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REGLEMENTAIRE

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# Rapport de vote

MANSARTIS ZONE EURO  
ISR

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# RAPPORT SUR L'EXERCICE DES DROITS DE VOTE au 31 décembre 2023

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Conformément aux dispositions prévues par l'article L.533-22 du Code Monétaire Financier et des articles 319-21 à 319-25 du Règlement Général de l'Autorité des Marchés Financiers, Mansartis Gestion établit annuellement un rapport relatif à l'exercice des droits de vote attachés aux titres détenus par les OPC dont elle assure la gestion financière. Ces rapports sont établis dans les quatre mois suivant la clôture de l'exercice.

Ce rapport indique :

- Le nombre de sociétés dans lesquelles Mansartis a exercé les droits de vote.
- Les votes contre les recommandations du management détaillés par thématique.
- Des exemples de votes sur des thématiques ESG.
- Les potentielles situations de conflit d'intérêts identifiées par Mansartis dans le cadre de l'exercice des droits de vote.

## 1. Les principes de la politique de vote

Conformément à sa politique d'exercice des droits de vote, Mansartis Gestion exerce les droits de vote qui sont attachés aux titres détenus par les fonds communs de placement dont nous assurons la gestion. En 2019, Mansartis a renforcé son rôle d'investisseur responsable par, notamment, la mise en place d'une politique de vote sur l'ensemble des titres quel que soit le nombre de titres détenus et quelle que soit la zone géographique. En 2018, Mansartis Gestion ne votait pas pour les sociétés ayant leur siège social à l'étranger.

Mansartis a ainsi décidé de s'appuyer sur l'expertise et les services d'un proxy-voter en 2019 en nouant un partenariat avec le leader mondial en la matière : ISS – Institutional Shareholder Services. Mansartis s'appuie sur la politique formalisée par ISS intitulée « Sustainability Policy ».

Les lignes directrices de « Sustainability Policy » mettent l'accent sur la pérennité et la valorisation à long terme des entreprises grâce à la promotion des meilleures pratiques de gouvernance et la prise en compte des enjeux Environnementaux et Sociaux. La « Sustainability Policy » s'attache à promouvoir la publication et la transparence en termes de reporting des entreprises sur la façon dont elles gèrent les enjeux de développement durable auxquels elles peuvent être confrontées.

## 2. Périmètre d'exercice des droits de vote

Conformément à sa politique globale d'engagement Mansartis cherchera toujours à exercer ses droits de vote pour l'ensemble des titres détenus dans les OPC à l'exception des cas décrits ci-dessous.

Dans l'intérêt des porteurs, Mansartis se réserve la possibilité de ne pas exercer son droit de vote. Par exemple, afin de s'assurer de la maîtrise totale de la liquidité des OPC sous gestion, Mansartis ne votera a priori pas aux Assemblées Générales pour lesquelles des procédures de blocage de titres sont implémentées. Dans le cadre du marché Suisse où ces procédures sont fréquentes, le gérant décidera, de façon discrétionnaire, s'il souhaite exercer les droits de vote attachés aux titres détenus dans les fonds, mais pour 80% maximum des droits. Par ailleurs, Mansartis s'abstiendra dans le cas où des procédures trop complexes de POA (Power of Attorney) seraient nécessaires pour exercer son droit de vote.

### 3. Modalité d'exercice des droits de vote

ISS apporte un soutien dans la procédure opérationnelle de vote en mettant à disposition sa plateforme de vote à laquelle chaque gérant a accès. La plateforme permet le suivi automatisé des Assemblées Générales pour lesquelles Mansartis est détentrice de Bulletin(s) de vote(s) et a l'intention d'exercer son droit de vote. Chaque gérant de fonds est responsable des décisions de vote des titres qu'il détient en portefeuille. Néanmoins, dans un souci d'efficacité, la procédure opérationnelle s'appuie sur la plateforme de service du proxy-voter : ISS pré-remplit l'ensemble des bulletins de vote pour lesquels Mansartis a l'intention d'exercer son/ses vote(s) en s'appuyant sur la politique de vote spécifique à laquelle Mansartis a souscrit. Le gérant peut à tout moment modifier les votes, une justification doit être matérialisée dans l'outil. Sauf avis contraire du gérant, les recommandations d'ISS s'appliquent.

Dans la majorité des cas, les votes sont ainsi effectués à distance via la plateforme d'ISS en application de la politique de vote retenue.

### 4. Bilan 2023

#### a. Nombre de sociétés pour lesquelles Mansartis a exercé ses droits de vote

Mansartis a voté pour 25 sociétés sur 29 titres en portefeuille. Cette différence est due à la définition du périmètre d'exercice des droits de vote de Mansartis (définie ci-dessus). Mansartis n'a donc pas exercé son droit de vote pour les sociétés des pays européens suivants : Suisse, Suède.

Le ratio de participation en 2023 est ainsi de 100% selon le périmètre d'exercice des droits de vote défini par la politique de vote.

Mansartis Gestion n'a pas voté à l'encontre de la politique de vote.

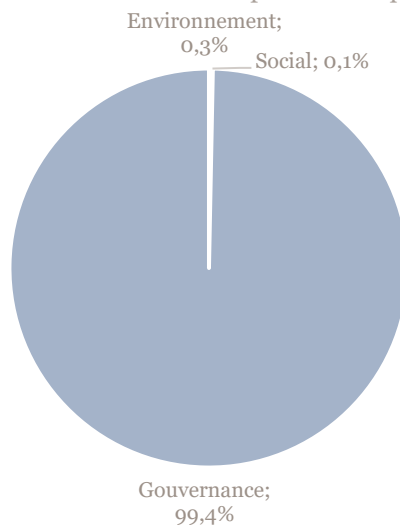
Répartition géographique des Assemblées Générales :

Pays	Périmètre initial d'assemblées générales	Nombre d'assemblées générales votées	Taux de participation
France	10	10	100%
Allemagne	5	5	100%
Pays-Bas	5	5	100%
Irlande	2	2	100%
Royaume-Uni	2	2	100%
Espagne	1	1	100%
Suisse	3	0	0%
Suède	1	0	0%

Répartition géographique France / hors-France:

Pays	Périmètre initial d'assemblées générales	Nombre d'assemblées générales votées	Taux de participation
France	10	10	100%
Hors France	19	15	79%

Répartition des résolutions par thématique ESG



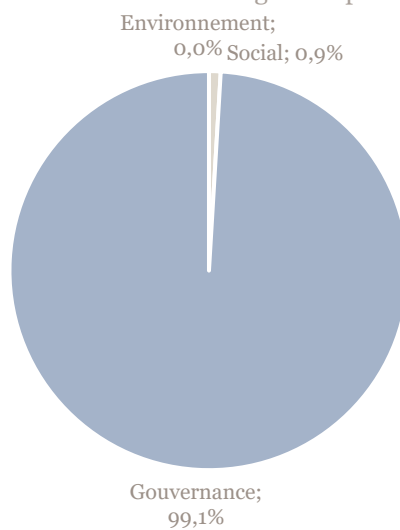
b. Votes contre les recommandations du management

Sur les 529 résolutions soumises au vote, 53 ont fait l'objet d'un vote contre les recommandations du management soit 12% du nombre total de votes.

Répartition par catégorie de résolutions

Type de résolution	Nombre de résolutions	Pourcentage
Résolutions proposées par la direction	53	100%
Résolutions proposées par des actionnaires	0	0%

Répartition des votes contre le management par thématique ESG



**5. Conflit d'intérêts**

Mansartis a établi une politique de gestion des conflits d'intérêts permettant la détection et la prévention de toute situation potentielle de conflit d'intérêts ainsi qu'un dispositif de résolutions de ceux-ci. Cette politique est consultable sur le site internet de Mansartis.

Mansartis n'a pas relevé de conflit d'intérêts pour l'exercice des droits de vote attachés aux titres détenus par le fonds Mansartis Zone Euro ISR.

## Annexe - Liste des résolutions

## VOTE SUMMARY REPORT

Date range covered : 01/01/2023 to 12/31/2023

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): MANSARTIS EUROPE

### Linde Plc

**Meeting Date:** 01/18/2023      **Country:** Ireland      **Ticker:** LIN  
**Record Date:** 01/16/2023      **Meeting Type:** Extraordinary Shareholders  
**Primary Security ID:** G5494J103

**Shares Voted:** 16,704

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Approve Scheme of Arrangement	Mgmt	For
2	Amend Articles of Association	Mgmt	For
3	Approve Common Draft Terms of Merger	Mgmt	For

### Linde Plc

**Meeting Date:** 01/18/2023      **Country:** Ireland      **Ticker:** LIN  
**Record Date:** 01/16/2023      **Meeting Type:** Court  
**Primary Security ID:** G5494J103

**Shares Voted:** 16,704

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Court Meeting	Mgmt	
1	Approve Scheme of Arrangement	Mgmt	For

### Koninklijke DSM NV

**Meeting Date:** 01/23/2023      **Country:** Netherlands      **Ticker:** DSM  
**Record Date:** 12/26/2022      **Meeting Type:** Extraordinary Shareholders  
**Primary Security ID:** N5017D122

**Shares Voted:** 48,845

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt	
1	Open Meeting	Mgmt	
2	Presentation on the Transaction	Mgmt	

## Koninklijke DSM NV

Proposal Number	Proposal Text	Proponent	Vote Instruction
3	Approve Transaction, the Exchange Offer, Conditional Statutory Triangular Merger and Authorize Managing Board to Repurchase the DSM Preference Shares A and Conditional Cancellation of the DSM Preference Shares A	Mgmt	For
4	Approve Discharge of Management Board	Mgmt	For
5	Approve Discharge of Supervisory Board	Mgmt	For
6	Close Meeting	Mgmt	

## Siemens Healthineers AG

Meeting Date: 02/15/2023

Country: Germany

Ticker: SHL

Record Date: 02/08/2023

Meeting Type: Annual

Primary Security ID: D6T479107

Shares Voted: 56,755

Proposal Number	Proposal Text	Proponent	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 0.95 per Share	Mgmt	For
3.1	Approve Discharge of Management Board Member Bernhard Montag for Fiscal Year 2022	Mgmt	For
3.2	Approve Discharge of Management Board Member Jochen Schmitz for Fiscal Year 2022	Mgmt	For
3.3	Approve Discharge of Management Board Member Darleen Caron for Fiscal Year 2022	Mgmt	For
3.4	Approve Discharge of Management Board Member Elisabeth Staudinger-Leibrecht (since Dec. 1, 2021) for Fiscal Year 2022	Mgmt	For
3.5	Approve Discharge of Management Board Member Christoph Zindel (until March 31, 2022) for Fiscal Year 2022	Mgmt	For
4.1	Approve Discharge of Supervisory Board Member Ralf Thomas for Fiscal Year 2022	Mgmt	For
4.2	Approve Discharge of Supervisory Board Member Norbert Gaus for Fiscal Year 2022	Mgmt	For
4.3	Approve Discharge of Supervisory Board Member Roland Busch for Fiscal Year 2022	Mgmt	For



# Siemens Healthineers AG

Proposal Number	Proposal Text	Proponent	Vote Instruction
4.4	Approve Discharge of Supervisory Board Member Marion Helmes for Fiscal Year 2022	Mgmt	For
4.5	Approve Discharge of Supervisory Board Member Andreas Hoffmann for Fiscal Year 2022	Mgmt	For
4.6	Approve Discharge of Supervisory Board Member Philipp Roesler for Fiscal Year 2022	Mgmt	For
4.7	Approve Discharge of Supervisory Board Member Peer Schatz for Fiscal Year 2022	Mgmt	For
4.8	Approve Discharge of Supervisory Board Member Nathalie von Siemens for Fiscal Year 2022	Mgmt	For
4.9	Approve Discharge of Supervisory Board Member Gregory Sorensen for Fiscal Year 2022	Mgmt	For
4.10	Approve Discharge of Supervisory Board Member Karl-Heinz Streibich for Fiscal Year 2022	Mgmt	For
5	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2023	Mgmt	For
6	Approve Remuneration Report	Mgmt	For
7.1	Elect Ralf Thomas to the Supervisory Board	Mgmt	Against
7.2	Elect Veronika Bienert to the Supervisory Board	Mgmt	Against
7.3	Elect Marion Helmes to the Supervisory Board	Mgmt	For
7.4	Elect Peter Koerte to the Supervisory Board	Mgmt	Against
7.5	Elect Sarena Lin to the Supervisory Board	Mgmt	Against
7.6	Elect Nathalie von Siemens to the Supervisory Board	Mgmt	Against
7.7	Elect Karl-Heinz Streibich to the Supervisory Board	Mgmt	For
7.8	Elect Dow Wilson to the Supervisory Board	Mgmt	Against
8	Approve Remuneration of Supervisory Board	Mgmt	For
9	Approve Virtual-Only Shareholder Meetings Until 2028	Mgmt	Against
10.1	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For
10.2	Amend Articles Re: Participation of Supervisory Board Members in the Virtual General Meeting by Means of Audio and Video Transmission	Mgmt	For

## Siemens Healthineers AG

Proposal Number	Proposal Text	Proponent	Vote Instruction
11	Approve Affiliation Agreement with Siemens Healthineers Holding I GmbH	Mgmt	For

## Carl Zeiss Meditec AG

Meeting Date: 03/22/2023

Country: Germany

Ticker: AFX

Record Date: 02/28/2023

Meeting Type: Annual

Primary Security ID: D14895102

Shares Voted: 27,508

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Management Proposals	Mgmt	
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2021/22 (Non-Voting)	Mgmt	
2	Approve Allocation of Income and Dividends of EUR 1.10 per Share	Mgmt	For
3	Approve Discharge of Management Board for Fiscal Year 2021/22	Mgmt	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2021/22	Mgmt	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2022/23	Mgmt	For
6.1	Approve Virtual-Only Shareholder Meetings Until 2028	Mgmt	Against
6.2	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For
7.1	Amend Articles Re: Management Board Composition	Mgmt	For
7.2	Amend Articles Re: Supervisory Board Composition	Mgmt	For
7.3	Amend Articles Re: Supervisory Board Chair	Mgmt	For
7.4	Amend Articles Re: Supervisory Board Meetings	Mgmt	For
7.5	Amend Articles Re: Supervisory Board Resolutions	Mgmt	For
7.6	Amend Articles Re: Supervisory Board Committees	Mgmt	For
8.1	Elect Karl Lamprecht to the Supervisory Board	Mgmt	Against
8.2	Elect Tania von der Goltz to the Supervisory Board	Mgmt	For
8.3	Elect Christian Mueller to the Supervisory Board	Mgmt	Against

## Carl Zeiss Meditec AG

Proposal Number	Proposal Text	Proponent	Vote Instruction
8.4	Elect Peter Kameritsch to the Supervisory Board	Mgmt	For
8.5	Elect Isabel De Paoli to the Supervisory Board	Mgmt	For
8.6	Elect Torsten Reitze to the Supervisory Board	Mgmt	For
9	Approve Remuneration Policy	Mgmt	Against
	Shareholder Proposal Submitted by Carl Zeiss AG	Mgmt	
10	Approve Remuneration Report	SH	Against

## Deutsche Telekom AG

**Meeting Date:** 04/05/2023      **Country:** Germany      **Ticker:** DTE  
**Record Date:** 03/31/2023      **Meeting Type:** Annual

**Primary Security ID:** D2035M136

**Shares Voted:** 162,491

Proposal Number	Proposal Text	Proponent	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
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2023 and for the Review of the Interim Financial Statements for Fiscal Year 2023 and First Quarter of Fiscal Year 2024	Mgmt	For
6.1	Elect Harald Krueger to the Supervisory Board	Mgmt	For
6.2	Elect Reinhard Ploss to the Supervisory Board	Mgmt	For
6.3	Elect Margret Suckale to the Supervisory Board	Mgmt	For
7	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For
8	Approve Remuneration Report	Mgmt	For

# Straumann Holding AG

Meeting Date: 04/05/2023

Country: Switzerland

Ticker: STMN

Record Date:

Meeting Type: Annual

Primary Security ID: H8300N127

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	Do Not Vote
1.2	Approve Remuneration Report	Mgmt	Do Not Vote
2	Approve Allocation of Income and Dividends of CHF 0.80 per Share	Mgmt	Do Not Vote
3	Approve Discharge of Board and Senior Management	Mgmt	Do Not Vote
4	Approve Fixed Remuneration of Directors in the Amount of CHF 2.7 Million	Mgmt	Do Not Vote
5.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 9.3 Million	Mgmt	Do Not Vote
5.2	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 3.8 Million	Mgmt	Do Not Vote
5.3	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 6.5 Million	Mgmt	Do Not Vote
6.1	Reelect Gilbert Achermann as Director and Board Chair	Mgmt	Do Not Vote
6.2	Reelect Marco Gadola as Director	Mgmt	Do Not Vote
6.3	Reelect Juan Gonzalez as Director	Mgmt	Do Not Vote
6.4	Reelect Petra Rumpf as Director	Mgmt	Do Not Vote
6.5	Reelect Thomas Straumann as Director	Mgmt	Do Not Vote
6.6	Reelect Nadia Schmidt as Director	Mgmt	Do Not Vote
6.7	Reelect Regula Wallimann as Director	Mgmt	Do Not Vote
6.8	Elect Olivier Filliol as Director	Mgmt	Do Not Vote
7.1	Appoint Marco Gadola as Member of the Human Resources and Compensation Committee	Mgmt	Do Not Vote
7.2	Reappoint Nadia Schmidt as Member of the Human Resources and Compensation Committee	Mgmt	Do Not Vote
7.3	Reappoint Regula Wallimann as Member of the Human Resources and Compensation Committee	Mgmt	Do Not Vote

## Straumann Holding AG

Proposal Number	Proposal Text	Proponent	Vote Instruction
8	Designate Neovius AG as Independent Proxy	Mgmt	Do Not Vote
9	Ratify Ernst & Young AG as Auditors	Mgmt	Do Not Vote
10.1	Amend Corporate Purpose	Mgmt	Do Not Vote
10.2	Amend Articles Re: Shares and Share Register	Mgmt	Do Not Vote
10.3	Approve Virtual-Only or Hybrid Shareholder Meetings	Mgmt	Do Not Vote
10.4	Amend Articles Re: Powers of the General Meeting; Board of Directors	Mgmt	Do Not Vote
10.5	Amend Articles Re: Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	Do Not Vote
10.6	Amend Articles Re: Editorial Changes	Mgmt	Do Not Vote
11	Transact Other Business (Voting)	Mgmt	Do Not Vote

## Straumann Holding AG

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

**Country:** Switzerland

**Ticker:** STMN

**Record Date:**

**Meeting Type:** Annual

**Primary Security ID:** H8300N127

**Shares Voted:** 0

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Share Re-registration Consent	Mgmt	Do Not Vote

## Stellantis NV

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

**Country:** Netherlands

**Ticker:** STLAM

**Record Date:** 03/16/2023

**Meeting Type:** Annual

**Primary Security ID:** N82405106

**Shares Voted:** 203,759

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Annual Meeting Agenda	Mgmt	
1	Open Meeting	Mgmt	
2.a	Receive Report of Board of Directors (Non-Voting)	Mgmt	

## Stellantis NV

Proposal Number	Proposal Text	Proponent	Vote Instruction
2.b	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt	
2.c	Approve Remuneration Report Excluding Pre-Merger Legacy Matters	Mgmt	For
2.d	Approve Remuneration Report on the Pre-Merger Legacy Matters	Mgmt	Against
2.e	Adopt Financial Statements and Statutory Reports	Mgmt	For
2.f	Approve Dividends of EUR 1.34 Per Share	Mgmt	For
2g	Approve Discharge of Directors	Mgmt	For
3	Elect Benoit Ribadeau-Dumas as Non-Executive Director	Mgmt	Against
4.a	Ratify Ernst & Young Accountants LLP as Auditors for the Financial Year 2023	Mgmt	For
4.b	Ratify Deloitte Accountants B.V. as Auditors for the Financial Year 2024	Mgmt	For
5	Amend Remuneration Policy	Mgmt	For
6.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For
6.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For
7	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
8	Approve Cancellation of Common Shares	Mgmt	For
9	Close Meeting	Mgmt	

## 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:** 27,778

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Ordinary Business	Mgmt	
1	Approve Financial Statements and Statutory Reports	Mgmt	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For
3	Approve Allocation of Income and Dividends of EUR 3.85 per Share	Mgmt	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For

## Teleperformance SE

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

## Hermes International SCA

**Meeting Date:** 04/20/2023

**Country:** France

**Ticker:** RMS

**Record Date:** 04/18/2023

**Meeting Type:** Annual/Special

**Primary Security ID:** F48051100

**Shares Voted:** 5,585

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Ordinary Business	Mgmt	

# Hermes International SCA

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Approve Financial Statements and Statutory Reports	Mgmt	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For
3	Approve Discharge of General Managers	Mgmt	For
4	Approve Allocation of Income and Dividends of EUR 13 per Share	Mgmt	For
5	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	Against
6	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Against
7	Approve Compensation Report of Corporate Officers	Mgmt	Against
8	Approve Compensation of Axel Dumas, General Manager	Mgmt	Against
9	Approve Compensation of Emile Hermes SAS, General Manager	Mgmt	Against
10	Approve Compensation of Eric de Seynes, Chairman of the Supervisory Board	Mgmt	For
11	Approve Remuneration Policy of General Managers	Mgmt	Against
12	Approve Remuneration Policy of Supervisory Board Members; Approve Remuneration of Supervisory Board Members in the Aggregate Amount of EUR 900,000	Mgmt	For
13	Reelect Dorothee Altmayer as Supervisory Board Member	Mgmt	Against
14	Reelect Monique Cohen as Supervisory Board Member	Mgmt	For
15	Reelect Renaud Mommeja as Supervisory Board Member	Mgmt	Against
16	Reelect Eric de Seynes as Supervisory Board Member	Mgmt	Against
17	Renew Appointment of PricewaterhouseCoopers Audit as Auditor	Mgmt	For
18	Renew Appointment of Grant Thornton Audit as Auditor	Mgmt	For
	Extraordinary Business	Mgmt	
19	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For
20	Authorize Capitalization of Reserves of up to 40 Percent of Issued Capital for Bonus Issue or Increase in Par Value	Mgmt	For
21	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 40 Percent of Issued Capital	Mgmt	Against



## Hermes International SCA

Proposal Number	Proposal Text	Proponent	Vote Instruction
22	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights With Binding Priority Right up to 40 Percent of Issued Capital	Mgmt	Against
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For
24	Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to 20 Percent of Issued Capital	Mgmt	Against
25	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	Against
26	Delegate Powers to the Management Board to Decide on Merger, Spin-Off Agreement and Acquisition	Mgmt	Against
27	Delegate Powers to the Management Board to Issue Shares up to 40 Percent of Issued Capital in Connection with Item 26 Above	Mgmt	Against
28	Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	Against
29	Authorize Filing of Required Documents/Other Formalities	Mgmt	For

## LVMH Moët Hennessy Louis Vuitton SE

Meeting Date: 04/20/2023

Country: France

Ticker: MC

Record Date: 04/18/2023

Meeting Type: Annual/Special

Primary Security ID: F58485115

Shares Voted: 10,902

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Ordinary Business	Mgmt	
1	Approve Financial Statements and Statutory Reports	Mgmt	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For
3	Approve Allocation of Income and Dividends of EUR 12.00 per Share	Mgmt	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	Against
5	Reelect Delphine Arnault as Director	Mgmt	Against
6	Reelect Antonio Belloni as Director	Mgmt	Against
7	Reelect Marie-Josée Kravis as Director	Mgmt	Against

# LVMH Moët Hennessy Louis Vuitton SE

Proposal Number	Proposal Text	Proponent	Vote Instruction
8	Reelect Marie-Laure Sauty de Chalon as Director	Mgmt	For
9	Reelect Natacha Valla as Director	Mgmt	For
10	Elect Laurent Mignon as Director	Mgmt	For
11	Renew Appointment of Lord Powell of Bayswater as Censor	Mgmt	Against
12	Appoint Diego Della Valle as Censor	Mgmt	Against
13	Approve Compensation Report of Corporate Officers	Mgmt	Against
14	Approve Compensation of Bernard Arnault, Chairman and CEO	Mgmt	Against
15	Approve Compensation of Antonio Belloni, Vice-CEO	Mgmt	Against
16	Approve Remuneration Policy of Directors	Mgmt	For
17	Approve Remuneration Policy of Chairman and CEO	Mgmt	Against
18	Approve Remuneration Policy of Vice-CEO	Mgmt	Against
19	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
	Extraordinary Business	Mgmt	
20	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For
21	Authorize Capitalization of Reserves of Up to EUR 20 Million for Bonus Issue or Increase in Par Value	Mgmt	For
22	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 20 Million	Mgmt	For
23	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights With Binding Priority Right up to Aggregate Nominal Amount of EUR 20 Million	Mgmt	Against
24	Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to Aggregate Nominal Amount of EUR 20 Million	Mgmt	Against
25	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	Against
26	Authorize Capital Increase of Up to EUR 20 Million for Future Exchange Offers	Mgmt	Against
27	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For

## LVMH Moët Hennessy Louis Vuitton SE

Proposal Number	Proposal Text	Proponent	Vote Instruction
28	Authorize up to 1 Percent of Issued Capital for Use in Stock Option Plans Reserved for Employees and Corporate Officers	Mgmt	Against
29	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For
30	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 20 Million	Mgmt	For

## RELX Plc

**Meeting Date:** 04/20/2023

**Country:** United Kingdom

**Ticker:** REL

**Record Date:** 04/18/2023

**Meeting Type:** Annual

**Primary Security ID:** G7493L105

**Shares Voted:** 286,642

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For
2	Approve Remuneration Policy	Mgmt	For
3	Approve Remuneration Report	Mgmt	For
4	Approve Final Dividend	Mgmt	For
5	Reappoint Ernst & Young LLP as Auditors	Mgmt	For
6	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For
7	Elect Alistair Cox as Director	Mgmt	For
8	Re-elect Paul Walker as Director	Mgmt	For
9	Re-elect June Felix as Director	Mgmt	For
10	Re-elect Erik Engstrom as Director	Mgmt	For
11	Re-elect Charlotte Hogg as Director	Mgmt	For
12	Re-elect Marike van Lier Lels as Director	Mgmt	For
13	Re-elect Nick Luff as Director	Mgmt	For
14	Re-elect Robert MacLeod as Director	Mgmt	For
15	Re-elect Andrew Sukawaty as Director	Mgmt	For
16	Re-elect Suzanne Wood as Director	Mgmt	For
17	Approve Long-Term Incentive Plan	Mgmt	For
18	Approve Executive Share Ownership Scheme	Mgmt	For
19	Approve Sharesave Plan	Mgmt	For

## RELX Plc

Proposal Number	Proposal Text	Proponent	Vote Instruction
20	Approve Employee Share Purchase Plan	Mgmt	For
21	Authorise Issue of Equity	Mgmt	For
22	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For
23	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For
24	Authorise Market Purchase of Ordinary Shares	Mgmt	For
25	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For

## L'Oreal SA

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

**Country:** France

**Ticker:** OR

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

**Meeting Type:** Annual/Special

**Primary Security ID:** F58149133

**Shares Voted:** 21,266

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Ordinary Business	Mgmt	
1	Approve Financial Statements and Statutory Reports	Mgmt	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For
3	Approve Allocation of Income and Dividends of EUR 6 per Share and an Extra of EUR 0.60 per Share to Long Term Registered Shares	Mgmt	For
4	Reelect Sophie Bellon as Director	Mgmt	For
5	Reelect Fabienne Dulac as Director	Mgmt	For
6	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.7 Million	Mgmt	For
7	Approve Compensation Report of Corporate Officers	Mgmt	Against
8	Approve Compensation of Jean-Paul Agon, Chairman of the Board	Mgmt	For
9	Approve Compensation of Nicolas Hieronimus, CEO	Mgmt	For
10	Approve Remuneration Policy of Directors	Mgmt	For
11	Approve Remuneration Policy of Chairman of the Board	Mgmt	For
12	Approve Remuneration Policy of CEO	Mgmt	For

## L'Oreal SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
	Extraordinary Business	Mgmt	
14	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 149,852,237.36	Mgmt	For
15	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Mgmt	For
16	Authorize Capital Increase of up to 2 Percent of Issued Capital for Contributions in Kind	Mgmt	For
17	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For
18	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For
19	Approve Contribution in Kind of 25,383,118 Shares from Affaires Marche France et Domaines d'Excellence and Luxury of Retail, their Valuation and Remuneration	Mgmt	For
20	Approve Contribution in Kind of 1,277,836 Shares from l'Oreal International Distribution, its Valuation and Remuneration	Mgmt	For
21	Authorize Filing of Required Documents/Other Formalities	Mgmt	For

## ASML Holding NV

**Meeting Date:** 04/26/2023

**Country:** Netherlands

**Ticker:** ASML

**Record Date:** 03/29/2023

**Meeting Type:** Annual

**Primary Security ID:** N07059202

**Shares Voted:** 12,422

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Annual Meeting Agenda	Mgmt	
1	Open Meeting	Mgmt	
2	Discuss the Company's Business, Financial Situation and Sustainability	Mgmt	
3a	Approve Remuneration Report	Mgmt	For
3b	Adopt Financial Statements and Statutory Reports	Mgmt	For
3c	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt	

## ASML Holding NV

Proposal Number	Proposal Text	Proponent	Vote Instruction
3d	Approve Dividends	Mgmt	For
4a	Approve Discharge of Management Board	Mgmt	For
4b	Approve Discharge of Supervisory Board	Mgmt	For
5	Approve Number of Shares for Management Board	Mgmt	For
6a	Amend Remuneration Policy for the Supervisory Board	Mgmt	For
6b	Amend Remuneration of the Members of the Supervisory Board	Mgmt	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
8b	Elect J.P. de Kreij to Supervisory Board	Mgmt	For
8c	Discuss Composition of the Supervisory Board	Mgmt	
9	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	Mgmt	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
10b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For
11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
12	Authorize Cancellation of Repurchased Shares	Mgmt	For
13	Other Business (Non-Voting)	Mgmt	
14	Close Meeting	Mgmt	

## Assa Abloy AB

**Meeting Date:** 04/26/2023

**Country:** Sweden

**Ticker:** ASSA.B

**Record Date:** 04/18/2023

**Meeting Type:** Annual

**Primary Security ID:** W0817X204

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Open Meeting	Mgmt	
2	Elect Chairman of Meeting	Mgmt	Do Not Vote

# Assa Abloy AB

Proposal Number	Proposal Text	Proponent	Vote Instruction
3	Prepare and Approve List of Shareholders	Mgmt	
4	Approve Agenda of Meeting	Mgmt	Do Not Vote
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	Do Not Vote
6	Acknowledge Proper Convening of Meeting	Mgmt	Do Not Vote
7	Receive President's Report	Mgmt	
8.a	Receive Financial Statements and Statutory Reports	Mgmt	
8.b	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt	
8.c	Receive Board's Report	Mgmt	
9.a	Accept Financial Statements and Statutory Reports	Mgmt	Do Not Vote
9.b	Approve Allocation of Income and Dividends of SEK 4.80 Per Share	Mgmt	Do Not Vote
9.c	Approve Discharge of Board and President	Mgmt	Do Not Vote
10	Determine Number of Members (8) and Deputy Members (0) of Board	Mgmt	Do Not Vote
11.a	Approve Remuneration of Directors in the Amount of SEK 3 Million for Chair, SEK 1.12 Million for Vice Chair and SEK 890,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	Do Not Vote
11.b	Approve Remuneration of Auditors	Mgmt	Do Not Vote
12	Reelect Carl Douglas (Vice Chair), Erik Ekudden, Johan Hjertonsson (Chair), Sofia Schorling Hogberg, Lena Olving, Joakim Weidemanis and Susanne Pahlen Aklundh as Directors; Elect Victoria Van Camp as New Director	Mgmt	Do Not Vote
13	Ratify Ernst & Young as Auditors	Mgmt	Do Not Vote
14	Authorize Chairman of Board and Representatives of Five of Company's Largest Shareholders to Serve on Nominating Committee	Mgmt	Do Not Vote
15	Approve Remuneration Report	Mgmt	Do Not Vote
16	Authorize Class B Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	Do Not Vote
17	Approve Performance Share Matching Plan LTI 2023	Mgmt	Do Not Vote
18	Close Meeting	Mgmt	

# Air Liquide SA

Meeting Date: 05/03/2023

Country: France

Ticker: AI

Record Date: 04/28/2023

Meeting Type: Annual/Special

Primary Security ID: F01764103

Shares Voted: 51,506

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Ordinary Business	Mgmt	
1	Approve Financial Statements and Statutory Reports	Mgmt	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For
3	Approve Allocation of Income and Dividends of EUR 2.95 per Share	Mgmt	For
4	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
5	Elect Catherine Guillaouard as Director	Mgmt	For
6	Elect Christina Law as Director	Mgmt	For
7	Elect Alexis Perakis-Valat as Director	Mgmt	For
8	Elect Michael H. Thaman as Director	Mgmt	For
9	Ratify Appointment of Monica de Virgiliis as Director	Mgmt	For
10	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For
11	Approve Compensation of Benoit Potier, Chairman and CEO from January 1, 2022 to May 31, 2022	Mgmt	For
12	Approve Compensation of Francois Jackow, CEO from June 1, 2022 to December 31, 2022	Mgmt	For
13	Approve Compensation of Benoit Potier, Chairman of the Board from June 1, 2022 to December 31, 2022	Mgmt	For
14	Approve Compensation Report of Corporate Officers	Mgmt	For
15	Approve Remuneration Policy of CEO	Mgmt	For
16	Approve Remuneration Policy of Chairman of the Board	Mgmt	For
17	Approve Remuneration Policy of Directors	Mgmt	For
	Extraordinary Business	Mgmt	
18	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For
19	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 470 Million	Mgmt	For



## Air Liquide SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
20	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For
	Ordinary Business	Mgmt	
23	Authorize Filing of Required Documents/Other Formalities	Mgmt	For

## Schneider Electric SE

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

**Country:** France

**Ticker:** SU

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

**Meeting Type:** Annual/Special

**Primary Security ID:** F86921107

**Shares Voted:** 67,293

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Ordinary Business	Mgmt	
1	Approve Financial Statements and Statutory Reports	Mgmt	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For
3	Approve Treatment of Losses and Dividends of EUR 3.15 per Share	Mgmt	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For
5	Approve Compensation Report of Corporate Officers	Mgmt	For
6	Approve Compensation of Jean-Pascal Tricoire, Chairman and CEO	Mgmt	Against
7	Approve Remuneration Policy of Jean-Pascal Tricoire, Chairman and CEO from January 1, 2023 until May 3, 2023	Mgmt	For
8	Approve Remuneration Policy of Peter Herweck, CEO since May 4, 2023	Mgmt	For
9	Approve Remuneration Policy of Jean-Pascal Tricoire, Chairman of the Board since May 4, 2023	Mgmt	For
10	Approve Remuneration of Directors in the Aggregate Amount of EUR 2.8 Million	Mgmt	For

Proposal Number	Proposal Text	Proponent	Vote Instruction
11	Approve Remuneration Policy of Directors	Mgmt	For
12	Reelect Leo Apotheker as Director	Mgmt	For
13	Reelect Gregory Spierkel as Director	Mgmt	For
14	Reelect Lip-Bu Tan as Director	Mgmt	For
15	Elect Abhay Parasnis as Director	Mgmt	For
16	Elect Giulia Chierchia as Director	Mgmt	For
17	Approve Company's Climate Transition Plan	Mgmt	For
18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
	Extraordinary Business	Mgmt	
19	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 800 Million	Mgmt	For
20	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 224 Million	Mgmt	For
21	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 120 Million	Mgmt	For
22	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 19-21	Mgmt	For
23	Authorize Capital Increase of up to 9.81 Percent of Issued Capital for Contributions in Kind	Mgmt	For
24	Authorize Capitalization of Reserves of Up to EUR 800 Million for Bonus Issue or Increase in Par Value	Mgmt	For
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For
27	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For
	Ordinary Business	Mgmt	
28	Authorize Filing of Required Documents/Other Formalities	Mgmt	For

## Symrise AG

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

**Country:** Germany

**Ticker:** SY1

**Record Date:** 04/18/2023

**Meeting Type:** Annual

**Primary Security ID:** D827A1108

**Shares Voted:** 26,173

Proposal Number	Proposal Text	Proponent	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
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For
5	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2023	Mgmt	For
6	Approve Remuneration Report	Mgmt	For
7	Elect Jan Zijderveld to the Supervisory Board	Mgmt	For
8	Approve Remuneration Policy for the Supervisory Board	Mgmt	For

## Wolters Kluwer NV

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

**Country:** Netherlands

**Ticker:** WKL

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

**Meeting Type:** Annual

**Primary Security ID:** N9643A197

**Shares Voted:** 42,669

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Annual Meeting Agenda	Mgmt	
1	Open Meeting	Mgmt	
2.a	Receive Report of Executive Board (Non-Voting)	Mgmt	
2.b	Receive Report of Supervisory Board (Non-Voting)	Mgmt	
2.c	Approve Remuneration Report	Mgmt	For
3.a	Adopt Financial Statements and Statutory Reports	Mgmt	For
3.b	Receive Explanation on Company's Dividend Policy	Mgmt	
3.c	Approve Dividends	Mgmt	For

## Wolters Kluwer NV

Proposal Number	Proposal Text	Proponent	Vote Instruction
4.a	Approve Discharge of Executive Board	Mgmt	For
4.b	Approve Discharge of Supervisory Board	Mgmt	For
5	Reelect Chris Vogelzang to Supervisory Board	Mgmt	For
6.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For
6.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For
7	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
8	Approve Cancellation of Shares	Mgmt	For
9	Approve KPMG Accountants N.V as Auditors	Mgmt	For
10	Other Business (Non-Voting)	Mgmt	
11	Close Meeting	Mgmt	

## SAP SE

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

**Country:** Germany

**Ticker:** SAP

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

**Meeting Type:** Annual

**Primary Security ID:** D66992104

**Shares Voted:** 50,478

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022 (Non-Voting)	Mgmt	
2	Approve Allocation of Income and Dividends of EUR 2.05 per Share	Mgmt	For
3	Approve Discharge of Management Board for Fiscal Year 2022	Mgmt	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2022	Mgmt	For
5	Approve Remuneration Report	Mgmt	For
6	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For
7	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For
8.1	Elect Jennifer Xin-Zhe Li to the Supervisory Board	Mgmt	Against
8.2	Elect Qi Lu to the Supervisory Board	Mgmt	Against
8.3	Elect Punit Renjen to the Supervisory Board	Mgmt	For

Proposal Number	Proposal Text	Proponent	Vote Instruction
9	Approve Remuneration Policy for the Management Board	Mgmt	For
10	Approve Remuneration Policy for the Supervisory Board	Mgmt	For
11.1	Approve Virtual-Only Shareholder Meetings Until 2025	Mgmt	For
11.2	Amend Articles Re: Participation of Supervisory Board Members in the Virtual Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For

## Capgemini SE

Meeting Date: 05/16/2023

Country: France

Ticker: CAP

Record Date: 05/12/2023

Meeting Type: Annual/Special

Primary Security ID: F4973Q101

Shares Voted: 45,788

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Ordinary Business	Mgmt	
1	Approve Financial Statements and Statutory Reports	Mgmt	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For
3	Approve Allocation of Income and Dividends of EUR 3.25 per Share	Mgmt	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For
5	Approve Compensation Report of Corporate Officers	Mgmt	For
6	Approve Compensation of Paul Hermelin, Chairman of the Board	Mgmt	For
7	Approve Compensation of Aiman Ezzat, CEO	Mgmt	For
8	Approve Remuneration Policy of Chairman of the Board	Mgmt	For
9	Approve Remuneration Policy of CEO	Mgmt	For
10	Approve Remuneration Policy of Directors	Mgmt	For
11	Elect Megan Clarken as Director	Mgmt	For
12	Elect Ulrica Fearn as Director	Mgmt	For
13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
	Extraordinary Business	Mgmt	

## Capgemini SE

Proposal Number	Proposal Text	Proponent	Vote Instruction
14	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
15	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For
16	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For
17	Authorize Filing of Required Documents/Other Formalities	Mgmt	For

## Corbion NV

**Meeting Date:** 05/17/2023      **Country:** Netherlands      **Ticker:** CRBN  
**Record Date:** 04/19/2023      **Meeting Type:** Annual  
**Primary Security ID:** N2334V109

**Shares Voted:** 107,808

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Annual Meeting Agenda	Mgmt	
1	Open Meeting	Mgmt	
2	Receive Report of Management Board (Non-Voting)	Mgmt	
3	Adopt Financial Statements and Statutory Reports	Mgmt	For
4	Approve Remuneration Report	Mgmt	For
5	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt	
6	Approve Dividends of EUR 0.56 Per Share	Mgmt	For
7	Approve Discharge of Management Board	Mgmt	For
8	Approve Discharge of Supervisory Board	Mgmt	For
9	Reelect Olivier Rigaud to Management Board	Mgmt	For
10	Reelect Mathieu Vrijssen to Supervisory Board	Mgmt	For
11	Reelect Liz Doherty to Supervisory Board	Mgmt	For
12	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital for General Purposes	Mgmt	For

## Corbion NV

Proposal Number	Proposal Text	Proponent	Vote Instruction
13	Authorize Board to Exclude Preemptive Rights from Share Issuances under Item 12	Mgmt	For
14	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital in Case of Mergers, Acquisitions, or Strategic Alliances	Mgmt	Against
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
16	Approve Cancellation of Repurchased Shares	Mgmt	For
17	Reappoint KPMG Accountants N.V as Auditors	Mgmt	For
18	Other Business (Non-Voting)	Mgmt	
19	Close Meeting	Mgmt	

## Dassault Systemes SA

Meeting Date: 05/24/2023

Country: France

Ticker: DSY

Record Date: 05/22/2023

Meeting Type: Annual/Special

Primary Security ID: F24571451

Shares Voted: 199,903

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Ordinary Business	Mgmt	
1	Approve Financial Statements and Statutory Reports	Mgmt	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For
3	Approve Allocation of Income and Dividends of EUR 0.21 per Share	Mgmt	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For
5	Renew Appointment of PricewaterhouseCoopers Audit as Auditor	Mgmt	For
6	Approve Remuneration Policy of Corporate Officers	Mgmt	Against
7	Approve Compensation of Charles Edelstenne, Chairman of the Board Until January 8, 2023	Mgmt	For
8	Approve Compensation of Bernard Charles, Vice-Chairman of the Board and CEO Until January 8, 2023	Mgmt	For
9	Approve Compensation Report of Corporate Officers	Mgmt	Against
10	Reelect Catherine Dassault as Director	Mgmt	For

## Dassault Systemes SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
11	Elect Genevieve Berger as Director	Mgmt	For
12	Authorize Repurchase of Up to 25 Million Issued Share Capital	Mgmt	For
	Extraordinary Business	Mgmt	
13	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For
14	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 12 Million	Mgmt	For
15	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 12 Million	Mgmt	For
16	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 12 Million	Mgmt	For
17	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 14-16	Mgmt	For
18	Authorize Capitalization of Reserves of Up to EUR 12 Million for Bonus Issue or Increase in Par Value	Mgmt	For
19	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For
20	Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For
21	Authorize up to 3 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	For
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For
24	Authorize Filing of Required Documents/Other Formalities	Mgmt	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



Proposal Number	Proposal Text	Proponent	Vote Instruction
	Ordinary Business	Mgmt	
1	Approve Financial Statements and Statutory Reports	Mgmt	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For
3	Approve Allocation of Income and Dividends of EUR 0.41 per Share	Mgmt	For
4	Approve Stock Dividend Program	Mgmt	For
5	Approve Transaction with Predica Re: Supplementary Pension Plan Insurance Agreement	Mgmt	For
6	Reelect Thierry Morin as Supervisory Board Member	Mgmt	For
7	Reelect Magali Chesse as Supervisory Board Member	Mgmt	For
8	Reelect Philippe Delleur as Supervisory Board Member	Mgmt	For
9	Elect Bpifrance Investissement as Supervisory Board Member	Mgmt	For
10	Ratify Appointment of Michel Plantevin as Supervisory Board Member	Mgmt	For
11	Approve Remuneration Policy of Chairman of the Supervisory Board	Mgmt	For
12	Approve Remuneration Policy of Supervisory Board Members	Mgmt	For
13	Approve Remuneration Policy of Chairman of the Management Board	Mgmt	For
14	Approve Remuneration Policy of Management Board Members	Mgmt	For
15	Approve Compensation Report of Corporate Officers	Mgmt	For
16	Approve Compensation of Thierry Morin, Chairman of the Supervisory Board	Mgmt	For
17	Approve Compensation of Xavier Martire, Chairman of the Management Board	Mgmt	For
18	Approve Compensation of Louis Guyot, Management Board Member	Mgmt	For
19	Approve Compensation of Matthieu Lecharny, Management Board Member	Mgmt	For
20	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
	Extraordinary Business	Mgmt	
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For

## Elis SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
22	Authorize up to 2.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For
23	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For
24	Authorize Filing of Required Documents/Other Formalities	Mgmt	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:** 95,388

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

## Worldline SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
17	Approve Remuneration Policy of Vice-CEO	Mgmt	For
18	Approve Remuneration Policy of Non-Executive Directors	Mgmt	For
19	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
	Extraordinary Business	Mgmt	
20	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For
21	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights Up to 50 Percent of Issued Capital	Mgmt	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
23	Approve Issuance of Equity or Equity-Linked Securities for Up to 10 Percent of Issued Capital Per Year for Private Placements	Mgmt	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
25	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For
26	Authorize Capitalization of Reserves of Up to EUR 500 Million for Bonus Issue or Increase in Par Value	Mgmt	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
28	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For
29	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For
30	Authorize up to 2 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	For
31	Authorize up to 0.7 Percent of Issued Capital for Use in Restricted Stock Plans With Performance Conditions Attached	Mgmt	For
32	Amend Article 19 of Bylaws Re: Age Limit of Chairman of the Board	Mgmt	For
33	Authorize Filing of Required Documents/Other Formalities	Mgmt	For

Meeting Date: 06/12/2023

Country: Switzerland

Ticker: SOON

Record Date:

Meeting Type: Annual

Primary Security ID: H8024W106

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	Do Not Vote
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	Do Not Vote
2	Approve Allocation of Income and Dividends of CHF 4.60 per Share	Mgmt	Do Not Vote
3	Approve Discharge of Board and Senior Management	Mgmt	Do Not Vote
4	Amend Articles Re: Composition of Compensation Committee	Mgmt	Do Not Vote
5.1.1	Reelect Robert Spoerry as Director and Board Chair	Mgmt	Do Not Vote
5.1.2	Reelect Stacy Seng as Director	Mgmt	Do Not Vote
5.1.3	Reelect Gregory Behar as Director	Mgmt	Do Not Vote
5.1.4	Reelect Lynn Bleil as Director	Mgmt	Do Not Vote
5.1.5	Reelect Lukas Braunschweiler as Director	Mgmt	Do Not Vote
5.1.6	Reelect Roland Diggelmann as Director	Mgmt	Do Not Vote
5.1.7	Reelect Julie Tay as Director	Mgmt	Do Not Vote
5.1.8	Reelect Ronald van der Vis as Director	Mgmt	Do Not Vote
5.1.9	Reelect Adrian Widmer as Director	Mgmt	Do Not Vote
5.2.1	Reappoint Stacy Seng as Member of the Nomination and Compensation Committee	Mgmt	Do Not Vote
5.2.2	Reappoint Lukas Braunschweiler as Member of the Nomination and Compensation Committee	Mgmt	Do Not Vote
5.2.3	Reappoint Roland Diggelmann as Member of the Nomination and Compensation Committee	Mgmt	Do Not Vote
5.3	Appoint Julie Tay as Member of the Nomination and Compensation Committee	Mgmt	Do Not Vote
5.4	Ratify Ernst & Young AG as Auditors	Mgmt	Do Not Vote
5.5	Designate Keller AG as Independent Proxy	Mgmt	Do Not Vote

## Sonova Holding AG

Proposal Number	Proposal Text	Proponent	Vote Instruction
6.1	Approve Remuneration of Directors in the Amount of CHF 3.2 Million	Mgmt	Do Not Vote
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 16.5 Million	Mgmt	Do Not Vote
7	Approve CHF 76,645.50 Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	Do Not Vote
8.1	Amend Corporate Purpose	Mgmt	Do Not Vote
8.2	Approve Creation of Capital Band within the Upper Limit of CHF 3.3 Million and the Lower Limit of CHF 2.7 Million with or without Exclusion of Preemptive Rights	Mgmt	Do Not Vote
8.3	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	Mgmt	Do Not Vote
8.4	Amend Articles of Association	Mgmt	Do Not Vote
8.5	Approve Virtual-Only or Hybrid Shareholder Meetings	Mgmt	Do Not Vote
9	Transact Other Business (Voting)	Mgmt	Do Not Vote

## Sonova Holding AG

**Meeting Date:** 06/12/2023      **Country:** Switzerland      **Ticker:** SOON  
**Record Date:**      **Meeting Type:** Annual  
**Primary Security ID:** H8024W106

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Share Re-registration Consent	Mgmt	Do Not Vote

## 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

## Amadeus IT Group SA

Shares Voted: 78,851

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

## DSM-Firmenich AG

Meeting Date: 06/29/2023

Country: Switzerland

Ticker: DSFIR

Record Date:

Meeting Type: Extraordinary Shareholders

Primary Security ID: H0245V108

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Accept Financial Statements and Statutory Reports for the Period from Jan. 1, 2023 to May 8, 2023	Mgmt	Do Not Vote
2	Approve Dividends of EUR 1.60 per Share from Capital Contribution Reserves	Mgmt	Do Not Vote
3.1	Approve Remuneration of Directors in the Amount of EUR 3.6 Million	Mgmt	Do Not Vote
3.2	Approve Remuneration of Executive Committee in the Amount of EUR 37.9 Million	Mgmt	Do Not Vote

## DSM-Firmenich AG

Proposal Number	Proposal Text	Proponent	Vote Instruction
4.1	Amend Articles Re: Consultative Vote for High Value Transactions	Mgmt	Do Not Vote
4.2	Amend Articles Re: Information on the Identity of Shareholders	Mgmt	Do Not Vote
5	Transact Other Business (Voting)	Mgmt	Do Not Vote

## DSM-Firmenich AG

**Meeting Date:** 06/29/2023      **Country:** Switzerland      **Ticker:** DSFIR  
**Record Date:**      **Meeting Type:** Extraordinary Shareholders  
**Primary Security ID:** H0245V108

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Share Re-registration Consent	Mgmt	Do Not Vote

## Ashtead Group Plc

**Meeting Date:** 09/06/2023      **Country:** United Kingdom      **Ticker:** AHT  
**Record Date:** 09/04/2023      **Meeting Type:** Annual  
**Primary Security ID:** G05320109

Shares Voted: 62,577

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For
2	Approve Remuneration Report	Mgmt	For
3	Approve Final Dividend	Mgmt	For
4	Re-elect Paul Walker as Director	Mgmt	For
5	Re-elect Brendan Horgan as Director	Mgmt	For
6	Re-elect Michael Pratt as Director	Mgmt	For
7	Re-elect Angus Cockburn as Director	Mgmt	For
8	Re-elect Lucinda Riches as Director	Mgmt	For
9	Re-elect Tanya Fratto as Director	Mgmt	For
10	Re-elect Lindsley Ruth as Director	Mgmt	For
11	Re-elect Jill Easterbrook as Director	Mgmt	For
12	Re-elect Renata Ribeiro as Director	Mgmt	For

## Ashtead Group Plc

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Vote Instruction</b>
13	Appoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For
14	Authorise Audit Committee to Fix Remuneration of Auditors	Mgmt	For
15	Authorise Issue of Equity	Mgmt	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For