuneration of Directors	Mgmt	For	For	For
3	Approve Stock Grant Plan 2023-2028	Mgmt	For	Refer	Against
4.1	Approve Remuneration Policy	Mgmt	For	Refer	For
4.2	Approve Second Section of the Remuneration Report	Mgmt	For	Refer	Against
5	Amend Co-Investment Plan	Mgmt	For	Refer	For
6	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	Against	Against

L'Oreal SA

Meeting Date: 04/21/2023	Country: France	Ticker: OR
Record Date: 04/19/2023	Meeting Type: Annual/Special	
Primary Security ID: F58149133		

Shares Voted: 7,067

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 6 per Share and an Extra of EUR 0.60 per Share to Long Term Registered Shares	Mgmt	For	For	For
4	Reelect Sophie Bellon as Director	Mgmt	For	Refer	For
5	Reelect Fabienne Dulac as Director	Mgmt	For	Against	Against
6	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.7 Million	Mgmt	For	For	For
7	Approve Compensation Report of Corporate Officers	Mgmt	For	Refer	For
8	Approve Compensation of Jean-Paul Agon, Chairman of the Board	Mgmt	For	For	For
9	Approve Compensation of Nicolas Hieronimus, CEO	Mgmt	For	Refer	For
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	Mgmt	For	Refer	For
13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For

L'Oreal SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Business	Mgmt			
14	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 149,852,237.36	Mgmt	For	For	For
15	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
16	Authorize Capital Increase of up to 2 Percent of Issued Capital for Contributions in Kind	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
19	Approve Contribution in Kind of 25,383,118 Shares from Affaires Marche France et Domaines d'Excellence and Luxury of Retail, their Valuation and Remuneration	Mgmt	For	Refer	For
20	Approve Contribution in Kind of 1,277,836 Shares from l'Oreal International Distribution, its Valuation and Remuneration	Mgmt	For	Refer	For
21	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

ASML Holding NV

Meeting Date: 04/26/2023

Record Date: 03/29/2023

Primary Security ID: N07059202

Country: Netherlands

Meeting Type: Annual

Ticker: ASML

Shares Voted: 3,379					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Discuss the Company's Business, Financial Situation and Sustainability	Mgmt			
3a	Approve Remuneration Report	Mgmt	For	Refer	For
3b	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
3c	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
3d	Approve Dividends	Mgmt	For	For	For

ASML Holding NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4a	Approve Discharge of Management Board	Mgmt	For	Against	Against
4b	Approve Discharge of Supervisory Board	Mgmt	For	Against	Against
5	Approve Number of Shares for Management Board	Mgmt	For	For	For
6a	Amend Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
6b	Amend Remuneration of the Members of the Supervisory Board	Mgmt	For	For	For
7	Receive Information on the Composition of the Management Board and Announce Intention to Appoint W.R. Allan to Management Board	Mgmt			
8	Elect N.S. Andersen to Supervisory Board	Mgmt	For	Refer	For
8b	Elect J.P. de Kreij to Supervisory Board	Mgmt	For	Refer	For
8c	Discuss Composition of the Supervisory Board	Mgmt			
9	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	Mgmt	For	For	For
10a	Grant Board Authority to Issue Shares Up to 5 Percent of Issued Capital Plus Additional 5 Percent in Case of Merger or Acquisition	Mgmt	For	For	For
10b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
12	Authorize Cancellation of Repurchased Shares	Mgmt	For	For	For
13	Other Business (Non-Voting)	Mgmt			
14	Close Meeting	Mgmt			

Croda International Plc

Meeting Date: 04/26/2023

Country: United Kingdom

Ticker: CRDA

Record Date: 04/24/2023

Meeting Type: Annual

Primary Security ID: G25536155

Shares Voted: 18,871

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	Refer	For
3	Approve Remuneration Report	Mgmt	For	Refer	For

Croda International Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Final Dividend	Mgmt	For	For	For
5	Elect Louisa Burdett as Director	Mgmt	For	Refer	For
6	Re-elect Roberto Cirillo as Director	Mgmt	For	Refer	For
7	Re-elect Jacqui Ferguson as Director	Mgmt	For	Refer	For
8	Re-elect Steve Foots as Director	Mgmt	For	Refer	For
9	Re-elect Anita Frew as Director	Mgmt	For	Refer	For
10	Re-elect Julie Kim as Director	Mgmt	For	Refer	For
11	Re-elect Keith Layden as Director	Mgmt	For	Refer	For
12	Re-elect Nawal Ouzren as Director	Mgmt	For	Refer	For
13	Re-elect John Ramsay as Director	Mgmt	For	Refer	Against
14	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	Against	Against
17	Authorise Issue of Equity	Mgmt	For	Against	Against
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Against	Against
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	Against	Against
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
22	Approve Sharesave Scheme	Mgmt	For	For	For
23	Approve Increase in the Maximum Aggregate Fees Payable to Non-Executive Directors	Mgmt	For	For	For

AstraZeneca Plc

Meeting Date: 04/27/2023

Record Date: 04/25/2023

Primary Security ID: G0593M107

Country: United Kingdom

Meeting Type: Annual

Ticker: AZN

Shares Voted: 25,234

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	Refer	For

AstraZeneca Plc

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

Kerry Group Plc

Meeting Date: 04/27/2023	Country: Ireland	Ticker: KRZ
Record Date: 04/23/2023	Meeting Type: Annual	
Primary Security ID: G52416107		

Shares Voted: 25,530

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 Patrick Rohan as Director	Mgmt	For	Refer	For
4a	Re-elect Gerry Behan as Director	Mgmt	For	Refer	For
4b	Re-elect Hugh Brady as Director	Mgmt	For	Refer	For
4c	Re-elect Fiona Dawson as Director	Mgmt	For	Refer	For
4d	Re-elect Karin Dorrepaal as Director	Mgmt	For	Refer	For
4e	Re-elect Emer Gilvarry as Director	Mgmt	For	Refer	For
4f	Re-elect Michael Kerr as Director	Mgmt	For	Refer	For
4g	Re-elect Marguerite Larkin as Director	Mgmt	For	Refer	For
4h	Re-elect Tom Moran as Director	Mgmt	For	Refer	For
4i	Re-elect Christopher Rogers as Director	Mgmt	For	Refer	For
4j	Re-elect Edmond Scanlon as Director	Mgmt	For	Refer	For
4k	Re-elect Jinlong Wang as Director	Mgmt	For	Refer	For
5	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
6	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	Refer	For
8	Authorise Issue of Equity	Mgmt	For	For	For
9	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
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 Ordinary Shares	Mgmt	For	For	For
12	Approve Employee Share Plan	Mgmt	For	For	For

Air Liquide SA

Meeting Date: 05/03/2023

Record Date: 04/28/2023

Primary Security ID: F01764103

Country: France

Meeting Type: Annual/Special

Ticker: AI

Shares Voted: 14,372

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 2.95 per Share	Mgmt	For	For	For
4	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
5	Elect Catherine Guillaud as Director	Mgmt	For	Refer	For
6	Elect Christina Law as Director	Mgmt	For	Refer	For
7	Elect Alexis Perakis-Valat as Director	Mgmt	For	Refer	For
8	Elect Michael H. Thaman as Director	Mgmt	For	Refer	For
9	Ratify Appointment of Monica de Virgiliis as Director	Mgmt	For	Refer	For
10	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
11	Approve Compensation of Benoit Potier, Chairman and CEO from January 1, 2022 to May 31, 2022	Mgmt	For	Refer	For
12	Approve Compensation of Francois Jackow, CEO from June 1, 2022 to December 31, 2022	Mgmt	For	Refer	For
13	Approve Compensation of Benoit Potier, Chairman of the Board from June 1, 2022 to December 31, 2022	Mgmt	For	For	For
14	Approve Compensation Report of Corporate Officers	Mgmt	For	Refer	For
15	Approve Remuneration Policy of CEO	Mgmt	For	Refer	Against
16	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
17	Approve Remuneration Policy of Directors	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
18	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
19	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 470 Million	Mgmt	For	For	For
20	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	For	For

Air Liquide SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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
	Ordinary Business	Mgmt			
23	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Allianz SE

Meeting Date: 05/04/2023

Record Date: 04/27/2023

Primary Security ID: D03080112

Country: Germany

Meeting Type: Annual

Ticker: ALV

Shares Voted: 9,668

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 11.40 per Share	Mgmt	For	Refer	For
3.1	Approve Discharge of Management Board Member Oliver Baete for Fiscal Year 2022	Mgmt	For	Refer	Against
3.2	Approve Discharge of Management Board Member Sergio Balbinot for Fiscal Year 2022	Mgmt	For	Refer	Against
3.3	Approve Discharge of Management Board Member Sirma Boshnakova for Fiscal Year 2022	Mgmt	For	Refer	Against
3.4	Approve Discharge of Management Board Member Barbara Karuth-Zelle for Fiscal Year 2022	Mgmt	For	Refer	Against
3.5	Approve Discharge of Management Board Member Klaus-Peter Roehler for Fiscal Year 2022	Mgmt	For	Refer	Against
3.6	Approve Discharge of Management Board Member Ivan de la Sota for Fiscal Year 2022	Mgmt	For	Refer	Against
3.7	Approve Discharge of Management Board Member Giulio Terzariol for Fiscal Year 2022	Mgmt	For	Refer	Against
3.8	Approve Discharge of Management Board Member Guenther Thallinger for Fiscal Year 2022	Mgmt	For	Refer	Against
3.9	Approve Discharge of Management Board Member Christopher Townsend for Fiscal Year 2022	Mgmt	For	Refer	Against

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.10	Approve Discharge of Management Board Member Renate Wagner for Fiscal Year 2022	Mgmt	For	Refer	Against
3.11	Approve Discharge of Management Board Member Andreas Wimmer for Fiscal Year 2022	Mgmt	For	Refer	Against
4.1	Approve Discharge of Supervisory Board Member Michael Diekmann for Fiscal Year 2022	Mgmt	For	Refer	Against
4.2	Approve Discharge of Supervisory Board Member Gabriele Burkhardt-Berg for Fiscal Year 2022	Mgmt	For	Refer	Against
4.3	Approve Discharge of Supervisory Board Member Herbert Hainer for Fiscal Year 2022	Mgmt	For	Refer	Against
4.4	Approve Discharge of Supervisory Board Member Sophie Boissard for Fiscal Year 2022	Mgmt	For	Refer	Against
4.5	Approve Discharge of Supervisory Board Member Christine Bosse for Fiscal Year 2022	Mgmt	For	Refer	Against
4.6	Approve Discharge of Supervisory Board Member Rashmy Chatterjee for Fiscal Year 2022	Mgmt	For	Refer	Against
4.7	Approve Discharge of Supervisory Board Member Friedrich Eichiner for Fiscal Year 2022	Mgmt	For	Refer	Against
4.8	Approve Discharge of Supervisory Board Member Jean-Claude Le Goaer for Fiscal Year 2022	Mgmt	For	Refer	Against
4.9	Approve Discharge of Supervisory Board Member Martina Grundler for Fiscal Year 2022	Mgmt	For	Refer	Against
4.10	Approve Discharge of Supervisory Board Member Godfrey Hayward for Fiscal Year 2022	Mgmt	For	Refer	Against
4.11	Approve Discharge of Supervisory Board Member Frank Kirsch for Fiscal Year 2022	Mgmt	For	Refer	Against
4.12	Approve Discharge of Supervisory Board Member Juergen Lawrenz for Fiscal Year 2022	Mgmt	For	Refer	Against
4.13	Approve Discharge of Supervisory Board Member Primiano Di Paolo for Fiscal Year 2022	Mgmt	For	Refer	Against
4.14	Approve Discharge of Supervisory Board Member Jim Hagemann Snabe for Fiscal Year 2022	Mgmt	For	Refer	Against
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2023	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	Refer	For

Allianz SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
8	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For	For
9	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For
10	Amend Article Re: Location of Annual Meeting	Mgmt	For	For	For

Schneider Electric SE

Meeting Date: 05/04/2023

Record Date: 05/02/2023

Primary Security ID: F86921107

Country: France

Meeting Type: Annual/Special

Ticker: SU

Shares Voted: 10,893

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 3.15 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	Refer	For
6	Approve Compensation of Jean-Pascal Tricoire, Chairman and CEO	Mgmt	For	Refer	For
7	Approve Remuneration Policy of Jean-Pascal Tricoire, Chairman and CEO fom January 1, 2023 until May 3, 2023	Mgmt	For	Refer	For
8	Approve Remuneration Policy of Peter Herweck, CEO since May 4, 2023	Mgmt	For	Refer	For
9	Approve Remuneration Policy of Jean-Pascal Tricoire, Chairman of the Board since May 4, 2023	Mgmt	For	For	For
10	Approve Remuneration of Directors in the Aggregate Amount of EUR 2.8 Million	Mgmt	For	For	For
11	Approve Remuneration Policy of Directors	Mgmt	For	For	For
12	Reelect Leo Apotheker as Director	Mgmt	For	Refer	For

Schneider Electric SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Reelect Gregory Spierkel as Director	Mgmt	For	Refer	For
14	Reelect Lip-Bu Tan as Director	Mgmt	For	Refer	For
15	Elect Abhay Parasnis as Director	Mgmt	For	Refer	For
16	Elect Giulia Chierchia as Director	Mgmt	For	Refer	For
17	Approve Company's Climate Transition Plan	Mgmt	For	Refer	For
18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
19	Extraordinary Business	Mgmt	For	For	For
	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 800 Million	Mgmt			
20	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 224 Million	Mgmt	For	For	For
21	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 120 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 19-21	Mgmt	For	Against	Against
23	Authorize Capital Increase of up to 9.81 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
24	Authorize Capitalization of Reserves of Up to EUR 800 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
27	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
28	Ordinary Business	Mgmt	For	For	For
	Authorize Filing of Required Documents/Other Formalities	Mgmt			

Lonza Group AG

Meeting Date: 05/05/2023	Country: Switzerland	Ticker: LONN
Record Date:	Meeting Type: Annual	
Primary Security ID: H50524133		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	Refer	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	Against	Against
4	Approve Allocation of Income and Dividends of CHF 3.50 per Share	Mgmt	For	For	For
5.1.1	Reelect Albert Baehny as Director	Mgmt	For	Refer	For
5.1.2	Reelect Marion Helmes as Director	Mgmt	For	Refer	For
5.1.3	Reelect Angelica Kohlmann as Director	Mgmt	For	Refer	For
5.1.4	Reelect Christoph Maeder as Director	Mgmt	For	Refer	For
5.1.5	Reelect Roger Nitsch as Director	Mgmt	For	Refer	For
5.1.6	Reelect Barbara Richmond as Director	Mgmt	For	Refer	For
5.1.7	Reelect Juergen Steinemann as Director	Mgmt	For	Refer	For
5.1.8	Reelect Olivier Verscheure as Director	Mgmt	For	Refer	For
5.2	Reelect Albert Baehny as Board Chair	Mgmt	For	Refer	For
5.3.1	Reappoint Angelica Kohlmann as Member of the Nomination and Compensation Committee	Mgmt	For	Refer	For
5.3.2	Reappoint Christoph Maeder as Member of the Nomination and Compensation Committee	Mgmt	For	Refer	For
5.3.3	Reappoint Juergen Steinemann as Member of the Nomination and Compensation Committee	Mgmt	For	Refer	For
6	Ratify KPMG AG as Auditors for Fiscal Year 2023	Mgmt	For	Refer	Abstain
7	Ratify Deloitte AG as Auditors for Fiscal Year 2024	Mgmt	For	For	For
8	Designate ThomannFischer as Independent Proxy	Mgmt	For	Against	Against
9.1	Amend Corporate Purpose	Mgmt	For	For	For
9.2	Approve Creation of Capital Band within the Upper Limit of CHF 86.6 Million and the Lower Limit of CHF 67.1 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
9.3	Amend Articles Re: Voting on the Executive Committee Compensation	Mgmt	For	For	For
9.4	Amend Articles of Association	Mgmt	For	For	For
10	Approve Remuneration of Directors in the Amount of CHF 2.9 Million	Mgmt	For	For	For

Lonza Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11.1	Approve Variable Short-Term Remuneration of Executive Committee in the Amount of CHF 3.5 Million for Fiscal Year 2022	Mgmt	For	Refer	For
11.2	Approve Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 12.1 Million for Fiscal Year 2023	Mgmt	For	Refer	For
11.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 3.3 Million for the Period July 1, 2023 - December 31, 2023	Mgmt	For	Refer	For
11.4	Approve Fixed and Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 19.6 Million for the Period January 1, 2024 - December 31, 2024	Mgmt	For	Refer	For
12	Transact Other Business (Voting)	Mgmt	For	Against	Against

Lonza Group AG

Meeting Date: 05/05/2023Country: SwitzerlandTicker: LONN

Record Date:Meeting Type: Annual

Primary Security ID: H50524133

Shares Voted: 3,298

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

Muenchener Rueckversicherungs-Gesellschaft AG

Meeting Date: 05/05/2023Country: GermanyTicker: MUV2

Record Date: 04/28/2023Meeting Type: Annual

Primary Security ID: D55535104

Shares Voted: 4,408

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 11.60 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Joachim Wenning for Fiscal Year 2022	Mgmt	For	Abstain	Abstain

Muenchener Rueckversicherungs-Gesellschaft AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.2	Approve Discharge of Management Board Member Thomas Blunck for Fiscal Year 2022	Mgmt	For	Abstain	Abstain
3.3	Approve Discharge of Management Board Member Nicholas Gartside for Fiscal Year 2022	Mgmt	For	Abstain	Abstain
3.4	Approve Discharge of Management Board Member Stefan Golling for Fiscal Year 2022	Mgmt	For	Abstain	Abstain
3.5	Approve Discharge of Management Board Member Doris Hoepke (until April 30, 2022) for Fiscal Year 2022	Mgmt	For	Abstain	Abstain
3.6	Approve Discharge of Management Board Member Christoph Jurecka for Fiscal Year 2022	Mgmt	For	Abstain	Abstain
3.7	Approve Discharge of Management Board Member Torsten Jeworrek for Fiscal Year 2022	Mgmt	For	Abstain	Abstain
3.8	Approve Discharge of Management Board Member Achim Kassow for Fiscal Year 2022	Mgmt	For	Abstain	Abstain
3.9	Approve Discharge of Management Board Member Clarisse Kopf (from Dec. 1, 2022) for Fiscal Year 2022	Mgmt	For	Abstain	Abstain
3.10	Approve Discharge of Management Board Member Markus Riess for Fiscal Year 2022	Mgmt	For	Abstain	Abstain
4.1	Approve Discharge of Supervisory Board Member Nikolaus von Bomhard for Fiscal Year 2022	Mgmt	For	Abstain	Abstain
4.2	Approve Discharge of Supervisory Board Member Anne Horstmann for Fiscal Year 2022	Mgmt	For	Abstain	Abstain
4.3	Approve Discharge of Supervisory Board Member Ann-Kristin Achleitner for Fiscal Year 2022	Mgmt	For	Abstain	Abstain
4.4	Approve Discharge of Supervisory Board Member Clement Booth for Fiscal Year 2022	Mgmt	For	Abstain	Abstain
4.5	Approve Discharge of Supervisory Board Member Ruth Brown for Fiscal Year 2022	Mgmt	For	Abstain	Abstain
4.6	Approve Discharge of Supervisory Board Member Stephan Eberl for Fiscal Year 2022	Mgmt	For	Abstain	Abstain
4.7	Approve Discharge of Supervisory Board Member Frank Fassin for Fiscal Year 2022	Mgmt	For	Abstain	Abstain
4.8	Approve Discharge of Supervisory Board Member Ursula Gather for Fiscal Year 2022	Mgmt	For	Abstain	Abstain
4.9	Approve Discharge of Supervisory Board Member Gerd Haeusler for Fiscal Year 2022	Mgmt	For	Abstain	Abstain

Muenchener Rueckversicherungs-Gesellschaft AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.10	Approve Discharge of Supervisory Board Member Angelika Herzog for Fiscal Year 2022	Mgmt	For	Abstain	Abstain
4.11	Approve Discharge of Supervisory Board Member Renata Bruengger for Fiscal Year 2022	Mgmt	For	Abstain	Abstain
4.12	Approve Discharge of Supervisory Board Member Stefan Kaindl for Fiscal Year 2022	Mgmt	For	Abstain	Abstain
4.13	Approve Discharge of Supervisory Board Member Carinne Knoche-Brouillon for Fiscal Year 2022	Mgmt	For	Abstain	Abstain
4.14	Approve Discharge of Supervisory Board Member Gabriele Muecke for Fiscal Year 2022	Mgmt	For	Abstain	Abstain
4.15	Approve Discharge of Supervisory Board Member Ulrich Plottke for Fiscal Year 2022	Mgmt	For	Abstain	Abstain
4.16	Approve Discharge of Supervisory Board Member Manfred Rassy for Fiscal Year 2022	Mgmt	For	Abstain	Abstain
4.17	Approve Discharge of Supervisory Board Member Gabriele Sinz-Toporzysek (until Jan. 31, 2022) for Fiscal Year 2022	Mgmt	For	Abstain	Abstain
4.18	Approve Discharge of Supervisory Board Member Carsten Spohr for Fiscal Year 2022	Mgmt	For	Abstain	Abstain
4.19	Approve Discharge of Supervisory Board Member Karl-Heinz Streibich for Fiscal Year 2022	Mgmt	For	Abstain	Abstain
4.20	Approve Discharge of Supervisory Board Member Markus Wagner (from Feb. 1, 2022) for Fiscal Year 2022	Mgmt	For	Abstain	Abstain
4.21	Approve Discharge of Supervisory Board Member Maximilian Zimmerer for Fiscal Year 2022	Mgmt	For	Abstain	Abstain
5	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2023 and for the Review of the Interim Financial Statements for Fiscal Year 2023 and First Quarter of Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	Refer	For
7.1	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For	For
7.2	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For
7.3	Amend Articles Re: Editorial Changes	Mgmt	For	For	For
8	Amend Articles Re: Registration in the Share Register	Mgmt	For	For	For

TERNA Rete Elettrica Nazionale SpA

Meeting Date: 05/09/2023Country: ItalyTicker: TRN

Record Date: 04/27/2023Meeting Type: Annual

Primary Security ID: T9471R100

Shares Voted: 202,617

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Ordinary Business	Mgmt			
	Management Proposals	Mgmt			
	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income	Mgmt	For	For	For
3	Shareholder Proposals Submitted by CDP Reti SpA	Mgmt			
	Fix Number of Directors	SH	None	For	For
	Fix Board Terms for Directors	SH	None	For	For
4	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt			
	Slate 1 Submitted by CDP Reti SpA	SH	None	Refer	Against
	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	Refer	For
5	Shareholder Proposals Submitted by CDP Reti SpA	Mgmt			
	Elect Igor De Biasio as Board Chair	SH	None	Refer	For
	Approve Remuneration of Directors	SH	None	For	For
6	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt			
	Slate 1 Submitted by CDP Reti SpA	SH	None	Refer	For
	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	Refer	Against
7	Shareholder Proposal Submitted by CDP Reti SpA	Mgmt			
	Approve Internal Auditors' Remuneration	SH	None	For	For
	Management Proposals	Mgmt			
8	Approve Long-Term Incentive Plan 2023-2027	Mgmt	For	For	For
9	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
10	Approve Remuneration Policy	Mgmt	For	Refer	For
11	Approve Second Section of the Remuneration Report	Mgmt	For	Refer	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Against	Against

Meeting Date: 05/10/2023	Country: France	Ticker: SPIE
Record Date: 05/08/2023	Meeting Type: Annual/Special	
Primary Security ID: F8691R101		

Shares Voted: 91,110

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 0.73 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Reelect Bpifrance Investissement as Director	Mgmt	For	Refer	For
6	Reelect Gabrielle Van Klaveren-Hessel as Director	Mgmt	For	Refer	For
7	Renew Appointment of PricewaterhouseCoopers Audit as Auditor	Mgmt	For	For	For
8	Approve Compensation of Gauthier Louette, Chairman and CEO	Mgmt	For	Refer	For
9	Approve Remuneration Policy of Gauthier Louette, Chairman and CEO	Mgmt	For	Refer	For
10	Approve Compensation Report	Mgmt	For	Refer	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

Meeting Date: 05/11/2023	Country: Netherlands	Ticker: ADYEN
Record Date: 04/13/2023	Meeting Type: Annual	
Primary Security ID: N3501V104		

Shares Voted: 250

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2.a	Receive Report of Management Board and Supervisory Board (Non-Voting)	Mgmt			
2.b	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
2.c	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
2.d	Approve Remuneration Report	Mgmt	For	Refer	Against
2.e	Approve Remuneration Policy for Management Board	Mgmt	For	Refer	Against
2.f	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
2.g	Approve Increase Cap on Variable Remuneration for Staff Members	Mgmt	For	For	For
3	Approve Discharge of Management Board	Mgmt	For	Against	Against
4	Approve Discharge of Supervisory Board	Mgmt	For	Against	Against
5	Reelect Ingo Uytdehaage to Management Board as Co-Chief Executive Officer	Mgmt	For	For	For
6	Reelect Mariette Swart to Management Board as Chief Risk and Compliance Officer	Mgmt	For	For	For
7	Elect Brooke Nayden to Management Board as Chief Human Resources Officer	Mgmt	For	For	For
8	Elect Ethan Tandowsky to Management Board as Chief Financial Officer	Mgmt	For	For	For
9	Reelect Pamela Joseph to Supervisory Board	Mgmt	For	Refer	For
10	Reelect Joep van Beurden to Supervisory Board	Mgmt	For	Refer	For
11	Amend Articles of Association	Mgmt	For	For	For
12	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For
13	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
15	Reappoint PwC as Auditors	Mgmt	For	For	For

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

Compagnie Generale des Etablissements Michelin SCA

Meeting Date: 05/12/2023	Country: France	Ticker: ML
Record Date: 05/10/2023	Meeting Type: Annual/Special	
Primary Security ID: F61824870		

Shares Voted: 65,057

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 1.25 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	Refer	For
7	Approve Remuneration Policy of Supervisory Board Members	Mgmt	For	For	For
8	Approve Compensation Report of Corporate Officers	Mgmt	For	Refer	For
9	Approve Compensation of Florent Menegaux	Mgmt	For	Refer	For
10	Approve Compensation of Yves Chapot	Mgmt	For	Refer	For
11	Approve Compensation of Barbara Dalibard, Chairwoman of Supervisory Board	Mgmt	For	For	For
12	Elect Barbara Dalibard as Supervisory Board Member	Mgmt	For	Refer	For
13	Elect Aruna Jayanthi as Supervisory Board Member	Mgmt	For	Refer	For
	Extraordinary Business	Mgmt			
14	Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
16	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Meeting Date: 05/16/2023	Country: France	Ticker: BNP
Record Date: 05/12/2023	Meeting Type: Annual/Special	
Primary Security ID: F1058Q238		

Shares Voted: 16,128

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 3.90 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 Jean Lemierre as Director	Mgmt	For	Refer	Against
7	Reelect Jacques Aschenbroich as Director	Mgmt	For	Refer	Against
8	Reelect Monique Cohen as Director	Mgmt	For	Refer	For
9	Reelect Daniela Schwarzer as Director	Mgmt	For	Refer	For
10	Approve Remuneration Policy of Directors	Mgmt	For	For	For
11	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	Abstain
12	Approve Remuneration Policy of CEO and Vice-CEOs	Mgmt	For	Refer	For
13	Approve Compensation Report of Corporate Officers	Mgmt	For	Refer	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	Refer	For
16	Approve Compensation of Yann Gerardin, Vice-CEO	Mgmt	For	Refer	For
17	Approve Compensation of Thierry Laborde, Vice-CEO	Mgmt	For	Refer	For
18	Approve the Overall Envelope of Compensation of Certain Senior Management, Responsible Officers and the Risk-takers	Mgmt	For	Refer	For
	Extraordinary Business	Mgmt			
19	Approve Issuance of Super-Subordinated Contingent Convertible Bonds without Preemptive Rights for Private Placements, up to 10 Percent of Issued Capital	Mgmt	For	Refer	For

BNP Paribas SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
21	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
22	Amend Article 14 of Bylaws Re: Age Limit of Chairman of the Board	Mgmt	For	For	For
23	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Capgemini SE

Meeting Date: 05/16/2023

Record Date: 05/12/2023

Primary Security ID: F4973Q101

Country: France

Meeting Type: Annual/Special

Ticker: CAP

Shares Voted: 15,517

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 3.25 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	Refer	For
6	Approve Compensation of Paul Hermelin, Chairman of the Board	Mgmt	For	For	For
7	Approve Compensation of Aiman Ezzat, CEO	Mgmt	For	Refer	For
8	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
9	Approve Remuneration Policy of CEO	Mgmt	For	Refer	For
10	Approve Remuneration Policy of Directors	Mgmt	For	For	For
11	Elect Megan Clarken as Director	Mgmt	For	Refer	For
12	Elect Ulrica Fearn as Director	Mgmt	For	Refer	For
13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			

Capgemini SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Authorize up to 1.2 Percent of Issued Capital for Use in Restricted Stock Plans Under Performance Conditions Reserved for Employees and Corporate Officers	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 Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Dassault Systemes SA

Meeting Date: 05/24/2023

Record Date: 05/22/2023

Primary Security ID: F24571451

Country: France

Meeting Type: Annual/Special

Ticker: DSY

Shares Voted: 68,716

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 0.21 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	Renew Appointment of PricewaterhouseCoopers Audit as Auditor	Mgmt	For	For	For
6	Approve Remuneration Policy of Corporate Officers	Mgmt	For	Against	Against
7	Approve Compensation of Charles Edelstenne, Chairman of the Board Until January 8, 2023	Mgmt	For	Refer	For
8	Approve Compensation of Bernard Charles, Vice-Chairman of the Board and CEO Until January 8, 2023	Mgmt	For	Refer	For
9	Approve Compensation Report of Corporate Officers	Mgmt	For	Refer	Against
10	Reelect Catherine Dassault as Director	Mgmt	For	Refer	For
11	Elect Genevieve Berger as Director	Mgmt	For	Refer	For
12	Authorize Repurchase of Up to 25 Million Issued Share Capital	Mgmt	For	For	For

Dassault Systemes SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	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	For
16	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 12 Million	Mgmt	For	Against	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	Against	Against
18	Authorize Capitalization of Reserves of Up to EUR 12 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
19	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
20	Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Against	Against
21	Authorize up to 3 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	For	Against	Against
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 and Corporate Officers of International Subsidiaries	Mgmt	For	For	For
24	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

STMicroelectronics NV

Meeting Date: 05/24/2023

Record Date: 04/26/2023

Primary Security ID: N83574108

Country: Netherlands

Meeting Type: Annual

Ticker: STMPA

Shares Voted: 29,735

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			

STMicroelectronics NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Management Board (Non-Voting)	Mgmt			
2	Receive Report of Supervisory Board (Non-Voting)	Mgmt			
3	Approve Remuneration Report	Mgmt	For	Refer	For
4	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
5	Approve Dividends	Mgmt	For	For	For
6	Approve Discharge of Management Board	Mgmt	For	Against	Against
7	Approve Discharge of Supervisory Board	Mgmt	For	Against	Against
8	Approve Grant of Unvested Stock Awards to Jean-Marc Chery as President and CEO	Mgmt	For	For	For
9	Reelect Yann Delabriere to Supervisory Board	Mgmt	For	Refer	For
10	Reelect Ana de Pro Gonzalo to Supervisory Board	Mgmt	For	Refer	For
11	Reelect Frederic Sanchez to Supervisory Board	Mgmt	For	Refer	For
12	Reelect Maurizio Tamagnini to Supervisory Board	Mgmt	For	Refer	For
13	Elect Helene Vletter-van Dort to Supervisory Board	Mgmt	For	Refer	For
14	Elect Paolo Visca to Supervisory Board	Mgmt	For	Refer	For
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
16	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Pre-emptive Rights	Mgmt	For	For	For
17	Allow Questions	Mgmt			

Aalberts NV

Meeting Date: 05/25/2023

Record Date: 04/27/2023

Primary Security ID: N00089271

Country: Netherlands

Meeting Type: Annual

Ticker: AALB

Shares Voted: 25,075

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	Refer	For

Aalberts NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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	Mgmt	For	For	For
5	Approve Discharge of Management Board	Mgmt	For	Against	Against
6	Approve Discharge of Supervisory Board	Mgmt	For	Against	Against
7	Reelect J. Van Der Zouw to Supervisory Board	Mgmt	For	Refer	For
8	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For
9	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
10	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
11	Reappoint Deloitte Accountants B.V. as Auditors	Mgmt	For	For	For
12	Other Business (Non-Voting)	Mgmt			
13	Close Meeting	Mgmt			

Elis SA

Meeting Date: 05/25/2023

Record Date: 05/23/2023

Primary Security ID: F2976F106

Country: France

Meeting Type: Annual/Special

Ticker: ELIS

Shares Voted: 107,522

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 0.41 per Share	Mgmt	For	For	For
4	Approve Stock Dividend Program	Mgmt	For	For	For
5	Approve Transaction with Predica Re: Supplementary Pension Plan Insurance Agreement	Mgmt	For	For	For
6	Reelect Thierry Morin as Supervisory Board Member	Mgmt	For	Refer	For
7	Reelect Magali Chesse as Supervisory Board Member	Mgmt	For	Against	Against

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Reelect Philippe Delleur as Supervisory Board Member	Mgmt	For	Refer	For
9	Elect Bpifrance Investissement as Supervisory Board Member	Mgmt	For	Refer	For
10	Ratify Appointment of Michel Plantevin as Supervisory Board Member	Mgmt	For	Refer	For
11	Approve Remuneration Policy of Chairman of the Supervisory Board	Mgmt	For	For	For
12	Approve Remuneration Policy of Supervisory Board Members	Mgmt	For	For	For
13	Approve Remuneration Policy of Chairman of the Management Board	Mgmt	For	Refer	For
14	Approve Remuneration Policy of Management Board Members	Mgmt	For	Refer	For
15	Approve Compensation Report of Corporate Officers	Mgmt	For	Refer	For
16	Approve Compensation of Thierry Morin, Chairman of the Supervisory Board	Mgmt	For	For	For
17	Approve Compensation of Xavier Martire, Chairman of the Management Board	Mgmt	For	Refer	For
18	Approve Compensation of Louis Guyot, Management Board Member	Mgmt	For	Refer	For
19	Approve Compensation of Matthieu Lecharny, Management Board Member	Mgmt	For	Refer	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 up to 2.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
23	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
24	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Royal KPN NV

Meeting Date: 05/31/2023	Country: Netherlands	Ticker: KPN
Record Date: 05/03/2023	Meeting Type: Extraordinary Shareholders	
Primary Security ID: N4297B146		

Shares Voted: 977,831

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt			
1	Open Meeting and Announcements	Mgmt			
2	Announce Intention to Appoint Chantal Vergouw and Wouter Stammeijer as Members of the Board of Management	Mgmt			
3	Opportunity to Make Recommendations	Mgmt			
4	Elect Marga de Jager to Supervisory Board	Mgmt	For	Refer	For
5	Close Meeting	Mgmt			

Compagnie de Saint-Gobain SA

Meeting Date: 06/08/2023Country: FranceTicker: SGO

Record Date: 06/06/2023Meeting Type: Annual/Special

Primary Security ID: F80343100

Shares Voted: 15,711

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 per Share	Mgmt	For	For	For
4	Reelect Dominique Leroy as Director	Mgmt	For	Refer	For
5	Elect Jana Revedin as Director	Mgmt	For	Refer	For
6	Approve Compensation of Pierre-Andre de Chalendar, Chairman of the Board	Mgmt	For	For	For
7	Approve Compensation of Benoit Bazin, CEO	Mgmt	For	Refer	For
8	Approve Compensation Report of Corporate Officers	Mgmt	For	Refer	For
9	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
10	Approve Remuneration Policy of CEO	Mgmt	For	Refer	For
11	Approve Remuneration Policy of Directors	Mgmt	For	For	For
12	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.3 Million	Mgmt	For	For	For

Compagnie de Saint-Gobain SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
14	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 412 Million	Mgmt	For	For	For
15	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 206 Million	Mgmt	For	For	For
16	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 206 Million	Mgmt	For	Against	Against
17	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 14, 15, 16 and 21	Mgmt	For	Against	Against
18	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
19	Authorize Capitalization of Reserves of Up to EUR 103 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
20	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	Against	Against
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	Amend Article 9 of Bylaws Re: Minimum Number of Shares to be Held by Directors	Mgmt	For	For	For
24	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Befesa SA

Meeting Date: 06/15/2023

Record Date: 06/01/2023

Primary Security ID: LOR30V103

Country: Luxembourg

Meeting Type: Annual

Ticker: BFSA

Shares Voted: 34,121

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			

Befesa SA

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

Afyren SAS

Meeting Date: 06/21/2023

Country: France

Ticker: ALAFY

Record Date: 06/19/2023

Meeting Type: Annual/Special

Primary Security ID: F0097R124

Shares Voted: 50,483

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Treatment of Losses	Mgmt	For	For	For
3	Approve Discharge of Chairman, CEO and Directors	Mgmt	For	Against	Against
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	Against	Against
5	Approve Non-Deductible Expenses	Mgmt	For	For	For
6	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	Against	Against
	Extraordinary Business	Mgmt			
7	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 350,000	Mgmt	For	For	For
8	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 175,000	Mgmt	For	Against	Against
9	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 175,000	Mgmt	For	Against	Against

Afyren SAS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to 20 Percent of Issued Capital	Mgmt	For	Against	Against
11	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 8-10	Mgmt	For	Against	Against
12	Authorize Capitalization of Reserves of Up to EUR 175,000 for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
13	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
14	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
15	Set Total Limit for Capital Increase to Result from Issuance Requests Under Item 28 of June 11, 2021 Meeting and Items 16-18 of the Present Meeting at EUR 32,397.06	Mgmt	For	For	For
16	Authorize Issuance of 1,619,853 Warrants (BSA2023) without Preemptive Rights Reserved for Specific Beneficiaries	Mgmt	For	Against	Against
17	Authorize Issuance of 1,619,853 Warrants (BSPCE2023) without Preemptive Rights Reserved for Specific Beneficiaries	Mgmt	For	Against	Against
18	Authorize up to 10 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Against	Against
19	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Carbios SA

Meeting Date: 06/22/2023	Country: France	Ticker: ALCRB
Record Date: 06/20/2023	Meeting Type: Annual/Special	
Primary Security ID: F1374G104		

Shares Voted: 22,993

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Discharge Directors	Mgmt	For	Against	Against
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Non-Deductible Expenses	Mgmt	For	For	For
4	Approve Treatment of Losses	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
6	Ratify Appointment of Juan De Pablo as Director Following Resignation of Mieke Jacobs	Mgmt	For	For	For
7	Ratify Appointment of Isabelle Parize as Director Following Resignation of Jacques Breuil	Mgmt	For	Refer	For
8	Ratify Appointment of Karine Auclair as Director Following Resignation of Jacqueline Lecourtier	Mgmt	For	Refer	For
9	Ratify Appointment of Mateus Schreiner Garcez Lopes as Director Following Resignation of Jean-Claude Lumaret	Mgmt	For	Refer	For
10	Ratify Appointment of Amandine De Souza as Director Following Resignation of Alain Chevallier	Mgmt	For	Refer	For
11	Ratify Appointment of Sandrine Conseiller as Director Following Resignation of Jean Falgoux	Mgmt	For	Against	For
12	Reelect Sandrine Conseiller as Director	Mgmt	For	Refer	For
13	Approve Remuneration of Directors in the Aggregate Amount of EUR 275,000	Mgmt	For	For	For
14	Ratify Change Location of Registered Office to Site de Cataroux, 8 rue de la Groliere, 63100 Clermont-Ferrand and Amend Article 3 of Bylaws Accordingly	Mgmt	For	For	For
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 3,935,000	Mgmt	For	For	For
17	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Item 16	Mgmt	For	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights With Binding Priority Rights up to Aggregate Nominal Amount of EUR 787,000	Mgmt	For	For	For
19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 787,000	Mgmt	For	Against	Against
20	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 787,000	Mgmt	For	Against	Against

Carbios SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
21	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 18-20	Mgmt	For	Against	Against
22	Authorize up to 0.5 Percent of Issued Capital 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 Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
25	Amend Article 4 and 16 of Bylaws Re: Corporate Purpose	Mgmt	For	For	For
26	Amend Article 12 of Bylaws Accordingly Re: Remove Double-Voting Rights for Long-Term Registered Shareholders	Mgmt	For	For	For
27	Amend Article 26 of Bylaws Re: Shareholders Representation and Voting Procedures	Mgmt	For	For	For
28	Amend Article 15 of Bylaws Re: Censors	Mgmt	For	Against	Against
	Ordinary Business	Mgmt			
29	Renew Appointment of Copernicus Wealth Management as Censor	Mgmt	For	Against	Against
30	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Carbios SA

Meeting Date: 06/22/2023	Country: France	Ticker: ALCRB
Record Date: 06/20/2023	Meeting Type: Extraordinary Shareholders	
Primary Security ID: F1374G104		

Shares Voted: 22,993

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Business	Mgmt			
1	Remove Double-Voting Rights for Long-Term Registered Shareholders and Amend Article 12 of Bylaws Accordingly	Mgmt	For	For	For
2	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

STEICO SE

Meeting Date: 06/23/2023	Country: Germany	Ticker: ST5
Record Date: 06/01/2023	Meeting Type: Annual	
Primary Security ID: D7632P119		

Shares Voted: 17,163

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.40 per Share	Mgmt	For	For	For
3	Approve Discharge of Board of Directors for Fiscal Year 2022	Mgmt	For	Abstain	Abstain
4	Ratify Deloitte GmbH as Auditors for Fiscal Year 2023	Mgmt	For	For	For
5.1	Elect Udo Schramek to the Board of Directors	Mgmt	For	Against	Against
5.2	Elect Katarzyna Schramek to the Board of Directors	Mgmt	For	Against	Against
5.3	Elect Juergen Klass to the Board of Directors	Mgmt	For	Against	Against
5.4	Elect Heinrich Koester to the Board of Directors	Mgmt	For	Against	Against
6	Approve Creation of EUR 7 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	Against	Against
7	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 350 Million; Approve Creation of EUR 7 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	Against	Against
8	Approve Virtual-Only Shareholder Meetings Until 2028	Mgmt	For	For	For
9	Amend Articles Re: Participation of Board of Directors in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For

DSM-Firmenich AG

Meeting Date: 06/29/2023	Country: Switzerland	Ticker: DSFIR
Record Date:	Meeting Type: Extraordinary Shareholders	
Primary Security ID: H0245V108		

DSM-Firmenich AG

Shares Voted: 17,854

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for the Period from Jan. 1, 2023 to May 8, 2023	Mgmt	For	For	For
2	Approve Dividends of EUR 1.60 per Share from Capital Contribution Reserves	Mgmt	For	For	For
3.1	Approve Remuneration of Directors in the Amount of EUR 3.6 Million	Mgmt	For	For	For
3.2	Approve Remuneration of Executive Committee in the Amount of EUR 37.9 Million	Mgmt	For	Refer	For
4.1	Amend Articles Re: Consultative Vote for High Value Transactions	Mgmt	For	For	For
4.2	Amend Articles Re: Information on the Identity of Shareholders	Mgmt	For	For	For
5	Transact Other Business (Voting)	Mgmt	For	Against	Against

DSM-Firmenich AG

Meeting Date: 06/29/2023

Record Date:

Primary Security ID: H0245V108

Country: Switzerland

Meeting Type: Extraordinary Shareholders

Ticker: DSFIR

Shares Voted: 17,104

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

Waga Energy SA

Meeting Date: 06/29/2023

Record Date: 06/27/2023

Primary Security ID: F9824D118

Country: France

Meeting Type: Annual/Special

Ticker: WAGA

Shares Voted: 31,331

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

Waga Energy SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Transaction with Mathieu Lefebvre Re: Employment Contract	Mgmt	For	For	For
5	Approve Transaction with Nicolas Paget Re: Employment Contract	Mgmt	For	For	For
6	Approve Transaction with Guenael Prince Re: Employment Contract	Mgmt	For	For	For
7	Approve Transaction with Ornalys Re: Service Agreement	Mgmt	For	Against	Abstain
8	Approve Transaction with Air Liquide Re: License Agreement	Mgmt	For	Against	For
9	Approve Discharge of Directors	Mgmt	For	Abstain	Abstain
10	Approve Compensation Report of Corporate Officers	Mgmt	For	Refer	For
11	Approve Compensation of Mathieu Lefebvre, Chairman and CEO	Mgmt	For	Refer	For
12	Approve Compensation of Nicolas Paget, Vice-CEO	Mgmt	For	Refer	For
13	Approve Remuneration Policy of Corporate Officers	Mgmt	For	Refer	For
14	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Refer	For
15	Approve Remuneration Policy of Vice-CEO	Mgmt	For	Refer	For
16	Receive Board's and Auditor's Additional Reports	Mgmt	For	For	For
17	Approve Remuneration of Directors in the Aggregate Amount of EUR 93,000	Mgmt	For	For	For
18	Ratify Change Location of Registered Office to 5 avenue Raymond Chanas, 38320 Eybens and Amend Article 4 of Bylaws Accordingly	Mgmt	For	For	For
19	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	Against	Against
	Extraordinary Business	Mgmt			
20	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
21	Authorize Issuance of 723,970 Warrants (BSA) without Preemptive Rights Reserved for Specific Beneficiaries	Mgmt	For	Against	Against
22	Authorize Issuance of 723,970 Warrants (BSPCE) without Preemptive Rights Reserved for Specific Beneficiaries	Mgmt	For	Against	Against
23	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 21-22 and Items 22-23 of October 8, 2021 Meeting up to 723,970 Shares	Mgmt	For	For	For

Waga Energy SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
24	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 72,397	Mgmt	For	Against	Against
25	Set Total Limit for Capital Increase to Result from Issuance Requests Under Item 24 and Items 11-14, 17-18 of October 8, 2021 Meeting at EUR 108,595.50	Mgmt	For	For	For
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
27	Approve Transfer From Carry Forward Account to Issuance Premium Account	Mgmt	For	For	For
28	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Alstom SA

Meeting Date: 07/11/2023	Country: France	Ticker: ALO
Record Date: 07/07/2023	Meeting Type: Annual/Special	
Primary Security ID: F0259M475		

Shares Voted: 94,006

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	Refer	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Reelect Sylvie Kande de Beaupuy as Director	Mgmt	For	Refer	For
6	Reelect Henri Poupart-Lafarge as Director	Mgmt	For	For	For
7	Reelect Sylvie Rucar as Director	Mgmt	For	Against	For
8	Ratify Appointment of Jay Walder as Director	Mgmt	For	Refer	For
9	Elect Bpifrance Investissement as Director	Mgmt	For	Refer	For
10	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Refer	For
11	Approve Remuneration Policy of Directors	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Approve Compensation Report	Mgmt	For	Refer	For
13	Approve Compensation of Henri Poupart-Lafarge, Chairman and CEO	Mgmt	For	Refer	For
14	Authorize Repurchase of Up to 5 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
16	Authorize Capitalization of Reserves of Up to EUR 920 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 920 Million	Mgmt	For	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 265 Million	Mgmt	For	For	For
19	Authorize Capital Increase of Up to EUR 265 Million for Future Exchange Offers	Mgmt	For	For	For
20	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 265 Million	Mgmt	For	Against	Against
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	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	Against	Against
24	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 17-22	Mgmt	For	Against	Against
25	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
26	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 265 Million	Mgmt	For	Against	Against
27	Authorize up to 6 Million Shares for Use in Restricted Stock Plans	Mgmt	For	For	For
	Ordinary Business	Mgmt			
28	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Meeting Date: 07/27/2023

Country: France

Ticker: WAVE

Record Date: 07/25/2023

Meeting Type: Annual/Special

Primary Security ID: F98323102

Shares Voted: 14,581

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 0.38 per Share	Mgmt	For	For	For
4	Approve Transaction with Patrick Hirigoyen Re: Employment Contract	Mgmt	For	Against	Against
5	Approve Compensation Report of Corporate Officers	Mgmt	For	Refer	For
6	Approve Compensation of Pascal Imbert, Chairman of the Management Board until July 28, 2022 and Chairman and CEO since July 28, 2022	Mgmt	For	Refer	For
7	Approve Compensation of Patrick Hirigoyen, Management Board Member and CEO until July 28, 2022 and Vice-CEO since July 28, 2022	Mgmt	For	Refer	For
8	Approve Compensation of Michel Dancoisne, Chairman of the Supervisory Board until July 28, 2022	Mgmt	For	For	For
9	Elect Florence Didier-Noaro as Director	Mgmt	For	Refer	For
10	Reelect Rafael Vivier as Director	Mgmt	For	Refer	For
11	Reelect Christophe Aulnette as Director	Mgmt	For	Refer	For
12	Approve Remuneration of Directors in the Aggregate Amount of EUR 294,000	Mgmt	For	For	For
13	Approve Remuneration Policy of Directors	Mgmt	For	For	For
14	Approve Remuneration Policy of Pascal Imbert, Chairman and CEO	Mgmt	For	Refer	For
15	Approve Remuneration Policy of Patrick Hirigoyen, Vice-CEO	Mgmt	For	Refer	For
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
17	Delegate Powers to the Board to Amend Articles of Bylaws to Comply with Legal Changes	Mgmt	For	Against	Against
	Ordinary Business	Mgmt			
18	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Ashtead Group Plc

Meeting Date: 09/06/2023

Country: United Kingdom

Ticker: AHT

Record Date: 09/04/2023

Meeting Type: Annual

Primary Security ID: G05320109

Shares Voted: 42,287

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	Refer	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Paul Walker as Director	Mgmt	For	Refer	For
5	Re-elect Brendan Horgan as Director	Mgmt	For	Refer	For
6	Re-elect Michael Pratt as Director	Mgmt	For	Refer	For
7	Re-elect Angus Cockburn as Director	Mgmt	For	Refer	For
8	Re-elect Lucinda Riches as Director	Mgmt	For	Refer	For
9	Re-elect Tanya Fratto as Director	Mgmt	For	Refer	For
10	Re-elect Lindsley Ruth as Director	Mgmt	For	Refer	For
11	Re-elect Jill Easterbrook as Director	Mgmt	For	Refer	For
12	Re-elect Renata Ribeiro as Director	Mgmt	For	Refer	For
13	Appoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
14	Authorise Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	Against	Against
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Against	Against
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	Against	Against
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Alfen NV

Meeting Date: 09/19/2023

Country: Netherlands

Ticker: ALFEN

Record Date: 08/22/2023

Meeting Type: Extraordinary Shareholders

Primary Security ID: N0227W101

Shares Voted: 27,870

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Elect Maria Anhalt to Supervisory Board	Mgmt	For	Refer	For
3	Close Meeting	Mgmt			

AcadeMedia AB

Meeting Date: 11/30/2023Country: SwedenTicker: ACAD
Record Date: 11/22/2023Meeting Type: Annual
Primary Security ID: W1202M266

Shares Voted: 274,597

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
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	Approve Discharge of Board and President	Mgmt	For	Abstain	Abstain
12	Determine Number of Members (7) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
13.1a	Approve Remuneration of Directors in the Aggregate Amount of SEK 3.3 Million	Mgmt	For	For	For
	Shareholder Proposals Submitted by Emma Fastesson Lindgren	Mgmt			
13.1b	Approve Omission of Remuneration of Directors	SH	None	Refer	Against

AcadeMedia AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Proposals	Mgmt			
13.2	Approve Remuneration of Auditors	Mgmt	For	For	For
14	Reelect Johan Andersson, Ann-Marie Begler, Jan Bernhardsson, Mikael Helmerson and Hakan Sorman (Chair) as Directors; Elect Hilde Britt Mellbye and Marie Osberg as New Directors	Mgmt	For	Against	Against
15	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Refer	For
16	Approve Remuneration Report	Mgmt	For	Against	Against
17.a	Approve SEK 5.3 Million Reduction in Share Capital Through Redemption of Shares	Mgmt	For	For	For
17.b	Approve SEK 5.3 Million Increase of Share Capital through a Bonus Issue without the Issuance of New Shares	Mgmt	For	For	For
18	Close Meeting	Mgmt			

Wavestone SA

Meeting Date: 12/05/2023	Country: France	Ticker: WAVE
Record Date: 12/01/2023	Meeting Type: Extraordinary Shareholders	
Primary Security ID: F98323102		

Shares Voted: 9,240

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Business	Mgmt			
1	Approve Contribution in Kind of 1,128,195 Shares from Q_PERIOR Holding AG, its Valuation and Remuneration	Mgmt	For	Refer	For
2	Authorize Capital Increase of Up to EUR 117,746 in Connection with Contribution in Kind Above	Mgmt	For	Refer	For
3	Amend Article 6 of Bylaws Re: Share Capital	Mgmt	For	Refer	For
	Ordinary Business	Mgmt			
4	Elect Karsten Hoppner as Director	Mgmt	For	Refer	For
5	Elect Astrid Blechschmidt as Director	Mgmt	For	Refer	For
6	Approve Remuneration Policy of Karsten Hoppner	Mgmt	For	Refer	For
7	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Meeting Date: 12/07/2023	Country: Denmark	Ticker: COLO.B
Record Date: 11/30/2023	Meeting Type: Annual	
Primary Security ID: K16018192		

Shares Voted: 17,501

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	Refer	For
4	Approve Remuneration Report	Mgmt	For	Refer	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
6.1	Approve Indemnification of Members of the Board of Directors	Mgmt	For	For	For
6.2	Amend Articles Re: Indemnification	Mgmt	For	For	For
6.3	Amend Remuneration Policy	Mgmt	For	Refer	For
6.4	Authorize Share Repurchase Program	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	Abstain
7.3	Reelect Annette Bruls as Director	Mgmt	For	Refer	For
7.4	Reelect Carsten Hellmann as Director	Mgmt	For	Refer	For
7.5	Reelect Jette Nygaard-Andersen as Director	Mgmt	For	Refer	Abstain
7.6	Reelect Marianne Wiinholt as Director	Mgmt	For	Refer	Abstain
8	Ratify Ernst & Young as Auditors	Mgmt	For	For	For
9	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For
10	Other Business	Mgmt			