

Rapport de vote 2025

Lazard Human Capital

LAZARD
FRÈRES GESTION

Accenture

AG ordinaire · 06/02/2025

N° de résolution	Description	Catégorie	Proposant	Vote
1a.	Elect Jaime Ardila	Board Related	Management	For
1b.	Elect Martin Brudermüller	Board Related	Management	For
1c.	Elect Alan Jope	Board Related	Management	For
1d.	Elect Nancy McKinstry	Board Related	Management	For
1e.	Elect Jennifer Nason	Board Related	Management	For
1f.	Elect Paula A. Price	Board Related	Management	For
1g.	Elect Venkata Renduchintala	Board Related	Management	For
1h.	Elect Arun Sarin	Board Related	Management	For
1i.	Elect Julie Sweet	Board Related	Management	For
1j.	Elect Tracey T. Travis	Board Related	Management	For
1k.	Elect Masahiko Uotani	Board Related	Management	For
2.	Advisory Vote on Executive Compensation	Compensation	Management	For
3.	Appointment of Auditor and Authority to Set Fees	Audit/Financials	Management	Against
4.	Reduction in Share Premium Account	Capital Management	Management	For
5.	Authority to Issue Shares	Capital Management	Management	For
6.	Authority to Issue Shares w/o Preemptive Rights	Capital Management	Management	For
7.	Authorize the Price Range at which the Company can Re-allot Treasury Shares	Capital Management	Management	For

Adobe

AG ordinaire · 22/04/2025

N° de résolution	Description	Catégorie	Proposant	Vote
1a.	Elect Cristiano R. Amon	Board Related	Management	For
1b.	Elect Amy L. Banse	Board Related	Management	For
1c.	Elect Melanie Boulden	Board Related	Management	For
1d.	Elect Frank A. Calderoni	Board Related	Management	For
1e.	Elect Laura B. Desmond	Board Related	Management	For
1f.	Elect Shantanu Narayen	Board Related	Management	For
1g.	Elect Spencer Neumann	Board Related	Management	For
1h.	Elect Kathleen Oberg	Board Related	Management	Against
1i.	Elect Dheeraj Pandey	Board Related	Management	For
1j.	Elect David A. Ricks	Board Related	Management	For
1k.	Elect Daniel Rosensweig	Board Related	Management	For
2.	Amendment to the 2019 Equity Incentive Plan	Compensation	Management	For
3.	Ratification of Auditor	Audit/Financials	Management	Against
4.	Advisory Vote on Executive Compensation	Compensation	Management	For
5.	Shareholder Proposal Regarding Severance Approval Policy	SHP: Governance	ShareHolder	Against

Allianz

AG ordinaire · 08/05/2025

N° de résolution	Description	Catégorie	Proposant	Vote
2	Allocation of Dividends	Audit/Financials	Management	For
3.a	Ratify Oliver Bäte	Board Related	Management	For
3.b	Ratify Sirma Boshnakova	Board Related	Management	For
3.c	Ratify Claire-Marie Coste-Lepoutre	Board Related	Management	For
3.d	Ratify Barbara Karuth-Zelle	Board Related	Management	For
3.e	Ratify Klaus-Peter Röhler	Board Related	Management	For
3.f	Ratify Günther Thallinger	Board Related	Management	For
3.g	Ratify Christopher Townsend	Board Related	Management	For
3.h	Ratify Renate Wagner	Board Related	Management	For
3.i	Ratify Andreas Wimmer	Board Related	Management	For
4.a	Ratify Michael Diekmann	Board Related	Management	For
4.b	Ratify Gabriele Burkhardt-Berg	Board Related	Management	For
4.c	Ratify Jörg Schneider	Board Related	Management	For
4.d	Ratify Sophie Boissard	Board Related	Management	For
4.e	Ratify Christine Bosse	Board Related	Management	For
4.f	Ratify Nadine Brandl	Board Related	Management	For
4.g	Ratify Stephanie Bruce	Board Related	Management	For
4.h	Ratify Rashmy Chatterjee	Board Related	Management	For
4.i	Ratify Friedrich Eichiner	Board Related	Management	For
4.j	Ratify Jean-Claude Le Goaër	Board Related	Management	For
4.k	Ratify Martina Grundler	Board Related	Management	For
4.l	Ratify Herbert Hainer	Board Related	Management	For
4.m	Ratify Frank Kirsch	Board Related	Management	For
4.n	Ratify Jürgen Lawrenz	Board Related	Management	For
4.o	Ratify Primiano Di Paolo	Board Related	Management	For
4.p	Ratify Katharina Wesenick	Board Related	Management	For
5.a	Appointment of Auditor	Audit/Financials	Management	For
5.b	Appointment of Auditor for Sustainability Reporting	Audit/Financials	Management	For
6	Remuneration Report	Compensation	Management	For
7	Management Board Remuneration Policy	Compensation	Management	For
8	Elect Ralf P. Thomas to the Supervisory Board	Board Related	Management	For
9	Amendments to Articles	Changes to Company Statutes	Management	For
10	Amendments to Articles (Virtual Meetings)	Changes to Company Statutes	Management	Against

American Water Works Co. Inc.

AG ordinaire · 14/05/2025

N° de résolution	Description	Catégorie	Proposant	Vote
1a.	Elect Rani Borkar	Board Related	Management	For
1b.	Elect Judy Bruner	Board Related	Management	For
1c.	Elect Xun Chen	Board Related	Management	For
1d.	Elect Aart J. de Geus	Board Related	Management	For
1e.	Elect Gary E. Dickerson	Board Related	Management	For
1f.	Elect Thomas J. Iannotti	Board Related	Management	For
1g.	Elect Alexander A. Karsner	Board Related	Management	For
1h.	Elect Kevin P. March	Board Related	Management	For
1i.	Elect Yvonne McGill	Board Related	Management	For
1j.	Elect Scott A. McGregor	Board Related	Management	For
2.	Advisory Vote on Executive Compensation	Compensation	Management	For
3.	Ratification of Auditor	Audit/Financials	Management	Against

ASML Holding NV

AG ordinaire · 23/04/2025

N° de résolution	Description	Catégorie	Proposant	Vote
3.a.	Remuneration Report	Compensation	Management	For
3.b.	Accounts and Reports	Audit/Financials	Management	For
3.d.	Allocation of Dividends	Audit/Financials	Management	For
4.a.	Ratification of Management Board Acts	Board Related	Management	For
4.b.	Ratification of Supervisory Board Acts	Board Related	Management	For
5.	Long Term Incentive Plan; Authority to Issue Shares	Compensation	Management	For
6.	Management Board Remuneration Policy	Compensation	Management	For
7.	Supervisory Board Remuneration Policy	Compensation	Management	For
8.a.	Elect Birgit Conix to the Supervisory Board	Board Related	Management	For
8.b.	Elect Karien van Gennip to the Supervisory Board	Board Related	Management	For
9.a.	Appointment of Auditor	Audit/Financials	Management	For
9.b.	Appointment of Auditor for Sustainability Reporting	Audit/Financials	Management	For
10.a.	Authority to Issue Shares w/ Preemptive Rights (5% for General Purposes; 5% for M&A Purposes)	Capital Management	Management	For
10.b.	Authority to Suppress Preemptive Rights (5% for General Purposes; 5% for M&A Purposes)	Capital Management	Management	For
11.	Authority to Repurchase Shares	Capital Management	Management	For
12.	Cancellation of Shares	Capital Management	Management	For

Astrazeneca

AG ordinaire · 11/04/2025

N° de résolution	Description	Catégorie	Proposant	Vote
1	Accounts and Reports	Audit/Financials	Management	For
2	Allocation of Profits/Dividends	Audit/Financials	Management	For
3	Appointment of Auditor	Audit/Financials	Management	For
4	Authority to Set Auditor's Fees	Audit/Financials	Management	For
5.A	Elect Michel Demaré	Board Related	Management	For
5.B	Elect Pascal Soriot	Board Related	Management	Against
5.C	Elect Aradhana Sarin	Board Related	Management	Against
5.D	Elect Philip Broadley	Board Related	Management	For
5.E	Elect Euan Ashley	Board Related	Management	For
5.F	Elect Birgit Conix	Board Related	Management	For
5.G	Elect Rene Haas	Board Related	Management	For
5.H	Elect Karen Knudsen	Board Related	Management	For
5.I	Elect Diana Layfield	Board Related	Management	For
5.J	Elect Anna Manz	Board Related	Management	For
5.K	Elect Sherilyn S. McCoy	Board Related	Management	For
5.L	Elect Tony Mok	Board Related	Management	For
5.M	Elect Nazneen Rahman	Board Related	Management	For
5.N	Elect Marcus Wallenberg	Board Related	Management	For
6	Remuneration Report	Compensation	Management	For
7	Authorisation of Political Donations	Other	Management	For
8	Authority to Issue Shares w/ Preemptive Rights	Capital Management	Management	Against
9	Authority to Issue Shares w/o Preemptive Rights	Capital Management	Management	For
10	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Capital Management	Management	For
11	Authority to Repurchase Shares	Capital Management	Management	For
12	Authority to Set General Meeting Notice Period at 14 Days	Changes to Company Statutes	Management	For
1	Adoption of New Articles	Changes to Company Statutes	Management	For

Atlas Copco AB

AG ordinaire · 29/04/2025

N° de résolution	Description	Catégorie	Proposant	Vote
8.b2	Ratification of Johan Forssell	Board Related	Management	For
8.b3	Ratification of Heléne Mellquist	Board Related	Management	For
8.b4	Ratification of Anna Ohlsson-Leijon	Board Related	Management	For
8.b5	Ratification of Mats Rahmström	Board Related	Management	For
8.b6	Ratification of Vagner Rego	Board Related	Management	For
8.b7	Ratification of Gordon Riske	Board Related	Management	For
8.b8	Ratification of Karin Rådström	Board Related	Management	For
8.b9	Ratification of Hans Stråberg	Board Related	Management	For
8.b10	Ratification of Peter Wallenberg Jr	Board Related	Management	For
8.b11	Ratification of Mikael Bergstedt	Board Related	Management	For
8.b12	Ratification of Helena Hemström	Board Related	Management	For
8.b13	Ratification of Benny Larsson	Board Related	Management	For
8.b14	Ratification of Vagner Rego (CEO)	Board Related	Management	For
8.c	Allocation of Profits/Dividends	Audit/Financials	Management	For
8.d	Dividend Record Date	Audit/Financials	Management	For
9.a	Board Size	Board Related	Management	For
9.b	Number of Auditors	Audit/Financials	Management	For
10.a1	Elect Jumana Al-Sibai	Board Related	Management	For
10.a2	Elect Johan Forssell	Board Related	Management	For
10.a3	Elect Heléne Mellquist	Board Related	Management	For
10.a4	Elect Anna Ohlsson-Leijon	Board Related	Management	For
10.a5	Elect Vagner Rego	Board Related	Management	For
10.a6	Elect Gordon Riske	Board Related	Management	For
10.a7	Elect Karin Rådström	Board Related	Management	For
10.a8	Elect Hans Stråberg	Board Related	Management	For
10.a9	Elect Peter Wallenberg Jr.	Board Related	Management	Against
10.b	Elect Hans Stråberg as Chair	Board Related	Management	For
10.c	Appointment of Auditor	Audit/Financials	Management	For
11.a	Directors' Fees	Compensation	Management	For
11.b	Authority to Set Auditor's Fees	Audit/Financials	Management	For
12.a	Remuneration Report	Compensation	Management	For
12.b	Adoption of Share-Based Incentives (Performance-based Personnel Option Plan 2025)	Compensation	Management	For
13.a	Authority to Repurchase Shares Pursuant to Personnel Option Plan 2025	Compensation	Management	For
13.b	Authority to Repurchase Shares Pursuant to Directors' Fees	Capital Management	Management	For
13.c	Authority to Issue Treasury Shares Pursuant to Personnel Option Plan 2025	Compensation	Management	For
13.d	Authority to Issue Treasury Shares Pursuant to Directors' Fees	Capital Management	Management	For
13.e	Authority to Issue Shares Pursuant to Personnel Option Plan 2018, 2019, 2020, 2021 and 2022	Compensation	Management	For

Bank Of America Corp.

AG ordinaire · 22/04/2025

N° de résolution	Description	Catégorie	Proposant	Vote
1a.	Elect Sharon L. Allen	Board Related	Management	For
1b.	Elect José E. Almeida	Board Related	Management	For
1c.	Elect Pierre J. P. de Weck	Board Related	Management	For
1d.	Elect Arnold W. Donald	Board Related	Management	For
1e.	Elect Linda P. Hudson	Board Related	Management	For
1f.	Elect Monica C. Lozano	Board Related	Management	For
1g.	Elect Maria N. Martinez	Board Related	Management	For
1h.	Elect Brian T. Moynihan	Board Related	Management	For
1i.	Elect Lionel L. Nowell, III	Board Related	Management	For
1j.	Elect Denise L. Ramos	Board Related	Management	For
1k.	Elect Clayton S. Rose	Board Related	Management	For
1l.	Elect Michael D. White	Board Related	Management	For
1m.	Elect Thomas D. Woods	Board Related	Management	For
1n.	Elect Maria T. Zuber	Board Related	Management	For
2.	Advisory Vote on Executive Compensation	Compensation	Management	For
3.	Ratification of Auditor	Audit/Financials	Management	Against
4.	Amendment to the Equity Plan	Compensation	Management	For
5.	Shareholder Proposal Regarding Multiple Board Nominees	SHP: Governance	ShareHolder	Against
6.	Shareholder Proposal Regarding Report on Oversight of Animal Welfare	SHP: Social	ShareHolder	Against
7.	Shareholder Proposal Regarding Lobbying Activity Alignment with Sectoral and Net Zero Targets	SHP: Environment	ShareHolder	For
8.	Shareholder Proposal Regarding Energy Supply Ratio	SHP: Environment	ShareHolder	For

Bayerische Motoren Werke AG

AG ordinaire · 14/05/2025

N° de résolution	Description	Catégorie	Proposant	Vote
2	Allocation of Dividends	Audit/Financials	Management	For
3	Ratification of Management Board Acts	Board Related	Management	For
4.1	Ratify Norbert Reithofer	Board Related	Management	For
4.2	Ratify Martin Kimmich	Board Related	Management	For
4.3	Ratify Stefan Quandt	Board Related	Management	For
4.4	Ratify Stefan Schmid	Board Related	Management	For
4.5	Ratify Kurt Bock	Board Related	Management	For
4.6	Ratify Christiane Benner	Board Related	Management	For
4.7	Ratify Ulrich Bauer	Board Related	Management	For
4.8	Ratify Marc Bitzer	Board Related	Management	For
4.9	Ratify Bernhard Ebner	Board Related	Management	For
4.10	Ratify Rachel Empey	Board Related	Management	For
4.11	Ratify Heinrich Hiesinger	Board Related	Management	For
4.12	Ratify Johann Horn	Board Related	Management	For
4.13	Ratify Susanne Klatten	Board Related	Management	For
4.14	Ratify Jens Köhler	Board Related	Management	For
4.15	Ratify Gerhard Kurz	Board Related	Management	For
4.16	Ratify André Mandl	Board Related	Management	For
4.17	Ratify Dominique Mohabeer	Board Related	Management	For
4.18	Ratify Michael Nikolaides	Board Related	Management	For
4.19	Ratify Horst Ott	Board Related	Management	For
4.20	Ratify Anke Schäferkordt	Board Related	Management	For
4.21	Ratify Christoph M. Schmidt	Board Related	Management	For
4.22	Ratify Vishal Sikka	Board Related	Management	For
4.23	Ratify Sibylle Wankel	Board Related	Management	For
4.24	Ratify Johanna Wenckebach	Board Related	Management	For
5.1	Appointment of Auditor	Audit/Financials	Management	For
5.2	Appointment of Auditor for Sustainability Reporting	Audit/Financials	Management	For
6.1	Elect Marc R. Bitzer	Board Related	Management	For
6.2	Elect Rachel Empey	Board Related	Management	For
6.3	Elect Nicolas Peter as Board Chair	Board Related	Management	Against
6.4	Elect Anke Schäferkordt	Board Related	Management	For
6.5	Elect Christoph M. Schmidt	Board Related	Management	For
7	Remuneration Report	Compensation	Management	For
8	Management Board Remuneration Policy	Compensation	Management	For
9	Supervisory Board Remuneration Policy	Compensation	Management	For
10	Amendments to Articles (Virtual Meeting)	Changes to Company Statutes	Management	For
11	Authority to Repurchase and Reissue Shares	Capital Management	Management	For

BNP Paribas

AG ordinaire · 13/05/2025

N° de résolution	Description	Catégorie	Proposant	Vote
1	Accounts and Reports; Non Tax-Deductible Expenses	Audit/Financials	Management	For
2	Consolidated Accounts and Reports	Audit/Financials	Management	For
3	Allocation of Profits/Dividends	Audit/Financials	Management	For
4	Special Auditors Report on Regulated Agreements	Board Related	Management	For
5	Authority to Repurchase and Reissue Shares	Capital Management	Management	For
6	Elect Jean-Laurent Bonnafé	Board Related	Management	For
7	Elect Lieve Logghe	Board Related	Management	For
8	Elect Bertrand de Mazières	Board Related	Management	For
9	Elect Valerie Chort	Board Related	Management	For
10	Elect Nicolas Peter	Board Related	Management	For
11	Elect Guillaume Poupard	Board Related	Management	For
12	2025 Remuneration Policy (Board of Directors)	Compensation	Management	For
13	2025 Remuneration Policy (Chair)	Compensation	Management	For
14	2025 Remuneration Policy (CEO)	Compensation	Management	For
15	2025 Remuneration Policy (Deputy CEO)	Compensation	Management	For
16	2024 Remuneration Report	Compensation	Management	For
17	2024 Remuneration of Jean Lemierre, Chair	Compensation	Management	For
18	2024 Remuneration of Jean-Laurent Bonnafé, CEO	Compensation	Management	For
19	2024 Remuneration of Yann Gérardin, Deputy CEO	Compensation	Management	For
20	2024 Remuneration of Thierry Laborde, Deputy CEO	Compensation	Management	For
21	2025 Directors' Fees	Compensation	Management	For
22	Remuneration of Identified Staff	Compensation	Management	For
23	Authority to Grant Super-Subordinated Convertible Bonds (Contingent Capital) Through Private Placement	Capital Management	Management	For
24	Employee Stock Purchase Plan	Compensation	Management	For
25	Authority to Cancel Shares and Reduce Capital	Capital Management	Management	For
26	Amendments to Articles Regarding the CEO's Age Limit	Changes to Company Statutes	Management	For
27	Amendments to Articles Regarding the Chair's Age Limits	Changes to Company Statutes	Management	For
28	Amendments to Articles Regarding the Deputy CEOs' Age Limits	Changes to Company Statutes	Management	For
29	Amendments to Articles Regarding Written Consultations	Changes to Company Statutes	Management	For
30	Amendments to Articles Regarding Board and Shareholder Meetings	Changes to Company Statutes	Management	For
31	Authorisation of Legal Formalities	Meeting Administration	Management	For

Cigna Group (The)

AG ordinaire · 23/04/2025

N° de résolution	Description	Catégorie	Proposant	Vote
1a.	Elect David M. Cordani	Board Related	Management	For
1b.	Elect Eric J. Foss	Board Related	Management	For
1c.	Elect Elder Granger	Board Related	Management	For
1d.	Elect Neesha Hathi	Board Related	Management	For
1e.	Elect George Kurian	Board Related	Management	For
1f.	Elect Kathleen M. Mazzarella	Board Related	Management	For
1g.	Elect Mark B. McClellan	Board Related	Management	For
1h.	Elect Philip O. Ozuah	Board Related	Management	For
1i.	Elect Kimberly A. Ross	Board Related	Management	For
1j.	Elect Eric C. Wiseman	Board Related	Management	For
1k.	Elect Donna F. Zarcone	Board Related	Management	For
2.	Advisory Vote on Executive Compensation	Compensation	Management	For
3.	Ratification of Auditor	Audit/Financials	Management	Against
4.	Shareholder Proposal Regarding Length of Share Ownership Required to Call Special Meetings	SHP: Governance	ShareHolder	For

Colgate-Palmolive Co.

AG ordinaire · 09/05/2025

N° de résolution	Description	Catégorie	Proposant	Vote
1a.	Elect John P. Bilbrey	Board Related	Management	For
1b.	Elect John T. Cahill	Board Related	Management	For
1c.	Elect Steve A. Cahillane	Board Related	Management	For
1d.	Elect Lisa M. Edwards	Board Related	Management	For
1e.	Elect C. Martin Harris	Board Related	Management	For
1f.	Elect Martina Hund-Mejean	Board Related	Management	For
1g.	Elect Kimberly A. Nelson	Board Related	Management	For
1h.	Elect Brian O. Newman	Board Related	Management	For
1i.	Elect Lorrie M. Norrington	Board Related	Management	For
1j.	Elect Noel R. Wallace	Board Related	Management	For
2.	Ratification of Auditor	Audit/Financials	Management	Against
3.	Advisory Vote on Executive Compensation	Compensation	Management	For
4.	Shareholder Proposal Regarding Independent Chair	SHP: Governance	ShareHolder	For
5.	Shareholder Proposal Regarding Plastic Production and Packaging Policies	SHP: Environment	ShareHolder	Against

Coloplast AS

AG ordinaire · 04/12/2025

N° de résolution	Description	Catégorie	Proposant	Vote
2	Accounts and Reports	Audit/Financials	Management	For
3	Allocation of Profits/Dividends	Audit/Financials	Management	For
4	Remuneration Report	Compensation	Management	Against
5	Directors' Fees	Compensation	Management	For
6.1	Remuneration Policy	Compensation	Management	Against
7.1	Elect Jette Nygaard-Andersen	Board Related	Management	For
7.2	Elect Niels Peter Louis-Hansen	Board Related	Management	For
7.3	Elect Annette Brüls	Board Related	Management	For
7.4	Elect Carsten Hellmann	Board Related	Management	For
7.5	Elect Marianne Wiinholt	Board Related	Management	For
7.6	Elect Niels Bjørn Christiansen	Board Related	Management	For
8.1	Appointment of Auditor; Appointment of Auditor for Sustainability Reporting	Audit/Financials	Management	For
9	Authorization of Legal Formalities	Meeting Administration	Management	For

Deutsche Boerse AG

AG ordinaire · 14/05/2025

N° de résolution	Description	Catégorie	Proposant	Vote
2	Allocation of Dividends	Audit/Financials	Management	For
3	Ratification of Management Board Acts	Board Related	Management	For
4	Ratification of Supervisory Board Acts	Board Related	Management	For
5	Amendments to Articles (Electronic Shares)	Changes to Company Statutes	Management	For
6	Increase in Authorised Capital	Capital Management	Management	For
7	Elect Jean-Pierre Mustier as Supervisory Board member	Board Related	Management	For
8	Amendments to Articles (Virtual Meeting)	Changes to Company Statutes	Management	For
9	Management Board Remuneration Policy	Compensation	Management	For
10	Remuneration Report	Compensation	Management	For
11.a	Appointment of Auditor	Audit/Financials	Management	For
11.b	Appointment of Auditor for Sustainability Reporting	Audit/Financials	Management	For

Deutsche Telekom AG

AG ordinaire · 09/04/2025

N° de résolution	Description	Catégorie	Proposant	Vote
2	Allocation of Dividends	Audit/Financials	Management	For
3	Ratification of Management Board Acts	Board Related	Management	For
4	Ratification of Supervisory Board Acts	Board Related	Management	For
5	Appointment of Auditor	Audit/Financials	Management	For
6	Appointment of Auditor for Sustainability Reporting	Audit/Financials	Management	For
7.a	Elect Stefan Ramge	Board Related	Management	For
7.b	Elect Rachel Empey	Board Related	Management	For
7.c	Elect Natalie Knight	Board Related	Management	For
8	Amendments to Articles (Virtual Meeting)	Changes to Company Statutes	Management	Against
9	Authority to Repurchase and Reissue Shares	Capital Management	Management	For
10	Authority to Repurchase Shares Using Equity Derivatives	Capital Management	Management	For
11	Remuneration Report	Compensation	Management	For
12	Management Board Remuneration Policy	Compensation	Management	For

Diageo

AG ordinaire · 06/11/2025

N° de résolution	Description	Catégorie	Proposant	Vote
1	Accounts and Reports	Audit/Financials	Management	For
2	Remuneration Report	Compensation	Management	Against
3	Final Dividend	Audit/Financials	Management	For
4	Elect John Rishton	Board Related	Management	For
5	Elect Melissa Bethell	Board Related	Management	For
6	Elect Karen Blackett	Board Related	Management	For
7	Elect Julie Brown	Board Related	Management	For
8	Elect Valérie Chapoulaud-Floquet	Board Related	Management	For
9	Elect Nik Jhangiani	Board Related	Management	For
10	Elect Susan S. Kilsby	Board Related	Management	For
11	Elect Sir John A. Manzoni	Board Related	Management	For
12	Elect Ireena Vittal	Board Related	Management	For
13	Appointment of Auditor	Audit/Financials	Management	For
14	Authority to Set Auditor's Fees	Audit/Financials	Management	For
15	Authorisation of Political Donations	Other	Management	For
16	Authority to Issue Shares w/ Preemptive Rights	Capital Management	Management	Against
17	Share Value Plan	Compensation	Management	For
18	Authority to Issue Shares w/o Preemptive Rights	Capital Management	Management	Against
19	Authority to Repurchase Shares	Capital Management	Management	For
20	Adoption of New Articles	Changes to Company Statutes	Management	For
21	Authority to Set General Meeting Notice Period at 14 Days	Changes to Company Statutes	Management	Against

Ecolab, Inc.

AG ordinaire · 08/05/2025

N° de résolution	Description	Catégorie	Proposant	Vote
1a.	Elect Judson Althoff	Board Related	Management	For
1b.	Elect Shari L Ballard	Board Related	Management	For
1c.	Elect Christophe Beck	Board Related	Management	For
1d.	Elect Michel Doukeris	Board Related	Management	For
1e.	Elect Eric M. Green	Board Related	Management	For
1f.	Elect Marion K Gross	Board Related	Management	For
1g.	Elect Michael Larson	Board Related	Management	For
1h.	Elect David W. MacLennan	Board Related	Management	For
1i.	Elect Tracy B. McKibben	Board Related	Management	For
1j.	Elect Lionel L. Nowell, III	Board Related	Management	For
1k.	Elect Victoria J. Reich	Board Related	Management	For
1l.	Elect Suzanne M. Vautrinot	Board Related	Management	For
1m.	Elect John J. Zillmer	Board Related	Management	For
2.	Advisory Vote on Executive Compensation	Compensation	Management	For
3.	Ratification of Auditor	Audit/Financials	Management	Against
4.	Amendment to Certificate of Incorporation to Limit the Liability of Certain Officers	Board Related	Management	Against

Essilorluxottica

AG ordinaire · 30/04/2025

N° de résolution	Description	Catégorie	Proposant	Vote
1	Accounts and Reports; Non Tax-Deductible Expenses	Audit/Financials	Management	For
2	Consolidated Accounts and Reports	Audit/Financials	Management	For
3	Allocation of Profits/Dividends; Scrip Dividend	Audit/Financials	Management	Against
4	Special Auditors Report on Regulated Agreements	Board Related	Management	For
5	2024 Remuneration Report	Compensation	Management	Against
6	2024 Remuneration of Francesco Milleri, Chair and CEO	Compensation	Management	Against
7	2024 Remuneration of Paul du Saillant, Deputy CEO	Compensation	Management	Against
8	2025 Remuneration Policy (Board of Directors)	Compensation	Management	For
9	2025 Remuneration Policy (Chair and CEO)	Compensation	Management	Against
10	2025 Remuneration Policy (Deputy CEO)	Compensation	Management	Against
11	Appointment of Auditor (Mazars)	Audit/Financials	Management	For
12	Appointment of Auditor (Ernst & Young)	Audit/Financials	Management	For
13	Appointment of Auditor for Sustainability Reporting (Ernst & Young)	Audit/Financials	Management	For
14	Authority to Repurchase and Reissue Shares	Capital Management	Management	For
15	Authority to Cancel Shares and Reduce Capital	Capital Management	Management	For
16	Article Amendment Regarding Alternate Auditors	Changes to Company Statutes	Management	For
17	Authorisation of Legal Formalities	Meeting Administration	Management	For

Estee Lauder Cos., Inc.

AG ordinaire · 13/11/2025

N° de résolution	Description	Catégorie	Proposant	Vote
1a.	Elect William P. Lauder	Board Related	Management	Against
1b.	Elect Annabelle Yu Long	Board Related	Management	For
1c.	Elect Dana Strong	Board Related	Management	For
1d.	Elect Jennifer Tejada	Board Related	Management	Against
1e.	Elect Richard F. Zannino	Board Related	Management	For
1f.	Elect Eric L. Zinterhofer	Board Related	Management	For
2.	Ratification of Auditor	Audit/Financials	Management	For
3.	Advisory Vote on Executive Compensation	Compensation	Management	Against
4.	Amendment to Certificate of Incorporation to Eliminate Liability of Certain Officers And Make Other Technical Changes	Board Related	Management	Against
5.	Approval of Miscellaneous Amendments to Certificate of Incorporation	Changes to Company Statutes	Management	For

Fanuc Corporation

AG ordinaire · 27/06/2025

N° de résolution	Description	Catégorie	Proposant	Vote
1	Allocation of Profits/Dividends	Audit/Financials	Management	For
2.1	Elect Kenji Yamaguchi	Board Related	Management	For
2.2	Elect Ryuji Sasuga	Board Related	Management	For
2.3	Elect Michael J Cicco	Board Related	Management	For
2.4	Elect Naoko Yamazaki	Board Related	Management	For
2.5	Elect Hiroto Uozumi	Board Related	Management	For
2.6	Elect Yoko Takeda	Board Related	Management	For
3.1	Elect Toshiya Okada	Board Related	Management	For
3.2	Elect Hidetoshi Yokoi	Board Related	Management	For
3.3	Elect Mieko Tomita	Board Related	Management	For
3.4	Elect Shigeo Igashima	Board Related	Management	For

Hannover Ruck SE

AG ordinaire · 07/05/2025

N° de résolution	Description	Catégorie	Proposant	Vote
2	Allocation of Dividends	Audit/Financials	Management	For
3.1	Ratify Jean-Jacques Henchoz	Board Related	Management	For
3.2	Ratify Sven Althoff	Board Related	Management	For
3.3	Ratify Claude Chèvre	Board Related	Management	For
3.4	Ratify Clemens Jungsthöfel	Board Related	Management	For
3.5	Ratify Klaus Miller	Board Related	Management	For
3.6	Ratify Sharon Ooi	Board Related	Management	For
3.7	Ratify Michael Pickel	Board Related	Management	For
3.8	Ratify Silke Sehm	Board Related	Management	For
3.9	Ratify Thorsten Steinmann	Board Related	Management	For
4.1	Ratify Torsten Leue	Board Related	Management	For
4.2	Ratify Herbert K. Haas	Board Related	Management	For
4.3	Ratify Natalie Bani Ardalan	Board Related	Management	For
4.4	Ratify Frauke Heitmüller	Board Related	Management	For
4.5	Ratify Ilka Hundeshagen	Board Related	Management	For
4.6	Ratify Timo Kaufmann	Board Related	Management	For
4.7	Ratify Harald Kayser	Board Related	Management	For
4.8	Ratify Sibylle Kempff	Board Related	Management	For
4.9	Ratify Alena Kouba	Board Related	Management	For
4.10	Ratify Ursula Lipowsky	Board Related	Management	For
4.11	Ratify Michael Ollmann	Board Related	Management	For
4.12	Ratify Andrea Pollak	Board Related	Management	For
4.13	Ratify Erhard Schipporeit	Board Related	Management	For
5.1	Appointment of Auditor	Audit/Financials	Management	For
5.2	Appointment of Auditor for Sustainability Reporting	Audit/Financials	Management	For
6	Remuneration Report	Compensation	Management	For
7	Management Board Remuneration Policy	Compensation	Management	For
8	Supervisory Board Remuneration Policy	Compensation	Management	For
9	Amendments to Articles (Virtual Meeting)	Changes to Company Statutes	Management	Against
10	Authority to Repurchase and Reissue Shares	Capital Management	Management	For
11	Authority to Repurchase Shares Using Equity Derivatives	Capital Management	Management	For
12	Merger by Absorption	M&A	Management	For

Hilton Worldwide Holdings Inc

AG ordinaire · 14/05/2025

N° de résolution	Description	Catégorie	Proposant	Vote
1a.	Elect Christopher J. Nassetta	Board Related	Management	For
1b.	Elect Jonathan D. Gray	Board Related	Management	For
1c.	Elect Charlene T. Begley	Board Related	Management	For
1d.	Elect Chris Carr	Board Related	Management	For
1e.	Elect Melanie L. Healey	Board Related	Management	For
1f.	Elect Raymond E. Mabus, Jr.	Board Related	Management	For
1g.	Elect Marissa A. Mayer	Board Related	Management	For
1h.	Elect Elizabeth A. Smith	Board Related	Management	For
1i.	Elect Douglas M. Steenland	Board Related	Management	For
2.	Ratification of Auditor	Audit/Financials	Management	Against
3.	Advisory Vote on Executive Compensation	Compensation	Management	For
4.	Elimination of Supermajority Requirement Regarding Amendment of By-Laws	Changes to Company Statutes	Management	For
5.	Amendment to Articles to Limit the Liability of Certain Officers	Board Related	Management	Against

Johnson Controls International

AG ordinaire · 12/03/2025

N° de résolution	Description	Catégorie	Proposant	Vote
1a.	Elect Timothy M. Archer	Board Related	Management	Against
1b.	Elect Jean S. Blackwell	Board Related	Management	For
1c.	Elect Pierre E. Cohade	Board Related	Management	Against
1d.	Elect Patrick K. Decker	Board Related	Management	Against
1e.	Elect W. Roy Dunbar	Board Related	Management	Against
1f.	Elect Gretchen R. Haggerty	Board Related	Management	For
1g.	Elect Ayesha Khanna	Board Related	Management	For
1h.	Elect Seetarama S. Kotagiri	Board Related	Management	Against
1i.	Elect George R. Oliver	Board Related	Management	Against
1j.	Elect Carl Jürgen Tinggren	Board Related	Management	Against
1k.	Elect Mark P. Vergnano	Board Related	Management	Against
1l.	Elect John D. Young	Board Related	Management	Against
2a.	Ratification of Auditor	Audit/Financials	Management	Against
2b.	Authority to Set Auditor's Fees	Audit/Financials	Management	For
3.	Authority to Repurchase Shares	Capital Management	Management	For
4.	Authorize Price Range at which the Company Can Re-Allot Treasury Shares	Capital Management	Management	For
5.	Advisory Vote on Executive Compensation	Compensation	Management	For
6.	Authority to Issue Shares w/ Preemptive Rights	Capital Management	Management	For
7.	Authority to Issue Shares w/o Preemptive Rights	Capital Management	Management	For

KLA Corp.

AG ordinaire · 05/11/2025

N° de résolution	Description	Catégorie	Proposant	Vote
1a.	Elect Robert M. Calderoni	Board Related	Management	Against
1b.	Elect Jason Conley	Board Related	Management	For
1c.	Elect Tracy A. Embree	Board Related	Management	For
1d.	Elect Jeneanne Hanley	Board Related	Management	For
1e.	Elect Kevin J. Kennedy	Board Related	Management	Against
1f.	Elect Michael R. McMullen	Board Related	Management	Against
1g.	Elect Victor Peng	Board Related	Management	For
1h.	Elect Jamie Samath	Board Related	Management	For
1i.	Elect Susan Taylor	Board Related	Management	For
1j.	Elect Richard P. Wallace	Board Related	Management	For
2.	Ratification of Auditor	Audit/Financials	Management	Against
3.	Advisory Vote on Executive Compensation	Compensation	Management	For

L'Oréal

AG ordinaire · 29/04/2025

N° de résolution	Description	Catégorie	Proposant	Vote
1	Accounts and Reports	Audit/Financials	Management	For
2	Consolidated Accounts and Reports	Audit/Financials	Management	For
3	Allocation of Profits/Dividends	Audit/Financials	Management	For
4	Elect Téthys (Alexandre Benais)	Board Related	Management	For
5	Elect Isabelle Seillier	Board Related	Management	For
6	Elect Aurélie Jean	Board Related	Management	For
7	Elect Nicolas Hieronimus	Board Related	Management	For
8	Elect Paul Bulcke	Board Related	Management	For
9	Elect Alexandre Ricard	Board Related	Management	For
10	2025 Directors' Fees	Compensation	Management	For
11	2024 Remuneration Report	Compensation	Management	For
12	2024 Remuneration of Jean-Paul Agon, Chair	Compensation	Management	For
13	2024 Remuneration of Nicolas Hieronimus, CEO	Compensation	Management	For
14	2025 Remuneration Policy (Board of Directors)	Compensation	Management	For
15	2025 Remuneration Policy (Chair)	Compensation	Management	For
16	2025 Remuneration Policy (CEO)	Compensation	Management	For
17	Authority to Repurchase and Reissue Shares	Capital Management	Management	For
18	Authority to Issue Shares w/ Preemptive Rights	Capital Management	Management	For
19	Authority to Increase Capital Through Capitalisations	Capital Management	Management	For
20	Authority to Increase Capital in Consideration for Contributions In Kind	Capital Management	Management	Against
21	Employee Stock Purchase Plan	Compensation	Management	For
22	Stock Purchase Plan for Overseas Employees	Compensation	Management	For
23	Amendments Regarding Written Consultations	Changes to Company Statutes	Management	For
24	Amendments Regarding Broadcasting of Shareholder Meetings	Changes to Company Statutes	Management	For
25	Authorisation of Legal Formalities	Meeting Administration	Management	For

Medtronic

AG ordinaire · 16/10/2025

N° de résolution	Description	Catégorie	Proposant	Vote
1a	Elect Craig Arnold	Board Related	Management	Against
1b	Elect Scott C. Donnelly	Board Related	Management	Against
1c	Elect Lidia L. Fonseca	Board Related	Management	For
1d	Elect John P. Groetelaars	Board Related	Management	Against
1e	Elect Randall J. Hogan, III	Board Related	Management	Against
1f	Elect William R. Jellison	Board Related	Management	Against
1g	Elect Joon S. Lee	Board Related	Management	Against
1h	Elect Gregory P. Lewis	Board Related	Management	Against
1i	Elect Kevin E. Lofton	Board Related	Management	Against
1j	Elect Geoffrey Straub Martha	Board Related	Management	Against
1k	Elect Elizabeth G. Nabel	Board Related	Management	For
1l	Elect Kendall J. Powell	Board Related	Management	For
2	Appointment of Auditor and Authority to Set Fees	Audit/Financials	Management	Against
3	Advisory Vote on Executive Compensation	Compensation	Management	For
4	Authority to Issue Shares w/ Preemptive Rights	Capital Management	Management	For
5	Authority to Issue Shares w/o Preemptive Rights	Capital Management	Management	Against
6	Authority to Repurchase Shares	Capital Management	Management	For
7	Capitalization of Reserves	Capital Management	Management	For
8	Reduction in Share Premium Account	Capital Management	Management	For
9	Amendment to Articles Regarding Advance Notice Provisions	Changes to Company Statutes	Management	For

Merck & Co Inc

AG ordinaire · 27/05/2025

N° de résolution	Description	Catégorie	Proposant	Vote
1a.	Elect Douglas M. Baker, Jr.	Board Related	Management	For
1b.	Elect Mary Ellen Coe	Board Related	Management	For
1c.	Elect Pamela J. Craig	Board Related	Management	For
1d.	Elect Robert M. Davis	Board Related	Management	For
1e.	Elect Thomas H. Glocer	Board Related	Management	For
1f.	Elect Surendralal L. Karsanbhai	Board Related	Management	For
1g.	Elect Risa Lavizzo-Mourey	Board Related	Management	For
1h.	Elect Stephen L. Mayo	Board Related	Management	For
1i.	Elect Paul B. Rothman	Board Related	Management	For
1j.	Elect Patricia F. Russo	Board Related	Management	For
1k.	Elect Christine E. Seidman	Board Related	Management	For
1l.	Elect Inge G. Thulin	Board Related	Management	For
1m.	Elect Kathy J. Warden	Board Related	Management	For
2.	Advisory Vote on Executive Compensation	Compensation	Management	For
3.	Ratification of Auditor	Audit/Financials	Management	Against
4.	Shareholder Proposal Regarding Human Rights Impact Assessment	SHP: Social	ShareHolder	For
5.	Shareholder Proposal Regarding Report on Tax Transparency	SHP: Governance	ShareHolder	For
6.	Shareholder Proposal Regarding Eliminating DEI from Compensation	SHP: Governance	ShareHolder	Against
7.	Shareholder Proposal Regarding Report on Risk from Discriminatory Ad Policies	SHP: Social	ShareHolder	Against

Michelin

AG ordinaire · 16/05/2025

N° de résolution	Description	Catégorie	Proposant	Vote
1	Accounts and Reports	Audit/Financials	Management	For
2	Allocation of Profits/Dividends	Audit/Financials	Management	For
3	Consolidated Accounts and Reports	Audit/Financials	Management	For
4	Special Auditors Report on Regulated Agreements	Board Related	Management	For
5	Authority to Repurchase and Reissue Shares	Capital Management	Management	For
6	2025 Remuneration Policy (Managers)	Compensation	Management	For
7	2025 Remuneration Policy (Supervisory Board)	Compensation	Management	For
8	2024 Remuneration Report	Compensation	Management	For
9	"2024 Remuneration of Florent Menegaux, General Managing Partner and CEO"	Compensation	Management	For
10	2024 Remuneration of Yves Chapot, General Manager	Compensation	Management	For
11	2024 Remuneration of Barbara Dalibard, Supervisory Board Chair	Compensation	Management	For
12	Elect Wolf-Henning Scheider	Board Related	Management	For
13	2025 Supervisory Board’s Fees	Compensation	Management	For
14	Authority to Cancel Shares and Reduce Capital	Capital Management	Management	For
15	Authorisation of Legal Formalities	Meeting Administration	Management	For

Microsoft Corporation

AG ordinaire · 05/12/2025

N° de résolution	Description	Catégorie	Proposant	Vote
1a.	Elect Reid G. Hoffman	Board Related	Management	For
1b.	Elect Hugh F. Johnston	Board Related	Management	Against
1c.	Elect Teri L. List	Board Related	Management	For
1d.	Elect Catherine MacGregor	Board Related	Management	For
1e.	Elect Mark A. L. Mason	Board Related	Management	For
1f.	Elect Satya Nadella	Board Related	Management	For
1g.	Elect Sandra E. Peterson	Board Related	Management	Against
1h.	Elect Penny S. Pritzker	Board Related	Management	For
1i.	Elect John David Rainey	Board Related	Management	For
1j.	Elect Charles W. Scharf	Board Related	Management	For
1k.	Elect John W. Stanton	Board Related	Management	For
1l.	Elect Emma N. Walmsley	Board Related	Management	For
2.	Advisory Vote on Executive Compensation	Compensation	Management	For
3.	Ratification of Auditor	Audit/Financials	Management	Against
4.	Approval of the 2026 Stock Plan	Compensation	Management	For
5.	Shareholder Proposal Regarding Censorship Risk Audit	SHP: Social	ShareHolder	For
6.	Shareholder Proposal Regarding GenAI Discrimination	SHP: Social	ShareHolder	Against
7.	Shareholder Proposal Regarding Report on Risks of AI Data Sourcing	SHP: Social	ShareHolder	Against
8.	Shareholder Proposal Regarding Report on Siting in Countries of Significant Human Rights Concern	SHP: Social	ShareHolder	Against
9.	Shareholder Proposal Regarding Report on AI Human Rights Due Diligence	SHP: Social	ShareHolder	Against
10.	Shareholder Proposal Regarding Report on Risks of Providing AI to Facilitate New Oil and Gas Development and Production	SHP: Environment	ShareHolder	Against

Morgan Stanley

AG ordinaire · 15/05/2025

N° de résolution	Description	Catégorie	Proposant	Vote
1a.	Elect Megan Butler	Board Related	Management	For
1b.	Elect Thomas H. Glocer	Board Related	Management	For
1c.	Elect Robert H. Herz	Board Related	Management	For
1d.	Elect Erika H. James	Board Related	Management	For
1e.	Elect Hironori Kamezawa	Board Related	Management	For
1f.	Elect Shelley B. Leibowitz	Board Related	Management	For
1g.	Elect Judith A. Miscik	Board Related	Management	For
1h.	Elect Masato Miyachi	Board Related	Management	For
1i.	Elect Dennis M. Nally	Board Related	Management	For
1j.	Elect Douglas L. Peterson	Board Related	Management	For
1k.	Elect Edward Pick	Board Related	Management	For
1l.	Elect Mary L. Schapiro	Board Related	Management	For
1m.	Elect Perry M. Traquina	Board Related	Management	For
1n.	Elect Rayford Wilkins Jr.	Board Related	Management	For
2.	Ratification of Auditor	Audit/Financials	Management	Against
3.	Advisory Vote on Executive Compensation	Compensation	Management	For
4.	Amendment to the Equity Incentive Compensation Plan	Compensation	Management	For
5.	Shareholder Proposal Regarding Energy Supply Ratio	SHP: Environment	ShareHolder	For

Motorola Solutions Inc

AG ordinaire · 15/05/2025

N° de résolution	Description	Catégorie	Proposant	Vote
1a.	Elect Gregory Q. Brown	Board Related	Management	For
1b.	Elect Nicole Anasenes	Board Related	Management	For
1c.	Elect Kenneth D. Denman	Board Related	Management	For
1d.	Elect Ayanna M. Howard	Board Related	Management	For
1e.	Elect Elizabeth Mann	Board Related	Management	For
1f.	Elect Gregory K. Mondre	Board Related	Management	For
1g.	Elect Joseph M. Tucci	Board Related	Management	For
2.	Ratification of Auditor	Audit/Financials	Management	For
3.	Advisory Vote on Executive Compensation	Compensation	Management	For

NVIDIA Corp

AG ordinaire · 25/06/2025

N° de résolution	Description	Catégorie	Proposant	Vote
1a.	Elect Robert K. Burgess	Board Related	Management	For
1b.	Elect Tench Coxe	Board Related	Management	For
1c.	Elect John O. Dabiri	Board Related	Management	For
1d.	Elect Persis S. Drell	Board Related	Management	For
1e.	Elect Jen-Hsun Huang	Board Related	Management	For
1f.	Elect Dawn Hudson	Board Related	Management	For
1g.	Elect Harvey C. Jones	Board Related	Management	For
1h.	Elect Melissa B. Lora	Board Related	Management	For
1i.	Elect Stephen C. Neal	Board Related	Management	For
1j.	Elect Ellen Ochoa	Board Related	Management	For
1k.	Elect A. Brooke Seawell	Board Related	Management	For
1l.	Elect Aarti Shah	Board Related	Management	For
1m.	Elect Mark A. Stevens	Board Related	Management	For
2.	Advisory Vote on Executive Compensation	Compensation	Management	For
3.	Ratification of Auditor	Audit/Financials	Management	Against
4.	Elimination of Supermajority Requirement	Changes to Company Statutes	Management	For
5.	Shareholder Proposal Regarding Length of Share Ownership Required to Call Special Meetings	SHP: Governance	ShareHolder	Against
6.	Shareholder Proposal Regarding Mandatory Director Resignation Policy	SHP: Governance	ShareHolder	For
7.	Shareholder Proposal Regarding Workforce Data	SHP: Social	ShareHolder	Against

Otis Worldwide Corp

AG ordinaire · 15/05/2025

N° de résolution	Description	Catégorie	Proposant	Vote
1a.	Elect Thomas A. Bartlett	Board Related	Management	For
1b.	Elect Jeffrey H. Black	Board Related	Management	For
1c.	Elect Jill C. Brannon	Board Related	Management	For
1d.	Elect Nelda J. Connors	Board Related	Management	For
1e.	Elect Kathy Hopinkah Hannan	Board Related	Management	For
1f.	Elect Shailesh G. Jejurikar	Board Related	Management	For
1g.	Elect Christopher J. Kearney	Board Related	Management	For
1h.	Elect Judith F. Marks	Board Related	Management	For
1i.	Elect Margaret M.V. Preston	Board Related	Management	For
1j.	Elect Shelley Stewart, Jr.	Board Related	Management	For
1k.	Elect John H. Walker	Board Related	Management	For
2.	Advisory Vote on Executive Compensation	Compensation	Management	For
3.	Ratification of Auditor	Audit/Financials	Management	For
4.	Shareholder Proposal Regarding Political Contributions and Expenditures Report	SHP: Social	ShareHolder	For

Ross Stores, Inc.

AG ordinaire · 21/05/2025

N° de résolution	Description	Catégorie	Proposant	Vote
1a.	Elect Michael Balmuth	Board Related	Management	Against
1b.	Elect K. Gunnar Bjorklund	Board Related	Management	Against
1c.	Elect Michael J. Bush	Board Related	Management	Against
1d.	Elect Edward G. Cannizzaro	Board Related	Management	Against
1e.	Elect James Conroy	Board Related	Management	Against
1f.	Elect Sharon D. Garrett	Board Related	Management	For
1g.	Elect Michael J. Hartshorn	Board Related	Management	Against
1h.	Elect Stephen D. Milligan	Board Related	Management	Against
1i.	Elect Patricia H. Mueller	Board Related	Management	For
1j.	Elect George P. Orban	Board Related	Management	Against
1k.	Elect Doniel N. Sutton	Board Related	Management	For
2.	Advisory Vote on Executive Compensation	Compensation	Management	For
3.	Ratification of Auditor	Audit/Financials	Management	Against

S&P Global Inc

AG ordinaire · 07/05/2025

N° de résolution	Description	Catégorie	Proposant	Vote
1.1	Elect Marco Alverà	Board Related	Management	For
1.2	Elect Martina Cheung	Board Related	Management	For
1.3	Elect Jacques Esculier	Board Related	Management	For
1.4	Elect William D. Green	Board Related	Management	For
1.5	Elect Stephanie C. Hill	Board Related	Management	For
1.6	Elect Rebecca Jacoby	Board Related	Management	For
1.7	Elect Ian P. Livingston	Board Related	Management	For
1.8	Elect Maria R. Morris	Board Related	Management	For
1.9	Elect Gregory Washington	Board Related	Management	For
2.	Advisory Vote on Executive Compensation	Compensation	Management	For
3.	Ratification of Auditor	Audit/Financials	Management	Against
4.	Shareholder Proposal Regarding Amendment to Clawback Policy	SHP: Governance	ShareHolder	Against

Sanofi

AG ordinaire · 30/04/2025

N° de résolution	Description	Catégorie	Proposant	Vote
1	Accounts and Reports; Non Tax-Deductible Expenses	Audit/Financials	Management	For
2	Consolidated Accounts and Reports	Audit/Financials	Management	For
3	Allocation of Profits/Dividends	Audit/Financials	Management	For
4	Related Party Transactions (L'Oréal)	Board Related	Management	For
5	Ratification of the Co-option of Jean-Paul Kress	Board Related	Management	For
6	Elect Carole Ferrand	Board Related	Management	For
7	Elect Barbara Lavernos	Board Related	Management	Against
8	Elect Emile Voest	Board Related	Management	For
9	Elect Antoine Yver	Board Related	Management	For
10	2024 Remuneration Report	Compensation	Management	For
11	2024 Remuneration of Frédéric Oudéa, Chair	Compensation	Management	Against
12	2024 Remuneration of Paul Hudson, CEO	Compensation	Management	Against
13	2025 Remuneration Policy (Board of Directors)	Compensation	Management	Against
14	2025 Remuneration Policy (Chair)	Compensation	Management	Against
15	2025 Remuneration Policy (CEO)	Compensation	Management	Against
16	Authority to Repurchase and Reissue Shares	Capital Management	Management	For
17	Authority to Cancel Shares and Reduce Capital	Capital Management	Management	For
18	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Capital Management	Management	For
19	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Capital Management	Management	For
20	Authority to Issue Shares and Convertible Debt Through Private Placement	Capital Management	Management	For
21	Authority to Issue Debt Instruments	Capital Management	Management	For
22	Greenshoe	Capital Management	Management	Against
23	Authority to Increase Capital in Consideration for Contributions In Kind	Capital Management	Management	Against
24	Authority to Increase Capital Through Capitalisations	Capital Management	Management	For
25	Employee Stock Purchase Plan	Compensation	Management	For
26	Stock Purchase Plan for Overseas Employees	Compensation	Management	For
27	Amendments to Articles	Changes to Company Statutes	Management	For
28	Authorisation of Legal Formalities	Meeting Administration	Management	For

Schneider Electric SE

AG ordinaire · 07/05/2025

N° de résolution	Description	Catégorie	Proposant	Vote
1	Accounts and Reports; Non Tax-Deductible Expenses	Audit/Financials	Management	For
2	Consolidated Accounts and Reports	Audit/Financials	Management	For
3	Allocation of Profits/Dividends	Audit/Financials	Management	For
4	Special Auditors Report on Regulated Agreements	Board Related	Management	For
5	2024 Remuneration Report	Compensation	Management	For
6	2024 Remuneration of Olivier Blum, CEO (From November 1 to December 31, 2024)	Compensation	Management	For
7	2024 Remuneration of Peter Herweck, Former CEO (until November 1, 2024)	Compensation	Management	For
8	2024 Remuneration of Jean-Pascal Tricoire, Chair	Compensation	Management	For
9	2025 Remuneration Policy (CEO)	Compensation	Management	For
10	2025 Remuneration Policy (Chair)	Compensation	Management	For
11	2025 Remuneration Policy (Board of Directors)	Compensation	Management	For
12	Elect Jean-Pascal Tricoire	Board Related	Management	For
13	Elect Anna Ohlsson-Leijon	Board Related	Management	For
14	Ratification of the Co-option of Clotilde Delbos	Board Related	Management	For
15	Elect Xiaohong (Laura) Ding as Employee Shareholder Representative	Board Related	Management	Against
16	Elect Alban de Beaulaincourt as Employee Shareholder Representative	Board Related	Management	Against
17	Elect François Durif as Employee Shareholder Representative	Board Related	Management	For
18	Elect Venkat Garimella as Employee Shareholder Representative	Board Related	Management	Against
19	Elect Gérard Le Goueffec as Employee Shareholder Representative	Board Related	Management	Against
20	Elect Amandine Petitdemange as Employee Shareholder Representative	Board Related	Management	Against
21	Authority to Repurchase and Reissue Shares	Capital Management	Management	For
22	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Capital Management	Management	For
23	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Capital Management	Management	For
24	Authority to Issue Shares Through Private Placement	Capital Management	Management	For
25	Greenshoe	Capital Management	Management	Against
26	Authority to Increase Capital in Consideration for Contributions In Kind	Capital Management	Management	Against
27	Authority to Issue Shares and/or Convertible Debt w/o Preemptive Rights (Qualified Investors)	Capital Management	Management	For
28	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights (Named Persons)	Capital Management	Management	For
29	Authority to Increase Capital Through Capitalisations	Capital Management	Management	For
30	Authority to Issue Performance Shares	Compensation	Management	Against
31	Employee Stock Purchase Plan	Compensation	Management	For
32	Stock Purchase Plan for Overseas Employees	Compensation	Management	For

33	Authority to Cancel Shares and Reduce Capital	Capital Management	Management	For
34	Amendments to Articles Regarding Employee Shareholder Representatives	Changes to Company Statutes	Management	For
35	Amendments to Articles regarding Written Consultation	Changes to Company Statutes	Management	For
36	Authorisation of Legal Formalities	Meeting Administration	Management	For

Sony Group Corporation

AG ordinaire · 24/06/2025

N° de résolution	Description	Catégorie	Proposant	Vote
1	Authority to Reduce Capital Reserve	Capital Management	Management	For
2.1	Elect Kenichiro Yoshida	Board Related	Management	For
2.2	Elect Hiroki Totoki	Board Related	Management	For
2.3	Elect Wendy Becker	Board Related	Management	For
2.4	Elect Keiko Kishigami	Board Related	Management	For
2.5	Elect Joseph A. Kraft Jr.	Board Related	Management	For
2.6	Elect Neil Hunt	Board Related	Management	For
2.7	Elect William Morrow	Board Related	Management	For
2.8	Elect Shingo Konomoto	Board Related	Management	For
2.9	Elect Yoriko Goto	Board Related	Management	For
2.10	Elect Nora Denzel	Board Related	Management	For
2.11	Elect Masayuki Hyodo	Board Related	Management	For
3	Employee Share Purchase Plan for Overseas Employees	Compensation	Management	For

Visa Inc

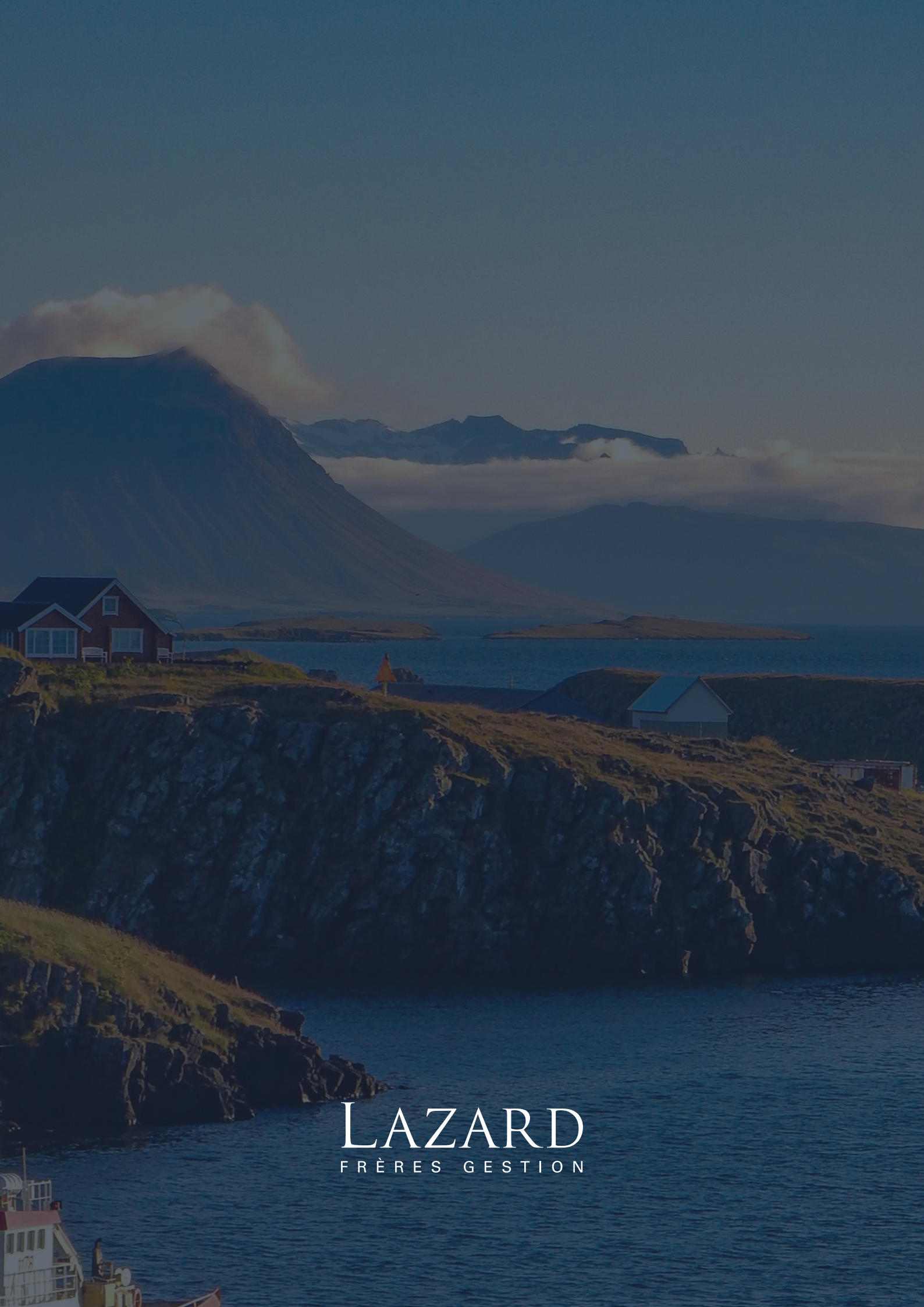
AG ordinaire · 28/01/2025

N° de résolution	Description	Catégorie	Proposant	Vote
1a.	Elect Lloyd A. Carney	Board Related	Management	For
1b.	Elect Kermit R. Crawford	Board Related	Management	For
1c.	Elect Francisco Javier Fernández Carbajal	Board Related	Management	For
1d.	Elect Ramon L. Laguarta	Board Related	Management	For
1e.	Elect Teri L. List	Board Related	Management	For
1f.	Elect John F. Lundgren	Board Related	Management	For
1g.	Elect Ryan McInerney	Board Related	Management	For
1h.	Elect Denise M. Morrison	Board Related	Management	For
1i.	Elect Pamela Murphy	Board Related	Management	For
1j	Elect Linda J. Rendle	Board Related	Management	For
1k.	Elect Maynard G. Webb, Jr.	Board Related	Management	For
2.	Advisory Vote on Executive Compensation	Compensation	Management	For
3.	Ratification of Auditor	Audit/Financials	Management	Against
4.	Shareholder Proposal Regarding Report on Benefits and Health Program Gaps	SHP: Social	ShareHolder	Against
5.	Shareholder Proposal Regarding Report on Oversight of Merchant Category Codes	SHP: Social	ShareHolder	Against
6.	Shareholder Proposal Regarding Mandatory Director Resignation Policy	SHP: Governance	ShareHolder	For
7.	Shareholder Proposal Regarding Lobbying Report	SHP: Social	ShareHolder	Against

Zoetis Inc

AG ordinaire · 21/05/2025

N° de résolution	Description	Catégorie	Proposant	Vote
1a.	Elect Paul M. Bisaro	Board Related	Management	For
1b.	Elect Vanessa Broadhurst	Board Related	Management	For
1c.	Elect Frank A. D'Amelio	Board Related	Management	For
1d.	Elect Gavin D. K. Hattersley	Board Related	Management	For
1e.	Elect Sanjay Khosla	Board Related	Management	For
1f.	Elect Antoinette R. Leatherberry	Board Related	Management	For
1g.	Elect Michael B. McCallister	Board Related	Management	For
1h.	Elect Gregory Norden	Board Related	Management	For
1i.	Elect Louise M. Parent	Board Related	Management	For
1j.	Elect Kristin C. Peck	Board Related	Management	For
1k.	Elect Willie M. Reed	Board Related	Management	For
1l.	Elect Mark Stetter	Board Related	Management	For
2.	Advisory Vote on Executive Compensation	Compensation	Management	For
3.	Ratification of Auditor	Audit/Financials	Management	Against
4.	Shareholder Proposal Regarding Length of Share Ownership Required to Call Special Meetings	SHP: Governance	ShareHolder	For


LAZARD
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