

# VOTE SUMMARY REPORT

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

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): LONVIA AVENIR SMALL CAP EUROPE

## Voting Statistics

	Total	Percent
Votable Meetings	48	
Meetings Voted	43	89.58%
Meetings with One or More Votes Against Management	38	79.17%
Votable Ballots	48	
Ballots Voted	43	89.58%

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	735		0		735	
Proposals Voted	657	89.39%	0	0.00%	657	89.39%
FOR Votes	532	72.38%	0	0.00%	532	72.38%
AGAINST Votes	123	16.73%	0	0.00%	123	16.73%
ABSTAIN Votes	2	0.27%	0	0.00%	2	0.27%
WITHHOLD Votes	0	0.00%	0	0.00%	0	0.00%
Votes WITH Management	534	72.65%	0	0.00%	534	72.65%
Votes AGAINST Management	123	16.73%	0	0.00%	123	16.73%

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	45	6.12%	38	5.17%	45	6.12%	0	0.00%	5	0.68%
Capitalization	89	12.11%	82	11.16%	89	12.11%	0	0.00%	31	4.22%
Company Articles	24	3.27%	22	2.99%	24	3.27%	0	0.00%	3	0.41%
Compensation	135	18.37%	116	15.78%	135	18.37%	0	0.00%	24	3.27%
Corporate Governance	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Director Election	120	16.33%	107	14.56%	120	16.33%	0	0.00%	40	5.44%
Director Related	131	17.82%	123	16.73%	131	17.82%	0	0.00%	9	1.22%
E&S Blended	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Environmental	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Miscellaneous	2	0.27%	1	0.14%	2	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	1	0.14%	1	0.14%	1	0.14%	0	0.00%	0	0.00%
Non-Routine Business	11	1.50%	11	1.50%	11	1.50%	0	0.00%	7	0.95%
Routine Business	172	23.40%	151	20.54%	172	23.40%	0	0.00%	4	0.54%
Social	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Strategic Transactions	5	0.68%	5	0.68%	5	0.68%	0	0.00%	0	0.00%
Takeover Related	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
<b>Total</b>	<b>735</b>	<b>100.00%</b>	<b>657</b>	<b>89.39%</b>	<b>735</b>	<b>100.00%</b>	<b>0</b>	<b>0.00%</b>	<b>123</b>	<b>16.73%</b>

## DATAGROUP SE

Meeting Date: 03/09/2023

Country: Germany

Ticker: D6H

Record Date: 02/15/2023

Meeting Type: Annual

Primary Security ID: D1666N108

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Voting Policy Rec</b>	<b>Vote Instruction</b>
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
3.1	Approve Discharge of Management Board Member Andreas Baresel for Fiscal Year 2021/22	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Sabine Laukemann for Fiscal Year 2021/22	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Oliver Thome for Fiscal Year 2021/22	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Hans-Hermann Schaber for Fiscal Year 2021/22	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Heinz Hilgert for Fiscal Year 2021/22	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Hubert Deutsch for Fiscal Year 2021/22	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Hans-Hermann Schaber for Fiscal Year 2021/22	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Carola Wittig for Fiscal Year 2021/22	Mgmt	For	For	For
5	Approve Creation of EUR 4.2 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	Against	Against
6	Amend Articles of Association (Incl. Approval of Virtual-Only Shareholder Meetings Until 2028)	Mgmt	For	For	For
7	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 560 Million; Approve Creation of EUR 4.2 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	Against	Against
8	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
9	Ratify BANSBACH GmbH as Auditors for Fiscal Year 2022/23	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: 18,603

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

## Talnom Oyj

Meeting Date: 03/15/2023

Country: Finland

Ticker: TNOM

Record Date: 03/03/2023

Meeting Type: Annual

Primary Security ID: X893B4101

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

## Admicom Oyj

Meeting Date: 03/21/2023

Country: Finland

Ticker: ADMCM

Record Date: 03/09/2023

Meeting Type: Annual

Primary Security ID: X98157104

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt			
5	Prepare and Approve List of Shareholders	Mgmt			
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of EUR 1.30 Per Share	Mgmt	For	For	For
9	Approve Discharge of Board and President	Mgmt	For	For	For
10	Approve Remuneration of Directors in the Amount of EUR 58,000 for Chairman and EUR 26,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
11	Fix Number of Directors at Seven	Mgmt	For	For	For
12	Reelect Pasi Aaltola, Petri Niemi, Henna 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
18	Allow Shareholder Meetings to be Held by Electronic Means Only	Mgmt	For	Against	Against
19	Close Meeting	Mgmt			

## Revenio Group Oyj

Meeting Date: 03/23/2023

Country: Finland

Ticker: REG1V

Record Date: 03/13/2023

Meeting Type: Annual

Primary Security ID: X7354Z103

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

## Vaisala Oyj

Meeting Date: 03/28/2023

Country: Finland

Ticker: VAIAS

Record Date: 03/16/2023

Meeting Type: Annual/Special

Primary Security ID: X9598K108

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

Fortnox AB

Meeting Date: 03/30/2023

Country: Sweden

Ticker: FNOX

Record Date: 03/22/2023

Meeting Type: Annual

Primary Security ID: W3841J233

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.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



## Fortnox AB

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

## 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:** 7,434

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
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

## Trifork Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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:** 7,434

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

**Meeting Date:** 04/24/2023

**Country:** Norway

**Ticker:** MEDI

**Record Date:**

**Meeting Type:** Annual

**Primary Security ID:** R448B2105

**Voting Policy:** SRI

**Shares Voted:** 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Notice of Meeting and Agenda; Registration of Attending Shareholders and Proxies	Mgmt	For	For	Do Not Vote
2	Elect Chairman of Meeting; Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	Do Not Vote
3	Accept Annual Report	Mgmt	For	For	Do Not Vote
4	Accept Financial Statements and Statutory Reports	Mgmt	For	For	Do Not Vote
5	Approve Allocation of Income; Authorize Board to Distribute Dividends of NOK 4.5 Per Share	Mgmt	For	For	Do Not Vote
6	Approve Remuneration Statement	Mgmt	For	Against	Do Not Vote
7	Approve Remuneration of Auditors	Mgmt	For	For	Do Not Vote
8	Amend Articles Re: Number of Board Members (3-7)	Mgmt	For	For	Do Not Vote
9a	Elect Oyvind Broymer as Director	Mgmt	For	Against	Do Not Vote
9b	Elect Jon H. Hoem as Director	Mgmt	For	Against	Do Not Vote
9c	Elect Ole Jesper Dahlberg as Director	Mgmt	For	Against	Do Not Vote
9d	Elect Anna Ahlberg as Director	Mgmt	For	Against	Do Not Vote
10	Approve Remuneration of Directors in the Amount of NOK 475,000 for Chairman and NOK 265,000 for Other Directors	Mgmt	For	For	Do Not Vote
11	Elect Bjorn H. Rasmussen as Member of Nominating Committee	Mgmt	For	For	Do Not Vote
12	Approve Remuneration of Nominating Committee	Mgmt	For	For	Do Not Vote
13a	Approve Remuneration of Remuneration Committee	Mgmt	For	For	Do Not Vote
13b	Approve Remuneration of Audit Committee	Mgmt	For	For	Do Not Vote
14	Approve Financial Assistance to Senior Executives in Connection with Purchase of Shares Under a Long-Term Incentive Agreement	Mgmt	For	For	Do Not Vote
15	Approve Creation of NOK 458,433 Pool of Capital without Preemptive Rights	Mgmt	For	For	Do Not Vote

## Medistim ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16	Authorize Share Repurchase Program	Mgmt	For	For	Do Not Vote

## 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:** 30,194

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 Høglund 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			

## 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:** 5,860

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

## Lime Technologies AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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
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:** 70,511

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

## Biotage AB

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

## CSAM Health Group AS

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

**Country:** Norway

**Ticker:** CSAM

**Record Date:**

**Meeting Type:** Annual

**Primary Security ID:** R16066103

**Voting Policy:** SRI

**Shares Voted:** 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting; Registration of Attending Shareholders and Proxies	Mgmt			
2	Elect Chairman of Meeting; Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	Do Not Vote

## CSAM Health Group AS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Notice of Meeting and Agenda	Mgmt	For	For	Do Not Vote
4	Accept Financial Statements and Statutory Reports; Approve Treatment of Net Loss	Mgmt	For	For	Do Not Vote
5	Approve Remuneration of Directors in the Amount of NOK 400,000 for Chair, NOK 250,000 for Other Directors and NOK 5,000 Per Meeting for Deputy Directors	Mgmt	For	For	Do Not Vote
6	Approve Remuneration of Auditors	Mgmt	For	For	Do Not Vote
7	Approve Remuneration of Nominating Committee and Remuneration Committee	Mgmt	For	For	Do Not Vote
8	Reelect Ase Aulie Michelet (Chair), Marianne Elisabeth Johnsen (Vice Chair), Hans Erik Robbestad, Mats Larsson and Gunnar Bjorkavag as Directors	Mgmt	For	Against	Do Not Vote

## Napatech A/S

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

**Country:** Denmark

**Ticker:** NAPA

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

**Meeting Type:** Annual

**Primary Security ID:** K71893109

**Voting Policy:** SRI

**Shares Voted:** 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	Do Not Vote
3	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	Do Not Vote
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against	Do Not Vote
5	Approve Amended Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	Against	Do Not Vote
6.a	Reelect Nils A. Foldal (Chair) as Member of Nomination Committee	Mgmt	For	For	Do Not Vote
6.b	Elect Havard Nilsson as Member of Nomination Committee	Mgmt	For	For	Do Not Vote
7	Approve Remuneration of Nomination Committee	Mgmt	For	For	Do Not Vote
8.a	Reelect Lars Boilesen (Chair) as Director	Mgmt	For	Abstain	Do Not Vote
8.b	Reelect Christian Jebsen as Director	Mgmt	For	Abstain	Do Not Vote



## Napatech A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.c	Reelect Howard Bubb as Director	Mgmt	For	Abstain	Do Not Vote
8.d	Reelect Thomas Bonnerud as Director	Mgmt	For	Abstain	Do Not Vote
8.e	Elect Beth Topolovsky as New Director	Mgmt	For	For	Do Not Vote
8.f	Elect Danny Lobo as New Director	Mgmt	For	For	Do Not Vote
9	Approve Stock Option Plan for Directors	Mgmt	For	Against	Do Not Vote
10	Approve Remuneration of Directors in the Amount of NOK 700,000 for Chairman and NOK 350,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	Against	Do Not Vote
11	Ratify Ernst & Young as Auditors	Mgmt	For	For	Do Not Vote
12	Approve Creation of DKK 2.1 Million Pool of Capital without Preemptive Rights	Mgmt	For	For	Do Not Vote
13	Authorize Share Repurchase Program	Mgmt	For	For	Do Not Vote
14	Other Business	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:** 7,035

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

## ATOSS Software AG

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

## Lectra SA

**Meeting Date:** 04/28/2023

**Country:** France

**Ticker:** LSS

**Record Date:** 04/26/2023

**Meeting Type:** Annual

**Primary Security ID:** F56028107

**Voting Policy:** SRI

**Shares Voted:** 35,665

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Discharge of Directors	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends of EUR 0.48 per Share	Mgmt	For	For	For
5	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
6	Approve Compensation of Daniel Harari, Chairman and CEO	Mgmt	For	For	For
7	Elect Karine Calvet as Director	Mgmt	For	For	For
8	Elect Pierre-Yves Roussel as Director	Mgmt	For	For	For
9	Approve Remuneration Policy of Daniel Harari, Chairman and CEO	Mgmt	For	For	For
10	Approve Remuneration Policy of Directors	Mgmt	For	For	For
11	Authorize Repurchase of Up to 5 Percent of Issued Share Capital	Mgmt	For	For	For
12	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

## Lumibird SA

**Meeting Date:** 04/28/2023

**Country:** France

**Ticker:** LBIRD

**Record Date:** 04/26/2023

**Meeting Type:** Annual/Special

**Primary Security ID:** F7627R110

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income and Absence of Dividend	Mgmt	For	For	For
3	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
4	Reelect Marc Le Flohic as Director	Mgmt	For	Against	Against
5	Reelect ESIRA as Director	Mgmt	For	Against	Against
6	Renew Appointment of EMZ Partners as Censor	Mgmt	For	Against	Against
7	Elect Marie-Helene Sergent as Director	Mgmt	For	Against	Against
8	Approve Remuneration of Directors in the Aggregate Amount of EUR 44,000	Mgmt	For	For	For
9	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
10	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
11	Approve Compensation of Marc Le Flohic, Chairman and CEO	Mgmt	For	For	For
12	Approve Compensation of Jean-Marc Gendre, Vice-CEO	Mgmt	For	For	For
13	Approve Remuneration Policy of Directors	Mgmt	For	For	For
14	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For
15	Approve Remuneration Policy of Vice-CEO	Mgmt	For	Against	Against
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	Against	Against
	Extraordinary Business	Mgmt			
17	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights and/or Capitalization of Reserves for Bonus Issue or Increase in Par Value, up to Aggregate Nominal Amount of EUR 50 Million	Mgmt	For	Against	Against
19	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 50 Million	Mgmt	For	Against	Against

## Lumibird SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
20	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 50 Million	Mgmt	For	Against	Against
21	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above Under Items 18-20	Mgmt	For	Against	Against
22	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	Against	Against
23	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Against	Against
24	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries up to Aggregate Nominal Amount of EUR 50 Million	Mgmt	For	Against	Against
25	Authorize up to 30 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Against	Against
26	Authorize up to 10 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	For	Against	Against
27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
28	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

## SmartCraft ASA

**Meeting Date:** 04/28/2023      **Country:** Norway      **Ticker:** SMCRT  
**Record Date:** 04/27/2023      **Meeting Type:** Annual  
**Primary Security ID:** R7T54K113

**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 Remuneration of Auditor	Mgmt	For	For	Do Not Vote
6	Discuss Company's Corporate Governance Statement	Mgmt			

## SmartCraft ASA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Approve Remuneration of Directors in the Amount of NOK 364,000 for Chair and NOK 182,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	Do Not Vote
8	Approve Remuneration of Nomination Committee	Mgmt	For	For	Do Not Vote
9	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	Do Not Vote
10	Approve Remuneration Statement (Advisory)	Mgmt	For	For	Do Not Vote
11	Elect Arild Bodal (Chair) and Helen Fasth Gillstedt as New Members of Nominating Committee	Mgmt	For	For	Do Not Vote
12	Elect Gunnar Haglund (Chair), Isabella Alveberg, Bernt Ulstein, Maria Danell, Marianne Bergmann Roren, Carl Ivarsson and Allan Engstrom as New Directors	Mgmt	For	For	Do Not Vote
13	Approve Creation of NOK 171,522.305 Pool of Capital without Preemptive Rights	Mgmt	For	For	Do Not Vote
14	Authorize Share Repurchase Program	Mgmt	For	For	Do Not Vote
15	Ratify Ernst & Young as Auditor	Mgmt	For	For	Do Not Vote
16	Amend Articles Re: Deadline for Attendance Notice	Mgmt	For	For	Do Not Vote

## BioGaia AB

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

**Country:** Sweden

**Ticker:** BIOG.B

**Record Date:** 04/26/2023

**Meeting Type:** Annual

**Primary Security ID:** W2R76H103

**Voting Policy:** SRI

**Shares Voted:** 78,681

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			

## BioGaia AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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 1.45 Per Share and an Extra Dividend of SEK 1.45 Per Share	Mgmt	For	For	For
9.c	Approve Discharge of Board and President	Mgmt	For	For	For
10	Determine Number of Members (8) and Deputy Members of Board (0); Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
11.1	Approve Remuneration of Directors in the Amount of SEK 710,000 for Chair, SEK 490,000 for Vice Chair and SEK 275,000 for Other Directors; Approve Committee Fees; Approve Extra Remuneration for Peter Rothschild; Approve Remuneration of Auditor	Mgmt	For	For	For
12.a	Reelect Anthon Jahreskog as Director	Mgmt	For	For	For
12.b	Reelect Benedicte Flambard as Director	Mgmt	For	For	For
12.c	Reelect David Dangoor as Director	Mgmt	For	For	For
12.d	Reelect Peter Rothschild as Director	Mgmt	For	Against	Against
12.e	Reelect Vanessa Rothschild as Director	Mgmt	For	For	For
12.f	Elect Barbro Friden as New Director	Mgmt	For	For	For
12.g	Elect Outi Armstrong as New Director	Mgmt	For	For	For
12.h	Elect Vesa Koskinen as New Director	Mgmt	For	For	For
13	Reelect Peter Rothschild as Board Chair; Reelect David Dangoor as Vice Chair	Mgmt	For	Against	Against
14	Ratify Deloitte as Auditor	Mgmt	For	For	For
15	Authorize Chairman of Board and Representatives of Four of Company's Largest Shareholders to Serve on Nominating Committee	Mgmt	For	For	For
16	Approve Remuneration Report	Mgmt	For	Against	Against
17	Amend Articles Re: Power of Attorney and Postal Voting	Mgmt	For	For	For
18	Close Meeting	Mgmt			

## Mips AB

**Meeting Date:** 05/10/2023

**Country:** Sweden

**Ticker:** MIPS

**Record Date:** 05/02/2023

**Meeting Type:** Annual

**Primary Security ID:** W5648N127

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	Designate Inspector(s) of Minutes of Meeting	Mgmt			
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 Board Chair Report	Mgmt			
9	Receive CEO's Report	Mgmt			
10	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
11	Approve Allocation of Income and Dividends of SEK 5.50 Per Share	Mgmt	For	For	For
12.a	Approve Discharge of Magnus Welander	Mgmt	For	For	For
12.b	Approve Discharge of Jonas Rahmn	Mgmt	For	For	For
12.c	Approve Discharge of Jenny Rosberg	Mgmt	For	For	For
12.d	Approve Discharge of Thomas Brautigam	Mgmt	For	For	For
12.e	Approve Discharge of Anna Hallov	Mgmt	For	For	For
12.f	Approve Discharge of Maria Hedengren	Mgmt	For	For	For
12.g	Approve Discharge of Pernilla Wiberg	Mgmt	For	For	For
12.h	Approve Discharge of CEO Max Strandwitz	Mgmt	For	For	For
13	Approve Remuneration Report	Mgmt	For	For	For
14	Determine Number of Members (6) and Deputy Members (0) of Board	Mgmt	For	For	For
15.a	Approve Remuneration of Directors in the Amount of SEK 640,000 for Chairman and SEK 285,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
15.b	Approve Remuneration of Auditors	Mgmt	For	For	For
16.1a	Reelect Magnus Welander as Director	Mgmt	For	For	For
16.1b	Reelect Thomas Brautigam as Director	Mgmt	For	For	For
16.1c	Reelect Maria Hedengren as Director	Mgmt	For	For	For
16.1d	Reelect Anna Hallov as Director	Mgmt	For	For	For

## Mips AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16.1e	Reelect Jonas Rahmn as Director	Mgmt	For	For	For
16.1f	Reelect Jenny Rosberg as Director	Mgmt	For	For	For
16.2	Reelect Magnus Welander Board Chair	Mgmt	For	Against	Against
17	Ratify KPMG as Auditors	Mgmt	For	For	For
18	Approve Stock Option Plan for Key Employees	Mgmt	For	For	For
19	Approve Creation of Pool of Capital without Preemptive Rights	Mgmt	For	For	For
20	Authorize Share Repurchase Program	Mgmt	For	For	For
21	Close Meeting	Mgmt			

## Optomed Oy

**Meeting Date:** 05/10/2023

**Country:** Finland

**Ticker:** OPTOMED

**Record Date:** 04/27/2023

**Meeting Type:** Annual

**Primary Security ID:** X596DU100

**Voting Policy:** SRI

**Shares Voted:** 15,585

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 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 Remuneration of Directors in the Amount of EUR 36,000 for Chair and EUR 18,000 for Other Directors; Approve Meeting Fees for Committee Work	Mgmt	For	For	For
12	Fix Number of Directors at Six	Mgmt	For	For	For



## Optomed Oy

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Reelect Seppo Makinen, Petri Salonen, Reijo Tauriainen and Anna Tenstam as Directors; Elect Catherine Calarco and Ty Lee as New Directors	Mgmt	For	Against	Against
14	Approve Remuneration of Auditor	Mgmt	For	For	For
15	Ratify KPMG as Auditor	Mgmt	For	For	For
16	Authorize Share Repurchase Program	Mgmt	For	For	For
17	Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights	Mgmt	For	For	For
18	Amend Articles Re: Board Size	Mgmt	For	For	For
19	Close Meeting	Mgmt			

## Fasadgruppen Group AB

**Meeting Date:** 05/11/2023

**Country:** Sweden

**Ticker:** FG

**Record Date:** 05/03/2023

**Meeting Type:** Annual

**Primary Security ID:** W2950P105

**Voting Policy:** SRI

**Shares Voted:** 34,301

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For	For	For
2	Prepare and Approve List of Shareholders	Mgmt	For	For	For
3	Approve Agenda of Meeting	Mgmt	For	For	For
4	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt			
7.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
7.b	Approve Allocation of Income and Dividends of SEK 1.70 Per Share	Mgmt	For	For	For
7.c	Approve Discharge of Board and President	Mgmt	For	For	For
7.d	Approve Remuneration Report	Mgmt	For	For	For
8	Determine Number of Members (6) and Deputy Members (0) of Board	Mgmt	For	For	For
9	Approve Remuneration of Directors in the Amount of SEK 520,000 for Chairman and SEK 260,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For

## Fasadgruppen Group AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10.a	Reelect Tomas Stahl as Director	Mgmt	For	For	For
10.b	Reelect Ulrika Dellby as Director	Mgmt	For	For	For
10.c	Reelect Tomas Georgiadis as Director	Mgmt	For	Against	Against
10.d	Reelect Gunilla Ohman as Director	Mgmt	For	For	For
10.e	Reelect Christina Lindback as Director	Mgmt	For	For	For
10.f	Elect Mats Karlsson as Director	Mgmt	For	For	For
10.g	Reelect Ulrika Dellby as Board Chair	Mgmt	For	For	For
11	Approve Remuneration of Auditors	Mgmt	For	For	For
12	Ratify Deloitte AB as Auditors	Mgmt	For	For	For
13	Approve Warrant Plan for Key Employees	Mgmt	For	For	For
14	Approve Creation of Pool of Capital without Preemptive Rights	Mgmt	For	For	For
15	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
16	Close Meeting	Mgmt			

## Mensch & Maschine Software SE

**Meeting Date:** 05/11/2023

**Country:** Germany

**Ticker:** MUM

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

**Meeting Type:** Annual

**Primary Security ID:** D5345W108

**Voting Policy:** SRI

**Shares Voted:** 23,866

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

## Mensch & Maschine Software SE

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

## Mentice AB

**Meeting Date:** 05/11/2023

**Country:** Sweden

**Ticker:** MNTC

**Record Date:** 05/03/2023

**Meeting Type:** Annual

**Primary Security ID:** W5710V130

**Voting Policy:** SRI

**Shares Voted:** 24,000

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.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.c1	Approve Discharge of Magnus Nilsson	Mgmt	For	For	For
8.c2	Approve Discharge of Denis Gestin	Mgmt	For	For	For
8.c3	Approve Discharge of Gosta Johannesson	Mgmt	For	For	For
8.c4	Approve Discharge of David Ballard	Mgmt	For	For	For
8.c5	Approve Discharge of Johann Koss	Mgmt	For	For	For
8.c6	Approve Discharge of Eola Anggard Runsten	Mgmt	For	For	For

## Mentice AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.c7	Approve Discharge of Lawrence D. Howell	Mgmt	For	For	For
8.c8	Approve Discharge of CEO Goran Malmberg	Mgmt	For	For	For
9	Approve Remuneration of Directors in the Aggregate Amount of SEK 1.14 Million; Approve Remuneration of Auditors	Mgmt	For	For	For
10	Reelect Lawrence D. Howell, Denis Gestin, Gosta Johannesson, David Ballard, Johann Koss, Eola Anggard Runsten and Magnus Nilsson (Chair) as Directors; Ratify KPMG as Auditors	Mgmt	For	Against	Against
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
12	Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	Mgmt	For	For	For
13	Approve Warrant Plan 2023/2026 for Key Employees	Mgmt	For	For	For
14	Close Meeting	Mgmt			

## Genovis AB

**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:** 150,334

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

## Genovis AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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:** 27,582

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

## NEXUS AG

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

## Sedana Medical AB

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

**Country:** Sweden

**Ticker:** SEDANA

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

**Meeting Type:** Annual

**Primary Security ID:** W8T81G111

**Voting Policy:** SRI

**Shares Voted:** 89,249

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.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

## Sedana Medical AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Determine Number of Members (5) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
10	Approve Remuneration of Directors in the Amount of SEK 625,000 for Chairman, and SEK 250,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors	Mgmt	For	Against	Against
11	Reelect Claus Bjerre (Chair), Hilde Furberg, Ola Magnusson, Christoffer Rosenblad and Eva Walde as Directors; Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
12	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
13	Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights	Mgmt	For	For	For
14	Close Meeting	Mgmt			

## LPKF Laser & Electronics SE

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

**Country:** Germany

**Ticker:** LPK

**Record Date:** 04/25/2023

**Meeting Type:** Annual

**Primary Security ID:** D5075P109

**Voting Policy:** SRI

**Shares Voted:** 17,249

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 Omission of Dividends	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 Policy for the Management Board	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
8	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
9	Approve Increase in Size of Board to Five Members	Mgmt	For	For	For

## LPKF Laser & Electronics SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10.1	Elect Jean-Michel Richard to the Supervisory Board	Mgmt	For	For	For
10.2	Elect Dirk Rothweiler to the Supervisory Board	Mgmt	For	For	For
10.3	Elect Ludger Overmeyer to the Supervisory Board	Mgmt	For	For	For
10.4	Elect Anka Wittenberg to the Supervisory Board	Mgmt	For	For	For
10.5	Elect Alexa Hergenroether to the Supervisory Board	Mgmt	For	For	For
11	Ratify Baker Tilly GmbH & Co. KG as Auditors for Fiscal Year 2023	Mgmt	For	Against	Against
12.1	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For	For
12.2	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For
13	Approve Stock Option Plan for Key Employees; Approve Creation of EUR 2.4 Million Pool of Conditional Capital to Guarantee Conversion Rights	Mgmt	For	For	For

## 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

**Voting Policy:** SRI

**Shares Voted:** 49,520

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



## Surgical Science Sweden AB

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

## Basler AG

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

**Country:** Germany

**Ticker:** BSL

**Record Date:** 05/04/2023

**Meeting Type:** Annual

**Primary Security ID:** D0629N106

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

## 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:** 5,420

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

# MGI Digital Graphic Technology

**Meeting Date:** 06/05/2023

**Country:** France

**Ticker:** ALMDG

**Record Date:** 06/01/2023

**Meeting Type:** Annual/Special

**Primary Security ID:** F4090S113

**Voting Policy:** SRI

**Shares Voted:** 3,680

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	Against	Against
5	Approve Discharge of Directors	Mgmt	For	Against	Against
6	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	Against	Against
7	Renew Appointment of Frederic Nabet as Auditor and Laurent Exhauzier as Alternate Auditor	Mgmt	For	For	For
8	Reelect Edmond Abergel, Victor Abergel and Toshitaka Uemura as Directors	Mgmt	For	Against	Against
9	Elect Kiyotaka Suhara as Director Following the Resignation of Sumitani Tadahiko	Mgmt	For	Against	Against
	Extraordinary Business	Mgmt			
10	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 2 Million	Mgmt	For	For	For
11	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to 20 Percent of Issued Capital	Mgmt	For	Against	Against
12	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	Against	Against
13	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
14	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 2 Million	Mgmt	For	For	For
15	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
16	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For

## MGI Digital Graphic Technology

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	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: 13,649

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

## Xilam Animation SA

**Meeting Date:** 06/08/2023

**Country:** France

**Ticker:** XIL

**Record Date:** 06/06/2023

**Meeting Type:** Annual/Special

**Primary Security ID:** F9858B103

**Voting Policy:** SRI

**Shares Voted:** 20,497

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	Against	Against
5	Approve Transaction with Xilam Studio Paris and Les Films du Gorak Re: Services Agreement	Mgmt	For	Against	Against
6	Approve Transaction with Xilam Studio Paris and Les Films du Gorak Re: Services Agreement	Mgmt	For	Against	Against
7	Approve Compensation of Marc du Pontavice, Chairman and CEO	Mgmt	For	Against	Against
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
9	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Against	Against
10	Approve Remuneration Policy of Directors	Mgmt	For	For	For
11	Appoint GEA Audit as Auditor	Mgmt	For	For	For
12	Approve Discharge of Directors	Mgmt	For	For	For
13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	Against	Against
14	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
16	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

## Robertet SA

**Meeting Date:** 06/14/2023

**Country:** France

**Ticker:** RBT

**Record Date:** 06/12/2023

**Meeting Type:** Annual/Special

**Primary Security ID:** F78649120

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Discharge Directors, Corporate Officers and Auditors	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 8.50 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	Against	Against
5	Reelect Colette Robert as Director	Mgmt	For	Against	Against
6	Ratify Appointment of Isabelle De Cremoux as Director	Mgmt	For	Against	Against
7	Elect Lucie Maurel-Aubert as Director	Mgmt	For	Against	Against
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
9	Approve Compensation of Philippe Maubert, Chairman and CEO from January 1, 2022 to June 30, 2022	Mgmt	For	Against	Against
10	Approve Compensation of Philippe Maubert, Chairman of the Board since July 1, 2022	Mgmt	For	For	For
11	Approve Compensation of Jerome Bruhat, Vice-CEO from February 1, 2022 to June 30, 2022 and CEO since July 1, 2022	Mgmt	For	Against	Against
12	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
13	Approve Remuneration Policy of CEO	Mgmt	For	Against	Against
14	Approve Remuneration Policy of Directors	Mgmt	For	For	For
15	Approve Remuneration of Directors in the Aggregate Amount of EUR 300,000	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
16	Amend Article 12 of Bylaws Re: Appointment of Directors	Mgmt	For	For	For
17	Amend Article 13 of Bylaws Re: Age Limit of Chairman of the Board	Mgmt	For	For	For
	Ordinary Business	Mgmt			
18	Receive Special Auditor's Report Regarding Restricted Stock Plans	Mgmt	For	For	For
19	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

# MEDIAN Technologies SA

Meeting Date: 06/20/2023

Country: France

Ticker: ALMDT

Record Date: 06/16/2023

Meeting Type: Annual/Special

Primary Security ID: F61138107

Voting Policy: SRI

Shares Voted: 26,137

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



## MEDIAN Technologies SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
21	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 17-20 and 25-26	Mgmt	For	Against	Against
22	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 17-20 at EUR 1.2 Million	Mgmt	For	For	For
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
24	Approve Cancellation of Capital Authorizations Approved at the General Meeting on June 14, 2022	Mgmt	For	For	For
25	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to 500,000 Shares	Mgmt	For	For	For
26	Eliminate Preemptive Rights Pursuant to Item 25 Above in Favor of BEI, Banque 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:** 6,713

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

## Esker SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Business	Mgmt			
7	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
8	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
9	Authorize up to 2 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	For	For	For
10	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 1.5 Million	Mgmt	For	Against	Against
11	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 1.5 Million	Mgmt	For	Against	Against
12	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 1.5 Million	Mgmt	For	For	For
13	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 10-12 at EUR 1.5 Million	Mgmt	For	For	For
14	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 10-13	Mgmt	For	Against	Against
15	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
16	Amend Articles of Bylaws Re: Supervisory Board Members Length of Term	Mgmt	For	For	For
17	Amend Article 17 of Bylaws Re: Supervisory Board Members Length of Term	Mgmt	For	For	For
18	Amend Article 20 of Bylaws Re: Electronic Voting Procedures	Mgmt	For	For	For
	Ordinary Business	Mgmt			
19	Reelect Nicole Pelletier as Supervisory Board Member	Mgmt	For	For	For
20	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

## Equasens

**Meeting Date:** 06/29/2023

**Country:** France

**Ticker:** EQS

**Record Date:** 06/27/2023

**Meeting Type:** Annual

**Primary Security ID:** F7242R115

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

## 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: 9,833

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For
3	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
4	Ratify Baker Tilly GmbH & Co. KG as Auditors for Fiscal Year 2023	Mgmt	For	Against	Against
5.1	Reelect Laurenz Nienaber to the Supervisory Board	Mgmt	For	For	For
5.2	Reelect Catharina van Delden to the Supervisory Board	Mgmt	For	For	For
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

## Fabasoft AG

Meeting Date: 07/03/2023

Country: Austria

Ticker: FAA

Record Date: 06/23/2023

Meeting Type: Annual

Primary Security ID: A20247101

Voting Policy: SRI

Shares Voted: 3,592

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022/23 (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 2022/23	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022/23	Mgmt	For	For	For
5	Approve Remuneration Policy	Mgmt	For	Against	Against
6	Approve Remuneration Report	Mgmt	For	For	For

## Fabasoft AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Approve Remuneration of Supervisory Board Members	Mgmt	For	For	For
8	Receive Report on Share Repurchase Program (Non-Voting)	Mgmt			
9	Reelect Friedrich Roithmayr as Supervisory Board Member	Mgmt	For	Against	Against
10	Ratify Ernst & Young as Auditors for Fiscal Year 2023/24	Mgmt	For	Against	Against
11	Approve Creation of EUR 16.5 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	Against	Against
12	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Key Employees	Mgmt	For	Against	Against
13	Authorize Share Repurchase Program and Cancellation of Repurchased Shares	Mgmt	For	For	For
14	Authorize Reissuance of Repurchased Shares without Preemptive Rights	Mgmt	For	Against	Against
15	Amend Articles Re: Management Board Composition; Representation of the Company	Mgmt	For	For	For
16.1	New/Amended Proposals from Management and Supervisory Board	Mgmt	None	Against	Against
16.2	New/Amended Proposals from Shareholders	Mgmt	None	Against	Against

## Wavestone SA

**Meeting Date:** 07/27/2023

**Country:** France

**Ticker:** WAVE

**Record Date:** 07/25/2023

**Meeting Type:** Annual/Special

**Primary Security ID:** F98323102

**Voting Policy:** SRI

**Shares Voted:** 14,555

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 0.38 per Share	Mgmt	For	For	For
4	Approve Transaction with Patrick Hirigoyen Re: Employment Contract	Mgmt	For	Against	Against
5	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For

## Wavestone SA

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

## Kempower Oyj

**Meeting Date:** 08/28/2023

**Country:** Finland

**Ticker:** KEMPOWR

**Record Date:** 08/16/2023

**Meeting Type:** Extraordinary Shareholders

**Primary Security ID:** X4S4V8106

**Voting Policy:** SRI

**Shares Voted:** 3,920

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			

## Kempower Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Acknowledge Proper Convening of Meeting	Mgmt			
5	Prepare and Approve List of Shareholders	Mgmt			
6	Fix Number of Directors at Eight	Mgmt	For	For	For
7	Elect Tuula Ryttila as New Director	Mgmt	For	For	For
8	Close Meeting	Mgmt			

## 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:** 5,339

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

## CSAM Health Group AS

**Meeting Date:** 09/26/2023      **Country:** Norway      **Ticker:** CSAM  
**Record Date:** 09/19/2023      **Meeting Type:** Extraordinary Shareholders  
**Primary Security ID:** R16066103

**Voting Policy:** SRI

**Shares Voted:** 38,104

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting; Registration of Attending Shareholders and Proxies	Mgmt			
2	Elect Chairman of Meeting; Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
3	Approve Notice of Meeting and Agenda	Mgmt	For	For	For
4	Change Company Name to Omda AS	Mgmt	For	For	For
5	Pursuant to Item 4 Above, Amend Articles of Bylaws	Mgmt	For	For	For
6	Elect Daniel Forslund as a New Director	Mgmt	For	Against	Against
7	Approve Remuneration of Directors	Mgmt	For	For	For

## 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: 23,255

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: 10,189

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



**Meeting Date:** 12/05/2023

**Country:** France

**Ticker:** WAVE

**Record Date:** 12/01/2023

**Meeting Type:** Extraordinary Shareholders

**Primary Security ID:** F98323102

**Voting Policy:** SRI

**Shares Voted:** 9,863

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