

# VOTE SUMMARY REPORT

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

LOCATION(S): ALL LOCATIONS

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

## Voting Statistics

	Total	Percent
Votable Meetings	73	
Meetings Voted	60	82.19%
Meetings with One or More Votes Against Management	47	64.38%
Votable Ballots	73	
Ballots Voted	60	82.19%

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	1089		5		1094	
Proposals Voted	924	84.85%	5	100.00%	929	84.92%
FOR Votes	775	71.17%	3	60.00%	778	71.12%
AGAINST Votes	147	13.50%	2	40.00%	149	13.62%
ABSTAIN Votes	2	0.18%	0	0.00%	2	0.18%
WITHHOLD Votes	0	0.00%	0	0.00%	0	0.00%
Votes WITH Management	780	71.63%	4	80.00%	784	71.66%
Votes AGAINST Management	144	13.22%	1	20.00%	145	13.25%

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	63	5.76%	56	5.12%	61	5.58%	2	0.18%	3	0.27%
Capitalization	133	12.16%	130	11.88%	133	12.16%	0	0.00%	27	2.47%
Company Articles	57	5.21%	37	3.38%	57	5.21%	0	0.00%	3	0.27%
Compensation	188	17.18%	165	15.08%	187	17.09%	1	0.09%	46	4.20%
Corporate Governance	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Director Election	180	16.45%	140	12.80%	179	16.36%	1	0.09%	50	4.57%
Director Related	200	18.28%	173	15.81%	199	18.19%	1	0.09%	7	0.64%
E&S Blended	1	0.09%	0	0.00%	1	0.09%	0	0.00%	0	0.00%
Environmental	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Miscellaneous	3	0.27%	2	0.18%	3	0.27%	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	7	0.64%	1	0.09%	7	0.64%	0	0.00%	0	0.00%
Non-Routine Business	13	1.19%	13	1.19%	13	1.19%	0	0.00%	2	0.18%
Routine Business	240	21.94%	203	18.56%	240	21.94%	0	0.00%	6	0.55%
Social	2	0.18%	2	0.18%	2	0.18%	0	0.00%	0	0.00%
Strategic Transactions	4	0.37%	4	0.37%	4	0.37%	0	0.00%	0	0.00%
Takeover Related	3	0.27%	3	0.27%	3	0.27%	0	0.00%	1	0.09%
<b>Total</b>	<b>1094</b>	<b>100.00%</b>	<b>929</b>	<b>84.92%</b>	<b>1089</b>	<b>99.54%</b>	<b>5</b>	<b>0.46%</b>	<b>145</b>	<b>13.25%</b>

## Cint Group AB

Meeting Date: 01/26/2023

Country: Sweden

Ticker: CINT

Record Date: 01/18/2023

Meeting Type: Extraordinary Shareholders

Primary Security ID: W2R8AZ114

## Cint Group AB

Voting Policy: SRI

Shares Voted: 158,309

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
4	Prepare and Approve List of Shareholders	Mgmt	For	For	For
5	Approve Agenda of Meeting	Mgmt	For	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7.a	Approve Stock Option Plan LTIP 2023 for Key Employees	Mgmt	For	Against	Against
7.b	Approve Issuance and Transfer of Restricted Stock Units for Participants	Mgmt	For	Against	Against
8	Close Meeting	Mgmt			

## Cerillion Plc

Meeting Date: 02/02/2023

Country: United Kingdom

Ticker: CER

Record Date: 01/31/2023

Meeting Type: Annual

Primary Security ID: G2028X104

Voting Policy: SRI

Shares Voted: 239,183

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Elect Andrew Dickson as Director	Mgmt	For	For	For
5	Re-elect Michael Dee as Director	Mgmt	For	Against	Against
6	Re-elect Guy O'Connor as Director	Mgmt	For	For	For
7	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
8	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
9	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
10	Authorise Issue of Equity	Mgmt	For	For	For
11	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For

## Cerillion Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
13	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

## Qt Group Plc

**Meeting Date:** 03/14/2023

**Country:** Finland

**Ticker:** QTCOM

**Record Date:** 03/02/2023

**Meeting Type:** Annual

**Primary Security ID:** X6S9D4109

**Voting Policy:** SRI

**Shares Voted:** 108,231

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

## Qt Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16	Approve Issuance of up to 2 Million Shares without Preemptive Rights	Mgmt	For	For	For
17	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

**Voting Policy:** SRI

**Shares Voted:** 55,429

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 Makinen, 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

## Admicom Oyj

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

**Voting Policy:** SRI

**Shares Voted:** 73,140

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

## Carl Zeiss Meditec AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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:** 41,002

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

## Revenio Group Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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:** 10,432

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

## Sartorius Stedim Biotech SA

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

## Indutrade AB

**Meeting Date:** 03/29/2023

**Country:** Sweden

**Ticker:** INDT

**Record Date:** 03/21/2023

**Meeting Type:** Annual

**Primary Security ID:** W4939U106

**Voting Policy:** SRI

**Shares Voted:** 190,568

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive Board's and Board Committee's Reports	Mgmt			
8	Receive Financial Statements and Statutory Reports	Mgmt			
9	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt			
10a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
10b	Approve Allocation of Income and Dividends of SEK 2.60 Per Share	Mgmt	For	For	For
10c	Approve Record Date for Dividend Payment	Mgmt	For	For	For
10d.1	Approve Discharge of Bo Annvik	Mgmt	For	For	For



# Indutrade AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10d.2	Approve Discharge of Susanna Campbell	Mgmt	For	For	For
10d.3	Approve Discharge of Anders Jernhall	Mgmt	For	For	For
10d.4	Approve Discharge of Bengt Kjell	Mgmt	For	For	For
10d.5	Approve Discharge of Kerstin Lindell	Mgmt	For	For	For
10d.6	Approve Discharge of Ulf Lundahl	Mgmt	For	For	For
10d.7	Approve Discharge of Katarina Martinson	Mgmt	For	For	For
10d.8	Approve Discharge of Krister Mellve	Mgmt	For	For	For
10d.9	Approve Discharge of Lars Pettersson	Mgmt	For	For	For
11	Receive Nominating Committee's Report	Mgmt			
12.1	Determine Number of Members (8) and Deputy Members (0) of Board	Mgmt	For	For	For
12.2	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
13.1	Approve Remuneration of Directors in the Amount of SEK 890,000 for Chairman and SEK 445,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
13.2	Approve Remuneration of Auditors	Mgmt	For	For	For
14.1a	Reelect Bo Annvik as Director	Mgmt	For	For	For
14.1b	Reelect Susanna Campbell as Director	Mgmt	For	For	For
14.1c	Reelect Anders Jernhall as Director	Mgmt	For	For	For
14.1d	Reelect Kerstin Lindell as Director	Mgmt	For	For	For
14.1e	Reelect Ulf Lundahl as Director	Mgmt	For	For	For
14.1f	Reelect Katarina Martinson as Director	Mgmt	For	Against	Against
14.1g	Reelect Krister Mellve as Director	Mgmt	For	For	For
14.1h	Reelect Lars Pettersson as Director	Mgmt	For	For	For
14.2	Reelect Katarina Martinson Chairman	Mgmt	For	Against	Against
15	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
16	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
17	Approve Remuneration Report	Mgmt	For	For	For
18a	Approve Performance Share Incentive Plan LTIP 2023 for Key Employees	Mgmt	For	For	For
18b	Approve Equity Plan Financing	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
1	Meeting for Preferred Shareholders	Mgmt			
2	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
3	Approve Allocation of Income and Dividends of EUR 1.43 per Ordinary Share and EUR 1.44 per Preferred Share	Mgmt			
4	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt			
5	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt			
6	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			
7	Approve Remuneration Policy for the Management Board	Mgmt			
8	Approve Remuneration Report	Mgmt			
9	Approve Remuneration Policy for the Supervisory Board	Mgmt			
10	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt			
	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt			

## Fortnox AB

**Meeting Date:** 03/30/2023

**Country:** Sweden

**Ticker:** FNOX

**Record Date:** 03/22/2023

**Meeting Type:** Annual

**Primary Security ID:** W3841J233

**Voting Policy:** SRI

**Shares Voted:** 1,704,836

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

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Voting Policy Rec</b>	<b>Vote Instruction</b>
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive CEO's Report	Mgmt			
8	Receive Financial Statements and Statutory Reports	Mgmt			
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9.b	Approve Allocation of Income and Dividends of SEK 0.12 Per Share	Mgmt	For	For	For
9c.1	Approve Discharge of Board Chairman Olof Hallrup	Mgmt	For	For	For
9c.2	Approve Discharge of Anna Frick	Mgmt	For	For	For
9c.3	Approve Discharge of Lena Glader	Mgmt	For	For	For
9c.4	Approve Discharge of Magnus Gudehn	Mgmt	For	For	For
9c.5	Approve Discharge of Per Bertland	Mgmt	For	For	For
9c.6	Approve Discharge of Andreas Kemi	Mgmt	For	For	For
9.c.7	Approve Discharge CEO of Tommy Eklund	Mgmt	For	For	For
10.1	Determine Number of Members (5) and Deputy Members (0) of Board	Mgmt	For	For	For
10.2	Determine Number of Auditors (1)	Mgmt	For	For	For
11.1	Approve Remuneration of Directors in the Amount of SEK 720,000 to Chairman and 310,000 to Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
11.2	Approve Remuneration of Auditors	Mgmt	For	For	For
12.1	Reelect Anna Frick as Director	Mgmt	For	For	For
12.2	Reelect Magnus Gudehn as Director	Mgmt	For	For	For
12.3	Reelect Olof Hallrup as Director	Mgmt	For	For	For
12.4	Reelect Olof Hallrup as Board Chair	Mgmt	For	For	For
12.5	Reelect Lena Glader as Director	Mgmt	For	For	For
12.6	Reelect Per Bertland as Director	Mgmt	For	For	For
12.7	Ratify KPMG as Auditors	Mgmt	For	For	For
13	Authorize Chairman of the Board and Representatives of Three of Company's Largest Shareholders to Serve on Nominating Committee	Mgmt	For	For	For
14	Approve Remuneration Report	Mgmt	For	For	For
15.A	Approve Share Savings Program 2023	Mgmt	For	For	For
15.B	Approve Equity Plan Financing Through Repurchase of Own Shares	Mgmt	For	For	For

## Fortnox AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15.C	Approve Equity Plan Financing Through Transfer of Own Shares	Mgmt	For	For	For
15.D	Approve Transfer of Own Shares	Mgmt	For	For	For
15.E	Approve Third Party Swap Agreement as Alternative Equity Plan Financing	Mgmt	For	Against	Against
16	Approve Creation of Pool of Capital without Preemptive Rights	Mgmt	For	For	For
17	Close Meeting	Mgmt			

## Inficon Holding AG

**Meeting Date:** 03/30/2023

**Country:** Switzerland

**Ticker:** IFCN

**Record Date:**

**Meeting Type:** Annual

**Primary Security ID:** H7190K102

**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 Discharge of Board of Directors	Mgmt	For	For	Do Not Vote
3	Approve Allocation of Income and Dividends of CHF 18 per Share	Mgmt	For	For	Do Not Vote
4.1	Reelect Beat Luethi as Director and Board Chair	Mgmt	For	For	Do Not Vote
4.2	Reelect Vanessa Frey as Director	Mgmt	For	Against	Do Not Vote
4.3	Reelect Beat Siegrist as Director	Mgmt	For	Against	Do Not Vote
4.4	Reelect Reto Suter as Director	Mgmt	For	Against	Do Not Vote
4.5	Elect Lukas Winkler as Director	Mgmt	For	Against	Do Not Vote
5.1	Reappoint Beat Siegrist as Member of the Compensation and HR Committee	Mgmt	For	Against	Do Not Vote
5.2	Reappoint Reto Suter as Member of the Compensation and HR Committee	Mgmt	For	Against	Do Not Vote
5.3	Appoint Lukas Winkler as Member of the Compensation and HR Committee	Mgmt	For	Against	Do Not Vote
6	Designate Baur Huerlimann AG as Independent Proxy	Mgmt	For	For	Do Not Vote
7	Ratify KPMG AG as Auditors	Mgmt	For	For	Do Not Vote
8	Approve Remuneration Report	Mgmt	For	For	Do Not Vote
9	Approve Remuneration of Directors in the Amount of CHF 800,000	Mgmt	For	For	Do Not Vote

## Inficon Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Approve Remuneration of Executive Committee in the Amount of CHF 2.2 Million	Mgmt	For	For	Do Not Vote
11.1	Approve Creation of Capital Band within the Lower Limit of 95 Percent and the Upper Limit of 105 Percent of Existing Share Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For	Do Not Vote
11.2	Amend Articles Re: Tokenized Shares	Mgmt	For	For	Do Not Vote
11.3	Amend Articles Re: Shareholder Rights; General Meeting; Publications and Notices	Mgmt	For	For	Do Not Vote
11.4	Approve Virtual-Only Shareholder Meetings	Mgmt	For	For	Do Not Vote
11.5	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For	Do Not Vote
11.6	Amend Articles Re: Editorial Changes	Mgmt	For	For	Do Not Vote
12	Transact Other Business (Voting)	Mgmt	For	Against	Do Not Vote

## Inficon Holding AG

**Meeting Date:** 03/30/2023

**Country:** Switzerland

**Ticker:** IFCN

**Record Date:**

**Meeting Type:** Annual

**Primary Security ID:** H7190K102

**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

## Straumann Holding AG

**Meeting Date:** 04/05/2023

**Country:** Switzerland

**Ticker:** STMN

**Record Date:**

**Meeting Type:** Annual

**Primary Security ID:** H8300N127

**Voting Policy:** SRI

**Shares Voted:** 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	Do Not Vote
1.2	Approve Remuneration Report	Mgmt	For	For	Do Not Vote

# Straumann Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of CHF 0.80 per Share	Mgmt	For	For	Do Not Vote
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	Do Not Vote
4	Approve Fixed Remuneration of Directors in the Amount of CHF 2.7 Million	Mgmt	For	For	Do Not Vote
5.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 9.3 Million	Mgmt	For	For	Do Not Vote
5.2	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 3.8 Million	Mgmt	For	For	Do Not Vote
5.3	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 6.5 Million	Mgmt	For	For	Do Not Vote
6.1	Reelect Gilbert Achermann as Director and Board Chair	Mgmt	For	For	Do Not Vote
6.2	Reelect Marco Gadola as Director	Mgmt	For	Against	Do Not Vote
6.3	Reelect Juan Gonzalez as Director	Mgmt	For	Against	Do Not Vote
6.4	Reelect Petra Rumpf as Director	Mgmt	For	For	Do Not Vote
6.5	Reelect Thomas Straumann as Director	Mgmt	For	For	Do Not Vote
6.6	Reelect Nadia Schmidt as Director	Mgmt	For	Against	Do Not Vote
6.7	Reelect Regula Wallimann as Director	Mgmt	For	Against	Do Not Vote
6.8	Elect Olivier Filliol as Director	Mgmt	For	For	Do Not Vote
7.1	Appoint Marco Gadola as Member of the Human Resources and Compensation Committee	Mgmt	For	Against	Do Not Vote
7.2	Reappoint Nadia Schmidt as Member of the Human Resources and Compensation Committee	Mgmt	For	Against	Do Not Vote
7.3	Reappoint Regula Wallimann as Member of the Human Resources and Compensation Committee	Mgmt	For	Against	Do Not Vote
8	Designate Neovius AG as Independent Proxy	Mgmt	For	For	Do Not Vote
9	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	Do Not Vote
10.1	Amend Corporate Purpose	Mgmt	For	For	Do Not Vote
10.2	Amend Articles Re: Shares and Share Register	Mgmt	For	For	Do Not Vote
10.3	Approve Virtual-Only or Hybrid Shareholder Meetings	Mgmt	For	For	Do Not Vote

## Straumann Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10.4	Amend Articles Re: Powers of the General Meeting; Board of Directors	Mgmt	For	For	Do Not Vote
10.5	Amend Articles Re: Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	For	For	Do Not Vote
10.6	Amend Articles Re: Editorial Changes	Mgmt	For	For	Do Not Vote
11	Transact Other Business (Voting)	Mgmt	For	Against	Do Not Vote

## Straumann Holding AG

**Meeting Date:** 04/05/2023

**Country:** Switzerland

**Ticker:** STMN

**Record Date:**

**Meeting Type:** Annual

**Primary Security ID:** H8300N127

**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

## Trifork Holding AG

**Meeting Date:** 04/12/2023

**Country:** Switzerland

**Ticker:** TRIFOR

**Record Date:**

**Meeting Type:** Annual

**Primary Security ID:** H8847G130

**Voting Policy:** SRI

**Shares Voted:** 66,830

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2.1	Approve Allocation of Income	Mgmt	For	For	For
2.2	Approve Dividends of EUR 0.14 per Share from Capital Contribution Reserves	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1.1	Reelect Julie Galbo as Director and Board Chair	Mgmt	For	For	For
4.1.2	Reelect Maria Hjorth as Director	Mgmt	For	For	For
4.1.3	Reelect Olivier Jaquet as Director	Mgmt	For	For	For
4.1.4	Reelect Casey Rosenthal as Director	Mgmt	For	For	For

## Trifork Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1.5	Reelect Anne Templeman-Jones as Director	Mgmt	For	For	For
4.1.6	Elect Erik Jakobsen as Director	Mgmt	For	For	For
4.2.1	Reappoint Julie Galbo as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.2.2	Reappoint Olivier Jaquet as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.2.3	Reappoint Casey Rosenthal as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.3	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
4.4	Designate Andre Weber as Independent Proxy	Mgmt	For	For	For
5.1	Approve Remuneration Report	Mgmt	For	Against	Against
5.2	Approve Remuneration of Directors in the Amount of EUR 600,000	Mgmt	For	For	For
5.3	Approve Fixed Remuneration of Executive Committee in the Amount of EUR 1.9 Million	Mgmt	For	For	For
5.4	Approve Variable Remuneration of Executive Committee in the Amount of EUR 3.2 Million	Mgmt	For	For	For
6.1	Amend Corporate Purpose	Mgmt	For	For	For
6.2	Amend Articles of Association (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	Mgmt	For	For	For
6.3	Amend Articles Re: Editorial Changes	Mgmt	For	For	For
7	Approve Creation of Capital Band within the Upper Limit of CHF 2.1 Million and the Lower Limit of CHF 1.9 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

## Trifork Holding AG

**Meeting Date:** 04/12/2023

**Country:** Switzerland

**Ticker:** TRIFOR

**Record Date:**

**Meeting Type:** Annual

**Primary Security ID:** H8847G130

**Voting Policy:** SRI

**Shares Voted:** 66,830

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



# 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:** 12,424

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
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 & Associates 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

## Teleperformance SE

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

## COMET Holding AG

**Meeting Date:** 04/14/2023

**Country:** Switzerland

**Ticker:** COTN

**Record Date:**

**Meeting Type:** Annual

**Primary Security ID:** H15586151

**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 3.70 per Share	Mgmt	For	For	Do Not Vote
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	Do Not Vote
4.1	Reelect Mariel Hoch as Director	Mgmt	For	For	Do Not Vote
4.2	Reelect Patrick Jany as Director	Mgmt	For	For	Do Not Vote
4.3	Reelect Heinz Kundert as Director	Mgmt	For	For	Do Not Vote
4.4	Reelect Edeltraud Leibrock as Director	Mgmt	For	For	Do Not Vote
4.5	Reelect Tosja Zywiets as Director	Mgmt	For	For	Do Not Vote
4.6	Elect Irene Lee as Director	Mgmt	For	For	Do Not Vote
4.7	Elect Paul Boudre as Director	Mgmt	For	For	Do Not Vote
4.8	Reelect Heinz Kundert as Board Chair	Mgmt	For	For	Do Not Vote
5.1	Reappoint Mariel Hoch as Member of the Nomination and Compensation Committee	Mgmt	For	For	Do Not Vote
5.2	Appoint Paul Boudre as Member of the Nomination and Compensation Committee	Mgmt	For	For	Do Not Vote
5.3	Appoint Tosja Zywiets as Member of the Nomination and Compensation Committee	Mgmt	For	For	Do Not Vote
6	Designate HuettelLAW AG as Independent Proxy	Mgmt	For	For	Do Not Vote
7	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	Do Not Vote

## COMET Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.1	Approve Remuneration of Directors in the Amount of CHF 1.2 Million	Mgmt	For	For	Do Not Vote
8.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 3.7 Million	Mgmt	For	For	Do Not Vote
8.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 2.7 Million for Fiscal Years 2023 and 2024 under the Long-Term Incentive Plan	Mgmt	For	For	Do Not Vote
8.4	Approve Variable Remuneration of Executive Committee in the Amount of CHF 3.5 Million for Fiscal Year 2022	Mgmt	For	For	Do Not Vote
8.5	Approve Remuneration Report	Mgmt	For	For	Do Not Vote
9.1	Remarks on Agenda Items 9.2 and 9.3 (Non-Voting)	Mgmt			
9.2	Approve Creation of Capital Band within the Upper Limit of CHF 9.3 Million and the Lower Limit of CHF 7.4 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For	Do Not Vote
9.3	Approve Creation of CHF 1.6 Million Pool of Conditional Capital for Financings, Mergers and Acquisitions	Mgmt	For	For	Do Not Vote
9.4	Approve Virtual-Only or Hybrid Shareholder Meetings	Mgmt	For	For	Do Not Vote
9.5	Amend Articles Re: Electronic Communication	Mgmt	For	For	Do Not Vote
9.6	Amend Articles Re: Compensation of Board and Senior Management	Mgmt	For	For	Do Not Vote
9.7	Amend Articles of Association	Mgmt	For	For	Do Not Vote
9.8	Amend Articles Re: Primacy of the German Version of the Articles of Association	Mgmt	For	For	Do Not Vote
9.9	Amend Articles Re: Annulment of the Contribution in Kind and Subscription Right Clauses	Mgmt	For	For	Do Not Vote
10	Transact Other Business (Voting)	Mgmt	For	Against	Do Not Vote

## COMET Holding AG

**Meeting Date:** 04/14/2023

**Country:** Switzerland

**Ticker:** COTN

**Record Date:**

**Meeting Type:** Annual

**Primary Security ID:** H15586151

# COMET Holding AG

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

# Tecan Group AG

Meeting Date: 04/18/2023

Country: Switzerland

Ticker: TECN

Record Date:

Meeting Type: Annual

Primary Security ID: H84774167

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
2.1	Approve Allocation of Income and Dividends of CHF 1.45 per Share	Mgmt	For	For	Do Not Vote
2.2	Approve Dividends of CHF 1.45 per Share from Capital Contribution Reserves	Mgmt	For	For	Do Not Vote
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	Do Not Vote
4	Elect Matthias Gillner as Director	Mgmt	For	For	Do Not Vote
5.1	Reelect Lukas Braunschweiler as Director	Mgmt	For	For	Do Not Vote
5.2	Reelect Myra Eskes as Director	Mgmt	For	For	Do Not Vote
5.3	Reelect Oliver Fetzer as Director	Mgmt	For	For	Do Not Vote
5.4	Reelect Karen Huebscher as Director	Mgmt	For	For	Do Not Vote
5.5	Reelect Christa Kreuzburg as Director	Mgmt	For	For	Do Not Vote
5.6	Reelect Daniel Marshak as Director	Mgmt	For	For	Do Not Vote
6	Reelect Lukas Braunschweiler as Board Chair	Mgmt	For	For	Do Not Vote
7.1	Reappoint Myra Eskes as Member of the Compensation Committee	Mgmt	For	For	Do Not Vote
7.2	Reappoint Oliver Fetzer as Member of the Compensation Committee	Mgmt	For	For	Do Not Vote
7.3	Reappoint Christa Kreuzburg as Member of the Compensation Committee	Mgmt	For	For	Do Not Vote
7.4	Reappoint Daniel Marshak as Member of the Compensation Committee	Mgmt	For	For	Do Not Vote

## Tecan Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	Do Not Vote
9	Designate Proxy Voting Services GmbH as Independent Proxy	Mgmt	For	For	Do Not Vote
10.1	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	Do Not Vote
10.2	Approve Remuneration of Directors in the Amount of CHF 1.5 Million	Mgmt	For	For	Do Not Vote
10.3	Approve Remuneration of Executive Committee in the Amount of CHF 20.5 Million	Mgmt	For	For	Do Not Vote
11	Transact Other Business (Voting)	Mgmt	For	Against	Do Not Vote

## Tecan Group AG

**Meeting Date:** 04/18/2023      **Country:** Switzerland      **Ticker:** TECN  
**Record Date:**      **Meeting Type:** Annual

**Primary Security ID:** H84774167

**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

## Note AB

**Meeting Date:** 04/19/2023      **Country:** Sweden      **Ticker:** NOTE  
**Record Date:** 04/11/2023      **Meeting Type:** Annual

**Primary Security ID:** W656LL104

**Voting Policy:** SRI

**Shares Voted:** 228,475

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Charlotte Stjerngren as Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive Board's Report	Mgmt			

## Note AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Receive Financial Statements and Statutory Reports	Mgmt			
9.a.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9.a.2	Accept Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
9.b	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
9.c.1	Approve Discharge of Claes Mellgren	Mgmt	For	For	For
9.c.2	Approve Discharge of Anna Belfrage	Mgmt	For	For	For
9.c.3	Approve Discharge of Johan Hagberg	Mgmt	For	For	For
9.c.4	Approve Discharge of Bahare Mackinovski	Mgmt	For	For	For
9.c.5	Approve Discharge of Charlotte Stjerngren	Mgmt	For	For	For
9.c.6	Approve Discharge of Jorgen Blomberg	Mgmt	For	For	For
9.c.7	Approve Discharge of Johan Lantz	Mgmt	For	For	For
9.c.8	Approve Discharge of Christoffer Skogh	Mgmt	For	For	For
9.c.9	Approve Discharge of CEO Johannes Lind-Widestam	Mgmt	For	For	For
10.a	Determine Number of Members (4) and Deputy Members (0) of Board	Mgmt	For	For	For
10.b	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
11.a	Approve Remuneration of Directors in the Amount of SEK 255,000 for Chairman and SEK 160,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
11.b	Approve Remuneration of Auditors	Mgmt	For	For	For
12.a	Reelect Anna Belfrage (Chair), Johan Hagberg, Bahare Mackinovski and Charlotte Stjerngren as Directors	Mgmt	For	For	For
12.b	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
13	Approve Remuneration Report	Mgmt	For	For	For
14	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
15	Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	Mgmt	For	For	For
16	Close Meeting	Mgmt			

# Kardex Holding AG

Meeting Date: 04/20/2023

Country: Switzerland

Ticker: KARN

Record Date:

Meeting Type: Annual

Primary Security ID: H44577189

Voting Policy: SRI

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	Do Not Vote
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	Do Not Vote
2	Approve Allocation of Income and Dividends of CHF 3.50 per Share	Mgmt	For	For	Do Not Vote
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	Do Not Vote
4.1.1	Reelect Philipp Buhofer as Director	Mgmt	For	Against	Do Not Vote
4.1.2	Reelect Eugen Elmiger as Director	Mgmt	For	For	Do Not Vote
4.1.3	Reelect Andreas Haeberli as Director	Mgmt	For	For	Do Not Vote
4.1.4	Reelect Ulrich Looser as Director	Mgmt	For	Against	Do Not Vote
4.1.5	Reelect Jennifer Maag as Director	Mgmt	For	For	Do Not Vote
4.1.6	Elect Maria Vacalli as Director	Mgmt	For	For	Do Not Vote
4.1.7	Reelect Felix Thoeni as Director	Mgmt	For	For	Do Not Vote
4.2	Reelect Felix Thoeni as Board Chair	Mgmt	For	For	Do Not Vote
4.3.1	Reappoint Philipp Buhofer as Member of the Compensation and Nomination Committee	Mgmt	For	Against	Do Not Vote
4.3.2	Reappoint Ulrich Looser as Member of the Compensation and Nomination Committee	Mgmt	For	Against	Do Not Vote
4.3.3	Appoint Maria Vacalli as Member of the Compensation and Nomination Committee	Mgmt	For	For	Do Not Vote
4.4	Designate Wenger Vieli AG as Independent Proxy	Mgmt	For	For	Do Not Vote
4.5	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	Do Not Vote
5.1	Approve Remuneration of Directors in the Amount of CHF 1.3 Million	Mgmt	For	For	Do Not Vote
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 5.5 Million	Mgmt	For	For	Do Not Vote
6.1	Amend Corporate Purpose	Mgmt	For	For	Do Not Vote

## Kardex Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.2	Amend Articles Re: Annulment of the Opting Up Clause	Mgmt	For	For	Do Not Vote
6.3	Approve Virtual-Only Shareholder Meetings	Mgmt	For	For	Do Not Vote
6.4	Amend Articles of Association	Mgmt	For	Against	Do Not Vote
7	Transact Other Business (Voting)	Mgmt	For	Against	Do Not Vote

## Kardex Holding AG

**Meeting Date:** 04/20/2023      **Country:** Switzerland      **Ticker:** KARN  
**Record Date:**      **Meeting Type:** Annual  
**Primary Security ID:** H44577189

**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

## 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:** 59,715

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
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: 121,674

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

Voting Policy: SRI

Shares Voted: 361,239

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

# HMS Networks AB

Meeting Date: 04/25/2023

Country: Sweden

Ticker: HMS

Record Date: 04/17/2023

Meeting Type: Annual

Primary Security ID: W4598X110

Voting Policy: SRI

Shares Voted: 184,421

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7.a	Receive Financial Statements and Statutory Reports	Mgmt			
7.b	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt			
7.c	Receive Board's Proposition According to Items 14-16	Mgmt			
8	Receive President's Report	Mgmt			
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9.b	Approve Allocation of Income and Dividends of SEK 4 Per Share	Mgmt	For	For	For
9.c	Approve Discharge of Board and President	Mgmt	For	For	For
10	Determine Number of Members (6) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
11	Approve Remuneration of Directors in the Amount of SEK 695,000 for Chairman and SEK 278,000 for Other Directors; Approve Remuneration for Audit Committee Work	Mgmt	For	For	For
12	Reelect Charlotte Brogren (Chair), Fredrik Hansson, Anders Morck, Cecilia Wachtmeister, Niklas Edling and Anna Kleine as Directors	Mgmt	For	Against	Against
13	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
14	Approve Remuneration Report	Mgmt	For	For	For
15	Approve Issuance of up to 2.3 Million Shares without Preemptive Rights	Mgmt	For	For	For
16	Approve Performance Share Matching Plan for Key Employees	Mgmt	For	For	For

## HMS Networks AB

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

## Xvivo Perfusion AB

**Meeting Date:** 04/25/2023      **Country:** Sweden      **Ticker:** XVIVO  
**Record Date:** 04/17/2023      **Meeting Type:** Annual  
**Primary Security ID:** W989AP102

**Voting Policy:** SRI

**Shares Voted:** 95,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive Financial Statements and Statutory Reports	Mgmt			
8.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8.b	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
8.c	Approve Discharge of Board and President	Mgmt	For	For	For
9	Determine Number of Members (6) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
10.a	Reelect Gosta Johannesson as Director	Mgmt	For	Against	Against
10.b	Reelect Camilla Oberg as Director	Mgmt	For	For	For
10.c	Reelect Lena Hoglund as Director	Mgmt	For	For	For
10.d	Reelect Lars Henriksson as Director	Mgmt	For	For	For
10.e	Reelect Goran Dellgren as Director	Mgmt	For	For	For
10.f	Elect Erik Stromqvist as New Director	Mgmt	For	For	For
11	Reelect Gosta Johannesson as Board Chair	Mgmt	For	Against	Against
12	Ratify KPMG as Auditor	Mgmt	For	For	For

## Xvivo Perfusion AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Approve Remuneration of Directors in the Amount of SEK 480,000 for Chairman and SEK 230,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors	Mgmt	For	For	For
14	Approve Nomination Committee Procedures	Mgmt	For	For	For
15	Approve Remuneration Report	Mgmt	For	Against	Against
16	Change Location of Seat of Board to Molndal or Gotehnborg	Mgmt	For	For	For
17.a	Approve Option Program LTIP 2023 for Key Employees	Mgmt	For	For	For
17.b	Approve Equity Plan Financing	Mgmt	For	For	For
18	Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	Mgmt	For	For	For
19	Authorize Share Repurchase Program	Mgmt	For	For	For
20	Close Meeting	Mgmt			

## 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:** 69,559

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

## BE Semiconductor Industries NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Pre-emptive Rights	Mgmt	For	For	For
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			

## Lime Technologies AB

**Meeting Date:** 04/26/2023      **Country:** Sweden      **Ticker:** LIME  
**Record Date:** 04/18/2023      **Meeting Type:** Annual  
**Primary Security ID:** W5321Z116

**Voting Policy:** SRI

**Shares Voted:** 52,725

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
4	Prepare and Approve List of Shareholders	Mgmt	For	For	For
5	Approve Agenda of Meeting	Mgmt	For	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
7.b	Approve Allocation of Income and Dividends of SEK 2.80 Per Share	Mgmt	For	For	For
7.c	Approve Discharge of Board and President	Mgmt	For	For	For
8	Approve Remuneration Report	Mgmt	For	For	For
9	Determine Number of Members (5) and Deputy Members (0) of Board	Mgmt	For	For	For
10	Approve Remuneration of Directors in the Amount of SEK 375,000 for Chairman and SEK 210,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
11	Reelect Marlene Forsell, Erik Syren (Chair) and Lars Stugemo as Directors; Elect Johanna Fagerstedt and Emil Hjalmarsson as New Directors	Mgmt	For	For	For

## Lime Technologies AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Elect Erik Syren as Board Chair	Mgmt	For	For	For
13	Approve Remuneration of Auditors	Mgmt	For	For	For
14	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
15	Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights	Mgmt	For	For	For
16	Approve Performance Share Matching Plan (LTIP 2023) for Key Employees	Mgmt	For	Against	Against
17	Approve Equity Plan Financing	Mgmt	For	Against	Against
18	Close Meeting	Mgmt			

## Biotage AB

**Meeting Date:** 04/27/2023

**Country:** Sweden

**Ticker:** BIOT

**Record Date:** 04/19/2023

**Meeting Type:** Annual

**Primary Security ID:** W25769139

**Voting Policy:** SRI

**Shares Voted:** 363,724

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive CEO's Report	Mgmt			
8	Receive Financial Statements and Statutory Reports	Mgmt			
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
10	Approve Allocation of Income and Dividends of SEK 1.60 Per Share	Mgmt	For	For	For
11	Approve Discharge of Board and President	Mgmt	For	For	For
12	Determine Number of Members (7) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors	Mgmt	For	For	For

## Biotage AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Approve Remuneration of Directors in the Amount of SEK 750,000 for Chair and SEK 310,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
14	Reelect Torben Jorgensen (Chairman), Peter Ehrenheim, Asa Hedin, Mark Bradley and Karen Lykke Sorensen as Directors; Elect Kieran Murphy and Kugan Sathiyandarajah as New Directors	Mgmt	For	Against	Against
15	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
16	Authorize Chairman of Board and Representatives of Three of Company's Largest Shareholders to Serve on Nominating Committee	Mgmt	For	For	For
17	Approve Remuneration Report	Mgmt	For	For	For
18	Approve Issuance of 14 Million Shares in Connection with Acquisition of Astrea and Nanopareil	Mgmt	For	For	For
19.a	Approve Issuance of up to 15 Percent of Issued Common Shares without Preemptive Rights (Primary Proposal)	Mgmt	For	Against	Against
19.b	Approve Issuance of up to 10 Percent of Issued Common Shares without Preemptive Rights (Secondary Proposal)	Mgmt	For	For	For
20	Close Meeting	Mgmt			

## 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:** 212,984

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

## FinecoBank SpA

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

## Vitrolife AB

**Meeting Date:** 04/27/2023

**Country:** Sweden

**Ticker:** VITR

**Record Date:** 04/19/2023

**Meeting Type:** Annual

**Primary Security ID:** W98218147

**Voting Policy:** SRI

**Shares Voted:** 132,089

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			



<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Voting Policy Rec</b>	<b>Vote Instruction</b>
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive President's Report	Mgmt			
8.a	Receive Financial Statements and Statutory Reports	Mgmt			
8.b	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt			
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9.b	Approve Allocation of Income and Dividends of SEK 0.85 Per Share	Mgmt	For	For	For
9.c	Approve Discharge of Board and President	Mgmt	For	For	For
10	Receive Nomination Committee's Report	Mgmt			
11	Determine Number of Members (6) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
12	Approve Remuneration of Directors in the Amount of SEK 1,200,000 for Chairman and SEK 400,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors	Mgmt	For	For	For
13	Reelect Lars Holmqvist, Pia Marions, Henrik Blomquist (Chair), Karen Lykke Sorensen, Vesa Koskinen and Jon Sigurdsson as Directors; Ratify Deloitte as Auditor	Mgmt	For	Against	Against
14	Amend Articles Re: Participation at General Meeting	Mgmt	For	For	For
15	Authorize Representatives of Three of Company's Largest Shareholders to Serve on Nominating Committee	Mgmt	For	For	For
16	Approve Issuance of up to 13.5 Million Shares without Preemptive Rights	Mgmt	For	For	For
17	Authorize Share Repurchase Program	Mgmt	For	For	For
18	Approve Remuneration Report	Mgmt	For	Against	Against
19.a	Approve Performance Share Plan LTIP 2023 for Key Employees	Mgmt	For	For	For
19.b	Approve Issuance of Warrants	Mgmt	For	For	For

## Vitrolife AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
19.c	Approve Transfer of Shares and/or Warrants	Mgmt	For	For	For
19.d	Approve Alternative Equity Plan Financing	Mgmt	For	Against	Against
20	Close Meeting	Mgmt			

## 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:** 32,818

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
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: 22,937

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

## Hexagon AB

Meeting Date: 05/02/2023

Country: Sweden

Ticker: HEXA.B

Record Date: 04/21/2023

Meeting Type: Annual

Primary Security ID: W4R431112

Voting Policy: SRI

Shares Voted: 680,842

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive President's Report	Mgmt			
8.a	Receive Financial Statements and Statutory Reports	Mgmt			
8.b	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt			
8.c	Receive the Board's Dividend Proposal	Mgmt			
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.b	Approve Allocation of Income and Dividends of EUR 0.12 Per Share	Mgmt	For	For	For
9.c1	Approve Discharge of Gun Nilsson	Mgmt	For	For	For
9.c2	Approve Discharge of Marta Schorling Andreen	Mgmt	For	For	For
9.c3	Approve Discharge of John Brandon	Mgmt	For	For	For
9.c4	Approve Discharge of Sofia Schorling Hogberg	Mgmt	For	For	For
9.c5	Approve Discharge of Ulrika Francke	Mgmt	For	For	For
9.c6	Approve Discharge of Henrik Henriksson	Mgmt	For	For	For
9.c7	Approve Discharge of Patrick Soderlund	Mgmt	For	For	For
9.c8	Approve Discharge of Brett Watson	Mgmt	For	For	For
9.c9	Approve Discharge of Erik Huggers	Mgmt	For	For	For
9.c10	Approve Discharge of CEO Ola Rollen	Mgmt	For	For	For
10	Determine Number of Members (7) and Deputy Members (0) of Board	Mgmt	For	For	For
11.1	Approve Remuneration of Directors in the Amount of SEK 2.2 Million for Chair and SEK 690,000 for Other Directors	Mgmt	For	For	For
11.2	Approve Remuneration of Auditors	Mgmt	For	For	For
12.1	Reelect Marta Schorling Andreen as Director	Mgmt	For	Against	Against
12.2	Reelect John Brandon as Director	Mgmt	For	For	For
12.3	Reelect Sofia Schorling Hogberg as Director	Mgmt	For	Against	Against
12.4	Reelect Ola Rollen as Director	Mgmt	For	Against	Against
12.5	Reelect Gun Nilsson as Director	Mgmt	For	Against	Against
12.6	Reelect Brett Watson as Director	Mgmt	For	For	For
12.7	Reelect Erik Huggers as Director	Mgmt	For	For	For
12.8	Elect Ola Rollen as Board Chair	Mgmt	For	Against	Against
12.9	Ratify PricewaterhouseCoopers AB as Auditors	Mgmt	For	For	For
13	Reelect Mikael Ekdahl (Chair), Jan Dworsky and Liselott Ledin as Members of Nominating Committee; Elect Brett Watson as New Member of Nominating Committee	Mgmt	For	For	For
14	Approve Remuneration Report	Mgmt	For	For	For
15	Approve Performance Share Program 2023/2026 for Key Employees	Mgmt	For	For	For
16	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For

## Hexagon AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights	Mgmt	For	For	For
18	Close Meeting	Mgmt			

## 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:** 49,301

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			
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

## Melexis NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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:** 10,065

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
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

## 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

## Mensch & Maschine Software SE

Voting Policy: SRI

Shares Voted: 92,813

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
3	Approve Remuneration Report	Mgmt	For	Against	Do Not Vote

# Interroll Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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:** 32,189

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			

**Meeting Date:** 05/16/2023

**Country:** Sweden

**Ticker:** GENO

**Record Date:** 05/08/2023

**Meeting Type:** Annual

**Primary Security ID:** W3928F229

**Voting Policy:** SRI

**Shares Voted:** 581,147

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive Financial Statements and Statutory Reports	Mgmt			
8	Speech by the CEO	Mgmt			
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9.b	Approve Allocation of Income and Dividends	Mgmt	For	For	For
9.c	Approve Discharge of Board and President	Mgmt	For	For	For
10	Determine Number of Members (5) and Deputy Members (0) of Board	Mgmt	For	For	For
11	Approve Remuneration of Directors in the Amount of SEK 400,000 for Chair and SEK 200,000 for Other Directors	Mgmt	For	Against	Against
12	Reelect Torben Jorgensen (Chair), Mikael Lonn, Steve Jordan, Magnus Gustafsson and Lotta Ljungqvist as Directors	Mgmt	For	Against	Against
13	Approve Remuneration of Auditors	Mgmt	For	For	For
14	Ratify PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
15	Amend Articles Re: Seat of the Board; General Meeting Summons	Mgmt	For	For	For
16	Authorize Representatives of Four of Company's Largest Shareholders to Serve on Nominating Committee	Mgmt	For	For	For
17	Approve Creation of SEK 2.45 Million Pool of Capital without Preemptive Rights	Mgmt	For	Against	Against
18	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Swedish Authorities	Mgmt	For	For	For
19	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: 103,941

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:** 191,263

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:** 147,402

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

## Munters Group AB

**Meeting Date:** 05/17/2023

**Country:** Sweden

**Ticker:** MTRS

**Record Date:** 05/09/2023

**Meeting Type:** Annual

**Primary Security ID:** W5S77G155

**Voting Policy:** SRI

**Shares Voted:** 380,558

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
6	Designate Inspector(s) of Minutes of Meeting	Mgmt			
7	Receive Financial Statements and Statutory Reports	Mgmt			
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9	Approve Allocation of Income and Dividends of SEK 0.95 Per Share	Mgmt	For	For	For
10.a	Approve Discharge of Hakan Buskhe	Mgmt	For	For	For
10.b	Approve Discharge of Helen Fasth Gillstedt	Mgmt	For	For	For
10.c	Approve Discharge of Klas Forsstrom	Mgmt	For	For	For
10.d	Approve Discharge of Per Hallius	Mgmt	For	For	For
10.e	Approve Discharge of Simon Henriksson	Mgmt	For	For	For
10.f	Approve Discharge of Maria Hakansson	Mgmt	For	For	For
10.g	Approve Discharge of Tor Jansson	Mgmt	For	For	For
10.h	Approve Discharge of Magnus Lindquist	Mgmt	For	For	For
10.i	Approve Discharge of Anders Lindqvist	Mgmt	For	For	For

## Munters Group AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10.j	Approve Discharge of Magnus Nicolin	Mgmt	For	For	For
10.k	Approve Discharge of Lena Olving	Mgmt	For	For	For
10.l	Approve Discharge of Kristian Sildeby	Mgmt	For	For	For
10.m	Approve Discharge of Juan Vargues	Mgmt	For	For	For
10.n	Approve Discharge of Robert Wahlgren	Mgmt	For	For	For
10.o	Approve Discharge of Anna Westerberg	Mgmt	For	For	For
11	Determine Number of Members (7) and Deputy Members (0) of Board	Mgmt	For	For	For
12	Approve Remuneration of Directors in the Amount of SEK 1.2 Million for Chair and SEK 464,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
13.a	Reelect Helen Fasth Gillstedt as Director	Mgmt	For	For	For
13.b	Reelect Maria Hakansson as Director	Mgmt	For	For	For
13.c	Reelect Anders Lindqvist as Director	Mgmt	For	For	For
13.d	Reelect Magnus Nicolin as Director	Mgmt	For	For	For
13.e	Reelect Kristian Sildeby as Director	Mgmt	For	For	For
13.f	Reelect Anna Westerberg as Director	Mgmt	For	For	For
13.g	Elect Sabine Simeon-Aissaoui as New Director	Mgmt	For	For	For
14	Reelect Magnus Nicolin as Board Chair	Mgmt	For	For	For
15	Approve Remuneration of Auditors	Mgmt	For	For	For
16	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against	Against
17	Approve Remuneration Report	Mgmt	For	Against	Against
18	Approve Issuance of Up to 10 Percent of Issued Shares without Preemptive Rights	Mgmt	For	For	For
19	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	For
20	Close Meeting	Mgmt			

## Surgical Science Sweden AB

**Meeting Date:** 05/17/2023

**Country:** Sweden

**Ticker:** SUS

**Record Date:** 05/09/2023

**Meeting Type:** Annual

**Primary Security ID:** W89622125

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt			
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive Financial Statements and Statutory Reports	Mgmt			
8.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8.b	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
8.c.1	Approve Discharge of Roland Bengtsson	Mgmt	For	For	For
8.c.2	Approve Discharge of Thomas Eklund	Mgmt	For	For	For
8.c.3	Approve Discharge of Elisabeth Hansson	Mgmt	For	For	For
8.c.4	Approve Discharge of Henrik Falconer	Mgmt	For	For	For
8.c.5	Approve Discharge of Tommy Forsell	Mgmt	For	For	For
8.c.6	Approve Discharge of Jan Bengtsson	Mgmt	For	For	For
8.c.7	Approve Discharge of CEO Gisli Hennermark	Mgmt	For	For	For
9	Determine Number of Members (6) and Deputy Members of Board (0)	Mgmt	For	For	For
10	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
11	Approve Remuneration of Directors in the Amount of SEK 300,000 for Chairman and SEK 150,000 for Other Directors; Approve Remuneration of Auditors	Mgmt	For	For	For
12.a	Reelect Roland Bengtsson as Director	Mgmt	For	Against	Against
12.b	Reelect Thomas Eklund as Director	Mgmt	For	For	For
12.c	Reelect Elisabeth Hansson as Director	Mgmt	For	For	For
12.d	Reelect Henrik Falconer as Director	Mgmt	For	For	For
12.e	Reelect Jan Bengtsson as Director	Mgmt	For	For	For
12.f	Elect Asa Bredin as New Director	Mgmt	For	For	For
12.g	Reelect Roland Bengtsson as Board Chair	Mgmt	For	Against	Against

## Surgical Science Sweden AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12.h	Ratify KPMG as Auditors	Mgmt	For	For	For
13	Approve Warrant Plan LTIP 2023 for Key Employees	Mgmt	For	For	For
14	Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights	Mgmt	For	For	For
15	Close Meeting	Mgmt			

## Sdiptech AB

**Meeting Date:** 05/22/2023

**Country:** Sweden

**Ticker:** SDIP.B

**Record Date:** 05/11/2023

**Meeting Type:** Annual

**Primary Security ID:** W8T88U113

**Voting Policy:** SRI

**Shares Voted:** 229,874

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
6	Approve Agenda of Meeting	Mgmt	For	For	For
7	Receive Financial Statements and Statutory Reports	Mgmt			
8	Receive President's Report	Mgmt			
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9.b	Approve Allocation of Income and Dividends of SEK 8 Per Preference Share; Approve Omission of Dividends for Ordinary Shares	Mgmt	For	For	For
9.c	Approve Discharge of Board and President	Mgmt	For	For	For
10	Determine Number of Members (5) and Deputy Members (0) of Board	Mgmt	For	For	For
11	Approve Remuneration of Directors in the Amount of SEK 830,000 for Chairman and SEK 290,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors	Mgmt	For	For	For



## Sdiptech AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Reelect Johnny Alvarsson, Jan Samuelson, Birgitta Henriksson, Urban Doverholtand Eola Anggard Runsten as Directors	Mgmt	For	Against	Against
13	Reelect Jan Samuelson as Board Chairman	Mgmt	For	For	For
14	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
15	Authorize Chairman of Board and Representatives of Three of Company's Largest Shareholders to Serve on Nominating Committee	Mgmt	For	For	For
16	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
17	Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	Mgmt	For	For	For
18	Approve Warrant Plan for Key Employees	Mgmt	For	For	For
19	Close Meeting	Mgmt			

## AutoStore Holdings Ltd.

**Meeting Date:** 05/23/2023

**Country:** Bermuda

**Ticker:** AUTO

**Record Date:**

**Meeting Type:** Annual

**Primary Security ID:** G0670A109

**Voting Policy:** SRI

**Shares Voted:** 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For	For	Do Not Vote
2	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	Do Not Vote
3	Approve Notice of Meeting and Agenda	Mgmt	For	For	Do Not Vote
4	Accept Financial Statements and Statutory Reports	Mgmt	For	For	Do Not Vote
5	Approve Deloitte as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	Do Not Vote
6	Receive Company's Corporate Governance Statement	Mgmt			
7	Approve Remuneration Report	Mgmt	For	Against	Do Not Vote
8	Confirmation of Acts	Mgmt	For	For	Do Not Vote

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: 122,713

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
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: 61,528

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
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

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
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

## Basler AG

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

## Keywords Studios Plc

**Meeting Date:** 05/26/2023

**Country:** United Kingdom

**Ticker:** KWS

**Record Date:** 05/24/2023

**Meeting Type:** Annual

**Primary Security ID:** G5254U108

**Voting Policy:** SRI

**Shares Voted:** 103,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Elect Don Robert as Director	Mgmt	For	For	For
5	Re-elect Bertrand Bodson as Director	Mgmt	For	For	For
6	Re-elect Georges Fornay as Director	Mgmt	For	For	For
7	Re-elect Charlotta Ginman as Director	Mgmt	For	Against	Against
8	Re-elect Jon Hauck as Director	Mgmt	For	For	For
9	Re-elect Marion Sears as Director	Mgmt	For	Against	Against
10	Re-elect Neil Thompson as Director	Mgmt	For	Against	Against
11	Reappoint BDO LLP as Auditors	Mgmt	For	For	For
12	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
13	Authorise Issue of Equity	Mgmt	For	For	For
14	Approve Increase in the Cap on Aggregate Fees Payable to Directors	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

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: 18,366

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
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

## ID Logistics Group

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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
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: 42,200

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
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: 28,472

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: 18,573

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
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: 167,152

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 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
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

## 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: 56,893

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Treatment of Losses	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	Against	Against

# MEDIAN Technologies SA

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

## MEDIAN Technologies SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
26	Eliminate Preemptive Rights Pursuant to Item 25 Above in Favor of BEI, Banque Europeenne 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

**Voting Policy:** SRI

**Shares Voted:** 17,160

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

## Esker SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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
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
19	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:** 28,472

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

# SES-imagotag SA

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

## SES-imagotag SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
28	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

Voting Policy: SRI

Shares Voted: 63,619

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

## Alten SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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
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:** 69,047

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			



## EQS Group AG

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

## Halma Plc

**Meeting Date:** 07/20/2023

**Country:** United Kingdom

**Ticker:** HLMA

**Record Date:** 07/18/2023

**Meeting Type:** Annual

**Primary Security ID:** G42504103

**Voting Policy:** SRI

**Shares Voted:** 181,470

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Elect Steve Gunning as Director	Mgmt	For	For	For
5	Re-elect Dame Louise Makin as Director	Mgmt	For	For	For
6	Re-elect Marc Ronchetti as Director	Mgmt	For	For	For
7	Re-elect Jennifer Ward as Director	Mgmt	For	For	For
8	Re-elect Carole Cran as Director	Mgmt	For	For	For
9	Re-elect Jo Harlow as Director	Mgmt	For	For	For
10	Re-elect Dharmash Mistry as Director	Mgmt	For	For	For
11	Re-elect Sharmila Nebhrajani as Director	Mgmt	For	For	For
12	Re-elect Tony Rice as Director	Mgmt	For	For	For
13	Re-elect Roy Twite as Director	Mgmt	For	For	For
14	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

## Halma Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

## 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:** 38,160

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

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Voting Policy Rec</b>	<b>Vote Instruction</b>
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
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

## Soitec SA

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

## Ashtead Group Plc

**Meeting Date:** 09/06/2023

**Country:** United Kingdom

**Ticker:** AHT

**Record Date:** 09/04/2023

**Meeting Type:** Annual

**Primary Security ID:** G05320109

**Voting Policy:** SRI

**Shares Voted:** 91,288

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Paul Walker as Director	Mgmt	For	Against	Against
5	Re-elect Brendan Horgan as Director	Mgmt	For	For	For
6	Re-elect Michael Pratt as Director	Mgmt	For	For	For
7	Re-elect Angus Cockburn as Director	Mgmt	For	Against	Against
8	Re-elect Lucinda Riches as Director	Mgmt	For	Against	Against
9	Re-elect Tanya Fratto as Director	Mgmt	For	Against	Against
10	Re-elect Lindsley Ruth as Director	Mgmt	For	Against	Against
11	Re-elect Jill Easterbrook as Director	Mgmt	For	Against	Against
12	Re-elect Renata Ribeiro as Director	Mgmt	For	Against	Against
13	Appoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
14	Authorise Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For

## Ashtead Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

## 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:** 343,964

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:** 36,228

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: 52,375

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

## ChemoMetec A/S

Meeting Date: 10/12/2023

Country: Denmark

Ticker: CHEMM

Record Date: 10/05/2023

Meeting Type: Annual

Primary Security ID: K18309102

Voting Policy: SRI

Shares Voted: 41,745

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chairman of Meeting	Mgmt			
2	Receive Report of Board	Mgmt			
3	Accept Financial Statements and Statutory Reports; Approve Discharge of Management Board and Board of Directors	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends of DKK 6 Per Share	Mgmt	For	For	For
5.a	Reelect Niels Thestrup as Director	Mgmt	For	For	For
5.b	Reelect Hans Martin Glensbjerg as Director	Mgmt	For	Abstain	Abstain
5.c	Reelect Peter Reich as Director	Mgmt	For	For	For
5.d	Reelect Kristine Faerch as Director	Mgmt	For	For	For
5.e	Reelect Betina Hagerup as Director	Mgmt	For	For	For
6	Ratify Deloitte as Auditors	Mgmt	For	For	For
7.a	Approve Remuneration Report	Mgmt	For	For	For
7.b	Amend Remuneration Policy	Mgmt	For	Against	Against
8	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For

## AutoStore Holdings Ltd.

**Meeting Date:** 10/27/2023

**Country:** Bermuda

**Ticker:** AUTO

**Record Date:**

**Meeting Type:** Special

**Primary Security ID:** G0670A109

**Voting Policy:** SRI

**Shares Voted:** 783,885

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For	For	For
2	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
3	Approve Notice of Meeting and Agenda	Mgmt	For	For	For
4	Reelect Hege Skryseth and Viveka Ekberg as Directors; Elect Kjersti Wiklund as New Director	Mgmt	For	Against	Against
5	Approve Remuneration of Directors; Approve Remuneration of Chair of the Audit Committee	Mgmt	For	Against	Against

## 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:** 49,084

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