

VOTE SUMMARY REPORT

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

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): ALL INSTITUTION ACCOUNTS

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: 28,315

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

Trigano SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	Approve Compensation of Paolo Bicci, Management Board Member	Mgmt	For	Against	Against
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			
20	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For

EXEL Industries SA

Meeting Date: 02/07/2023 **Country:** France **Ticker:** EXE
Record Date: 02/03/2023 **Meeting Type:** Annual
Primary Security ID: F9094V103

Shares Voted: 49,788

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	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

EXEL Industries SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Approve Compensation of Cyril Ballu, Vice-CEO	Mgmt	For	For	For
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

Country: France

Ticker: DIM

Record Date: 03/23/2023

Meeting Type: Annual/Special

Primary Security ID: F8005V210

Shares Voted: 6,960

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

Sartorius Stedim Biotech SA

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

LISI SA

Meeting Date: 04/12/2023 **Country:** France **Ticker:** FII
Record Date: 04/07/2023 **Meeting Type:** Annual/Special
Primary Security ID: F5754P105

Shares Voted: 2,955

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 Discharge of Directors and Auditors	Mgmt	For	For	For
5	Approve Allocation of Income and Dividends of EUR 0.15 per Share	Mgmt	For	For	For
6	Acknowledge Resignation of Capucine Allerton-Kohler as Director	Mgmt	For	For	For
7	Acknowledge End of Mandate of Patrick Daher as Director	Mgmt	For	For	For
8	Acknowledge End of Mandate of Gilles Kohler as Director	Mgmt	For	For	For
9	Elect Jean-Philippe Kohler as Director	Mgmt	For	Against	Against
10	Reelect Emmanuel Viellard as Director	Mgmt	For	For	For
11	Reelect Compagnie Industrielle de Delle as Director	Mgmt	For	Against	Against
12	Reelect CIKO as Director	Mgmt	For	Against	Against
13	Reelect Peugeot Invest Assets as Director	Mgmt	For	Against	Against

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Reelect Viellard Migeon et Compagnie as Director	Mgmt	For	Against	Against
15	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
16	Approve Compensation of Gilles Kohler, Chairman of the Board	Mgmt	For	For	For
17	Approve Compensation of Emmanuel Viellard, CEO	Mgmt	For	Against	Against
18	Approve Compensation of Jean-Philippe Kohler, Vice-CEO	Mgmt	For	Against	Against
19	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
20	Approve Remuneration Policy of CEO	Mgmt	For	Against	Against
21	Approve Remuneration Policy of Vice-CEO	Mgmt	For	Against	Against
22	Approve Remuneration Policy of Directors	Mgmt	For	For	For
23	Appoint KPMG S.A. as Auditor	Mgmt	For	For	For
24	Renew Appointment of Ernst & Young as Auditor	Mgmt	For	For	For
25	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	Against	Against
	Extraordinary Business	Mgmt			
26	Authorize up to 1.85 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees and Corporate Officers	Mgmt	For	Against	Against
27	Amend Article 10 of Bylaws Re: Directors Length of Term	Mgmt	For	For	For
28	Authorize Specific Buyback Program and Cancellation of Repurchased Shares	Mgmt	For	For	For
29	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Teleperformance SE

Meeting Date: 04/13/2023 **Country:** France **Ticker:** TEP
Record Date: 04/11/2023 **Meeting Type:** Annual/Special
Primary Security ID: F9120F106

Shares Voted: 11,700

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

Teleperformance SE

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 Dividends of EUR 3.85 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
6	Approve Compensation of Daniel Julien, Chairman and CEO	Mgmt	For	For	For
7	Approve Compensation of Olivier Rigaudy, Vice-CEO	Mgmt	For	For	For
8	Approve Remuneration Policy of Directors	Mgmt	For	For	For
9	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For
10	Approve Remuneration Policy of Vice-CEO	Mgmt	For	For	For
11	Reelect Christobel Selecky as Director	Mgmt	For	For	For
12	Reelect Angela Maria Sierra-Moreno as Director	Mgmt	For	For	For
13	Reelect Jean Guez as Director	Mgmt	For	For	For
14	Elect Varun Bery as Director	Mgmt	For	For	For
15	Elect Bhupender Singh as Director	Mgmt	For	For	For
16	Appoint PricewaterhouseCoopers Audit SAS as Auditor	Mgmt	For	For	For
17	Renew Appointment of Deloitte & Associes SA as Auditor	Mgmt	For	For	For
18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
19	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
20	Authorize Capitalization of Reserves of Up to EUR 142 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
21	Authorize Capital Increase for Contributions in Kind, up to Aggregate Nominal Amount of EUR 7.2 Million	Mgmt	For	For	For
22	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Meeting Date: 04/21/2023

Country: France

Ticker: ITP

Record Date: 04/19/2023

Meeting Type: Annual/Special

Primary Security ID: F5262B119

Shares Voted: 1,346

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 Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Reelect Philippe Benacin as Director	Mgmt	For	Against	Against
6	Reelect Philippe Santi as Director	Mgmt	For	For	For
7	Reelect Frederic Garcia-Pelayo as Director	Mgmt	For	For	For
8	Reelect Jean Madar as Director	Mgmt	For	For	For
9	Reelect Marie-Ange Verdickt as Director	Mgmt	For	For	For
10	Reelect Chantal Roos as Director	Mgmt	For	For	For
11	Elect Veronique Morali as Director	Mgmt	For	For	For
12	Elect Olivier Mauny as Director	Mgmt	For	For	For
13	Acknowledge End of Mandate of Veronique Gabai-Pinsky as Director and Decision Not to Replace and Renew	Mgmt	For	For	For
14	Approve Remuneration of Directors in the Aggregate Amount of EUR 300,000	Mgmt	For	For	For
15	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Against	Against
16	Approve Remuneration Policy of Directors	Mgmt	For	For	For
17	Approve Compensation Report	Mgmt	For	For	For
18	Approve Compensation of Philippe Benacin, Chairman and CEO	Mgmt	For	Against	Against
19	Authorize Repurchase of Up to 2.5 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
20	Authorize Capitalization of Reserves of Up to EUR 75 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
21	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Plastic Omnium SE

Meeting Date: 04/26/2023

Country: France

Ticker: POM

Record Date: 04/24/2023

Meeting Type: Annual/Special

Primary Security ID: F73325106

Shares Voted: 168,696

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 0.39 per Share	Mgmt	For	For	For
3	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
4	Approve Transaction with BPO-B	Mgmt	For	For	For
5	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
6	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
7	Acknowledge End of Mandate of Anne Asensio as Director and Decision Not to Renew	Mgmt	For	For	For
8	Reelect Felicie Burelle as Director	Mgmt	For	Against	Against
9	Reelect Cecile Moutet as Director	Mgmt	For	Against	Against
10	Reelect Vincent Labruyere as Director	Mgmt	For	Against	Against
11	Ratify Appointment of Elisabeth Ourliac as Director	Mgmt	For	For	For
12	Elect Virginie Fauvel as Director	Mgmt	For	For	For
13	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
14	Approve Remuneration Policy of CEO	Mgmt	For	Against	Against
15	Approve Remuneration Policy of Vice-CEO	Mgmt	For	Against	Against
16	Approve Remuneration Policy of Directors	Mgmt	For	For	For
17	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
18	Approve Compensation of Laurent Burelle, Chairman of the Board	Mgmt	For	For	For
19	Approve Compensation of Laurent Favre, CEO	Mgmt	For	Against	Against
20	Approve Compensation of Felicie Burelle, Vice-CEO	Mgmt	For	Against	Against
	Extraordinary Business	Mgmt			
21	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For

Plastic Omnium SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
22	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 6 Million	Mgmt	For	Against	Against
23	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 6 Million	Mgmt	For	Against	Against
24	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 2 Million	Mgmt	For	Against	Against
25	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above Under Items 22-24	Mgmt	For	Against	Against
26	Authorize Capital Increase for Contributions in Kind, up to Aggregate Nominal Amount of EUR 2 Million	Mgmt	For	Against	Against
27	Authorize Capital Increase of Up to EUR 6 Million for Future Exchange Offers	Mgmt	For	Against	Against
28	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
29	Delegate Power to the Board to Amend Bylaws to Comply with Legal Changes	Mgmt	For	Against	Against
30	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Lectra SA

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

Shares Voted: 97,405

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

Lectra SA

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

CGG

Meeting Date: 05/04/2023

Country: France

Ticker: CGG

Record Date: 05/02/2023

Meeting Type: Annual/Special

Primary Security ID: F1704T263

Shares Voted: 5,489,888

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 Allocation of Income and Absence of Dividends	Mgmt	For	For	For
3	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
4	Reelect Colette Lewiner as Director	Mgmt	For	For	For
5	Reelect Mario Ruscev 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	Mgmt	For	For	For
8	Approve Compensation of Philippe Salle, Chairman of the Board	Mgmt	For	For	For
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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Business	Mgmt			
14	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
15	Authorize Capitalization of Reserves of Up to EUR 712,357.32 for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
16	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 3,561,786.61	Mgmt	For	For	For
17	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 712,357.32	Mgmt	For	For	For
18	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 712,357.32	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 Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 16-18	Mgmt	For	For	For
21	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	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

Kaufman & Broad SA

Meeting Date: 05/04/2023

Country: France

Ticker: KOF

Record Date: 05/02/2023

Meeting Type: Annual/Special

Primary Security ID: F5375H102

Shares Voted: 59,598

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 2.40 per Share	Mgmt	For	For	For
3	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For

Kaufman & Broad SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For
6	Approve Remuneration Policy of Directors	Mgmt	For	For	For
7	Amend Remuneration Policy of Chairman and CEO from May 2, 2022 General Meeting and Approve Exceptional Bonus	Mgmt	For	For	For
8	Approve Compensation of of Chairman and CEO	Mgmt	For	For	For
9	Approve Compensation Report	Mgmt	For	For	For
10	Ratify Change Location of Registered Office to 17 quai du President Paul Doumer, 92400 Courbevoie and Amend Article 4 of Bylaws Accordingly	Mgmt	For	For	For
11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
12	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
13	Authorize Capitalization of Reserves of Up to EUR 823,000 for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
14	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 2.22 Million	Mgmt	For	For	For
15	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 543,000	Mgmt	For	For	For
16	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 543,000	Mgmt	For	For	For
17	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
18	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 14-16	Mgmt	For	For	For
19	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
20	Authorize Capital Increase of Up to EUR 543,000 for Future Exchange Offers	Mgmt	For	For	For

Kaufman & Broad SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
22	Authorize up to 250,000 Shares for Use in Restricted Stock Plans with Performance Conditions Attached	Mgmt	For	For	For
23	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 2.22 Million	Mgmt	For	For	For
	Ordinary Business	Mgmt			
24	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Imerys SA

Meeting Date: 05/10/2023 **Country:** France **Ticker:** NK
Record Date: 05/08/2023 **Meeting Type:** Annual/Special
Primary Security ID: F49644101

Shares Voted: 38,888

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
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
	Extraordinary Business	Mgmt			

Imerys SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	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

Edenred SA

Meeting Date: 05/11/2023 **Country:** France **Ticker:** EDEN
Record Date: 05/09/2023 **Meeting Type:** Annual/Special
Primary Security ID: F3192L109

Shares Voted: 41,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Ordinary Business Approve Financial Statements and Statutory Reports	Mgmt	For	For	For

Edenred SA

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 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
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

Mersen SA

Meeting Date: 05/16/2023

Country: France

Ticker: MRN

Record Date: 05/12/2023

Meeting Type: Annual/Special

Primary Security ID: F9622M146

Shares Voted: 61,547

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 1.25 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 Thiery as Director	Mgmt	For	For	For

Mersen SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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
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
	Extraordinary Business	Mgmt			
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
16	Authorize Capital Issuances for Use in Employee Stock Purchase Plans 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

SEB SA

Meeting Date: 05/17/2023

Country: France

Ticker: SK

Record Date: 05/15/2023

Meeting Type: Annual/Special

Primary Security ID: F82059100

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
5	Reelect William Gairard as Director	Mgmt	For	Against	Against
6	Reelect Generation 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
	Extraordinary Business	Mgmt			
16	Authorize up to 220,000 Shares for Use in Restricted Stock Plans with Performance Conditions Attached	Mgmt	For	For	For
17	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Ekinops SA

Meeting Date: 05/24/2023

Country: France

Ticker: EKI

Record Date: 05/22/2023

Meeting Type: Annual/Special

Primary Security ID: F2925C113

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 Bpifrance Participations as Director	Mgmt	For	Against	Against
6	Reelect Aleph Golden Holdings as Director	Mgmt	For	Against	Against
7	Reelect Lori Gonnu as Director	Mgmt	For	For	For
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
9	Approve Compensation of Didier Bredy, Chairman and CEO	Mgmt	For	Against	Against
10	Approve Termination Package of Didier Bredy	Mgmt	For	Against	Against
11	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Against	Against
12	Approve Remuneration Policy of Directors	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 Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
15	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights with Binding Priority Right up to Aggregate Nominal Amount of EUR 3.3 Million	Mgmt	For	Against	Against
16	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 2 Million	Mgmt	For	Against	Against
17	Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Investors, up to Aggregate Nominal Amount of EUR 1,999,931	Mgmt	For	Against	Against
18	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	Against	Against

Ekinops SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
19	Authorize Capitalization of Reserves of Up to EUR 2.6 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	Against	Against
21	Set Total Limit for Capital Increase to Result from All Issuance Requests Under Items 15-18 and 20 at EUR 8 Million	Mgmt	For	For	For
22	Authorize up to 2 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	For	Against	Against
23	Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Against	Against
24	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
25	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 22-24 at 2 Percent of Issued Capital	Mgmt	For	For	For
26	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Sopra Steria Group SA

Meeting Date: 05/24/2023

Country: France

Ticker: SOP

Record Date: 05/22/2023

Meeting Type: Annual/Special

Primary Security ID: F20906115

Shares Voted: 10,982

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 4.30 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 from January 1, 2022 until February 28, 2022	Mgmt	For	Against	Against
7	Approve Compensation of Cyril Malarge, CEO since March, 1 2022	Mgmt	For	For	For

Sopra Steria Group SA

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	Approve Remuneration of Directors the Aggregate Amount of EUR 700,000	Mgmt	For	For	For
12	Reelect Sylvie Remond as Director	Mgmt	For	For	For
13	Reelect Jessica Scale as Director	Mgmt	For	For	For
14	Reelect Michael Gollner as Director	Mgmt	For	For	For
15	Elect Sonia Criseo as Director	Mgmt	For	For	For
16	Elect Pascal Daloz as Director	Mgmt	For	For	For
17	Elect Remy Weber as Director	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 up to 1.1 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
	Ordinary Business	Mgmt			
21	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Valeo SA

Meeting Date: 05/24/2023

Country: France

Ticker: FR

Record Date: 05/22/2023

Meeting Type: Annual/Special

Primary Security ID: F96221340

Shares Voted: 84,000

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 Allocation of Income and Dividends of EUR 0.38 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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Ratify Appointment of Alexandre Dayon as Director	Mgmt	For	For	For
6	Ratify Appointment of Stephanie Frachet as Director	Mgmt	For	For	For
7	Reelect Stephanie Frachet as Director	Mgmt	For	For	For
8	Reelect Patrick Sayer as Director	Mgmt	For	For	For
9	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
10	Approve Compensation of Jacques Aschenbroich, Chairman and CEO from January 1, 2022 until January 26, 2022	Mgmt	For	For	For
11	Approve Compensation of Jacques Aschenbroich, Chairman of the Board since January 26, 2022	Mgmt	For	For	For
12	Approve Compensation of Christophe Perillat, Vice-CEO from January 1, 2022 until January 26, 2022	Mgmt	For	For	For
13	Approve Compensation of Christophe Perillat, CEO from since January 26, 2022	Mgmt	For	For	For
14	Approve Remuneration Policy of Directors	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
17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 70 Million	Mgmt	For	For	For
19	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 23 Million	Mgmt	For	For	For
20	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 23 Million	Mgmt	For	For	For
21	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	For	For
22	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 18-21	Mgmt	For	For	For
23	Authorize Capitalization of Reserves of Up to EUR 30 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For

Valeo SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
24	Authorize Capital Increase of up to 9.45 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 up to 1.89 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
27	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
28	Amend Article 14 of Bylaws Re: Staggering of Directors' Terms of Office	Mgmt	For	For	For
29	Amend Article 13 of Bylaws Re: Designation of Shareholder Employee Representative	Mgmt	For	For	For
	Ordinary Business	Mgmt			
30	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Elis SA

Meeting Date: 05/25/2023

Country: France

Ticker: ELIS

Record Date: 05/23/2023

Meeting Type: Annual/Special

Primary Security ID: F2976F106

Shares Voted: 4,518

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 0.41 per Share	Mgmt	For	For	For
4	Approve Stock Dividend Program	Mgmt	For	For	For
5	Approve Transaction with Predica Re: Supplementary Pension Plan Insurance Agreement	Mgmt	For	For	For
6	Reelect Thierry Morin as Supervisory Board Member	Mgmt	For	For	For
7	Reelect Magali Chesse as Supervisory Board Member	Mgmt	For	For	For
8	Reelect Philippe Delleur as Supervisory Board Member	Mgmt	For	For	For
9	Elect Bpifrance Investissement as Supervisory Board Member	Mgmt	For	For	For

Elis SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Ratify Appointment of Michel Plantevin as Supervisory Board Member	Mgmt	For	For	For
11	Approve Remuneration Policy of Chairman of the Supervisory Board	Mgmt	For	For	For
12	Approve Remuneration Policy of Supervisory Board Members	Mgmt	For	For	For
13	Approve Remuneration Policy of Chairman of the Management Board	Mgmt	For	For	For
14	Approve Remuneration Policy of Management Board Members	Mgmt	For	For	For
15	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
16	Approve Compensation of Thierry Morin, Chairman of the Supervisory Board	Mgmt	For	For	For
17	Approve Compensation of Xavier Martire, Chairman of the Management Board	Mgmt	For	For	For
18	Approve Compensation of Louis Guyot, Management Board Member	Mgmt	For	For	For
19	Approve Compensation of Matthieu Lecharny, Management Board Member	Mgmt	For	For	For
20	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
22	Authorize up to 2.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
23	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
24	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Manitou BF SA

Meeting Date: 05/25/2023

Country: France

Ticker: MTU

Record Date: 05/23/2023

Meeting Type: Annual/Special

Primary Security ID: F59766109

Shares Voted: 69,784

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

Manitou BF SA

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 Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends of EUR 0.63 per Share	Mgmt	For	For	For
5	Reelect Jacqueline Himsworth as Director	Mgmt	For	Against	Against
6	Reelect Christopher Himsworth as Director	Mgmt	For	Against	Against
7	Reelect Dominique Himsworth as Director	Mgmt	For	Against	Against
8	Reelect Emilie Braud as Director	Mgmt	For	Against	Against
9	Reelect Marcel-Claude Braud as Director	Mgmt	For	Against	Against
10	Reelect Sebastien Braud as Director	Mgmt	For	Against	Against
11	Reelect Cecile Helme-Guizon as Director	Mgmt	For	For	For
12	Reelect Alexandra Matzneff as Director	Mgmt	For	For	For
13	Reelect Dominique Bamas as Director	Mgmt	For	For	For
14	Reelect Pierre-Henri Ricaud as Director	Mgmt	For	Against	Against
15	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
16	Approve Compensation of Jacqueline Himsworth, Chairman of the Board	Mgmt	For	For	For
17	Approve Compensation of Michel Denis, CEO	Mgmt	For	Against	Against
18	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
19	Approve Remuneration Policy of CEO	Mgmt	For	For	For
20	Approve Remuneration Policy of Directors	Mgmt	For	For	For
21	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	Against	Against
	Extraordinary Business	Mgmt			
22	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
23	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 8 Million	Mgmt	For	Against	Against
24	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 8 Million	Mgmt	For	Against	Against

Manitou BF SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
25	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 8 Million	Mgmt	For	Against	Against
26	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
27	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 8 Million	Mgmt	For	Against	Against
28	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 23-25 and 27	Mgmt	For	Against	Against
29	Authorize Capitalization of Reserves of Up to EUR 8 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
30	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Against	Against
31	Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Against	Against
32	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	Against	For	For
33	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

ID Logistics Group

Meeting Date: 05/31/2023

Country: France

Ticker: IDL

Record Date: 05/29/2023

Meeting Type: Annual/Special

Primary Security ID: F50685100

Shares Voted: 328

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Absence of Dividends	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	Against	Against
5	Reelect Michel Clair as Director	Mgmt	For	Against	For

ID Logistics Group

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Ratify Appointment of Malgorzata Hornig as Director	Mgmt	For	For	For
7	Ratify Change Location of Registered Office to 55 chemin des Engrenauds, 13600 Orgon	Mgmt	For	For	For
8	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Against	Against
9	Approve Remuneration Policy of Vice-CEO	Mgmt	For	Against	Against
10	Approve Remuneration Policy of Directors	Mgmt	For	For	For
11	Approve Compensation Report of Corporate Officers	Mgmt	For	Against	Against
12	Approve Compensation of Eric Hemar, Chairman and CEO	Mgmt	For	Against	Against
13	Approve Compensation of Christophe Satin, Vice-CEO	Mgmt	For	Against	Against
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	Against	Against
	Extraordinary Business	Mgmt			
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
16	Authorize Capitalization of Reserves of Up to EUR 1.4 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 1.4 Million	Mgmt	For	Against	Against
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 1.4 Million	Mgmt	For	Against	Against
19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 1.4 Million	Mgmt	For	Against	Against
20	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 1.4 Million	Mgmt	For	Against	Against
21	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	Against	Against
22	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 17 to 20	Mgmt	For	Against	Against
23	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Against	Against

ID Logistics Group

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

SES-imagotag SA

Meeting Date: 06/02/2023

Country: France

Ticker: SESL

Record Date: 05/31/2023

Meeting Type: Extraordinary Shareholders

Primary Security ID: F8333P109

Shares Voted: 28,638

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

Gaztransport & Technigaz SA

Meeting Date: 06/07/2023

Country: France

Ticker: GTT

Record Date: 06/05/2023

Meeting Type: Annual/Special

Primary Security ID: F42674113

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 Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Reelect Catherine Ronge as Director	Mgmt	For	For	For
6	Reelect Pierre Guiollot as Director	Mgmt	For	For	For
7	Elect Frederique Kalb as Director	Mgmt	For	For	For
8	Elect Luc Gillet as Director	Mgmt	For	For	For
9	Ratify Appointment of Carolle Foissaud as Director	Mgmt	For	For	For
10	Renew Appointment of Cailliau Dedouit as Auditor	Mgmt	For	For	For
11	Approve Compensation Report	Mgmt	For	For	For
12	Approve Compensation of Philippe Berterottiere, Chairman and CEO	Mgmt	For	For	For
13	Approve Remuneration Policy of Chairman and 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	For	For
	Extraordinary Business	Mgmt			
16	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 75,000	Mgmt	For	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 35,000	Mgmt	For	For	For
19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 35,000	Mgmt	For	For	For

Gaztransport & Technigaz SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
20	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 17 to 19	Mgmt	For	For	For
21	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
22	Authorize Capitalization of Reserves of Up to EUR 75,000 for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
24	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
25	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 17 to 24 at EUR 121,500	Mgmt	For	For	For
	Ordinary Business	Mgmt			
26	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Worldline SA

Meeting Date: 06/08/2023

Country: France

Ticker: WLN

Record Date: 06/06/2023

Meeting Type: Annual/Special

Primary Security ID: F9867T103

Shares Voted: 35,595

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

Worldline SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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
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
	Extraordinary Business	Mgmt			
20	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

Worldline SA

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

Beneteau SA

Meeting Date: 06/15/2023 **Country:** France **Ticker:** BEN
Record Date: 06/13/2023 **Meeting Type:** Annual/Special
Primary Security ID: F09419106

Shares Voted: 285,662

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

Beneteau SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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: 130,597

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

Exail Technologies SA

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

PCAS SA

Meeting Date: 06/15/2023

Country: France

Ticker: PCA

Record Date: 06/13/2023

Meeting Type: Annual/Special

Primary Security ID: F7112Q106

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Treatment of Losses	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	Against	Against
5	Approve Remuneration of Directors in the Aggregate Amount of EUR 28,000	Mgmt	For	For	For
6	Approve Compensation Report of Corporate Officers	Mgmt	For	Against	Against
7	Approve Compensation of Pierre Luzeau, Chairman of the Board	Mgmt	For	For	For
8	Approve Compensation of Philippe Clavel, CEO until November 28, 2022	Mgmt	For	Against	Against
9	Approve Compensation of Jean-Louis Martin, CEO since November 28, 2022	Mgmt	For	Against	Against
10	Approve Remuneration Policy of Corporate Officers	Mgmt	For	Against	Against
11	Reelect Jacqueline Lecourtier as Director	Mgmt	For	Against	Against
12	Ratify Appointment of Jean-Louis Martin as Director	Mgmt	For	For	For
13	Renew Appointment of PricewaterhouseCoopers Audit as Auditor	Mgmt	For	For	For
14	Renew Appointment of AFIGEC as Auditor	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
15	Confirm Decline in Shareholder Equity to Below Half the Nominal Value of Company's Issued Capital; Oppose Liquidation of Company	Mgmt	For	For	For
	Ordinary Business	Mgmt			
16	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Prodways Group SA

Meeting Date: 06/15/2023

Country: France

Ticker: PWG

Record Date: 06/13/2023

Meeting Type: Annual

Primary Security ID: F7329W102

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Treatment of Losses	Mgmt	For	For	For
4	Approve Transaction with Exail Technologies Re: Financial Service Agreement	Mgmt	For	For	For
5	Approve Transaction with Exail Technologies Re: Corporate Service Agreement	Mgmt	For	For	For
6	Reelect Catherine Benon as Director	Mgmt	For	For	For
7	Reelect Safran Corporate Ventures as Director	Mgmt	For	For	For
8	Appoint Deloitte & Associes as Auditor	Mgmt	For	For	For
9	Approve Remuneration of Directors in the Aggregate Amount of EUR 90,000	Mgmt	For	For	For
10	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	Against	Against
11	Approve Remuneration Policy of CEO	Mgmt	For	Against	Against
12	Approve Remuneration Policy of Directors	Mgmt	For	For	For
13	Approve Compensation Report	Mgmt	For	For	For
14	Approve Compensation of Raphael Gorge, Chairman of the Board and CEO from July 10, 2021 to February 28, 2022	Mgmt	For	For	For
15	Approve Compensation of Michael Ohana, CEO since March 1, 2022	Mgmt	For	For	For
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	Against	Against
17	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Quadient SA

Meeting Date: 06/16/2023

Country: France

Ticker: QDT

Record Date: 06/14/2023

Meeting Type: Annual/Special

Primary Security ID: F7488R100

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
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

Quadient SA

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

Virbac SA

Meeting Date: 06/20/2023

Country: France

Ticker: VIRP

Record Date: 06/16/2023

Meeting Type: Annual/Special

Primary Security ID: F97900116

Shares Voted: 3,833

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 Treatment of Losses and Dividends of EUR 1.32 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Reelect Philippe Capron as Director	Mgmt	For	Against	Against
6	Reelect OJB Conseil as Director	Mgmt	For	For	For
7	Renew Appointment of Xavier Yon Consulting Unipessoal Lda as Censor	Mgmt	For	Against	Against
8	Renew Appointment of Rodolphe Durand as Censor	Mgmt	For	Against	Against
9	Approve Compensation Report of Directors	Mgmt	For	For	For

Virbac SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Approve Compensation Report CEO and Vice-CEOs	Mgmt	For	For	For
11	Approve Compensation of Marie-Helene Dick-Madelpuech, Chairwoman of the Board	Mgmt	For	For	For
12	Approve Compensation of Sebastien Huron, CEO	Mgmt	For	Against	Against
13	Approve Compensation of Habib Ramdani, Vice-CEO	Mgmt	For	Against	Against
14	Approve Compensation of Marc Bistuer, Vice-CEO	Mgmt	For	For	For
15	Approve Remuneration Policy of Chairwoman of the Board	Mgmt	For	For	For
16	Approve Remuneration Policy of Directors	Mgmt	For	For	For
17	Approve Remuneration Policy of Sebastien Huron, CEO	Mgmt	For	For	For
18	Approve Remuneration Policy of Habib Ramdani, Vice-CEO	Mgmt	For	For	For
19	Approve Remuneration Policy of Marc Bistuer, Vice-CEO	Mgmt	For	For	For
20	Approve Remuneration of Directors and Censors in the Aggregate Amount of EUR 220,000	Mgmt	For	For	For
21	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	Against	Against
	Extraordinary Business	Mgmt			
22	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
23	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Bureau Veritas SA

Meeting Date: 06/22/2023

Country: France

Ticker: BVI

Record Date: 06/20/2023

Meeting Type: Annual/Special

Primary Security ID: F96888114

Shares Voted: 1,000

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 Allocation of Income and Dividends of EUR 0.77 per Share	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Ratify Appointment of Laurent Mignon as Director	Mgmt	For	For	For
6	Reelect Frederic Sanchez as Director	Mgmt	For	For	For
7	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
8	Approve Compensation of Aldo Cardoso, Chairman of the Board	Mgmt	For	For	For
9	Approve Compensation of Didier Michaud-Daniel, CEO	Mgmt	For	Against	Against
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 from January 1, 2023 to June 22, 2023	Mgmt	For	For	For
13	Approve Remuneration Policy of CEO since June 22, 2023	Mgmt	For	Against	Against
14	Approve Compensation of Didier Michaud-Daniel, CEO until June 22, 2023	Mgmt	For	For	For
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
16	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 21.6 Million	Mgmt	For	For	For
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 16.2 Million	Mgmt	For	For	For
18	Authorize Capitalization of Reserves of Up to EUR 16.2 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
19	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
20	Authorize Capital Increase of Up to EUR 5.4 Million for Future Exchange Offers	Mgmt	For	For	For
21	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 5.4 Million	Mgmt	For	For	For
22	Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Investors, up to Aggregate Nominal Amount of EUR 5.4 Million	Mgmt	For	For	For

Bureau Veritas 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 Under Items 17 and 21-23	Mgmt	For	For	For
25	Authorize up to 1.5 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	For	For	For
26	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	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

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: 21,962

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Absence of Dividends	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
5	Ratify Transaction with Fuzhou BOE Optoelectronics Co., Ltd Re: Development Agreement	Mgmt	For	For	For
6	Ratify Transaction with BOE Digital Technology Co., Ltd Re: License Agreement	Mgmt	For	For	For
7	Renew Appointment of KPMG as Auditor	Mgmt	For	For	For
8	Renew Appointment of Deloitte et Associes as Auditor	Mgmt	For	For	For

SES-imagotag SA

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

Alstom SA

Meeting Date: 07/11/2023

Country: France

Ticker: ALO

Record Date: 07/07/2023

Meeting Type: Annual/Special

Primary Security ID: F0259M475

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
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

Alstom 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 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
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
	Ordinary Business	Mgmt			
28	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Soitec SA

Meeting Date: 07/25/2023 **Country:** France **Ticker:** SOI
Record Date: 07/21/2023 **Meeting Type:** Annual/Special
Primary Security ID: F8582K389

Shares Voted: 8,444

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Absence of Dividends	Mgmt	For	For	For
4	Approve Transaction with STMicroelectronics International N.V. Re: Protocol Agreement	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Approve Transaction with Commissariat a l'Energie Atomique et Energies Alternatives Re: Research and Development Agreement	Mgmt	For	For	For
6	Approve Transaction with Commissariat a l'Energie Atomique et Energies Alternatives Re: Licensing and Know-how Agreement for Manufacture and Sale of Substrates	Mgmt	For	For	For
7	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
8	Approve Remuneration Policy of Directors	Mgmt	For	For	For
9	Approve Remuneration Policy of CEO and/or Vice-CEO	Mgmt	For	For	For
10	Approve Remuneration Policy of Pierre Barnabe, CEO	Mgmt	For	For	For
11	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
12	Approve Compensation of Eric Meurice, Chairman of the Board	Mgmt	For	For	For
13	Approve Compensation of Paul Boudre, CEO until July 26, 2022	Mgmt	For	For	For
14	Approve Compensation of Pierre Barnabe, CEO since July 26, 2022	Mgmt	For	For	For
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
16	Amend Article 7 of Bylaws Re: Remove References to Preferred Stock	Mgmt	For	For	For
17	Amend Article 9 of Bylaws Re: Remove References to ADP2	Mgmt	For	For	For
18	Amend Article 10 of Bylaws Re: Remove References to ADP2	Mgmt	For	For	For
19	Eliminate Article 25 of Bylaws Re: Preferred Stock	Mgmt	For	For	For
20	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 35 Million	Mgmt	For	For	For
21	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 7 Million	Mgmt	For	For	For
22	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 7 Million	Mgmt	For	For	For
23	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 7 Million	Mgmt	For	For	For

Soitec SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
24	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above Under Items 20-23	Mgmt	For	For	For
25	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	For	For
26	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
27	Authorize Capitalization of Reserves of Up to EUR 35 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
28	Authorize Capital Increase of Up to EUR 7 Million for Future Exchange Offers	Mgmt	For	For	For
29	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
30	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
	Ordinary Business	Mgmt			
31	Authorize Filing of Required Documents/Other Formalities	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: 46,885

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

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