

# INVENTAIRE DES VOTES 2022

## QUADRIGE EUROPE MIDCAPS

DONNÉES AU 30/12/2022

SOURCE : ISS GOVERNANCE

# VOTE SUMMARY REPORT

REPORTING PERIOD: 12/31/2021 to 12/31/2022

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): ALL INSTITUTION ACCOUNTS

## F-Secure Oyj

**Meeting Date:** 03/16/2022      **Country:** Finland      **Ticker:** FSC1V  
**Record Date:** 03/04/2022      **Meeting Type:** Annual  
**Primary Security ID:** X3034C101

**Shares Voted:** 208,888

| 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              |
| 8A              | Demand Minority Dividend  | Mgmt      | Abstain  | Abstain           | Abstain          |
| 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 80,000 for Chairman, EUR 48,000 for Chairmen of Committees, EUR 38,000 for Other Directors, and EUR 12,667 for Members Employed by the Company | Mgmt      | For      | For               | For              |
| 12              | Fix Number of Directors at Seven  | Mgmt      | For      | For               | For              |
| 13              | Reelect Risto Siilasmaa, Keith Bannister, Pertti Ervi, Paivi Rekonen and Tuomas Syrjanen as Directors; Elect Kirsi Sormunen and Tony Smith as New Directors   | Mgmt      | For      | For               | For              |
| 14              | Approve Remuneration of Auditors  | Mgmt      | For      | Against           | Against          |
| 15              | Ratify PricewaterhouseCoopers as Auditors   | Mgmt      | For      | For               | For              |
| 16              | Authorize Share Repurchase Program  | Mgmt      | For      | For               | For              |
| 17              | Approve Issuance of up to 31.7 Million Shares without Preemptive Rights   | Mgmt      | For      | Against           | Against          |

## F-Secure Oyj

| Proposal Number | Proposal Text       | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---------------------|-----------|----------|-------------------|------------------|
| 18              | Change Company Name | Mgmt      | For      | For               | For              |
| 19              | Close Meeting       | Mgmt      |          |                   |                  |

## BFF Bank SpA

**Meeting Date:** 03/31/2022      **Country:** Italy      **Ticker:** BFF  
**Record Date:** 03/22/2022      **Meeting Type:** Annual  
**Primary Security ID:** T1R288116

Shares Voted: 92,699

| 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              |
| 3.1             | Elect Monica Magri as Director and Approve Director's Remuneration                                     | Mgmt      | For      | For               | For              |
| 3.2             | Elect Anna Kunkl as Director and Approve Director's Remuneration                                       | Mgmt      | For      | For               | For              |
|                 | Shareholder Proposal Submitted by Institutional Investors (Assogestioni)                               | Mgmt      |          |                   |                  |
| 4               | Appoint Francesca Sandrolini as Internal Statutory Auditor and Chairman of Internal Statutory Auditors | SH        | None     | For               | For              |
|                 | Management Proposals   | Mgmt      |          |                   |                  |
| 5.1             | Approve Remuneration Policy  | Mgmt      | For      | Against           | Against          |
| 5.2             | Approve Severance Payments Policy  | Mgmt      | For      | Against           | Against          |
| 5.3             | Approve Second Section of the Remuneration Report  | Mgmt      | For      | For               | For              |
| 5.4             | Approve Incentive Plan   | Mgmt      | For      | Against           | Against          |
| 6               | 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          |

## Piaggio & C SpA

**Meeting Date:** 04/11/2022      **Country:** Italy      **Ticker:** PIA  
**Record Date:** 03/31/2022      **Meeting Type:** Annual  
**Primary Security ID:** T74237107

Shares Voted: 1,304,828

| 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      | Against           | Against          |
| 3               | 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          |

**Siegfried Holding AG**

Meeting Date: 04/13/2022

Country: Switzerland

Ticker: SFZN

Record Date:

Meeting Type: Annual

Primary Security ID: H75942153

Shares Voted: 2,888

| 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 CHF 14.2 Million Reduction in Share Capital via Reduction of Nominal Value and Repayment of CHF 3.20 per Share         | Mgmt      | For      | For               | For              |
| 3               | Approve Creation of CHF 14 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights                   | Mgmt      | For      | Against           | Against          |
| 4               | Approve Discharge of Board of Directors  | Mgmt      | For      | For               | For              |
| 5.1             | Approve Remuneration of Directors in the Amount of CHF 1.9 Million   | Mgmt      | For      | For               | For              |
| 5.2.1           | Approve Fixed Remuneration of Executive Committee in the Amount of CHF 4 Million for Fiscal Year 2023                          | Mgmt      | For      | For               | For              |
| 5.2.2           | Approve Short-Term Performance-Based Remuneration of Executive Committee in the Amount of CHF 1.7 Million for Fiscal Year 2021 | Mgmt      | For      | For               | For              |

## Siegfried Holding AG

| Proposal Number | Proposal Text   | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 5.2.3           | Approve Long-Term Performance-Based Remuneration of Executive Committee in the Amount of CHF 4.3 Million for Fiscal Year 2022 | Mgmt      | For      | For               | For              |
| 6.1.1           | Reelect Isabelle Welton as Director   | Mgmt      | For      | For               | For              |
| 6.1.2           | Reelect Colin Bond as Director  | Mgmt      | For      | For               | For              |
| 6.1.3           | Reelect Wolfram Carius as Director  | Mgmt      | For      | For               | For              |
| 6.1.4           | Reelect Andreas Casutt as Director  | Mgmt      | For      | For               | For              |
| 6.1.5           | Reelect Martin Schmid as Director   | Mgmt      | For      | For               | For              |
| 6.2.1           | Elect Alexandra Brand as Director   | Mgmt      | For      | For               | For              |
| 6.2.2           | Elect Beat Walti as Director  | Mgmt      | For      | For               | For              |
| 6.3             | Reelect Andreas Casutt as Board Chair   | Mgmt      | For      | For               | For              |
| 6.4.1           | Reappoint Isabelle Welton as Member of the Compensation Committee   | Mgmt      | For      | Against           | Against          |
| 6.4.2           | Reappoint Martin Schmid as Member of the Compensation Committee   | Mgmt      | For      | Against           | Against          |
| 6.4.3           | Appoint Beat Walti as Member of the Compensation Committee  | Mgmt      | For      | For               | For              |
| 7               | Designate Rolf Freiermuth as Independent Proxy  | Mgmt      | For      | For               | For              |
| 8               | Ratify PricewaterhouseCoopers AG as Auditors  | Mgmt      | For      | For               | For              |
| 9               | Transact Other Business (Voting)  | Mgmt      | For      | Against           | Against          |

## Siegfried Holding AG

**Meeting Date:** 04/13/2022      **Country:** Switzerland      **Ticker:** SFZN  
**Record Date:**      **Meeting Type:** Annual  
**Primary Security ID:** H75942153

**Shares Voted:** 2,888

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

## Eiffage SA

**Meeting Date:** 04/20/2022      **Country:** France      **Ticker:** FGR  
**Record Date:** 04/18/2022      **Meeting Type:** Annual/Special  
**Primary Security ID:** F2924U106

| 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 3.10 per Share  | Mgmt      | For      | For               | For              |
| 4               | Approve Auditors' Special Report on Related-Party Transactions  | Mgmt      | For      | For               | For              |
| 5               | Reelect Odile Georges-Picot as Director   | Mgmt      | For      | For               | For              |
| 6               | Approve Remuneration Policy of Directors  | Mgmt      | For      | For               | For              |
| 7               | Approve Remuneration Policy of Chairman and CEO   | Mgmt      | For      | For               | For              |
| 8               | Approve Compensation Report   | Mgmt      | For      | For               | For              |
| 9               | Approve Compensation of Benoit de Ruffray, Chairman and CEO   | Mgmt      | For      | For               | For              |
| 10              | Authorize Repurchase of Up to 10 Percent of Issued Share Capital  | Mgmt      | For      | For               | For              |
|                 | Extraordinary Business  | Mgmt      |          |                   |                  |
| 11              | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares  | Mgmt      | For      | For               | For              |
| 12              | Authorize Capitalization of Reserves of Up to EUR 80 Million for Bonus Issue or Increase in Par Value                                 | Mgmt      | For      | For               | For              |
| 13              | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 156.8 Million   | Mgmt      | For      | For               | For              |
| 14              | Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 39.2 Million | Mgmt      | For      | For               | For              |
| 15              | Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 39.2 Million     | Mgmt      | For      | For               | For              |
| 16              | Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above       | Mgmt      | For      | For               | For              |
| 17              | Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind  | Mgmt      | For      | For               | For              |

## Eiffage SA

| Proposal Number | Proposal Text   | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 18              | Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 14, 15 and 17 at EUR 39.2 Million | Mgmt      | For      | For               | For              |
| 19              | Authorize Capital Issuances for Use in Employee Stock Purchase Plans  | Mgmt      | For      | For               | For              |
| 20              | Authorize up to 1 Million Shares for Use in Restricted Stock Plans  | Mgmt      | For      | For               | For              |
| 21              | Amend Article 30 of Bylaws to Comply with Legal Changes   | Mgmt      | For      | For               | For              |
| 22              | Amend Article 17 of Bylaws Re: Selection of Representative of Employee Shareholders                                 | Mgmt      | For      | For               | For              |
|                 | Ordinary Business   | Mgmt      |          |                   |                  |
| 23              | Authorize Filing of Required Documents/Other Formalities  | Mgmt      | For      | For               | For              |

## Amplifon SpA

**Meeting Date:** 04/22/2022      **Country:** Italy      **Ticker:** AMP  
**Record Date:** 04/11/2022      **Meeting Type:** Annual  
**Primary Security ID:** T0388E118

Shares Voted: 40,888

| Proposal Number | Proposal Text   | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
|                 | Ordinary Business   | Mgmt      |          |                   |                  |
|                 | Management Proposals  | Mgmt      |          |                   |                  |
| 1.1             | Accept Financial Statements and Statutory Reports                       | Mgmt      | For      | For               | For              |
| 1.2             | Approve Allocation of Income  | Mgmt      | For      | For               | For              |
|                 | Shareholder Proposal Submitted by Ampliter Srl                          | Mgmt      |          |                   |                  |
| 2.1             | Fix Number of Directors   | SH        | None     | For               | For              |
|                 | Appoint Directors (Slate Election) - Choose One of the Following Slates | Mgmt      |          |                   |                  |
| 2.2.1           | Slate 1 Submitted by Ampliter Srl                                       | SH        | None     | Against           | Against          |
| 2.2.2           | Slate 2 Submitted by Institutional Investors (Assogestioni)             | SH        | None     | For               | For              |
|                 | Shareholder Proposal Submitted by Ampliter Srl                          | Mgmt      |          |                   |                  |
| 3               | Approve Remuneration of Directors                                       | SH        | None     | For               | For              |
|                 | Management Proposals  | Mgmt      |          |                   |                  |
| 4.1             | Approve Remuneration Policy   | Mgmt      | For      | Against           | Against          |
| 4.2             | Approve Second Section of the Remuneration Report                       | Mgmt      | For      | For               | For              |

## Amplifon SpA

| Proposal Number | Proposal Text   | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 5               | Approve Co-Investment Plan  | Mgmt      | For      | For               | For              |
| 6               | Authorize Share Repurchase Program and Reissuance of Repurchased Shares | Mgmt      | For      | Against           | Against          |

## FILA - Fabbrica Italiana Lapis ed Affini SpA

**Meeting Date:** 04/27/2022      **Country:** Italy      **Ticker:** FILA  
**Record Date:** 04/14/2022      **Meeting Type:** Annual  
**Primary Security ID:** T4R96P184

Shares Voted: 739,955

| 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      | For               | For              |
| 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              |
| 4               | Approve Performance Shares Plan   | Mgmt      | For      | Against           | Against          |
| A               | Deliberations on Possible Legal Action Against Directors if Presented by Shareholders | Mgmt      | None     | Against           | Against          |

## Barco NV

**Meeting Date:** 04/28/2022      **Country:** Belgium      **Ticker:** BAR  
**Record Date:** 04/14/2022      **Meeting Type:** Annual  
**Primary Security ID:** B0833G105

Shares Voted: 355,582

| Proposal Number | Proposal Text   | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
|                 | Annual Meeting Agenda   | Mgmt      |          |                   |                  |
| 1               | Receive Directors' and Auditors' Reports (Non-Voting)                                   | Mgmt      |          |                   |                  |
| 2               | Approve Financial Statements, Allocation of Income, and Dividends of EUR 0.40 per Share | Mgmt      | For      | For               | For              |
| 3               | Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)            | Mgmt      |          |                   |                  |



## Barco NV

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 4.1             | Approve Remuneration Policy  | Mgmt      | For      | Against           | Against          |
| 4.2             | Approve Remuneration Report  | Mgmt      | For      | For               | For              |
| 5               | Approve Discharge of Directors   | Mgmt      | For      | For               | For              |
| 6               | Approve Discharge of Auditors  | Mgmt      | For      | For               | For              |
| 7               | Indicate Adisys Corporation, Permanently Represented by Ashok K. Jain, as Independent Director | Mgmt      | For      | For               | For              |
| 8               | Approve Remuneration of Directors  | Mgmt      | For      | For               | For              |
| 9               | Approve Stock Option Plan  | Mgmt      | For      | For               | For              |

## MARR SpA

**Meeting Date:** 04/28/2022      **Country:** Italy      **Ticker:** MARR  
**Record Date:** 04/19/2022      **Meeting Type:** Annual  
**Primary Security ID:** T6456M106

**Shares Voted:** 128,888

| Proposal Number | Proposal Text   | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
|                 | Ordinary Business   | Mgmt      |          |                   |                  |
| 1               | Accept Financial Statements and Statutory Reports                                     | Mgmt      | For      | For               | For              |
| 2               | Approve Allocation of Income  | Mgmt      | For      | For               | For              |
| 3a              | Approve Remuneration Policy   | Mgmt      | For      | Against           | Against          |
| 3b              | Approve Second Section of the Remuneration Report                                     | Mgmt      | For      | For               | For              |
| 4               | Adjust Remuneration of External Auditors  | Mgmt      | For      | For               | For              |
| 5               | 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          |

## Salcef Group SpA

**Meeting Date:** 04/29/2022      **Country:** Italy      **Ticker:** SCF  
**Record Date:** 04/20/2022      **Meeting Type:** Annual/Special  
**Primary Security ID:** T8228Q118

| 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               | Authorize Share Repurchase Program and Reissuance of Repurchased Shares                   | Mgmt      | For      | For               | For              |
| 4.1             | Approve Remuneration Policy   | Mgmt      | For      | For               | For              |
| 4.2             | Approve Second Section of the Remuneration Report   | Mgmt      | For      | For               | For              |
| 5               | Approve Stock Grant Plan 2022 - 2025  | Mgmt      | For      | Against           | Against          |
| 6               | Approve Performance Share Plan 2022 - 2023  | Mgmt      | For      | Against           | Against          |
|                 | Shareholder Proposals Submitted by Finhold Srl  | Mgmt      |          |                   |                  |
| 7.1             | Fix Number of Directors   | SH        | None     | For               | For              |
| 7.2             | Fix Board Terms for Directors   | SH        | None     | For               | For              |
|                 | Appoint Directors (Slate Election) - Choose One of the Following Slates                   | Mgmt      |          |                   |                  |
| 7.3.1           | Slate 1 Submitted by Finhold Srl  | SH        | None     | Against           | Against          |
| 7.3.2           | Slate 2 Submitted by Institutional Investors (Assogestioni)                               | SH        | None     | For               | For              |
|                 | Shareholder Proposals Submitted by Finhold Srl  | Mgmt      |          |                   |                  |
| 7.4             | Elect Gilberto Salciccia as Board Chair   | SH        | None     | For               | For              |
| 7.5             | Approve Remuneration of Directors   | SH        | None     | For               | For              |
|                 | Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates | Mgmt      |          |                   |                  |
| 8.1.1           | Slate 1 Submitted by Finhold Srl  | SH        | None     | Against           | Against          |
| 8.1.2           | Slate 2 Submitted by Institutional Investors (Assogestioni)                               | SH        | None     | For               | For              |
| 8.2             | Appoint Chairman of Internal Statutory Auditors   | SH        | None     | For               | For              |
|                 | Shareholder Proposal Submitted by Finhold Srl   | Mgmt      |          |                   |                  |
| 8.3             | Approve Internal Auditors' Remuneration   | SH        | None     | For               | For              |
|                 | Extraordinary Business  | Mgmt      |          |                   |                  |
|                 | Management Proposals  | Mgmt      |          |                   |                  |

## Salcef Group SpA

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1               | Approve Capital Increase with or without Warrants Attached without Preemptive Rights; Amend Company Bylaws Re: Article 6 | Mgmt      | For      | For               | For              |
| 2               | Amend Company Bylaws   | Mgmt      | For      | For               | For              |
| A               | Deliberations on Possible Legal Action Against Directors if Presented by Shareholders                                    | Mgmt      | None     | Against           | Against          |

## SIT SpA

**Meeting Date:** 04/29/2022      **Country:** Italy      **Ticker:** SIT  
**Record Date:** 04/20/2022      **Meeting Type:** Annual  
**Primary Security ID:** T8T92S124

Shares Voted: 120,615

| 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      | For               | For              |
| 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              |

## Aperam SA

**Meeting Date:** 05/04/2022      **Country:** Luxembourg      **Ticker:** APAM  
**Record Date:** 04/20/2022      **Meeting Type:** Annual/Special  
**Primary Security ID:** L0187K107

Shares Voted: 74,620

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
|                 | Annual Meeting Agenda  | Mgmt      |          |                   |                  |
| I               | Approve Consolidated Financial Statements                        | Mgmt      | For      | For               | For              |
| II              | Approve Financial Statements                                     | Mgmt      | For      | For               | For              |
| III             | Approve Remuneration of Directors                                | Mgmt      | For      | For               | For              |
| IV              | Approve Allocation of Income and Dividends of EUR 2.00 Per Share | Mgmt      | For      | For               | For              |
| V               | Approve Remuneration Policy                                      | Mgmt      | For      | For               | For              |

## Aperam SA

| Proposal Number | Proposal Text   | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| VI              | Approve Remuneration Report   | Mgmt      | For      | For               | For              |
| VII             | Approve Annual Fees Structure of the Board and Remuneration of CEO  | Mgmt      | For      | For               | For              |
| VIII            | Approve Discharge of Directors  | Mgmt      | For      | For               | For              |
| IX              | Elect Lakshmi N. Mittal as Director   | Mgmt      | For      | Against           | Against          |
| X               | Elect Bernadette Baudier as Director  | Mgmt      | For      | For               | For              |
| XI              | Elect Aditya Mittal as Director   | Mgmt      | For      | For               | For              |
| XII             | Elect Roberte Kesteman as Director  | Mgmt      | For      | For               | For              |
| XIII            | Approve Share Repurchase Program  | Mgmt      | For      | For               | For              |
| XIV             | Appoint PricewaterhouseCoopers as Auditor   | Mgmt      | For      | For               | For              |
| XV              | Approve Grants of Share Based Incentives  | Mgmt      | For      | For               | For              |
|                 | Extraordinary Meeting Agenda  | Mgmt      |          |                   |                  |
| I               | Approve Reduction in Share Capital Through Cancellation of Shares and Amend Articles 5.1 and 5.2 of the Articles of Association | Mgmt      | For      | For               | For              |

## CGG

**Meeting Date:** 05/05/2022

**Country:** France

**Ticker:** CGG

**Record Date:** 05/03/2022

**Meeting Type:** Annual/Special

**Primary Security ID:** F1704T263

**Shares Voted:** 3,798,888

| Proposal Number | Proposal Text   | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
|                 | Ordinary Business   | Mgmt      |          |                   |                  |
| 1               | Approve Financial Statements and Statutory Reports  | Mgmt      | For      | For               | For              |
| 2               | Approve Treatment of Losses   | Mgmt      | For      | For               | For              |
| 3               | Approve Transfer From Carry Forward Account to Issuance Premium Account                                   | Mgmt      | For      | For               | For              |
| 4               | Approve Consolidated Financial Statements and Statutory Reports   | Mgmt      | For      | For               | For              |
| 5               | Reelect Sophie Zurquiyah as Director  | Mgmt      | For      | For               | For              |
| 6               | Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions | Mgmt      | For      | For               | For              |
| 7               | Approve Compensation Report of Corporate Officers   | Mgmt      | For      | For               | For              |
| 8               | Approve Compensation of Philippe Salle, Chairman of the Board   | Mgmt      | For      | For               | For              |

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 9               | Approve Compensation of Sophie Zurquiyah, CEO  | Mgmt      | For      | For               | For              |
| 10              | Approve Remuneration Policy of Directors   | Mgmt      | For      | For               | For              |
| 11              | Approve Remuneration Policy of Chairman of the Board   | Mgmt      | For      | For               | For              |
| 12              | Approve Remuneration Policy of CEO   | Mgmt      | For      | For               | For              |
| 13              | Authorize Repurchase of Up to 10 Percent of Issued Share Capital                                       | Mgmt      | For      | For               | For              |
|                 | Extraordinary Business   | Mgmt      |          |                   |                  |
| 14              | Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans                          | Mgmt      | For      | For               | For              |
| 15              | Authorize up to 1 Percent of Issued Capital for Use in Stock Option Plans                              | Mgmt      | For      | For               | For              |
| 16              | Authorize Capital Issuances for Use in Employee Stock Purchase Plans                                   | Mgmt      | For      | For               | For              |
| 17              | Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 14-16 at EUR 285,000 | Mgmt      | For      | For               | For              |
| 18              | Authorize Filing of Required Documents/Other Formalities   | Mgmt      | For      | For               | For              |

## Cie d'Entreprises CFE SA

**Meeting Date:** 05/05/2022

**Country:** Belgium

**Ticker:** CFEB

**Record Date:** 04/21/2022

**Meeting Type:** Ordinary Shareholders

**Primary Security ID:** B27818135

**Shares Voted:** 14,262

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
|                 | Ordinary Shareholders' Meeting Agenda  | Mgmt      |          |                   |                  |
| 1               | Receive Directors' Reports (Non-Voting)  | Mgmt      |          |                   |                  |
| 2               | Receive Auditors' Reports (Non-Voting)   | Mgmt      |          |                   |                  |
| 3               | Accept Consolidated Financial Statements and Statutory Reports                           | Mgmt      | For      | For               | For              |
| 4.1             | Approve Remuneration Report  | Mgmt      | For      | For               | For              |
| 4.2             | Approve Remuneration of Directors  | Mgmt      | For      | For               | For              |
| 5               | Approve Discharge of Directors   | Mgmt      | For      | For               | For              |
| 6               | Approve Discharge of Auditors  | Mgmt      | For      | For               | For              |
| 7               | Elect Lieve Creten SRL, Permanently Represented by Lieve Creten, as Independent Director | Mgmt      | For      | For               | For              |

## Technip Energies NV

Meeting Date: 05/05/2022

Country: Netherlands

Ticker: TE

Record Date: 04/07/2022

Meeting Type: Annual

Primary Security ID: N8486R101

Shares Voted: 308,888

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
|                 | Annual Meeting Agenda                                      | Mgmt      |          |                   |                  |
| 1               | Open Meeting   | Mgmt      |          |                   |                  |
| 2               | Presentation by Arnaud Pieton, CEO                         | Mgmt      |          |                   |                  |
| 3               | Adopt Financial Statements and Statutory Reports           | Mgmt      | For      | For               | For              |
| 4               | Approve Dividends of EUR 0.45 Per Share                    | Mgmt      | For      | For               | For              |
| 5               | Approve Remuneration Report                                | Mgmt      | For      | Against           | Against          |
| 6               | Ratify PricewaterhouseCoopers Accountants N.V. as Auditors | Mgmt      | For      | For               | For              |
| 7a              | Approve Discharge of Executive Directors                   | Mgmt      | For      | For               | For              |
| 7b              | Approve Discharge of Non-Executive Directors               | Mgmt      | For      | For               | For              |
| 8a              | Reelect Arnaud Pieton as Executive Director                | Mgmt      | For      | For               | For              |
| 8b              | Reelect Joseph Rinaldi as Non-Executive Director           | Mgmt      | For      | For               | For              |
| 8c              | Reelect Arnaud Caudoux as Non-Executive Director           | Mgmt      | For      | For               | For              |
| 8d              | Reelect Marie-Ange Debon as Non-Executive Director         | Mgmt      | For      | For               | For              |
| 8e              | Reelect Simon Eysers as Non-Executive Director             | Mgmt      | For      | For               | For              |
| 8f              | Reelect Alison Goligher as Non-Executive Director          | Mgmt      | For      | For               | For              |
| 8g              | Reelect Didier Houssin as Non-Executive Director           | Mgmt      | For      | For               | For              |
| 8h              | Reelect Nello Uccelletti as Non-Executive Director         | Mgmt      | For      | For               | For              |
| 8i              | Elect Colette Cohen as Non-Executive Director              | Mgmt      | For      | For               | For              |
| 8j              | Elect Francesco Venturini as Non-Executive Director        | Mgmt      | For      | For               | For              |
| 9               | Close Meeting  | Mgmt      |          |                   |                  |

## Gestamp Automocion SA

Meeting Date: 05/10/2022

Country: Spain

Ticker: GEST

Record Date: 05/05/2022

Meeting Type: Annual

Primary Security ID: E5R71W108

## Gestamp Automocion SA

Shares Voted: 314,685

| Proposal Number | Proposal Text   | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1               | Approve Consolidated and Standalone Financial Statements and Discharge of Board | Mgmt      | For      | For               | For              |
| 2               | Approve Non-Financial Information Statement                                     | Mgmt      | For      | For               | For              |
| 3               | Approve Allocation of Income and Dividends                                      | Mgmt      | For      | For               | For              |
| 4               | Approve Dividends Charged Against Unrestricted Reserves                         | Mgmt      | For      | For               | For              |
| 5.1             | Amend Article 19 Re: Board of Directors   | Mgmt      | For      | For               | For              |
| 5.2             | Amend Article 22 Re: Director Remuneration                                      | Mgmt      | For      | For               | For              |
| 6               | Approve Related-Party Transactions  | Mgmt      | For      | For               | For              |
| 7               | Advisory Vote on Remuneration Report  | Mgmt      | For      | For               | For              |
| 8               | Renew Appointment of Ernst & Young as Auditor                                   | Mgmt      | For      | For               | For              |
| 9               | Authorize Board to Ratify and Execute Approved Resolutions                      | Mgmt      | For      | For               | For              |
| 10              | Approve Minutes of Meeting  | Mgmt      | For      | For               | For              |

## Imerys SA

Meeting Date: 05/10/2022

Country: France

Ticker: NK

Record Date: 05/06/2022

Meeting Type: Annual

Primary Security ID: F49644101

Shares Voted: 68,888

| 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 1.55 per Share | Mgmt      | For      | For               | For              |
| 4               | Approve Auditors' Special Report on Related-Party Transactions   | Mgmt      | For      | For               | For              |
| 5               | Approve Remuneration Policy of Chairman of the Board             | Mgmt      | For      | For               | For              |
| 6               | Approve Remuneration Policy of CEO                               | Mgmt      | For      | Against           | Against          |
| 7               | Approve Remuneration Policy of Directors                         | Mgmt      | For      | For               | For              |

## Imerys SA

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 8               | Approve Compensation Report of Corporate Officers                | Mgmt      | For      | For               | For              |
| 9               | Approve Compensation of Chairman of the Board                    | Mgmt      | For      | For               | For              |
| 10              | Approve Compensation of CEO                                      | Mgmt      | For      | For               | For              |
| 11              | Reelect Ian Gallienne as Director                                | Mgmt      | For      | For               | For              |
| 12              | Reelect Lucille Ribot as Director                                | Mgmt      | For      | For               | For              |
| 13              | Elect Bernard Delpit as Director                                 | Mgmt      | For      | For               | For              |
| 14              | Elect Laurent Raets as Director                                  | Mgmt      | For      | For               | For              |
| 15              | Renew Appointment of Deloitte & Associes as Auditor              | Mgmt      | For      | For               | For              |
| 16              | Appoint PricewaterhouseCoopers Audit as Auditor                  | Mgmt      | For      | For               | For              |
| 17              | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Mgmt      | For      | For               | For              |
| 18              | Authorize Filing of Required Documents/Other Formalities         | Mgmt      | For      | For               | For              |

## Melexis NV

**Meeting Date:** 05/10/2022

**Country:** Belgium

**Ticker:** MELE

**Record Date:** 04/26/2022

**Meeting Type:** Annual

**Primary Security ID:** B59283109

**Shares Voted:** 43,768

| Proposal Number | Proposal Text   | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
|                 | Annual Meeting Agenda   | Mgmt      |          |                   |                  |
| 1               | Receive Directors' Reports (Non-Voting)   | Mgmt      |          |                   |                  |
| 2               | Receive Auditors' Reports (Non-Voting)  | Mgmt      |          |                   |                  |
| 3               | Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)            | Mgmt      |          |                   |                  |
| 4               | Approve Financial Statements, Allocation of Income, and Dividends of EUR 2.60 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               | Reelect Françoise Chombar as Director and Approve Their Remuneration                    | Mgmt      | For      | For               | For              |
| 9               | Reelect Roland Duchatelet as Director and Approve Their Remuneration                    | Mgmt      | For      | For               | For              |



## Melexis NV

| Proposal Number | Proposal Text   | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 10              | Reelect Martine Baelmans as Independent Director and Approve Their Remuneration | Mgmt      | For      | For               | For              |
| 11              | Approve Auditors' Remuneration  | Mgmt      | For      | For               | For              |

## Rheinmetall AG

**Meeting Date:** 05/10/2022      **Country:** Germany      **Ticker:** RHM  
**Record Date:** 04/18/2022      **Meeting Type:** Annual  
**Primary Security ID:** D65111102

Shares Voted: 32,888

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1               | Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting) | Mgmt      |          |                   |                  |
| 2               | Approve Allocation of Income and Dividends of EUR 3.30 per Share                     | Mgmt      | For      | For               | For              |
| 3               | Approve Discharge of Management Board for Fiscal Year 2021                           | Mgmt      | For      | For               | For              |
| 4               | Approve Discharge of Supervisory Board for Fiscal Year 2021                          | Mgmt      | For      | For               | For              |
| 5               | Ratify Deloitte GmbH as Auditors for Fiscal Year 2022                                | Mgmt      | For      | For               | For              |
| 6               | Approve Remuneration Report  | Mgmt      | For      | For               | For              |
| 7.1             | Elect Eva Oefverstroem to the Supervisory Board                                      | Mgmt      | For      | For               | For              |
| 7.2             | Elect Susanne Hannemann to the Supervisory Board                                     | Mgmt      | For      | For               | For              |
| 7.3             | Elect Andreas Georgi to the Supervisory Board  | Mgmt      | For      | For               | For              |
| 7.4             | Elect Klaus Draeger to the Supervisory Board   | Mgmt      | For      | For               | For              |
| 8               | Amend Affiliation Agreement with Subsidiaries  | Mgmt      | For      | For               | For              |

## Edenred SA

**Meeting Date:** 05/11/2022      **Country:** France      **Ticker:** EDEN  
**Record Date:** 05/09/2022      **Meeting Type:** Annual/Special  
**Primary Security ID:** F3192L109

| 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 0.90 per Share  | Mgmt      | For      | For               | For              |
| 4               | Reelect Bertrand Dumazy as Director   | Mgmt      | For      | Against           | Against          |
| 5               | Reelect Maelle Gavet as Director  | Mgmt      | For      | For               | For              |
| 6               | Reelect Jean-Romain Lhomme as Director  | Mgmt      | For      | For               | For              |
| 7               | Elect Bernardo Sanchez Incera as Director   | Mgmt      | For      | For               | For              |
| 8               | Approve Remuneration Policy of Chairman and CEO   | Mgmt      | For      | For               | For              |
| 9               | Approve Remuneration Policy of Directors  | Mgmt      | For      | For               | For              |
| 10              | Approve Compensation Report of Corporate Officers   | Mgmt      | For      | For               | For              |
| 11              | Approve Compensation of Bertrand Dumazy, Chairman and CEO   | Mgmt      | For      | For               | For              |
| 12              | Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions                             | Mgmt      | For      | For               | For              |
| 13              | Renew Appointment of Ernst & Young Audit as Auditor   | Mgmt      | For      | For               | For              |
| 14              | Authorize Repurchase of Up to 10 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 Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 164,728,118     | Mgmt      | For      | For               | For              |
| 17              | Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 24,958,805   | Mgmt      | For      | For               | For              |
| 18              | Approve Issuance of Equity or Equity-Linked Securities Reserved Qualified Investors, up to Aggregate Nominal Amount of EUR 24,958,805 | Mgmt      | For      | For               | For              |
| 19              | Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above       | Mgmt      | For      | For               | For              |

## Edenred SA

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 20              | Authorize Capital Increase of up to 5 Percent of Issued Capital for Contributions in Kind              | Mgmt      | For      | For               | For              |
| 21              | Authorize Capitalization of Reserves of Up to EUR 164,728,118 for Bonus Issue or Increase in Par Value | Mgmt      | For      | For               | For              |
| 22              | Authorize Capital Issuances for Use in Employee Stock Purchase Plans                                   | Mgmt      | For      | For               | For              |
| 23              | Authorize Filing of Required Documents/Other Formalities   | Mgmt      | For      | For               | For              |

## Kinepolis Group NV

**Meeting Date:** 05/11/2022

**Country:** Belgium

**Ticker:** KIN

**Record Date:** 04/27/2022

**Meeting Type:** Ordinary Shareholders

**Primary Security ID:** B5338M127

**Shares Voted:** 67,900

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
|                 | Ordinary Shareholders' Meeting Agenda  | Mgmt      |          |                   |                  |
| 1               | Receive Directors' Reports (Non-Voting)  | Mgmt      |          |                   |                  |
| 2               | Receive Auditors' Reports (Non-Voting)   | Mgmt      |          |                   |                  |
| 3               | Approve Financial Statements and Allocation of Income  | Mgmt      | For      | For               | For              |
| 4               | Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)                     | Mgmt      |          |                   |                  |
| 5.1             | Approve Discharge of Pentascoop NV, Permanently Represented by Joost Bert, as Director           | Mgmt      | For      | For               | For              |
| 5.2             | Approve Discharge of Eddy Duquenne as Director   | Mgmt      | For      | For               | For              |
| 5.3             | Approve Discharge of Philip Ghekiere as Director   | Mgmt      | For      | For               | For              |
| 5.4             | Approve Discharge of SDL Advice BV, Permanently Represented by Sonja Rottiers, as Director       | Mgmt      | For      | For               | For              |
| 5.5             | Approve Discharge of Mavac BV, Permanently Represented by Marleen Vaesen, as Director            | Mgmt      | For      | For               | For              |
| 5.6             | Approve Discharge of 4F BV, Permanently Represented by Ignace Van Doorselaere, as Director       | Mgmt      | For      | For               | For              |
| 5.7             | Approve Discharge of Marion Debruyne BV, Permanently Represented by Marion Debruyne, as Director | Mgmt      | For      | For               | For              |

## Kinepolis Group NV

| Proposal Number | Proposal Text   | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 5.8             | Approve Discharge of Pallanza Invest BV, Permanently Represented by Geert Vanderstappen, as Director            | Mgmt      | For      | For               | For              |
| 6               | Approve Discharge of Auditors   | Mgmt      | For      | For               | For              |
| 7.1             | Reelect SDL Advice BV, Permanently Represented by Sonja Rottiers, as Independent Director                       | Mgmt      | For      | For               | For              |
| 7.2             | Reelect Mavac BV, Permanently Represented by Marleen Vaesen, as Independent Director                            | Mgmt      | For      | For               | For              |
| 7.3             | Reelect Pallanza Invest BV, Permanently Represented by Geert Vanderstappen, as Director                         | Mgmt      | For      | Against           | Against          |
| 7.4             | Elect PGMS NV, Permanently Represented by Philip Ghekiere, as Director  | Mgmt      | For      | Against           | Against          |
| 8               | Ratify KPMG as Auditors and Approve Auditors' Remuneration  | Mgmt      | For      | For               | For              |
| 9               | Approve Remuneration Report   | Mgmt      | For      | Against           | Against          |
| 10              | Approve Remuneration Policy   | Mgmt      | For      | For               | For              |
| 11              | Approve Remuneration of Directors   | Mgmt      | For      | Against           | Against          |
| 12              | Approve Change-of-Control Clause Re: Commercial Paper/Midterm Notes Program                                     | Mgmt      | For      | For               | For              |
| 13              | Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry | Mgmt      | For      | For               | For              |

## Verallia SA

**Meeting Date:** 05/11/2022      **Country:** France      **Ticker:** VRLA  
**Record Date:** 05/09/2022      **Meeting Type:** Annual/Special  
**Primary Security ID:** F96976117

**Shares Voted:** 124,303

| 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 1.05 per Share | Mgmt      | For      | For               | For              |
| 4               | Approve Auditors' Special Report on Related-Party Transactions   | Mgmt      | For      | For               | For              |
| 5               | Elect Patrice Lucas as Director                                  | Mgmt      | For      | For               | For              |

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 6               | Elect Didier Debrosse as Director  | Mgmt      | For      | For               | For              |
| 7               | Elect Mme Beatriz Peinado Vallejo as Representative of Employee Shareholders to the Board  | Mgmt      | For      | Against           | Against          |
| 8               | Elect Matthieu Cantin as Representative of Employee Shareholders to the Board and Pedro Barandas as Alternate Representative of Employee Shareholders to the Board | Mgmt      | None     | For               | For              |
| 9               | Approve Compensation Report of Corporate Officers  | Mgmt      | For      | For               | For              |
| 10              | Approve Compensation of Michel Giannuzzi, Chairman and CEO   | Mgmt      | For      | Against           | Against          |
| 11              | Approve Remuneration Policy of Michel Giannuzzi, Chairman and CEO Until 11 May 2022  | Mgmt      | For      | For               | For              |
| 12              | Approve Remuneration Policy of Patrice Lucas, Vice-CEO Until 11 May 2022   | Mgmt      | For      | For               | For              |
| 13              | Approve Remuneration Policy of Patrice Lucas, CEO From 12 May 2022   | Mgmt      | For      | For               | For              |
| 14              | Approve Remuneration Policy of Michel Giannuzzi, Chairman of the Board From 12 May 2022  | Mgmt      | For      | For               | For              |
| 15              | Approve Remuneration Policy of Directors   | Mgmt      | For      | For               | For              |
| 16              | Authorize Repurchase of Up to 10 Percent of Issued Share Capital   | Mgmt      | For      | For               | For              |
|                 | Extraordinary Business   | Mgmt      |          |                   |                  |
| 17              | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares   | Mgmt      | For      | For               | For              |
| 18              | Authorize Capitalization of Reserves of Up to EUR 83 Million for Bonus Issue or Increase in Par Value  | Mgmt      | For      | For               | For              |
| 19              | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 206 Million                                  | Mgmt      | For      | For               | For              |
| 20              | Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights with a Binding Priority Right up to Aggregate Nominal Amount of EUR 83 Million  | Mgmt      | For      | For               | For              |
| 21              | Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 40 Million                                | Mgmt      | For      | For               | For              |
| 22              | Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 40 Million                                    | Mgmt      | For      | For               | For              |

## Verallia SA

| Proposal Number | Proposal Text   | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 23              | 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              |
| 24              | Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above Under Items 19-22 | Mgmt      | For      | For               | For              |
| 25              | Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind  | Mgmt      | For      | Against           | Against          |
| 26              | Authorize Capital Issuances for Use in Employee Stock Purchase Plans  | Mgmt      | For      | For               | For              |
| 27              | Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries  | Mgmt      | For      | For               | For              |
| 28              | Amend Article 15 of Bylaws Re: Directors Length of Term   | Mgmt      | For      | For               | For              |
| 29              | Authorize Filing of Required Documents/Other Formalities  | Mgmt      | For      | For               | For              |

## HelloFresh SE

**Meeting Date:** 05/12/2022

**Country:** Germany

**Ticker:** HFG

**Record Date:** 04/20/2022

**Meeting Type:** Annual

**Primary Security ID:** D3R2MA100

**Shares Voted:** 38,888

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1               | Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (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 2021   | Mgmt      | For      | For               | For              |
| 4               | Approve Discharge of Supervisory Board for Fiscal Year 2021  | Mgmt      | For      | For               | For              |
| 5               | Ratify KPMG AG as Auditors for Fiscal Year 2022, for the Review of Interim Financial Statements for the Fiscal Year 2022 and for the Review of Interim Financial Statements Until 2023 AGM | Mgmt      | For      | For               | For              |
| 6               | Approve Remuneration Report  | Mgmt      | For      | Against           | Against          |
| 7               | Approve Remuneration Policy  | Mgmt      | For      | For               | For              |

## HelloFresh SE

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 8               | Approve Creation of EUR 47.2 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights   | Mgmt      | For      | For               | For              |
| 9               | Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 1 Billion; Approve Creation of EUR 17.4 Million Pool of Capital to Guarantee Conversion Rights | Mgmt      | For      | For               | For              |
| 10              | Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares  | Mgmt      | For      | For               | For              |

## HENSOLDT AG

**Meeting Date:** 05/13/2022

**Country:** Germany

**Ticker:** HAG

**Record Date:** 04/21/2022

**Meeting Type:** Annual

**Primary Security ID:** D3R14P109

**Shares Voted:** 68,888

| Proposal Number | Proposal Text   | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1               | Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)                                    | Mgmt      |          |                   |                  |
| 2               | Approve Allocation of Income and Dividends of EUR 0.25 per Share  | Mgmt      | For      | For               | For              |
| 3               | Approve Discharge of Management Board for Fiscal Year 2021  | Mgmt      | For      | For               | For              |
| 4               | Approve Discharge of Supervisory Board for Fiscal Year 2021   | Mgmt      | For      | For               | For              |
| 5               | Ratify KPMG AG as Auditors for Fiscal Year 2022 and for the Review of Interim Financial Statements for Fiscal Year 2022 | Mgmt      | For      | For               | For              |
| 6               | Approve Remuneration Report   | Mgmt      | For      | Against           | Against          |
| 7.1             | Elect Norman Bone to the Supervisory Board  | Mgmt      | For      | Against           | Against          |
| 7.2             | Elect Letizia Colucci to the Supervisory Board  | Mgmt      | For      | For               | Against          |
| 7.3             | Elect Reiner Winkler to the Supervisory Board   | Mgmt      | For      | For               | For              |

## TeamViewer AG

**Meeting Date:** 05/17/2022

**Country:** Germany

**Ticker:** TMV

**Record Date:** 04/25/2022

**Meeting Type:** Annual

**Primary Security ID:** D8T895100

## TeamViewer AG

Shares Voted: 128,888

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1               | Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)   | Mgmt      |          |                   |                  |
| 2               | Approve Discharge of Management Board for Fiscal Year 2021   | Mgmt      | For      | For               | For              |
| 3               | Approve Discharge of Supervisory Board for Fiscal Year 2021  | Mgmt      | For      | For               | For              |
| 4.1             | Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2022  | Mgmt      | For      | For               | Against          |
| 4.2             | Ratify PricewaterhouseCoopers GmbH as Auditors for the Review of Interim Financial Statements Until 2023 AGM   | Mgmt      | For      | For               | Against          |
| 5               | Approve Remuneration Report  | Mgmt      | For      | For               | For              |
| 6               | Elect Hera Kitwan Siu to the Supervisory Board   | Mgmt      | For      | For               | For              |
| 7               | Change of Corporate Form to Societas Europaea (SE)   | Mgmt      | For      | For               | For              |
| 8               | Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares; Authorize Use of Financial Derivatives when Repurchasing Shares | Mgmt      | For      | For               | For              |

## Montana Aerospace AG

Meeting Date: 05/18/2022

Country: Switzerland

Ticker: AERO

Record Date:

Meeting Type: Annual

Primary Security ID: H55555108

Shares Voted: 275,329

| Proposal Number | Proposal Text   | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1               | Elect Christian Hosp as Chair of the Meeting                                | Mgmt      | For      | For               | For              |
| 2               | Accept Financial Statements and Statutory Reports                           | Mgmt      | For      | For               | For              |
| 3               | Approve Treatment of Net Loss   | Mgmt      | For      | For               | For              |
| 4               | Approve Discharge of Board and Senior Management                            | Mgmt      | For      | For               | For              |
| 5.1             | Approve Remuneration of Directors in the Amount of EUR 2.4 Million          | Mgmt      | For      | Against           | Against          |
| 5.2             | Approve Remuneration of Executive Committee in the Amount of EUR 10 Million | Mgmt      | For      | Against           | Against          |
| 6.1.1           | Reelect Michael Tojner as Director and Board Co-Chair                       | Mgmt      | For      | Against           | Against          |



## Montana Aerospace AG

| Proposal Number | Proposal Text   | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 6.1.2           | Reelect Thomas Williams as Director and Board Co-Chair  | Mgmt      | For      | Against           | Against          |
| 6.1.3           | Reelect Martin Ohneberg as Director   | Mgmt      | For      | Against           | Against          |
| 6.1.4           | Reelect Christian Hosp as Director  | Mgmt      | For      | Against           | Against          |
| 6.1.5           | Reelect Markus Vischer as Director  | Mgmt      | For      | Against           | Against          |
| 6.2.1           | Reappoint Michael Tojner as Member of the Nomination and Compensation Committee                             | Mgmt      | For      | Against           | Against          |
| 6.2.2           | Reappoint Thomas Williams as Member of the Nomination and Compensation Committee                            | Mgmt      | For      | Against           | Against          |
| 6.2.3           | Reappoint Martin Ohneberg as Member of the Nomination and Compensation Committee                            | Mgmt      | For      | Against           | Against          |
| 6.3             | Designate Keller KLG as Independent Proxy   | Mgmt      | For      | For               | For              |
| 6.4             | Ratify KPMG AG as Auditors  | Mgmt      | For      | For               | For              |
| 7               | Approve Creation of CHF 5 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights | Mgmt      | For      | For               | For              |
| 8               | Approve Creation of CHF 1 Million Pool of Conditional Capital for Financial Instruments                     | Mgmt      | For      | For               | For              |
| 9               | Transact Other Business (Voting)  | Mgmt      | For      | Against           | Against          |

## Montana Aerospace AG

**Meeting Date:** 05/18/2022

**Country:** Switzerland

**Ticker:** AERO

**Record Date:**

**Meeting Type:** Annual

**Primary Security ID:** H55555108

**Shares Voted:** 254,771

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

## Elis SA

**Meeting Date:** 05/19/2022

**Country:** France

**Ticker:** ELIS

**Record Date:** 05/17/2022

**Meeting Type:** Annual/Special

**Primary Security ID:** F2976F106

| Proposal Number | Proposal Text   | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
|                 | Ordinary Business   | Mgmt      |          |                   |                  |
| 1               | Approve Financial Statements and Statutory Reports  | Mgmt      | For      | For               | For              |
| 2               | Approve Consolidated Financial Statements and Statutory Reports   | Mgmt      | For      | For               | For              |
| 3               | Approve Treatment of Losses and Dividends of EUR 0.37 per Share   | Mgmt      | For      | For               | For              |
| 4               | Approve Stock Dividend Program  | Mgmt      | For      | For               | For              |
| 5               | Approve Transaction with Predica  | Mgmt      | For      | For               | For              |
| 6               | Reelect Antoine Burel as Supervisory Board Member   | Mgmt      | For      | For               | For              |
| 7               | Approve Remuneration Policy of Chairman of the Supervisory Board  | Mgmt      | For      | For               | For              |
| 8               | Approve Remuneration Policy of Supervisory Board Members  | Mgmt      | For      | For               | For              |
| 9               | Approve Remuneration Policy of Chairman of the Management Board   | Mgmt      | For      | For               | For              |
| 10              | Approve Remuneration Policy of Management Board Members   | Mgmt      | For      | For               | For              |
| 11              | Approve Compensation Report of Corporate Officers   | Mgmt      | For      | For               | For              |
| 12              | Approve Compensation of Thierry Morin, Chairman of the Supervisory Board  | Mgmt      | For      | For               | For              |
| 13              | Approve Compensation of Xavier Martire, Chairman of the Management Board  | Mgmt      | For      | For               | For              |
| 14              | Approve Compensation of Louis Guyot, Management Board Member  | Mgmt      | For      | For               | For              |
| 15              | Approve Compensation of Matthieu Lecharny, Management Board Member  | Mgmt      | For      | For               | For              |
| 16              | Approve the Company's Commitment to define its Climate Transition Plan  | Mgmt      | For      | For               | For              |
| 17              | Authorize Repurchase of Up to 10 Percent of Issued Share Capital  | Mgmt      | For      | For               | For              |
|                 | Extraordinary Business  | Mgmt      |          |                   |                  |
| 18              | Authorize Capitalization of Reserves of Up to EUR 130 Million for Bonus Issue or Increase in Par Value  | Mgmt      | For      | For               | For              |
| 19              | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 110 Million                                 | Mgmt      | For      | For               | For              |
| 20              | Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights with a Binding Priority Right up to Aggregate Nominal Amount of EUR 22 Million | Mgmt      | For      | For               | For              |

## Elis SA

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 21              | Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 22 Million                  | Mgmt      | For      | For               | For              |
| 22              | 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              |
| 23              | Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above                  | Mgmt      | For      | For               | For              |
| 24              | Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind   | Mgmt      | For      | For               | For              |
| 25              | Authorize Capital Issuances for Use in Employee Stock Purchase Plans   | Mgmt      | For      | For               | For              |
| 26              | Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries | Mgmt      | For      | For               | For              |
| 27              | Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 19-21 and 23-24 at EUR 110 Million                             | Mgmt      | For      | For               | For              |
| 28              | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares   | Mgmt      | For      | For               | For              |
| 29              | Authorize Filing of Required Documents/Other Formalities   | Mgmt      | For      | For               | For              |

## Pfeiffer Vacuum Technology AG

**Meeting Date:** 05/19/2022

**Country:** Germany

**Ticker:** PFV

**Record Date:** 04/27/2022

**Meeting Type:** Annual

**Primary Security ID:** D6058X101

**Shares Voted:** 18,855

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1               | Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting) | Mgmt      |          |                   |                  |
| 2               | Approve Allocation of Income and Dividends of EUR 4.08 per Share                     | Mgmt      | For      | For               | For              |
| 3.1             | Approve Discharge of Management Board Member Britta Giesen for Fiscal Year 2021      | Mgmt      | For      | For               | For              |
| 3.2             | Approve Discharge of Management Board Member Wolfgang Ehrk for Fiscal Year 2021      | Mgmt      | For      | For               | For              |

## Pfeiffer Vacuum Technology AG

| Proposal Number | Proposal Text   | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 4.1             | Approve Discharge of Supervisory Board Member Ayla Busch for Fiscal Year 2021       | Mgmt      | For      | For               | For              |
| 4.2             | Approve Discharge of Supervisory Board Member Goetz Timmerbeil for Fiscal Year 2021 | Mgmt      | For      | For               | For              |
| 4.3             | Approve Discharge of Supervisory Board Member Minja Lohrer for Fiscal Year 2021     | Mgmt      | For      | For               | For              |
| 4.4             | Approve Discharge of Supervisory Board Member Henrik Newerla for Fiscal Year 2021   | Mgmt      | For      | For               | For              |
| 4.5             | Approve Discharge of Supervisory Board Member Timo Birkenstock for Fiscal Year 2021 | Mgmt      | For      | For               | For              |
| 4.6             | Approve Discharge of Supervisory Board Member Stefan Roeser for Fiscal Year 2021    | Mgmt      | For      | For               | For              |
| 4.7             | Approve Discharge of Supervisory Board Member Filippo Beck for Fiscal Year 2021     | Mgmt      | For      | For               | For              |
| 4.8             | Approve Discharge of Supervisory Board Member Matthias Maedler for Fiscal Year 2021 | Mgmt      | For      | For               | For              |
| 5               | Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2022                 | Mgmt      | For      | For               | For              |
| 6               | Approve Remuneration Report   | Mgmt      | For      | For               | For              |
| 7               | Amend Articles Re: Information for Registration in the Share Register               | Mgmt      | For      | For               | For              |
| 8               | Approve Remuneration Policy   | Mgmt      | For      | Against           | Against          |

## Dermapharm Holding SE

**Meeting Date:** 06/01/2022

**Country:** Germany

**Ticker:** DMP

**Record Date:** 05/10/2022

**Meeting Type:** Annual

**Primary Security ID:** D1T0ZJ103

**Shares Voted:** 131,730

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1               | Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting) | Mgmt      |          |                   |                  |
| 2               | Approve Allocation of Income and Dividends of EUR 2.17 per Share                     | Mgmt      | For      | For               | For              |
| 3               | Approve Discharge of Management Board for Fiscal Year 2021                           | Mgmt      | For      | For               | For              |
| 4               | Approve Discharge of Supervisory Board for Fiscal Year 2021                          | Mgmt      | For      | For               | For              |

## Dermapharm Holding SE

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 5               | Ratify Grant Thornton AG as Auditors for Fiscal Year 2022, for the Review of Interim Financial Statements for Fiscal Year 2022 and for the Review of Interim Financial Statements Until 2023 AGM | Mgmt      | For      | For               | For              |
| 6               | Approve Remuneration Report  | Mgmt      | For      | Against           | Against          |
| 7.1             | Reelect Wilhelm Beier to the Supervisory Board   | Mgmt      | For      | Against           | Against          |
| 7.2             | Reelect Erwin Kern to the Supervisory Board  | Mgmt      | For      | Against           | Against          |
| 7.3             | Reelect Lothar Lanz to the Supervisory Board   | Mgmt      | For      | Against           | Against          |

## Sopra Steria Group SA

**Meeting Date:** 06/01/2022

**Country:** France

**Ticker:** SOP

**Record Date:** 05/30/2022

**Meeting Type:** Annual/Special

**Primary Security ID:** F20906115

**Shares Voted:** 12,888

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
|                 | Ordinary Business  | Mgmt      |          |                   |                  |
| 1               | Approve Financial Statements and Statutory Reports                       | Mgmt      | For      | For               | For              |
| 2               | Approve Consolidated Financial Statements and Statutory Reports          | Mgmt      | For      | For               | For              |
| 3               | Approve Allocation of Income and Dividends of EUR 3.20 per Share         | Mgmt      | For      | For               | For              |
| 4               | Approve Compensation Report of Corporate Officers                        | Mgmt      | For      | For               | For              |
| 5               | Approve Compensation of Pierre Pasquier, Chairman of the Board           | Mgmt      | For      | For               | For              |
| 6               | Approve Compensation of Vincent Paris, CEO                               | Mgmt      | For      | Against           | Against          |
| 7               | Approve Remuneration Policy of Chairman of the Board                     | Mgmt      | For      | For               | For              |
| 8               | Approve Remuneration Policy of CEO                                       | Mgmt      | For      | For               | For              |
| 9               | Approve Remuneration Policy of Directors                                 | Mgmt      | For      | For               | For              |
| 10              | Approve Remuneration of Directors in the Aggregate Amount of EUR 500,000 | Mgmt      | For      | For               | For              |
| 11              | Reelect Andre Einaudi as Director  | Mgmt      | For      | For               | For              |
| 12              | Reelect Michael Gollner as Director                                      | Mgmt      | For      | For               | For              |
| 13              | Reelect Noelle Lenoir as Director  | Mgmt      | For      | For               | For              |
| 14              | Reelect Jean-Luc Placet as Director                                      | Mgmt      | For      | For               | For              |

## Sopra Steria Group SA

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 15              | Elect Yves de Talhouet as Director   | Mgmt      | For      | For               | For              |
| 16              | Renew Appointment of ACA Nexia as Auditor  | Mgmt      | For      | For               | For              |
| 17              | Authorize Repurchase of Up to 10 Percent of Issued Share Capital   | Mgmt      | For      | For               | For              |
|                 | Extraordinary Business   | Mgmt      |          |                   |                  |
| 18              | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares   | Mgmt      | For      | For               | For              |
| 19              | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 50 Percent of Issued Capital                 | Mgmt      | For      | For               | For              |
| 20              | Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to 20 Percent of Issued Capital              | Mgmt      | For      | For               | For              |
| 21              | Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to 10 Percent of Issued Capital                  | Mgmt      | For      | For               | For              |
| 22              | 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              |
| 23              | Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above    | Mgmt      | For      | For               | For              |
| 24              | Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind   | Mgmt      | For      | For               | For              |
| 25              | Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Exchange Offers  | Mgmt      | For      | For               | For              |
| 26              | Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value  | Mgmt      | For      | For               | For              |
| 27              | Authorize up to 1.1 Percent of Issued Capital for Use in Restricted Stock Plans  | Mgmt      | For      | For               | For              |
| 28              | Authorize Capital Issuances for Use in Employee Stock Purchase Plans   | Mgmt      | For      | For               | For              |
|                 | Ordinary Business  | Mgmt      |          |                   |                  |
| 29              | Authorize Filing of Required Documents/Other Formalities   | Mgmt      | For      | For               | For              |

## BFF Bank SpA

**Meeting Date:** 06/22/2022

**Country:** Italy

**Ticker:** BFF

**Record Date:** 06/13/2022

**Meeting Type:** Ordinary Shareholders

**Primary Security ID:** T1R288116

**Shares Voted: 888,888**

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
|                 | Ordinary Business  | Mgmt      |          |                   |                  |
|                 | Shareholder Proposal Submitted by Institutional Investors (Assogestioni) | Mgmt      |          |                   |                  |
| 1.1             | Appoint Internal Statutory Auditors                                      | SH        | None     | For               | Against          |
|                 | Management Proposal  | Mgmt      |          |                   |                  |
| 1.2             | Appoint Chairman of Internal Statutory Auditor                           | Mgmt      | For      | For               | Against          |
|                 | Shareholder Proposal Submitted by Institutional Investors (Assogestioni) | Mgmt      |          |                   |                  |
| 1.3             | Appoint Two Alternate Internal Statutory Auditors                        | SH        | None     | For               | Against          |

**Cie d'Entreprises CFE SA**
**Meeting Date:** 06/29/2022

**Country:** Belgium

**Ticker:** CFEB

**Record Date:** 06/15/2022

**Meeting Type:** Extraordinary Shareholders

**Primary Security ID:** B27818135

**Shares Voted: 24,865**

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
|                 | Extraordinary Shareholders' Meeting Agenda   | Mgmt      |          |                   |                  |
| 1a              | Receive Special Report Re: Partial Split, Contribution in Kind, and Authorized Capital   | Mgmt      |          |                   |                  |
| 1b              | Approve Demerger of DEME   | Mgmt      | For      | For               | For              |
| 2a              | Adopt New Constitution of DEME Group Resulting from Partial Demerger   | Mgmt      | For      | For               | For              |
| 2b.1            | Elect Directors  | Mgmt      | For      | Against           | Against          |
| 2b.2            | Ratify Ernst & Young as Auditors and Approve Auditors' Remuneration  | Mgmt      | For      | For               | For              |
| 2c              | Authorize Board to Issue Shares in the Event of a Public Tender Offer or Share Exchange Offer and Renew Authorization to Increase Share Capital within the Framework of Authorized Capital | Mgmt      | For      | Against           | Against          |
| 2d              | Authorize Board to Repurchase Shares in the Event of a Serious and Imminent Harm and Under Normal Conditions   | Mgmt      | For      | Against           | Against          |
| 3               | Approve Reduction in Share Capital   | Mgmt      | For      | For               | For              |

## Cie d'Entreprises CFE SA

| Proposal Number | Proposal Text   | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 4               | Amend Article 4 Re: Adaption of Points 1 to 3   | Mgmt      | For      | For               | For              |
| 5               | Approve Modified Remuneration Policy  | Mgmt      | For      | Against           | Against          |
| 6               | Authorize Board to Issue Shares in the Event of a Public Tender Offer or Share Exchange Offer and Renew Authorization to Increase Share Capital within the Framework of Authorized Capital  | Mgmt      | For      | Against           | Against          |
| 7               | Authorize Board to Repurchase Shares in the Event of a Serious and Imminent Harm and Under Normal Conditions  | Mgmt      | For      | Against           | Against          |
| 8               | Adopt New Text of CFE statutes  | Mgmt      | For      | For               | For              |
| 9.1             | Approve Information on Resignation of Jan Suykens, John-Eric Bertrand, Philippe Delusinne, Pas de Mots SRL, Permanently Represented by Leen Geirnaerd, and Ciska Servais SRL, Permanently Represented by Ciska Servais as Directors | Mgmt      |          |                   |                  |
| 9.2a            | Elect An Herremans as Director  | Mgmt      | For      | For               | For              |
| 9.2b            | Elect B Global Management SRL, Permanently Represented by Stephanie Burton, as Independent Director   | Mgmt      | For      | For               | For              |
| 10              | Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry   | Mgmt      | For      | For               | For              |

## Mister Spex SE

**Meeting Date:** 06/30/2022

**Country:** Germany

**Ticker:** MRX

**Record Date:** 06/08/2022

**Meeting Type:** Annual

**Primary Security ID:** D5S4HU102

**Shares Voted:** 312,488

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1               | Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)                   | Mgmt      |          |                   |                  |
| 2.1             | Approve Discharge of Management Board Member Dirk Graber for Fiscal Year 2021                          | Mgmt      | For      | For               | For              |
| 2.2             | Approve Discharge of Management Board Member Mirko Caspar for Fiscal Year 2021                         | Mgmt      | For      | For               | For              |
| 2.3             | Approve Discharge of Management Board Member Sebastian Dehnen (from June 1, 2021) for Fiscal Year 2021 | Mgmt      | For      | For               | For              |



## Mister Spex SE

| Proposal Number | Proposal Text   | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 2.4             | Approve Discharge of Management Board Member Maren Kroll (from June 1, 2021) for Fiscal Year 2021           | Mgmt      | For      | For               | For              |
| 3.1             | Approve Discharge of Supervisory Board Member Peter Williams for Fiscal Year 2021                           | Mgmt      | For      | For               | For              |
| 3.2             | Approve Discharge of Supervisory Board Member Nicola Brandolese (from June 15, 2021) for Fiscal Year 2021   | Mgmt      | For      | For               | For              |
| 3.3             | Approve Discharge of Supervisory Board Member Tobias Krauss for Fiscal Year 2021                            | Mgmt      | For      | For               | For              |
| 3.4             | Approve Discharge of Supervisory Board Member Birgit Kretschmer (from June 15, 2021) for Fiscal Year 2021   | Mgmt      | For      | For               | For              |
| 3.5             | Approve Discharge of Supervisory Board Member Pietro Longo (from May 20, 2021) for Fiscal Year 2021         | Mgmt      | For      | For               | For              |
| 3.6             | Approve Discharge of Supervisory Board Member Stuart Paterson (until June 11, 2021) for Fiscal Year 2021    | Mgmt      | For      | For               | For              |
| 3.7             | Approve Discharge of Supervisory Board Member Nicole Srock.Stanley (from July 1, 2021) for Fiscal Year 2021 | Mgmt      | For      | For               | For              |
| 3.8             | Approve Discharge of Supervisory Board Member Jochen Klueppel (until June 30, 2021) for Fiscal Year 2021    | Mgmt      | For      | For               | For              |
| 3.9             | Approve Discharge of Supervisory Board Member Oliver Beste (until June 15, 2021) for Fiscal Year 2021       | Mgmt      | For      | For               | For              |
| 3.10            | Approve Discharge of Supervisory Board Member Mike Ebeling (until June 15, 2021) for Fiscal Year 2021       | Mgmt      | For      | For               | For              |
| 3.11            | Approve Discharge of Supervisory Board Member Nenad Marovac (until June 15, 2021) for Fiscal Year 2021      | Mgmt      | For      | For               | For              |
| 3.12            | Approve Discharge of Supervisory Board Member Fred Piet (until May 20, 2021) for Fiscal Year 2021           | Mgmt      | For      | For               | For              |
| 4.1             | Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2022  | Mgmt      | For      | For               | For              |
| 4.2             | Ratify Ernst & Young GmbH as Auditors for the Review of Interim Financial Statements until AGM 2023         | Mgmt      | For      | For               | For              |
| 5.1             | Elect Stuart Paterson to the Supervisory Board  | Mgmt      | For      | Against           | Against          |
| 5.2             | Elect Pietro Longo to the Supervisory Board   | Mgmt      | For      | For               | For              |
| 6               | Approve Remuneration Policy   | Mgmt      | For      | For               | For              |
| 7               | Approve Remuneration of Supervisory Board   | Mgmt      | For      | For               | For              |

## Mister Spex SE

| Proposal Number | Proposal Text   | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 8               | Approve Remuneration Report   | Mgmt      | For      | For               | For              |
| 9               | Amend Articles Re: Proof of Entitlement   | Mgmt      | For      | For               | For              |
| 10              | Approve Creation of EUR 1.2 Million Pool of Authorized Capital for Virtual Stock Options  | Mgmt      | For      | For               | For              |
| 11              | Approve Virtual Stock Option Plan for Key Employees; Approve Creation of EUR 1.6 Million Pool of Conditional Capital to Guarantee Conversion Rights | Mgmt      | For      | For               | For              |
| 12              | Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares   | Mgmt      | For      | For               | For              |

## Scout24 SE

**Meeting Date:** 06/30/2022

**Country:** Germany

**Ticker:** G24

**Record Date:**

**Meeting Type:** Annual

**Primary Security ID:** D345XT105

**Shares Voted:** 44,888

| Proposal Number | Proposal Text   | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1               | Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)    | Mgmt      |          |                   |                  |
| 2               | Approve Allocation of Income and Dividends of EUR 0.84 per Share                        | Mgmt      | For      | For               | For              |
| 3               | Approve Discharge of Management Board for Fiscal Year 2021                              | Mgmt      | For      | For               | For              |
| 4               | Approve Discharge of Supervisory Board for Fiscal Year 2021                             | Mgmt      | For      | For               | For              |
| 5               | Ratify KPMG AG as Auditors for Fiscal Year 2022   | Mgmt      | For      | For               | For              |
| 6               | Approve Remuneration Report   | Mgmt      | For      | For               | For              |
| 7               | Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares | Mgmt      | For      | For               | For              |
| 8               | Approve Remuneration of Supervisory Board   | Mgmt      | For      | For               | For              |

## Ubisoft Entertainment SA

**Meeting Date:** 07/05/2022

**Country:** France

**Ticker:** UBI

**Record Date:** 07/01/2022

**Meeting Type:** Annual/Special

**Primary Security ID:** F9396N106

| Proposal Number | Proposal Text   | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
|                 | Ordinary Business   | Mgmt      |          |                   |                  |
| 1               | Approve Financial Statements and Statutory Reports  | Mgmt      | For      | For               | For              |
| 2               | Approve Treatment of Losses   | Mgmt      | For      | For               | For              |
| 3               | Approve Consolidated Financial Statements and Statutory Reports   | Mgmt      | For      | For               | For              |
| 4               | Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions | Mgmt      | For      | For               | For              |
| 5               | Approve Compensation Report of Corporate Officers   | Mgmt      | For      | For               | For              |
| 6               | Approve Compensation of Yves Guillemot, Chairman and CEO  | Mgmt      | For      | For               | For              |
| 7               | Approve Compensation of Claude Guillemot, Vice-CEO  | Mgmt      | For      | For               | For              |
| 8               | Approve Compensation of Michel Guillemot, Vice-CEO  | Mgmt      | For      | For               | For              |
| 9               | Approve Compensation of Gerard Guillemot, Vice-CEO  | Mgmt      | For      | For               | For              |
| 10              | Approve Compensation of Christian Guillemot, Vice-CEO   | Mgmt      | For      | For               | For              |
| 11              | Approve Remuneration Policy of Chairman and CEO   | Mgmt      | For      | For               | For              |
| 12              | Approve Remuneration Policy of Vice-CEOs  | Mgmt      | For      | For               | For              |
| 13              | Approve Remuneration Policy of Directors  | Mgmt      | For      | For               | For              |
| 14              | Elect Claude France as Director   | Mgmt      | For      | For               | For              |
| 15              | Approve Remuneration of Directors in the Aggregate Amount of EUR 850,000                                  | Mgmt      | For      | For               | For              |
| 16              | Renew Appointment of Mazars SA as Auditor   | Mgmt      | For      | For               | For              |
| 17              | Acknowledge End of Mandate of CBA SARL as Alternate Auditor and Decision Not to Replace and Renew         | 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 10 Million for Bonus Issue or Increase in Par Value     | Mgmt      | For      | For               | For              |

# Ubisoft Entertainment SA

| Proposal Number | Proposal Text   | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 21              | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 2.4 Million                   | Mgmt      | For      | For               | For              |
| 22              | Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 950,000                    | Mgmt      | For      | For               | For              |
| 23              | Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 950,000                        | Mgmt      | For      | For               | For              |
| 24              | Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind  | Mgmt      | For      | For               | For              |
| 25              | Authorize Capital Issuances for Use in Employee Stock Purchase Plans  | Mgmt      | For      | For               | For              |
| 26              | Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and/or Corporate Officers of International Subsidiaries | Mgmt      | For      | For               | For              |
| 27              | Authorize Capital Issuances for Use in Employee Stock Purchase Plans, Reserved for Specific Beneficiaries   | Mgmt      | For      | For               | For              |
| 28              | Authorize up to 4.5 Percent of Issued Capital for Use in Restricted Stock Plans   | Mgmt      | For      | For               | For              |
| 29              | Authorize up to 0.20 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Executive Corporate Officers                          | Mgmt      | For      | For               | For              |
| 30              | Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 3.5 Million  | Mgmt      | For      | For               | For              |
| 31              | Amend Articles 4, 5, 7 of Bylaws Re: Preference Shares  | Mgmt      | For      | For               | For              |
| 32              | Authorize Filing of Required Documents/Other Formalities  | Mgmt      | For      | For               | For              |

## DO & CO AG

**Meeting Date:** 07/14/2022

**Country:** Austria

**Ticker:** DOC

**Record Date:** 07/04/2022

**Meeting Type:** Annual

**Primary Security ID:** A1447E107

**Shares Voted:** 20,156

| Proposal Number | Proposal Text   | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1               | Receive Financial Statements and Statutory Reports for Fiscal Year 2021/22 (Non-Voting) | Mgmt      |          |                   |                  |

| Proposal Number | Proposal Text  | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 2               | Approve Discharge of Management Board for Fiscal Year 2021/22  | Mgmt      | For      | For               | For              |
| 3               | Approve Discharge of Supervisory Board for Fiscal Year 2021/22 | Mgmt      | For      | For               | For              |
| 4               | Approve Remuneration of Supervisory Board Members              | Mgmt      | For      | For               | For              |
| 5               | Ratify CENTURION as Auditors for Fiscal Year 2022/23           | Mgmt      | For      | For               | For              |
| 6               | Approve Remuneration Report                                    | Mgmt      | For      | Against           | Against          |
| 7               | Elect Peter Hoffmann-Ostenhof as Supervisory Board Member      | Mgmt      | For      | Against           | Against          |
| 8.1             | New/Amended Proposals from Shareholders                        | Mgmt      | None     | Against           | Against          |
| 8.2             | New/Amended Proposals from Management and Supervisory Board    | Mgmt      | None     | Against           | Against          |