

VOTE SUMMARY REPORT

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

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): ELEVA SUSTAINABLE
IMPACT FUND

Infineon Technologies AG

Meeting Date: 02/23/2024 **Country:** Germany **Ticker:** IFX
Record Date: 02/16/2024 **Meeting Type:** Annual
Primary Security ID: D35415104

Shares Voted: 52,993

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.35 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Jochen Hanebeck for Fiscal Year 2023	Mgmt	For	Refer	Against
3.2	Approve Discharge of Management Board Member Constanze Hufenbecher for Fiscal Year 2023	Mgmt	For	Refer	Against
3.3	Approve Discharge of Management Board Member Sven Schneider for Fiscal Year 2023	Mgmt	For	Refer	Against
3.4	Approve Discharge of Management Board Member Andreas Urschitz for Fiscal Year 2023	Mgmt	For	Refer	Against
3.5	Approve Discharge of Management Board Member Rutger Wijburg for Fiscal Year 2023	Mgmt	For	Refer	Against
4.1	Approve Discharge of Supervisory Board Member Herbert Diess (from Feb. 16, 2023) for Fiscal Year 2023	Mgmt	For	Refer	Against
4.2	Approve Discharge of Supervisory Board Member Xiaoqun Clever-Steg for Fiscal Year 2023	Mgmt	For	Refer	Against
4.3	Approve Discharge of Supervisory Board Member Johann Dechant for Fiscal Year 2023	Mgmt	For	Refer	Against
4.4	Approve Discharge of Supervisory Board Member Wolfgang Eder (until Feb. 16, 2023) for Fiscal Year 2023	Mgmt	For	Refer	Against

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.5	Approve Discharge of Supervisory Board Member Friedrich Eichiner for Fiscal Year 2023	Mgmt	For	Refer	Against
4.6	Approve Discharge of Supervisory Board Member Annette Engelfried for Fiscal Year 2023	Mgmt	For	Refer	Against
4.7	Approve Discharge of Supervisory Board Member Peter Gruber for Fiscal Year 2023	Mgmt	For	Refer	Against
4.8	Approve Discharge of Supervisory Board Member Klaus Helmrich (from Feb. 16, 2023) for Fiscal Year 2023	Mgmt	For	Refer	Against
4.9	Approve Discharge of Supervisory Board Member Hans-Ulrich Holdenried (until Feb. 16, 2023) for Fiscal Year 2023	Mgmt	For	Refer	Against
4.10	Approve Discharge of Supervisory Board Member Susanne Lachenmann for Fiscal Year 2023	Mgmt	For	Refer	Against
4.11	Approve Discharge of Supervisory Board Member Geraldine Picaud (until Feb. 2, 2023) for Fiscal Year 2023	Mgmt	For	Refer	Against
4.12	Approve Discharge of Supervisory Board Member Manfred Puffer for Fiscal Year 2023	Mgmt	For	Refer	Against
4.13	Approve Discharge of Supervisory Board Member Melanie Riedl for Fiscal Year 2023	Mgmt	For	Refer	Against
4.14	Approve Discharge of Supervisory Board Member Juergen Scholz for Fiscal Year 2023	Mgmt	For	Refer	Against
4.15	Approve Discharge of Supervisory Board Member Ulrich Spiesshofer for Fiscal Year 2023	Mgmt	For	Refer	Against
4.16	Approve Discharge of Supervisory Board Member Margret Suckale for Fiscal Year 2023	Mgmt	For	Refer	Against
4.17	Approve Discharge of Supervisory Board Member Mirco Synde for Fiscal Year 2023	Mgmt	For	Refer	Against

Infineon Technologies AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.18	Approve Discharge of Supervisory Board Member Diana Vitale for Fiscal Year 2023	Mgmt	For	Refer	Against
4.19	Approve Discharge of Supervisory Board Member Ute Wolf (from April 22, 2023) for Fiscal Year 2023	Mgmt	For	Refer	Against
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Reports for the First Half of Fiscal Year 2024	Mgmt	For	For	For
6.1	Elect Ute Wolf to the Supervisory Board	Mgmt	For	Refer	For
6.2	Elect Hermann Eul to the Supervisory Board	Mgmt	For	Refer	For
7	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
8	Approve Creation of EUR 490 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
9	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 6 Billion; Approve Creation of EUR 260 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For
10	Approve Remuneration Report	Mgmt	For	Refer	For

Novozymes A/S

Meeting Date: 03/04/2024

Record Date: 02/26/2024

Primary Security ID: K7317J133

Country: Denmark

Meeting Type: Extraordinary Shareholders

Ticker: NZYM.B

Shares Voted: 27,859

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Adoption of Novonesis AS as Secondary Name	Mgmt	For	For	For
2.a	Elect Jesper Brandgaard (Vice Chair) as Director	Mgmt	For	Refer	For
3.a	Elect Lise Kaae as Director	Mgmt	For	Refer	Abstain
3.b	Elect Kevin Lane as Director	Mgmt	For	Refer	For

Novozymes A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.c	Elect Kim Stratton as Director	Mgmt	For	Abstain	Abstain
4	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For

Novo Nordisk A/S

Meeting Date: 03/21/2024

Record Date: 03/14/2024

Primary Security ID: K72807140

Country: Denmark

Meeting Type: Annual

Ticker: NOVO.B

Shares Voted: 23,929

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 6.40 Per Share	Mgmt	For	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Refer	For
5.1	Approve Remuneration of Directors in the Amount of DKK 3.4 Million for the Chairman, DKK 1.7 Million for the Vice Chairman and DKK 840,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
5.2a	Approve Indemnification of Board of Directors	Mgmt	For	For	For
5.2b	Approve Indemnification of Executive Management	Mgmt	For	For	For
5.2c	Amend Articles Re: Indemnification Scheme	Mgmt	For	For	For
5.3	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	Refer	For
6.1	Reelect Helge Lund (Chair) as Director	Mgmt	For	Refer	For
6.2	Reelect Henrik Poulsen (Vice Chair) as Director	Mgmt	For	Refer	Abstain
6.3a	Reelect Laurence Debroux as Director	Mgmt	For	Refer	For
6.3b	Reelect Andreas Fibig as Director	Mgmt	For	Refer	For

Novo Nordisk A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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	Abstain	Abstain
8.1	Approve DKK 4.5 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 44.7 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 44.7 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 44.7 Million	Mgmt	For	For	For
9	Other Business	Mgmt			

BELIMO Holding AG

Meeting Date: 03/25/2024

Record Date: 03/14/2024

Primary Security ID: H07171129

Country: Switzerland

Meeting Type: Annual

Ticker: BEAN

Shares Voted: 3,028

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 8.50 per Share	Mgmt	For	For	For
3	Approve Non-Financial Report	Mgmt	For	For	For
4	Approve Remuneration Report	Mgmt	For	Refer	For
5	Approve Discharge of Board of Directors	Mgmt	For	Against	Against
6.1	Amend Articles Re: General Meetings	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.2	Amend Articles Re: Board Composition; Term of Office and External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For	For
6.3	Amend Articles Re: Remuneration of Board and Senior Management	Mgmt	For	For	For
6.4	Amend Articles of Association	Mgmt	For	For	For
7.1	Approve Remuneration of Directors in the Amount of CHF 350,000 for the Period from Jan 1, 2024 until 2024 AGM, if Item 6.3 is Approved	Mgmt	For	For	For
7.2	Approve Remuneration of Directors in the Amount of CHF 1.4 Million for the Period from 2024 AGM until 2025 AGM, if Item 6.3 is Approved	Mgmt	For	For	For
7.3	Approve Remuneration of Directors in the Amount of CHF 1.4 Million for Fiscal Year 2024, if Item 6.3 is Rejected	Mgmt	For	For	For
8.1	Approve Remuneration of Executive Committee in the Amount of CHF 7.3 Million for Fiscal Year 2024	Mgmt	For	Refer	For
8.2	Approve Remuneration of Executive Committee in the Amount of CHF 7.5 Million for Fiscal Year 2025, if Item 6.3 is Approved	Mgmt	For	Refer	For
9.1.1	Reelect Adrian Altenburger as Director	Mgmt	For	Refer	For
9.1.2	Reelect Patrick Burkhalter as Director	Mgmt	For	Against	Against
9.1.3	Reelect Sandra Emme as Director	Mgmt	For	Refer	For
9.1.4	Reelect Urban Linsi as Director	Mgmt	For	Against	Against
9.1.5	Reelect Ines Poeschel as Director	Mgmt	For	Refer	For
9.1.6	Reelect Stefan Ranstrand as Director	Mgmt	For	Against	Against
9.1.7	Reelect Martin Zwyszig as Director	Mgmt	For	Against	Against
9.2.1	Reelect Patrick Burkhalter as Board Chair	Mgmt	For	Against	Against
9.2.2	Reelect Martin Zwyszig as Deputy Chair	Mgmt	For	Against	Against
9.3.1	Reappoint Sandra Emme as Member of the Nomination and Compensation Committee	Mgmt	For	Refer	Against

BELIMO Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.3.2	Reappoint Urban Linsi as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
9.3.3	Reappoint Ines Poeschel as Member of the Nomination and Compensation Committee	Mgmt	For	Refer	For
9.3.4	Reappoint Stefan Ranstrand as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
9.4	Designate Proxy Voting Services GmbH as Independent Proxy	Mgmt	For	Against	Against
9.5	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
10	Transact Other Business (Voting)	Mgmt	For	Against	Against

BELIMO Holding AG

Meeting Date: 03/25/2024

Record Date:

Primary Security ID: H07171129

Country: Switzerland

Meeting Type: Annual

Ticker: BEAN

Shares Voted: 3,028

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

Sartorius Stedim Biotech SA

Meeting Date: 03/26/2024

Record Date: 03/22/2024

Primary Security ID: F8005V210

Country: France

Meeting Type: Annual/Special

Ticker: DIM

Shares Voted: 3,210

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 Allocation of Income and Dividends of EUR 0.69 per Share	Mgmt	For	For	For

Sartorius Stedim Biotech SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Remuneration Policy of Directors; Approve Remuneration of Directors in the Aggregate Amount of EUR 600,000	Mgmt	For	For	For
5	Approve Compensation Report of Corporate Officers	Mgmt	For	Refer	Against
6	Approve Compensation of Joachim Kreuzburg, Chairman and CEO from January 1, 2023 to March 27, 2023	Mgmt	For	Refer	For
7	Approve Compensation of Rene Faber, Vice-CEO from January 1, 2023 to March 27, 2023	Mgmt	For	Refer	For
8	Approve Compensation of Joachim Kreuzburg, Chairman of the Board from March 28, 2023 to December 31, 2023	Mgmt	For	For	For
9	Approve Compensation of Rene Faber, CEO from March 28, 2023 to December 31, 2023	Mgmt	For	Refer	Against
10	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
11	Approve Remuneration Policy of CEO	Mgmt	For	Against	Against
12	Reelect Susan Dexter as Director	Mgmt	For	Refer	For
13	Reelect Anne-Marie Graffin as Director	Mgmt	For	Against	Against
14	Appoint PricewaterhouseCoopers Audit as Auditor	Mgmt	For	For	For
15	Appoint PricewaterhouseCoopers Audit as Sustainability Auditor	Mgmt	For	For	For
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
17	Amend Articles 17 and 22 of Bylaws Re: General Meetings	Mgmt	For	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 6 Million	Mgmt	For	Against	Against
19	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 6 Million	Mgmt	For	Against	Against

Sartorius Stedim Biotech SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
20	Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Investors, up to Aggregate Nominal Amount of EUR 6 Million	Mgmt	For	Against	Against
21	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 18 to 19	Mgmt	For	Against	Against
22	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Against	Against
23	Authorize Capitalization of Reserves of Up to EUR 6 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
24	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	Against	Against
25	Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Against	Against
26	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For

EDP Renovaveis SA

Meeting Date: 04/04/2024

Record Date: 03/26/2024

Primary Security ID: E3847K101

Country: Spain

Meeting Type: Annual

Ticker: EDPR

Shares Voted: 82,114

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 Remuneration Report	Mgmt	For	For	For
5	Approve Non-Financial Information Statement	Mgmt	For	For	For

EDP Renovaveis SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Appraise Management of Company and Approve Vote of Confidence to Board of Directors	Mgmt	For	Abstain	Abstain
7	Renew Appointment of PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
8.A	Acknowledge Resignation of Vera de Moraes Pinto Pereira Carneiro as Director	Mgmt			
8.B	Acknowledge Resignation of Ana Paula Garrido de Pina Marques as Director	Mgmt			
8.C	Acknowledge Resignation of Acacio Liberado Mota Piloto as Director	Mgmt			
8.D	Fix Number of Directors at 9	Mgmt	For	For	For
8.E	Reelect Miguel Stilwell de Andrade as Director	Mgmt	For	Refer	For
8.F	Reelect Rui Manuel Rodrigues Lopes Teixeira as Director	Mgmt	For	Refer	For
8.G	Reelect Manuel Menendez Menendez as Director	Mgmt	For	Refer	Against
8.H	Reelect Antonio Sarmento Gomes Mota as Director	Mgmt	For	Against	Against
8.I	Reelect Rosa Maria Garcia Garcia as Director	Mgmt	For	Refer	For
8.J	Reelect Jose Manuel Felix Morgado as Director	Mgmt	For	Refer	For
8.K	Reelect Allan J. Katz as Director	Mgmt	For	Refer	For
8.L	Reelect Cynthia Kay McCall as Director	Mgmt	For	Refer	For
8.M	Elect Ana Paula de Sousa Freitas Madureira Serra as Director	Mgmt	For	Refer	For
9	Amend Remuneration Policy	Mgmt	For	Refer	For
10	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Alfen NV

Meeting Date: 04/09/2024	Country: Netherlands	Ticker: ALFEN
Record Date: 03/12/2024	Meeting Type: Annual	
Primary Security ID: N0227W101		

Shares Voted: 20,718

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

Meeting Date: 04/17/2024

Record Date: 03/20/2024

Primary Security ID: N4297B146

Country: Netherlands

Meeting Type: Annual

Ticker: KPN

Shares Voted: 347,466

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			
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	Discussion on Company's Corporate Governance Structure	Mgmt			
10	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	Mgmt	For	For	For
11	Approve Remuneration Policy of Management Board	Mgmt	For	Refer	For
12	Approve Remuneration Policy of Supervisory Board	Mgmt	For	For	For
13	Notification of the Intended Reappointments of Farwerck, Figee, Garssen and Snoep to Management Board	Mgmt			
14	Discuss Composition of the Supervisory Board	Mgmt			
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			

Meeting Date: 04/23/2024	Country: France	Ticker: OR
Record Date: 04/19/2024	Meeting Type: Annual/Special	
Primary Security ID: F58149133		

Shares Voted: 4,108

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 6.60 per Share and an Extra of EUR 0.66 per Share to Long Term Registered Shares	Mgmt	For	For	For
4	Elect Jacques Ripoll as Director	Mgmt	For	Refer	For
5	Reelect Beatrice Guillaume-Grabisch as Director	Mgmt	For	Refer	For
6	Reelect Ilham Kadri as Director	Mgmt	For	Against	Against
7	Reelect Jean-Victor Meyers as Director	Mgmt	For	Refer	For
8	Reelect Nicolas Meyers as Director	Mgmt	For	Refer	For
9	Appoint Deloitte & Associates as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
10	Appoint Ernst & Young Audit as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
11	Approve Compensation Report of Corporate Officers	Mgmt	For	Refer	For
12	Approve Compensation of Jean-Paul Agon, Chairman of the Board	Mgmt	For	For	For
13	Approve Compensation of Nicolas Hieronimus, CEO	Mgmt	For	Refer	For
14	Approve Remuneration Policy of Directors	Mgmt	For	For	For
15	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
16	Approve Remuneration Policy of CEO	Mgmt	For	Refer	For
17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			

L'Oreal SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
18	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
19	Authorize up to 0.6 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
22	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Amplifon SpA

Meeting Date: 04/24/2024

Record Date: 04/15/2024

Primary Security ID: T0388E118

Country: Italy

Meeting Type: Annual

Ticker: AMP

Shares Voted: 35,796

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
	Management Proposals	Mgmt			
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Allocation of Income	Mgmt	For	For	For
2	Approve Remuneration of Directors	Mgmt	For	For	For
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt			
3.1.1	Slate 1 Submitted by Ampliter Srl	SH	None	Refer	Against
3.1.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	Refer	For
	Shareholder Proposal Submitted By Ampliter Srl	Mgmt			
3.2	Approve Internal Auditors' Remuneration	SH	None	For	For
	Management Proposals	Mgmt			
4.1	Approve Remuneration Policy	Mgmt	For	Refer	For

Amplifon SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.2	Approve Second Section of the Remuneration Report	Mgmt	For	Refer	Against
5	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For

ASML Holding NV

Meeting Date: 04/24/2024Country: NetherlandsTicker: ASML

Record Date: 03/27/2024Meeting Type: Annual

Primary Security ID: N07059202

Shares Voted: 3,281					
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 ESG Sustainability	Mgmt			
3a	Approve Remuneration Report	Mgmt	For	Refer	For
3b	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
3c	Discussion on Company's Corporate Governance Structure and Compliance with the Corporate Governance Code	Mgmt			
3d	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
3e	Approve Dividends	Mgmt	For	For	For
4a	Approve Discharge of Management Board	Mgmt	For	Against	Against
4b	Approve Discharge of Supervisory Board	Mgmt	For	Against	Against
5	Approve Number of Shares for Management Board	Mgmt	For	For	For
6a	Announce Intention to Reappoint C.D. Fouquet to Management Board	Mgmt			
6b	Announce Intention to Reappoint J.P. Koonmen to Management Board	Mgmt			
7a	Discuss Updated Profile of the Supervisory Board	Mgmt			
7b	Reelect A.P. Aris to Supervisory Board	Mgmt	For	Refer	For

ASML Holding NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7c	Reelect D.M. Durcan to Supervisory Board	Mgmt	For	Refer	For
7d	Reelect D.W.A. East to Supervisory Board	Mgmt	For	Refer	For
7e	Discuss Composition of the Supervisory Board	Mgmt			
8a	Grant Board Authority to Issue Shares Up to 5 Percent of Issued Capital Plus Additional 5 Percent in Case of Merger or Acquisition	Mgmt	For	For	For
8b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
10	Authorize Cancellation of Repurchased Shares	Mgmt	For	For	For
11	Other Business (Non-Voting)	Mgmt			
12	Close Meeting	Mgmt			

Intesa Sanpaolo SpA

Meeting Date: 04/24/2024

Record Date: 04/15/2024

Primary Security ID: T55067101

Country: Italy

Meeting Type: Annual/Special

Ticker: ISP

Shares Voted: 564,073

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1b	Approve Allocation of Income	Mgmt	For	For	For
2a	Approve Remuneration Policy	Mgmt	For	Refer	For
2b	Approve Second Section of the Remuneration Report	Mgmt	For	Refer	For
2c	Approve Annual Incentive Plan	Mgmt	For	Refer	For
3a	Authorize Share Repurchase Program	Mgmt	For	For	For
3b	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Incentive Plans	Mgmt	For	For	For

Intesa Sanpaolo SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3c	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
1	Authorize Cancellation of Shares without Reduction of Share Capital; Amend Article 5	Mgmt	For	For	For

Muenchener Rueckversicherungs-Gesellschaft AG

Meeting Date: 04/25/2024Country: GermanyTicker: MUV2

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

Primary Security ID: D55535104

Shares Voted: 3,419

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 15.00 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Joachim Wenning for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
3.2	Approve Discharge of Management Board Member Thomas Blunck for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
3.3	Approve Discharge of Management Board Member Nicholas Gartside for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
3.4	Approve Discharge of Management Board Member Stefan Golling for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
3.5	Approve Discharge of Management Board Member Christoph Jurecka for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
3.6	Approve Discharge of Management Board Member Achim Kassow for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
3.7	Approve Discharge of Management Board Member Michael Kerner for Fiscal Year 2023	Mgmt	For	Abstain	Abstain

Muenchener Rueckversicherungs-Gesellschaft AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.8	Approve Discharge of Management Board Member Clarisse Kopff for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
3.9	Approve Discharge of Management Board Member Mari-Lizette Malherbe for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
3.10	Approve Discharge of Management Board Member Markus Riess for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
4.1	Approve Discharge of Supervisory Board Member Nikolaus von Bomhard for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
4.2	Approve Discharge of Supervisory Board Member Anne Horstmann for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
4.3	Approve Discharge of Supervisory Board Member Ann-Kristin Achleitner for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
4.4	Approve Discharge of Supervisory Board Member Clement Booth for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
4.5	Approve Discharge of Supervisory Board Member Ruth Brown for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
4.6	Approve Discharge of Supervisory Board Member Stephan Eberl for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
4.7	Approve Discharge of Supervisory Board Member Frank Fassin for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
4.8	Approve Discharge of Supervisory Board Member Ursula Gather for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
4.9	Approve Discharge of Supervisory Board Member Gerd Haeusler for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
4.10	Approve Discharge of Supervisory Board Member Angelika Herzog for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
4.11	Approve Discharge of Supervisory Board Member Renata Bruengger for Fiscal Year 2023	Mgmt	For	Abstain	Abstain

Muenchener Rueckversicherungs-Gesellschaft AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.12	Approve Discharge of Supervisory Board Member Stefan Kaindl for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
4.13	Approve Discharge of Supervisory Board Member Carinne Knoche-Brouillon for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
4.14	Approve Discharge of Supervisory Board Member Gabriele Muecke for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
4.15	Approve Discharge of Supervisory Board Member Ulrich Plottke for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
4.16	Approve Discharge of Supervisory Board Member Manfred Rassy for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
4.17	Approve Discharge of Supervisory Board Member Carsten Spohr for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
4.18	Approve Discharge of Supervisory Board Member Karl-Heinz Streibich for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
4.19	Approve Discharge of Supervisory Board Member Markus Wagner for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
4.20	Approve Discharge of Supervisory Board Member Maximilian Zimmerer for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
5.1	Ratify EY GmbH & Co. KG as Auditors for Fiscal Year 2024 and for the Review of the Interim Financial Statements for Fiscal Year 2024 and First Quarter of Fiscal Year 2025	Mgmt	For	For	For
5.2	Ratify EY GmbH & Co. KG as Auditors of Sustainability Report for Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	Refer	For
7.1	Elect Nikolaus von Bomhard to the Supervisory Board	Mgmt	For	Against	Against
7.2	Elect Clement Booth to the Supervisory Board	Mgmt	For	Refer	For
7.3	Elect Roland Busch to the Supervisory Board	Mgmt	For	Refer	For
7.4	Elect Julia Jaekel to the Supervisory Board	Mgmt	For	Refer	For

Muenchener Rueckversicherungs-Gesellschaft AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.5	Elect Renata Bruengger to the Supervisory Board	Mgmt	For	Against	Against
7.6	Elect Carinne Knoche-Brouillon to the Supervisory Board	Mgmt	For	Refer	For
7.7	Elect Victoria Ossadnik to the Supervisory Board	Mgmt	For	Against	Against
7.8	Elect Carsten Spohr to the Supervisory Board	Mgmt	For	Refer	For
7.9	Elect Jens Weidmann to the Supervisory Board	Mgmt	For	Refer	For
7.10	Elect Maximilian Zimmerer to the Supervisory Board	Mgmt	For	Refer	For
8	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
9	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For

RELX Plc

Meeting Date: 04/25/2024

Record Date: 04/23/2024

Primary Security ID: G7493L105

Country: United Kingdom

Meeting Type: Annual

Ticker: REL

Shares Voted: 66,728

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	Refer	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
6	Elect Bianca Tetteroo as Director	Mgmt	For	Refer	For
7	Re-elect Paul Walker as Director	Mgmt	For	Refer	For
8	Re-elect Erik Engstrom as Director	Mgmt	For	Refer	For
9	Re-elect Nick Luff as Director	Mgmt	For	Refer	For
10	Re-elect Alistair Cox as Director	Mgmt	For	Refer	For
11	Re-elect June Felix as Director	Mgmt	For	Refer	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Re-elect Charlotte Hogg as Director	Mgmt	For	Refer	For
13	Re-elect Robert MacLeod as Director	Mgmt	For	Refer	For
14	Re-elect Andrew Sukawaty as Director	Mgmt	For	Refer	For
15	Re-elect Suzanne Wood as Director	Mgmt	For	Refer	For
16	Authorise Issue of Equity	Mgmt	For	Against	Against
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Against	Against
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	Against	Against
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Air Liquide SA

Meeting Date: 04/30/2024	Country: France	Ticker: AI
Record Date: 04/26/2024	Meeting Type: Annual/Special	
Primary Security ID: F01764103		

Shares Voted: 7,262

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 3.20 per Share	Mgmt	For	For	For
4	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
5	Reelect Kim Ann Mink as Director	Mgmt	For	Refer	For
6	Reelect Monica de Virgiliis as Director	Mgmt	For	Refer	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
8	Approve Compensation of Francois Jackow, CEO	Mgmt	For	Refer	For
9	Approve Compensation of Benoit Potier, Chairman of the Board	Mgmt	For	For	For
10	Approve Compensation Report of Corporate Officers	Mgmt	For	Refer	For
11	Approve Remuneration Policy of CEO	Mgmt	For	Refer	For
12	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
13	Approve Remuneration Policy of Directors	Mgmt	For	For	For
14	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.5 Million	Mgmt	For	For	For
15	Appoint PricewaterhouseCoopers Audit as Authorized Sustainability Auditors	Mgmt	For	For	For
16	Appoint KPMG S.A. as Authorized Sustainability Auditors	Mgmt	For	For	For
17	Extraordinary Business	Mgmt			
	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
18	Authorize Capitalization of Reserves of Up to EUR 320 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For	For
21	Amend Article 11 of Bylaws Re: Age Limit of Directors	Mgmt	For	For	For
22	Amend Article 12 of Bylaws Re: Age Limit of Chairman of the Board	Mgmt	For	For	For
23	Ordinary Business	Mgmt			
	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Amplifon SpA

Meeting Date: 04/30/2024

Record Date: 04/19/2024

Primary Security ID: T0388E118

Country: Italy

Meeting Type: Extraordinary Shareholders

Ticker: AMP

Shares Voted: 35,796

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

EssilorLuxottica SA

Meeting Date: 04/30/2024

Record Date: 04/26/2024

Primary Security ID: F31665106

Country: France

Meeting Type: Annual/Special

Ticker: EL

Shares Voted: 7,996

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 3.95 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
5	Approve Compensation Report of Corporate Officers	Mgmt	For	Refer	Against
6	Approve Compensation of Francesco Milleri, Chairman and CEO	Mgmt	For	Refer	For
7	Approve Compensation of Paul du Saillant, Vice-CEO	Mgmt	For	Refer	For
8	Approve Remuneration Policy of Directors	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Refer	Against
10	Approve Remuneration Policy of Vice-CEO	Mgmt	For	Refer	Against
11	Elect Francesco Milleri as Director	Mgmt	For	For	For
12	Elect Paul du Saillant as Director	Mgmt	For	Refer	For
13	Elect Romolo Bardin as Director	Mgmt	For	Refer	For
14	Elect Jean-Luc Biamonti as Director	Mgmt	For	Refer	For
15	Elect Marie-Christine Coisne-Roquette as Director	Mgmt	For	Refer	For
16	Elect Jose Gonzalo as Director	Mgmt	For	Refer	For
17	Elect Virginie Mercier Pitre as Director	Mgmt	For	Refer	For
18	Elect Mario Notari as Director	Mgmt	For	Refer	For
19	Elect Swati Piramal as Director	Mgmt	For	Against	Against
20	Elect Cristina Scocchia as Director	Mgmt	For	Refer	For
21	Elect Nathalie von Siemens as Director	Mgmt	For	Refer	For
22	Elect Andrea Zappia as Director	Mgmt	For	Against	Against
23	Appoint PricewaterhouseCoopers Audit as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
24	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
25	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
26	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights, with a Binding Priority Right up to Aggregate Nominal Amount of EUR 4,084,624	Mgmt	For	For	For
27	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 4,084,624	Mgmt	For	Against	Against

EssilorLuxottica SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
28	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	For	For
29	Authorize Capital Increase of up to 5 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
30	Authorize Capital Increase of Up to EUR 4,084,624 for Future Exchange Offers	Mgmt	For	For	For
31	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 4,084,624	Mgmt	For	For	For
32	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
33	Authorize up to 2.5 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees and Corporate Officers With Performance Conditions Attached	Mgmt	For	For	For
34	Ordinary Business	Mgmt			
	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Novonesis AS Novozymes AS

Meeting Date: 04/30/2024

Record Date: 04/23/2024

Primary Security ID: K7317J133

Country: Denmark

Meeting Type: Annual

Ticker: NSIS.B

Shares Voted: 34,077

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 2 Per Share	Mgmt	For	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against	Against

Novonesis AS Novozymes AS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Approve Remuneration of Directors in the Amount of DKK 1.6 Million for Chairman, DKK 1.09 Million for Vice Chairman and DKK 545,700 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration for Committee Work	Mgmt	For	For	For
6.a	Reelect Cornelis (Cees) de Jong (Chair) as Director	Mgmt	For	Abstain	Abstain
7.a	Reelect Jesper Brandgaard (Vice Chair) as Director	Mgmt	For	Refer	For
8.a	Reelect Heine Dalsgaard as Director	Mgmt	For	Abstain	Abstain
8.b	Reelect Sharon James as Director	Mgmt	For	Refer	For
8.c	Reelect Kasim Kutay as Director	Mgmt	For	Abstain	Abstain
8.d	Reelect Lise Kaae as Director	Mgmt	For	Refer	For
8.e	Reelect Kevin Lane as Director	Mgmt	For	Refer	For
8.f	Reelect Morten Otto Alexander Sommer as Director	Mgmt	For	Refer	For
8.g	Reelect Kim Stratton as Director	Mgmt	For	Abstain	Abstain
9.a	Ratify Ernst & Young as Auditors	Mgmt	For	For	For
10.a	Approve Creation of DKK 93.7 Million Pool of Capital in B Shares without Preemptive Rights; DKK 93.7 Million Pool of Capital with Preemptive Rights; and Pool of Capital in Warrants without Preemptive Rights	Mgmt	For	For	For
10.b	Authorize Share Repurchase Program	Mgmt	For	For	For
10.c	Authorize Board to Decide on the Distribution of Extraordinary Dividends	Mgmt	For	For	For
10.d1	Allow General Meetings to be Held in English	Mgmt	For	For	For
10.d2	Approve Maximum Increase in Share Under Articles 5.1, 5.2 and 5.3 up to DKK 103 Million	Mgmt	For	For	For
10.d3	Approve Indemnification of Members of the Board of Directors and Executive Management	Mgmt	For	For	For
10.d4	Amend Articles Re: Editorial Changes	Mgmt	For	For	For

Novonesis AS Novozymes AS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Amend Remuneration Policy	Mgmt	For	Refer	For
12	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For
13	Other Business	Mgmt			

KBC Group SA/NV

Meeting Date: 05/02/2024

Record Date: 04/18/2024

Primary Security ID: B5337G162

Country: Belgium

Meeting Type: Annual

Ticker: KBC

Shares Voted: 25,803

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Receive Directors' Reports (Non-Voting)	Mgmt			
2	Receive Auditors' Reports (Non-Voting)	Mgmt			
3	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt			
4	Approve Financial Statements, Allocation of Income, and Dividends of EUR 4.15 per Share	Mgmt	For	For	For
5	Approve Increase in Fixed Remuneration of the Members of the Audit Committee and the Risk and Compliance Committee	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	Refer	For
7	Approve Remuneration Policy	Mgmt	For	Refer	Against
8	Approve Discharge of Directors	Mgmt	For	Abstain	Abstain
9	Approve Discharge of Auditors	Mgmt	For	Abstain	Abstain
10	Approve Auditors' Remuneration	Mgmt	For	For	For
11	Appoint KPMG, Represented by Kenneth Vermeire and Steven Mulkens, as Auditors for the Sustainability Reporting	Mgmt	For	For	For
12.1	Reelect Johan Thijs as Director	Mgmt	For	Refer	For
12.2	Reelect Sonja De Becker as Director	Mgmt	For	Against	Against

KBC Group SA/NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12.3	Reelect Liesbet Okkerse as Director	Mgmt	For	Against	Against
12.4	Reelect Erik Clinck as Director	Mgmt	For	Against	Against
12.5	Reelect Theodoros Roussis as Director	Mgmt	For	Against	Against
12.6	Elect Diana Radl Rogerova as Independent Director	Mgmt	For	Refer	For
13	Transact Other Business	Mgmt			

SPIE SA

Meeting Date: 05/03/2024

Record Date: 04/30/2024

Primary Security ID: F8691R101

Country: France

Meeting Type: Annual/Special

Ticker: SPIE

Shares Voted: 52,170

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 0.83 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Appoint PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting	Mgmt	For	For	For
6	Approve Compensation of Chairman and CEO	Mgmt	For	Refer	For
7	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Refer	For
8	Approve Compensation Report	Mgmt	For	Refer	For
9	Approve Remuneration Policy of Directors	Mgmt	For	For	For
10	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			

SPIE SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
12	Authorize Capitalization of Reserves of Up to EUR 15 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
13	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 39 Million	Mgmt	For	For	For
14	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 7.8 Million	Mgmt	For	For	For
15	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 7.8 Million	Mgmt	For	Against	Against
16	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	Against	Against
17	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
18	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For	For
20	Authorize up to 0.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
21	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

DSM-Firmenich AG

Meeting Date: 05/07/2024	Country: Switzerland	Ticker: DSFIR
Record Date: 04/23/2024	Meeting Type: Annual	
Primary Security ID: H0245V108		

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 Sustainability Report	Mgmt	For	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	Against	Against
3	Approve Allocation of Income and Dividends of EUR 2.50 per Share	Mgmt	For	For	For
4.1.a	Reelect Thomas Leysen as Director and Board Chair	Mgmt	For	Refer	For
4.1.b	Reelect Patrick Firmenich as Director	Mgmt	For	Refer	For
4.1.c	Reelect Sze Cotte-Tan as Director	Mgmt	For	Refer	For
4.1.d	Reelect Antoine Firmenich as Director	Mgmt	For	Refer	Abstain
4.1.e	Reelect Erica Mann as Director	Mgmt	For	Refer	For
4.1.f	Reelect Carla Mahieu as Director	Mgmt	For	Refer	For
4.1.g	Reelect Frits van Paasschen as Director	Mgmt	For	Refer	For
4.1.h	Reelect Andre Pometta as Director	Mgmt	For	Refer	For
4.1.i	Reelect John Ramsay as Director	Mgmt	For	Refer	For
4.1.j	Reelect Richard Ridinger as Director	Mgmt	For	Refer	For
4.1.k	Reelect Corien Wortmann as Director	Mgmt	For	Refer	For
4.2.1	Reappoint Carla Mahieu as Member of the Compensation Committee	Mgmt	For	Refer	For
4.2.2	Reappoint Thomas Leysen as Member of the Compensation Committee	Mgmt	For	Refer	For
4.2.3	Reappoint Frits van Paasschen as Member of the Compensation Committee	Mgmt	For	Refer	For
4.2.4	Reappoint Andre Pometta as Member of the Compensation Committee	Mgmt	For	Refer	For
5.1	Approve Remuneration of Directors in the Amount of EUR 3.7 Million	Mgmt	For	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of EUR 39.5 Million	Mgmt	For	Refer	For

DSM-Firmenich AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.3	Approve Remuneration Report	Mgmt	For	Refer	For
6	Ratify KPMG as Auditors	Mgmt	For	For	For
7	Designate Christian Hochstrasser as Independent Proxy	Mgmt	For	Against	Against
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

DSM-Firmenich AG

Meeting Date: 05/07/2024Country: SwitzerlandTicker: DSFIR

Record Date:Meeting Type: Annual

Primary Security ID: H0245V108

Shares Voted: 22,581

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

Allianz SE

Meeting Date: 05/08/2024Country: GermanyTicker: ALV

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

Primary Security ID: D03080112

Shares Voted: 7,113

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 13.80 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Oliver Baete for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
3.2	Approve Discharge of Management Board Member Sirma Boshnakova for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
3.3	Approve Discharge of Management Board Member Barbara Karuth-Zelle for Fiscal Year 2023	Mgmt	For	Abstain	Abstain

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.4	Approve Discharge of Management Board Member Klaus-Peter Roehler for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
3.5	Approve Discharge of Management Board Member Giulio Terzariol for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
3.6	Approve Discharge of Management Board Member Guenther Thallinger for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
3.7	Approve Discharge of Management Board Member Christopher Townsend for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
3.8	Approve Discharge of Management Board Member Renate Wagner for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
3.9	Approve Discharge of Management Board Member Andreas Wimmer for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
4.1	Approve Discharge of Supervisory Board Member Michael Diekmann for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
4.2	Approve Discharge of Supervisory Board Member Gabriele Burkhardt-Berg for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
4.3	Approve Discharge of Supervisory Board Member Herbert Hainer for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
4.4	Approve Discharge of Supervisory Board Member Sophie Boissard for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
4.5	Approve Discharge of Supervisory Board Member Christine Bosse for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
4.6	Approve Discharge of Supervisory Board Member Rashmy Chatterjee for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
4.7	Approve Discharge of Supervisory Board Member Friedrich Eichiner for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
4.8	Approve Discharge of Supervisory Board Member Jean-Claude Le Goer for Fiscal Year 2023	Mgmt	For	Abstain	Abstain

Allianz SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.9	Approve Discharge of Supervisory Board Member Martina Grundler for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
4.10	Approve Discharge of Supervisory Board Member Frank Kirsch for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
4.11	Approve Discharge of Supervisory Board Member Juergen Lawrenz for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
4.12	Approve Discharge of Supervisory Board Member Primiano Di Paolo for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	Refer	For
7.1	Elect Stephanie Bruce to the Supervisory Board	Mgmt	For	Refer	For
7.2	Elect Joerg Schneider to the Supervisory Board	Mgmt	For	Refer	For
8	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For

TERNA Rete Elettrica Nazionale SpA

Meeting Date: 05/10/2024

Record Date: 04/30/2024

Primary Security ID: T9471R100

Country: Italy

Meeting Type: Annual

Ticker: TRN

Shares Voted: 199,547

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income	Mgmt	For	For	For
3	Approve 2024-2028 Performance Share Plan	Mgmt	For	For	For

TERNA Rete Elettrica Nazionale SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service 2024-2028 Performance Share Plan	Mgmt	For	For	For
5.1	Approve Remuneration Policy	Mgmt	For	Refer	Against
5.2	Approve Second Section of the Remuneration Report	Mgmt	For	Against	Against

BNP Paribas SA

Meeting Date: 05/14/2024Country: FranceTicker: BNP

Record Date: 05/10/2024Meeting Type: Annual/Special

Primary Security ID: F1058Q238

Shares Voted: 17,319

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 4.60 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	Renew Appointment of Deloitte & Associes as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
7	Appoint Ernst & Young et Autres as Auditor Responsible for Certifying Sustainability Information	Mgmt	For	For	For
8	Reelect Christian Noyer as Director	Mgmt	For	Refer	For
9	Ratify Appointment of Marie-Christine Lombard as Director; Reelect Marie-Christine Lombard as Director	Mgmt	For	Refer	For
10	Elect Annemarie Straathof as Director	Mgmt	For	Refer	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Reelect Juliette Brisac as Representative of Employee Shareholders to the Board	Mgmt	For	For	For
A	Proposals Submitted by Employees of BNP Paribas SA	Mgmt			
	Elect Isabelle Coron as Representative of Employee Shareholders to the Board	SH	Against	Against	Against
	Elect Thierry Schwob as Representative of Employee Shareholders to the Board	SH	Against	Against	Against
	Elect Frederic Mayrand as Representative of Employee Shareholders to the Board	SH	Against	Against	Against
12	Approve Remuneration Policy of Directors	Mgmt	For	For	For
13	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
14	Approve Remuneration Policy of CEO	Mgmt	For	Refer	For
15	Approve Remuneration Policy of Vice-CEOs	Mgmt	For	Refer	For
16	Approve Compensation Report of Corporate Officers	Mgmt	For	Refer	For
17	Approve Compensation of Jean Lemierre, Chairman of the Board	Mgmt	For	Refer	For
18	Approve Compensation of Jean-Laurent Bonnafe, CEO	Mgmt	For	Refer	For
19	Approve Compensation of Yann Gerardin, Vice-CEO	Mgmt	For	Refer	For
20	Approve Compensation of Thierry Laborde, Vice-CEO	Mgmt	For	Refer	For
21	Approve Remuneration of Directors in the Aggregate Amount of EUR 1,850,000	Mgmt	For	For	For
22	Approve the Overall Envelope of Compensation of Certain Senior Management, Responsible Officers and the Risk-takers	Mgmt	For	Refer	For
23	Fix Maximum Variable Compensation Ratio for Executives and Risk Takers	Mgmt	For	Refer	For
24	Extraordinary Business	Mgmt			
	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 915 Million	Mgmt	For	For	For

BNP Paribas SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
25	Authorize Capital Increase of Up to EUR 225 Million for Future Exchange Offers	Mgmt	For	For	For
26	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
27	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 25 and 26 at EUR 225 Million	Mgmt	For	For	For
28	Authorize Capitalization of Reserves of Up to EUR 915 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
29	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 24 to 26 at EUR 915 Million	Mgmt	For	For	For
30	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
31	Approve Issuance of Super-Subordinated Contingent Convertible Bonds without Preemptive Rights for Private Placements, up to 10 Percent of Issued Capital	Mgmt	For	For	For
32	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
33	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

SAP SE

Meeting Date: 05/15/2024

Record Date: 04/23/2024

Primary Security ID: D66992104

Country: Germany

Meeting Type: Annual

Ticker: SAP

Shares Voted: 12,437

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 2.20 per Share	Mgmt	For	For	For

SAP SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	Abstain	Abstain
5	Ratify BDO AG as Auditors for Fiscal Year 2024 and as Auditors of Sustainability Reporting for Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	Refer	For
7.1	Elect Aicha Evans to the Supervisory Board	Mgmt	For	Refer	For
7.2	Elect Gerhard Oswald to the Supervisory Board	Mgmt	For	Against	Against
7.3	Elect Friederike Rotsch to the Supervisory Board	Mgmt	For	Refer	For
7.4	Elect Ralf Herbrich to the Supervisory Board	Mgmt	For	Refer	For
7.5	Elect Pekka Ala-Pietilae to the Supervisory Board	Mgmt	For	Refer	For
8	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
9	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For

Capgemini SE

Meeting Date: 05/16/2024

Record Date: 05/14/2024

Primary Security ID: F4973Q101

Country: France

Meeting Type: Annual/Special

Ticker: CAP

Shares Voted: 7,572

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 3.40 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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	Reelect Sian Herbert-Jones as Director	Mgmt	For	Refer	For
12	Reelect Belen Moscoso del Prado Lopez-Doriga as Director	Mgmt	For	Refer	For
13	Reelect Aiman Ezzat as Director	Mgmt	For	Refer	For
14	Elect Christophe Merveilleux du Vignaux as Representative of Employee Shareholders to the Board	Mgmt	For	For	For
A	Elect Laurence Metzke as Representative of Employee Shareholders to the Board	SH	Against	Against	Against
15	Appoint Mazars as Auditor for the Sustainability Reporting	Mgmt	For	For	For
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
17	Extraordinary Business	Mgmt	For	For	For
	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt			
18	Authorize Capitalization of Reserves of Up to EUR 1.5 Billion for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
19	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 540 Million	Mgmt	For	For	For
20	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 135 Million	Mgmt	For	For	For

Capgemini SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
21	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 135 Million	Mgmt	For	Against	Against
22	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights Under Items 20 and 21	Mgmt	For	Against	Against
23	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	Against	Against
24	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
25	Authorize up to 1.2 Percent of Issued Capital for Use in Restricted Stock Plans Under Performance Conditions Reserved for Employees and Executive Officers	Mgmt	For	For	For
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
28	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

STMicroelectronics NV

Meeting Date: 05/22/2024

Record Date: 04/24/2024

Primary Security ID: N83574108

Country: Netherlands

Meeting Type: Annual

Ticker: STMPA

Shares Voted: 35,118

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Receive Report of Management Board (Non-Voting)	Mgmt			
2	Discussion on Company's Corporate Governance Structure	Mgmt			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Receive Report of Supervisory Board (Non-Voting)	Mgmt			
4	Approve Remuneration Report	Mgmt	For	Refer	For
5	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
6	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
7	Approve Dividends	Mgmt	For	For	For
8	Approve Discharge of Management Board	Mgmt	For	Against	Against
9	Approve Discharge of Supervisory Board	Mgmt	For	Against	Against
10	Amend Articles of Association	Mgmt	For	For	For
11	Approve Remuneration Policy for Management Board	Mgmt	For	Refer	For
12	Reelect Jean-Marc Chery to Management Board	Mgmt	For	For	For
13	Approve Grant of Unvested Stock Awards to Jean-Marc Chery as President and CEO	Mgmt	For	For	For
14	Elect Lorenzo Grandi to Management Board	Mgmt	For	For	For
15	Approve Grant of Unvested Stock Awards to Lorenzo Grandi as President and CFO	Mgmt	For	For	For
16	Approve New Unvested Stock Award Plan for Management and Key Employees	Mgmt	For	Against	Against
17	Reappoint EY as Auditors for the 2024 and 2025 Financial Years	Mgmt	For	For	For
18	Reelect Nicolas Dufourcq to Supervisory Board	Mgmt	For	Refer	For
19	Reelect Janet Davidson to Supervisory Board	Mgmt	For	Refer	For
20	Elect Pascal Daloz to Supervisory Board	Mgmt	For	Against	Against
21	Authorize Repurchase of Shares	Mgmt	For	For	For
22	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Pre-emptive Rights	Mgmt	For	For	For
23	Allow Questions	Mgmt			

Meeting Date: 05/23/2024	Country: France	Ticker: BIM
Record Date: 05/19/2024	Meeting Type: Annual/Special	
Primary Security ID: F1149Y232		

Shares Voted: 11,283

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Discharge of Directors	Mgmt	For	Against	Against
4	Approve Allocation of Income and Dividends of EUR 0.85 per Share	Mgmt	For	For	For
5	Reelect Harold Boel as Director	Mgmt	For	Against	Against
6	Elect Groupe Industriel Marcel Dassault as Director	Mgmt	For	Refer	Against
7	Elect Viviane Monges as Director	Mgmt	For	Refer	For
8	Appoint Benoit Ribadeau-Dumas as Censor	Mgmt	For	Against	Against
9	Renew Appointment of Ernst & Young et Autres as Auditor	Mgmt	For	For	For
10	Appoint Ernst & Young et Autres as Authorized Sustainability Auditors	Mgmt	For	For	For
11	Approve Remuneration of Directors in the Aggregate Amount of EUR 600,000	Mgmt	For	For	For
12	Approve Remuneration Policy of Corporate Officers	Mgmt	For	Refer	Against
13	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	Against	Against
14	Approve Remuneration Policy of CEO	Mgmt	For	Against	Against
15	Approve Remuneration Policy of Directors	Mgmt	For	For	For
16	Approve Compensation Report of Corporate Officers	Mgmt	For	Refer	Against
17	Approve Compensation of Alexandre Merieux, Chairman and CEO from January 1, 2023 to June 30, 2023 and Chairman of the Board since July 1, 2023	Mgmt	For	Refer	Against

bioMerieux SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
18	Approve Compensation of Pierre Boulud, Vice-CEO from January 1, 2023 to June 30, 2023 and CEO since July 1, 2023	Mgmt	For	Against	Against
19	Approve Amended Share Purchase Program (MyShare 2023) Reserved for Beneficiaries Employed in the State of California, USA	Mgmt	For	For	For
20	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
21	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
22	Authorize up to 15 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Against	Against
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
24	Eliminate Preemptive Rights Pursuant to Item 23 Above, in Favor of Employees	Mgmt	For	For	For
25	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 22 and 23 at EUR 4,210,280	Mgmt	For	For	For
26	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Elis SA

Meeting Date: 05/23/2024

Record Date: 05/21/2024

Primary Security ID: F2976F106

Country: France

Meeting Type: Annual/Special

Ticker: ELIS

Shares Voted: 75,700

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Treatment of Losses and Dividends of EUR 0.43 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Reelect Amy Flikerski as Supervisory Board Member	Mgmt	For	Refer	For
6	Reelect Fabrice Barthelemy as Supervisory Board Member	Mgmt	For	Refer	For
7	Ratify Appointment of BW Gestao de Investimentos Ltda as Supervisory Board Member Following Resignation of Magali Chesse	Mgmt	For	Refer	For
8	Appoint PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting	Mgmt	For	For	For
9	Appoint Mazars as Auditor for the Sustainability Reporting	Mgmt	For	For	For
10	Approve Remuneration Policy of Chairman of the Supervisory Board	Mgmt	For	For	For
11	Approve Remuneration Policy of Supervisory Board Members	Mgmt	For	For	For
12	Approve Remuneration Policy of Chairman of the Management Board	Mgmt	For	For	For
13	Approve Remuneration Policy of Management Board Members	Mgmt	For	Refer	For
14	Approve Compensation Report of Corporate Officers	Mgmt	For	Refer	For
15	Approve Compensation of Thierry Morin, Chairman of the Supervisory Board	Mgmt	For	For	For
16	Approve Compensation of Xavier Martire, Chairman of the Management Board	Mgmt	For	Refer	For
17	Approve Compensation of Louis Guyot, Management Board Member	Mgmt	For	Refer	For
18	Approve Compensation of Matthieu Lecharny, Management Board Member	Mgmt	For	Refer	For
19	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
20	Authorize Capitalization of Reserves of Up to EUR 130 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
21	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 115 Million	Mgmt	For	For	For
22	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights with a Binding Priority Right up to Aggregate Nominal Amount of EUR 23 Million	Mgmt	For	For	For
23	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 23 Million	Mgmt	For	Against	Against
24	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	Against	Against
25	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	Against	Against
26	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
28	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For	For
29	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 21-23 and 25-26 at EUR 115 Million	Mgmt	For	For	For
30	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
31	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Meeting Date: 05/23/2024	Country: France	Ticker: SU
Record Date: 05/21/2024	Meeting Type: Annual/Special	
Primary Security ID: F86921107		

Shares Voted: 8,386

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 3.50 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Appoint Mazars as Auditor for the Sustainability Reporting	Mgmt	For	For	For
6	Appoint PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting	Mgmt	For	For	For
7	Approve Compensation Report of Corporate Officers	Mgmt	For	Refer	For
8	Approve Compensation of Jean-Pascal Tricoire, Chairman and CEO fom January 1, 2023 until May 3, 2023	Mgmt	For	Refer	For
9	Approve Compensation of Peter Herweck, CEO since May 4, 2023	Mgmt	For	Refer	For
10	Approve Compensation of Jean-Pascal Tricoire, Chairman of the Board since May 4, 2023	Mgmt	For	For	For
11	Approve Remuneration Policy of CEO	Mgmt	For	Refer	For
12	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
13	Approve Remuneration Policy of Directors	Mgmt	For	For	For
14	Reelect Fred Kindle as Director	Mgmt	For	Refer	For
15	Reelect Cecile Cabanis as Director	Mgmt	For	Refer	Against
16	Reelect Jill Lee as Director	Mgmt	For	Refer	For
17	Elect Philippe Knoche as Director	Mgmt	For	Refer	For

Schneider Electric SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
21	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Compagnie de Saint-Gobain SA

Meeting Date: 06/06/2024

Record Date: 06/04/2024

Primary Security ID: F80343100

Country: France

Meeting Type: Annual/Special

Ticker: SGO

Shares Voted: 17,096

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Ordinary Business	Mgmt			
	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 2.10 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
5	Reelect Jean-Francois Cirelli as Director	Mgmt	For	Refer	For
6	Elect Sophie Brochu as Director	Mgmt	For	Refer	For
7	Elect Helene de Tissot as Director	Mgmt	For	Refer	For
8	Elect Geoffroy Roux de Bezieux as Director	Mgmt	For	Refer	For
9	Approve Compensation of Pierre-Andre de Chalendar, Chairman of the Board	Mgmt	For	For	For
10	Approve Compensation of Benoit Bazin, CEO	Mgmt	For	Refer	For

Compagnie de Saint-Gobain SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Approve Compensation Report of Corporate Officers	Mgmt	For	Refer	For
12	Approve Remuneration Policy of Chairman of the Board from January 1, 2024 to June 6, 2024	Mgmt	For	For	For
13	Approve Remuneration Policy of CEO from January 1, 2024 to June 6, 2024	Mgmt	For	Refer	For
14	Approve Remuneration Policy of Chairman and CEO from June 7, 2024 to December 31, 2024	Mgmt	For	Refer	For
15	Approve Remuneration Policy of Directors	Mgmt	For	For	For
16	Approve Remuneration of Directors in the Aggregate Amount of EUR 1,600,000	Mgmt	For	For	For
17	Renew Appointment of KPMG SA as Auditor	Mgmt	For	For	For
18	Appoint Deloitte & Associes as Auditor for the Sustainability Reporting	Mgmt	For	For	For
19	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
20	Extraordinary Business	Mgmt	For	For	For
	Amend Articles 11, 16 and 18 of Bylaws Re: Lead Director	Mgmt			
21	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Befesa SA

Meeting Date: 06/20/2024

Record Date: 06/06/2024

Primary Security ID: LOR30V103

Country: Luxembourg

Meeting Type: Annual

Ticker: BFSA

Shares Voted: 35,420

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Annual Meeting Agenda	Mgmt	For	For	For
	Receive Board's and Auditor's Reports	Mgmt			
	Approve Consolidated Financial Statements	Mgmt			
3	Approve Financial Statements	Mgmt	For	For	For

Befesa SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Allocation of Income and Dividends	Mgmt	For	For	For
5	Approve Discharge of Directors	Mgmt	For	Abstain	Against
6	Approve Remuneration of Non-Executive Directors	Mgmt	For	For	For
7	Elect Soledad Luca de Tena as Non-Executive Director	Mgmt	For	Refer	For
8	Approve Remuneration Report	Mgmt	For	Refer	Against
9	Renew Appointment of KPMG as Auditor	Mgmt	For	For	For

Bureau Veritas SA

Meeting Date: 06/20/2024

Record Date: 06/18/2024

Primary Security ID: F96888114

Country: France

Meeting Type: Annual

Ticker: BVI

Shares Voted: 52,029

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 0.83 per Share	Mgmt	For	For	For
4	Approve Transaction with Lead Director Re: Remuneration	Mgmt	For	For	For
5	Ratify Appointment of Geoffroy Roux de Bezieux as Director	Mgmt	For	Refer	For
6	Elect BPIFRANCE INVESTISSEMENT as Director	Mgmt	For	Refer	For
7	Reelect Christine Anglade as Director	Mgmt	For	Refer	For
8	Reelect Claude Ehlinger as Director	Mgmt	For	Refer	Against
9	Appoint Ernst & Young Audit as Auditor for the Sustainability Reporting	Mgmt	For	For	For
10	Approve Compensation Report of Corporate Officers	Mgmt	For	Refer	For

Bureau Veritas SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Approve Compensation of Aldo Cardoso, Chairman of the Board from January 1, 2023 until June 22, 2023	Mgmt	For	For	For
12	Approve Compensation of Laurent Mignon, Chairman of the Board from June 22, 2023 until December 31, 2023	Mgmt	For	For	For
13	Approve Compensation of Hinda Gharbi, CEO from June 22, 2023 until December 31, 2023	Mgmt	For	Refer	For
14	Approve Remuneration of Directors in the Aggregate Amount of EUR 1,200,000	Mgmt	For	For	For
15	Approve Remuneration Policy of Directors	Mgmt	For	For	For
16	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
17	Approve Remuneration Policy of CEO	Mgmt	For	Refer	For
18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
19	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Royal KPN NV

Meeting Date: 10/01/2024

Record Date: 09/03/2024

Primary Security ID: N4297B146

Country: Netherlands

Meeting Type: Extraordinary Shareholders

Ticker: KPN

Shares Voted: 394,471

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

Meeting Date: 10/28/2024	Country: Netherlands	Ticker: WKL
Record Date: 09/30/2024	Meeting Type: Extraordinary Shareholders	
Primary Security ID: N9643A197		

Shares Voted: 12,689

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Elect Anjana Harve to Supervisory Board	Mgmt	For	Against	For
3	Close Meeting	Mgmt			