

Rapport de vote *2024*

Lazard Alpha Euro

LAZARD
FRÈRES GESTION

Air Liquide S.A

AG ordinaire · 30/04/2024

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	Authority to Repurchase and Reissue Shares	Capital Management	Management	For
5	Elect Kim Ann Mink	Board Related	Management	For
6	Elect Monica de Virgiliis	Board Related	Management	For
7	Special Auditors Report on Regulated Agreements	Audit/Financials	Management	For
8	2023 Remuneration of François Jackow, CEO	Compensation	Management	For
9	2023 Remuneration of Benoît Potier, Chair	Compensation	Management	For
10	2023 Remuneration Report	Compensation	Management	For
11	2024 Remuneration Policy (CEO)	Compensation	Management	For
12	2024 Remuneration Policy (Chair)	Compensation	Management	For
13	2024 Remuneration Policy (Board of Directors)	Compensation	Management	For
14	2024 Directors' Fees	Compensation	Management	For
15	Appointment of Auditor for Sustainability Reporting (PwC)	Audit/Financials	Management	For
16	Appointment of Auditor for Sustainability Reporting (KPMG)	Audit/Financials	Management	For
17	Authority to Cancel Shares and Reduce Capital	Capital Management	Management	For
18	Authority to Increase Capital Through Capitalisations	Capital Management	Management	For
19	Employee Stock Purchase Plan	Compensation	Management	For
20	Stock Purchase Plan for Overseas Employees	Compensation	Management	For
21	Amendments to Articles Regarding Director Age Limits	Changes to Company Statutes	Management	For
22	Amendments to Articles Regarding Chair Age Limits	Changes to Company Statutes	Management	For
23	Authorisation of Legal Formalities	Meeting Administration	Management	For

Allianz SE

AG ordinaire · 08/05/2024

N° de résolution	Description	Catégorie	Proposant	Vote
2	Allocation of Dividends	Audit/Financials	Management	For
3.1	Ratify Oliver Bäte	Board Related	Management	For
3.2	Ratify Sirma Boshnakova	Board Related	Management	For
3.3	Ratify Barbara Karuth-Zelle	Board Related	Management	For
3.4	Ratify Klaus-Peter Röhler	Board Related	Management	For
3.5	Ratify Giulio Terzariol	Board Related	Management	For
3.6	Ratify Günther Thallinger	Board Related	Management	For
3.7	Ratify Christopher Townsend	Board Related	Management	For
3.8	Ratify Renate Wagner	Board Related	Management	For
3.9	Ratify Andreas Wimmer	Board Related	Management	For
4.1	Ratify Michael Diekmann	Board Related	Management	For
4.2	Ratify Gabriele Burkhardt-Berg	Board Related	Management	For
4.3	Ratify Herbert Hainer	Board Related	Management	For
4.4	Ratify Sophie Boissard	Board Related	Management	For
4.5	Ratify Christine Bosse	Board Related	Management	For
4.6	Ratify Rashmy Chatterjee	Board Related	Management	For
4.7	Ratify Friedrich Eichiner	Board Related	Management	For
4.8	Ratify Jean-Claude Le Goaër	Board Related	Management	For
4.9	Ratify Martina Grundler	Board Related	Management	For
4.10	Ratify Frank Kirsch	Board Related	Management	For
4.11	Ratify Jürgen Lawrenz	Board Related	Management	For
4.12	Ratify Primiano Di Paolo	Board Related	Management	For
5	Appointment of Auditor	Audit/Financials	Management	For
6	Remuneration Report	Compensation	Management	For
7.1	Elect Stephanie Bruce	Board Related	Management	For
7.2	Elect Jörg Schneider	Board Related	Management	For
8	Authority to Repurchase and Reissue Shares	Capital Management	Management	For

Anheuser-Busch InBev SA/NV

AG ordinaire · 24/04/2024

N° de résolution	Description	Catégorie	Proposant	Vote
A.5.	Ratification of Board Acts	Board Related	Management	For
A.6.	Ratification of Auditor's Acts	Board Related	Management	For
A.7.a	Elect M. Michele Burns to the Board of Directors	Board Related	Management	For
A.7.b	Elect Paul Cornet de Ways-Ruart to the Board of Directors	Board Related	Management	Against
A.7.c	Elect Grégoire de Spoelberch to the Board of Directors	Board Related	Management	Against
A.7.d	Elect Paulo Alberto Lemann to the Board of Directors	Board Related	Management	For
A.7.e	Elect Alexandre Van Damme to the Board of Directors	Board Related	Management	Against
A.7.f	Elect Martin J. Barrington to the Board of Directors	Board Related	Management	For
A.7.g	Elect Salvatore Mancuso to the Board of Directors	Board Related	Management	For
A.7.h	Elect Alejandro Santo Domingo to the Board of Directors	Board Related	Management	For
A.8.	Appointment of Auditor for Sustainability Reporting (FY2024)	Audit/Financials	Management	For
A.9.	Remuneration Report	Compensation	Management	For
B.10.	Authorisation of Legal Formalities	Meeting Administration	Management	For

Aperam SA

AG ordinaire · 30/04/2024

N° de résolution	Description	Catégorie	Proposant	Vote
I	Consolidated Accounts and Reports	Audit/Financials	Management	For
II	Accounts and Reports	Audit/Financials	Management	For
I.	Consolidated Accounts and Reports	Audit/Financials	Management	For
III	Allocation of Dividends	Audit/Financials	Management	For
II.	Accounts and Reports	Audit/Financials	Management	For
IV	Allocation of Profits	Audit/Financials	Management	For
III.	Allocation of Dividends	Audit/Financials	Management	For
V	Remuneration Report and Directors' fees	Compensation	Management	For
IV.	Allocation of Profits	Audit/Financials	Management	For
VI	Directors' fees (Individualised Amounts Including CEOs Total Remuneration)	Compensation	Management	For
V.	Remuneration Report	Compensation	Management	For
VII	Ratification of Board Acts	Board Related	Management	For
VI.	Directors' fees (Individualised Amounts Including CEOs Total Remuneration)	Compensation	Management	For
VIII	Elect Sandeep Jalan to the Board of Directors	Board Related	Management	For
VII.	Ratification of Board Acts	Board Related	Management	For
IX	Appointment of Auditor	Audit/Financials	Management	For
VIII.	Elect Sandeep Jalan to the Board of Directors	Board Related	Management	For
X	Performance Share Unit Plan	Compensation	Management	For
IX.	Appointment of Auditor	Audit/Financials	Management	For
X.	Performance Share Unit Plan	Compensation	Management	For

ASML Holding NV

AG ordinaire · 24/04/2024

N° de résolution	Description	Catégorie	Proposant	Vote
3.a.	Remuneration Report	Compensation	Management	For
3.b.	Accounts and Reports	Audit/Financials	Management	For
3.e.	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	Compensation	Management	For
7.b.	Elect Annet P. Aris to the Supervisory Board	Board Related	Management	For
7.c.	Elect D. Mark Durcan to the Supervisory Board	Board Related	Management	For
7.d.	Elect Warren A. East to the Supervisory Board	Board Related	Management	For
8.a.	Authority to Issue Shares w/ Preemptive Rights (5% for General Purposes	Capital Management	Management	Against
8.b.	Authority to Suppress Preemptive Rights (5% for General Purposes	Capital Management	Management	Against
9.	Authority to Repurchase Shares	Capital Management	Management	For
10.	Cancellation of Shares	Capital Management	Management	For

Astrazeneca plc

AG ordinaire · 11/04/2024

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
5A	Elect Michel Demaré	Board Related	Management	For
5B	Elect Pascal Soriot	Board Related	Management	Against
5C	Elect Aradhana Sarin	Board Related	Management	Against
5D	Elect Philip Broadley	Board Related	Management	For
5E	Elect Euan Ashley	Board Related	Management	For
5F	Elect Deborah DiSanzo	Board Related	Management	For
5G	Elect Diana Layfield	Board Related	Management	For
5H	Elect Anna Manz	Board Related	Management	For
5I	Elect Sherilyn S. McCoy	Board Related	Management	For
5J	Elect Tony Mok	Board Related	Management	For
5K	Elect Nazneen Rahman	Board Related	Management	For
5L	Elect Andreas Rummelt	Board Related	Management	For
5M	Elect Marcus Wallenberg	Board Related	Management	For
6	Remuneration Report	Compensation	Management	For
7	Remuneration Policy	Compensation	Management	For
8	Amendment to Performance Share Plan	Compensation	Management	For
9	Authorisation of Political Donations	Other	Management	For
10	Authority to Issue Shares w/ Preemptive Rights	Capital Management	Management	Against
11	Authority to Issue Shares w/o Preemptive Rights	Capital Management	Management	For
12	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Capital Management	Management	Against
13	Authority to Repurchase Shares	Capital Management	Management	For
14	Authority to Set General Meeting Notice Period at 14 Days	Changes to Company Statutes	Management	For

Axa

AG ordinaire · 23/04/2024

N° de résolution	Description	Catégorie	Proposant	Vote
2	Consolidated Accounts and Reports	Audit/Financials	Management	For
3	Allocation of Profits/Dividends	Audit/Financials	Management	For
4	2023 Remuneration Report	Compensation	Management	For
5	2023 Remuneration of Antoine Gosset-Grainville, Chair	Compensation	Management	For
6	2023 Remuneration of Thomas Buberl, CEO	Compensation	Management	For
7	2024 Remuneration Policy (Chair)	Compensation	Management	For
8	2024 Remuneration Policy (CEO)	Compensation	Management	For
9	2024 Remuneration Policy (Board of Directors)	Compensation	Management	For
10	Special Auditors Report on Regulated Agreements	Audit/Financials	Management	For
11	Elect Antoine Gosset-Grainville	Board Related	Management	For
12	Elect Clotilde Delbos	Board Related	Management	For
13	Elect Isabel Hudson	Board Related	Management	For
14	Elect Angelien Kemna	Board Related	Management	For
15	Elect Marie-France Tschudin	Board Related	Management	For
16	Elect Helen Browne (Employee Shareholder Representatives)	Board Related	Management	For
17	Appointment of Auditor (KPMG)	Audit/Financials	Management	For
18	Non-Renewal of Alternate Auditor (Patrice Morot)	Audit/Financials	Management	For
19	Appointment of Auditor for Sustainability Reporting (Ernst & Young)	Audit/Financials	Management	For
20	Appointment of Auditor for Sustainability Reporting (KPMG)	Audit/Financials	Management	For
21	Authority to Repurchase and Reissue Shares	Capital Management	Management	For
22	Employee Stock Purchase Plan	Compensation	Management	For
23	Stock Purchase Plan for Overseas Employees	Compensation	Management	For
24	Authority to Cancel Shares and Reduce Capital	Capital Management	Management	For
25	Authorisation of Legal Formalities	Meeting Administration	Management	For
A	Elect Stefan Bolliger (Employee Shareholder Representatives)	Board Related	Management	For
B	Elect Olivier Eugène (Employee Shareholder Representatives)	Board Related	Management	For
C	Elect Benjamin Saunière (Employee Shareholder Representatives)	Board Related	Management	For
D	Elect Mark Sundrakes (Employee Shareholder Representatives)	Board Related	Management	For
E	Elect Detlef Thedieck (Employee Shareholder Representatives)	Board Related	Management	For

Banco Bilbao Vizcaya Argentaria S.A.

AG ordinaire · 14/03/2024

N° de résolution	Description	Catégorie	Proposant	Vote
1.1	Accounts and Reports	Audit/Financials	Management	For
1.2	Report on Non-Financial Information	Audit/Financials	Management	For
1.3	Allocation of Dividends	Audit/Financials	Management	For
1.4	Ratification of Board Acts	Board Related	Management	For
2.1	Elect José Miguel Andrés Torrecillas	Board Related	Management	For
2.2	Elect Jaime Félix Caruana Lacorte	Board Related	Management	For
2.3	Elect Belén Garijo López	Board Related	Management	For
2.4	Elect Ana Cristina Peralta Moreno	Board Related	Management	For
2.5	Elect Jan Verplancke	Board Related	Management	For
2.6	Elect Enrique Casanueva Nárdiz	Board Related	Management	For
2.7	Elect Cristina de Parias Halcón	Board Related	Management	For
3	Authority to Cancel Treasury Shares and Reduce Capital	Capital Management	Management	For
4	Maximum Variable Pay Ratio	Compensation	Management	For
5	Authorisation of Legal Formalities	Meeting Administration	Management	For
6	Remuneration Report	Compensation	Management	For

Banco Santander S.A.

AG ordinaire · 21/03/2024

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 Dividends	Audit/Financials	Management	For
3A	Board Size	Board Related	Management	For
3B	Elect Juan Carlos Barrabés Cónsul	Board Related	Management	For
3C	Elect Antonio Francesco Weiss	Board Related	Management	For
3D	Elect Francisco Javier Botín-Sanz de Sautuola y O'Shea	Board Related	Management	For
3E	Elect Germán de la Fuente Escamilla	Board Related	Management	For
3F	Elect Henrique de Castro	Board Related	Management	For
3G	Elect José Antonio Álvarez Álvarez	Board Related	Management	For
3H	Elect Belén Romana García	Board Related	Management	For
4	Appointment of Auditor	Audit/Financials	Management	For
5A	Authority to Issue Shares w/ or w/o Preemptive Rights	Capital Management	Management	Against
5B	Authority to Cancel Treasury Shares (Buy-Back Programme)	Capital Management	Management	For
5C	Authority to Cancel Treasury Shares	Capital Management	Management	For
6A	Remuneration Policy	Compensation	Management	Against
6B	Directors' Fees	Compensation	Management	For
6C	Maximum Variable Pay Ratio	Compensation	Management	For
6D	Deferred Multiyear Objectives Variable Remuneration Plan	Compensation	Management	For
6E	Buy-Out Policy	Compensation	Management	For
6F	Remuneration Report	Compensation	Management	For
7	Authorisation of Legal Formalities	Meeting Administration	Management	For

BNP Paribas

AG ordinaire · 14/05/2024

N° de résolution	Description	Catégorie	Proposant	Vote
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	Audit/Financials	Management	For
5	Authority to Repurchase and Reissue Shares	Capital Management	Management	For
6	Appointment of Statutory Auditor and of Auditor for Sustainability Reporting (Deloitte)	Audit/Financials	Management	For
8	Elect Christian Noyer	Board Related	Management	For
9	Elect Marie-Christine Lombard	Board Related	Management	For
10	Elect Annemarie Straathof	Board Related	Management	For
11	Elect Juliette Brisac (Employee Shareholder Representatives)	Board Related	Management	For
12	2024 Remuneration Policy (Board of Directors)	Compensation	Management	For
13	2024 Remuneration Policy (Chair)	Compensation	Management	For
14	2023 Remuneration Policy (CEO)	Compensation	Management	For
15	2024 Remuneration Policy (Deputy CEOs)	Compensation	Management	For
16	2023 Remuneration Report	Compensation	Management	For
17	2023 Remuneration of Jean Lemierre, Chair	Compensation	Management	For
18	2023 Remuneration of Jean-Laurent Bonnafé, CEO	Compensation	Management	For
19	2023 Remuneration of Yann Gérardin, Deputy CEO	Compensation	Management	For
20	2023 Remuneration of Thierry Laborde, Deputy CEO	Compensation	Management	For
21	2024 Directors' Fees	Compensation	Management	For
22	2023 Remuneration of Identified Staff	Compensation	Management	For
23	Authority to Set the Maximum Variable Pay Ratio for the Company's Identified Staff	Capital Management	Management	For
24	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Capital Management	Management	For
25	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Capital Management	Management	For
26	Authority to Increase Capital in Consideration for Contributions In Kind	Capital Management	Management	For
27	Global Ceiling on Capital Increases	Capital Management	Management	For
28	Authority to Increase Capital Through Capitalisations	Capital Management	Management	For
29	Global Ceiling on Capital Increases	Capital Management	Management	For
30	Employee Stock Purchase Plan	Compensation	Management	For
31	Authority to Grant Super-Subordinated Convertible Bonds (Contingent Capital) Through Private Placement	Capital Management	Management	For
32	Authority to Cancel Shares and Reduce Capital	Capital Management	Management	For
33	Authorisation of Legal Formalities	Meeting Administration	Management	For
A	Elect Isabelle Coron (Employee Shareholder Representatives)	Board Related	Management	For
B	Elect Thierry Schwob (Employee Shareholder Representatives)	Board Related	Management	For
C	Elect Frédéric Mayrand (Employee Shareholder Representatives)	Board Related	Management	For

Capgemini

AG ordinaire · 16/05/2024

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	Audit/Financials	Management	For
5	2023 Remuneration Report	Compensation	Management	For
6	2023 Remuneration of Paul Hermelin, Chair	Compensation	Management	For
7	2023 Remuneration of Aiman Ezzat, CEO	Compensation	Management	For
8	2024 Remuneration Policy (Chair)	Compensation	Management	For
9	2024 Remuneration Policy (CEO)	Compensation	Management	For
10	2024 Remuneration Policy (Board of Directors)	Compensation	Management	For
11	Elect Siân Herbert-Jones	Board Related	Management	For
12	Elect Belen Moscoso del Prado	Board Related	Management	For
13	Elect Aiman Ezzat	Board Related	Management	For
14	Elect Christophe Merveilleux du Vignaux	Board Related	Management	For
15	Appointment of Auditor for Sustainability Reporting (Mazars)	Audit/Financials	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 Increase Capital Through Capitalisations	Capital Management	Management	For
19	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Capital Management	Management	Against
20	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights and to Increase Capital In Case of Exchange Offer	Capital Management	Management	Against
21	Authority to Issue Shares and Convertible Debt Through Private Placement	Capital Management	Management	Against
22	Authority to Set Offering Price of Shares	Capital Management	Management	Against
23	Greenshoe	Capital Management	Management	Against
24	Authority to Increase Capital in Consideration for Contributions In Kind	Capital Management	Management	Against
25	Authority to Issue Performance Shares	Capital Management	Management	For
26	Employee Stock Purchase Plan	Compensation	Management	For
27	Stock Purchase Plan for Overseas Employees	Compensation	Management	For
28	Authorisation of Legal Formalities	Meeting Administration	Management	For
A	Elect Laurence Metzke	Board Related	Management	Against

Carrefour

AG ordinaire · 24/05/2024

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	Audit/Financials	Management	For
5	Elect Phillipe Houzé	Board Related	Management	For
6	Elect Patricia Moulin Lemoine	Board Related	Management	For
7	Elect Stéphane Israël	Board Related	Management	For
8	Elect Cláudia Almeida e Silva	Board Related	Management	For
9	Elect Stéphane Courbit	Board Related	Management	For
10	Elect Aurore Domont	Board Related	Management	For
11	Elect Arthur Sadoun	Board Related	Management	For
12	Ratification of Co-Option of Eduardo Rossi	Board Related	Management	For
13	Elect Marguerite Bérard	Board Related	Management	For
14	Appointment of Auditor for Sustainability Reporting (Deloitte and Mazars)	Audit/Financials	Management	For
15	2023 Remuneration Report	Compensation	Management	For
16	2023 Remuneration of Alexandre Bompard, Chair and CEO	Compensation	Management	For
17	2024 Remuneration Policy (Chair and CEO)	Compensation	Management	For
18	2024 Remuneration Policy (Board of Directors)	Compensation	Management	For
19	Authority to Repurchase and Reissue Shares	Capital Management	Management	For
20	Authority to Cancel Shares and Reduce Capital	Capital Management	Management	For
21	Authorisation of Legal Formalities	Meeting Administration	Management	For

Compagnie de Saint-Gobain S.A.

AG ordinaire · 06/06/2024

N° de résolution	Description	Catégorie	Proposant	Vote
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	Audit/Financials	Management	For
5	Elect Jean-François Cirelli	Board Related	Management	For
6	Elect Sophie Brochu	Board Related	Management	For
7	Elect Hélène de Tissot	Board Related	Management	For
8	Elect Geoffroy Roux de Bézieux	Board Related	Management	For
9	2023 Remuneration of Pierre-André de Chalendar, Chair	Compensation	Management	For
10	2023 Remuneration of Benoit Bazin, CEO	Compensation	Management	For
11	2023 Remuneration Report	Compensation	Management	For
12	2024 Remuneration Policy (Chair, until June 6, 2024)	Compensation	Management	For
13	2024 Remuneration Policy (CEO, until June 6, 2024)	Compensation	Management	For
14	2024 Remuneration Policy (Chair and CEO, from June 7, 2024)	Compensation	Management	For
15	2024 Remuneration Policy (Board of Directors)	Compensation	Management	For
16	2024 Directors' Fees	Compensation	Management	For
17	Appointment of Auditor (KPMG)	Audit/Financials	Management	Against
18	Appointment of Auditor for Sustainability Reporting (Deloitte)	Audit/Financials	Management	Against
19	Authority to Repurchase and Reissue Shares	Capital Management	Management	For
20	Amendments to Article Regarding the Lead Independent Director	Changes to Company Statutes	Management	For
21	Authorisation of Legal Formalities	Meeting Administration	Management	For

Continental AG

AG ordinaire · 26/04/2024

N° de résolution	Description	Catégorie	Proposant	Vote
2	Allocation of Dividends	Audit/Financials	Management	For
3.1	Ratify Nikolai Setzer	Board Related	Management	For
3.2	Ratify Katja Garcia Vila	Board Related	Management	For
3.3	Ratify Philipp von Hirschheydt	Board Related	Management	For
3.4	Ratify Christian Kötz	Board Related	Management	For
3.5	Ratify Philip Nelles	Board Related	Management	For
3.6	Ratify Ariane Reinhart	Board Related	Management	For
3.7	Ratify Olaf Schick	Board Related	Management	For
4.1	Ratify Wolfgang Reitzle	Board Related	Management	For
4.2	Ratify Hasan Allak	Board Related	Management	For
4.3	Ratify Christiane Benner	Board Related	Management	For
4.4	Ratify Dorothea von Boxberg	Board Related	Management	For
4.5	Ratify Stefan Erwin Buchner	Board Related	Management	For
4.6	Ratify Gunter Dunkel	Board Related	Management	For
4.7	Ratify Francesco Grioli	Board Related	Management	For
4.8	Ratify Michael Iglhaut	Board Related	Management	For
4.9	Ratify Satish Khatu	Board Related	Management	For
4.10	Ratify Isable Corinna Knauf	Board Related	Management	For
4.11	Ratify Carmen Löffler	Board Related	Management	For
4.12	Ratify Sabine Neuß	Board Related	Management	For
4.13	Ratify Rolf Nonnenmacher	Board Related	Management	For
4.14	Ratify Dirk Nordmann	Board Related	Management	For
4.15	Ratify Lorenz Pfau	Board Related	Management	For
4.16	Ratify Klaus Rosenfeld	Board Related	Management	For
4.17	Ratify Georg F. W. Schaeffler	Board Related	Management	For
4.18	Ratify Jörg Schönfelder	Board Related	Management	For
4.19	Ratify Stefan Scholz	Board Related	Management	For
4.20	Ratify Elke Volkmann	Board Related	Management	For
5.1	Appointment of Auditor	Audit/Financials	Management	For
5.2	Appointment of Auditor for Interim Statements	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
9.1	Elect Gunter Dunkel	Board Related	Management	For
9.2	Elect Satish Khatu	Board Related	Management	For
9.3	Elect Sabine Neuß	Board Related	Management	For
9.4	Elect Wolfgang Reitzle	Board Related	Management	For

9.5	Elect Georg F. W. Schaeffler	Board Related	Management	Against
9.6	Elect Dorothea von Boxberg	Board Related	Management	For
9.7	Elect Stefan Erwin Buchner	Board Related	Management	For
9.8	Elect Isabel Corinna Knauf	Board Related	Management	For
9.9	Elect Rolf Nonnenmacher	Board Related	Management	For
9.10	Elect Klaus Rosenfeld	Board Related	Management	For
10	Amendments to Articles (Supervisory Board Chair and Vice Chair)	Changes to Company Statutes	Management	For
11	Amendments to Articles (Proof of Shareholding)	Changes to Company Statutes	Management	For

Daimler Truck Holding AG

AG ordinaire · 15/05/2024

N° de résolution	Description	Catégorie	Proposant	Vote
2	Allocation of Dividends	Audit/Financials	Management	For
3.1	Ratify Martin Daum	Board Related	Management	For
3.2	Ratify Jochen Goetz	Board Related	Management	For
3.3	Ratify Karl Deppen	Board Related	Management	For
3.4	Ratify Andreas Gorbach	Board Related	Management	For
3.5	Ratify Jürgen Hartwig	Board Related	Management	For
3.6	Ratify John O'Leary	Board Related	Management	For
3.7	Ratify Karin Rådström	Board Related	Management	For
3.8	Ratify Stephan Unger	Board Related	Management	For
4.1	Ratify Joe Kaeser	Board Related	Management	For
4.2	Ratify Michael Brecht	Board Related	Management	For
4.3	Ratify Michael Brosnan	Board Related	Management	For
4.4	Ratify Bruno Buschbacher	Board Related	Management	For
4.5	Ratify Raymond Curry	Board Related	Management	For
4.6	Ratify Jacques Esculier	Board Related	Management	For
4.7	Ratify Akihiro Eto	Board Related	Management	For
4.8	Ratify Laura Ipsen	Board Related	Management	For
4.9	Ratify Renata Jungo Brüngger	Board Related	Management	For
4.10	Ratify Carmen Klitzsch-Müller	Board Related	Management	For
4.11	Ratify Jörg Köhlinger	Board Related	Management	For
4.12	Ratify John Krafcik	Board Related	Management	For
4.13	Ratify Jörg Lorz	Board Related	Management	For
4.14	Ratify Andrea Reith	Board Related	Management	For
4.15	Ratify Martin H. Richenhagen	Board Related	Management	For
4.16	Ratify Andrea Seidel	Board Related	Management	For
4.17	Ratify Shintaro Suzuki	Board Related	Management	For
4.18	Ratify Marie Wieck	Board Related	Management	For
4.19	Ratify Harald Wilhelm	Board Related	Management	For
4.20	Ratify Roman Zitzelsberger	Board Related	Management	For
4.21	Ratify Thomas Zwick	Board Related	Management	For
5	Appointment of Auditor	Audit/Financials	Management	For
6	Remuneration Report	Compensation	Management	For
7	Authority to Repurchase and Reissue Shares	Capital Management	Management	For
8	Authority to Repurchase Shares Using Equity Derivatives	Capital Management	Management	For

Dassault Systemes SA

AG ordinaire · 22/05/2024

N° de résolution	Description	Catégorie	Proposant	Vote
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	Audit/Financials	Management	For
5	Appointment of Auditor for Sustainability Reporting (PwC)	Audit/Financials	Management	For
6	2024 Remuneration Policy (Corporate officers)	Compensation	Management	For
7	2023 Remuneration of Charles Edelstenne, Former Chair (until January 8, 2023)	Compensation	Management	For
8	2023 Remuneration of Bernard Charlès, Chair and CEO	Compensation	Management	For
9	2023 Remuneration of Pascal Daloz, Deputy CEO	Compensation	Management	For
10	2023 Remuneration Report	Compensation	Management	For
11	Elect Groupe Industriel Marcel Dassault SAS (Marie-Hélène Habert-Dassault)	Board Related	Management	For
12	Elect Laurence Daures	Board Related	Management	For
13	Authority to Repurchase and Reissue Shares	Capital Management	Management	For
14	Authority to Cancel Shares and Reduce Capital	Capital Management	Management	For
15	Employee Stock Purchase Plan	Compensation	Management	For
16	Stock Purchase Plan for Overseas Employees	Compensation	Management	For
17	Authority to Decide on Mergers by Absorption	Other	Management	For
18	Authority to Increase Capital in Case of Mergers by Absorption	Capital Management	Management	For
19	Authority to Decide on Spin-Offs	Other	Management	For
20	Authority to Increase Capital in Case of Spin-offs	Capital Management	Management	For
21	Authority to Decide on Partial Transfer of Assets	Other	Management	For
22	Authority to Increase Capital in Case of Partial Transfer of Assets	Capital Management	Management	For
23	Authorisation of Legal Formalities	Meeting Administration	Management	For

Deutsche Telekom AG

AG ordinaire · 10/04/2024

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
6.1	Elect Lars Hinrichs	Board Related	Management	For
6.2	Elect Karl-Heinz Streibich	Board Related	Management	For
7	Authority to Issue Convertible Debt Instruments	Capital Management	Management	For
8	Supervisory Board Remuneration Policy	Compensation	Management	For
9	Remuneration Report	Compensation	Management	For

Eni Spa

AG ordinaire · 15/05/2024

N° de résolution	Description	Catégorie	Proposant	Vote
0010	Accounts and Reports	Audit/Financials	Management	For
0020	Allocation of Dividends	Audit/Financials	Management	For
0030	2024-2026 Employee Stock Ownership Plan	Compensation	Management	For
0040	Remuneration Policy	Compensation	Management	For
0050	Remuneration Report	Compensation	Management	For
0060	Authority to Repurchase and Reissue Shares	Capital Management	Management	For
0070	Use of Reserves (FY2024 Interim Dividend)	Capital Management	Management	For
0080	Cancellation of Shares	Capital Management	Management	For

Essilorluxottica

AG ordinaire · 30/04/2024

N° de résolution	Description	Catégorie	Proposant	Vote
2	Consolidated Accounts and Reports	Audit/Financials	Management	For
3	Allocation of Profits/Dividends	Audit/Financials	Management	Against
4	Special Auditors Report on Regulated Agreements	Audit/Financials	Management	Against
5	2023 Remuneration Report	Compensation	Management	For
6	2023 Remuneration of Francesco Milleri, Chair and CEO	Compensation	Management	Against
7	2023 Remuneration of Paul du Saillant, Deputy CEO	Compensation	Management	Against
8	2024 Remuneration Policy (Board of Directors)	Compensation	Management	For
9	2024 Remuneration Policy (Chair and CEO)	Compensation	Management	Against
10	2024 Remuneration Policy (Deputy CEO)	Compensation	Management	Against
11	Elect Francesco Milleri	Board Related	Management	Against
12	Elect Paul du Saillant	Board Related	Management	For
13	Elect Romolo Bardin	Board Related	Management	For
14	Elect Jean-Luc Biamonti	Board Related	Management	For
15	Elect Marie-Christine Coisne-Roquette	Board Related	Management	For
16	Elect José Gonzalo	Board Related	Management	For
17	Elect Virginie Mercier Pitre	Board Related	Management	For
18	Elect Mario Notari	Board Related	Management	For
19	Elect Swati A. Piramal	Board Related	Management	For
20	Elect Cristina Scocchia	Board Related	Management	For
21	Elect Nathalie von Siemens	Board Related	Management	For
22	Elect Andrea Zappia	Board Related	Management	For
23	Appointment of Auditor for Sustainability Reporting (PricewaterhouseCoopers)	Audit/Financials	Management	For
24	Authority to Repurchase and Reissue Shares	Capital Management	Management	For
25	Authority to Cancel Shares and Reduce Capital	Capital Management	Management	For
26	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Capital Management	Management	For
27	Authority to Issue Shares and Convertible Debt Through Private Placement	Capital Management	Management	For
28	Greenshoe	Capital Management	Management	For
29	Authority to Increase Capital in Consideration for Contributions in Kind	Capital Management	Management	For
30	Authority to Increase Capital in Case of Exchange Offer	Capital Management	Management	For
31	Global Ceiling on Capital Increases and Debt Issuances	Capital Management	Management	For
32	Employee Stock Purchase Plan	Compensation	Management	For
33	Authority to Issue Performance Shares	Capital Management	Management	For
34	Authorisation of Legal Formalities	Meeting Administration	Management	For

Fresenius Medical Care AG

AG ordinaire · 16/05/2024

N° de résolution	Description	Catégorie	Proposant	Vote
2	Allocation of Dividends	Audit/Financials	Management	For
3	Ratification of General Partner Acts (until the Effective Date of Legal Form Change)	Board Related	Management	For
4	Ratification of Management Board Acts (after the Effective Date of Legal Form Change)	Board Related	Management	For
5	Ratification of Supervisory Board Acts (until the Effective Date of Legal Form Change)	Board Related	Management	For
6	Ratification of Supervisory Board Acts (after the Effective Date of Legal Form Change)	Board Related	Management	For
7	Appointment of Auditor	Audit/Financials	Management	For
8	Remuneration Report	Compensation	Management	For
9	Management Board Remuneration Policy	Compensation	Management	For
10	Supervisory Board Remuneration Policy	Compensation	Management	For
11	Amendments to Articles (Record Date)	Changes to Company Statutes	Management	For

Geberit AG

AG ordinaire · 17/04/2024

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	Against
8.1	Compensation Report	Compensation	Management	Against
8.2	Board Compensation	Compensation	Management	For
8.3	Executive Compensation (Total)	Compensation	Management	For
9	Transaction of Other Business	Meeting Administration	Management	Against

Infineon Technologies AG

AG ordinaire · 23/02/2024

N° de résolution	Description	Catégorie	Proposant	Vote
2	Allocation of Dividends	Audit/Financials	Management	For
3.1	Ratify Jochen Hanebeck	Board Related	Management	For
3.2	Ratify Constanze Hufenbecher	Board Related	Management	For
3.3	Ratify Sven Schneider	Board Related	Management	For
3.4	Ratify Andreas Urschitz	Board Related	Management	For
3.5	Ratify Rutger Wijburg	Board Related	Management	For
4.1	Ratify Herbert Diess	Board Related	Management	For
4.2	Ratify Xiaoqun Clever-Steg	Board Related	Management	For
4.3	Ratify Johann Dechant	Board Related	Management	For
4.4	Ratify Wolfgang Eder	Board Related	Management	For
4.5	Ratify Friedrich Eichiner	Board Related	Management	For
4.6	Ratify Annette Engelfried	Board Related	Management	For
4.7	Ratify Peter Gruber	Board Related	Management	For
4.8	Ratify Klaus Helmrich	Board Related	Management	For
4.9	Ratify Hans-Ulrich Holdenried	Board Related	Management	For
4.10	Ratify Susanne Lachenmann	Board Related	Management	For
4.11	Ratify Géraldine Picaud	Board Related	Management	For
4.12	Ratify Manfred Puffer	Board Related	Management	For
4.13	Ratify Melanie Riedl	Board Related	Management	For
4.14	Ratify Jürgen Scholz	Board Related	Management	For
4.15	Ratify Ulrich Spiesshofer	Board Related	Management	For
4.16	Ratify Margret Suckale	Board Related	Management	For
4.17	Ratify Mirco Synde	Board Related	Management	For
4.18	Ratify Diana Vitale	Board Related	Management	For
4.19	Ratify Ute Wolf	Board Related	Management	For
5	Appointment of Auditor	Audit/Financials	Management	Against
6.1	Elect Ute Wolf	Board Related	Management	For
6.2	Elect Hermann Eul	Board Related	Management	For
7	Supervisory Board Remuneration Policy	Compensation	Management	For
8	Increase in Authorised Capital	Capital Management	Management	For
9	Authority to Issue Convertible Debt Instruments	Capital Management	Management	For
10	Remuneration Report	Compensation	Management	For

Intesa Sanpaolo Spa

AG ordinaire · 24/04/2024

N° de résolution	Description	Catégorie	Proposant	Vote
0010	Accounts and Reports	Audit/Financials	Management	For
0020	Allocation of Dividends	Audit/Financials	Management	For
0030	Remuneration Policy	Compensation	Management	For
0040	Remuneration Report	Compensation	Management	For
0050	2024 Annual Incentive Plan	Compensation	Management	For
0060	Authority to Repurchase Shares	Capital Management	Management	For
0070	Authority to Repurchase and Reissue Shares to Service Incentive Plans	Compensation	Management	For
0080	Authority to Repurchase and Reissue Shares	Capital Management	Management	For
0090	Cancellation of Shares	Capital Management	Management	For

KBC Groupe NV.

AG ordinaire · 02/05/2024

N° de résolution	Description	Catégorie	Proposant	Vote
5.	Non-Executive Remuneration Policy	Compensation	Management	For
6.	Remuneration Report	Compensation	Management	Against
7.	Remuneration Policy	Compensation	Management	Against
8.	Ratification of Board Acts	Board Related	Management	For
9.	Ratification of Auditor's Acts	Board Related	Management	For
10.	Statutory Auditors' Fees	Compensation	Management	For
11.	Appointment of Auditor for Sustainability Reporting	Audit/Financials	Management	For
12.1	Elect Johan Thijs to the Board of Directors	Board Related	Management	For
12.2	Elect Sonja De Becker to the Board of Directors	Board Related	Management	Against
12.3	Elect Liesbet Okkerse to the Board of Directors	Board Related	Management	Against
12.4	Elect Erik Clinck to the Board of Directors	Board Related	Management	Against
12.5	Elect Theodoros Roussis to the Board of Directors	Board Related	Management	Against
12.6	Elect Diana Rádl Rogerová to the Board of Directors	Board Related	Management	For

Kerry Group Plc

AG ordinaire · 02/05/2024

N° de résolution	Description	Catégorie	Proposant	Vote
01	Accounts and Reports	Audit/Financials	Management	For
02	Final Dividend	Audit/Financials	Management	For
03A	Elect Genevieve B Berger	Board Related	Management	For
03B	Elect Catherine Godson	Board Related	Management	For
03C	Elect Liz Hewitt	Board Related	Management	For
04A	Elect Gerry Behan	Board Related	Management	For
04B	Elect Fiona Dawson	Board Related	Management	For
04C	Elect Emer Gilvarry	Board Related	Management	For
04D	Elect Michael T. Kerr	Board Related	Management	For
04E	Elect Marguerite Larkin	Board Related	Management	For
04F	Elect Tom Moran	Board Related	Management	For
04G	Elect Christopher Rogers	Board Related	Management	For
04H	Elect Patrick Rohan	Board Related	Management	For
04I	Elect Edmond Scanlan	Board Related	Management	For
04J	Elect Jinlong Wang	Board Related	Management	For
05	Authority to Set Auditor's Fees	Audit/Financials	Management	For
06	Remuneration Report	Compensation	Management	For
07	Remuneration Policy	Compensation	Management	For
08	Amendment to Long-Term Incentive Plan	Compensation	Management	For
09	Authority to Issue Shares w/ Preemptive Rights	Capital Management	Management	Against
10	Authority to Issue Shares w/o Preemptive Rights	Capital Management	Management	For
11	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Capital Management	Management	For
12	Authority to Repurchase Shares	Capital Management	Management	For
13	Authority to Set General Meeting Notice Period at 14 Days	Changes to Company Statutes	Management	For

AG extraordinaire · 19/12/2024

N° de résolution	Description	Catégorie	Proposant	Vote
1	Kerry Dairy Transaction	M&A	Management	For
2	Allotment of Shares for the Kerry Dairy Transaction	M&A	Management	For
3	Amendments to Articles	Changes to Company Statutes	Management	For
4	Reduction in Share Premium Account	Capital Management	Management	For

Lvmh Moet Hennessy Louis Vuitton SE

AG ordinaire · 18/04/2024

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	Audit/Financials	Management	For
5	Elect Antoine Arnault	Board Related	Management	For
6	Elect Henri de Castries	Board Related	Management	For
7	Elect Alexandre Arnault	Board Related	Management	For
8	Elect Frédéric Arnault	Board Related	Management	For
9	Appointment of Auditor for Sustainability Reporting (Deloitte)	Audit/Financials	Management	For
10	2023 Remuneration Report	Compensation	Management	For
11	2023 Remuneration of Bernard Arnault, Chair and CEO	Compensation	Management	For
12	2023 Remuneration of Antonio Belloni, Deputy CEO	Compensation	Management	For
13	2024 Remuneration Policy (Board of Directors)	Compensation	Management	For
14	2024 Remuneration Policy (Chair and CEO)	Compensation	Management	For
15	2024 Remuneration Policy (Deputy CEO)	Compensation	Management	For
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 Performance Shares	Capital Management	Management	For
19	Employee Stock Purchase Plan	Compensation	Management	For
20	Stock Purchase Plan for Overseas Employees	Capital Management	Management	For

Merck KGAA

AG ordinaire · 26/04/2024

N° de résolution	Description	Catégorie	Proposant	Vote
2	Accounts and Reports	Audit/Financials	Management	For
3	Allocation of Dividends	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	Appointment of Auditor	Audit/Financials	Management	For
7	Remuneration Report	Compensation	Management	For
8.1	Elect Katja Garcia Garcia Vila	Board Related	Management	For
8.2	Elect Michael Kleinemeier	Board Related	Management	For
8.3	Elect Carla Kriwet	Board Related	Management	For
8.4	Elect Barbara Lambert	Board Related	Management	For
8.5	Elect Stefan Palzer	Board Related	Management	For
8.6	Elect Susanne Schaffert	Board Related	Management	For
9	Supervisory Board Remuneration Policy	Compensation	Management	For
10	Amendments to Articles (Technical Amendment)	Changes to Company Statutes	Management	For

Michelin

AG ordinaire · 17/05/2024

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	Audit/Financials	Management	For
5	Authority to Repurchase and Reissue Shares	Capital Management	Management	For
6	2024 Remuneration Policy (Managers)	Compensation	Management	For
7	2024 Remuneration Policy (Supervisory Board)	Compensation	Management	For
8	2023 Remuneration Report	Compensation	Management	For
9	2023 Remuneration of Florent Menegaux, General Managing Partner and CEO	Compensation	Management	For
10	2023 Remuneration of Yves Chapot, General Manager	Compensation	Management	For
11	2023 Remuneration of Barbara Dalibard, Supervisory Board Chair	Compensation	Management	For
12	Elect Patrick de La Chevardière	Board Related	Management	For
13	Elect Catherine Soubie	Board Related	Management	For
14	Elect Pascal Vinet	Board Related	Management	For
15	Appointment of Auditor for Sustainability Reporting (PricewaterhouseCoopers)	Audit/Financials	Management	For
16	Appointment of Auditor for Sustainability Reporting (Deloitte)	Audit/Financials	Management	For
17	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Capital Management	Management	For
18	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Capital Management	Management	For
19	Authority to Issue Shares and Convertible Debt Through Private Placement	Capital Management	Management	For
20	Authority to Set Offering Price of Shares	Capital Management	Management	For
21	Greenshoe	Capital Management	Management	For
22	Authority to Increase Capital Through Capitalisations	Capital Management	Management	For
23	Authority to Increase Capital in Consideration for Contributions in Kind and in Case of Exchange Offer	Capital Management	Management	For
24	Employee Stock Purchase Plan	Capital Management	Management	For
25	Global Ceiling on Capital Increases and Debt Issuances	Capital Management	Management	For
26	Authority to Cancel Shares and Reduce Capital	Capital Management	Management	For
27	Authorisation of Legal Formalities	Meeting Administration	Management	For

Orange

AG ordinaire · 22/05/2024

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	Audit/Financials	Management	For
5	Elect Christel Heydemann	Board Related	Management	For
6	Elect Frédéric Sanchez	Board Related	Management	For
7	Elect Thierry Chatelier (Employee Shareholder Representative)	Board Related	Management	For
8	Appointment of Auditor for Sustainability Reporting (Deloitte)	Audit/Financials	Management	For
9	Appointment of Auditor for Sustainability Reporting (KPMG)	Audit/Financials	Management	For
10	2023 Remuneration Report	Compensation	Management	For
11	2023 Remuneration of Christel Heydemann, CEO	Compensation	Management	For
12	2023 Remuneration of Jacques Aschenbroich, Chair	Compensation	Management	For
13	2024 Remuneration Policy (CEO)	Compensation	Management	For
14	2024 Remuneration Policy (Chair)	Compensation	Management	For
15	2024 Remuneration Policy (Board of Directors)	Compensation	Management	For
16	Authority to Repurchase and Reissue Shares	Capital Management	Management	For
17	Authority to Issue Performance Shares	Capital Management	Management	For
18	Employee Stock Purchase Plan	Capital Management	Management	For
19	Authority to Cancel Shares and Reduce Capital	Capital Management	Management	For
20	Authorisation of Legal Formalities	Meeting Administration	Management	For
A	Shareholder Proposal A Regarding Equity Remuneration for Employee	SHP: Social	Shareholder	For

Publicis Groupe SA

AG ordinaire · 29/05/2024

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	Audit/Financials	Management	For
5	Appointment of Auditor for Sustainability Reporting (Grant Thornton)	Audit/Financials	Management	For
6	2023 Remuneration Report	Compensation	Management	For
7	2023 Remuneration of Maurice Lévy, Supervisory Board Chair	Compensation	Management	For
8	2023 Remuneration of Arthur Sadoun, Management Board Chair	Compensation	Management	For
9	2023 Remuneration of Anne-Gabrielle Heilbronner, Management Board Member	Compensation	Management	For
10	2023 Remuneration of Michel-Alain Proch, Management Board Member	Compensation	Management	For
11	2024 Remuneration Policy (Supervisory Board Chair)	Compensation	Management	For
12	2024 Remuneration Policy (Supervisory Board Members)	Compensation	Management	For
13	2024 Remuneration Policy (Management Board Chair)	Compensation	Management	For
14	2024 Remuneration Policy (Management Board Members)	Compensation	Management	For
15	Authority to Repurchase and Reissue Shares	Capital Management	Management	For
16	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Capital Management	Management	For
17	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Capital Management	Management	For
18	Authority to Issue Shares and Convertible Debt Through Private Placement	Capital Management	Management	For
19	Greenshoe	Capital Management	Management	For
20	Authority to Set Offering Price of Shares	Capital Management	Management	For
21	Authority to Increase Capital Through Capitalisations	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 issue performance shares	Capital Management	Management	For
25	Employee Stock Purchase Plan (Domestic and Overseas)	Capital Management	Management	For
26	Employee Stock Purchase Plan (Specific Categories)	Capital Management	Management	For
27	Amendment to Articles Regarding the Corporate Purpose	Changes to Company Statutes	Management	For
28	Amendment Regarding the Company's Duration	Changes to Company Statutes	Management	For
29	Amendment to Governing Structure (Two-tier to One-tier) and Adoption of New Articles	Changes to Company Statutes	Management	For
30	Elect Arthur Sadoun	Board Related	Management	For
31	Elect Elisabeth Badinter	Board Related	Management	For

32	Elect Simon Badinter	Board Related	Management	For
33	Elect Jean Charest	Board Related	Management	For
34	Elect Sophie Dulac	Board Related	Management	For
35	Elect Thomas H. Glocer	Board Related	Management	For
36	Elect Marie-Josée Kravis	Board Related	Management	For
37	Elect André Kudelski	Board Related	Management	For
38	Elect Suzan LeVine	Board Related	Management	For
39	Elect Antonella Mei-Pochtler	Board Related	Management	For
40	Elect Tidjane Thiam	Board Related	Management	For
41	2024 Remuneration Policy (Chair and CEO)	Compensation	Management	For
42	2024 Remuneration Policy (Board of Directors)	Compensation	Management	For
43	Elect Sophie Dulac	Board Related	Management	For
44	Elect Thomas H. Glocer	Board Related	Management	For
45	Elect Marie-Josée Kravis	Board Related	Management	For
46	Elect André Kudelski	Board Related	Management	For
47	Authorisation of Legal Formalities	Meeting Administration	Management	For

Renault S.A.

AG ordinaire · 16/05/2024

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	Presentation of Report on profit sharing securities	Audit/Financials	Management	For
5	Related Party Transactions (Previously Approved)	Changes to Company Statutes	Management	For
6	Related Party Transactions (Framework Agreement)	Changes to Company Statutes	Management	For
7	Related Party Transactions (New Alliance Agreement)	Board Related	Management	For
8	Related Party Transactions (Ampere Investment Agreement)	Board Related	Management	For
9	Related Party Transactions (Nissan Share Transfer Agreement)	Board Related	Management	For
10	Related Party Transactions (Termination of Governance Agreement)	Board Related	Management	For
11	Appointment of Auditor for Sustainability Reporting (Mazars)	Audit/Financials	Management	For
12	Appointment of Auditor for Sustainability Reporting (KPMG)	Audit/Financials	Management	For
13	2023 Remuneration Report	Compensation	Management	For
14	2023 Remuneration of Jean-Dominique Senard, Chair	Compensation	Management	For
15	2023 Remuneration of Luca de Meo, CEO	Compensation	Management	For
16	2024 Remuneration Policy (Chair)	Compensation	Management	For
17	2024 Remuneration Policy (CEO)	Compensation	Management	For
18	2024 Remuneration Policy (Board of Directors)	Compensation	Management	For
19	Authority to Repurchase and Reissue Shares	Capital Management	Management	For
20	Authority to Cancel Shares and Reduce Capital	Capital Management	Management	For
21	Authority to Increase Capital Through Capitalisations	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	Against
24	Authority to Issue Shares and Convertible Debt Through Private Placement	Capital Management	Management	Against
25	Authority to Increase Capital in Consideration for Contributions In Kind	Capital Management	Management	Against
26	Employee Stock Purchase Plan	Capital Management	Management	For
27	Authority to Issue Performance Shares	Capital Management	Management	Against
28	Authorisation of Legal Formalities	Meeting Administration	Management	For

Sampo Plc

AG ordinaire · 25/04/2024

N° de résolution	Description	Catégorie	Proposant	Vote
7	Accounts and Reports	Audit/Financials	Management	For
8	Allocation of Profits/Dividends	Audit/Financials	Management	For
9	Ratification of Board and CEO Acts	Board Related	Management	For
10	Remuneration Report	Compensation	Management	For
11	Remuneration Policy	Compensation	Management	For
12	Directors' Fees	Compensation	Management	For
13	Board Size	Board Related	Management	For
14	Election of Directors	Board Related	Management	For
15	Authority to Set Auditor's Fees	Audit/Financials	Management	For
16	Appointment of Auditor	Audit/Financials	Management	For
17	Authority to Repurchase Shares	Capital Management	Management	For
18	Authority to Issue Shares (Share Split)	Capital Management	Management	For

AG extraordinaire · 09/07/2024

N° de résolution	Description	Catégorie	Proposant	Vote
6	Merger (Topdanmark A/S)	M&A	Management	For

Sanofi

AG ordinaire · 30/04/2024

N° de résolution	Description	Catégorie	Proposant	Vote
2	Consolidated Accounts and Reports	Audit/Financials	Management	For
3	Allocation of Profits/Dividends	Audit/Financials	Management	For
4	Elect Rachel Duan	Board Related	Management	For
5	Elect Lise Kingo	Board Related	Management	For
6	Elect Clotilde Delbos	Board Related	Management	Against
7	Elect Anne-Françoise Nesmes	Board Related	Management	For
8	Elect John Sundy	Board Related	Management	For
9	2023 Remuneration Report	Compensation	Management	For
10	2023 Remuneration of Serge Weinberg, Chair (until May 25, 2023)	Compensation	Management	For
11	2023 Remuneration of Frédéric Oudéa, Chair (from May 25, 2023)	Compensation	Management	For
12	2023 Remuneration of Paul Hudson, CEO	Compensation	Management	Against
13	2024 Remuneration Policy (Board of Directors)	Compensation	Management	For
14	2024 Remuneration Policy (Chair)	Compensation	Management	For
15	2023 Remuneration Policy (CEO)	Compensation	Management	For
16	Appointment of Auditor (Mazars)	Audit/Financials	Management	For
17	Appointment of Auditor for Sustainability Reporting (Mazars)	Audit/Financials	Management	For
18	Appointment of Auditor for Sustainability Reporting (Pricewaterhouse Coopers)	Audit/Financials	Management	For
19	Authority to Repurchase and Reissue Shares	Capital Management	Management	For
20	Authority to Issue Performance Shares	Capital Management	Management	For
21	Employee Stock Purchase Plan	Capital Management	Management	For
22	Stock Purchase Plan for Overseas Employees	Compensation	Management	For
23	Authorisation of Legal Formalities	Meeting Administration	Management	For

Sap SE

AG ordinaire · 15/05/2024

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	Remuneration Report	Compensation	Management	For
7.1	Elect Aicha Evans	Board Related	Management	For
7.2	Elect Gerhard Oswald	Board Related	Management	For
7.3	Elect Friederike Rotsch	Board Related	Management	For
7.4	Elect Ralf Herbrich	Board Related	Management	For
7.5	Elect Pekka Ala-Pietilä	Board Related	Management	For
8	Supervisory Board Remuneration Policy	Compensation	Management	For
9	Amendments to Articles	Changes to Company Statutes	Management	For

Societe Generale S.A.

AG ordinaire · 22/05/2024

N° de résolution	Description	Catégorie	Proposant	Vote
1	Consolidated Accounts and Reports	Audit/Financials	Management	For
3	Allocation of Profits/Dividends	Audit/Financials	Management	For
4	Special Auditors Report on Regulated Agreements	Audit/Financials	Management	For
5	2024 Remuneration Policy (Chair)	Compensation	Management	For
6	2024 Remuneration Policy (CEO and Deputy CEO)	Compensation	Management	For
7	2024 Remuneration Policy (Board of Directors)	Compensation	Management	For
8	2024 Directors' Fees	Compensation	Management	For
9	2023 Remuneration Report	Compensation	Management	For
10	2023 Remuneration of Lorenzo Bini Smaghi, Chair	Compensation	Management	For
11	2023 Remuneration of Frédéric Oudéa, former CEO	Compensation	Management	For
12	2023 Remuneration of Slawomir Krupa, CEO	Compensation	Management	For
13	2023 Remuneration of Philippe Aymerich, Deputy CEO	Compensation	Management	For
14	2023 Remuneration of Pierre Palmieri, Deputy CEO	Compensation	Management	For
15	2023 Remuneration of Diony Lebot, former Deputy CEO	Compensation	Management	For
16	Remuneration of Identified Staff	Compensation	Management	For
17	Elect Annette Messemer	Board Related	Management	For
18	Appointment of Auditor (KPMG)	Audit/Financials	Management	For
19	Appointment of Auditor (PricewaterhouseCoopers)	Audit/Financials	Management	For
20	Appointment of Auditor for Sustainability Reporting (KPMG)	Audit/Financials	Management	For
21	Appointment of Auditor for Sustainability Reporting (PricewaterhouseCoopers)	Audit/Financials	Management	For
22	Authority to Repurchase and Reissue Shares	Capital Management	Management	For
23	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights and to Increase Capital Through Capitalisations	Capital Management	Management	For
24	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Capital Management	Management	For
25	Authority to Increase Capital in Consideration for Contributions In Kind	Capital Management	Management	For
26	Authority to Grant Super-Subordinated Convertible Bonds (Contingent Capital) Through Private Placement	Capital Management	Management	Against
27	Employee Stock Purchase Plan	Compensation	Management	For
28	Authority to Issue Performance Shares (Identified Staff)	Capital Management	Management	For
29	Authority to Issue Restricted Shares (Employees excluding Identified Staff)	Capital Management	Management	For
30	Authority to Cancel Shares and Reduce Capital	Capital Management	Management	For
31	Amendment Regarding the Election of Employee Representative	Changes to Company Statutes	Management	For
32	Amendment Regarding the election of Employee Shareholder Representatives	Changes to Company Statutes	Management	For
33	Authorisation of Legal Formalities	Meeting Administration	Management	For

ST Microelectronics

AG ordinaire · 22/05/2024

N° de résolution	Description	Catégorie	Proposant	Vote
4	Remuneration Report	Compensation	Management	Against
5	Supervisory Board Remuneration Policy	Compensation	Management	For
6	Accounts and Reports	Audit/Financials	Management	For
7	Allocation of Dividends	Audit/Financials	Management	For
8	Ratification of Management Board Acts	Board Related	Management	For
9	Ratification of Supervisory Board Acts	Board Related	Management	For
10	Amendments to Articles	Changes to Company Statutes	Management	For
11	Management Board Remuneration Policy	Compensation	Management	For
12	Elect Jean-Marc Chery to the Management Board	Board Related	Management	For
13	Equity Grant - CEO	Compensation	Management	For
14	Elect Lorenzo Grandi to the Management Board	Board Related	Management	For
15	Equity Grant - CFO	Compensation	Management	For
16	Equity Grant - Senior Management	Compensation	Management	For
17	Appointment of Auditor	Audit/Financials	Management	For
18	Elect Nicolas Dufourcq to the Supervisory Board	Board Related	Management	For
19	Elect Janet G. Davidson to the Supervisory Board	Board Related	Management	For
20	Elect Pascal Daloz to the Supervisory Board	Board Related	Management	For
21	Authority to Repurchase Shares	Capital Management	Management	For
22	Authority to Issue Shares w/ or w/o Preemptive Rights	Capital Management	Management	For

TotalEnergies SE

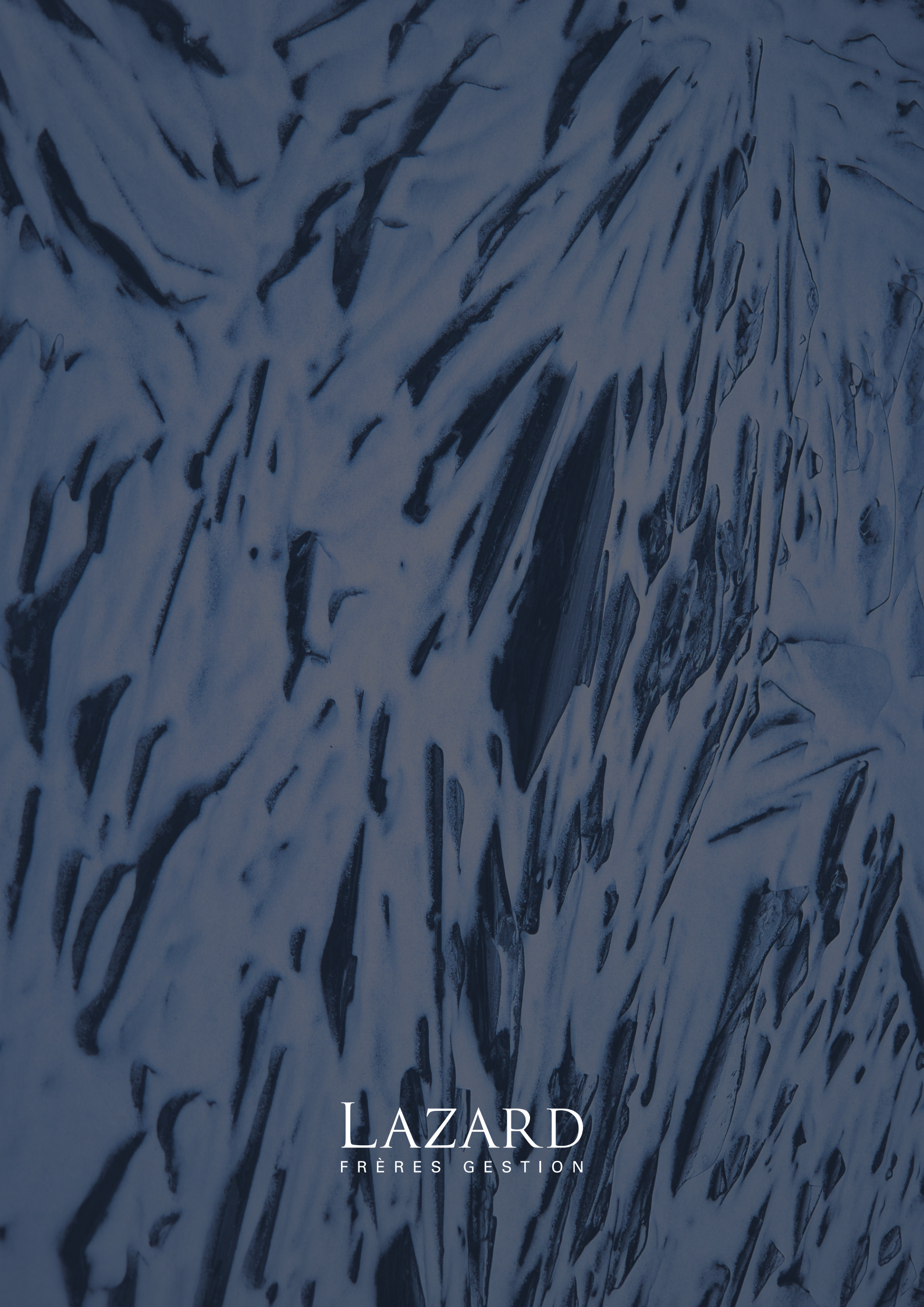
AG ordinaire · 24/05/2024

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	Authority to Repurchase and Reissue Shares	Capital Management	Management	For
5	Special Auditors Report on Regulated Agreements	Audit/Financials	Management	For
6	Elect Patrick Pouyanné	Board Related	Management	For
7	Elect Jacques Aschenbroich	Board Related	Management	Against
8	Elect R. Glenn Hubbard	Board Related	Management	For
9	Elect Marie-Ange Debon	Board Related	Management	For
10	2023 Remuneration Report	Compensation	Management	For
11	2024 Remuneration Policy (Board of Directors)	Compensation	Management	For
12	2023 Remuneration of Patrick Pouyanné, Chair and CEO	Compensation	Management	For
13	2024 Remuneration Policy (Chair and CEO)	Compensation	Management	For
14	Opinion on 2024 Sustainability and Climate Progress Report	Environmental	Management	For
15	Appointment of Auditor for Sustainability Reporting (EY)	Audit/Financials	Management	For
16	Appointment of Auditor for Sustainability Reporting (PwC)	Audit/Financials	Management	For
17	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights and to Increase Capital Through Capitalisations	Capital Management	Management	For
18	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Capital Management	Management	Against
19	Authority to Issue Shares and Convertible Debt Through Private Placement	Capital Management	Management	Against
20	Greenshoe	Capital Management	Management	For
21	Authority to Increase Capital in Consideration for Contributions In Kind	Capital Management	Management	Against
22	Employee Stock Purchase Plan	Capital Management	Management	For
23	Authority to Issue Performance Shares	Capital Management	Management	For

Vinci

AG ordinaire · 09/04/2024

N° de résolution	Description	Catégorie	Proposant	Vote
1	Consolidated Accounts and Reports	Audit/Financials	Management	For
3	Allocation of Profits/Dividends	Audit/Financials	Management	For
4	Elect Benoit Bazin	Board Related	Management	For
5	Appointment of Auditor for Sustainability Reporting (PwC)	Audit/Financials	Management	For
6	Authority to Repurchase and Reissue Shares	Capital Management	Management	For
7	2024 Remuneration Policy (Board of Directors)	Compensation	Management	For
8	2024 Remuneration Policy (Executives)	Compensation	Management	For
9	2023 Remuneration Report	Compensation	Management	For
10	2023 Remuneration of Xavier Huillard, Chair and CEO	Compensation	Management	For
11	Authority to Cancel Shares and Reduce Capital	Capital Management	Management	For
12	Employee Stock Purchase Plan	Compensation	Management	For
13	Stock Purchase Plan for Overseas Employees	Changes to Company Statutes	Management	For
14	Authorisation of Legal Formalities	Meeting Administration	Management	For


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