

## VOTE SUMMARY REPORT

REPORTING PERIOD: 12/31/2022 to 12/31/2023

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): QUADRIGE PATRIMOINE

### Trigano SA

**Meeting Date:** 01/04/2023

**Country:** France

**Ticker:** TRI

**Record Date:** 01/02/2023

**Meeting Type:** Annual/Special

**Primary Security ID:** F93488108

**Shares Voted:** 2,290

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 Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends of EUR 3.50 per Share	Mgmt	For	For	For
5	Approve Remuneration Policy of Chairman of the Supervisory Board	Mgmt	For	For	For
6	Approve Remuneration Policy of Supervisory Board Members	Mgmt	For	For	For
7	Approve Remuneration Policy of Chairman of the Management Board	Mgmt	For	Against	Against
8	Approve Remuneration Policy of CEOs	Mgmt	For	Against	Against
9	Approve Remuneration Policy of Management Board Members	Mgmt	For	Against	Against
10	Approve Remuneration of Supervisory Board Members in the Aggregate Amount of EUR 251,500	Mgmt	For	For	For
11	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
12	Approve Compensation of Alice Cavalier Feuillet, Chairman of the Supervisory Board From September 1, 2021 Until May 9, 2022	Mgmt	For	For	For
13	Approve Compensation of Francois Feuillet, Chairman of the Supervisory Board From May 9, 2022 Until August 31, 2022	Mgmt	For	Against	Against
14	Approve Compensation of Stephane Gigou, Chairman of the Management Board	Mgmt	For	Against	Against
15	Approve Compensation of Michel Freiche, CEO	Mgmt	For	Against	Against
16	Approve Compensation of Marie-Helene Feuillet, Management Board Member	Mgmt	For	Against	Against
17	Approve Compensation of Paolo Bicci, Management Board Member	Mgmt	For	Against	Against

Trigano SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
18	Authorize Repurchase of Up to 9.83 Percent of Issued Share Capital	Mgmt	For	Against	Against
19	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For
20	Extraordinary Business	Mgmt	For	For	For
	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt			

EXEL Industries SA

Meeting Date: 02/07/2023

Record Date: 02/03/2023

Primary Security ID: F9094V103

Country: France

Meeting Type: Annual

Ticker: EXE

Shares Voted: 9,013

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Ordinary Business	Mgmt	For	For	For
	Approve Financial Statements and Statutory Reports	Mgmt			
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	Reelect EXEL (SAS) as Director	Mgmt	For	Against	Against
5	Reelect Patrick Ballu as Director	Mgmt	For	Against	Against
6	Approve Remuneration of Directors in the Aggregate Amount of EUR 156,000	Mgmt	For	For	For
7	Approve Remuneration Policy of CEO	Mgmt	For	Against	Against
8	Approve Remuneration Policy of Vice-CEOs	Mgmt	For	Against	Against
9	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
10	Approve Remuneration Policy of Directors	Mgmt	For	For	For
11	Approve Compensation Report of Corporate Governance	Mgmt	For	For	For
12	Approve Compensation of Patrick Ballu, Chairman of the Board	Mgmt	For	For	For
13	Approve Compensation of Yves Belegaud, CEO	Mgmt	For	For	For
14	Approve Compensation of Marc Ballu, Vice-CEO	Mgmt	For	For	For
15	Approve Compensation of Cyril Ballu, Vice-CEO	Mgmt	For	For	For

EXEL Industries SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16	Approve Compensation of Daniel Tragus, Vice-CEO	Mgmt	For	For	For
17	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
19	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Sartorius Stedim Biotech SA

Meeting Date: 03/27/2023

Record Date: 03/23/2023

Primary Security ID: F8005V210

Country: France

Meeting Type: Annual/Special

Ticker: DIM

Shares Voted: 840

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Discharge Directors	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 1.44 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Approve Remuneration Policy of Directors; Approve Remuneration of Directors in the Aggregate Amount of EUR 325,800	Mgmt	For	For	For
6	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
7	Approve Compensation of Joachim Kreuzburg, Chairman and CEO	Mgmt	For	For	For
8	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Against	Against
9	Approve Compensation of Rene Faber, Vice-CEO	Mgmt	For	For	For
10	Approve Remuneration Policy of Vice-CEO	Mgmt	For	Against	Against
11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	Against	Against
12	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For
	Extraordinary Business	Mgmt			

## Sartorius Stedim Biotech SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 133,980	Mgmt	For	For	For
14	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
15	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	Against	Against	Against
16	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

## BFF Bank SpA

**Meeting Date:** 04/13/2023

**Country:** Italy

**Ticker:** BFF

**Record Date:** 03/31/2023

**Meeting Type:** Annual

**Primary Security ID:** T1R288116

Shares Voted: 29,888

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
3	Approve Remuneration Policy	Mgmt	For	Against	Against
4	Approve Severance Payments Policy	Mgmt	For	Against	Against
5	Approve Second Section of the Remuneration Report	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

## Moncler SpA

**Meeting Date:** 04/18/2023

**Country:** Italy

**Ticker:** MONC

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

**Meeting Type:** Annual

**Primary Security ID:** T6730E110

Shares Voted: 8,888

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

Moncler SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Allocation of Income	Mgmt	For	For	For
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
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt			
4.1.1	Slate 1 Submitted by Double R Srl	SH	None	For	For
4.1.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	Against	Against
4.2	Appoint Chairman of Internal Statutory Auditors	SH	None	For	For
	Shareholder Proposal Submitted by Double R Srl	Mgmt			
4.3	Approve Internal Auditors' Remuneration	SH	None	For	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Against	Against

Piaggio & C SpA

Meeting Date: 04/18/2023

Record Date: 04/05/2023

Primary Security ID: T74237107

Country: Italy

Meeting Type: Annual/Special

Ticker: PIA

Shares Voted: 118,888

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
	Extraordinary Business	Mgmt			
1	Authorize Cancellation of Treasury Shares without Reduction of Share Capital; Amend Article 5.1	Mgmt	For	For	For

Piaggio & C SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Against	Against

FILA - Fabbrica Italiana Lapis ed Affini SpA

**Meeting Date:** 04/21/2023

**Country:** Italy

**Ticker:** FILA

**Record Date:** 04/12/2023

**Meeting Type:** Annual

**Primary Security ID:** T4R96P184

Shares Voted: 58,888

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
2.1	Approve Remuneration Policy	Mgmt	For	Against	Against
2.2	Approve Second Section of the Remuneration Report	Mgmt	For	For	For
3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
	Shareholder Proposals Submitted by Pencil Srl	Mgmt			
4.1	Appoint Sonia Ferrero as Internal Statutory Auditor	SH	None	For	For
4.2	Appoint Gianna Luzzati as Alternate Internal Statutory Auditor	SH	None	For	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Against	Against

Tarkett SA

**Meeting Date:** 04/21/2023

**Country:** France

**Ticker:** TKTT

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

**Meeting Type:** Annual/Special

**Primary Security ID:** F9T08Z124

Shares Voted: 56,248

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Absence of Dividends	Mgmt	For	For	For
4	Reelect Didier Michaud Daniel as Supervisory Board Member	Mgmt	For	For	For
5	Reelect Francoise Leroy as Supervisory Board Member	Mgmt	For	For	For
6	Ratify Appointment of Marine Charles as Supervisory Board Member	Mgmt	For	Against	Against
7	Ratify Appointment of Tina Mayn as Supervisory Board Member	Mgmt	For	Against	Against
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
9	Approve Compensation of Fabrice Barthelemy, Chairman of the Management Board	Mgmt	For	Against	Against
10	Approve Compensation of Raphael Bauer, Management Board Member	Mgmt	For	Against	Against
11	Approve Compensation of Eric La Bonnardiére, Chairman of the Supervisory Board	Mgmt	For	For	For
12	Approve Remuneration Policy of Chairman of the Management Board	Mgmt	For	Against	Against
13	Approve Remuneration Policy of Management Board Member	Mgmt	For	Against	Against
14	Approve Remuneration Policy of Chairman of the Supervisory Board	Mgmt	For	For	For
15	Approve Remuneration Policy of Supervisory Board Members	Mgmt	For	For	For
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
17	Extraordinary Business	Mgmt	For	Against	Against
	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans With Performance Conditions Attached	Mgmt			
18	Authorize Capitalization of Reserves of Up to EUR 50 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
19	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
20	Ordinary Business	Mgmt	For	For	For
	Authorize Filing of Required Documents/Other Formalities	Mgmt			

Meeting Date: 04/24/2023

Country: France

Ticker: VIV

Record Date: 04/20/2023

Meeting Type: Annual/Special

Primary Security ID: F97982106

Shares Voted: 115,000

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 Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
4	Approve Treatment of Losses and Dividends of EUR 0.25 per Share	Mgmt	For	For	For
5	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
6	Approve Compensation of Yannick Bollore, Chairman of the Supervisory Board	Mgmt	For	Against	Against
7	Approve Compensation of Arnaud de Puyfontaine, Chairman of the Management Board	Mgmt	For	For	For
8	Approve Compensation of Gilles Alix, Management Board Member	Mgmt	For	For	For
9	Approve Compensation of Cedric de Baillencourt, Management Board Member	Mgmt	For	For	For
10	Approve Compensation of Frederic Crepin, Management Board Member	Mgmt	For	Against	Against
11	Approve Compensation of Simon Gillham, Management Board Member	Mgmt	For	For	For
12	Approve Compensation of Herve Philippe, Management Board Member	Mgmt	For	For	For
13	Approve Compensation of Stephane Roussel, Management Board Member	Mgmt	For	Against	Against
14	Approve Compensation of Francois Laroze, Management Board Member	Mgmt	For	Against	Against
15	Approve Compensation of Claire Leost, Management Board Member	Mgmt	For	Against	Against
16	Approve Compensation of Celine Merle-Beral, Management Board Member	Mgmt	For	Against	Against
17	Approve Compensation of Maxime Saada, Management Board Member	Mgmt	For	Against	Against
18	Approve Remuneration Policy of Supervisory Board Members and Chairman	Mgmt	For	Against	Against
19	Approve Remuneration Policy of Chairman of the Management Board	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
20	Approve Remuneration Policy of Management Board Members	Mgmt	For	Against	Against
21	Reelect Cyrille Bollore as Supervisory Board Member	Mgmt	For	Against	Against
22	Elect Sebastien Bollore as Supervisory Board Member	Mgmt	For	For	For
23	Renew Appointment of Deloitte & Associates as Auditor	Mgmt	For	For	For
24	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
25	Extraordinary Business	Mgmt			
	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
26	Authorize Specific Buyback Program and Cancellation of Repurchased Share	Mgmt	For	Against	Against
27	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 600 Million	Mgmt	For	For	For
28	Authorize Capitalization of Reserves of Up to EUR 300 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
29	Authorize Capital Increase of up to 5 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
30	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
31	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
32	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

ASML Holding NV

Meeting Date: 04/26/2023

Record Date: 03/29/2023

Primary Security ID: N07059202

Country: Netherlands

Meeting Type: Annual

Ticker: ASML

Shares Voted: 588					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Annual Meeting Agenda	Mgmt			
	Open Meeting	Mgmt			
	Discuss the Company's Business, Financial Situation and Sustainability	Mgmt			
	Approve Remuneration Report	Mgmt	For	For	For

ASML Holding NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3b	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
3c	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
3d	Approve Dividends	Mgmt	For	For	For
4a	Approve Discharge of Management Board	Mgmt	For	For	For
4b	Approve Discharge of Supervisory Board	Mgmt	For	For	For
5	Approve Number of Shares for Management Board	Mgmt	For	For	For
6a	Amend Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
6b	Amend Remuneration of the Members of the Supervisory Board	Mgmt	For	For	For
7	Receive Information on the Composition of the Management Board and Announce Intention to Appoint W.R. Allan to Management Board	Mgmt			
8	Elect N.S. Andersen to Supervisory Board	Mgmt	For	For	For
8b	Elect J.P. de Kreij to Supervisory Board	Mgmt	For	For	For
8c	Discuss Composition of the Supervisory Board	Mgmt			
9	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	Mgmt	For	For	For
10a	Grant Board Authority to Issue Shares Up to 5 Percent of Issued Capital Plus Additional 5 Percent in Case of Merger or Acquisition	Mgmt	For	For	For
10b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
12	Authorize Cancellation of Repurchased Shares	Mgmt	For	For	For
13	Other Business (Non-Voting)	Mgmt			
14	Close Meeting	Mgmt			

Barco NV

Meeting Date: 04/27/2023	Country: Belgium	Ticker: BAR
Record Date: 04/13/2023	Meeting Type: Annual	
Primary Security ID: B0833G105		

Shares Voted: 16,888

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 0.44 per Share	Mgmt	For	For	For
3	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt			
4	Approve Remuneration Report	Mgmt	For	Against	For
5	Approve Discharge of Directors	Mgmt	For	For	For
6	Approve Discharge of Auditors	Mgmt	For	For	For
7.1	Reelect Frank Donck as Independent Director	Mgmt	For	Against	For
7.2	Reelect Charles Beauduin as Director	Mgmt	For	For	For
7.3	Reelect An Steegen as Director	Mgmt	For	For	For
7.4	Reelect Adisys Corporation, Permanently Represented by Ashok K. Jain, as Independent Director	Mgmt	For	For	For
7.5	Elect James Sassoon 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

Lectra SA

Meeting Date: 04/28/2023Country: FranceTicker: LSS

Record Date: 04/26/2023Meeting Type: Annual

Primary Security ID: F56028107

Shares Voted: 12,353

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Discharge of Directors	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends of EUR 0.48 per Share	Mgmt	For	For	For

Lectra SA

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

MARR SpA

Meeting Date: 04/28/2023

Record Date: 04/19/2023

Primary Security ID: T6456M106

Country: Italy

Meeting Type: Annual

Ticker: MARR

Shares Voted: 14,888					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Ordinary Business	Mgmt			
	Management Proposals	Mgmt			
	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income	Mgmt	For	For	For
	Shareholder Proposals Submitted by Cremonini SpA	Mgmt			
3.1	Fix Number of Directors	SH	None	For	For
3.2	Fix Board Terms for Directors	SH	None	For	For
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt			
3.3.1	Slate 1 Submitted by Cremonini SpA	SH	None	Against	Against
3.3.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For	For
	Shareholder Proposals Submitted by Cremonini SpA	Mgmt			
3.4	Elect Andrea Foschi as Board Chair	SH	None	For	For
3.5	Approve Remuneration of Directors	SH	None	For	For
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1.1	Slate 1 Submitted by Cremonini SpA	SH	None	Against	Against
4.1.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For	For
4.2	Shareholder Proposal Submitted by Cremonini SpA	Mgmt			
	Approve Internal Auditors' Remuneration	SH	None	For	For
5	Management Proposals	Mgmt			
	Approve Second Section of the Remuneration Report	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

Gestamp Automocion SA

Meeting Date: 05/09/2023

Record Date: 05/04/2023

Primary Security ID: E5R71W108

Country: Spain

Meeting Type: Annual

Ticker: GEST

Shares Voted: 38,888

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	Approve Remuneration Policy	Mgmt	For	For	For
6	Advisory Vote on Remuneration Report	Mgmt	For	For	For
7	Renew Appointment of Ernst & Young as Auditor	Mgmt	For	For	For
8	Receive Information on the ESG 2025 Strategic Plan	Mgmt			
9	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For
10	Approve Minutes of Meeting	Mgmt	For	For	For

Rheinmetall AG

Meeting Date: 05/09/2023

Record Date: 04/17/2023

Primary Security ID: D65111102

Country: Germany

Meeting Type: Annual

Ticker: RHM

Shares Voted: 888

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 4.30 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2023	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For	For
8	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For

Imerys SA

Meeting Date: 05/10/2023

Record Date: 05/08/2023

Primary Security ID: F49644101

Country: France

Meeting Type: Annual/Special

Ticker: NK

Shares Voted: 4,888

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 3.85 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

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 Annette Messemer as Director	Mgmt	For	For	For
12	Reelect Veronique Saubot as Director	Mgmt	For	For	For
13	Elect Stephanie Besnier as Director	Mgmt	For	For	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
15	Extraordinary Business	Mgmt			
	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 75 Million	Mgmt	For	For	For
16	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 15 Million	Mgmt	For	For	For
17	Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to 10 Percent of Issued Capital	Mgmt	For	For	For
18	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 15-17	Mgmt	For	For	For
19	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
20	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
21	Authorize Capitalization of Reserves of Up to EUR 75 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
22	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 75 Million	Mgmt	For	For	For
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
24	Authorize up to 3 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
25	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
26	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Meeting Date: 05/11/2023

Record Date: 05/04/2023

Primary Security ID: D0066B185

Country: Germany

Meeting Type: Annual

Ticker: ADS

Shares Voted: 1,888

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.70 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	For	For
6	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For	For
7	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For
8	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
9	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For

Meeting Date: 05/11/2023

Record Date: 05/09/2023

Primary Security ID: F3192L109

Country: France

Meeting Type: Annual/Special

Ticker: EDEN

Shares Voted: 5,888

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 per Share	Mgmt	For	For	For
4	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For
5	Approve Remuneration Policy of Directors	Mgmt	For	For	For

Edenred SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Approve Remuneration of Directors in the Aggregate Amount of EUR 840,000	Mgmt	For	For	For
7	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
8	Approve Compensation of Bertrand Dumazy, Chairman and CEO	Mgmt	For	For	For
9	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	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 up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans Under Performance Conditions	Mgmt	For	For	For
12	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Capgemini SE

Meeting Date: 05/16/2023

Record Date: 05/12/2023

Primary Security ID: F4973Q101

Country: France

Meeting Type: Annual/Special

Ticker: CAP

Shares Voted: 1,888

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 3.25 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
6	Approve Compensation of Paul Hermelin, Chairman of the Board	Mgmt	For	For	For
7	Approve Compensation of Aiman Ezzat, CEO	Mgmt	For	For	For
8	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
9	Approve Remuneration Policy of CEO	Mgmt	For	For	For
10	Approve Remuneration Policy of Directors	Mgmt	For	For	For

Capgemini SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Elect Megan Clarken as Director	Mgmt	For	For	For
12	Elect Ulrica Fearn as Director	Mgmt	For	For	For
13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
14	Extraordinary Business	Mgmt			
	Authorize up to 1.2 Percent of Issued Capital for Use in Restricted Stock Plans Under Performance Conditions Reserved for Employees and Corporate Officers	Mgmt	For	For	For
15	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
16	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
17	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Mersen SA

Meeting Date: 05/16/2023Country: FranceTicker: MRN

Record Date: 05/12/2023Meeting Type: Annual/Special

Primary Security ID: F9622M146

Shares Voted: 8,997

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Ordinary Business	Mgmt			
	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 1.25 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Elect Emmanuelle Picard as Director	Mgmt	For	For	For
6	Reelect Denis Thierry as Director	Mgmt	For	For	For
7	Reelect BPIFRANCE INVESTISSEMENT as Director	Mgmt	For	For	For
8	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
9	Approve Remuneration Policy of CEO and/or Executive Corporate Officers	Mgmt	For	For	For
10	Approve Remuneration Policy of Directors	Mgmt	For	For	For

Mersen SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Approve Compensation Report	Mgmt	For	For	For
12	Approve Compensation of Olivier Legrain, Chairman of the Board	Mgmt	For	For	For
13	Approve Compensation of Luc Themelin, CEO	Mgmt	For	For	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
15	Extraordinary Business	Mgmt			
	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
16	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
17	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
18	Authorize up to 0.5 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees with Performance Conditions Attached	Mgmt	For	For	For
19	Authorize up to 0.4 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for CEO, Executive Committee Members and Business Unit Directors with Performance Conditions Attached	Mgmt	For	For	For
20	Authorize up to 0.05 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for High Potential Executives or/and Strategic Experts	Mgmt	For	For	For
21	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

DEME Group NV

Meeting Date: 05/17/2023

Record Date: 05/03/2023

Primary Security ID: B3S09H105

Country: Belgium

Meeting Type: Annual

Ticker: DEME

Shares Voted: 1,444

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual General Meeting Agenda	Mgmt			
1	Receive Directors' Reports (Non-Voting)	Mgmt			
2	Receive Consolidated Directors' Reports (Non-Voting)	Mgmt			
3	Receive Auditors' Reports (Non-Voting)	Mgmt			

DEME Group NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Financial Statements and Dividends of EUR1.5 per Share	Mgmt	For	For	For
5.1	Approve Discharge of Luc Bertrand as Director	Mgmt	For	For	For
5.2	Approve Discharge of John-Eric Bertrand as Director	Mgmt	For	For	For
5.3	Approve Discharge of Luc Vandenbulcke as Director	Mgmt	For	For	For
5.4	Approve Discharge of Tom Bamelis as Director	Mgmt	For	For	For
5.5	Approve Discharge of Piet Dejonghe as Director	Mgmt	For	For	For
5.6	Approve Discharge of Koen Janssen as Director	Mgmt	For	For	For
5.7	Approve Discharge of Christian Labeyrie as Director	Mgmt	For	For	For
5.8	Approve Discharge of Pas de Mots BV, Represented by Leen Geirnaerd, as Director	Mgmt	For	For	For
5.9	Approve Discharge of Kerstin Konradsson as Director	Mgmt	For	For	For
6	Approve Discharge of Auditors	Mgmt	For	For	For
7	Elect Karena Cancilleri as Independent Director	Mgmt	For	For	For
8	Approve Remuneration Report	Mgmt	For	Against	Against
9	Approve Severance Payment Clause	Mgmt	For	Against	Against

SEB SA

Meeting Date: 05/17/2023

Record Date: 05/15/2023

Primary Security ID: F82059100

Country: France

Meeting Type: Annual/Special

Ticker: SK

Shares Voted: 1,258

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 2.45 per Share and an Extra of EUR 0.245 per Share to Long Term Registered Shares	Mgmt	For	For	For
4	Reelect Jean-Pierre Duprieu as Director	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Reelect William Gairard as Director	Mgmt	For	Against	Against
6	Reelect Generaction as Director	Mgmt	For	Against	Against
7	Reelect Thierry Lescure as Director	Mgmt	For	Against	Against
8	Reelect Aude de Vassart as Director	Mgmt	For	Against	Against
9	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
10	Approve Compensation of Thierry de La Tour d'Artaise	Mgmt	For	Against	Against
11	Approve Compensation of Stanislas De Gramont	Mgmt	For	Against	Against
12	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
13	Approve Remuneration Policy of CEO	Mgmt	For	For	For
14	Approve Remuneration Policy of Directors	Mgmt	For	For	For
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	Against	Against
16	Extraordinary Business	Mgmt	For	For	For
	Authorize up to 220,000 Shares for Use in Restricted Stock Plans with Performance Conditions Attached	Mgmt			
17	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

TeamViewer SE

Meeting Date: 05/24/2023

Record Date: 05/02/2023

Primary Security ID: D8T895100

Country: Germany

Meeting Type: Annual

Ticker: TMV

Shares Voted: 18,888

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For
3	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
4	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023, for the Review of Interim Financial Statements for the First Half of Fiscal Year 2023 and for the Review of Interim Financial Statements Until 2024 AGM	Mgmt	For	For	For

TeamViewer SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Approve Remuneration Report	Mgmt	For	For	For
6	Approve Increase in Size of Board to Eight Members	Mgmt	For	For	For
7.1	Elect Abraham Peled to the Supervisory Board	Mgmt	For	For	For
7.2	Elect Axel Salzmann to the Supervisory Board	Mgmt	For	For	For
7.3	Elect Joerg Rockenhaeuser to the Supervisory Board	Mgmt	For	For	For
7.4	Elect Stefan Dziarski to the Supervisory Board	Mgmt	For	For	For
7.5	Elect Ralf Dieter to the Supervisory Board	Mgmt	For	For	For
7.6	Elect Swantje Conrad to the Supervisory Board, if Item 6 is Accepted	Mgmt	For	For	For
7.7	Elect Christina Stercken to the Supervisory Board, if Item 6 is Accepted	Mgmt	For	For	For
8	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For	For	For
9	Amend Articles Re: Participation of Supervisory Board Members in the Virtual Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For
10	Approve Remuneration Policy	Mgmt	For	For	For
11	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
12	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For

Cellnex Telecom SA

Meeting Date: 05/31/2023

Record Date: 05/26/2023

Primary Security ID: E2R41M104

Country: Spain

Meeting Type: Annual

Ticker: CLNX

Shares Voted: 9,888

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For
2	Approve Non-Financial Information Statement	Mgmt	For	For	For
3	Approve Treatment of Net Loss	Mgmt	For	For	For
4	Approve Discharge of Board	Mgmt	For	For	For

Cellnex Telecom SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Approve Dividends Charged Against Reserves	Mgmt	For	For	For
6	Renew Appointment of Deloitte, S.L. as Auditor	Mgmt	For	For	For
7.1	Approve Annual Maximum Remuneration	Mgmt	For	For	For
7.2	Amend Remuneration Policy	Mgmt	For	Against	Against
8.1	Fix Number of Directors at 13	Mgmt	For	For	For
8.2	Reelect Concepcion del Rivero Bermejo as Director	Mgmt	For	For	For
8.3	Reelect Christian Coco as Director	Mgmt	For	For	For
8.4	Ratify Appointment by Co-option of Ana Garcia Fau as Director	Mgmt	For	For	For
8.5	Ratify Appointment by Co-option of Jonathan Amouyal as Director	Mgmt	For	For	For
8.6	Ratify Appointment by Co-option of Maria Teresa Ballester Fornes as Director	Mgmt	For	For	For
8.7	Elect Oscar Fanjul Martin as Director	Mgmt	For	For	For
8.8	Elect Dominique D'Hinnin as Director	Mgmt	For	For	For
8.9	Elect Marco Patuano as Director	Mgmt	For	For	For
9	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
10	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 10 Percent	Mgmt	For	For	For
11	Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities with Exclusion of Preemptive Rights up to 10 Percent of Capital	Mgmt	For	For	For
12	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For
13	Advisory Vote on Remuneration Report	Mgmt	For	For	For

SES-imagotag SA

Meeting Date: 06/02/2023

Record Date: 05/31/2023

Primary Security ID: F8333P109

Country: France

Meeting Type: Extraordinary Shareholders

Ticker: SESL

Shares Voted: 5,418

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

SES-imagotag SA

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

Worldline SA

Meeting Date: 06/08/2023

Record Date: 06/06/2023

Primary Security ID: F9867T103

Country: France

Meeting Type: Annual/Special

Ticker: WLN

Shares Voted: 3,786

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Absence of Dividends	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Reelect Bernard Bourigeaud as Director	Mgmt	For	For	For
6	Reelect Gilles Grapinet as Director	Mgmt	For	For	For
7	Reelect Gilles Arditti as Director	Mgmt	For	For	For
8	Reelect Aldo Cardoso as Director	Mgmt	For	For	For
9	Reelect Giulia Fitzpatrick as Director	Mgmt	For	For	For
10	Reelect Thierry Sommelet as Director	Mgmt	For	For	For
11	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
12	Approve Compensation of Bernard Bourigeaud, Chairman of the Board	Mgmt	For	For	For
13	Approve Compensation of Gilles Grapinet, CEO	Mgmt	For	For	For
14	Approve Compensation of Marc-Henri Desportes, Vice-CEO	Mgmt	For	For	For
15	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
16	Approve Remuneration Policy of CEO	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	Approve Remuneration Policy of Vice-CEO	Mgmt	For	For	For
18	Approve Remuneration Policy of Non-Executive Directors	Mgmt	For	For	For
19	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
20	Extraordinary Business	Mgmt			
	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
21	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights Up to 50 Percent of Issued Capital	Mgmt	For	For	For
22	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights With a Binding Priority Right Up to 10 Percent of Issued Capital	Mgmt	For	For	For
23	Approve Issuance of Equity or Equity-Linked Securities for Up to 10 Percent of Issued Capital Per Year for Private Placements	Mgmt	For	For	For
24	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 21-23	Mgmt	For	For	For
25	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
26	Authorize Capitalization of Reserves of Up to EUR 500 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
27	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 270,000	Mgmt	For	For	For
28	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
29	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For	For
30	Authorize up to 2 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	For	For	For
31	Authorize up to 0.7 Percent of Issued Capital for Use in Restricted Stock Plans With Performance Conditions Attached	Mgmt	For	For	For
32	Amend Article 19 of Bylaws Re: Age Limit of Chairman of the Board	Mgmt	For	For	For
33	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Dermapharm Holding SE

Meeting Date: 06/14/2023Country: GermanyTicker: DMP

Record Date: 05/23/2023Meeting Type: Annual

Primary Security ID: D1T0ZJ103

Shares Voted: 9,888

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.05 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For	For	For
5	Ratify Grant Thornton AG as Auditors for Fiscal Year 2023, for the Review of Interim Financial Statements for Fiscal Year 2023 and for the Review of Interim Financial Statements Until 2024 AGM	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	Against	Against
7	Approve Virtual-Only Shareholder Meetings Until 2028	Mgmt	For	For	For
8	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For
9	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
10	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For
11	Approve Creation of EUR 16.2 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	Against	Against
12.1	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 500 Million	Mgmt	For	Against	Against
12.2	Approve Creation of EUR 10.8 Million Pool of Conditional Capital with or without Exclusion of Preemptive Rights	Mgmt	For	Against	Against

Beneteau SA

Meeting Date: 06/15/2023Country: FranceTicker: BEN

Record Date: 06/13/2023Meeting Type: Annual/Special

Primary Security ID: F09419106

Shares Voted: 26,228

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 0.42 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	Against	Against
5	Approve Remuneration Policy of Corporate Officers	Mgmt	For	Against	For
6	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
7	Approve Compensation of Yves Lyon-Caen, Chairman of the Board	Mgmt	For	For	For
8	Approve Compensation of Bruno Thivoyon, CEO	Mgmt	For	Against	For
9	Approve Compensation of Gianguido Girotti, Vice-CEO	Mgmt	For	Against	For
10	Approve Compensation of Jerome de Metz, Former Chairman and CEO	Mgmt	For	Against	For
11	Approve Compensation of Jean-Paul Chapeleau, Former Vice-CEO	Mgmt	For	Against	For
12	Reelect Anne Leitzgen as Director	Mgmt	For	For	For
13	Reelect Louis-Claude Roux as Director	Mgmt	For	Against	Against
14	Authorize Repurchase of Up to 5 Percent of Issued Share Capital	Mgmt	For	Against	Against
	Extraordinary Business	Mgmt			
15	Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Against	Against
16	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
17	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
18	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Exail Technologies SA

Meeting Date: 06/15/2023

Country: France

Ticker: EXA

Record Date: 06/13/2023

Meeting Type: Annual/Special

Primary Security ID: F4606F100

**Shares Voted:** 20,351

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Absence of Dividends	Mgmt	For	For	For
4	Approve Transfer From Carry Forward Account to Other Reserves	Mgmt	For	For	For
5	Exceptional Distribution in kind of Shares of Prodways Group	Mgmt	For	For	For
6	Approve Transaction with Prodways Group Re: Financial Service Agreement	Mgmt	For	For	For
7	Approve Transaction with Prodways Group Re: Corporate Service Agreement	Mgmt	For	For	For
8	Approve Remuneration of Directors in the Aggregate Amount of EUR 90,000	Mgmt	For	For	For
9	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Against	Against
10	Approve Remuneration Policy of Vice-CEO	Mgmt	For	Against	Against
11	Approve Remuneration Policy of Directors	Mgmt	For	For	For
12	Approve Compensation Report	Mgmt	For	For	For
13	Approve Compensation of Raphael Gorge, Chairman and CEO	Mgmt	For	For	For
14	Approve Compensation of Helene de Cointet, Vice-CEO	Mgmt	For	For	For
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	Against	Against
	Extraordinary Business	Mgmt			
16	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
17	Authorize Capitalization of Reserves of Up to EUR 5 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 5 Million	Mgmt	For	Against	Against
19	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 5 Million	Mgmt	For	Against	Against

Exail Technologies SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
20	Approve Issuance of Equity or Equity-Linked Securities for Private Placements , up to Aggregate Nominal Amount of EUR 3 Million	Mgmt	For	Against	Against
21	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	Against	Against
22	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 19-20	Mgmt	For	Against	Against
23	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Against	Against
24	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
25	Amend Article 13 of Bylaws Re: Representative of Employee Shareholders to the Board	Mgmt	For	For	For
26	Ordinary Business	Mgmt			
	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Quadient SA

Meeting Date: 06/16/2023

Record Date: 06/14/2023

Primary Security ID: F7488R100

Country: France

Meeting Type: Annual/Special

Ticker: QDT

Shares Voted: 560

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of EUR 0.60 per Share	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 Didier Lamouche, Chairman of the Board	Mgmt	For	For	For
7	Approve Compensation of Geoffrey Godet, CEO	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
9	Approve Remuneration Policy of CEO	Mgmt	For	For	For
10	Approve Remuneration Policy of Directors	Mgmt	For	For	For
11	Reelect Eric Courteille as Director	Mgmt	For	For	For
12	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
13	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 15 Million	Mgmt	For	For	For
14	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 3.4 Million	Mgmt	For	For	For
15	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 3.4 Million	Mgmt	For	For	For
16	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 3.4 Million	Mgmt	For	For	For
17	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 3.4 Million	Mgmt	For	For	For
18	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 13-17	Mgmt	For	For	For
19	Authorize Capitalization of Reserves of Up to EUR 30 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
20	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
21	Authorize Capital Increase for Future Exchange Offers	Mgmt	For	For	For
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans for Employees of International Subsidiaries	Mgmt	For	For	For
24	Authorize up to 460,000 Shares for Use in Restricted Stock Plans	Mgmt	For	For	For
25	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For

Quadient SA

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

Amadeus IT Group SA

Meeting Date: 06/20/2023	Country: Spain	Ticker: AMS
Record Date: 06/15/2023	Meeting Type: Annual	
Primary Security ID: E04648114		

Shares Voted: 888

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For
2	Approve Non-Financial Information Statement	Mgmt	For	For	For
3	Advisory Vote on Remuneration Report	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends	Mgmt	For	For	For
5	Approve Discharge of Board	Mgmt	For	For	For
6.1	Elect Frits Dirk van Paasschen as Director	Mgmt	For	For	For
6.2	Reelect William Connelly as Director	Mgmt	For	For	For
6.3	Reelect Luis Maroto Camino as Director	Mgmt	For	For	For
6.4	Reelect Pilar Garcia Ceballos-Zuniga as Director	Mgmt	For	For	For
6.5	Reelect Stephan Gemkow as Director	Mgmt	For	For	For
6.6	Reelect Peter Kuerpick as Director	Mgmt	For	For	For
6.7	Reelect Xiaoqun Clever as Director	Mgmt	For	For	For
7	Approve Remuneration of Directors	Mgmt	For	For	For
8	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

SES-imagotag SA

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

Shares Voted: 4,605

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Absence of Dividends	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
5	Ratify Transaction with Fuzhou BOE Optoelectronics Co., Ltd Re: Development Agreement	Mgmt	For	For	For
6	Ratify Transaction with BOE Digital Technology Co., Ltd Re: License Agreement	Mgmt	For	For	For
7	Renew Appointment of KPMG as Auditor	Mgmt	For	For	For
8	Renew Appointment of Deloitte et Associes as Auditor	Mgmt	For	For	For
9	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
10	Approve Compensation of Thierry Gadou, Chairman and CEO	Mgmt	For	Against	For
11	Approve Remuneration of Directors in the Aggregate Amount of EUR 200,000	Mgmt	For	For	For
12	Approve Remuneration Policy of Directors	Mgmt	For	For	For
13	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Against	For
14	Authorize Repurchase of Up to 5 Percent of Issued Share Capital	Mgmt	For	For	For
15	Extraordinary Business	Mgmt			
	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
16	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
17	Authorize up to 4.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Against	Against
18	Amend Article 11 of Bylaws Re: Age Limit of Directors	Mgmt	For	For	For
19	Change Company Name to VusionGroup and Amend Article 3 of Bylaws Accordingly	Mgmt	For	For	For
20	Ordinary Business	Mgmt			
	Ratify Appointment of Peter Brabeck-Letmathe as Director	Mgmt	For	For	For
21	Reelect Thierry Gadou as Director	Mgmt	For	Against	For
22	Reelect Cenhui He as Director	Mgmt	For	Against	Against

SES-imagotag SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
23	Reelect Helene Ploix as Director	Mgmt	For	Against	Against
24	Reelect Candace Johnson as Director	Mgmt	For	For	For
25	Reelect Franck Moison as Director	Mgmt	For	For	For
26	Reelect Peter Brabeck-Letmathe as Director	Mgmt	For	For	For
27	Ratify Appointment of Xiangjun Yao as Director	Mgmt	For	Against	Against
28	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Orpea SA

Meeting Date: 06/28/2023Country: FranceTicker: ORP

Record Date:Meeting Type: Bondholder

Primary Security ID: F69036105

Shares Voted: 16,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for Bondholders	Mgmt			
1	Approve Accelerated Recovery Plan	Mgmt	For	Refer	For

Alstom SA

Meeting Date: 07/11/2023Country: FranceTicker: ALO

Record Date: 07/07/2023Meeting Type: Annual/Special

Primary Security ID: F0259M475

Shares Voted: 8,888

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 0.25 per Share With an Option for Payment of Dividends in Cash or in Shares	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Reelect Sylvie Kande de Beaupuy as Director	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Reelect Henri Poupart-Lafarge as Director	Mgmt	For	Against	Against
7	Reelect Sylvie Rucar as Director	Mgmt	For	For	For
8	Ratify Appointment of Jay Walder as Director	Mgmt	For	For	For
9	Elect Bpifrance Investissement as Director	Mgmt	For	For	For
10	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For
11	Approve Remuneration Policy of Directors	Mgmt	For	For	For
12	Approve Compensation Report	Mgmt	For	For	For
13	Approve Compensation of Henri Poupart-Lafarge, Chairman and CEO	Mgmt	For	For	For
14	Authorize Repurchase of Up to 5 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
16	Authorize Capitalization of Reserves of Up to EUR 920 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 920 Million	Mgmt	For	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 265 Million	Mgmt	For	For	For
19	Authorize Capital Increase of Up to EUR 265 Million for Future Exchange Offers	Mgmt	For	For	For
20	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 265 Million	Mgmt	For	For	For
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For	For
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 Under Items 17-22	Mgmt	For	For	For

Alstom SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
25	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
26	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 265 Million	Mgmt	For	For	For
27	Authorize up to 6 Million Shares for Use in Restricted Stock Plans	Mgmt	For	For	For
28	Ordinary Business	Mgmt			
	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Ryanair Holdings Plc

Meeting Date: 09/14/2023Country: IrelandTicker: RYA

Record Date: 09/10/2023Meeting Type: Annual

Primary Security ID: G7727C186

Shares Voted: 11,888

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	Against	Against
4a	Elect Eamonn Brennan as Director	Mgmt	For	For	For
4b	Elect Elisabeth Kostinger as Director	Mgmt	For	For	For
4c	Elect Anne Nolan as Director	Mgmt	For	For	For
4d	Re-elect Stan McCarthy as Director	Mgmt	For	For	For
4e	Re-elect Louise Phelan as Director	Mgmt	For	For	For
4f	Re-elect Roisin Brennan as Director	Mgmt	For	For	For
4g	Re-elect Michael Cawley as Director	Mgmt	For	Against	Against
4h	Re-elect Emer Daly as Director	Mgmt	For	For	For
4i	Re-elect Geoff Doherty as Director	Mgmt	For	For	For
4j	Re-elect Howard Millar as Director	Mgmt	For	Against	Against
4k	Re-elect Michael O'Brien as Director	Mgmt	For	For	For
4l	Re-elect Michael O'Leary as Director	Mgmt	For	For	For
5	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
6	Authorise Board to Fix Remuneration of Directors	Mgmt	For	For	For
7	Authorise Issue of Equity	Mgmt	For	For	For

Ryanair Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
9	Authorise Market Purchase and/or Overseas Market Purchase of Ordinary Shares	Mgmt	For	For	For
10	Approve Proposed Purchase of Up to 300 Boeing 737-MAX-10 Aircraft	Mgmt	For	For	For

TFF Group

Meeting Date: 10/27/2023	Country: France	Ticker: TFF
Record Date: 10/25/2023	Meeting Type: Annual/Special	
Primary Security ID: F9229B105		

Shares Voted: 5,944					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Discharge Management Board and Supervisory Board Members	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of EUR 0.60 per Share	Mgmt	For	For	For
3	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	Against	Against
4	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
5	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
6	Approve Compensation of Jerome Francois, Chairman of the Management Board	Mgmt	For	For	For
7	Approve Compensation of Jean Francois, Chairman of the Supervisory Board	Mgmt	For	For	For
8	Approve Remuneration Policy of Chairman of the Management Board	Mgmt	For	For	For
9	Approve Remuneration Policy of Chairman of the Supervisory Board	Mgmt	For	For	For
10	Approve Remuneration Policy of Supervisory Board Members	Mgmt	For	For	For
11	Approve Remuneration of Supervisory Board Members in the Aggregate Amount of EUR 20,000	Mgmt	For	For	For
12	Reelect Nathalie Meo as Supervisory Board Member	Mgmt	For	Against	Against
13	Reelect Philippine Francois as Supervisory Board Member	Mgmt	For	Against	Against

TFF Group

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Elect Victoria Francois as Supervisory Board Member	Mgmt	For	Against	Against
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	Against	Against
16	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For
17	Extraordinary Business	Mgmt	For	For	For
	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt			
18	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Orpea SA

Meeting Date: 12/22/2023

Record Date: 12/20/2023

Primary Security ID: F69036105

Country: France

Meeting Type: Annual/Special

Ticker: ORP

Shares Voted: 39,830,728

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Ordinary Business	Mgmt	For	For	For
	Approve Financial Statements and Statutory Reports	Mgmt			
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Ratify Appointment of Laure Duhot as Director	Mgmt	For	For	For
6	Ratify Appointment of Mireille Faugere as Director	Mgmt	For	For	For
7	Elect Caisse des Depots et Consignations as Director	Mgmt	For	Against	Against
8	Elect CNP Assurances as Director	Mgmt	For	Against	Against
9	Elect Mutuelle Assurance Instituteur France as Director	Mgmt	For	Against	Against
10	Elect MACSF Epargne Retraite as Director	Mgmt	For	Against	Against
11	Elect Philippe Grangeon as Director	Mgmt	For	Against	Against
12	Elect Sibylle Le Maire as Director	Mgmt	For	Against	Against
13	Elect Frederique Mozziconacci as Director	Mgmt	For	Against	Against

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Elect Mahkameh Brunel as Director	Mgmt	For	For	For
15	Approve 2022 Amended Compensation Policy of Laurent Guillot, CEO	Mgmt	For	Against	Against
16	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
17	Approve Compensation of Yves Le Masne, CEO Until 30 January 2022	Mgmt	For	For	For
18	Approve Compensation of Guillaume Pepy, Chairman of the Board Since 28 July 2022	Mgmt	For	For	For
19	Approve Compensation of Laurent Guillot, CEO Since 01 July 2022	Mgmt	For	Against	Against
20	Approve Remuneration Policy of Directors	Mgmt	For	For	For
21	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
22	Approve Remuneration Policy of CEO	Mgmt	For	For	For
23	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
24	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
25	Approve 1-for-1,000 Reverse Stock Split and Amend Bylaws Accordingly	Mgmt	For	For	For
26	Approve Reduction in Share Capital Pursuant to Losses Through Reduction of Par Value; Amend Bylaws Accordingly	Mgmt	For	For	For
27	Authorize Issuance of Warrants without Preemptive Rights Reserved for La Caisse des Depots et Consignations, Mutuelle Assurance des Instituteurs de France, CNP Assurances and MACSF Epargne Retraite	Mgmt	For	For	For
28	Authorize Issuance of Warrants without Preemptive Rights Reserved for Members of SteerCo or Their Respective Affiliates	Mgmt	For	For	For
29	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Against	Against
30	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Specific Beneficiaries	Mgmt	For	For	For
31	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	Against	Against
32	Adopt New Bylaws	Mgmt	For	Against	Against
33	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For