

Rapport de vote 2025

Lazard Equity SRI

LAZARD
FRÈRES GESTION

Air Liquide S.A

AG ordinaire · 05/05/2025

N° de résolution	Description	Catégorie	Proposant	Vote
1	Accounts and Reports	Audit/Financials	Management	For
2	Consolidated Accounts and Reports	Audit/Financials	Management	For
3	Allocation of Profits/Dividends	Audit/Financials	Management	For
4	Authority to Repurchase and Reissue Shares	Capital Management	Management	For
5	Elect Xavier Huillard	Board Related	Management	For
6	Elect Aiman Ezzat	Board Related	Management	For
7	Elect Bertrand Dumazy	Board Related	Management	For
8	Special Auditors Report on Regulated Agreements	Board Related	Management	For
9	2024 Remuneration of François Jackow, CEO	Compensation	Management	For
10	2024 Remuneration of Benoît Potier, Chair	Compensation	Management	For
11	2024 Remuneration Report	Compensation	Management	For
12	2025 Remuneration Policy (CEO)	Compensation	Management	For
13	2025 Remuneration Policy (Chair)	Compensation	Management	For
14	2025 Remuneration Policy (Board of Directors)	Compensation	Management	For
15	Authority to Cancel Shares and Reduce Capital	Capital Management	Management	For
16	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Capital Management	Management	For
17	Greenshoe	Capital Management	Management	For
18	Authority to Grant Stock Options	Compensation	Management	For
19	Authority to Issue Restricted Shares	Compensation	Management	For
20	Employee Stock Purchase Plan	Compensation	Management	For
21	Stock Purchase Plan for Overseas Employees	Compensation	Management	For
22	Article Amendment Regarding Board Meetings and Deliberations	Changes to Company Statutes	Management	For
23	Authorisation of Legal Formalities	Meeting Administration	Management	For

Allianz SE

AG ordinaire · 08/05/2025

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

Amundi

AG ordinaire · 27/05/2025

N° de résolution	Description	Catégorie	Proposant	Vote
1	Accounts and Reports; Non Tax-Deductible Expenses	Audit/Financials	Management	For
2	Consolidated Accounts and Reports	Audit/Financials	Management	For
3	Allocation of Profits/Dividends	Audit/Financials	Management	For
4	Special Auditors Report on Regulated Agreements	Board Related	Management	For
5	2024 Remuneration Report	Compensation	Management	For
6	2024 Remuneration of Philippe Brassac, Chair	Compensation	Management	For
7	2024 Remuneration of Valérie Baudson, CEO	Compensation	Management	For
8	2024 Remuneration of Nicolas Calcoen, Deputy CEO	Compensation	Management	For
9	2025 Remuneration Policy (Board of Directors)	Compensation	Management	For
10	2025 Remuneration Policy (Chair)	Compensation	Management	For
11	2025 Remuneration Policy (CEO)	Compensation	Management	For
12	2025 Remuneration Policy (Deputy CEO)	Compensation	Management	For
13	Remuneration of Identified Staff	Compensation	Management	For
14	Elect Bénédicte Chrétien	Board Related	Management	For
15	Elect Virgine Cayatte	Board Related	Management	For
16	Elect Jean-Christophe Mieszala	Board Related	Management	For
17	Elect Olivier Gavalda	Board Related	Management	For
18	Appointment of Auditor (Deloitte)	Audit/Financials	Management	For
19	Opinion on Climate Strategy Progress	Other	Management	For
20	Authority to Repurchase and Reissue Shares	Capital Management	Management	For
21	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Capital Management	Management	Against
22	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Capital Management	Management	Against
23	Authority to Issue Shares and Convertible Debt Through Private Placement	Capital Management	Management	Against
24	Authority to Increase Capital in Consideration for Contributions In Kind	Capital Management	Management	Against
25	Authority to Increase Capital Through Capitalisations	Capital Management	Management	Against
26	Greenshoe	Capital Management	Management	Against
27	Employee Stock Purchase Plan	Compensation	Management	For
28	Authority to Issue Performance Shares	Compensation	Management	For
29	Authority to Cancel Shares and Reduce Capital	Capital Management	Management	For
30	Amendments to Articles Regarding Written Consultation	Changes to Company Statutes	Management	For
31	Authorisation of Legal Formalities	Meeting Administration	Management	For

Aperam SA

AG ordinaire · 06/05/2025

N° de résolution	Description	Catégorie	Proposant	Vote
I	Consolidated Accounts and Reports	Audit/Financials	Management	For
II	Accounts and Reports	Audit/Financials	Management	For
III	Allocation of Dividends	Audit/Financials	Management	For
IV	Allocation of Profits	Audit/Financials	Management	For
V	Remuneration Report	Compensation	Management	For
VI	Directors' fees (Individualised Amounts Including CEOs Total Remuneration)	Compensation	Management	For
VII	Ratification of Board Acts	Board Related	Management	For
VIII	Elect Lakshmi N. Mittal to the Board of Directors	Board Related	Management	For
IX	Elect Bernadette Baudier to the Board of Directors	Board Related	Management	For
X	Elect Aditya Mittal to the Board of Directors	Board Related	Management	For
XI	Elect Roberte Kesteman to the Board of Directors	Board Related	Management	For
XII	Appointment of Auditor	Audit/Financials	Management	For
XIII	Performance Share Unit Plan	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 · 23/04/2025

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

Axa

AG ordinaire · 24/04/2025

N° de résolution	Description	Catégorie	Proposant	Vote
1	Accounts and Reports; Non Tax-Deductible Expenses	Audit/Financials	Management	For
2	Consolidated Accounts and Reports	Audit/Financials	Management	For
3	Allocation of Profits/Dividends	Audit/Financials	Management	For
4	2024 Remuneration Report	Compensation	Management	For
5	2024 Remuneration of Antoine Gosset-Grainville, Chair	Compensation	Management	For
6	2024 Remuneration of Thomas Buberl, CEO	Compensation	Management	For
7	2025 Remuneration Policy (Chair)	Compensation	Management	For
8	2025 Remuneration Policy (CEO)	Compensation	Management	For
9	2025 Remuneration Policy (Board of Directors)	Compensation	Management	For
10	Special Auditors Report on Regulated Agreements	Board Related	Management	For
11	Elect Guillaume Faury	Board Related	Management	For
12	Elect Ramon Fernandez	Board Related	Management	For
13	Ratification of the Co-option of Ewout Steenbergen	Board Related	Management	For
14	Authority to Repurchase and Reissue Shares	Capital Management	Management	For
15	Authority to Cancel Shares and Reduce Capital	Capital Management	Management	For
16	Authority to Increase Capital Through Capitalisations	Capital Management	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 Increase Capital in Case of Exchange Offers	Capital Management	Management	For
21	Authority to Increase Capital in Consideration for Contributions In Kind	Capital Management	Management	For
22	Authority to Issue Shares w/o Preemptive Rights in Consideration for Securities Issued by Subsidiaries	Capital Management	Management	For
23	Authority to Issue Shares w/ Preemptive Rights in Consideration for Securities Issued by Subsidiaries	Capital Management	Management	For
24	Employee Stock Purchase Plan	Compensation	Management	For
25	Stock Purchase Plan for Overseas Employees	Compensation	Management	For
26	Authority to Issue Performance Shares	Compensation	Management	For
27	Authority to Issue Performance Shares Pursuant to Defined Contribution Pension Plan	Compensation	Management	For
28	Amendments to Articles	Changes to Company Statutes	Management	For
29	Amendments to Articles Regarding Written Consultations	Changes to Company Statutes	Management	For

Banco Santander S.A.

AG ordinaire · 03/04/2025

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

Bayerische Motoren Werke AG

AG ordinaire · 14/05/2025

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

Beiersdorf AG

AG ordinaire · 17/04/2025

N° de résolution	Description	Catégorie	Proposant	Vote
2	Allocation of Dividends	Audit/Financials	Management	For
3	Ratification of Management Board Acts	Board Related	Management	For
4	Ratification of Supervisory Board Acts	Board Related	Management	For
5.a	Appointment of Auditor	Audit/Financials	Management	For
5.b	Appointment of Auditor for Sustainability Reporting	Audit/Financials	Management	For
6	Remuneration Report	Compensation	Management	For
7	Management Board Remuneration Policy	Compensation	Management	For
8	Supervisory Board Remuneration Policy	Compensation	Management	For
9	Increase in Authorised Capital I	Capital Management	Management	Against
10	Increase in Authorised Capital II	Capital Management	Management	Against
11	Increase in Authorised Capital III	Capital Management	Management	Against
12	Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	Capital Management	Management	Against
13	Authority to Repurchase and Reissue Shares	Capital Management	Management	For
14	Amendments to Articles (Virtual Meeting)	Changes to Company Statutes	Management	For

BNP Paribas

AG ordinaire · 13/05/2025

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

Bureau Veritas

AG ordinaire · 19/05/2025

N° de résolution	Description	Catégorie	Proposant	Vote
1	Accounts and Reports; Non Tax-Deductible Expenses	Audit/Financials	Management	For
2	Consolidated Accounts and Reports	Audit/Financials	Management	For
3	Allocation of Profits/Dividends	Audit/Financials	Management	For
4	Special Auditors Report on Regulated Agreements	Board Related	Management	For
5	Elect Laurent Mignon	Board Related	Management	For
6	Elect Julie Avrane	Board Related	Management	For
7	Elect Ana Giros Calpe	Board Related	Management	For
8	Elect Jérôme Michiels	Board Related	Management	Against
9	2024 Remuneration Report	Compensation	Management	For
10	2024 Remuneration of Laurent Mignon, Chair	Compensation	Management	For
11	2024 Remuneration of Hinda Gharbi, CEO	Compensation	Management	For
12	2025 Remuneration Policy (Board of Directors)	Compensation	Management	For
13	2025 Remuneration Policy (Chair)	Compensation	Management	For
14	2025 Remuneration Policy (CEO)	Compensation	Management	For
15	Authority to Repurchase and Reissue Shares	Capital Management	Management	For
16	Global Ceiling on Capital Increase and Debt Issuance	Capital Management	Management	For
17	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Capital Management	Management	For
18	Authority to Increase Capital Through Capitalisations	Capital Management	Management	For
19	Authority to Increase Capital in Consideration for Contributions In Kind	Capital Management	Management	Against
20	Authority to Increase Capital in Case of Exchange Offers	Capital Management	Management	For
21	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Capital Management	Management	For
22	Authority to Issue Shares and Convertible Debt Through Private Placement	Capital Management	Management	For
23	Greenshoe	Capital Management	Management	Against
24	Authority to Grant Stock Options	Compensation	Management	For
25	Authority to Issue Performance Shares	Compensation	Management	Against
26	Employee Stock Purchase Plan	Compensation	Management	For
27	Authority to Cancel Shares and Reduce Capital	Capital Management	Management	For
28	Amendments to Articles Regarding Written Consultations	Changes to Company Statutes	Management	For
29	Elect Elodie Perthuisot	Board Related	Management	For
30	Authorisation of Legal Formalities	Meeting Administration	Management	For

Capgemini

AG ordinaire · 07/05/2025

N° de résolution	Description	Catégorie	Proposant	Vote
1	Accounts and Reports	Audit/Financials	Management	For
2	Consolidated Accounts and Reports	Audit/Financials	Management	For
3	Allocation of Profits/Dividends	Audit/Financials	Management	For
4	Special Auditors Report on Regulated Agreements	Board Related	Management	For
5	2024 Remuneration Report	Compensation	Management	For
6	2024 Remuneration of Paul Hermelin, Chair	Compensation	Management	For
7	2024 Remuneration of Aiman Ezzat, CEO	Compensation	Management	For
8	2025 Remuneration Policy (Chair)	Compensation	Management	For
9	2025 Remuneration Policy (CEO)	Compensation	Management	For
10	2025 Remuneration Policy (Board of Directors)	Compensation	Management	For
11	Elect Patrick Pouyanné	Board Related	Management	For
12	Elect Kurt Sievers	Board Related	Management	For
13	Elect Jean-Marc Chéry	Board Related	Management	For
14	Authority to Repurchase and Reissue Shares	Capital Management	Management	For
15	Amendments to Articles	Changes to Company Statutes	Management	For
16	Authority to Issue Performance Shares	Compensation	Management	For
17	Employee Stock Purchase Plan	Compensation	Management	For
18	Stock Purchase Plan for Overseas Employees	Compensation	Management	For
19	Authorisation of Legal Formalities	Meeting Administration	Management	For

Carrefour

AG ordinaire · 28/05/2025

N° de résolution	Description	Catégorie	Proposant	Vote
1	Accounts and Reports	Audit/Financials	Management	For
2	Consolidated Accounts and Reports	Audit/Financials	Management	For
3	Allocation of Profits/Dividends	Audit/Financials	Management	For
4	Special Auditors Report on Regulated Agreements	Board Related	Management	For
5	Elect Flávia Buarque de Almeida	Board Related	Management	For
6	Elect Eduardo Rossi	Board Related	Management	For
7	Elect Charles Edelstenne	Board Related	Management	For
8	Ratification of the Co-Option of Anne Browaeys	Board Related	Management	For
9	2024 Remuneration Report	Compensation	Management	For
10	2024 Remuneration of Alexandre Bompard, Chair and CEO	Compensation	Management	For
11	2025 Remuneration Policy (Chair and CEO)	Compensation	Management	For
12	2025 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	For
17	Authority to Issue Shares and Convertible Debt Through Private Placement	Capital Management	Management	For
18	Greenshoe	Capital Management	Management	Against
19	Authority to Increase Capital in Consideration for Contributions In Kind	Capital Management	Management	Against
20	Authority to Increase Capital Through Capitalisations	Capital Management	Management	For
21	Employee Stock Purchase Plan	Compensation	Management	For
22	Authority to Issue Performance Shares	Compensation	Management	For
23	Authorisation of Legal Formalities	Meeting Administration	Management	For

Compagnie de Saint-Gobain S.A.

AG ordinaire · 05/06/2025

N° de résolution	Description	Catégorie	Proposant	Vote
1	Accounts and Reports; Non Tax-Deductible Expenses	Audit/Financials	Management	For
2	Consolidated Accounts and Reports	Audit/Financials	Management	For
3	Allocation of Profits/Dividends	Audit/Financials	Management	For
4	Special Auditors Report on Regulated Agreements	Board Related	Management	For
5	Elect Benoit Bazin	Board Related	Management	For
6	Elect Sibylle Daunis-Opfermann As Employee Shareholder Representative	Board Related	Management	For
7	Elect Maya Hari	Board Related	Management	For
8	Elect Antoine de Saint-Affrique	Board Related	Management	For
9	Elect Hans Sohlström	Board Related	Management	For
10	2024 Remuneration of Pierre-André de Chalendar, Chair until June 6, 2024	Compensation	Management	For
11	2024 Remuneration of Benoit Bazin, CEO until June 6, 2024	Compensation	Management	For
12	2024 Remuneration of Benoit Bazin, Chair and CEO from June 7, 2024	Compensation	Management	For
13	2024 Remuneration Report	Compensation	Management	For
14	2025 Remuneration Policy (Chair and CEO)	Compensation	Management	For
15	2025 Remuneration Policy (Board of Directors)	Compensation	Management	For
16	Authority to Repurchase and Reissue Shares	Capital Management	Management	For
17	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Capital Management	Management	Against
18	Authority to Issue Shares and/or Convertible Debt w/o Preemptive Rights; W/ or W/o Priority Subscription	Capital Management	Management	Against
19	Authority to Issue Shares and Convertible Debt Through Private Placement	Capital Management	Management	Against
20	Greenshoe	Capital Management	Management	Against
21	Authority to Increase Capital in Consideration for Contributions In Kind	Capital Management	Management	Against
22	Authority to Increase Capital Through Capitalisations	Capital Management	Management	For
23	Employee Stock Purchase Plan	Compensation	Management	For
24	Authority to Cancel Shares and Reduce Capital	Capital Management	Management	For
25	Authority to Grant Stock Options	Compensation	Management	For
26	Authority to Issue Performance Shares	Compensation	Management	For
27	Amendments to Articles Regarding Shareholders' General Meetings	Changes to Company Statutes	Management	For
28	Authorisation of Legal Formalities	Meeting Administration	Management	For

Dassault Systemes SA

AG ordinaire · 22/05/2025

N° de résolution	Description	Catégorie	Proposant	Vote
1	Accounts and Reports; Non-Tax Deductible Expenses	Audit/Financials	Management	For
2	Consolidated Accounts and Reports	Audit/Financials	Management	For
3	Allocation of Dividends	Audit/Financials	Management	For
4	Special Auditors Report on Regulated Agreements	Board Related	Management	For
5	2025 Remuneration Policy (Corporate Officers)	Compensation	Management	Against
6	2024 Remuneration of Bernard Charlès, Chair	Compensation	Management	Against
7	2024 Remuneration of Pascal Daloz, CEO	Compensation	Management	For
8	2024 Remuneration Report	Compensation	Management	Against
9	2025 Director's Fees	Compensation	Management	For
10	Elect Marie-Hélène Habert-Dassault	Board Related	Management	For
11	Elect Nathalie Rouvet Lazare	Board Related	Management	For
12	Elect Donatella Sciuto	Board Related	Management	For
13	Elect Soumitra Dutta	Board Related	Management	For
14	Authority to Repurchase and Reissue Shares	Capital Management	Management	For
15	Authority to Cancel Shares and Reduce Capital	Capital Management	Management	For
16	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	Against
20	Authority to Increase Capital Through Capitalisations	Capital Management	Management	For
21	Authority to Increase Capital in Consideration for Contributions In Kind	Capital Management	Management	Against
22	Authority to Issue Performance Shares	Compensation	Management	Against
23	Authority to Grant Stock Options	Compensation	Management	Against
24	Employee Stock Purchase Plan	Compensation	Management	For
25	Stock Purchase Plan for Overseas Employees	Compensation	Management	For
26	Amendment to Articles Regarding Written Consultations	Changes to Company Statutes	Management	For
27	Authorisation of Legal Formalities	Meeting Administration	Management	For

Deutsche Boerse AG

AG ordinaire · 14/05/2025

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

Deutsche Telekom AG

AG ordinaire · 09/04/2025

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

E. On SE

AG ordinaire · 15/05/2025

N° de résolution	Description	Catégorie	Proposant	Vote
2	Allocation of Dividends	Audit/Financials	Management	For
3	Ratification of Management Board Acts	Board Related	Management	For
4	Ratification of Supervisory Board Acts	Board Related	Management	For
5A	Appointment of Auditor	Audit/Financials	Management	For
5B	Appointment of Auditor for Sustainability Reporting	Audit/Financials	Management	For
6	Remuneration Report	Compensation	Management	For
7	Management Board Remuneration Policy	Compensation	Management	For
8	Supervisory Board Remuneration Policy	Compensation	Management	For
9A	Elect Deborah B. Wilkens	Board Related	Management	For
9B	Elect Rolf Martin Schmitz	Board Related	Management	For
10	Amendments to Articles (Virtual Meeting)	Changes to Company Statutes	Management	For

Edenred SE

AG ordinaire · 07/05/2025

N° de résolution	Description	Catégorie	Proposant	Vote
1	Accounts and Reports; Non-Tax Deductible Expenses	Audit/Financials	Management	For
2	Consolidated Accounts and Reports	Audit/Financials	Management	For
3	Allocation of Profits/Dividends	Audit/Financials	Management	For
4	Elect Nathalie Balla	Board Related	Management	For
5	Elect Sylvia Coutinho	Board Related	Management	For
6	Elect Monica Mondardini	Board Related	Management	For
7	Elect Philippe Vallée	Board Related	Management	For
8	Elect Thierry Delaporte	Board Related	Management	For
9	Elect Kristell Rivaille	Board Related	Management	For
10	2025 Remuneration Policy (Chair and CEO)	Compensation	Management	For
11	2025 Remuneration Policy (Board of Directors)	Compensation	Management	For
12	2025 Directors' Fees	Compensation	Management	For
13	2024 Remuneration Report	Compensation	Management	For
14	2024 Remuneration of Bertrand Dumazy, Chair and CEO	Compensation	Management	For
15	Special Auditors Report on Regulated Agreements	Board Related	Management	For
16	Authority to Repurchase and Reissue Shares	Capital Management	Management	For
17	Authority to Issue Performance Shares	Compensation	Management	Against
18	Amendments to Articles Regarding Written Consultations	Changes to Company Statutes	Management	For
19	Amendments to Articles	Changes to Company Statutes	Management	For
20	Authorisation of Legal Formalities	Meeting Administration	Management	For

Eiffage

AG ordinaire · 23/04/2025

N° de résolution	Description	Catégorie	Proposant	Vote
1	Accounts and Reports	Audit/Financials	Management	For
2	Consolidated Accounts and Reports	Audit/Financials	Management	For
3	Allocation of Profits/Dividends	Audit/Financials	Management	For
4	Special Auditors Report on Regulated Agreements	Board Related	Management	For
5	Appointment of Auditor (Deloitte)	Audit/Financials	Management	For
6	Appointment of Auditor (Mazars)	Audit/Financials	Management	For
7	Appointment of Auditor for Sustainability Reporting (Deloitte)	Audit/Financials	Management	For
8	Elect Carol Xueref	Board Related	Management	For
9	Elect Philippe Vidal	Board Related	Management	For
10	2025 Remuneration Policy (Board of Directors)	Compensation	Management	For
11	2025 Remuneration Policy (Chair and CEO)	Compensation	Management	For
12	2024 Remuneration Report	Compensation	Management	For
13	2024 Remuneration of Benoît de Ruffray, Chair and CEO	Compensation	Management	For
14	Authority to Repurchase and Reissue Shares	Capital Management	Management	For
15	Authority to Cancel Shares and Reduce Capital	Capital Management	Management	For
16	Authority to Increase Capital Through Capitalisations	Capital Management	Management	For
17	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Capital Management	Management	Against
18	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights and to Increase Capital in Case of Exchange Offer	Capital Management	Management	For
19	Authority to Issue Shares and Convertible Debt Through Private Placement	Capital Management	Management	For
20	Greenshoe	Capital Management	Management	Against
21	Authority to Increase Capital in Consideration for Contributions In Kind	Capital Management	Management	Against
22	"Global Ceiling on Capital Increases and Debt Issuances "	Capital Management	Management	For
23	Employee Stock Purchase Plan	Compensation	Management	Against
24	Authority to Issue Performance Shares	Compensation	Management	Against
25	Amendments to Articles Regarding Written Consultations	Changes to Company Statutes	Management	For
26	Amendments to Articles Regarding General Meetings	Changes to Company Statutes	Management	For
27	Authorisation of Legal Formalities	Meeting Administration	Management	For

Essilorluxottica

AG ordinaire · 30/04/2025

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

Gaztransport Et Technigaz

AG ordinaire · 11/06/2025

N° de résolution	Description	Catégorie	Proposant	Vote
1	Accounts and Reports; Non Tax-Deductible Expenses	Audit/Financials	Management	For
2	Consolidated Accounts and Reports	Audit/Financials	Management	For
3	Allocation of Profits/Dividends	Audit/Financials	Management	For
4	Special Auditors Report on Regulated Agreements	Board Related	Management	For
5	Ratification of the Co-option of Virginie Banet	Board Related	Management	For
6	Elect Domitille Doat-Le Bigot	Board Related	Management	For
7	2024 Remuneration Report	Compensation	Management	For
8	2024 Remuneration of Philippe Berterottière, Former Chair and CEO (Until June, 12, 2024)	Compensation	Management	For
9	2024 Remuneration of Philippe Berterottière, Chair (Since June, 12, 2024)	Compensation	Management	Against
10	2024 Remuneration of Jean-Baptiste Choimet, CEO (Since June, 12, 2024)	Compensation	Management	For
11	2025 Remuneration Policy (Chair until February 9, 2025)	Compensation	Management	Against
12	2025 Remuneration Policy (CEO until February 9, 2025)	Compensation	Management	Against
13	2025 Remuneration Policy (Chair and CEO from February 9, 2025)	Compensation	Management	Against
14	2025 Remuneration Policy (Board of Directors)	Compensation	Management	For
15	2025 Directors' Fees	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	For
20	Authority to Issue Shares and Convertible Debt Through Private Placement	Capital Management	Management	For
21	Greenshoe	Capital Management	Management	Against
22	Authority to Increase Capital in Consideration for Contributions In Kind	Capital Management	Management	Against
23	Authority to Increase Capital Through Capitalisations	Capital Management	Management	For
24	Employee Stock Purchase Plan	Compensation	Management	For
25	Stock Purchase Plan for Overseas Employees	Compensation	Management	For
26	Global Ceiling on Capital Increases and Debt Issuances	Capital Management	Management	For
27	Authority to Issue Performance Shares	Compensation	Management	Against
28	Amendments to Articles Regarding Written Consultations	Changes to Company Statutes	Management	For
29	Authorisation of Legal Formalities	Meeting Administration	Management	For

Imerys

AG ordinaire · 13/05/2025

N° de résolution	Description	Catégorie	Proposant	Vote
1	Accounts and Reports; Non Tax-Deductible Expenses	Audit/Financials	Management	For
2	Consolidated Accounts and Reports	Audit/Financials	Management	For
3	Allocation of Profits/Dividends	Audit/Financials	Management	For
4	Special Auditors Report on Regulated Agreements	Board Related	Management	Against
5	2025 Remuneration Policy (Chair)	Compensation	Management	Against
6	2025 Remuneration Policy (CEO)	Compensation	Management	Against
7	2025 Remuneration Policy (Board of Directors)	Compensation	Management	For
8	2024 Remuneration Report	Compensation	Management	Against
9	2024 Remuneration of Patrick Kron, Chair	Compensation	Management	Against
10	2024 Remuneration of Alessandro Dazza, CEO	Compensation	Management	Against
11	Elect Ian Gallienne	Board Related	Management	Against
12	Elect Lucile Ribot	Board Related	Management	For
13	Elect Nicolas Gheysens	Board Related	Management	For
14	Elect Martin Doyen	Board Related	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	Against
20	Authority to Increase Capital in Consideration for Contributions In Kind	Capital Management	Management	Against
21	Authority to Increase Capital Through Capitalisations	Capital Management	Management	For
22	Global Ceiling on Capital Increases	Capital Management	Management	For
23	Employee Stock Purchase Plan	Compensation	Management	For
24	Authority to Issue Performance Shares	Compensation	Management	Against
25	Authority to Cancel Shares and Reduce Capital	Capital Management	Management	For
26	Amendments to Articles Board Deliberations	Changes to Company Statutes	Management	For
27	Authorisation of Legal Formalities	Meeting Administration	Management	For

Intesa Sanpaolo Spa

AG ordinaire · 29/04/2025

N° de résolution	Description	Catégorie	Proposant	Vote
1	Accounts and Reports	Audit/Financials	Management	For
2	Allocation of Dividends	Audit/Financials	Management	For
3	Board Size	Board Related	Management	For
4	Elect Gian Maria Gros-Pietro as Chair and Paola Tagliavini as Vice Chair	Board Related	Management	For
5	Remuneration Policy (Board of Directors)	Compensation	Management	For
6	Directors' Fees	Compensation	Management	For
7	Remuneration Policy (Group)	Compensation	Management	For
8	Remuneration Report	Compensation	Management	For
9	2025 Annual Incentive Plan	Compensation	Management	For
10	Authority to Repurchase Shares	Capital Management	Management	For
11	Authority to Repurchase and Reissue Shares to Service Incentive Plans	Compensation	Management	For
12	Authority to Repurchase and Reissue Shares	Capital Management	Management	For
13	Cancellation of Shares	Capital Management	Management	For

Kerry Group Plc

AG ordinaire · 01/05/2025

N° de résolution	Description	Catégorie	Proposant	Vote
1	Accounts and Reports	Audit/Financials	Management	For
2	Final Dividend	Audit/Financials	Management	For
3A	Elect Gerry Behan	Board Related	Management	For
3B	Elect Geneviève Berger	Board Related	Management	For
3C	Elect Fiona Dawson	Board Related	Management	For
3D	Elect Emer Gilvarry	Board Related	Management	For
3E	Elect Catherine Godson	Board Related	Management	For
3F	Elect Liz Hewitt	Board Related	Management	For
3G	Elect Michael T. Kerr	Board Related	Management	For
3H	Elect Marguerite Larkin	Board Related	Management	For
3I	Elect Tom Moran	Board Related	Management	For
3J	Elect Christopher Rogers	Board Related	Management	For
3K	Elect Patrick Rohan	Board Related	Management	For
3L	Elect Edmond Scanlon	Board Related	Management	For
3M	Elect Jinlong Wang	Board Related	Management	For
4	Authority to Set Auditor's Fees	Audit/Financials	Management	For
5	Remuneration Report	Compensation	Management	For
6	Authority to Issue Shares w/ Preemptive Rights	Capital Management	Management	For
7	Authority to Issue Shares w/o Preemptive Rights	Capital Management	Management	For
8	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Capital Management	Management	Against
9	Authority to Repurchase Shares	Capital Management	Management	For
10	Authority to Set General Meeting Notice Period at 14 Days	Changes to Company Statutes	Management	Against

Kone Corp.

AG ordinaire · 05/03/2025

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	Against
11	Directors' Fees	Compensation	Management	For
12	Board Size	Board Related	Management	For
13a	Elect Banmali Agrawala	Board Related	Management	For
13b	Elect Matti Alahuhta	Board Related	Management	For
13c	Elect Susan Duinhoven	Board Related	Management	For
13d	Elect Marika Fredriksson	Board Related	Management	For
13e	Elect Antti Herlin	Board Related	Management	For
13f	Elect Iiris Herlin	Board Related	Management	Against
13g	Elect Jussi Herlin	Board Related	Management	Against
13h	Elect Timo Ihamuotila	Board Related	Management	For
13i	Elect Krishna Mikkilineni	Board Related	Management	For
14	Authority to Set Auditor's Fees	Audit/Financials	Management	For
15	Number of Auditors	Audit/Financials	Management	For
16	Appointment of Auditor	Audit/Financials	Management	For
17	Authority to Set Sustainability Reporting Auditor's Fees	Audit/Financials	Management	For
18	Appointment of Auditor for Sustainability Reporting	Audit/Financials	Management	For
19	Authority to Repurchase and Reissue Shares	Capital Management	Management	For
20	Authority to Issue Shares w/ or w/o Preemptive Rights	Capital Management	Management	For

L'Oréal

AG ordinaire · 29/04/2025

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

Legrand SA

AG ordinaire · 27/05/2025

N° de résolution	Description	Catégorie	Proposant	Vote
1	Accounts and Reports; Non-Tax Deductible Expenses	Audit/Financials	Management	For
2	Consolidated Accounts and Reports	Audit/Financials	Management	For
3	Allocation of Profits/Dividends	Audit/Financials	Management	For
4	2024 Remuneration Report	Compensation	Management	For
5	2024 Remuneration of Angeles Garcia-Poveda, Chair	Compensation	Management	For
6	2024 Remuneration of Benoît Coquart, CEO	Compensation	Management	For
7	2025 Remuneration Policy (Chair)	Compensation	Management	For
8	2025 Remuneration Policy (CEO)	Compensation	Management	For
9	2025 Remuneration Policy (Board of Directors)	Compensation	Management	For
10	Elect Stéphane Pallez	Board Related	Management	For
11	Elect Patrick Koller	Board Related	Management	For
12	Elect Florent Menegaux	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	Authority to Issue Performance Shares	Compensation	Management	For
16	Amendments to Articles Regarding Board Decisions	Changes to Company Statutes	Management	For
17	Authorisation of Legal Formalities	Meeting Administration	Management	For

Lvmh Moet Hennessy Louis Vuitton SE

AG ordinaire · 17/04/2025

N° de résolution	Description	Catégorie	Proposant	Vote
1	Accounts and Reports	Audit/Financials	Management	For
2	Consolidated Accounts and Reports	Audit/Financials	Management	For
3	Allocation of Profits/Dividends	Audit/Financials	Management	For
4	Special Auditors Report on Regulated Agreements	Board Related	Management	Against
5	Ratification of Co-Option of Wei Sun Christianson	Board Related	Management	For
6	Elect Bernard Arnault	Board Related	Management	For
7	Elect Sophie Chassat	Board Related	Management	For
8	Elect Clara Gaymard	Board Related	Management	For
9	Elect Hubert Védrine	Board Related	Management	For
10	2024 Remuneration Report	Compensation	Management	Against
11	2024 Remuneration of Bernard Arnault, Chair and CEO	Compensation	Management	For
12	2024 Remuneration of Antonio Belloni, Former Deputy CEO (until April 18, 2024)	Compensation	Management	For
13	2025 Remuneration Policy (Board of Directors)	Compensation	Management	For
14	2025 Remuneration Policy (Chair and CEO)	Compensation	Management	Against
15	Authority to Repurchase and Reissue Shares	Capital Management	Management	For
16	Authority to Cancel Shares and Reduce Capital	Capital Management	Management	For
17	Authority to Increase Capital Through Capitalisations	Capital Management	Management	For
18	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Capital Management	Management	For
19	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Capital Management	Management	For
20	Authority to Issue Shares and Convertible Debt Through Private Placement (Qualified Investors)	Capital Management	Management	For
21	Greenshoe	Capital Management	Management	For
22	Authority to Increase Capital in Case of Exchange Offers	Capital Management	Management	For
23	Authority to Increase Capital in Consideration for Contributions In Kind	Capital Management	Management	For
24	Authority to Grant Stock Options	Compensation	Management	For
25	Employee Stock Purchase Plan	Compensation	Management	For
26	Stock Purchase Plan for Overseas Employees	Compensation	Management	For
27	Global Ceiling on Capital Increases	Capital Management	Management	For
28	Amendments to Articles Regarding the Chair and CEO's Age Limits	Changes to Company Statutes	Management	For
29	Amendments to Articles	Changes to Company Statutes	Management	For

Merck KGAA

AG ordinaire · 25/04/2025

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 Board Acts	Board Related	Management	For
6	Appointment of Auditor	Audit/Financials	Management	For
7	Remuneration Report	Compensation	Management	For
8	Management Board Remuneration Policy	Compensation	Management	For
9	Amendments to Articles (Virtual Meeting)	Changes to Company Statutes	Management	Against
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

Michelin

AG ordinaire · 16/05/2025

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

Muenchener Rueckversicherungs-Gesellschaft AG

AG ordinaire · 30/04/2025

N° de résolution	Description	Catégorie	Proposant	Vote
2	Allocation of Dividends	Audit/Financials	Management	For
3.1	Ratify Joachim Wenning	Board Related	Management	For
3.2	Ratify Thomas Blunck	Board Related	Management	For
3.3	Ratify Nicholas Gartside	Board Related	Management	For
3.4	Ratify Stefan Golling	Board Related	Management	For
3.5	Ratify Christoph Jurecka	Board Related	Management	For
3.6	Ratify Achim Kassow	Board Related	Management	For
3.7	Ratify Michael Kerner	Board Related	Management	For
3.8	Ratify Clarisse Kopff	Board Related	Management	For
3.9	Ratify Mari-Lizette Malherbe	Board Related	Management	For
3.10	Ratify Markus Rieß	Board Related	Management	For
4.1	Ratify Nikolaus von Bomhard	Board Related	Management	For
4.2	Ratify Anne Horstmann	Board Related	Management	For
4.3	Ratify Ann-Kristin Achleitner	Board Related	Management	For
4.4	Ratify Matthias Beier	Board Related	Management	For
4.5	Ratify Clement B. Booth	Board Related	Management	For
4.6	Ratify Ruth Brown	Board Related	Management	For
4.7	Ratify Roland Busch	Board Related	Management	For
4.8	Ratify Grzegorz Czlowiekowski	Board Related	Management	For
4.9	Ratify Stephan Eberl	Board Related	Management	For
4.10	Ratify Frank Fassin	Board Related	Management	For
4.11	Ratify Ursula Gather	Board Related	Management	For
4.12	Ratify Martina Grundler	Board Related	Management	For
4.13	Ratify Gerd Häusler	Board Related	Management	For
4.14	Ratify Angelika Judith Herzog	Board Related	Management	For
4.15	Ratify Julia Jäkel	Board Related	Management	For
4.16	Ratify Renata Jungo Brüngger	Board Related	Management	For
4.17	Ratify Stefan Kaindl	Board Related	Management	For
4.18	Ratify Carinne Knoche-Brouillon	Board Related	Management	For
4.19	Ratify Andrea Maier	Board Related	Management	For
4.20	Ratify Gabriele Mücke	Board Related	Management	For
4.21	Ratify Victoria E. Ossadnik	Board Related	Management	For
4.22	Ratify Ulrich Plottke	Board Related	Management	For
4.23	Ratify Manfred Rassy	Board Related	Management	For
4.24	Ratify Carsten Spohr	Board Related	Management	For
4.25	Ratify Anita Stocker-Napravnik	Board Related	Management	For
4.26	Ratify Karl-Heinz Streibich	Board Related	Management	For
4.27	Ratify Susanne Terhoeven	Board Related	Management	For

4.28	Ratify Jens-Jürgen Vogel	Board Related	Management	For
4.29	Ratify Markus Wagner	Board Related	Management	For
4.30	Ratify Jens Weidmann	Board Related	Management	For
4.31	Ratify Maximilian Zimmerer	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
5.3	Appointment of Auditor for Interim Statements (First Quarter of FY2026)	Audit/Financials	Management	For
6	Remuneration Report	Compensation	Management	For
7	Management Board Remuneration Policy	Compensation	Management	For
8	Amendments to Articles (Virtual Meeting)	Changes to Company Statutes	Management	For
9.1	Amendments to Articles (Transfer of Shares)	Changes to Company Statutes	Management	For
9.2	Amendments to Articles (Nominee Shareholders - Registration)	Changes to Company Statutes	Management	For
9.3	Amendments to Articles (Nominee Shareholders - Voting Rights Restriction)	Changes to Company Statutes	Management	For
9.4	Amendments to Articles (Share Capital)	Changes to Company Statutes	Management	For
9.5	Amendments to Articles (General Meeting Registration)	Changes to Company Statutes	Management	For
9.6	Amendments to Articles (General Meeting Chair)	Changes to Company Statutes	Management	For
10	Increase in Authorised Capital	Capital Management	Management	For
11	Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	Capital Management	Management	For

Orange

AG ordinaire · 21/05/2025

N° de résolution	Description	Catégorie	Proposant	Vote
1	Accounts and Reports	Audit/Financials	Management	For
2	Consolidated Accounts and Reports	Audit/Financials	Management	For
3	Allocation of Profits/Dividends	Audit/Financials	Management	For
4	Special Auditors Report on Regulated Agreements	Board Related	Management	For
5	Elect Nadia Zak-Calvet (Employee Shareholder Representative)	Board Related	Management	For
6	Elect Bpifrance Participations (Thierry Sommelet)	Board Related	Management	For
7	2024 Remuneration Report	Compensation	Management	For
8	2024 Remuneration of Christel Heydemann, CEO	Compensation	Management	For
9	2024 Remuneration of Jacques Aschenbroich, Chair	Compensation	Management	For
10	2025 Remuneration Policy (CEO)	Compensation	Management	For
11	2025 Remuneration Policy (Chair)	Compensation	Management	For
12	2025 Remuneration Policy (Board of Directors)	Compensation	Management	For
13	Authority to Repurchase and Reissue Shares	Capital Management	Management	For
14	Amendments to Articles Regarding Written Consultation	Changes to Company Statutes	Management	For
15	Amendments to Articles Regarding General Meetings	Changes to Company Statutes	Management	For
16	Amendments to Article Regarding Alternate Statutory Auditors	Changes to Company Statutes	Management	For
17	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Capital Management	Management	Against
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	Against
20	Greenshoe	Capital Management	Management	Against
21	Authority to Increase Capital in Case of Exchange Offers	Capital Management	Management	For
22	Authority to Increase Capital in Consideration for Contributions In Kind	Capital Management	Management	Against
23	Global Ceiling on Capital Increases	Capital Management	Management	For
24	Authority to Issue Performance Shares	Compensation	Management	For
25	Employee Stock Purchase Plan	Compensation	Management	For
26	Authority to Increase Capital Through Capitalisations	Capital Management	Management	For
27	Authority to Cancel Shares and Reduce Capital	Capital Management	Management	For
28	Authorisation of Legal Formalities	Meeting Administration	Management	For
29	Shareholder Proposal A Regarding Equity Remuneration for Employees	SHP: Governance	ShareHolder	For
30	Shareholder Proposal B Regarding Limit on Board Memberships for the Chair	SHP: Governance	ShareHolder	Against

Pluxee N.V.

AG ordinaire · 17/12/2025

N° de résolution	Description	Catégorie	Proposant	Vote
2B	Remuneration Report	Compensation	Management	For
2C	Accounts and Reports	Audit/Financials	Management	For
3B	Allocation of Dividends	Audit/Financials	Management	For
4A	Ratification of Executives' Acts	Board Related	Management	For
4B	Ratification of Non-Executives' Acts	Board Related	Management	For
5A	Authority to Issue Shares w/ Preemptive Rights	Capital Management	Management	For
5B	Authority to Suppress Preemptive Rights	Capital Management	Management	For
6	Authority to Repurchase Shares	Capital Management	Management	For
7	Authority to Cancel Repurchased Shares	Capital Management	Management	For
8	Appointment of Auditor	Audit/Financials	Management	For

Publicis Groupe SA

AG ordinaire · 27/05/2025

N° de résolution	Description	Catégorie	Proposant	Vote
1	Accounts and Reports	Audit/Financials	Management	For
2	Consolidated Accounts and Reports	Audit/Financials	Management	For
3	Allocation of Profits/Dividends	Audit/Financials	Management	For
4	Special Auditors Report on Regulated Agreements	Board Related	Management	For
5	Appointment of Auditor (PricewaterhouseCoopers)	Audit/Financials	Management	For
6	Appointment of Auditor for Sustainability Reporting (PricewaterhouseCoopers)	Audit/Financials	Management	For
7	Appointment of Auditor for Sustainability Reporting (KPMG)	Audit/Financials	Management	Against
8	2024 Remuneration Report	Compensation	Management	For
9	2024 Remuneration of Maurice Lévy, Former Supervisory Board Chair (until May 29, 2024)	Compensation	Management	For
10	2024 Remuneration of Arthur Sadoun, Management Board Chair (until May 29, 2024)	Compensation	Management	For
11	2024 Remuneration of Anne-Gabrielle Heilbronner, Management Board Member (until May 29, 2024)	Compensation	Management	For
12	2024 Remuneration of Loris Nold, Management Board Member (from February 8 until May 29, 2024)	Compensation	Management	For
13	2024 Remuneration of Michel-Alain Proch, Former Management Board Member (until February 8, 2024)	Compensation	Management	For
14	2024 Remuneration of Arthur Sadoun, Chair and CEO (since May 29, 2024)	Compensation	Management	For
15	2025 Remuneration Policy (Chair and CEO)	Compensation	Management	For
16	2025 Remuneration Policy (Board of Directors)	Compensation	Management	For
17	Authority to Repurchase and Reissue Shares	Capital Management	Management	For
18	Authority to Cancel Shares and Reduce Capital	Capital Management	Management	For
19	Authority to Grant Stock Options	Compensation	Management	For
20	Employee Stock Purchase Plan (Domestic and Overseas)	Compensation	Management	For
21	Employee Stock Purchase Plan (Specific Categories)	Compensation	Management	For
22	Amendments to Articles	Changes to Company Statutes	Management	For
23	Authorisation of Legal Formalities	Meeting Administration	Management	For

Sanofi

AG ordinaire · 30/04/2025

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

Sap SE

AG ordinaire · 16/05/2025

N° de résolution	Description	Catégorie	Proposant	Vote
2	Allocation of Dividends	Audit/Financials	Management	For
3	Ratification of Management Board Acts	Board Related	Management	For
4	Ratification of Supervisory Board Acts	Board Related	Management	For
5.1	Appointment of Auditor	Audit/Financials	Management	For
5.2	Appointment of Auditor for Sustainability Reporting	Audit/Financials	Management	For
6	Remuneration Report	Compensation	Management	For
7.1	Increase in Authorised Capital I	Capital Management	Management	For
7.2	Increase in Authorised Capital II	Capital Management	Management	For
8	Amendments to Articles (Virtual Meeting)	Changes to Company Statutes	Management	Against

Schneider Electric SE

AG ordinaire · 07/05/2025

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

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

Siemens AG

AG ordinaire · 13/05/2025

N° de résolution	Description	Catégorie	Proposant	Vote
2	Allocation of Dividends	Audit/Financials	Management	For
3.1	Ratify Roland Busch	Board Related	Management	For
3.2	Ratify Cedrik Neike	Board Related	Management	For
3.3	Ratify Matthias Rebellius	Board Related	Management	For
3.4	Ratify Ralf P. Thomas	Board Related	Management	For
3.5	Ratify Judith Wiese	Board Related	Management	For
4.1	Ratify Jim Hagemann Snabe	Board Related	Management	For
4.2	Ratify Birgit Steinborn	Board Related	Management	For
4.3	Ratify Werner Brandt	Board Related	Management	For
4.4	Ratify Tobias Bäumler	Board Related	Management	For
4.5	Ratify Regina E. Dugan	Board Related	Management	For
4.6	Ratify Andrea Fehrmann	Board Related	Management	For
4.7	Ratify Bettina Haller	Board Related	Management	For
4.8	Ratify Oliver Hartmann	Board Related	Management	For
4.9	Ratify Keryn Lee James	Board Related	Management	For
4.10	Ratify Harald Kern	Board Related	Management	For
4.11	Ratify Jürgen Kerner	Board Related	Management	For
4.12	Ratify Martina Merz	Board Related	Management	For
4.13	Ratify Christian Pfeiffer	Board Related	Management	For
4.14	Ratify Benoît Potier	Board Related	Management	For
4.15	Ratify Hagen Reimer	Board Related	Management	For
4.16	Ratify Kasper Rørsted	Board Related	Management	For
4.17	Ratify Nathalie von Siemens	Board Related	Management	For
4.18	Ratify Dorothea Simon	Board Related	Management	For
4.19	Ratify Mimon Uhamou	Board Related	Management	For
4.20	Ratify Grazia Vittadini	Board Related	Management	For
4.21	Ratify Matthias Zachert	Board Related	Management	For
5.1	Appointment of Auditor	Audit/Financials	Management	For
5.2	Appointment of Auditor for Sustainability Reporting	Audit/Financials	Management	For
6	Remuneration Report	Compensation	Management	For
7.1	Elect Jim Hagemann Snabe	Board Related	Management	For
7.2	Elect Kasper Rørsted	Board Related	Management	For
7.3	Elect Ulf Mark Schneider	Board Related	Management	For
7.4	Elect Grazia Vittadini	Board Related	Management	For
7.5	Elect Werner Brandt	Board Related	Management	For
8	Supervisory Board Remuneration Policy	Compensation	Management	For
9	Amendments to Articles (Virtual AGM)	Changes to Company Statutes	Management	For

10	Authority to Repurchase and Reissue Shares	Capital Management	Management	For
11	Authority to Repurchase Shares Using Equity Derivatives	Capital Management	Management	For
12	Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	Capital Management	Management	For

Societe Generale S.A.

AG ordinaire · 20/05/2025

N° de résolution	Description	Catégorie	Proposant	Vote
1	Consolidated Accounts and Reports	Audit/Financials	Management	For
2	Accounts and Reports; Non Tax-Deductible Expenses	Audit/Financials	Management	For
3	Allocation of Profits/Dividends	Audit/Financials	Management	For
4	Special Auditors Report on Regulated Agreements	Board Related	Management	For
5	2025 Remuneration Policy (Chair)	Compensation	Management	For
6	2025 Remuneration Policy (CEO and Deputy CEO)	Compensation	Management	For
7	2025 Remuneration Policy (Board of Directors)	Compensation	Management	For
8	2024 Remuneration Report	Compensation	Management	For
9	2024 Remuneration of Lorenzo Bini Smaghi, Chair	Compensation	Management	For
10	2024 Remuneration of Slawomir Krupa, CEO	Compensation	Management	For
11	2024 Remuneration of Philippe Aymerich, Former Deputy CEO (Until October 31, 2024)	Compensation	Management	For
12	2024 Remuneration of Pierre Palmieri, Deputy CEO	Compensation	Management	For
13	Remuneration of Identified Staff	Compensation	Management	For
14	Elect William L. Connelly	Board Related	Management	For
15	Elect Henri Poupart-Lafarge	Board Related	Management	For
16	Elect Olivier Klein	Board Related	Management	For
17	Elect Ingrid-Helen Arnold	Board Related	Management	For
18	Elect Sébastien Wetter as Employee Shareholder Representative	Board Related	Management	For
19	Authority to Repurchase and Reissue Shares	Capital Management	Management	For
20	Employee Stock Purchase Plan	Compensation	Management	For
21	Amendments to Articles	Changes to Company Statutes	Management	For
22	Authorisation of Legal Formalities	Meeting Administration	Management	For

Sodexo

AG ordinaire · 31/10/2025

N° de résolution	Description	Catégorie	Proposant	Vote
1	Accounts and Reports; Non Tax-Deductible Expenses	Audit/Financials	Management	For
2	Consolidated Accounts and Reports	Audit/Financials	Management	For
3	Allocation of Profits/Dividends	Audit/Financials	Management	For
4	Elect Bellon SA (Patrice de Talhouët)	Board Related	Management	For
5	Elect Geneviève Bich	Board Related	Management	For
6	Elect Françoise Colpron	Board Related	Management	For
7	Elect Luc Messier	Board Related	Management	Against
8	2025 Remuneration of Sophie Bellon, Chair and CEO	Compensation	Management	For
9	2025 Remuneration Report	Compensation	Management	For
10	2026 Remuneration Policy (Board of Directors)	Compensation	Management	For
11	2026 Remuneration Policy (Chair and CEO, From September 1, 2025 to November 9, 2025)	Compensation	Management	For
12	2026 Remuneration Policy (Chair, From November 10, 2025)	Compensation	Management	Against
13	2026 Remuneration Policy (CEO, From November 10, 2025)	Compensation	Management	Against
14	Authority to Repurchase and Reissue Shares	Capital Management	Management	For
15	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Capital Management	Management	For
16	Authority to Increase Capital Through Capitalisations	Capital Management	Management	For
17	Authority to Issue Performance Shares	Compensation	Management	Against
18	Employee Stock Purchase Plan	Compensation	Management	For
19	Authority to Cancel Shares and Reduce Capital	Capital Management	Management	For
20	Authorisation of Legal Formalities	Meeting Administration	Management	For

ST Microelectronics

AG ordinaire · 28/05/2025

N° de résolution	Description	Catégorie	Proposant	Vote
3	REMUNERATION REPORT	Compensation	Management	Against
4	Accounts and Reports	Audit/Financials	Management	For
5	Allocation of Dividends	Audit/Financials	Management	For
6	Ratification of Management Board Acts	Board Related	Management	For
7	Ratification of Supervisory Board Acts	Board Related	Management	For
8	Supervisory Board Remuneration Policy	Compensation	Management	For
9	Equity Grant - CEO	Compensation	Management	For
10	Equity Grant - CFO	Compensation	Management	For
11	Elect Werner Lieberherr to the Supervisory Board	Board Related	Management	For
11.b	Elect Simonetta Acri to the Supervisory Board	Board Related	Management	For
12	Elect Ana de Pro Gonzalo to the Supervisory Board	Board Related	Management	For
13	Elect Hélène Vletter-van Dort to the Supervisory Board	Board Related	Management	For
14	Appointment of Auditor	Audit/Financials	Management	For
15	Appointment of Auditor for Sustainability Reporting	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
0010	Elect Armando Varricchio to the Supervisory Board	Board Related	Management	For
0020	Elect Orio Bellezza to the Supervisory Board	Board Related	Management	For

UCB SA

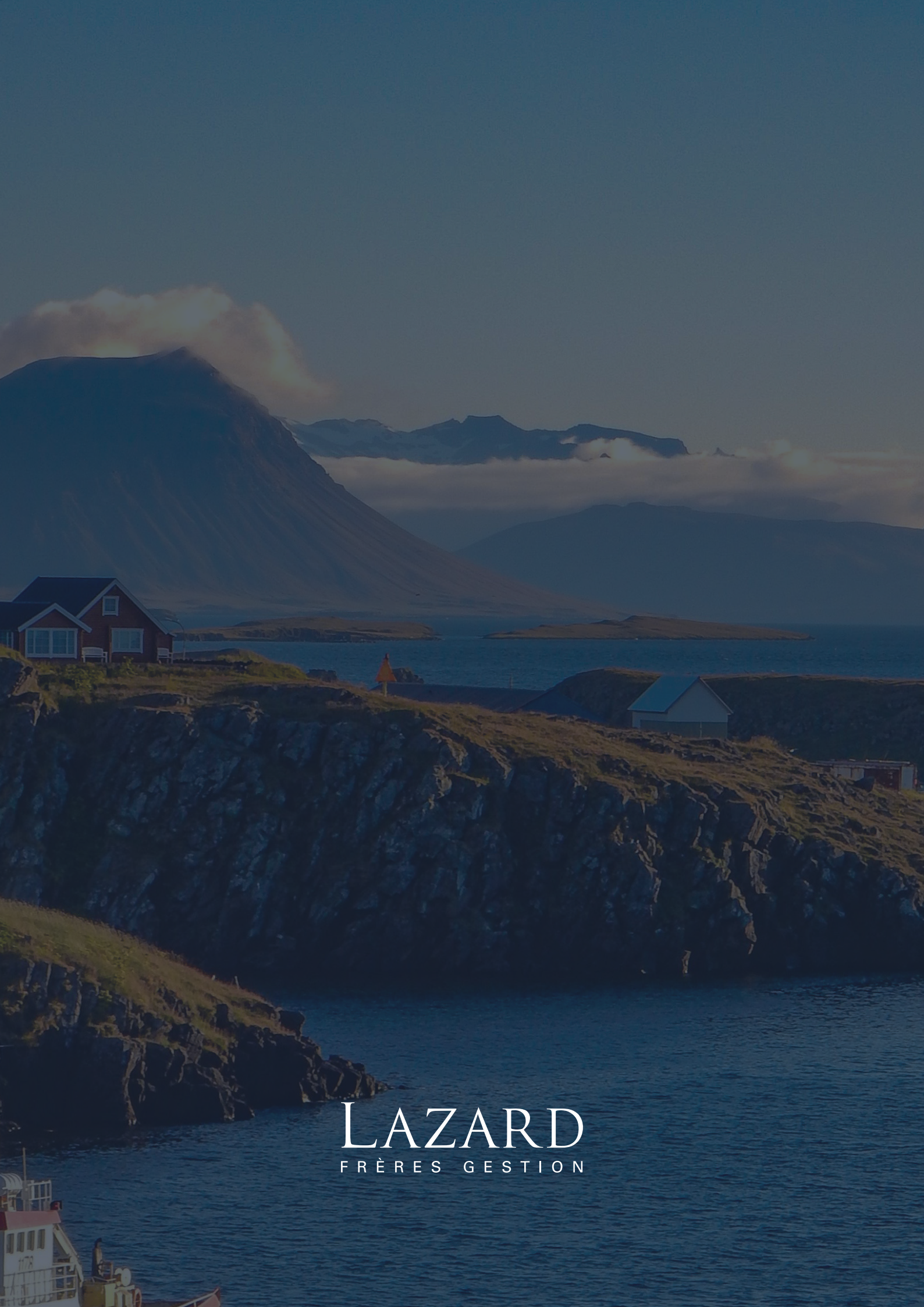
AG ordinaire · 24/04/2025

N° de résolution	Description	Catégorie	Proposant	Vote
4.	Accounts and Reports; Allocation of Dividends	Audit/Financials	Management	For
5.	Remuneration Report	Compensation	Management	For
6.	Remuneration Policy	Compensation	Management	For
7.	Ratification of Board Acts	Board Related	Management	For
8.	Ratification of Auditor's Acts	Audit/Financials	Management	For
9.1A	Elect Jonathan M. Peacock to the Board of Directors	Board Related	Management	For
9.1B	Ratification of Independence of Jonathan M. Peacock	Board Related	Management	For
9.2A	Elect Fiona Powrie to the Board of Directors	Board Related	Management	For
9.2B	Ratification of Independence of Fiona Powrie	Board Related	Management	For
9.3	Elect Stefaan Heylen to the Board of Directors	Board Related	Management	For
10.	Change in Control Clause	Changes to Company Statutes	Management	Against

Vinci

AG ordinaire · 17/04/2025

N° de résolution	Description	Catégorie	Proposant	Vote
1	Consolidated Accounts and Reports	Audit/Financials	Management	For
2	Accounts and Reports; Non Tax-Deductible Expenses	Audit/Financials	Management	For
3	Allocation of Profits/Dividends	Audit/Financials	Management	For
4	Elect Yannick Assouad	Board Related	Management	For
5	Elect Pierre Anjolras	Board Related	Management	For
6	Elect Karla Bertocco Trindade	Board Related	Management	For
7	Elect Maria Victoria Zingoni	Board Related	Management	For
8	Appointment of Auditor (PricewaterhouseCoopers)	Audit/Financials	Management	For
9	Appointment of Auditor (Ernst & Young)	Audit/Financials	Management	For
10	Appointment of Auditor for Sustainability Reporting (Ernst & Young)	Audit/Financials	Management	For
11	Authority to Repurchase and Reissue Shares	Capital Management	Management	For
12	2025 Remuneration Policy (Board of Directors)	Compensation	Management	For
13	2025 Remuneration Policy (Chair and CEO)	Compensation	Management	For
14	2025 Remuneration Policy (Incoming CEO)	Compensation	Management	For
15	2025 Remuneration Policy (Chair)	Compensation	Management	For
16	2024 Remuneration Report	Compensation	Management	For
17	2024 Remuneration of Xavier Huillard, Chair and CEO	Compensation	Management	For
18	Authority to Cancel Shares and Reduce Capital	Capital Management	Management	For
19	Authority to Increase Capital Through Capitalisations	Capital Management	Management	For
20	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Capital Management	Management	For
21	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Capital Management	Management	For
22	Authority to Issue Shares and Convertible Debt Through Private Placement	Capital Management	Management	For
23	Greenshoe	Capital Management	Management	For
24	Authority to Increase Capital in Consideration for Contributions In Kind	Capital Management	Management	Against
25	Employee Stock Purchase Plan	Compensation	Management	For
26	Stock Purchase Plan for Overseas Employees	Compensation	Management	For
27	Authority to Issue Performance Shares	Compensation	Management	For
28	Authorisation of Legal Formalities	Meeting Administration	Management	For


LAZARD
FRÈRES GESTION