

Rapport de vote *2024*

Lazard Small Caps Euro

LAZARD
FRÈRES GESTION

Alten

AG ordinaire · 20/06/2024

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	Appointment of Auditor for Sustainability Reporting (KPMG)	Audit/Financials	Management	For
6	Appointment of Auditor for Sustainability Reporting (Grant Thornton)	Audit/Financials	Management	For
7	Elect Maryvonne Labeille	Board Related	Management	For
8	Elect Philippe Tribaudeau	Board Related	Management	For
9	2024 Remuneration Policy (Board of Directors)	Compensation	Management	For
10	2024 Remuneration Policy (chair and CEO)	Compensation	Management	For
11	2023 Remuneration Report	Compensation	Management	For
12	2023 Remuneration of Simon Azoulay, Chair and CEO	Compensation	Management	For
13	Authority to Repurchase and Reissue Shares	Capital Management	Management	For
14	Authority to Issue Performance Shares and Restricted Shares	Capital Management	Management	For
15	Amendments to Articles Regarding Preference Shares	Changes to Company Statutes	Management	For
16	Authorisation of Legal Formalities	Meeting Administration	Management	For

Altri Sgps S.A.

AG ordinaire · 03/05/2024

N° de résolution	Description	Catégorie	Proposant	Vote
2	Allocation of Profits/Dividends	Audit/Financials	Management	For
3	Ratification of Board and Supervisory Council Acts	Board Related	Management	For
4	Appointment of Auditor	Audit/Financials	Management	For
5	Authority to Repurchase and Reissue Shares	Capital Management	Management	For
6	Authority to Trade in Company Debt Instruments	Capital Management	Management	For

AlzChem Group AG

AG ordinaire · 07/05/2024

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	Appointment of Auditor for Sustainability Reporting	Audit/Financials	Management	For
7	Remuneration Report	Compensation	Management	For
8	Authority to Repurchase and Reissue Shares	Capital Management	Management	For
9	Amendments to Articles	Changes to Company Statutes	Management	For

Amadeus Fire AG

AG ordinaire · 15/05/2024

N° de résolution	Description	Catégorie	Proposant	Vote
2	Allocation of Dividends	Audit/Financials	Management	For
3.1	Ratify Robert von Wülfing	Board Related	Management	For
3.2	Ratify Dennis Gerlitzki	Board Related	Management	For
3.3	Ratify Thomas Surwald	Board Related	Management	For
4.1	Ratify Christoph Gross	Board Related	Management	For
4.2	Ratify Michael Grimm	Board Related	Management	For
4.3	Ratify Heinrich Alt	Board Related	Management	For
4.4	Ratify Björn Empting	Board Related	Management	For
4.5	Ratify Angelika Kappe	Board Related	Management	For
4.6	Ratify Annett Martin	Board Related	Management	For
4.7	Ratify Stefanie Mielast	Board Related	Management	For
4.8	Ratify Christian Maria Ribic	Board Related	Management	For
4.9	Ratify Ulrike Schweibert	Board Related	Management	For
4.10	Ratify Ulrike Sommer	Board Related	Management	For
4.11	Ratify Otto Kajetan Weixler	Board Related	Management	For
4.12	Ratify Jan Hendrik Wessling	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	Management Board Remuneration Policy	Compensation	Management	For
7	Remuneration Report	Compensation	Management	For
8	Authority to Repurchase and Reissue Shares	Capital Management	Management	For
9	Amendments to Articles (Record Date)	Changes to Company Statutes	Management	For

Axway Software

AG ordinaire · 16/05/2024

N° de résolution	Description	Catégorie	Proposant	Vote
2	Consolidated Accounts and Reports	Audit/Financials	Management	For
3	Allocation of Losses	Audit/Financials	Management	For
4	2024 Directors' Fees	Compensation	Management	For
5	2024 Remuneration Policy (Chair)	Compensation	Management	For
6	2023 Remuneration Policy (CEO)	Compensation	Management	For
7	2024 Remuneration Policy (Board of Directors)	Compensation	Management	For
8	Remuneration Report	Compensation	Management	For
9	2023 Remuneration of Pierre Pasquier, Chair	Compensation	Management	For
10	2023 Remuneration of Patrick Donovan, CEO	Compensation	Management	For
11	Elect Dominique Illien	Board Related	Management	For
12	Appointment of Auditor for Sustainability Reporting (Mazars)	Audit/Financials	Management	For
13	Appointment of Auditor for Sustainability Reporting (Nexia S&A)	Audit/Financials	Management	For
14	Authority to Repurchase and Reissue Shares	Capital Management	Management	For
15	Authority to Issue Shares and Convertible Debt Through Private Placement	Capital Management	Management	Against
16	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Capital Management	Management	Against
17	Greenshoe	Capital Management	Management	Against
18	Global Ceiling on Capital Increases	Capital Management	Management	Against
19	Employee Stock Purchase Plan	Compensation	Management	For
20	Amendments to Articles Regarding Chair Age Limits	Changes to Company Statutes	Management	Against
21	Authorisation of Legal Formalities	Meeting Administration	Management	For

AG extraordinaire · 06/12/2024

N° de résolution	Description	Catégorie	Proposant	Vote
1	Amendments to Articles Regarding Change in Company Name	Changes to Company Statutes	Management	For
2	Authorisation of Legal Formalities	Audit/Financials	Management	For

Biesse

AG ordinaire · 29/04/2024

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	Against
0040	Remuneration Report	Compensation	Management	For
0050	Board Size	Board Related	Management	For
006A	List Presented by Bi.Fin S.r.l.	Board Related	Management	For
006B	List Presented by Group of Institutional Investors Representing 3.86% of Share Capital	Board Related	Management	Against
0070	Directors' Fees	Compensation	Management	For
008A	List Presented by Bi.Fin S.r.l.	Board Related	Management	For
008B	List Presented by Group of Institutional Investors Representing 3.86% of Share Capital	Board Related	Management	Against
0090	Election of Chair of Board of Statutory Auditors	Board Related	Management	For
0100	Statutory Auditors' Fees	Compensation	Management	For

AG ordinaire · 18/11/2024

N° de résolution	Description	Catégorie	Proposant	Vote
0010	Authority to Repurchase and Reissue Shares	Capital Management	Management	For
0020	Amendments to Article 6 (Loyalty Shares)	Changes to Company Statutes	Management	Against
0030	Amendments to Article 11 (Closed-Door Meetings)	Changes to Company Statutes	Management	Against
0040	Amendments to Articles	Changes to Company Statutes	Management	For
0050	Amendments to Article 19 (Related Party Transactions)	Changes to Company Statutes	Management	Against

Cargotec Corporation

AG ordinaire · 30/05/2024

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	Number of Auditors	Audit/Financials	Management	For
17	Appointment of Auditor	Audit/Financials	Management	For
18	Authority to Set Sustainability Reporting Auditor's Fees	Audit/Financials	Management	For
19	Appointment of Auditor for Sustainability Reporting	Audit/Financials	Management	For
20	Partial Demerger	M&A	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
23	Charitable Donations	Other	Management	For

CEWE Stiftung & Co. KGaA

AG ordinaire · 05/06/2024

N° de résolution	Description	Catégorie	Proposant	Vote
1	Accounts and Reports	Audit/Financials	Management	For
2	Allocation of Dividends	Audit/Financials	Management	For
3	Ratification of General Partner 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	Increase in Authorised Capital	Capital Management	Management	For

Corticeira Amorim - S.G.P.S., S.A.

AG extraordinaire · 02/12/2024

N° de résolution	Description	Catégorie	Proposant	Vote
1	Interim Balance Sheet	Audit/Financials	Management	For
2	Special Dividend	Audit/Financials	Management	For

De Longhi

AG ordinaire · 19/04/2024

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	Against
0040	Remuneration Report	Compensation	Management	For
0050	2024-2026 Performance Shares Plan	Compensation	Management	For
0060	Authority to Repurchase and Reissue Shares	Capital Management	Management	For
0070	Amendments to Articles	Changes to Company Statutes	Management	Against
0080	Authority to Issue Shares to Service 2024-2026 Performance Shares Plan	Compensation	Management	For

Exel Industries

AG ordinaire · 06/02/2024

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	Elect Marc Ballu	Board Related	Management	For
5	Elect Pascale Auger	Board Related	Management	For
6	2024 Directors' Fees	Compensation	Management	For
7	2024 Remuneration Policy (CEO)	Compensation	Management	For
8	2024 Remuneration Policy (Deputy CEOs)	Compensation	Management	For
9	2024 Remuneration Policy (Chair)	Compensation	Management	For
10	2024 Remuneration Policy (Board of Directors)	Compensation	Management	For
11	2023 Remuneration Report	Compensation	Management	For
12	2023 Remuneration of Patrick Ballu, Chair	Compensation	Management	For
13	2023 Remuneration of Yves Belegaud, CEO	Compensation	Management	For
14	2023 Remuneration of Marc Ballu, Deputy CEO	Compensation	Management	For
15	2023 Remuneration of Cyril Ballu, Deputy CEO	Compensation	Management	For
16	2023 Remuneration of Daniel Tragus, Deputy CEO	Compensation	Management	For
17	Special Auditors Report on Regulated Agreements	Audit/Financials	Management	For
18	Authority to Repurchase and Reissue Shares	Capital Management	Management	For
19	Authorisation of Legal Formalities	Meeting Administration	Management	For

Fabbrica Italiana Lapis E Affini S.P.A.

AG ordinaire · 23/04/2024

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	Authority to Repurchase and Reissue Shares	Capital Management	Management	For
0060	Board Size	Board Related	Management	For
0070	Board Term Length	Board Related	Management	For
008A	List presented by Pencil S.r.l.	Board Related	Management	For
008B	List presented by Amber Capital UK LLP	Board Related	Management	Against
0090	Directors' Fees	Compensation	Management	For
0100	Elect Alberto Candela as Honorary Chair	Board Related	Management	For
011A	List presented by Pencil S.r.l.	Board Related	Management	For
011B	List presented by Amber Capital UK LLP	Board Related	Management	Against
0120	Election of Chair of Board of Statutory Auditors	Board Related	Management	For
0130	Statutory Auditors' Fees	Compensation	Management	For

AG extraordinaire · 16/12/2024

N° de résolution	Description	Catégorie	Proposant	Vote
0010	Amendments to Articles	Changes to Company Statutes	Management	Against

Fiskars Oyj Abp

AG ordinaire · 13/03/2024

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	Directors' Fees	Compensation	Management	For
12	Board Size	Board Related	Management	For
13	Election of Directors	Board Related	Management	For
14	Authority to Set Auditor's Fees	Audit/Financials	Management	For
15	Appointment of Auditor	Audit/Financials	Management	For
16	Authority to Repurchase Shares	Capital Management	Management	For
17	Authority to Issue Shares w/ or w/o Preemptive Rights	Capital Management	Management	For

Groupe Crit

AG ordinaire · 07/06/2024

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	2023 Remuneration Report	Compensation	Management	For
6	2023 Remuneration of Nathalie Jaoui, Chair and CEO	Compensation	Management	For
7	2023 Remuneration of Karine Guedj, Deputy CEO	Compensation	Management	For
8	2024 Remuneration Policy (Chair and CEO)	Compensation	Management	For
9	2024 Remuneration Policy (Deputy CEO)	Compensation	Management	For
10	2024 Directors' Fees	Compensation	Management	For
11	Appointment of Auditor for Sustainability Reporting (PwC)	Audit/Financials	Management	For
12	Authority to Repurchase and Reissue Shares	Capital Management	Management	For
13	Authority to Cancel Shares and Reduce Capital	Capital Management	Management	For
14	Authority to Increase Capital Through Capitalisations	Capital Management	Management	For
15	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Capital Management	Management	Against
16	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Capital Management	Management	Against
17	Authority to Issue Shares and Convertible Debt Through Private Placement	Capital Management	Management	Against
18	Greenshoe	Capital Management	Management	Against
19	Authority to Increase Capital in Consideration for Contributions In Kind	Capital Management	Management	Against
20	Employee Stock Purchase Plan	Compensation	Management	For
21	Authority to Issue Restricted Shares	Capital Management	Management	Against
22	Authorisation of Legal Formalities	Meeting Administration	Management	For

Interpump Group Spa

AG ordinaire · 26/04/2024

N° de résolution	Description	Catégorie	Proposant	Vote
0010	Accounts and Reports	Audit/Financials	Management	For
0030	Allocation of Dividends	Audit/Financials	Management	For
0040	Remuneration Report	Compensation	Management	For
0050	Directors' Fees	Compensation	Management	For
0060	Authority to Repurchase and Reissue Shares	Capital Management	Management	For

Ipsos

AG ordinaire · 14/05/2024

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 Filippo Pietro Lo Franco	Board Related	Management	For
6	Elect Didier Truchot	Board Related	Management	For
7	Appointment of Auditor for Sustainability Reporting (Mazars)	Audit/Financials	Management	For
8	Appointment of Auditor for Sustainability Reporting (Grant Thornton)	Audit/Financials	Management	For
9	2024 Directors' Fees	Compensation	Management	For
10	2023 Remuneration of Ben Page, CEO	Compensation	Management	For
11	2023 Remuneration of Didier Truchot, Chair	Compensation	Management	For
12	2023 Remuneration Policy (CEO)	Compensation	Management	For
13	2024 Remuneration Policy (Chair)	Compensation	Management	For
14	2024 Remuneration Policy (Board of Directors)	Compensation	Management	For
15	2023 Remuneration Report	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 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	Against
20	Authority to Issue Shares and Convertible Debt Through Private Placement	Capital Management	Management	Against
21	Authority to Set Offering Price of Shares	Capital Management	Management	For
22	Greenshoe	Capital Management	Management	For
23	Authority to Increase Capital in Consideration for Contributions In Kind	Capital Management	Management	Against
24	Authority to Increase Capital in Case of Exchange Offers	Capital Management	Management	For
25	Authority to Increase Capital Through Capitalisations	Capital Management	Management	For
26	Employee Stock Purchase Plan	Compensation	Management	For
27	Global Ceiling on Capital Increases	Capital Management	Management	For
28	Amendments to Articles Regarding Chair Age Limits	Changes to Company Statutes	Management	Against
29	Authorisation of Legal Formalities	Meeting Administration	Management	For

Jensen-Group NV

AG ordinaire · 21/05/2024

N° de résolution	Description	Catégorie	Proposant	Vote
3.b.	Remuneration Report	Compensation	Management	For
4.	Accounts and Reports	Audit/Financials	Management	For
5.	Allocation of Dividends	Audit/Financials	Management	For
6.	Ratification of Auditor's Acts	Board Related	Management	For
7.	Ratification of Board Acts	Board Related	Management	For
8	Elect Rudy Provoost to the Board of Directors	Board Related	Management	For
9.	Remuneration Policy	Compensation	Management	For
11.	Authority to Depart from Performance Period Requirements	Capital Management	Management	For
12.	Authorization of Legal Formalities	Meeting Administration	Management	For

Lucas Bols N.V.

AG extraordinaire · 24/01/2024

N° de résolution	Description	Catégorie	Proposant	Vote
2bi	Post-Closing Merger	M&A	Management	For
2bii	Post-Closing Asset Sale	M&A	Management	For
2ci	Conditional Appointment of C.H. Teschmacher	Board Related	Management	For
2cii	Conditional Appointment of P.H.J.M. Visee	Board Related	Management	For
2d	Amendments to Articles Regarding Delisting	Changes to Company Statutes	Management	For

Manitou BF

AG ordinaire · 13/06/2024

N° de résolution	Description	Catégorie	Proposant	Vote
2	Consolidated Accounts and Reports	Audit/Financials	Management	For
3	Special Auditors Report on Regulated Agreements	Audit/Financials	Management	For
4	Allocation of Profits/Dividends	Audit/Financials	Management	For
5	Appointment of Auditor for Sustainability Reporting (KPMG)	Audit/Financials	Management	For
6	2024 Directors' Fees	Compensation	Management	For
7	2023 Remuneration Report	Compensation	Management	For
8	2023 Remuneration of Jacqueline Himsworth, Chair	Compensation	Management	For
9	2023 Remuneration of Michel Denis, CEO	Compensation	Management	For
10	2024 Remuneration Policy (Chair)	Compensation	Management	For
11	2024 Remuneration Policy (CEO)	Compensation	Management	For
12	2024 Remuneration Policy (Board of Directors)	Compensation	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	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Capital Management	Management	For
16	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Capital Management	Management	Against
17	Authority to Issue Shares and Convertible Debt Through Private Placement	Capital Management	Management	Against
18	Authority to Set Offering Price of Shares	Capital Management	Management	Against
19	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights (Qualified Investors)	Capital Management	Management	Against
20	Greenshoe	Capital Management	Management	Against
21	Authority to Increase Capital Through Capitalisations	Capital Management	Management	For
22	Authority to Increase Capital in Consideration for Contributions In Kind	Capital Management	Management	Against
23	Authority to Issue Restricted Shares	Capital Management	Management	For
24	Employee Stock Purchase Plan	Capital Management	Management	For
25	Authorisation of Legal Formalities	Meeting Administration	Management	For

Mayr-Melnhof Karton AG

AG ordinaire · 24/04/2024

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	Supervisory Board Members' Fees	Compensation	Management	For
6	Appointment of Auditor	Audit/Financials	Management	For
7	Remuneration Report	Compensation	Management	Against
8	Increase in Authorised Capital	Capital Management	Management	For
9	Authority to Repurchase and Reissue Shares	Capital Management	Management	For
10	Amendments to Articles (Virtual Shareholder Meetings)	Changes to Company Statutes	Management	For

Nexity SA

AG ordinaire · 23/05/2024

N° de résolution	Description	Catégorie	Proposant	Vote
2	Allocation of Profits	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	Ratification of the Co-option of Florence Verzelen	Board Related	Management	For
6	Elect Enrique Martinez	Board Related	Management	For
7	Elect Jérôme Grivet	Board Related	Management	For
8	Elect Magali Smets	Board Related	Management	For
9	Elect Eddie Belmokhtar as Employee Representative	Board Related	Management	For
10	Elect Bruno Saldarkhan as Employee Representative	Board Related	Management	For
11	2023 Remuneration Report	Compensation	Management	For
12	2023 Remuneration of Véronique Bédague, Chair and CEO	Compensation	Management	For
13	2023 Remuneration of Jean-Claude Bassien, Deputy CEO	Compensation	Management	For
14	2024 Remuneration Policy (Board of Directors)	Compensation	Management	For
15	2024 Remuneration Policy (Chair and CEO)	Compensation	Management	Against
16	2024 Remuneration Policy (Deputy CEO)	Compensation	Management	Against
17	Appointment of Auditor for Sustainability Reporting (KPMG)	Audit/Financials	Management	For
18	Appointment of Auditor for Sustainability Reporting (Mazars)	Audit/Financials	Management	For
19	Authority to Repurchase and Reissue Shares	Capital Management	Management	For
20	Authority to Cancel Shares and Reduce Capital	Capital Management	Management	Against
21	Authority to Issue Performance Shares	Capital Management	Management	Against
22	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Capital Management	Management	Against
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	For
25	Authority to Issue Shares and Convertible Debt Through Private Placement (ORNANE 2018)	Capital Management	Management	Against
26	Greenshoe	Capital Management	Management	Against
27	Authority to Increase Capital Through Capitalisations	Capital Management	Management	For
28	Authority to Increase Capital in Case of Exchange Offers	Capital Management	Management	For
29	Authority to Increase Capital in Consideration for Contributions In Kind	Capital Management	Management	Against
30	Employee Stock Purchase Plan	Compensation	Management	For
31	Global Ceiling on Capital Increases and Debt Issuances	Capital Management	Management	For
32	Textual References Applicable in Case of Regulation Updates	Meeting Administration	Management	For
33	Authorisation of Legal Formalities	Meeting Administration	Management	For

NORMA Group SE

AG ordinaire · 16/05/2024

N° de résolution	Description	Catégorie	Proposant	Vote
2	Allocation of Dividends	Audit/Financials	Management	For
3.1	Ratify Miguel Borrego	Board Related	Management	For
3.2	Ratify Guido Grandi	Board Related	Management	For
3.3	Ratify Daniel Heymann	Board Related	Management	For
3.4	Ratify Friedrich Klein	Board Related	Management	For
3.5	Ratify Annette Stieve	Board Related	Management	For
4.1	Ratify Miguel Borrego	Board Related	Management	For
4.2	Ratify Markus Distelhoff	Board Related	Management	For
4.3	Ratify Rita Forst	Board Related	Management	For
4.4	Ratify Günter Hauptmann	Board Related	Management	For
4.5	Ratify Denise Koopmans	Board Related	Management	For
4.6	Ratify Knut Michelberger	Board Related	Management	For
4.7	Ratify Erika Schulte	Board Related	Management	For
4.8	Ratify Mark Wilhelms	Board Related	Management	For
5	Appointment of Auditor	Audit/Financials	Management	For
6	Elect Mark Wilhelms as Supervisory Board Member	Board Related	Management	For
7	Remuneration Report	Compensation	Management	For
8	Management Board Remuneration Policy	Compensation	Management	For

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AG ordinaire · 25/07/2024

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 Nicolas Hériard Dubreuil	Board Related	Management	For
6	Elect Élie Hériard Dubreuil	Board Related	Management	For
7	Appointment of Auditor for Sustainability Reporting (PKF Arsilon)	Audit/Financials	Management	For
8	2023 Remuneration Report	Compensation	Management	For
9	2023 Remuneration of Nicolas Hériard Dubreuil, Chair	Compensation	Management	For
10	2023 Remuneration of Dominique Tourneix, CEO	Compensation	Management	For
11	2024 Remuneration Policy (Chair)	Compensation	Management	For
12	2024 Remuneration Policy (CEO)	Compensation	Management	For
13	2024 Remuneration Policy (Board of Directors)	Compensation	Management	For
14	Relocation of Corporate Headquarters	Changes to Company Statutes	Management	For
15	Authority to Repurchase and Reissue Shares	Capital Management	Management	For
16	Authority to Cancel Shares and Reduce Capital	Capital Management	Management	Against
17	Authority to Issue Performance Shares	Capital Management	Management	For
18	Employee Stock Purchase Plan	Capital Management	Management	For
19	Authorisation of Legal Formalities	Meeting Administration	Management	For

Piovan S.p.a.

AG ordinaire · 29/04/2024

N° de résolution	Description	Catégorie	Proposant	Vote
0010	Amendments to Article 11 (Closed-Door Meetings)	Changes to Company Statutes	Management	For
0020	Accounts and Reports	Audit/Financials	Management	For
0030	Allocation of Dividends	Audit/Financials	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	Board Size	Board Related	Management	For
0080	Board Term Length	Board Related	Management	For
0090	List presented by Pentafin S.p.A.	Board Related	Management	For
0100	Elect Nicola Piovan as Chair of Board	Board Related	Management	For
0110	Directors' Fees	Compensation	Management	For
0120	List presented by Pentafin S.p.A.	Board Related	Management	For
0130	Elect Carmen Pezzuto as Chair of Board of Statutory Auditors	Board Related	Management	For
0140	Statutory Auditors' Fees	Compensation	Management	For
0150	Adoption of Meeting Regulations	Meeting Administration	Management	For

AG ordinaire · 01/10/2024

N° de résolution	Description	Catégorie	Proposant	Vote
0010	Acknoledgement of Resignation of Board of Directors	Changes to Company Statutes	Management	For
0020	Waiver of Liability Action against Resigned Directors	Changes to Company Statutes	Management	For
0030	Board Size	Board Related	Management	For
0040	Board Term Length	Board Related	Management	For
0050	Election of Directors	Board Related	Management	For
0060	Elect Nicola Piovan as Chair of Board of Directors	Board Related	Management	For
0070	Directors' Fees	Compensation	Management	For

PVA Tepla AG

AG ordinaire · 30/08/2024

N° de résolution	Description	Catégorie	Proposant	Vote
2	Allocation of Profits	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
7.1	Elect Dieter May	Board Related	Management	For
7.2	Elect Gernot Hebestreit	Board Related	Management	For
7.3	Elect Rudolf Weichert as Substitute Supervisory Board Member	Board Related	Management	For
7.4	Elect Christoph von Seidel	Board Related	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 (AGM Resolutions)	Changes to Company Statutes	Management	For
12	Amendments to Articles (Allocation of Profits)	Changes to Company Statutes	Management	For
13	Approval of Profit-and-Loss Transfer Agreements	Capital Management	Management	For

Rosenbauer International AG

AG ordinaire · 14/05/2024

N° de résolution	Description	Catégorie	Proposant	Vote
2	Ratification of Management Board Acts	Board Related	Management	For
3	Ratification of Supervisory Board Acts	Board Related	Management	Against
4	Appointment of Auditor	Audit/Financials	Management	For
5	Elect Stefan Wagner as Supervisory Board Member	Board Related	Management	Against
6	Remuneration Report	Compensation	Management	For
7	Management Board Remuneration Policy	Compensation	Management	For
8	Amendments to Articles (Virtual General Meetings)	Changes to Company Statutes	Management	For
9	Increase in Authorised Capital	Capital Management	Management	For
10	Issuance of Shares w/ Preemptive Rights	Capital Management	Management	For
11	Amendments to Articles (Shares)	Changes to Company Statutes	Management	For

Sabaf Spa

AG ordinaire · 08/05/2024

N° de résolution	Description	Catégorie	Proposant	Vote
0010	Accounts and Reports	Audit/Financials	Management	For
0020	Allocation of Dividends	Audit/Financials	Management	For
0030	Remuneration Policy	Compensation	Management	For
0040	Remuneration Report	Compensation	Management	For
0050	Board Size	Board Related	Management	For
0060	Board Term Length	Board Related	Management	For
007A	List presented by Cinzia Saleri S.A.P.A.	Board Related	Management	Against
007B	List presented by Fintel S.r.l.	Board Related	Management	Against
007C	List presented by Quaestio Capital SGR S.p.A.	Board Related	Management	For
0080	Directors' fees	Compensation	Management	For
009A	List presented by Cinzia Saleri S.A.P.A.	Board Related	Management	Against
009B	List presented by Quaestio Capital SGR S.p.A.	Board Related	Management	For
0100	Election of Chair of Board of Statutory Auditors	Board Related	Management	For
0110	Statutory Auditors' Fees	Audit/Financials	Management	For
0120	D&O Insurance Policy	Audit/Financials	Management	For
0130	Authority to Repurchase and Reissue Shares	Capital Management	Management	For
0140	2024-2026 Stock Grant Plan	Capital Management	Management	For
0150	Authority to Issue Shares w/o Preemptive Rights	Capital Management	Management	For

Sopra Steria Group

AG ordinaire · 21/05/2024

N° de résolution	Description	Catégorie	Proposant	Vote
2	Ratification of Board Acts	Board Related	Management	For
3	Consolidated Accounts and Reports	Audit/Financials	Management	For
4	Allocation of Profits/Dividends	Audit/Financials	Management	For
5	2023 Remuneration Report	Compensation	Management	For
6	2023 Remuneration of Pierre Pasquier, Chair	Compensation	Management	For
7	2023 Remuneration of Cyril Malargé, 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	2024 Directors' Fees	Compensation	Management	For
12	Elect Pierre Pasquier	Board Related	Management	For
13	Elect Éric Pasquier	Board Related	Management	For
14	Elect Sopra GMT (Kathleen Clark)	Board Related	Management	For
15	Elect Éric Hayat	Board Related	Management	For
16	Elect Marie-Hélène Rigal-Drogerys	Board Related	Management	For
17	Appointment of Auditor (KPMG)	Audit/Financials	Management	For
18	Appointment of Auditor for Sustainability Reporting (Aca Nexia)	Audit/Financials	Management	For
19	Appointment of Auditor for Sustainability Reporting (Saint Front)	Audit/Financials	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	Against
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 Set Offering Price of Shares	Capital Management	Management	Against
26	Greenshoe	Capital Management	Management	Against
27	Authority to Increase Capital in Consideration for Contributions In Kind	Capital Management	Management	Against
28	Authority to Increase Capital in Case of Exchange Offers	Capital Management	Management	For
29	Authority to Increase Capital Through Capitalisations	Capital Management	Management	For
30	Authority to Issue Performance Shares	Capital Management	Management	For
31	Employee Stock Purchase Plan	Capital Management	Management	For
32	Amendments to Articles Regarding Employee Representatives	Changes to Company Statutes	Management	For
33	Amendment Regarding Chair Age Limits	Changes to Company Statutes	Management	Against
34	Authorisation of Legal Formalities	Meeting Administration	Management	For

Spie ICS

AG ordinaire · 03/05/2024

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 (PricewaterhouseCoopers)	Audit/Financials	Management	For
6	2023 Remuneration of Gauthier Louette, Chair and CEO	Compensation	Management	For
7	2024 Remuneration Policy (Chair and CEO)	Compensation	Management	For
8	2023 Remuneration Report	Compensation	Management	For
9	2024 Remuneration Policy (Board of Directors)	Compensation	Management	For
10	Authority to Repurchase and Reissue Shares	Capital Management	Management	For
11	Authority to Cancel Shares and Reduce Capital	Capital Management	Management	For
12	Authority to Increase Capital Through Capitalisations	Capital Management	Management	For
13	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Capital Management	Management	For
14	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Capital Management	Management	Against
15	Authority to Issue Shares and Convertible Debt Through Private Placement	Capital Management	Management	Against
16	Authority to Set Offering Price of Shares	Capital Management	Management	Against
17	Authority to Increase Capital in Consideration for Contributions In Kind	Capital Management	Management	Against
18	Employee Stock Purchase Plan	Capital Management	Management	For
19	Stock Purchase Plan for Overseas Employees	Capital Management	Management	For
20	Authority to Issue Performance Shares	Capital Management	Management	For
21	Authorisation of Legal Formalities	Meeting Administration	Management	For

Surteco Group SE

AG ordinaire · 07/06/2024

N° de résolution	Description	Catégorie	Proposant	Vote
2.1	Ratify Wolfgang Moyses	Board Related	Management	For
2.2	Ratify Andreas Pötz	Board Related	Management	For
2.3	Ratify Manfred Bracher	Board Related	Management	For
3.1	Ratify Andreas Engelhardt	Board Related	Management	For
3.2	Ratify Tim Fiedler	Board Related	Management	For
3.3	Ratify Tobias Pott	Board Related	Management	For
3.4	Ratify Jens Krazeisen	Board Related	Management	For
3.5	Ratify Jochen Müller	Board Related	Management	For
3.6	Ratify Dirk Mühlenkamp	Board Related	Management	For
3.7	Ratify Jan Oberbeck	Board Related	Management	For
3.8	Ratify Thomas Stockhausen	Board Related	Management	For
3.9	Ratify Jörg Wissemann	Board Related	Management	For
4.1	Elect Tobias Pott	Board Related	Management	Against
4.2	Elect Jörg Wissemann	Board Related	Management	For
5	Remuneration Report	Compensation	Management	For
6	Management Board Remuneration Policy	Compensation	Management	For
7	Appointment of Auditor	Audit/Financials	Management	For

Takkt AG

AG ordinaire · 17/05/2024

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	Against
6	Remuneration Report	Compensation	Management	For
7	Management Board Remuneration Policy	Compensation	Management	For
8.1	Elect Hubertus M. Mühlhäuser	Board Related	Management	For
8.2	Elect Stefan Räbsamen	Board Related	Management	For
9	Amendments to Articles (Virtual Shareholder Meetings)	Changes to Company Statutes	Management	For
10	Amendments to Articles (Record Date)	Changes to Company Statutes	Management	For
11	Supervisory Board Remuneration Policy	Compensation	Management	For
12	Approval of Profit-and-Loss Transfer Agreement with TAKKT CC GmbH	Capital Management	Management	For

Technotrans SE

AG ordinaire · 17/05/2024

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	Appointment of Auditor for Sustainability Reporting	Audit/Financials	Management	For
7.1	Elect Florian Herger	Board Related	Management	For
7.2.1	Confirm Andre Peckruhn as Employee Representative	Board Related	Management	For
7.2.2	Confirm Thorbjørn Ringkamp as Employee Representative	Board Related	Management	For
8	Remuneration Report	Compensation	Management	For
9	Increase in Authorized Capital	Capital Management	Management	For

Thermador Groupe

AG ordinaire · 02/04/2024

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	Elect Frank Bourgois	Board Related	Management	For
5	2023 Remuneration of Guillaume Robin, Chair and CEO	Compensation	Management	For
6	2023 Remuneration of Patrick Mavigner, Deputy CEO	Compensation	Management	For
7	2023 Remuneration of Lionel Monroe, Deputy CEO	Compensation	Management	For
8	2024 Remuneration Policy (Board of Directors)	Compensation	Management	For
9	2023 Remuneration Report	Compensation	Management	For
10	2024 Remuneration Policy (Chair and CEO)	Compensation	Management	For
11	2024 Remuneration Policy (Patricia Mavigner, Deputy CEO)	Compensation	Management	For
12	2024 Remuneration Policy (Lionel Monroe, Deputy CEO)	Compensation	Management	For
13	2024 Directors' Fees	Compensation	Management	For
14	Special Auditors Report on Regulated Agreements	Audit/Financials	Management	For
15	Authority to Repurchase and Reissue Shares	Capital Management	Management	For
16	Appointment of Auditor for Sustainability Reporting (KPMG)	Audit/Financials	Management	For
17	Authority to Issue Restricted Shares and Performance Shares (Employees)	Capital Management	Management	For
18	Authority to Issue Restricted Shares and Performance Shares (Corporate Officers)	Capital Management	Management	For
19	Authority to Increase Capital Through Capitalisations	Capital Management	Management	For
20	Authorisation of Legal Formalities	Meeting Administration	Management	For

Van de Velde NV

AG ordinaire · 24/04/2024

N° de résolution	Description	Catégorie	Proposant	Vote
3	Accounts and Reports	Audit/Financials	Management	For
4	Remuneration Report	Compensation	Management	For
5	Remuneration Policy	Compensation	Management	For
6	Allocation of Dividends	Audit/Financials	Management	For
7.A	Ratification of Board Acts	Board Related	Management	For
7.B	Ratification of Auditor's Acts	Board Related	Management	For
8.A	Elect Herman Van de Velde to the Board of Directors	Board Related	Management	For
8.B	Elect Bénédicte Laureys to the Board of Directors	Board Related	Management	For
8.C	Elect Liesbeth Van de Velde to the Board of Directors	Board Related	Management	For
8.D	Elect Yvan Jansen to the Board of Directors	Board Related	Management	For
9	Appointment of Auditor	Audit/Financials	Management	Against

Virbac SA

AG ordinaire · 21/06/2024

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 Marie-Hélène Dick	Board Related	Management	For
6	Elect Solène Madelpuech	Board Related	Management	For
7	Ratification of the Co-option of Olivier Charmeil	Board Related	Management	For
8	Elect Rodolphe Durand as Censor	Board Related	Management	Against
9	Appointment of Auditor for Sustainability Reporting (Y Nexia)	Audit/Financials	Management	For
10	2023 Remuneration Report (Board of Directors)	Compensation	Management	For
11	2023 Remuneration Report (CEO and Deputy CEOs)	Compensation	Management	For
12	2023 Remuneration of Marie-Hélène Dick-Madelpuech, Chair	Compensation	Management	For
13	2023 Remuneration of Sébastien Huron, CEO	Compensation	Management	For
14	2023 Remuneration of Habib Ramdani, Deputy CEO	Compensation	Management	For
15	2023 Remuneration of Marc Bistuer, Deputy CEO	Compensation	Management	For
16	2024 Remuneration Policy (Chair)	Compensation	Management	For
17	2024 Remuneration Policy (Board of Directors)	Compensation	Management	For
18	2024 Remuneration Policy (CEO)	Compensation	Management	For
19	2024 Remuneration Policy (Habib Ramdani, Deputy CEO)	Compensation	Management	For
20	2024 Remuneration Policy (Marc Bistuer, Deputy CEO)	Compensation	Management	For
21	2024 Directors' Fees	Compensation	Management	For
22	Authority to Repurchase and Reissue Shares	Capital Management	Management	For
23	Authority to Issue Performance Shares	Capital Management	Management	For
24	Amendments to Articles Regarding Deputy CEO	Changes to Company Statutes	Management	For
25	Authorisation of Legal Formalities	Meeting Administration	Management	For

Vossloh AG

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	Management Board Remuneration Policy	Compensation	Management	For
8	Authority to Issue Convertible Debt Instruments	Capital Management	Management	For
9	Authority to Repurchase and Reissue Shares	Capital Management	Management	For

Washtec Ag

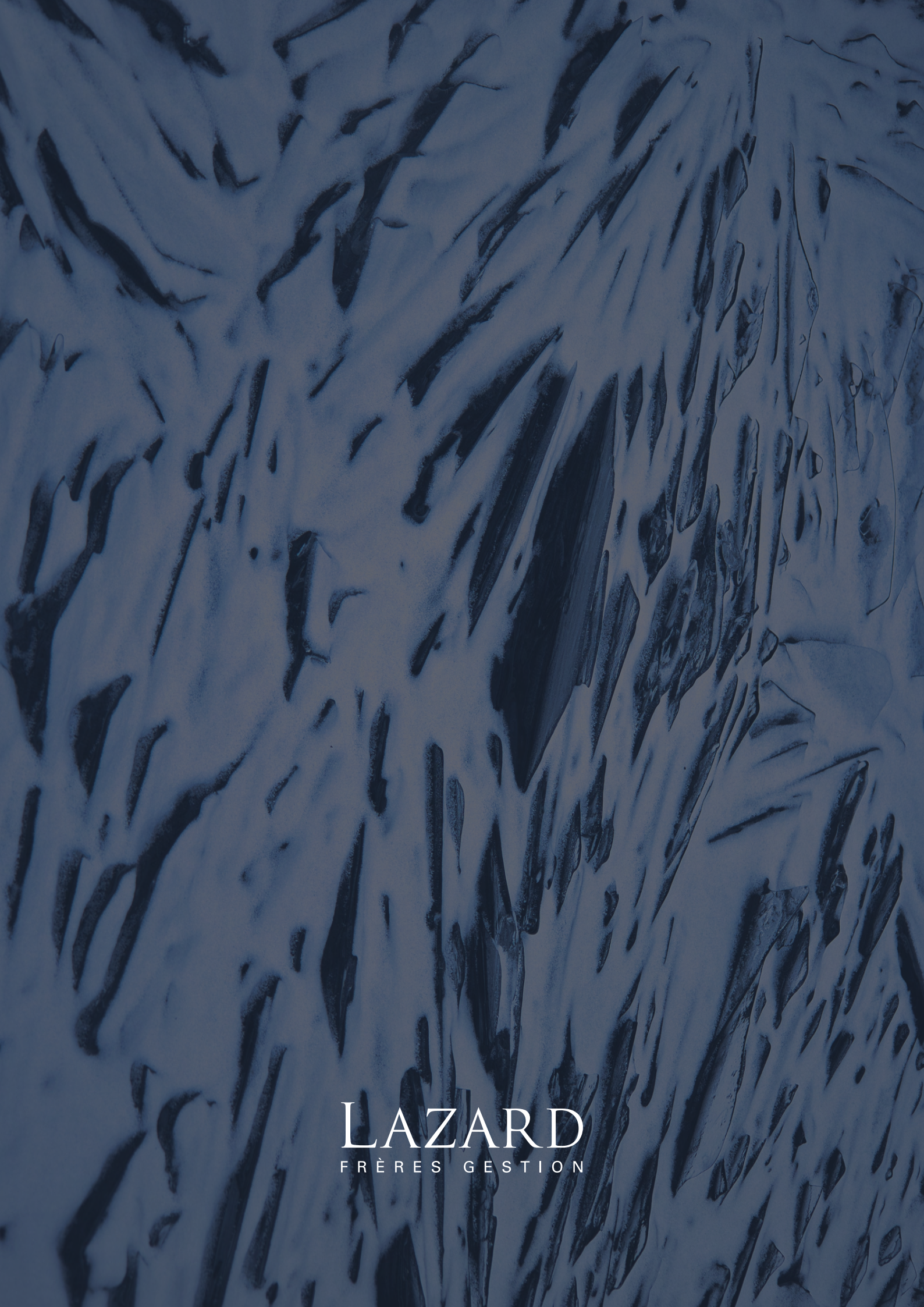
AG ordinaire · 14/05/2024

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	Supervisory Board Size	Board Related	Management	For
8	Amendments to Articles (Record Date)	Changes to Company Statutes	Management	For

Zumtobel Group AG

AG ordinaire · 02/08/2024

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	Supervisory Board Remuneration Policy	Compensation	Management	For
6	Supervisory Board Members' Fees	Compensation	Management	For
7	Remuneration Report	Compensation	Management	For
8.a	Elect Georg Pachta-Reyhofen	Board Related	Management	For
8.b	Elect Thorsten Staake	Board Related	Management	For
9	Appointment of Auditor	Audit/Financials	Management	For


LAZARD
FRÈRES GESTION