



Rapport de vote 2025

Lazard Patrimoine Opportunities SRI
Poche Actions

LAZARD
FRÈRES GESTION

N° de résolution	Description	Catégorie	Proposant	Vote
1a.	Elect Jaime Ardila	Board Related	Management	For
1b.	Elect Martin Bruder Müller	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

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

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

N° de résolution	Description	Catégorie	Proposant	Vote
1a.	Elect Larry Page	Board Related	Management	For
1b.	Elect Sergey Brin	Board Related	Management	For
1c.	Elect Sundar Pichai	Board Related	Management	For
1d.	Elect John L. Hennessy	Board Related	Management	For
1e.	Elect Frances H. Arnold	Board Related	Management	For
1f.	Elect R. Martin Chavez	Board Related	Management	For
1g.	Elect L. John Doerr	Board Related	Management	For
1h.	Elect Roger W. Ferguson, Jr.	Board Related	Management	For
1i.	Elect K. Ram Shriram	Board Related	Management	For
1j.	Elect Robin L. Washington	Board Related	Management	For
2.	Ratification of Auditor	Audit/Financials	Management	Against
3.	Shareholder Proposal Regarding Right to Act by Written Consent	SHP: Governance	ShareHolder	For
4.	Shareholder Proposal Regarding Excluding Share Repurchases in Executive Compensation	SHP: Governance	ShareHolder	Against
5.	Shareholder Proposal Regarding Report on Discrimination Risk of Charitable Contributions	SHP: Social	ShareHolder	Against
6.	Shareholder Proposal Regarding Participation in Human Rights Campaign's Corporate Equality Index	SHP: Social	ShareHolder	Against
7.	Shareholder Proposal Regarding Disclosure Related to 2030 Climate Goals	SHP: Environment	ShareHolder	For
8.	Shareholder Proposal Regarding Recapitalization	SHP: Governance	ShareHolder	For
9.	Shareholder Proposal Regarding Third-Party Report on Due Diligence in Conflict-Affected and High-Risk Areas	SHP: Social	ShareHolder	Against
10.	Shareholder Proposal Regarding GenAI Discrimination	SHP: Social	ShareHolder	Against
11.	Shareholder Proposal Regarding Report on Risks of AI Data Sourcing	SHP: Social	ShareHolder	Against
12.	Shareholder Proposal Regarding Human Rights Impact Assessment of AI-Driven Targeted Advertising	SHP: Social	ShareHolder	Against
13.	Shareholder Proposal Regarding Alignment of Lobbying and Policy Influence Activities with Child Safety Commitments	SHP: Social	ShareHolder	Against
14.	Shareholder Proposal Regarding Report and Targets on Child Safety Impacts	SHP: Social	ShareHolder	Against

Amazon.com Inc.

AG ordinaire · 21/05/2025

N° de résolution	Description	Catégorie	Proposant	Vote
1a.	Elect Jeffrey P. Bezos	Board Related	Management	For
1b.	Elect Andrew R. Jassy	Board Related	Management	For
1c.	Elect Keith B. Alexander	Board Related	Management	For
1d.	Elect Edith W. Cooper	Board Related	Management	For
1e.	Elect Jamie S. Gorelick	Board Related	Management	For
1f.	Elect Daniel P. Huttenlocher	Board Related	Management	For
1g.	Elect Andrew Y. Ng	Board Related	Management	For
1h.	Elect Indra K. Nooyi	Board Related	Management	For
1i.	Elect Jonathan J. Rubinstein	Board Related	Management	For
1j.	Elect Brad D. Smith	Board Related	Management	For
1k.	Elect Patricia Q. Stonesifer	Board Related	Management	For
1l.	Elect Wendell P. Weeks	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 Separation of CEO and Chair Positions	SHP: Governance	ShareHolder	For
5.	Shareholder Proposal Regarding Report on Risk from Discriminatory Ad Policies	SHP: Social	ShareHolder	Against
6.	Shareholder Proposal Regarding Disclosure of Material Scope 3 Emissions	SHP: Environment	ShareHolder	For
7.	Shareholder Proposal Regarding Climate Commitments and AI Data Centers	SHP: Environment	ShareHolder	Against
8.	Shareholder Proposal Regarding Third-Party Assessment of Board Oversight of AI	SHP: Social	ShareHolder	Against
9.	Shareholder Proposal Regarding Report on Plastic Packaging	SHP: Environment	ShareHolder	For
10.	Shareholder Proposal Regarding Report on Working Conditions	SHP: Social	ShareHolder	For
11.	Shareholder Proposal Regarding Report on Risk of AI Data Sourcing	SHP: Social	ShareHolder	Against

N° de résolution	Description	Catégorie	Proposant	Vote
1a.	Elect Wanda M. Austin	Board Related	Management	For
1b.	Elect Timothy D. Cook	Board Related	Management	For
1c.	Elect Alex Gorsky	Board Related	Management	For
1d.	Elect Andrea Jung	Board Related	Management	For
1e.	Elect Arthur D. Levinson	Board Related	Management	For
1f.	Elect Monica C. Lozano	Board Related	Management	For
1g.	Elect Ronald D. Sugar	Board Related	Management	For
1h.	Elect Susan L. Wagner	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 Report on Risks of AI Data Sourcing	SHP: Social	ShareHolder	Against
5.	Shareholder Proposal Regarding Transparency Report on CSAM Identifying Software	SHP: Social	ShareHolder	For
6.	Shareholder Proposal Regarding Abolishing Inclusion and Diversity Program and Policies	SHP: Social	ShareHolder	Against
7.	Shareholder Proposal Regarding Report on Discrimination Risk of Charitable Contributions	SHP: Social	ShareHolder	Against

Applied Materials Inc.

AG ordinaire · 13/03/2025

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

Asahi Group Holdings Ltd.

AG ordinaire · 26/03/2025

N° de résolution	Description	Catégorie	Proposant	Vote
1	Allocation of Profits/Dividends	Audit/Financials	Management	For
2	Amendments to Articles	Changes to Company Statutes	Management	For
3.1	Elect Atsushi Katsuki	Board Related	Management	For
3.2	Elect Keizo Tanimura	Board Related	Management	For
3.3	Elect Kaoru Sakita	Board Related	Management	For
3.4	Elect Kenichiro Sasae	Board Related	Management	For
3.5	Elect Tetsuji Ohashi	Board Related	Management	For
3.6	Elect Mari Matsunaga @ Mari Aoki	Board Related	Management	For
3.7	Elect Chika Sato	Board Related	Management	For
3.8	Elect Melanie Brock	Board Related	Management	For
3.9	Elect Yukitaka Fukuda	Board Related	Management	For
3.10	Elect Akiko Oshima	Board Related	Management	For
3.11	Elect Shigeo Ohyagi	Board Related	Management	For
3.12	Elect Sanae Tanaka @ Sanae Kikugawa	Board Related	Management	For
3.13	Elect Akiko Miyakawa	Board Related	Management	For

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

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
1	Opening of Meeting; Election of Presiding Chair	Meeting Administration	Management	For
2	Voting List	Meeting Administration	Management	For
3	Agenda	Meeting Administration	Management	For
4	Minutes	Meeting Administration	Management	For
5	Compliance with the Rules of Convocation	Meeting Administration	Management	For
8.a	Accounts and Reports	Audit/Financials	Management	For
8.b1	Ratification of Jumana Al Sibai	Board Related	Management	For
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

Banco Santander S.A.

AG ordinaire · 04/04/2025

N° de résolution	Description	Catégorie	Proposant	Vote
1A	Accounts and Reports	Audit/Financials	Management	For
1B	Report on Non-Financial Information	Audit/Financials	Management	For
1C	Ratification of Board Acts	Board Related	Management	For
2	Allocation of Profits/Dividends	Audit/Financials	Management	For
3A	Board Size	Board Related	Management	For
3B	Elect Luis Isasi Fernández de Bobadilla	Board Related	Management	For
3C	Elect Héctor Grisi Checa	Board Related	Management	For
3D	Elect Glenn H. Hutchins	Board Related	Management	For
3E	Elect Pamela Ann Walkden	Board Related	Management	For
3F	Elect Ana Patricia Botín-Sanz de Sautuola y O'Shea	Board Related	Management	For
4	Appointment of Auditor	Audit/Financials	Management	For
5	Appointment of Auditor for Sustainability Reporting	Audit/Financials	Management	For
6A	Authority to Cancel Treasury Shares (Buy-Back Program)	Capital Management	Management	For
6B	Authority to Cancel Treasury Shares	Capital Management	Management	For
7A	Remuneration Policy	Compensation	Management	For
7B	Directors' Fees	Compensation	Management	For
7C	Maximum Variable Pay Ratio	Compensation	Management	For
7D	Deferred Multiyear Objectives Variable Remuneration Plan	Compensation	Management	For
7E	Buy-Out Policy	Compensation	Management	For
7F	Remuneration Report	Compensation	Management	For
8	Authorisation of Legal Formalities	Meeting Administration	Management	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

Becton Dickinson & Co.

AG ordinaire · 28/01/2025

N° de résolution	Description	Catégorie	Proposant	Vote
1a.	Elect William M. Brown	Board Related	Management	For
1b.	Elect Catherine M. Burzik	Board Related	Management	For
1c.	Elect Carrie L. Byington	Board Related	Management	For
1d.	Elect R. Andrew Eckert	Board Related	Management	For
1e.	Elect Claire M. Fraser	Board Related	Management	For
1f.	Elect Jeffrey W. Henderson	Board Related	Management	For
1g.	Elect Christopher Jones	Board Related	Management	For
1h.	Elect Thomas E. Polen	Board Related	Management	Against
1i.	Elect Timothy M. Ring	Board Related	Management	For
1j.	Elect Bertram L. Scott	Board Related	Management	For
1k.	Elect Joanne Waldstreicher	Board Related	Management	For
2.	Ratification of Auditor	Audit/Financials	Management	Against
3.	Advisory Vote on Executive Compensation	Compensation	Management	For

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

Deutsche Telekom AG

AG ordinaire · 03/04/2025

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

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

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

N° de résolution	Description	Catégorie	Proposant	Vote
1	Accounts and Reports	Audit/Financials	Management	For
2	Allocation of Dividends	Audit/Financials	Management	For
3	Report on Non-Financial Matters	Audit/Financials	Management	For
4	Ratification of Board Acts	Board Related	Management	For
5.1.1	Elect Albert M. Baehny as Board Chair	Board Related	Management	For
5.1.2	Elect Thomas Bachmann	Board Related	Management	For
5.1.3	Elect Felix R. Ehrat	Board Related	Management	For
5.1.4	Elect Werner Karlen	Board Related	Management	For
5.1.5	Elect Bernadette Koch	Board Related	Management	For
5.1.6	Elect Eunice Zehnder-Lai	Board Related	Management	For
5.2.1	Elect Eunice Zehnder-Lai as Nominating and Compensation Committee Member	Board Related	Management	For
5.2.2	Elect Thomas Bachmann as Nominating and Compensation Committee Member	Board Related	Management	For
5.2.3	Elect Werner Karlen as Nominating and Compensation Committee Member	Board Related	Management	For
6	Appointment of Independent Proxy	Meeting Administration	Management	For
7	Appointment of Auditor	Audit/Financials	Management	For
8.1	Compensation Report	Compensation	Management	For
8.2	Board compensation	Compensation	Management	For
8.3	Executive Compensation (Total)	Compensation	Management	For
9	Transaction of Other Business	Meeting Administration	Management	Against

N° de résolution	Description	Catégorie	Proposant	Vote
1.1	Elect Katsumi Ihara	Board Related	Management	For
1.2	Elect Ravi Venkatesan	Board Related	Management	For
1.3	Elect Eriko Sakurai	Board Related	Management	For
1.4	Elect Ikuro Sugawara	Board Related	Management	For
1.5	Elect Isabelle Deschamps	Board Related	Management	For
1.6	Elect Takashi Nishijima	Board Related	Management	For
1.7	Elect Joe E. Harlan	Board Related	Management	For
1.8	Elect Takatoshi Yamamoto	Board Related	Management	For
1.9	Elect Helmuth Ludwig	Board Related	Management	For
1.10	Elect Toshiaki Tokunaga	Board Related	Management	For
1.11	Elect Mitsuaki Nishiyama	Board Related	Management	For
1.12	Elect Toshiaki Higashihara	Board Related	Management	For

Honeywell International Inc.

AG ordinaire · 16/05/2025

N° de résolution	Description	Catégorie	Proposant	Vote
1a.	Elect Duncan B. Angove	Board Related	Management	For
1b.	Elect William S. Ayer	Board Related	Management	For
1c.	Elect Kevin Burke	Board Related	Management	For
1d.	Elect D. Scott Davis	Board Related	Management	Against
1e.	Elect Deborah Flint	Board Related	Management	For
1f.	Elect Vimal Kapur	Board Related	Management	For
1g.	Elect Michael W. Lamach	Board Related	Management	For
1h.	Elect Rose Lee	Board Related	Management	For
1i.	Elect Grace D. Lieblein	Board Related	Management	For
1j.	Elect Robin Watson	Board Related	Management	For
1k.	Elect Stephen Williamson	Board Related	Management	For
2.	Advisory Vote on Executive Compensation	Compensation	Management	For
3.	Ratification of Auditor	Audit/Financials	Management	For
4.	Reorganization	M&A	Management	For
5.	Shareholder Proposal Regarding Independent Chair	SHP: Governance	ShareHolder	For

Intercontinental Exchange Inc

AG ordinaire · 16/05/2025

N° de résolution	Description	Catégorie	Proposant	Vote
1a.	Elect Sharon Y. Bowen	Board Related	Management	For
1b.	Elect Shantella E. Cooper	Board Related	Management	For
1c.	Elect Duriya M. Farooqui	Board Related	Management	For
1d.	Elect Lord Hague of Richmond	Board Related	Management	For
1e.	Elect Mark F. Mulhern	Board Related	Management	For
1f.	Elect Thomas E. Noonan	Board Related	Management	For
1g.	Elect Caroline L. Silver	Board Related	Management	For
1h.	Elect Jeffrey C. Sprecher	Board Related	Management	For
1i.	Elect Judith A. Spireser	Board Related	Management	For
1j.	Elect Martha A. Tirinnanzi	Board Related	Management	For
2.	Advisory Vote on Executive Compensation	Compensation	Management	For
3.	Adopt Voting Limitations for Regulatory Compliance	Changes to Company Statutes	Management	For
4.	Ratification of Auditor	Audit/Financials	Management	Against

N° de résolution	Description	Catégorie	Proposant	Vote
1a.	Elect Stephen F. Angel	Board Related	Management	For
1b.	Elect Sanjiv Lamba	Board Related	Management	For
1c.	Elect Ann-Kristin Achleitner	Board Related	Management	For
1d.	Elect Thomas Enders	Board Related	Management	For
1e.	Elect Hugh Grant	Board Related	Management	For
1f.	Elect Joe Kaeser	Board Related	Management	For
1g.	Elect Victoria E. Ossadnik	Board Related	Management	Against
1h.	Elect Paula Rosput Reynolds	Board Related	Management	For
1i.	Elect Alberto Weisser	Board Related	Management	For
1j.	Elect Robert L. Wood	Board Related	Management	For
2a.	Ratification of Auditor	Audit/Financials	Management	Against
2b.	Authority to Set Auditor's Fees	Audit/Financials	Management	For
3.	Advisory Vote on Executive Compensation	Compensation	Management	For
4.	Frequency of Advisory Vote on Executive Compensation	Compensation	Management	For
5.	Determination of Price Range for Re-allotment of Treasury Shares	Capital Management	Management	For
6.	Shareholder Proposal Regarding Lobbying Activity Alignment with Climate Neutral Goal	SHP: Environment	ShareHolder	For

Lvmh Moët Hennessy Louis Vuitton SE

AG ordinaire · 17/04/2025

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	Special Auditors Report on Regulated Agreements	Board Related	Management	Against
5	Ratification of Co-Option of Wei Sun Christianson	Board Related	Management	For
6	Elect Bernard Arnault	Board Related	Management	For
7	Elect Sophie Chassat	Board Related	Management	For
8	Elect Clara Gaymard	Board Related	Management	For
9	Elect Hubert Védrine	Board Related	Management	For
10	2024 Remuneration Report	Compensation	Management	Against
11	2024 Remuneration of Bernard Arnault, Chair and CEO	Compensation	Management	For
12	2024 Remuneration of Antonio Belloni, Former Deputy CEO (until April 18, 2024)	Compensation	Management	For
13	2025 Remuneration Policy (Board of Directors)	Compensation	Management	For
14	2025 Remuneration Policy (Chair and CEO)	Compensation	Management	Against
15	Authority to Repurchase and Reissue Shares	Capital Management	Management	For
16	Authority to Cancel Shares and Reduce Capital	Capital Management	Management	For
17	Authority to Increase Capital Through Capitalisations	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 (Qualified Investors)	Capital Management	Management	For
21	Greenshoe	Capital Management	Management	For
22	Authority to Increase Capital in Case of Exchange Offers	Capital Management	Management	For
23	Authority to Increase Capital in Consideration for Contributions In Kind	Capital Management	Management	For
24	Authority to Grant Stock Options	Compensation	Management	For
25	Employee Stock Purchase Plan	Compensation	Management	For
26	Stock Purchase Plan for Overseas Employees	Compensation	Management	For
27	Global Ceiling on Capital Increases	Capital Management	Management	For
28	Amendments to Articles Regarding the Chair and CEO's Age Limits	Changes to Company Statutes	Management	For
29	Amendments to Articles	Changes to Company Statutes	Management	For

Medtronic Plc

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

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

Mondelez International Inc.

AG ordinaire · 21/05/2025

N° de résolution	Description	Catégorie	Proposant	Vote
1a.	Elect Ertharin Cousin	Board Related	Management	For
1b.	Elect Cees t' Hart	Board Related	Management	For
1c.	Elect Nancy McKinstry	Board Related	Management	Against
1d.	Elect Brian J. McNamara	Board Related	Management	For
1e.	Elect Jorge S. Mesquita	Board Related	Management	For
1f.	Elect Jane Hamilton Nielsen	Board Related	Management	For
1g.	Elect Paula A. Price	Board Related	Management	For
1h.	Elect Patrick T. Siewert	Board Related	Management	Against
1i.	Elect Michael A. Todman	Board Related	Management	For
1j.	Elect Dirk Van de Put	Board Related	Management	For
2.	Advisory Vote on Executive Compensation	Compensation	Management	For
3.	Approval of the Global Employee Stock Purchase Matching Plan	Compensation	Management	For
4.	Ratification of Auditor	Audit/Financials	Management	Against
5.	Shareholder Proposal Regarding Third-Party Assessment of Supplier Code of Conduct Due Diligence Process	SHP: Social	ShareHolder	Against
6.	Shareholder Proposal Regarding Report on Plastic Packaging	SHP: Environment	ShareHolder	For
7.	Shareholder Proposal Regarding Lobbying Activity Alignment with Net Zero Goal	SHP: Environment	ShareHolder	Against
8.	Shareholder Proposal Regarding Third-Party Assessment of Human Rights Policy for Conflict-Affected and High-Risk Areas	SHP: Social	ShareHolder	Against
9.	Shareholder Proposal Regarding Report on Recyclability Claims	SHP: Environment	ShareHolder	For

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 · 13/05/2025

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

Murata Manufacturing Co. Ltd.

AG ordinaire · 27/06/2025

N° de résolution	Description	Catégorie	Proposant	Vote
1	Allocation of Profits/Dividends	Audit/Financials	Management	For
2.1	Elect Norio Nakajima	Board Related	Management	For
2.2	Elect Hiroshi Iwatsubo	Board Related	Management	For
2.3	Elect Masanori Minamide	Board Related	Management	For
2.4	Elect Hiroshi Izumitani	Board Related	Management	For
2.5	Elect Takaki Murata	Board Related	Management	For
2.6	Elect Yuko Yasuda	Board Related	Management	For
2.7	Elect Takashi Nishijima	Board Related	Management	Against
2.8	Elect Hiroyuki Ina	Board Related	Management	For
3	Adoption of the Performance Share Unit Plan	Compensation	Management	For

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

Orix Corporation

AG ordinaire · 25/06/2025

N° de résolution	Description	Catégorie	Proposant	Vote
1.1	Elect Makoto Inoue	Board Related	Management	For
1.2	Elect Hidetake Takahashi	Board Related	Management	For
1.3	Elect Satoru Matsuzaki	Board Related	Management	For
1.4	Elect Stan Koyanagi	Board Related	Management	For
1.5	Elect Yasuaki Mikami	Board Related	Management	For
1.6	Elect Hiroshi Watanabe	Board Related	Management	For
1.7	Elect Aiko Sekine @ Aiko Sano	Board Related	Management	For
1.8	Elect Chikatomo Hodo	Board Related	Management	For
1.9	Elect Noriyuki Yanagawa	Board Related	Management	For
1.10	Elect Mami Yunoki @ Mami Kato	Board Related	Management	For
1.11	Elect Miwa Seki	Board Related	Management	For

Parker-Hannifin Corp.

AG ordinaire · 22/10/2025

N° de résolution	Description	Catégorie	Proposant	Vote
1a.	Elect Denise Russell Fleming	Board Related	Management	For
1b.	Elect Lance M. Fritz	Board Related	Management	For
1c.	Elect Linda A. Harty	Board Related	Management	For
1d.	Elect Kevin A. Lobo	Board Related	Management	Against
1e.	Elect Jennifer A. Parmentier	Board Related	Management	For
1f.	Elect E. Jean Savage	Board Related	Management	For
1g.	Elect Laura K. Thompson	Board Related	Management	For
1h.	Elect James R. Verrier	Board Related	Management	For
1i.	Elect James L. Wainscott	Board Related	Management	For
1j.	Elect Beth A. Wozniak	Board Related	Management	For
2.	Advisory Vote on Executive Compensation	Compensation	Management	For
3.	Ratification of Auditor	Audit/Financials	Management	For

Reckitt Benckiser Group Plc

AG ordinaire · 07/05/2025

N° de résolution	Description	Catégorie	Proposant	Vote
1	Accounts and Reports	Audit/Financials	Management	For
2	Remuneration Report	Compensation	Management	For
3	Remuneration Policy	Compensation	Management	For
4	Final Dividend	Audit/Financials	Management	For
5	Elect Andrew RJ Bonfield	Board Related	Management	For
6	Elect Margherita Della Valle	Board Related	Management	For
7	Elect Mehmood Khan	Board Related	Management	For
8	Elect Elane B. Stock	Board Related	Management	For
9	Elect D. Jeremy Darroch	Board Related	Management	For
10	Elect Tamara Ingram	Board Related	Management	For
11	Elect Kris Licht	Board Related	Management	For
12	Elect Shannon Eisenhardt	Board Related	Management	For
13	Elect Marybeth Hays	Board Related	Management	For
14	Elect Fiona Dawson	Board Related	Management	For
15	Elect Stefan Oschmann	Board Related	Management	For
16	Elect Mahesh Madhavan	Board Related	Management	For
17	Appointment of Auditor	Audit/Financials	Management	For
18	Authority to Set Auditor's Fees	Audit/Financials	Management	For
19	Authorisation of Political Donations	Other	Management	For
20	Long-Term Incentive Plan	Compensation	Management	For
21	Approval of the Sharesave Plan 2025	Compensation	Management	For
22	Authority to Issue Shares w/ Preemptive Rights	Capital Management	Management	Against
23	Authority to Issue Shares w/o Preemptive Rights	Capital Management	Management	For
24	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Capital Management	Management	For
25	Authority to Repurchase Shares	Capital Management	Management	For
26	Authority to Set General Meeting Notice Period at 14 Days	Changes to Company Statutes	Management	Against

Roche Holding AG

AG ordinaire · 11/03/2025

N° de résolution	Description	Catégorie	Proposant	Vote
1	Accounts and Reports	Audit/Financials	Management	For
2.01	Compensation Report	Audit/Financials	Management	For
2.02	Report on Non-Financial Matters	Audit/Financials	Management	For
3	Executive Compensation (Short-Term)	Compensation	Management	For
4	Ratification of Board and Management Acts	Board Related	Management	For
5	Allocation of Dividends	Audit/Financials	Management	For
6.01	Elect Severin Schwan as Board Chair	Board Related	Management	For
6.02	Elect André Hoffmann	Board Related	Management	For
6.03	Elect Jörg Duschmalé	Board Related	Management	For
6.04	Elect Patrick Frost	Board Related	Management	For
6.05	Elect Anita Hauser	Board Related	Management	For
6.06	Elect Akiko Iwasaki	Board Related	Management	For
6.07	Elect Richard P. Lifton	Board Related	Management	For
6.08	Elect Jemilah Mahmood	Board Related	Management	For
6.09	Elect Mark Schneider	Board Related	Management	For
6.10	Elect Claudia Süßmuth Dyckerhoff	Board Related	Management	For
6.11	Elect Jörg Duschmalé as Compensation Committee Member	Board Related	Management	For
6.12	Elect Anita Hauser as Compensation Committee Member	Board Related	Management	For
6.13	Elect Richard P. Lifton as Compensation Committee Member	Board Related	Management	For
7	Board Compensation	Compensation	Management	For
8	Executive Compensation (Fixed and Long-Term)	Compensation	Management	For
9	Appointment of Independent Proxy	Meeting Administration	Management	For
10	Appointment of Auditor	Audit/Financials	Management	Against
11	Transaction of Other Business	Meeting Administration	Management	Against

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

N° de résolution	Description	Catégorie	Proposant	Vote
1a.	Elect Tracy A. Atkinson	Board Related	Management	For
1b.	Elect Christopher T. Calio	Board Related	Management	For
1c.	Elect Leanne G. Caret	Board Related	Management	Against
1d.	Elect Bernard A. Harris, Jr.	Board Related	Management	For
1e.	Elect George R. Oliver	Board Related	Management	For
1f.	Elect Ellen M. Pawlikowski	Board Related	Management	For
1g.	Elect Denise L. Ramos	Board Related	Management	For
1h.	Elect Fredric G. Reynolds	Board Related	Management	For
1i.	Elect Brian C. Rogers	Board Related	Management	For
1j.	Elect James A. Winnefeld, Jr.	Board Related	Management	For
1k.	Elect Robert O. Work	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 Lobbying Report	SHP: Social	ShareHolder	For

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

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
5.1	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
7.1	Increase in Authorised Capital I	Capital Management	Management	For
7.2	Increase in Authorised Capital II	Capital Management	Management	For
8	Amendments to Articles (Virtual Meeting)	Changes to Company Statutes	Management	Against

N° de résolution	Description	Catégorie	Proposant	Vote
1.1	Accounts and Reports	Audit/Financials	Management	For
1.2	Report on Non-Financial Matters	Audit/Financials	Management	For
1.3	Compensation Report	Compensation	Management	Against
2	Ratification of Board and Management Acts	Board Related	Management	For
3.1	Allocation of Dividends	Audit/Financials	Management	For
3.2	Issuance of Shares without Preemptive Rights	Capital Management	Management	For
4.1.1	Elect Calvin Grieder	Board Related	Management	For
4.1.2	Elect Sami Atiya	Board Related	Management	For
4.1.3	Elect Phyllis Cheung	Board Related	Management	For
4.1.4	Elect Ian Gallienne	Board Related	Management	For
4.1.5	Elect Tobias Hartmann	Board Related	Management	For
4.1.6	Elect Kory Sorenson	Board Related	Management	For
4.1.7	Elect Janet S. Vergis	Board Related	Management	For
4.1.8	Elect Patrick Kron	Board Related	Management	For
4.1.9	Elect Géraldine Picaud	Board Related	Management	For
4.2.1	Elect Calvin Grieder as Board Chair	Board Related	Management	For
4.3.1	Elect Sami Atiya as Compensation Committee Member	Board Related	Management	For
4.3.2	Elect Kory Sorenson as Compensation Committee Member	Board Related	Management	For
4.3.3	Elect Patrick Kron as Compensation Committee Member	Board Related	Management	For
4.4	Appointment of Auditor	Audit/Financials	Management	For
4.5	Appointment of Independent Proxy	Meeting Administration	Management	For
5.1	Board Compensation	Compensation	Management	For
5.2	Executive Compensation (Fixed)	Compensation	Management	For
5.3	Executive Compensation (Short-Term)	Compensation	Management	For
5.4	Executive Compensation (Long-Term)	Compensation	Management	For
6	Change of Company Headquarters	Changes to Company Statutes	Management	For
7	Transaction of Other Business	Meeting Administration	Management	Against

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N° de résolution	Description	Catégorie	Proposant	Vote
1	Remuneration Report	Compensation	Management	For
2	Supervisory Board Remuneration Policy	Compensation	Management	For
3	Accounts and Reports	Audit/Financials	Management	For
4	Ratification of Management Board Acts	Board Related	Management	For
5	Ratification of Supervisory Board Acts	Board Related	Management	For
6	Elect Dominic Lowe to the Management Board	Board Related	Management	For
7	Elect Jean-Marie Tritant to the Supervisory Board	Board Related	Management	For
8	Elect Fabrice Mouchel to the Supervisory Board	Board Related	Management	For
9	Elect Catherine Pourre to the Supervisory Board	Board Related	Management	For
10	Appointment of Auditor	Audit/Financials	Management	For
11	Authority to Issue Shares w/ Preemptive Rights	Capital Management	Management	For
12	Authority to Suppress Preemptive Rights	Capital Management	Management	For
13	Authority to Repurchase Shares	Capital Management	Management	For
14	Cancellation of Shares	Capital Management	Management	For
1	Accounts and Reports	Audit/Financials	Management	For
2	Consolidated Accounts and Reports	Audit/Financials	Management	For
3	Allocation of Profits	Audit/Financials	Management	For
4	Use of Reserves (Cash Distribution)	Audit/Financials	Management	For
5	Special Auditors Report on Regulated Agreements	Board Related	Management	For
6	2024 Remuneration of Jean-Marie Tritant, Management Board Chair	Compensation	Management	For
7	2024 Remuneration of Fabrice Mouchel, Management Board Member	Compensation	Management	For
8	2024 Remuneration of Vincent Rouget, Management Board Member	Compensation	Management	For
9	2024 Remuneration of Anne-Sophie Sancerre, Management Board Member	Compensation	Management	For
10	2024 Remuneration of Sylvain Montcouquiol, Management Board Member	Compensation	Management	For
11	2024 Remuneration of Jacques Richier, Supervisory Board Chair	Compensation	Management	For
12	2024 Remuneration Report	Compensation	Management	For
13	2025 Remuneration Policy (Management Board Chair)	Compensation	Management	For
14	2025 Remuneration Policy (Management Board Members)	Compensation	Management	For
15	2025 Remuneration Policy (Supervisory Board)	Compensation	Management	Against
16	Ratification of the Co-option of Michaël Boukobza	Board Related	Management	For
17	Elect Michaël Boukobza	Board Related	Management	For
18	Elect Xavier Niel	Board Related	Management	For
19	Elect Julie Avrane	Board Related	Management	For
20	Authority to Repurchase and Reissue Shares	Capital Management	Management	For
21	Authority to Cancel Shares and Reduce Capital	Capital Management	Management	For

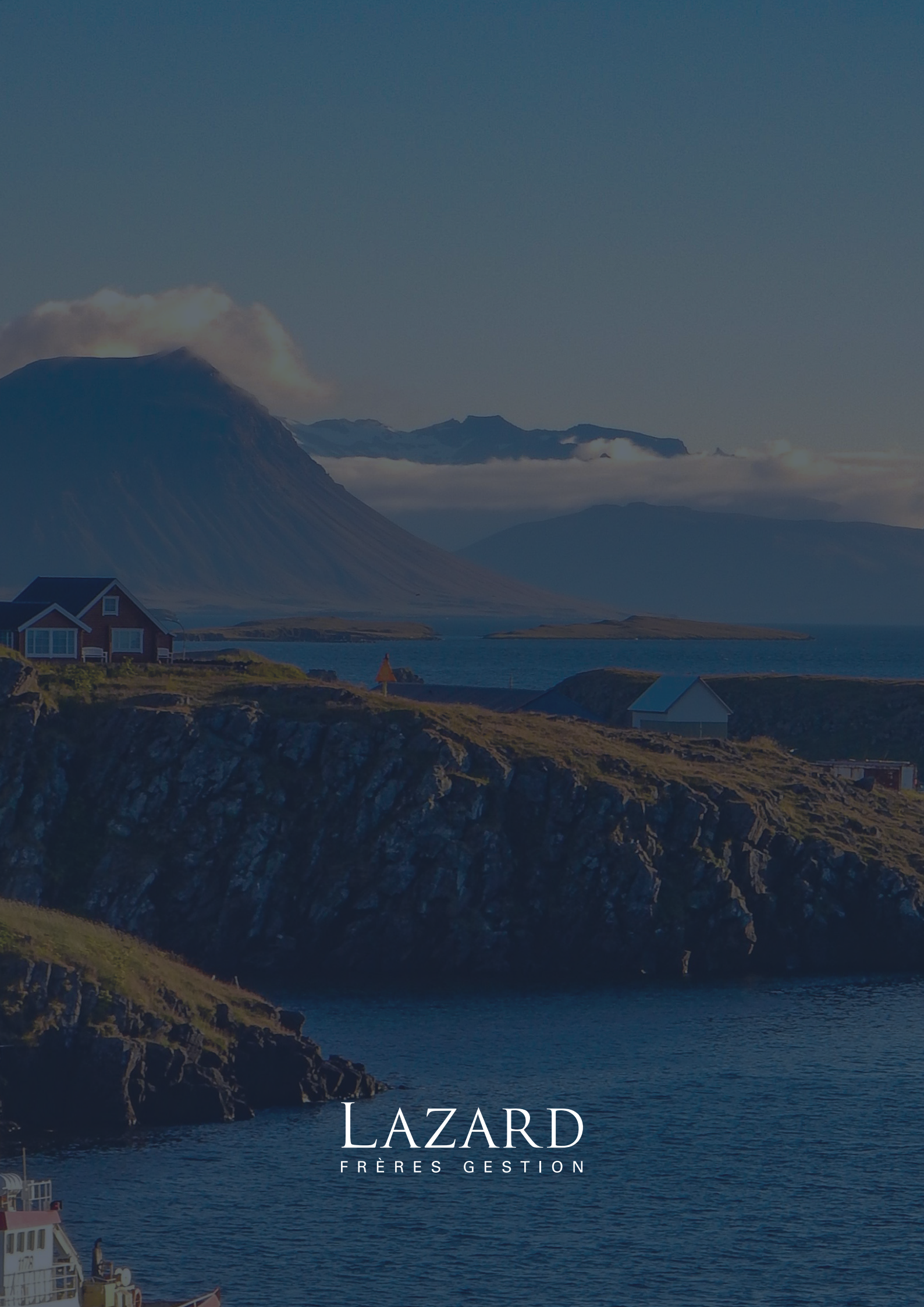
22	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Capital Management	Management	For
23	Authority to Issue Shares and Convertible Debt Through Private Placement	Capital Management	Management	For
24	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights (Qualified Investors)	Capital Management	Management	For
25	Greenshoe	Capital Management	Management	Against
26	Authority to Increase Capital in Consideration for Contributions In Kind	Capital Management	Management	For
27	Employee Stock Purchase Plan	Compensation	Management	For
28	Authority to Grant Stock Options	Compensation	Management	For
29	Authority to Issue Performance Shares	Compensation	Management	For
30	Article Amendment Regarding Supervisory Board Meetings and Written Consultations	Changes to Company Statutes	Management	For
31	Authorisation of Legal Formalities	Meeting Administration	Management	For

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. Laguarda	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

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N° de résolution	Description	Catégorie	Proposant	Vote
1a.	Elect Mary T. Barra	Board Related	Management	For
1b.	Elect Amy L. Chang	Board Related	Management	For
1c.	Elect D. Jeremy Darroch	Board Related	Management	For
1d.	Elect Carolyn N. Everson	Board Related	Management	For
1e.	Elect Michael B.G. Froman	Board Related	Management	For
1f.	Elect James P. Gorman	Board Related	Management	For
1g.	Elect Robert A. Iger	Board Related	Management	For
1h.	Elect Maria Elena Lagomasino	Board Related	Management	For
1i.	Elect Calvin R. McDonald	Board Related	Management	For
1j.	Elect Derica W. Rice	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 Report on Portfolio Risk in Employee Retirement Options	SHP: Governance	ShareHolder	Against
5.	Shareholder Proposal Regarding Participation in Human Rights Campaign's Corporate Equality Index	SHP: Social	ShareHolder	Against
6.	Shareholder Proposal Regarding Report on Risk from Discriminatory Ad Policies	SHP: Social	ShareHolder	Against



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