

VOTE SUMMARY REPORT

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

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): LONVIA AVENIR MID-CAP
EURO

Voting Statistics

	Total	Percent
Votable Meetings	51	
Meetings Voted	49	96.08%
Meetings with One or More Votes Against Management	37	72.55%
Votable Ballots	51	
Ballots Voted	49	96.08%

Note: A meeting is votable when one or more ballots are eligible to vote at the meeting, and differences in votable meetings and ballots occurs when multiple ballots are available to vote for the same meeting.

	Management Proposals		Shareholder Proposals		All Proposals	
	Total	Percent	Total	Percent	Total	Percent
Votable Proposals	676		15		691	
Proposals Voted	650	96.15%	15	100.00%	665	96.24%
FOR Votes	500	73.96%	11	73.33%	511	73.95%
AGAINST Votes	149	22.04%	4	26.67%	153	22.14%
ABSTAIN Votes	1	0.15%	0	0.00%	1	0.14%
WITHHOLD Votes	0	0.00%	0	0.00%	0	0.00%
Votes WITH Management	507	75.00%	14	93.33%	521	75.40%
Votes AGAINST Management	143	21.15%	1	6.67%	144	20.84%

Note: Instructions of Do Not Vote are not considered voted; Frequency on Pay votes of 1, 2 or 3 Years are only reflected statistically, where applicable, but present in the underlying detail; and in cases of different votes submitted across ballots for a given meeting, votes cast are distinctly counted by type per proposal where total votes submitted may be higher than unique proposals voted.

Proposal Statistics

	Votable Proposals		Proposals Voted		Management Proposals		Shareholder Proposals		Votes Against Management	
	Total	Percent	Total	Percent	Total	Percent	Total	Percent	Total	Percent
Audit Related	39	5.64%	38	5.50%	34	4.92%	5	0.72%	3	0.43%
Capitalization	112	16.21%	112	16.21%	112	16.21%	0	0.00%	35	5.07%
Company Articles	43	6.22%	38	5.50%	43	6.22%	0	0.00%	5	0.72%
Compensation	163	23.59%	160	23.15%	162	23.44%	1	0.14%	50	7.24%
Corporate Governance	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Director Election	83	12.01%	77	11.14%	79	11.43%	4	0.58%	36	5.21%
Director Related	91	13.17%	88	12.74%	86	12.45%	5	0.72%	4	0.58%
E&S Blended	1	0.14%	0	0.00%	1	0.14%	0	0.00%	0	0.00%
Environmental	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Miscellaneous	4	0.58%	4	0.58%	4	0.58%	0	0.00%	0	0.00%
Mutual Funds	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
No Research	1	0.14%	0	0.00%	1	0.14%	0	0.00%	0	0.00%
Non-Routine Business	18	2.60%	18	2.60%	18	2.60%	0	0.00%	4	0.58%
Routine Business	129	18.67%	123	17.80%	129	18.67%	0	0.00%	5	0.72%
Social	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Strategic Transactions	5	0.72%	5	0.72%	5	0.72%	0	0.00%	0	0.00%
Takeover Related	2	0.29%	2	0.29%	2	0.29%	0	0.00%	2	0.29%
Total	691	100.00%	665	96.24%	676	97.83%	15	2.17%	144	20.84%

Qt Group Plc

Meeting Date: 03/14/2023

Country: Finland

Ticker: QTCOM

Record Date: 03/02/2023

Meeting Type: Annual

Primary Security ID: X6S9D4109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt			
5	Prepare and Approve List of Shareholders	Mgmt			
6	Receive Financial Statements and Statutory Reports; Receive CEO report	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
9	Approve Discharge of Board and President	Mgmt	For	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
11	Approve Monthly Remuneration of Directors in the Amount of EUR 6,000 to Chairman, EUR 4,000 to Vice Chairman and EUR 3,000 to Other Directors; Approve Meeting Fees; Approve Remuneration for Committee Work	Mgmt	For	For	For
12	Fix Number of Directors at Six	Mgmt	For	For	For
13	Reelect Robert Ingman, Mikko Marsio, Leena Saarinen and Mikko Vlimaki as Directors; Elect Marika Auramo and Matti Heikkonen as New Director	Mgmt	For	Against	Against
14	Approve Remuneration of Auditors	Mgmt	For	Against	Against
15	Authorize Share Repurchase Program	Mgmt	For	For	For
16	Approve Issuance of up to 2 Million Shares without Preemptive Rights	Mgmt	For	For	For
17	Close Meeting	Mgmt			

Talenom Oyj

Meeting Date: 03/15/2023

Country: Finland

Ticker: TNOM

Record Date: 03/03/2023

Meeting Type: Annual

Primary Security ID: X893B4101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt			
5	Prepare and Approve List of Shareholders	Mgmt			
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of EUR 0.18 Per Share	Mgmt	For	For	For
9	Approve Discharge of Board and President	Mgmt	For	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
11	Approve Monthly Remuneration of Directors in the Amount of EUR 6,000 for Chairman and EUR 2,200 for Other Directors; Approve Reimbursement of Travel Expenses	Mgmt	For	For	For
12	Fix Number of Directors at Seven	Mgmt	For	For	For
13	Reelect Harri Tahkola, Mikko Siuruainen, Olli Hyyppa, Johannes Karjula, Elina Tourunen and Sampsa Laine as Directors; Elect Erik Tahkola as New Director	Mgmt	For	Against	Against
14	Approve Remuneration of Auditors	Mgmt	For	For	For
15	Ratify KPMG as Auditor	Mgmt	For	For	For
16	Authorize Share Repurchase Program	Mgmt	For	For	For
17	Approve Issuance of up to 2.2 Million Shares without Preemptive Rights	Mgmt	For	For	For
18	Close Meeting	Mgmt			

Admicom Oyj

Meeting Date: 03/21/2023

Country: Finland

Ticker: ADMCM

Record Date: 03/09/2023

Meeting Type: Annual

Primary Security ID: X98157104

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt			
5	Prepare and Approve List of Shareholders	Mgmt			
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of EUR 1.30 Per Share	Mgmt	For	For	For
9	Approve Discharge of Board and President	Mgmt	For	For	For
10	Approve Remuneration of Directors in the Amount of EUR 58,000 for Chairman and EUR 26,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
11	Fix Number of Directors at Seven	Mgmt	For	For	For
12	Reelect Pasi Aaltola, Petri Niemi, Henna Mäkinen, Marko Somerma and Olli Nokso-Koivisto as Directors; Elect Camilla Skoog and Tomi Lod as New Directors	Mgmt	For	Abstain	Abstain
13	Approve Remuneration of Auditors	Mgmt	For	For	For
14	Ratify KPMG as Auditors	Mgmt	For	For	For
15	Approve Equity Plan Financing	Mgmt	For	For	For
16	Approve Issuance of Shares without Preemptive Rights	Mgmt	For	For	For
17	Authorize Share Repurchase Program	Mgmt	For	For	For
18	Allow Shareholder Meetings to be Held by Electronic Means Only	Mgmt	For	Against	Against
19	Close Meeting	Mgmt			

Carl Zeiss Meditec AG

Meeting Date: 03/22/2023

Country: Germany

Ticker: AFX

Record Date: 02/28/2023

Meeting Type: Annual

Primary Security ID: D14895102

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Proposals	Mgmt			
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2021/22 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.10 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2021/22	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2021/22	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2022/23	Mgmt	For	For	For
6.1	Approve Virtual-Only Shareholder Meetings Until 2028	Mgmt	For	Against	Against
6.2	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For
7.1	Amend Articles Re: Management Board Composition	Mgmt	For	For	For
7.2	Amend Articles Re: Supervisory Board Composition	Mgmt	For	For	For
7.3	Amend Articles Re: Supervisory Board Chair	Mgmt	For	For	For
7.4	Amend Articles Re: Supervisory Board Meetings	Mgmt	For	For	For
7.5	Amend Articles Re: Supervisory Board Resolutions	Mgmt	For	For	For
7.6	Amend Articles Re: Supervisory Board Committees	Mgmt	For	For	For
8.1	Elect Karl Lamprecht to the Supervisory Board	Mgmt	For	Against	Against
8.2	Elect Tania von der Goltz to the Supervisory Board	Mgmt	For	For	For
8.3	Elect Christian Mueller to the Supervisory Board	Mgmt	For	Against	Against
8.4	Elect Peter Kameritsch to the Supervisory Board	Mgmt	For	For	For
8.5	Elect Isabel De Paoli to the Supervisory Board	Mgmt	For	Against	Against
8.6	Elect Torsten Reitze to the Supervisory Board	Mgmt	For	For	For
9	Approve Remuneration Policy	Mgmt	For	Against	Against
	Shareholder Proposal Submitted by Carl Zeiss AG	Mgmt			
10	Approve Remuneration Report	SH	For	Against	Against

Revenio Group Oyj

Meeting Date: 03/23/2023

Country: Finland

Ticker: REG1V

Record Date: 03/13/2023

Meeting Type: Annual

Primary Security ID: X7354Z103

Voting Policy: SRI

Shares Voted: 14,968

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt			
5	Prepare and Approve List of Shareholders	Mgmt			
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of EUR 0.36 Per Share	Mgmt	For	For	For
9	Approve Discharge of Board and President	Mgmt	For	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against	Against
11	Approve Remuneration of Directors in the Amount of EUR 60,000 for Chairman, EUR 45,000 for Vice Chair and EUR 30,000 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For	For
12	Fix Number of Directors at Five	Mgmt	For	For	For
13	Elect Arne Boye Nielsen, Bill Ostman, Pekka Tammela, Ann-Christine Sundell and Riad Sherif as Directors	Mgmt	For	Against	Against
14	Approve Remuneration of Auditors	Mgmt	For	For	For
15	Ratify Deloitte as Auditor	Mgmt	For	For	For
16	Amend Articles Re: Board Size; General Meeting Place and Remote Voting	Mgmt	For	Against	Against
17	Authorize Share Repurchase Program	Mgmt	For	For	For
18	Approve Issuance of up to 2.7 Million Shares without Preemptive Rights	Mgmt	For	For	For
19	Close Meeting	Mgmt			

Sartorius Stedim Biotech SA

Meeting Date: 03/27/2023

Country: France

Ticker: DIM

Record Date: 03/23/2023

Meeting Type: Annual/Special

Primary Security ID: F8005V210

Voting Policy: SRI

Shares Voted: 836

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Discharge Directors	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 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	For	For
7	Approve Compensation of Joachim Kreuzburg, Chairman and CEO	Mgmt	For	For	For
8	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Against	Against
9	Approve Compensation of Rene Faber, Vice-CEO	Mgmt	For	For	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	Against	Against
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	For	For
14	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
15	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	Against	Against	Against
16	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Vaisala Oyj

Meeting Date: 03/28/2023

Country: Finland

Ticker: VAIAS

Record Date: 03/16/2023

Meeting Type: Annual/Special

Primary Security ID: X9598K108

Voting Policy: SRI

Shares Voted: 15,542

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt			
5	Prepare and Approve List of Shareholders	Mgmt			
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of EUR 0.72 Per Share	Mgmt	For	For	For
9	Approve Discharge of Board and President	Mgmt	For	For	For
10	Approve Remuneration Report	Mgmt	For	For	For
11	Approve Remuneration of Directors in the Amount of EUR 55,000 for Chairman, and EUR 40,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
12	Fix Number of Directors at Eight	Mgmt	For	For	For
13	Reelect Antti Jaaskelainen, Jukka Rinnevaara and Raimo Voipio as Directors	Mgmt	For	Against	Against
14	Approve Remuneration of Auditors	Mgmt	For	For	For
15	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
16	Amend Articles Re: Remote Meeting and Number of Board Members	Mgmt	For	Against	Against
17	Authorize Share Repurchase Program	Mgmt	For	For	For
18	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	For
19	Close Meeting	Mgmt			

Sartorius AG

Meeting Date: 03/29/2023

Country: Germany

Ticker: SRT3

Record Date: 03/07/2023

Meeting Type: Annual

Primary Security ID: D6705R119

Voting Policy: SRI

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for Preferred Shareholders	Mgmt			
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.43 per Ordinary Share and EUR 1.44 per Preferred Share	Mgmt			
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt			
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt			
5	Ratify KPMG AG as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Reports for the First Half of Fiscal Year 2023	Mgmt			
6	Approve Remuneration Policy for the Management Board	Mgmt			
7	Approve Remuneration Report	Mgmt			
8	Approve Remuneration Policy for the Supervisory Board	Mgmt			
9	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt			
10	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt			

Teleperformance SE

Meeting Date: 04/13/2023

Country: France

Ticker: TEP

Record Date: 04/11/2023

Meeting Type: Annual/Special

Primary Security ID: F9120F106

Voting Policy: SRI

Shares Voted: 1,623

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 3.85 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

Teleperformance SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
6	Approve Compensation of Daniel Julien, Chairman and CEO	Mgmt	For	For	For
7	Approve Compensation of Olivier Rigaudy, Vice-CEO	Mgmt	For	For	For
8	Approve Remuneration Policy of Directors	Mgmt	For	For	For
9	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For
10	Approve Remuneration Policy of Vice-CEO	Mgmt	For	For	For
11	Reelect Christobel Selecky as Director	Mgmt	For	For	For
12	Reelect Angela Maria Sierra-Moreno as Director	Mgmt	For	For	For
13	Reelect Jean Guez as Director	Mgmt	For	For	For
14	Elect Varun Bery as Director	Mgmt	For	For	For
15	Elect Bhupender Singh as Director	Mgmt	For	For	For
16	Appoint PricewaterhouseCoopers Audit SAS as Auditor	Mgmt	For	For	For
17	Renew Appointment of Deloitte & Associes SA as Auditor	Mgmt	For	For	For
18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
19	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
20	Authorize Capitalization of Reserves of Up to EUR 142 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
21	Authorize Capital Increase for Contributions in Kind, up to Aggregate Nominal Amount of EUR 7.2 Million	Mgmt	For	For	For
22	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Reply SpA

Meeting Date: 04/20/2023

Country: Italy

Ticker: REY

Record Date: 04/11/2023

Meeting Type: Annual

Primary Security ID: T60326112

Voting Policy: SRI

Shares Voted: 8,973

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

Reply SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1b	Approve Allocation of Income	Mgmt	For	For	For
2	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	Against	Against
3	Approve Remuneration of Directors	Mgmt	For	For	For
4a	Approve Remuneration Policy	Mgmt	For	Against	Against
4b	Approve Second Section of the Remuneration Report	Mgmt	For	Against	Against
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Against	Against

Amplifon SpA

Meeting Date: 04/21/2023 **Country:** Italy **Ticker:** AMP
Record Date: 04/12/2023 **Meeting Type:** Annual

Primary Security ID: T0388E118

Voting Policy: SRI

Shares Voted: 17,747

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

Carel Industries SpA

Meeting Date: 04/21/2023 **Country:** Italy **Ticker:** CRL
Record Date: 04/12/2023 **Meeting Type:** Annual

Primary Security ID: T2R2A6107

Carel Industries SpA

Voting Policy: SRI

Shares Voted: 37,027

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Allocation of Income	Mgmt	For	For	For
2.1	Approve Remuneration Policy	Mgmt	For	Against	Against
2.2	Approve Second Section of the Remuneration Report	Mgmt	For	For	For
3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Against	Against

BE Semiconductor Industries NV

Meeting Date: 04/26/2023

Country: Netherlands

Ticker: BESI

Record Date: 03/29/2023

Meeting Type: Annual

Primary Security ID: N13107144

Voting Policy: SRI

Shares Voted: 7,993

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Receive Annual Report (Non-Voting)	Mgmt			
3	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
4a	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
4b	Approve Dividends of EUR 2.85 Per Share	Mgmt	For	For	For
5a	Approve Discharge of Management Board	Mgmt	For	For	For
5b	Approve Discharge of Supervisory Board	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	Against	Against
7	Amend Remuneration Policy	Mgmt	For	For	For
8	Elect Richard Norbruis to Supervisory Board	Mgmt	For	For	For
9	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Pre-emptive Rights	Mgmt	For	For	For

BE Semiconductor Industries NV

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

Brunello Cucinelli SpA

Meeting Date: 04/27/2023 **Country:** Italy **Ticker:** BC
Record Date: 04/18/2023 **Meeting Type:** Annual/Special
Primary Security ID: T2R05S109

Voting Policy: SRI

Shares Voted: 9,658

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
	Management Proposals	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income	Mgmt	For	For	For
3	Approve Second Section of the Remuneration Report	Mgmt	For	Against	Against
4	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service 2022-2024 Stock Grant Plan	Mgmt	For	Against	Against
	Shareholder Proposals Submitted by FORO DELLE ARTI SRL	Mgmt			
5.1	Fix Number of Directors	SH	None	For	For
5.2	Fix Board Terms for Directors	SH	None	For	For
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt			
5.3.1	Slate 1 Submitted by FORO DELLE ARTI SRL	SH	None	Against	Against
5.3.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For	For
	Shareholder Proposals Submitted by FORO DELLE ARTI SRL	Mgmt			
5.4	Elect Brunello Cucinelli as Board Chair	SH	None	For	For
5.5	Approve Remuneration of Directors	SH	None	For	For
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt			

Brunello Cucinelli SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.1.1	Slate 1 Submitted by FORO DELLE ARTI SRL	SH	None	Against	Against
6.1.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For	For
6.2	Appoint Chairman of Internal Statutory Auditors	SH	None	For	For
6.3	Shareholder Proposals Submitted by FORO DELLE ARTI SRL	Mgmt			
	Approve Internal Auditors' Remuneration	SH	None	For	For
	Extraordinary Business Management Proposals	Mgmt			
1	Amend Company Bylaws Re: Article 6	Mgmt	For	Against	Against
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Against	Against

Eurofins Scientific SE

Meeting Date: 04/27/2023

Country: Luxembourg

Ticker: ERF

Record Date: 04/13/2023

Meeting Type: Annual

Primary Security ID: L31839134

Voting Policy: SRI

Shares Voted: 2,183

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Receive and Approve Board's Reports	Mgmt	For	For	For
2	Receive and Approve Director's Special Report Re: Operations Carried Out Under the Authorized Capital Established	Mgmt	For	For	For
3	Receive and Approve Auditor's Reports	Mgmt	For	For	For
4	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
5	Approve Financial Statements	Mgmt	For	For	For
6	Approve Allocation of Income	Mgmt	For	For	For
7	Approve Discharge of Directors	Mgmt	For	For	For
8	Approve Discharge of Auditors	Mgmt	For	For	For
9	Approve Remuneration Policy	Mgmt	For	For	For
10	Approve Remuneration Report	Mgmt	For	Against	Against
11	Reelect Ivo Rauh as Director	Mgmt	For	For	For
12	Reelect Fereshteh Pouchantchi as Director	Mgmt	For	For	For

Eurofins Scientific SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Renew Appointment of Deloitte Audit as Auditor	Mgmt	For	For	For
14	Approve Remuneration of Directors	Mgmt	For	For	For
15	Acknowledge Information on Repurchase Program	Mgmt	For	For	For
16	Authorize Filing of Required Documents and Other Formalities	Mgmt	For	For	For

FinecoBank SpA

Meeting Date: 04/27/2023

Country: Italy

Ticker: FBK

Record Date: 04/18/2023

Meeting Type: Annual/Special

Primary Security ID: T4R999104

Voting Policy: SRI

Shares Voted: 50,396

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
	Management Proposals	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income	Mgmt	For	For	For
3	Approve Elimination of Negative Reserves	Mgmt	For	For	For
4	Adjust Remuneration of External Auditors	Mgmt	For	For	For
5	Fix Number of Directors	Mgmt	For	For	For
6	Fix Board Terms for Directors	Mgmt	For	For	For
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt			
7.1	Slate 1 Submitted by Board of Directors	Mgmt	For	For	For
7.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	Against	Against
8	Approve Remuneration of Directors	Mgmt	For	For	For
	Appoint Internal Statutory Auditors (Slate Election)	Mgmt			
9	Slate 1 Submitted by Institutional Investors (Assogestioni)	SH	None	For	For
	Shareholder Proposal Submitted by Institutional Investors (Assogestioni)	Mgmt			
10	Approve Internal Auditors' Remuneration	SH	None	For	For
	Management Proposals	Mgmt			
11	Approve Remuneration Policy	Mgmt	For	For	For

FinecoBank SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Approve Second Section of the Remuneration Report	Mgmt	For	For	For
13	Approve 2023 Incentive System for Employees	Mgmt	For	For	For
14	Approve 2023 Incentive System for Personal Financial Advisors	Mgmt	For	For	For
15	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service the 2023 PFA System	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
1	Authorize Board to Increase Capital to Service 2023 Incentive System	Mgmt	For	For	For
2	Authorize Board to Increase Capital to Service 2022 Incentive System	Mgmt	For	For	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Against	Against

ATOSS Software AG

Meeting Date: 04/28/2023

Country: Germany

Ticker: AOF

Record Date: 04/06/2023

Meeting Type: Annual

Primary Security ID: D0426N101

Voting Policy: SRI

Shares Voted: 3,152

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 2.83 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023	Mgmt	For	For	For
6.1	Elect Moritz Zimmermann to the Supervisory Board	Mgmt	For	Against	Against
6.2	Elect Rolf Vielhauer von Hohenhau to the Supervisory Board	Mgmt	For	Against	Against
6.3	Elect Klaus Bauer to the Supervisory Board	Mgmt	For	Against	Against
7	Approve Remuneration Report	Mgmt	For	Against	Against
8	Approve Virtual-Only Shareholder Meetings Until 2028	Mgmt	For	For	For

ATOSS Software AG

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

DiaSorin SpA

Meeting Date: 04/28/2023 **Country:** Italy **Ticker:** DIA
Record Date: 04/19/2023 **Meeting Type:** Annual
Primary Security ID: T3475Y104

Voting Policy: SRI

Shares Voted: 4,604

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Allocation of Income	Mgmt	For	For	For
2.1	Approve Remuneration Policy	Mgmt	For	Against	Against
2.2	Approve Second Section of the Remuneration Report	Mgmt	For	For	For
3	Approve Stock Option Plan	Mgmt	For	Against	Against
4	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	Against	Against
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Against	Against

Lectra SA

Meeting Date: 04/28/2023 **Country:** France **Ticker:** LSS
Record Date: 04/26/2023 **Meeting Type:** Annual
Primary Security ID: F56028107

Voting Policy: SRI

Shares Voted: 16,264

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	For	For
4	Approve Allocation of Income and Dividends of EUR 0.48 per Share	Mgmt	For	For	For

Lectra SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
6	Approve Compensation of Daniel Harari, Chairman and CEO	Mgmt	For	For	For
7	Elect Karine Calvet as Director	Mgmt	For	For	For
8	Elect Pierre-Yves Roussel as Director	Mgmt	For	For	For
9	Approve Remuneration Policy of Daniel Harari, Chairman and CEO	Mgmt	For	For	For
10	Approve Remuneration Policy of Directors	Mgmt	For	For	For
11	Authorize Repurchase of Up to 5 Percent of Issued Share Capital	Mgmt	For	For	For
12	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Lumibird SA

Meeting Date: 04/28/2023

Country: France

Ticker: LBIRD

Record Date: 04/26/2023

Meeting Type: Annual/Special

Primary Security ID: F7627R110

Voting Policy: SRI

Shares Voted: 14,634

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 Absence of Dividend	Mgmt	For	For	For
3	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
4	Reelect Marc Le Flohic as Director	Mgmt	For	Against	Against
5	Reelect ESIRA as Director	Mgmt	For	Against	Against
6	Renew Appointment of EMZ Partners as Censor	Mgmt	For	Against	Against
7	Elect Marie-Helene Sergent as Director	Mgmt	For	Against	Against
8	Approve Remuneration of Directors in the Aggregate Amount of EUR 44,000	Mgmt	For	For	For
9	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
10	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
11	Approve Compensation of Marc Le Flohic, Chairman and CEO	Mgmt	For	For	For
12	Approve Compensation of Jean-Marc Gendre, Vice-CEO	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Approve Remuneration Policy of Directors	Mgmt	For	For	For
14	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For
15	Approve Remuneration Policy of Vice-CEO	Mgmt	For	Against	Against
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	Against	Against
	Extraordinary Business	Mgmt			
17	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights and/or Capitalization of Reserves for Bonus Issue or Increase in Par Value, up to Aggregate Nominal Amount of EUR 50 Million	Mgmt	For	Against	Against
19	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 50 Million	Mgmt	For	Against	Against
20	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 50 Million	Mgmt	For	Against	Against
21	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above Under Items 18-20	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	Mgmt	For	Against	Against
23	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Against	Against
24	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries up to Aggregate Nominal Amount of EUR 50 Million	Mgmt	For	Against	Against
25	Authorize up to 30 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Against	Against
26	Authorize up to 10 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	For	Against	Against
27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
28	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Technogym SpA

Meeting Date: 05/05/2023

Country: Italy

Ticker: TGYM

Record Date: 04/25/2023

Meeting Type: Annual/Special

Primary Security ID: T9200L101

Voting Policy: SRI

Shares Voted: 24,241

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
3.1	Approve Remuneration Policy	Mgmt	For	Against	Against
3.2	Approve Second Section of the Remuneration Report	Mgmt	For	Against	Against
4	Adjust Remuneration of External Auditors	Mgmt	For	For	For
5	Approve 2023-2025 Performance Share Plan	Mgmt	For	Against	Against
6	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	Against	Against
	Extraordinary Business	Mgmt			
1	Authorize Board to Increase Capital to Service 2023-2025 Performance Share Plan	Mgmt	For	Against	Against
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Against	Against

Melexis NV

Meeting Date: 05/09/2023

Country: Belgium

Ticker: MELE

Record Date: 04/25/2023

Meeting Type: Annual/Special

Primary Security ID: B59283109

Voting Policy: SRI

Shares Voted: 6,926

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual/Special Meeting	Mgmt			
	Ordinary Part	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			

Melexis NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Financial Statements, Allocation of Income, and Dividends of EUR 3.50 per Share	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	For	For
6	Approve Discharge of Directors	Mgmt	For	For	For
7	Approve Discharge of Auditors	Mgmt	For	For	For
8	Ratify PwC as Auditors and Approve Auditors' Remuneration	Mgmt	For	For	For
9	Approve Change-of-Control Clause Re: Agreement with Belfius Bank NV	Mgmt	For	For	For
10	Approve Change-of-Control Clause Re: Agreement with BNP Paribas Fortis NV	Mgmt	For	For	For
11	Approve Change-of-Control Clause Re: Agreement with ING Belgium NV	Mgmt	For	For	For
	Extraordinary Part	Mgmt			
1	Authorize Repurchase of Up to 20 Percent of Issued Share Capital	Mgmt	For	Against	Against
2	Authorize Board to Repurchase Shares in the Event of a Serious and Imminent Harm and Under Normal Conditions	Mgmt	For	Against	Against
3	Approve Deviation from Article 7:91 BCCA	Mgmt	For	Against	Against
4	Approve Vote by Correspondence	Mgmt	For	For	For
5	Amend Articles of Association	Mgmt	For	Against	Against

Rational AG

Meeting Date: 05/10/2023

Country: Germany

Ticker: RAA

Record Date: 04/18/2023

Meeting Type: Annual

Primary Security ID: D6349P107

Voting Policy: SRI

Shares Voted: 989

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 per Share and Special Dividends of EUR 2.50 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	For	For

Rational AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Ratify Deloitte GmbH as Auditors for Fiscal Year 2023	Mgmt	For	For	For
7	Amend Article Re: Location of Annual Meeting	Mgmt	For	For	For
8	Approve Virtual-Only Shareholder Meetings Until 2028	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	Approve Affiliation Agreement with RATIONAL Ausbildungsgesellschaft mbH	Mgmt	For	For	For

Jungheinrich AG

Meeting Date: 05/11/2023

Country: Germany

Ticker: JUN3

Record Date: 04/19/2023

Meeting Type: Annual

Primary Security ID: D37552102

Voting Policy: SRI

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for Preferred Shareholders	Mgmt			
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.66 per Ordinary Share and EUR 0.68 per Preferred Share	Mgmt			
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt			
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt			
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023	Mgmt			
6	Approve Remuneration Report	Mgmt			
7.1	Elect Kathrin Dahnke to the Supervisory Board	Mgmt			
7.2	Elect Rolf Najork to the Supervisory Board	Mgmt			
8	Approve Virtual-Only Shareholder Meetings Until 2028	Mgmt			

Mensch & Maschine Software SE

Meeting Date: 05/11/2023

Country: Germany

Ticker: MUM

Record Date: 04/19/2023

Meeting Type: Annual

Primary Security ID: D5345W108

Voting Policy: SRI

Shares Voted: 11,835

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 1.40 per Share	Mgmt	For	For	For
3	Approve Discharge of Board of Directors for Fiscal Year 2022	Mgmt	For	For	For
4	Ratify RSM GmbH as Auditors for Fiscal Year 2023	Mgmt	For	For	For
5	Approve Creation of EUR 3.4 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	Against	Against
6	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 200 Million; Approve Creation of EUR 3.4 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For
7	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
8	Approve Virtual-Only Shareholder Meetings Until 2028	Mgmt	For	Against	Against
9	Approve Remuneration of Board of Directors	Mgmt	For	For	For
10	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For
11	Approve Affiliation Agreement with Mensch und Maschine Deutschland GmbH	Mgmt	For	For	For

Interroll Holding AG

Meeting Date: 05/12/2023

Country: Switzerland

Ticker: INRN

Record Date:

Meeting Type: Annual

Primary Security ID: H4247Q117

Voting Policy: SRI

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	Do Not Vote
2	Approve Allocation of Income and Dividends of CHF 32 per Share	Mgmt	For	For	Do Not Vote

Interroll Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Remuneration Report	Mgmt	For	Against	Do Not Vote
4	Approve Sustainability Report	Mgmt	For	For	Do Not Vote
5	Approve Discharge of Board and Senior Management	Mgmt	For	For	Do Not Vote
6.1	Amend Corporate Purpose	Mgmt	For	For	Do Not Vote
6.2	Amend Articles Re: Shares and Share Register	Mgmt	For	For	Do Not Vote
6.3	Amend Articles Re: Restriction on Share Transferability	Mgmt	For	For	Do Not Vote
6.4	Approve Virtual-Only Shareholder Meetings	Mgmt	For	For	Do Not Vote
6.5	Amend Articles Re: Annulment of Special Provisions for Anchor Shareholders	Mgmt	For	For	Do Not Vote
6.6	Amend Articles Re: Remuneration Report; Additional Remuneration of Senior Management; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For	Do Not Vote
6.7	Amend Articles of Association	Mgmt	For	For	Do Not Vote
7.1	Approve Remuneration of Directors in the Amount of CHF 1.1 Million	Mgmt	For	For	Do Not Vote
7.2	Approve Remuneration of Executive Committee in the Amount of CHF 4.8 Million	Mgmt	For	For	Do Not Vote
8.1	Reelect Paul Zumbuehl as Director and Board Chair	Mgmt	For	Against	Do Not Vote
8.2	Reelect Stefano Mercorio as Director	Mgmt	For	Against	Do Not Vote
8.3	Reelect Ingo Specht as Director	Mgmt	For	Against	Do Not Vote
8.4	Reelect Elena Cortona as Director	Mgmt	For	Against	Do Not Vote
8.5	Reelect Markus Asch as Director	Mgmt	For	Against	Do Not Vote
8.6	Reelect Susanne Schreiber as Director	Mgmt	For	Against	Do Not Vote
9.1	Reappoint Markus Asch as Member of the Compensation Committee	Mgmt	For	Against	Do Not Vote
9.2	Reappoint Stefano Mercorio as Member of the Compensation Committee	Mgmt	For	Against	Do Not Vote
10	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	Do Not Vote
11	Designate Francesco Adami as Independent Proxy	Mgmt	For	For	Do Not Vote
12	Transact Other Business (Voting)	Mgmt	For	Against	Do Not Vote

Interroll Holding AG

Meeting Date: 05/12/2023

Country: Switzerland

Ticker: INRN

Record Date:

Meeting Type: Annual

Primary Security ID: H4247Q117

Voting Policy: SRI

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Share Re-registration Consent	Mgmt	For	For	Do Not Vote

ASM International NV

Meeting Date: 05/15/2023

Country: Netherlands

Ticker: ASM

Record Date: 04/17/2023

Meeting Type: Annual

Primary Security ID: N07045201

Voting Policy: SRI

Shares Voted: 3,512

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual General Meeting	Mgmt			
1	Open Meeting	Mgmt			
2	Receive Report of Management Board (Non-Voting)	Mgmt			
3	Approve Remuneration Report	Mgmt	For	For	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	For	For
7	Approve Discharge of Supervisory Board	Mgmt	For	For	For
8	Adopt Remuneration Policy for Management Board	Mgmt	For	For	For
9	Ratify KPMG Accountants N.V. as Auditors	Mgmt	For	For	For
10a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	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	Other Business (Non-Voting)	Mgmt			
13	Close Meeting	Mgmt			

NEXUS AG

Meeting Date: 05/16/2023

Country: Germany

Ticker: NXU

Record Date: 04/24/2023

Meeting Type: Annual

Primary Security ID: D5650J106

Voting Policy: SRI

Shares Voted: 13,117

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 0.21 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
5	Ratify Ebner Stolz GmbH & Co. KG as Auditors for Fiscal Year 2023	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7.1	Elect Hans-Joachim Koenig to the Supervisory Board	Mgmt	For	Against	Against
7.2	Elect Florian Herger to the Supervisory Board	Mgmt	For	For	For
7.3	Elect Dietmar Kubis to the Supervisory Board	Mgmt	For	For	For
7.4	Elect Felicia Rosenthal to the Supervisory Board	Mgmt	For	Against	Against
7.5	Elect Juergen Rottler to the Supervisory Board	Mgmt	For	Against	Against
7.6	Elect Rolf Woehrle to the Supervisory Board	Mgmt	For	For	For
8	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
9	Approve Creation of EUR 1.7 Million Pool of Authorized Capital I with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
10	Approve Creation of EUR 3.5 Million Pool of Authorized Capital II with Preemptive Rights	Mgmt	For	For	For

AIXTRON SE

Meeting Date: 05/17/2023

Country: Germany

Ticker: AIXA

Record Date: 05/10/2023

Meeting Type: Annual

Primary Security ID: D0257Y135

Voting Policy: SRI

Shares Voted: 20,767

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 0.31 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	For	For
6	Reelect Kim Schindelbauer to the Supervisory Board	Mgmt	For	Against	Against
7	Ratify KPMG AG as Auditors for Fiscal Year 2023	Mgmt	For	For	For
8.1	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For	For
8.2	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For

CompuGroup Medical SE & Co. KGaA
Meeting Date: 05/17/2023

Country: Germany

Ticker: COP

Record Date: 05/10/2023

Meeting Type: Annual

Primary Security ID: D193ZN100

Voting Policy: SRI

Shares Voted: 13,464

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for Fiscal Year 2022	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of EUR 0.50 per Share	Mgmt	For	For	For
3	Approve Discharge of Personally Liable Partner for Fiscal Year 2022	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
5	Ratify KPMG AG as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2023 and the First Quarter of Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	Against	Against
7	Approve Remuneration Policy	Mgmt	For	Against	Against

CompuGroup Medical SE & Co. KGaA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.1	Approve Virtual-Only Shareholder Meetings Until 2028	Mgmt	For	Against	Against
8.2	Amend Articles Re: Participation of Supervisory Board Members in the Virtual Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For
9	Elect Reinhard Lyhs to the Supervisory Board	Mgmt	For	For	For

Nemetschek SE

Meeting Date: 05/23/2023 **Country:** Germany **Ticker:** NEM
Record Date: 04/28/2023 **Meeting Type:** Annual
Primary Security ID: D56134105

Voting Policy: SRI

Shares Voted: 15,374

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 0.45 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Kurt Dobitsch for Fiscal Year 2022	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Bill Krouch for Fiscal Year 2022	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Georg Nemetschek (until May 12, 2022) for Fiscal Year 2022	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Ruediger Herzog (until May 12, 2022) for Fiscal Year 2022	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Patricia Geibel-Conrad (from May 12, 2022) for Fiscal Year 2022	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Christine Schoeneweis (from May 25, 2022) for Fiscal Year 2022	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Andreas Soeffing (from May 25, 2022) for Fiscal Year 2022	Mgmt	For	For	For

Nemetschek SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.8	Approve Discharge of Supervisory Board Member Gernot Strube (from May 12, 2022) for Fiscal Year 2022	Mgmt	For	For	For
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 Virtual-Only Shareholder Meetings Until 2028	Mgmt	For	For	For
7	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For
8	Approve Remuneration Report	Mgmt	For	Against	Against

Sixt SE

Meeting Date: 05/23/2023

Country: Germany

Ticker: SIX2

Record Date: 04/28/2023

Meeting Type: Annual

Primary Security ID: D69899116

Voting Policy: SRI

Shares Voted: 6,234

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 4.11 and Special Dividends of EUR 2.00 per Ordinary Share; Dividends of EUR 4.13 and Special Dividends of EUR 2.00 per Preferred Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Erich Sixt for Fiscal Year 2022	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Daniel Terberger for Fiscal Year 2022	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Julian zu Putlitz for Fiscal Year 2022	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Anna Kamenetzky-Wetzel (from June 2, 2022) for Fiscal Year 2022	Mgmt	For	For	For
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements for Fiscal Year 2023	Mgmt	For	For	For

Sixt SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Approve Remuneration Report	Mgmt	For	Against	Against
7	Approve Remuneration Policy	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 Virtual Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For

Basler AG

Meeting Date: 05/26/2023

Country: Germany

Ticker: BSL

Record Date: 05/04/2023

Meeting Type: Annual

Primary Security ID: D0629N106

Voting Policy: SRI

Shares Voted: 16,448

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 0.14 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Dietmar Ley for Fiscal Year 2022	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Alexander Temme for Fiscal Year 2022	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Arndt Bake for Fiscal Year 2022	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Hardy Mehl for Fiscal Year 2022	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Norbert Basler for Fiscal Year 2022	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Dorothea Brandes for Fiscal Year 2022	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Horst Garbrecht for Fiscal Year 2022	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Marco Grimm for Fiscal Year 2022	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Eckart Kottkamp for Fiscal Year 2022	Mgmt	For	For	For

Basler AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.6	Approve Discharge of Supervisory Board Member Lennart Schulenburg for Fiscal Year 2022	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Mirja Steinkamp for Fiscal Year 2022	Mgmt	For	For	For
5	Ratify BDO AG as Auditors for Fiscal Year 2023, for the Review of Interim Financial Statements for the First Half of Fiscal Year 2023 and for the Review of Interim Financial Statements Until 2024 AGM	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
8	Approve Virtual-Only Shareholder Meetings Until 2028; Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For
9	Amend Articles Re: Supervisory Board Remuneration	Mgmt	For	For	For

ID Logistics Group

Meeting Date: 05/31/2023

Country: France

Ticker: IDL

Record Date: 05/29/2023

Meeting Type: Annual/Special

Primary Security ID: F50685100

Voting Policy: SRI

Shares Voted: 2,624

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Absence of Dividends	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	Against	Against
5	Reelect Michel Clair as Director	Mgmt	For	Against	Against
6	Ratify Appointment of Malgorzata Hornig as Director	Mgmt	For	For	For
7	Ratify Change Location of Registered Office to 55 chemin des Engrenauds, 13600 Orgon	Mgmt	For	For	For

ID Logistics Group

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Against	Against
9	Approve Remuneration Policy of Vice-CEO	Mgmt	For	Against	Against
10	Approve Remuneration Policy of Directors	Mgmt	For	For	For
11	Approve Compensation Report of Corporate Officers	Mgmt	For	Against	Against
12	Approve Compensation of Eric Hemar, Chairman and CEO	Mgmt	For	Against	Against
13	Approve Compensation of Christophe Satin, Vice-CEO	Mgmt	For	Against	Against
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	Against	Against
	Extraordinary Business	Mgmt			
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
16	Authorize Capitalization of Reserves of Up to EUR 1.4 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 1.4 Million	Mgmt	For	Against	Against
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 1.4 Million	Mgmt	For	Against	Against
19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 1.4 Million	Mgmt	For	Against	Against
20	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 1.4 Million	Mgmt	For	Against	Against
21	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	Against	Against
22	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 17 to 20	Mgmt	For	Against	Against
23	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Against	Against
24	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For

ID Logistics Group

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
25	Approve Issuance of Warrants (BSA, BSAANE, or BSAAR) without Preemptive Rights Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 290,000	Mgmt	For	Against	Against
26	Authorize up to 10 Percent of Issued Capital for Use in Stock Option Plans Reserved for Employees and/or Corporate Officers	Mgmt	For	Against	Against
27	Authorize up to 10 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees and/or Corporate Officers	Mgmt	For	Against	Against
28	Amend Article 23 of Bylaws Re: Participation to General Meetings	Mgmt	For	For	For
29	Delegate Powers to the Board to Amend Bylaws to Comply with Legal Changes	Mgmt	For	Against	Against
30	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

adesso SE

Meeting Date: 06/01/2023

Country: Germany

Ticker: ADN1

Record Date: 05/10/2023

Meeting Type: Annual

Primary Security ID: D0077G116

Voting Policy: SRI

Shares Voted: 4,411

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 0.65 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
5.1	Reelect Stefanie Kemp to the Supervisory Board	Mgmt	For	For	For
5.2	Elect Michael Zorc to the Supervisory Board	Mgmt	For	For	For
6	Ratify BDO AG as Auditors for Fiscal Year 2023	Mgmt	For	For	For
7	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
8	Approve Remuneration Report	Mgmt	For	Against	Against
9.1	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For	For

adesso SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.2	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For
10	Approve Creation of EUR 1.3 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	Against	Against

SES-imagotag SA

Meeting Date: 06/02/2023 **Country:** France **Ticker:** SESL
Record Date: 05/31/2023 **Meeting Type:** Extraordinary Shareholders
Primary Security ID: F8333P109

Voting Policy: SRI

Shares Voted: 4,089

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Business	Mgmt			
1	Authorize Issuance of 1,761,200 Warrants (BSA) without Preemptive Rights Reserved for Walmart Inc.	Mgmt	For	For	For
2	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
3	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Eckert & Ziegler Strahlen- und Medizintechnik AG

Meeting Date: 06/07/2023 **Country:** Germany **Ticker:** EUZ
Record Date: 05/16/2023 **Meeting Type:** Annual
Primary Security ID: D2371P107

Voting Policy: SRI

Shares Voted: 3,070

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 0.50 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
5	Ratify Mazars GmbH & Co. KG as Auditors for Fiscal Year 2023	Mgmt	For	Against	Against
6	Approve Remuneration Report	Mgmt	For	For	For

Eckert & Ziegler Strahlen- und Medizintechnik AG

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
10.1	Elect Helmut Grothe to the Supervisory Board	Mgmt	For	Against	Against
10.2	Elect Edgar Loeffler to the Supervisory Board	Mgmt	For	Against	Against
11.1	Elect Susanne Becker as Alternate Supervisory Board Member	Mgmt	For	Against	Against
11.2	Elect Elke Middelstaedt as Alternate Supervisory Board Member	Mgmt	For	Against	Against
12	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
13	Change of Corporate Form to Societas Europaea (SE)	Mgmt	For	For	For

Jenoptik AG

Meeting Date: 06/07/2023

Country: Germany

Ticker: JEN

Record Date: 05/31/2023

Meeting Type: Annual

Primary Security ID: D3S19K104

Voting Policy: SRI

Shares Voted: 19,786

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 0.30 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
5	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2023	Mgmt	For	For	For
6	Approve Creation of EUR 29.6 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
7	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
8	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For	For

Jenoptik AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 Articles Re: Registration in the Share Register	Mgmt	For	For	For
11	Approve Remuneration Report	Mgmt	For	For	For
12	Approve Remuneration Policy	Mgmt	For	For	For

Robertet SA

Meeting Date: 06/14/2023 **Country:** France **Ticker:** RBT
Record Date: 06/12/2023 **Meeting Type:** Annual/Special
Primary Security ID: F78649120

Voting Policy: SRI

Shares Voted: 305

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Discharge Directors, Corporate Officers and Auditors	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 8.50 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	Against	Against
5	Reelect Colette Robert as Director	Mgmt	For	Against	Against
6	Ratify Appointment of Isabelle De Cremoux as Director	Mgmt	For	Against	Against
7	Elect Lucie Maurel-Aubert as Director	Mgmt	For	Against	Against
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
9	Approve Compensation of Philippe Maubert, Chairman and CEO from January 1, 2022 to June 30, 2022	Mgmt	For	Against	Against
10	Approve Compensation of Philippe Maubert, Chairman of the Board since July 1, 2022	Mgmt	For	For	For
11	Approve Compensation of Jerome Bruhat, Vice-CEO from February 1, 2022 to June 30, 2022 and CEO since July 1, 2022	Mgmt	For	Against	Against
12	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
13	Approve Remuneration Policy of CEO	Mgmt	For	Against	Against

Robertet SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Approve Remuneration Policy of Directors	Mgmt	For	For	For
15	Approve Remuneration of Directors in the Aggregate Amount of EUR 300,000	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
16	Amend Article 12 of Bylaws Re: Appointment of Directors	Mgmt	For	For	For
17	Amend Article 13 of Bylaws Re: Age Limit of Chairman of the Board	Mgmt	For	For	For
	Ordinary Business	Mgmt			
18	Receive Special Auditor's Report Regarding Restricted Stock Plans	Mgmt	For	For	For
19	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

MEDIAN Technologies SA

Meeting Date: 06/20/2023

Country: France

Ticker: ALMDT

Record Date: 06/16/2023

Meeting Type: Annual/Special

Primary Security ID: F61138107

Voting Policy: SRI

Shares Voted: 13,152

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Treatment of Losses	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	Against	Against
5	Approve Discharge of Fredrik Brag	Mgmt	For	For	For
6	Approve Discharge of Oran Muduroglu	Mgmt	For	For	For
7	Approve Discharge of Tim Haines	Mgmt	For	For	For
8	Approve Discharge of Kapil Dhingra	Mgmt	For	For	For
9	Approve Discharge of Oern Stuge	Mgmt	For	For	For
10	Reelect Fredrik Brag as Director	Mgmt	For	Against	Against
11	Reelect Oran Muduroglu as Director	Mgmt	For	Against	Against
12	Reelect Kapil Dhingra as Director	Mgmt	For	Against	Against
13	Reelect Oern Stuge as Director	Mgmt	For	Against	Against
14	Approve Remuneration of Directors in the Aggregate Amount of EUR 200,000	Mgmt	For	For	For

MEDIAN Technologies SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
16	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 1.2 Million	Mgmt	For	Against	Against
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 1.2 Million	Mgmt	For	Against	Against
19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to 20 Percent of Issued Capital	Mgmt	For	Against	Against
20	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 1.2 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 17-20 and 25-26	Mgmt	For	Against	Against
22	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 17-20 at EUR 1.2 Million	Mgmt	For	For	For
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
24	Approve Cancellation of Capital Authorizations Approved at the General Meeting on June 14, 2022	Mgmt	For	For	For
25	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to 500,000 Shares	Mgmt	For	For	For
26	Eliminate Preemptive Rights Pursuant to Item 25 Above in Favor of BEI, Banque Européenne d Investissement	Mgmt	For	For	For
27	Confirm Decline in Shareholder Equity to Below Half the Nominal Value of Company's Issued Capital; Oppose Liquidation of Company	Mgmt	For	For	For
28	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Esker SA

Meeting Date: 06/21/2023

Country: France

Ticker: ALESK

Record Date: 06/19/2023

Meeting Type: Annual/Special

Primary Security ID: F3164D101

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 0.825 per Share	Mgmt	For	For	For
4	Approve Remuneration of Supervisory Board Members in the Aggregate Amount of EUR 122,000	Mgmt	For	For	For
5	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
6	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
7	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
8	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
9	Authorize up to 2 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	For	For	For
10	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 1.5 Million	Mgmt	For	Against	Against
11	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 1.5 Million	Mgmt	For	Against	Against
12	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 1.5 Million	Mgmt	For	For	For
13	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 10-12 at EUR 1.5 Million	Mgmt	For	For	For
14	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 10-13	Mgmt	For	Against	Against
15	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
16	Amend Articles of Bylaws Re: Supervisory Board Members Length of Term	Mgmt	For	For	For

Esker SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	Amend Article 17 of Bylaws Re: Supervisory Board Members Length of Term	Mgmt	For	For	For
18	Amend Article 20 of Bylaws Re: Electronic Voting Procedures	Mgmt	For	For	For
	Ordinary Business	Mgmt			
19	Reelect Nicole Pelletier as Supervisory Board Member	Mgmt	For	For	For
20	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

SES-imagotag SA

Meeting Date: 06/23/2023 **Country:** France **Ticker:** SESL
Record Date: 06/21/2023 **Meeting Type:** Annual/Special
Primary Security ID: F8333P109

Voting Policy: SRI

Shares Voted: 4,089

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Absence of Dividends	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
5	Ratify Transaction with Fuzhou BOE Optoelectronics Co., Ltd Re: Development Agreement	Mgmt	For	For	For
6	Ratify Transaction with BOE Digital Technology Co., Ltd Re: License Agreement	Mgmt	For	For	For
7	Renew Appointment of KPMG as Auditor	Mgmt	For	For	For
8	Renew Appointment of Deloitte et Associes as Auditor	Mgmt	For	For	For
9	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
10	Approve Compensation of Thierry Gadou, Chairman and CEO	Mgmt	For	Against	Against
11	Approve Remuneration of Directors in the Aggregate Amount of EUR 200,000	Mgmt	For	For	For
12	Approve Remuneration Policy of Directors	Mgmt	For	For	For
13	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Against	Against

SES-imagotag SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
17	Authorize up to 4.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Against	Against
18	Amend Article 11 of Bylaws Re: Age Limit of Directors	Mgmt	For	For	For
19	Change Company Name to VusionGroup and Amend Article 3 of Bylaws Accordingly	Mgmt	For	For	For
	Ordinary Business	Mgmt			
20	Ratify Appointment of Peter Brabeck-Letmathe as Director	Mgmt	For	For	For
21	Reelect Thierry Gadou as Director	Mgmt	For	Against	Against
22	Reelect Cenhui He as Director	Mgmt	For	Against	Against
23	Reelect Helene Ploix as Director	Mgmt	For	Against	Against
24	Reelect Candace Johnson as Director	Mgmt	For	For	For
25	Reelect Franck Moison as Director	Mgmt	For	For	For
26	Reelect Peter Brabeck-Letmathe as Director	Mgmt	For	For	For
27	Ratify Appointment of Xiangjun Yao as Director	Mgmt	For	Against	Against
28	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Equasens

Meeting Date: 06/29/2023

Country: France

Ticker: EQS

Record Date: 06/27/2023

Meeting Type: Annual

Primary Security ID: F7242R115

Voting Policy: SRI

Shares Voted: 10,143

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 Discharge of Directors and Auditors	Mgmt	For	For	For

Equasens

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends of EUR 1.15 per Share	Mgmt	For	For	For
5	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
6	Reelect Anne Lhote as Director	Mgmt	For	Against	Against
7	Reelect Celine Gris as Director	Mgmt	For	Against	Against
8	Reelect Emilie Lecomte as Director	Mgmt	For	Against	Against
9	Elect Anne Philipona-Hintzy as Director Following the Resignation of Marie-Louise Liger	Mgmt	For	For	For
10	Appoint KPMG SA as Auditor	Mgmt	For	For	For
11	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
12	Approve Compensation of Thierry Chapusot, Chairman of the Board	Mgmt	For	For	For
13	Approve Compensation of Dominique Pautrat, CEO	Mgmt	For	Against	Against
14	Approve Compensation of Denis Supplisson, Vice-CEO then CEO	Mgmt	For	Against	Against
15	Approve Compensation of Gregoire de Rotalier, Vice-CEO	Mgmt	For	Against	Against
16	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
17	Approve Remuneration Policy of Denis Supplisson, CEO	Mgmt	For	Against	Against
18	Approve Remuneration Policy of Gregoire de Rotalier, Vice-CEO	Mgmt	For	Against	Against
19	Approve Remuneration Policy of Directors	Mgmt	For	For	For
20	Approve Remuneration of Directors in the Aggregate Amount of EUR 82,000	Mgmt	For	For	For
21	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	Against	Against
22	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Alten SA

Meeting Date: 06/30/2023

Country: France

Ticker: ATE

Record Date: 06/28/2023

Meeting Type: Annual/Special

Primary Security ID: F02626103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 1.50 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	Reelect Emily Azoulay as Director	Mgmt	For	For	For
6	Reelect Jean-Philippe Collin as Director	Mgmt	For	For	For
7	Approve Remuneration Policy of Directors	Mgmt	For	For	For
8	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For
9	Approve Remuneration Policy of Vice-CEO	Mgmt	For	For	For
10	Approve Compensation Report	Mgmt	For	For	For
11	Approve Compensation of Simon Azoulay, Chairman and CEO	Mgmt	For	For	For
12	Approve Compensation of Gerald Attia, Vice-CEO	Mgmt	For	For	For
13	Authorize Repurchase of Up to 4.5 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
14	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
15	Authorize Capitalization of Reserves of Up to 10 Percent of Issued Capital for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
16	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 25 Percent of Issued Share Capital	Mgmt	For	For	For
17	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights and with Binding Priority Rights, but Including for Public Exchange Offers, up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to 10 Percent of Issued Share Capital	Mgmt	For	For	For

Alten SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
19	Approve Issuance of Equity-Linked Securities for up to 5 Percent of Issued Capital Per Year for Private Placements	Mgmt	For	For	For
20	Approve Issuance of Equity for up to 5 Percent of Issued Capital Per Year for Private Placements	Mgmt	For	For	For
21	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	For	For
22	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 16-20 and 24	Mgmt	For	For	For
23	Authorize Capital Increase of up to 5 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
24	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 17-20 and 23 at 10 Percent of Issued Share Capital	Mgmt	For	For	For
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
26	Authorize up to 0.78 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
27	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

EQS Group AG

Meeting Date: 06/30/2023

Country: Germany

Ticker: EQS

Record Date: 06/23/2023

Meeting Type: Annual

Primary Security ID: D3005H107

Voting Policy: SRI

Shares Voted: 12,869

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 Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For
3	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
4	Ratify Baker Tilly GmbH & Co. KG as Auditors for Fiscal Year 2023	Mgmt	For	Against	Against
5.1	Reelect Laurenz Nienaber to the Supervisory Board	Mgmt	For	For	For
5.2	Reelect Catharina van Delden to the Supervisory Board	Mgmt	For	For	For

EQS Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.3	Elect Stephan Ritter to the Supervisory Board	Mgmt	For	For	For
6	Approve Creation of EUR 2.5 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	Against	Against
7	Approve Virtual-Only Shareholder Meetings Until 2028	Mgmt	For	Against	Against

Soitec SA

Meeting Date: 07/25/2023

Country: France

Ticker: SOI

Record Date: 07/21/2023

Meeting Type: Annual/Special

Primary Security ID: F8582K389

Voting Policy: SRI

Shares Voted: 5,139

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Absence of Dividends	Mgmt	For	For	For
4	Approve Transaction with STMicroelectronics International N.V. Re: Protocol Agreement	Mgmt	For	For	For
5	Approve Transaction with Commissariat a l'Energie Atomique et Energies Alternatives Re: Research and Development Agreement	Mgmt	For	For	For
6	Approve Transaction with Commissariat a l'Energie Atomique et Energies Alternatives Re: Licensing and Know-how Agreement for Manufacture and Sale of Substrates	Mgmt	For	For	For
7	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
8	Approve Remuneration Policy of Directors	Mgmt	For	For	For
9	Approve Remuneration Policy of CEO and/or Vice-CEO	Mgmt	For	For	For
10	Approve Remuneration Policy of Pierre Barnabe, CEO	Mgmt	For	For	For
11	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
12	Approve Compensation of Eric Meurice, Chairman of the Board	Mgmt	For	For	For
13	Approve Compensation of Paul Boudre, CEO until July 26, 2022	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Approve Compensation of Pierre Barnabe, CEO since July 26, 2022	Mgmt	For	For	For
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
16	Amend Article 7 of Bylaws Re: Remove References to Preferred Stock	Mgmt	For	For	For
17	Amend Article 9 of Bylaws Re: Remove References to ADP2	Mgmt	For	For	For
18	Amend Article 10 of Bylaws Re: Remove References to ADP2	Mgmt	For	For	For
19	Eliminate Article 25 of Bylaws Re: Preferred Stock	Mgmt	For	For	For
20	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 35 Million	Mgmt	For	For	For
21	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 7 Million	Mgmt	For	For	For
22	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 7 Million	Mgmt	For	For	For
23	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 7 Million	Mgmt	For	For	For
24	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above Under Items 20-23	Mgmt	For	For	For
25	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	For	For
26	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
27	Authorize Capitalization of Reserves of Up to EUR 35 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
28	Authorize Capital Increase of Up to EUR 7 Million for Future Exchange Offers	Mgmt	For	For	For
29	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
30	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
	Ordinary Business	Mgmt			

Soitec SA

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

Wavestone SA

Meeting Date: 07/27/2023

Country: France

Ticker: WAVE

Record Date: 07/25/2023

Meeting Type: Annual/Special

Primary Security ID: F98323102

Voting Policy: SRI

Shares Voted: 17,003

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	For	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	For	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	For	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	For	For
10	Reelect Rafael Vivier as Director	Mgmt	For	For	For
11	Reelect Christophe Aulnette as Director	Mgmt	For	For	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	For	For
15	Approve Remuneration Policy of Patrick Hirigoyen, Vice-CEO	Mgmt	For	For	For
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For

Wavestone SA

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

Carel Industries SpA

Meeting Date: 09/14/2023

Country: Italy

Ticker: CRL

Record Date: 09/05/2023

Meeting Type: Extraordinary Shareholders

Primary Security ID: T2R2A6107

Voting Policy: SRI

Shares Voted: 38,236

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
	Shareholder Proposal Submitted by Luigi Rossi Luciani Sapa and Athena SpA	Mgmt			
1	Appoint Camilla Menini as Alternate Internal Statutory Auditor	SH	None	For	For
	Extraordinary Business	Mgmt			
	Management Proposal	Mgmt			
1	Approve Capital Raising	Mgmt	For	For	For

ATOSS Software AG

Meeting Date: 09/15/2023

Country: Germany

Ticker: AOF

Record Date: 08/24/2023

Meeting Type: Extraordinary Shareholders

Primary Security ID: D0426N101

Voting Policy: SRI

Shares Voted: 3,404

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Increase in Size of Board to Four Members and Right of Shareholder to Appoint a Member of the Supervisory Board	Mgmt	For	Against	Against

MEDIAN Technologies SA

Meeting Date: 10/10/2023

Country: France

Ticker: ALMDT

Record Date: 10/06/2023

Meeting Type: Ordinary Shareholders

Primary Security ID: F61138107

Voting Policy: SRI

Shares Voted: 11,752

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Elect Benjamin Turner McDonald as Director	Mgmt	For	Against	Against
2	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Melexis NV

Meeting Date: 11/29/2023

Country: Belgium

Ticker: MELE

Record Date: 11/15/2023

Meeting Type: Extraordinary Shareholders

Primary Security ID: B59283109

Voting Policy: SRI

Shares Voted: 6,514

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary General Shareholders' Meeting Agenda	Mgmt			
1	Amend Articles of Association	Mgmt	For	For	For
2	Authorize Repurchase of Up to 20 Percent of Issued Share Capital	Mgmt	For	Against	Against
3	Approve Vote by Correspondence	Mgmt	For	For	For

Wavestone SA

Meeting Date: 12/05/2023

Country: France

Ticker: WAVE

Record Date: 12/01/2023

Meeting Type: Extraordinary Shareholders

Primary Security ID: F98323102

Voting Policy: SRI

Shares Voted: 13,837

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	For	For
2	Authorize Capital Increase of Up to EUR 117,746 in Connection with Contribution in Kind Above	Mgmt	For	For	For

Wavestone SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Amend Article 6 of Bylaws Re: Share Capital	Mgmt	For	For	For
	Ordinary Business	Mgmt			
4	Elect Karsten Hoppner as Director	Mgmt	For	For	For
5	Elect Astrid Blechschmidt as Director	Mgmt	For	For	For
6	Approve Remuneration Policy of Karsten Hoppner	Mgmt	For	For	For
7	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For